

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2529



Introduced by **REPRESENTATIVE AUDREY KAY T. ZUBIRI**

AN ACT
PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR
EDUCATORS IN BASIC EDUCATION

EXPLANATORY NOTE

Teachers are the backbone of our nation's education system. They nurture minds, instill values, and build the foundation of our country's development. Yet, despite their indispensable role, many public-school teachers and personnel in basic education continue to suffer from inadequate compensation, limited benefits, and a lack of full recognition of the scope and weight of the work they do.

Currently, an entry level Teacher I position and non-teaching personnel receive a salary under Salary Grade 11 which corresponds to a monthly salary rate of P30,024 as of 2025 under the Salary Standardization Law.¹

This bill seeks to address this long-standing gap by providing additional compensation and support to locally funded teachers, teaching and non-teaching personnel specifically, by granting a monthly additional compensation of Ten Thousand Pesos (P10,000) to be implemented gradually in three tranches over a period of three (3) years.

This allowance shall be considered part of the basic salary for computing retirement pay and bonuses and shall not hinder further increases in base pay. The bill also grants additional support, including:

¹ <https://mb.com.ph/2024/8/12/dbm-entry-level-pay-for-public-teachers-to-increase-to-p30-00-in-2025>

- a. Authority for Local School Boards to augment allowances from the Special Education Fund (SEF), without affecting allocations for classrooms and infrastructure;
- b. A medical allowance of One Thousand Pesos (P1,000) annually for regular health checkups; and
- c. A Magna Carta Bonus in recognition of the unimplemented provisions of R.A. No. 4670 or the "Magna Carta for Public School Teachers."

These proposed benefits are a response to years of clamor from the education sector and reflect the State's constitutional duty to protect and promote the welfare of workers as its primary social economic force as enshrined in Section 18, Article II of the 1987 Constitution.

In light of the urgent need to uplift the socioeconomic status of our teachers and educational support staff - who remain at the forefront of our learning system - the passage of this measure is strongly and earnestly sought.


AUDREY KAY T. ZUBIRI
Representative, 3rd District of Bukidnon

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Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

1 **SECTION 1. Short Title.** - This Act shall be known as the "*Basic Education Teachers*
2 *Pay Increase Act*".

3
4 **SEC. 2. Declaration of Policy.** - It is hereby declared the policy of the State to promote
5 the welfare and economic well-being of public-school teachers and personnel in basic
6 education.

7
8 **SEC. 3. Definition of Terms.** - As used in this Act, the following terms shall mean:

9
10 a) **Basic Education** refers to early childhood, elementary, secondary, alternative
11 learning system (ALS), and education for those with special needs.

12 b) **Locally Funded Teacher** refers to a public-school teacher who is hired and paid for,
13 fully or partially, by a local government unit or any other local entity in accordance with the
14 rules and regulations issued by the Department of Education (DepEd).

15 c) **Non-Teaching Personnel** refer to officials and employees of the Department of
16 Education who are not defined herein as public-school teachers.

17 d) **Public-School Teacher** refers to a person engaged in: (1) actual classroom teaching
18 in public basic education; (2) teaching in ALS; (3) teaching and non-teaching employment

1 with the Philippine Science High School System; and (4) school-based supervisory,
2 managerial, administrative, and/or technical functions in public basic education.

3
4 **SEC. 4. Beneficiaries.** - The Additional Support and Compensation provided for in this
5 Act shall cover the following: public school teachers, locally funded teachers, Philippine
6 Science High School System teaching and non-teaching personnel, and non-teaching
7 personnel of the DepEd, excluding those occupying positions from salary grade level 30,
8 under the DepEd schedule of salaries, are/or Assistant Secretary upwards.

9
10 **SEC. 5. Additional Compensation.** - An amount of Ten Thousand Pesos (P10,000.00)
11 per month shall be granted to those mentioned in Section 4 of this Act as additional
12 compensation to their existing salary and benefits: *Provided*, That said amount shall be paid
13 in three (3) tranches, as follows: First Year - PHP 4,000.00 per month; Second Year - an
14 additional PHP 3,000.00 per month; and Third Year - another additional PHP 3,000.00 per
15 month.

16
17 *Provided further*, That in succeeding years, said support compensation shall be
18 continuously paid in full to the beneficiaries. *Provided furthermore*, That said additional
19 compensation shall be considered as part of the basic salary for the purpose of computing
20 retirement pays and bonuses that the beneficiaries under this Act are entitled to. *Provided*
21 finally, That the support granted under this Act shall be without prejudice to future increases
22 in the basic pay of the herein beneficiaries.

23
24 **SEC. 6. Additional Support.** - The following additional support is hereby authorized:

25
26 a) *Supporting the form of allowances and other remuneration funded from local school*
27 *board funds.* - Any law, executive issuance, department order, local ordinance, and the like, to
28 the contrary notwithstanding, the Local School Boards, as defined in the 1991 Local
29 Government Code, are hereby authorized to augment the existing allowances of herein
30 beneficiaries to be sourced from the Special Education Fund (SEF): *Provided*, That the
31 Implementation of this authority shall not in any way prejudice the required budgetary
32 allocation to address the school building and classroom shortage in the area.

1 b) *Medical Allowance.* - The herein beneficiaries shall receive an annual allowance for
2 medical check-up in the amount of One Thousand Pesos (P1,000.00).

3
4 c) *Magna Carta Bonus.* - In consideration of the many unenjoyed and unimplemented
5 provisions of Republic Act No. 4670 or the “*Magna Carta for Public School Teachers of*
6 *1966*”, the DepEd is hereby authorized to grant an annual Magna Carta bonus to public school
7 teachers and non-teaching personnel of the DepEd. The maximum amount of the Magna Carta
8 bonus shall be equivalent to the entitlement a teacher or non-teaching personnel should have
9 received under Republic Act No. 4670 but which has not been realized in a given budget year.
10 Congress shall appropriate the funding for this bonus upon the recommendation of the DepEd.

11
12 **SEC. 7. *Appropriations.*** - The amount necessary to carry out the initial implementation
13 of this Act shall be sourced from the current budget of the DepEd. Thereafter, such sum as
14 may be necessary for the continued implementation of this Act shall be included in the annual
15 General Appropriations Act (GAA).

16
17 **SEC. 8. *Transitory Provisions.*** - Notwithstanding Section 2 (b) of this Act, all locally-
18 funded teachers shall enjoy the benefits herein granted: *Provided*, That within three (3) years
19 from the approval of this Act, locally-funded teachers who fail to comply with said Section 2
20 (b) shall cease to be covered by this Act.

21
22 **SEC. 9. *Implementing Rules and Regulations.*** - Within sixty (60) days from the
23 effectivity of this Act the DepEd shall promulgate the necessary rules and regulations for the
24 effective implementation of this Act.

25
26 **SEC. 10. *Separability Clause.*** - Should any provision herein be declared
27 unconstitutional, the same shall not affect the validity of the other provisions of this Act.

28
29 **SEC. 11. *Repealing Clause.*** - All laws, decrees, orders, rules, and regulations or other
30 issuances or parts inconsistent with the provisions of this Act are hereby repealed or modified
31 accordingly.

32

1 **SEC. 12. *Effectivity Clause.*** - This Act shall take effect fifteen (15) days after its
2 publication in the Official Gazette or in any two (2) newspapers of general circulation in the
3 Philippines.

Approved,