



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila



TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2637

Introduced by Representative WALFREDO "ARMAN" R. DIMAGUILA, JR.

AN ACT
PROVIDING ADDITIONAL SUPPORT AND COMPENSATION FOR TEACHERS
AND NON-TEACHING PERSONNEL IN BASIC EDUCATION

EXPLANATORY NOTE

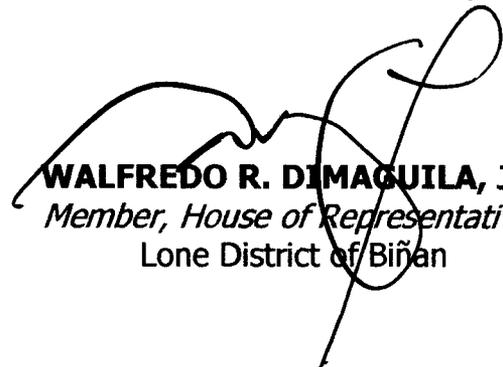
The nation's teachers and education support personnel are the backbone of our educational system. Despite the crucial roles they play in shaping future generations, their compensation has remained insufficient relative to the demands and cost of living.

Through this Act, its proposed measures seek to Provide a Ten Thousand Pesos (PhP10,000.00) monthly salary increase to teachers and non-teaching personnel and ensure that this increase becomes part of their regular salary and retirement benefits. Also, it will provide health and wellness benefits as well as allowing Local Government Units to extend additional allowances through the Special Education Fund without compromising infrastructure requirements, among others.

As additional support for the passage of this Act, help was sought from Senator Paolo Benigno "Bam" A. Aquino IV, his Senate Bill on the "*An Act Providing Additional Support and Compensation for Educators in Basic Education*" which also served as an inspiration for this Bill. Therefore, it hopes to streamline the two in unifying the same intent and purpose.

By enacting this legislation, Congress affirms its commitment to uplifting the welfare of educators and school workers—ensuring they are duly compensated, protected, and motivated in their service to the nation.

In view of the foregoing, the immediate passage of this bill is earnestly sought.



WALFREDO R. DIMAGUILA, JR.
Member, House of Representatives
Lone District of Biñan



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

1 **SEC. 1. Short Title.** – This Act shall be known as the "*Angat Sweldo Para sa*
2 *Guro Act*"

3
4 **SEC. 2. Declaration of Policy.** – It is the policy of the State to promote and
5 protect the rights and welfare of public school teachers and non-teaching personnel
6 by ensuring adequate compensation and benefits. Recognizing their pivotal role in
7 nation-building and delivering quality basic education, the State shall provide
8 additional economic support and welfare benefits, commensurate to the demands of
9 their service.

10
11 **SEC. 3. Definition of Terms.** – For purposes of this Act, the following terms
12 are hereby defined:

13

14 a. *Basic Education* – refers to early childhood, elementary, and
15 secondary education alternative learning system (“ALS”), and
16 education for those with special needs.

17
18 b. *Teaching Personnel*– refers to public school teachers directly engaged
19 in classroom teaching under the Department of Education (“DepEd”).

20
21 c. *Non-Teaching Personnel* – refers to public school employees who are
22 not classroom teachers but render support services in schools or
23 DepEd offices or those who are not defined as teaching personnel in
24 this Act.

25
26 d. *Public School Teacher* refers to a person engaged in: (1) actual
27 classroom teaching in public basic education; (2) teaching in ALS; (3)
28 teaching and non-teaching employment with the Philippine Science
29 High School System; and (4) school-based supervisory, managerial,
30 administrative, and/or technical functions in public basic education.

31
32 **SEC. 4. *Beneficiaries.*** – The additional support and compensation provided
33 for in this Act shall cover the following: public school teachers, teaching personnel,
34 Philippine Science High School System teachers, and non-teaching personnel of the
35 DepEd, excluding those occupying positions from salary grade level 30, under the
36 DepEd schedule of salaries, or Assistant Secretary and higher positions.

37
38 **SEC. 5. *Increase in Compensation.*** – An additional Ten Thousand Pesos
39 (PhP10,000.00) monthly shall be granted to all qualified teaching and non-teaching
40 personnel in basic education whose current monthly salaries fall under Salary Grade
41 30 and below.

42
43 The additional compensation shall be integrated into the basic salary of the
44 qualified personnel, included in the computation of retirement pay and other related
45 benefits, and shall continue annually without interruption *Provided:* it shall not
46 prejudice future salary standardization increases or adjustments.

48 **SEC. 6. *Additional Support and Allowances.*** – Qualified beneficiaries of
49 this Act shall be entitled to the following additional benefits:

50 a. *Medical and Wellness Assistance* – including but not limited to annual
51 physical and mental health check-ups, preventive care services, and
52 emergency medical support, to be administered through the
53 Department of Education (DepEd) and in coordination with the
54 Department of Health (DOH).
55

56 b. *Local Government Allowances* – sourced from the Special Education
57 Fund (the “SEF”), *Provided:* that such allowances shall not prejudice
58 the required SEF budget allocation for addressing school building and
59 classroom shortages, as determined by the Department of Education
60 and the local school board.
61

62 **SEC. 7. *Magna Carta Bonus.*** – An Annual Magna Carta Bonus shall be granted
63 to all eligible teaching and non-teaching personnel covered by this Act pursuant to
64 Republic Act No. 4670 or the Magna Carta for Public School Teachers of 1966.
65

66 The amount and guidelines for the implementation of this bonus shall be
67 recommended by DepEd. Subsequent necessary annual funding shall be appropriated
68 by Congress.
69

70 **SEC. 8. *Appropriations.*** – The initial implementation of this Act shall be
71 funded by DepEd from its existing available appropriations. Thereafter, the required
72 funding shall be included in the annual General Appropriations Act.
73

74 **SEC. 9. *Implementing Rules and Regulations.*** – Within ninety (90) days
75 from the effectivity of this Act, the Department of Education, in consultation with the
76 Department of Budget and Management, Civil Service Commission, and other relevant
77 agencies, shall promulgate the necessary rules and regulations for its effective
78 implementation.
79

80 **SEC. 10. *Separability Clause.*** – If any part or provision of this Act is declared
81 unconstitutional or invalid, the other parts or provisions not affected thereby shall
82 remain in full force and effect.

83

84 **SEC. 11. *Repealing Clause.*** – All laws, executive orders, decrees, rules, and
85 regulations or parts thereof inconsistent with any provision of this Act are hereby
86 repealed or modified accordingly.

87

88 **SEC. 12. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
89 publication in the Official Gazette or in a newspaper of general circulation.

APPROVED.