

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2995



Introduced by **HON. JERRY E. PEREZ**

AN ACT
ESTABLISHING THE TEACHERS' WELFARE AND INNOVATION PROGRAM,
PROVIDING COMPENSATION ENHANCEMENTS, PERFORMANCE INCENTIVES, AND
SUPPORT SERVICES FOR PUBLIC SCHOOL EDUCATORS, AND APPROPRIATING
FUNDS THEREFOR

EXPLANATORY NOTE

This proposed measure is firmly anchored in the Philippine Constitution, particularly Article XIV, Section 5(5), which mandates the State to ensure that teaching attracts and retains its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment. It also aligns with Section 1 of the same Article, which upholds the State's duty to protect and promote the right of all citizens to quality education at all levels. By improving teacher compensation, professional development, and well-being, this bill operationalizes these constitutional directives into concrete programs that empower educators and elevate the quality of education nationwide.

Education is the foundation of national development. It shapes the character, skills, and future of every Filipino, and at the very heart of this transformative mission are our teachers, the women and men who dedicate their lives to guiding and nurturing the next generation. They are not just educators; they are nation-builders. Yet, despite the magnitude of their responsibility, teachers continue to face a reality fraught with financial struggles, limited access to modern teaching resources, and the mounting pressures of heavy workloads.

These challenges have long hindered teachers from fully realizing their potential and from providing the quality of education our learners deserve. If we expect our teachers to inspire excellence, foster creativity, and prepare our students for a fast-changing world, we must first ensure that they themselves are empowered, supported, and motivated.

The Teachers' Welfare and Innovation Act of 2025 seeks to answer this call. This measure introduces a comprehensive approach to teacher empowerment, an approach that goes beyond salary adjustments to encompass professional growth, technological readiness, and overall well-being. It is built upon three core strategies.

First, the bill addresses financial stability by granting an Innovation Allowance of ₱7,500 per month, integrated into the basic salary for retirement and other benefits. This allowance, implemented in phases for fiscal responsibility, acknowledges the growing economic burden on teachers while signaling the State's recognition of their indispensable role.

Second, the measure introduces a Performance-Based Incentive Program that rewards excellence and creativity. Teachers who demonstrate outstanding classroom innovation, effective use of digital tools, and measurable improvements in student learning will be eligible for annual bonuses of up to ₱50,000. This program shifts the focus from compliance to innovation, making it clear that those who go beyond the call of duty will be recognized and rewarded.

Third, the bill places a premium on holistic support for teachers. In an era where digital and blended learning have become essential, this measure allocates a Digital Education Allowance of ₱10,000 annually for devices and internet connectivity. It also establishes a Professional Development Fund for continuous learning and certifications, and introduces a Mental Health and Wellness Program that includes counseling services, annual health check-ups, and five additional paid wellness leave days each year. These provisions ensure that teachers are not only competent but also mentally and physically prepared to meet the demands of modern education.

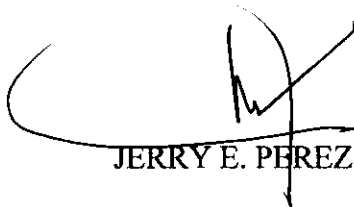
At the heart of this bill is the concept of innovation. For education to remain relevant, teachers must be empowered to explore creative and transformative practices including the integration of technology into instruction, the development of inclusive teaching strategies, the adoption of new pedagogical models such as flipped classrooms and gamified lessons, and the design of learning experiences that truly engage students. This legislation incentivizes such forward-thinking practices through financial rewards, professional recognition, and opportunities for career advancement.

The need for this measure is supported by research conducted by the SEAMEO Regional Center for Educational Innovation and Technology (INNOTECH), which developed a framework identifying the key factors that sustain teacher motivation. The study emphasizes that teachers remain in the profession when they find purpose, passion, and opportunities for growth, factors reinforced by competitive compensation, supportive environments, and well-being initiatives. Addressing these areas through policy intervention is essential to building a motivated, high-performing, and future-ready teaching force.

This proposal also aligns with current efforts in the Senate, particularly Senate Bill No. 127 or the Angat Sweldo Para sa Guro Act filed by Senator Paolo Benigno A. Aquino IV, which sought to improve teacher welfare. Our measure builds on that initiative by incorporating innovation-driven incentives, digital readiness support, and wellness programs to ensure that teacher development keeps pace with the evolving needs of learners and society.

By enacting this measure, the State sends a clear message: our teachers are a priority. Their success is the foundation of national progress. Through this bill, we reaffirm our commitment to creating an education system where teachers are not only adequately compensated but also empowered to innovate, supported to grow, and cared for as professionals and individuals. In doing so, we secure a brighter future for our learners and our country.

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



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

SEC. 1. This Act shall be known as the "Teachers' Welfare and Innovation Act of 2025."

SEC. 2 Declaration of State Policy. The State recognizes that teachers are the foundation of the educational system and play a vital role in shaping the nation's future. It is therefore the declared policy of the State to uphold the dignity of teachers and ensure their well-being, in line with the constitutional mandate to prioritize education and safeguard the rights of both teachers and learners. Education is a key driver of social progress and national development; thus, creating a supportive environment for teachers is essential in achieving quality education for all.

This policy is firmly anchored on the 1987 Philippine Constitution. Article II, Section 17 states that "The State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development." Similarly, Article XIV, Section 1 guarantees that "The State shall protect and promote the right of all citizens to quality education at all levels and shall take appropriate steps to make such education accessible to all." Furthermore, Article XIV, Section 5 (5) provides that "The State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment."

To uphold these constitutional principles, the State shall:

- a. Ensure Adequate and Competitive Compensation to make the teaching profession attractive and allow educators to live with dignity and financial security;
- b. Institute Incentive Systems that Reward Excellence and Innovation, fostering a culture of merit and continuous professional growth;
- c. Implement Holistic Welfare Programs, Including Mental Health Support, recognizing the importance of teachers' physical, emotional, and psychological well-being; and
- d. Expand Access to Technology and Digital Resources for Modern Education, equipping teachers and learners with the tools and competencies needed for 21st-century education.

By pursuing these commitments, the State seeks to elevate the teaching profession, strengthen the education system, and fulfill its constitutional obligation to protect the rights and welfare of teachers and learners.

SEC. 3 Objectives. The education sector plays a critical role in national development, and teachers are at the heart of this mission. However, they continue to face financial constraints, rising workloads, mental health challenges, and limited access to modern technology and professional growth opportunities. This Act seeks to address these systemic issues to improve the overall quality of education and uplift the teaching profession.

- a. **Enhance Teachers' Financial Well-being.** The Act aims to substantially increase the take-home pay of teachers by reviewing and adjusting salary structures, benefits, and deductions. This includes reducing excessive mandatory contributions where possible, ensuring teachers retain a fair portion of their earnings to meet personal and family needs.
- b. **Introduce a Performance-Based Incentive Program.** To promote excellence and accountability, the Act mandates the implementation of a structured performance-based incentive system. This program will recognize and reward outstanding teaching practices, innovative classroom strategies, and measurable improvements in student outcomes. It seeks to foster a culture of meritocracy and continuous improvement within the teaching workforce.
- c. **Provide Comprehensive Mental Health and Wellness Programs.** Recognizing the demanding nature of the teaching profession, the Act provides for accessible mental health and wellness initiatives. These will include counseling services, stress management programs, peer support networks, and wellness activities to safeguard teachers' mental, emotional, and physical well-being.
- d. **Allocate Resources for Digital Learning and Technology Upgrades.** The Act commits to modernizing the education environment by investing in digital tools, devices, and infrastructure. This includes upgrading school facilities with reliable internet connectivity, providing access to e-learning platforms, and training teachers in the effective use of educational technologies to enhance teaching and learning outcomes.
- e. **Strengthen Professional Development Opportunities.** Continuous professional growth is a cornerstone of quality education. The Act ensures that teachers have access to ongoing professional development programs, such as advanced training, certification courses, leadership development workshops, and research opportunities. These initiatives will equip teachers with the latest pedagogical approaches and technological competencies.

SEC. 4 Coverage. This Act shall apply to the following personnel under the supervision and authority of the Department of Education (DepEd):

- a. All public school teachers in basic education, including those in elementary and secondary levels;
- b. Teachers in the Alternative Learning System (ALS) delivering non-formal education programs and services;
- c. Non-teaching personnel directly involved in learning delivery, such as academic support staff and instructional aides; and
- d. Personnel assigned to government-funded education programs implemented or managed by the Department of Education.

SEC. 5 Compensation Enhancement. To promote teacher motivation, innovation, and overall well-being, the State shall grant an additional monthly allowance known as the Innovation Allowance to all personnel covered under this Act. This allowance is designed to enable educators to adopt creative teaching practices, integrate technology into instruction, and address the evolving demands of modern education.

The Innovation Allowance shall be implemented in two phases. During the first year of implementation, an amount of Four Thousand Pesos (₱4,000) per month shall be provided to each eligible personnel. In the second year, an additional Three Thousand Five Hundred Pesos (₱3,500) per month shall be added, resulting in a total monthly Innovation Allowance of Seven Thousand Five Hundred Pesos (₱7,500). This progressive approach ensures that teachers immediately benefit from additional income while allowing the government to manage the fiscal impact of the program effectively.

For the purpose of computing retirement benefits, bonuses, and other monetary benefits, the Innovation Allowance shall be integrated into the teacher's basic salary, ensuring that the increase contributes to the long-term financial security of educators. Furthermore, the allowance shall be tax-exempt, subject to the ceilings and regulations set by the Bureau of Internal Revenue (BIR), to guarantee that teachers receive the full benefit of this additional compensation without undue deductions.

The Department of Education (DepEd), in coordination with the Department of Budget and Management (DBM), shall issue the necessary implementing guidelines within ninety (90) days from the effectivity of this Act. These guidelines shall cover eligibility, disbursement procedures, and monitoring mechanisms. The funds necessary for the payment of the Innovation Allowance shall be included in the annual General Appropriations Act (GAA) under the budget of the Department of Education. All personnel identified under Section 4 of this Act shall automatically receive the allowance without the need for additional application requirements.

SEC. 6 Performance-Based Incentive Program. To promote a culture of excellence, innovation, and accountability in the teaching profession, the State shall establish a Performance-Based Incentive Program for all educators covered under this Act. This program shall provide annual financial incentives based on clearly defined, verifiable, and measurable performance indicators, ensuring that rewards are directly tied to tangible improvements in teaching quality and student learning outcomes. The incentives shall be granted as follows:

I. Outstanding Performance:

- a. An incentive of Twenty Thousand Pesos (₱20,000) shall be awarded to teachers who receive an Outstanding performance rating under the Department of Education's (DepEd) established Performance Management System or its equivalent.
- b. Innovation in Teaching:
An incentive of Thirty Thousand Pesos (₱30,000) shall be given to educators who exhibit exceptional innovation in teaching, demonstrated through the creation or integration of new instructional strategies, the effective use of digital technologies in the classroom, or the successful implementation of best practices recognized at the school, district, or regional level.
- c. Significant Improvement in Student Performance:
An incentive of Fifty Thousand Pesos (₱50,000) shall be granted to teachers who achieve substantial gains in student performance, as evidenced by measurable improvements in large-scale or standardized assessments. This includes:
 - National Assessments: Such as the National Achievement Test (NAT) or its equivalent administered by DepEd;
 - Significant learning gains reflected in the Southeast Asia Primary Learning Metrics (SEA-PLM), a regional assessment developed by SEAMEO and UNICEF to measure foundational skills in Reading, Writing, and Mathematics among Grade 5 learners. Improvements in SEA-PLM performance shall serve as a strong indicator of effective teaching practices and the educator's contribution to strengthening basic education competencies in alignment with regional and global benchmarks.
 - International Benchmark Assessments: Such as the Programme for International Student Assessment (PISA) or the Trends in International Mathematics and Science Study (TIMSS), where applicable; or
 - Independent Accredited Assessments: Administered by reputable and recognized assessment bodies, whether local or international, provided they adhere to standards of validity, reliability, and impartiality as prescribed by DepEd in its implementing rules.

This program underscores the principle that teacher performance should reflect not only compliance with administrative standards but also measurable impact on learner achievement. By linking significant financial incentives to demonstrable academic progress, the State seeks to encourage teachers to adopt effective pedagogical strategies, integrate technology, and embrace continuous professional development.

The Department of Education shall issue specific guidelines governing the qualification, verification, and distribution of these incentives. Such guidelines shall include, but not be limited to:

- The minimum percentage of improvement in assessment scores required for eligibility;
- The process for validating and recognizing teachers who meet the criteria; and
- Measures to ensure fairness, transparency, and equal opportunity across schools, districts, and regions.

SEC 7. Digital Learning Support. Recognizing the critical role of technology in modern education, the State commits to ensuring that every public school teacher is equipped with the tools and resources necessary to deliver quality, technology-enabled instruction. To achieve this, a comprehensive Digital Learning Support Program shall be implemented, anchored on strong public-private collaboration and a commitment to closing the digital divide in education.

The program shall include the following components:

- a. **Digital Education Allowance.** Each public school teacher shall receive an annual Digital Education Allowance of Ten Thousand Pesos (₱10,000) to support the purchase of digital devices, maintenance of internet connectivity, and acquisition of licensed educational software essential for effective teaching in blended and online learning environments.
- b. **One Teacher, One Laptop Program.** Within a period of three (3) years from the effectivity of this Act, the Department of Education (DepEd) shall fully implement the One Teacher, One Laptop Program, ensuring that every public school teacher is provided with a personal laptop or equivalent digital device for instructional use. Priority shall be given to teachers in remote, underserved, and geographically isolated areas to ensure equity in access to technology.
- c. **Public-Private Partnerships for Connectivity and Infrastructure.** To guarantee fast, reliable, and affordable internet access in schools and teacher households, the Department of Education, in collaboration with the Department of Information and Communications Technology (DICT), shall establish partnerships with telecommunications companies and internet service providers. These partnerships may include provision of free or subsidized high-speed internet connectivity, sharing of digital infrastructure, and other technological solutions to support remote and blended learning.
- d. **Incentives for Private Sector Participation.** To encourage robust private sector involvement in advancing digital education, ICT companies and telecommunications providers that extend free high-speed internet services, digital infrastructure, or other technology-related support to public schools and teachers shall be eligible for tax incentives in the form of tax credits.

The process shall be as follows:

- i. The Secretary of Education shall certify and endorse the value and nature of the assistance provided by the private entity, ensuring alignment with the objectives of this Act;
 - ii. The Secretary of Finance shall review and approve the issuance of a Tax Credit Certificate in accordance with applicable tax laws and regulations;
 - iii. The Department of Education and the Department of Finance, in consultation with the DICT, shall jointly formulate the guidelines governing the grant of tax incentives. These guidelines shall clearly define the qualifying activities, valuation of contributions, verification process, and compliance requirements to guarantee transparency, accountability, and equitable recognition of participating private entities.
- e. **Policy Intent and Benefits.** This provision not only guarantees that teachers are equipped with the necessary digital tools and connectivity but also creates an enabling environment for strategic partnerships with the private sector. By granting tax incentives to companies that contribute to the modernization of education, the State fosters a shared responsibility model,

where government and industry work hand-in-hand to advance inclusive, resilient, and technology-driven learning.

The Digital Learning Support Program ultimately positions the Philippine education system to compete globally, ensuring that no teacher—and no learner—is left behind in the digital era.

SEC 8. Mental Health and Wellness Program. Recognizing that the well-being of teachers is fundamental to the effective delivery of quality education, the State shall establish a comprehensive Mental Health and Wellness Program to safeguard and promote the mental, emotional, and psychological health of educators.

This program shall include the following provisions:

- a. **Wellness Leave.** Teachers shall be granted five (5) additional paid Wellness Leave days annually. These leave days are intended to allow educators the necessary time to rest, recover, and address mental health and emotional well-being, thereby reducing stress and preventing burnout.
- b. **Accessible Mental Health Services.** The State shall provide teachers with free access to mental health care and support services, including but not limited to:
 - Professional counseling sessions delivered by qualified mental health practitioners;
 - Participation in wellness and stress management workshops, aimed at promoting work-life balance and resilience; and
 - Annual psychological or mental health assessments to monitor and support the holistic well-being of educators.
- c. **Confidentiality and Data Protection.** All mental health services provided under this program shall observe strict confidentiality and privacy standards, in accordance with existing Mental Health Laws (Republic Act No. 11036) and the Data Privacy Act (Republic Act No. 10173). Any personal or sensitive information disclosed in the course of counseling or assessment shall be handled with the utmost care and protection to maintain trust and respect for teachers' dignity and rights.

SEC 9. Professional Development Fund. To promote lifelong learning and continuous capacity building for educators, the State shall ensure that every teacher is provided with both financial and institutional support for professional growth. For this purpose, each public school teacher shall receive an annual Professional Development Allowance of Five Thousand Pesos (₱5,000). This allowance shall be dedicated exclusively to activities that enhance teaching skills and subject matter expertise, such as participation in accredited training programs, enrollment in certification or specialization courses, and attendance at seminars, workshops, or conferences relevant to their professional advancement.

In addition to this financial assistance, the Department of Education shall develop and maintain a centralized Online Learning Portal designed to provide teachers with free and convenient access to a wide range of educational resources. This portal shall feature self-paced courses, instructional videos, digital teaching tools, and a repository of best practices aimed at fostering peer collaboration and innovation. The platform shall serve as a key resource for educators seeking to upgrade their competencies, integrate new technologies into their classrooms, and remain responsive to evolving curriculum standards and global educational trends.

Through these measures, the State affirms its commitment to empowering teachers as lifelong learners and agents of educational innovation, thereby strengthening the overall quality of education in the country.

SEC 10. Local Government Support. To strengthen the shared responsibility of national and local governments in advancing teacher welfare and educational quality, Local Government Units (LGUs) shall provide additional allowances and benefits to public school teachers within their jurisdiction.

Such assistance shall be drawn from the Special Education Fund (SEF) and other local resources, in accordance with existing laws and guidelines.

LGUs shall prioritize programs that enhance teacher well-being and professional growth, including but not limited to supplemental allowances, health and wellness initiatives, and technology support. In providing these benefits, LGUs must ensure that allocations for critical school infrastructure and maintenance projects remain sufficient, thereby balancing investments in human resources with the need for safe and adequate learning facilities.

The Department of Education (DepEd), in coordination with the Department of the Interior and Local Government (DILG), shall issue the necessary guidelines to standardize and monitor the provision of these benefits across all LGUs, ensuring fairness, transparency, and accountability.

SEC 11. Funding and Appropriations. The initial funding for the implementation of this Act shall be charged against the current appropriations of the Department of Education (DepEd) and any available government savings or lawful sources. Thereafter, the amounts necessary for the full and continued implementation of this Act shall be included in the annual General Appropriations Act (GAA).

In addition, LGUs shall allocate a portion of their Special Education Fund (SEF) specifically for teacher welfare and support programs, as mandated in Section 10 of this Act. This ensures a sustainable, multi-level funding structure that integrates national and local resources for the benefit of the teaching workforce.

SEC 12. Implementing Rules and Regulations (IRR). Within ninety (90) days from the effectivity of this Act, the Department of Education (DepEd), in coordination with the Department of Budget and Management (DBM), the Department of Finance (DOF), the Civil Service Commission (CSC), the National Educators Academy of the Philippines (NEAP), the Teacher Education Council (TEC), and the Career Executive Service Board (CESB), shall jointly formulate and issue the Implementing Rules and Regulations (IRR) necessary to ensure the proper and effective implementation of this Act.

The IRR shall include detailed provisions on:

- a. Funding and resource allocation mechanisms;
- b. Program implementation guidelines for all benefits and incentives provided under this Act;
- c. Performance evaluation standards and monitoring systems;
- d. Accountability frameworks for transparency and proper utilization of funds; and
- e. Procedures for granting tax incentives to private sector partners supporting digital infrastructure and connectivity programs.

SEC 13. Separability Clause. If any provision or part of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall remain in full force and effect.

SEC 14. Repealing Clause. All laws, decrees, executive orders, rules, and regulations inconsistent with this Act are hereby repealed, amended, or modified accordingly.

SEC 15. Effectivity Clause. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation, in accordance with existing laws.

Approved.