

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



HOUSE BILL NO. **3419**

Introduced by **Representative FERDINAND L. HERNANDEZ**

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

EXPLANATORY NOTE

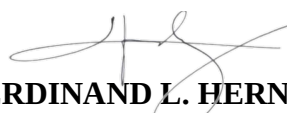
The teaching profession is one of the most vital pillars of our nation. Public school teachers and non-teaching personnel play an indispensable role in shaping the minds and values of future generations, thereby contributing directly to national development and social progress.

Despite the weight of their responsibilities, many of our educators continue to receive inadequate compensation that fails to reflect the value of their work, the demands of their service, and the rising cost of living. Low salaries often lead to financial hardship, which can impact their well-being, job performance, and morale. Addressing this long-standing issue is not only a matter of economic policy but also of social justice and national interest.

This proposed measure, entitled the "***Salary Increase for Teachers Act***," seeks to provide an additional compensation amounting to **Ten Thousand Pesos (₱10,000.00)** to all public school teachers and non-teaching personnel. This increase shall form part of their regular monthly salary and shall be included in the computation of retirement benefits and other related entitlements.

By enacting this bill, the State reaffirms its commitment to promote and protect the rights, welfare, and dignity of our educators. This measure is a step toward ensuring that they receive just and equitable compensation commensurate with their contributions to the country. It is a concrete expression of support for their invaluable service and a necessary investment in the future of Philippine education.

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


FERDINAND L. HERNANDEZ

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

1 **SEC. 1. Short Title.** - This Act shall be known as the "*Salary Increase for Teachers*
2 *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 our public school teachers and non-teaching
6 personnel in basic education. Acknowledging their vital contribution to nation-building and
7 the effective delivery of quality basic education, the State shall provide enhanced economic
8 assistance and benefits that reflect the scope and demands of their duties.

9
10 **SEC. 3. Definition of Terms.** - As used in this Act, the following terms shall mean:

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

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

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

19 d) **Public-School Teacher** refers to a person engaged in: (1) actual classroom teaching
20 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 c) *Magna Carta Bonus.* - In consideration of the many unenjoyed and unimplemented
4 provisions of Republic Act No. 4670 or the “*Magna Carta for Public School Teachers of*
5 *1966*”, the DepEd is hereby authorized to grant an annual Magna Carta bonus to public school
6 teachers and non-teaching personnel of the DepEd. The maximum amount of the Magna Carta
7 bonus shall be equivalent to the entitlement a teacher or non-teaching personnel should have
8 received under Republic Act No. 4670 but which has not been realized in a given budget year.
9 Congress shall appropriate the funding for this bonus upon the recommendation of the DepEd.

10
11 **SEC. 7. *Appropriations.*** - The amount necessary to carry out the initial implementation
12 of this Act shall be sourced from the current budget of the DepEd. Thereafter, such sum as
13 may be necessary for the continued implementation of this Act shall be included in the annual
14 General Appropriations Act (GAA).

15
16 **SEC. 8. *Transitory Provisions.*** - Notwithstanding Section 3 (b) of this Act, all locally-
17 funded teachers shall enjoy the benefits herein granted: *Provided*, That within three (3) years
18 from the approval of this Act, locally-funded teachers who fail to comply with said Section 2
19 (b) shall cease to be covered by this Act.

20
21 **SEC. 9. *Implementing Rules and Regulations.*** - Within sixty (60) days from the
22 effectivity of this Act the DepEd shall promulgate the necessary rules and regulations for the
23 effective implementation of this Act.

24
25 **SEC. 10. *Separability Clause.*** - Should any provision herein be declared
26 unconstitutional, the same shall not affect the validity of the other provisions of this Act.

27
28 **SEC. 11. *Repealing Clause.*** - All laws, decrees, orders, rules, and regulations or other
29 issuances or parts inconsistent with the provisions of this Act are hereby repealed or modified
30 accordingly.

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,