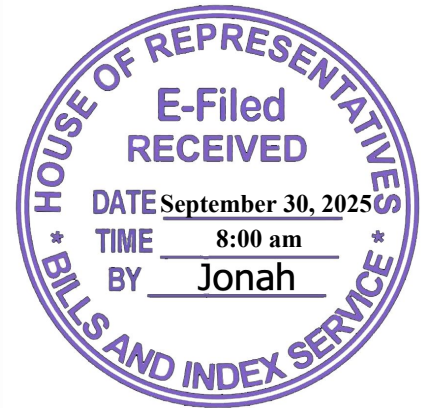




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4971



Introduced by Representative Gloria Macapagal-Arroyo

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

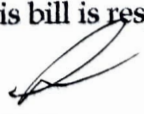
EXPLANATORY NOTE

Teachers and education personnel are at the forefront of nation-building. They mold the values, skills, and knowledge of the youth, ensuring that education fulfills its constitutional mandate of fostering patriotism, accelerating social progress, and promoting total human development. Yet despite their indispensable role, many of our public school teachers and non-teaching staff continue to face financial difficulties due to inadequate salaries and benefits.

This bill seeks to provide additional support and compensation for educators in basic education, including public school teachers, locally funded teachers, non-teaching personnel of the Department of Education, and personnel of the Philippine Science High School System. It proposes additional compensation to be integrated into the basic salary and considered in computing retirement pay and bonuses, additional support including augmentation of allowances by Local School Boards using Special Education Fund allocations, an annual medical allowance of ₱1,000, and a Magna Carta Bonus equivalent to benefits under R.A. 4670 that remain unimplemented.

This bill addresses the long-standing clamor for salary increases and seeks to restore the dignity of the teaching profession, ensuring that our educators are motivated and adequately supported to fulfill their crucial role.

In view of the foregoing, the urgent passage of this bill is respectfully sought.


GLORIA MACAPAGAL-ARROYO
Representative, 2nd District, Pampanga



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

SECTION 1. Short Title. – This Act shall be known as the "*Angat Sweldo Para Sa Guro Act.*"

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

SEC. 3. Definition of Terms. – As used in this Act:

- a) *Basic Education* refers to early childhood, elementary, secondary, alternative learning system (ALS), and education for those with special needs;
- b) *Locally Funded Teacher* refers to a public school teacher who is hired and paid for, fully or partially, by a local government unit or any other local entity in accordance with the rules and regulations issued by the Department of Education (DepEd);
- c) *Non-Teaching Personnel* refer to officials and employees of the Department of Education who are not defined herein as public school teachers; and
- d) *Public School Teacher* refers to a person engaged in: (1) actual classroom teaching in public basic education; (2) teaching in ALS; (3) teaching and non-teaching employment with the Philippine Science High School System; and (4) school-based

supervisory, managerial, administrative, and/or technical functions in public basic education.

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

SEC. 5. Additional Compensation. - An amount of Ten Thousand Pesos (PHP 10,000.00) per month shall be granted to those mentioned in Section 4 of this Act as additional compensation to their existing salary and benefits: *Provided*, That said amount shall be paid in three (3) tranches, as follows:

First Year - PHP 4,000.00 per month;

Second Year - an additional PHP 3,000.00 per month; and

Third Year - another additional PHP 3,000.00 per month.

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

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

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

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

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

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

SEC. 8. *Implementing Rules and Regulations.* - Within sixty (60) days from the effectivity of this Act the DepEd shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 9. *Separability Clause.* - If any provision or part hereof is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in full force and effect.

SEC. 10. *Repealing Clause.* -All laws, acts, decrees, executive orders, issuances, and rules and regulations or parts thereof which are contrary to and inconsistent with this Act are hereby repealed, amended or modified accordingly.

SEC. 11. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,