

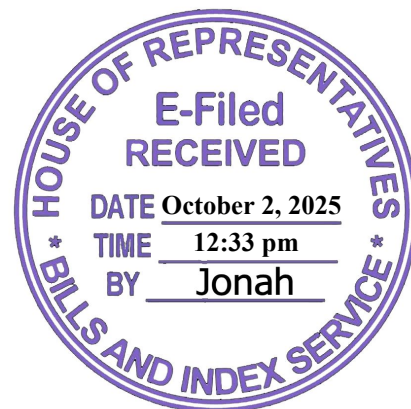
Republic of the Philippines
House of Representatives

Quezon City, Metro Manila

TWENTIETH CONGRESS

First Regular Session

House Bill No. 5083



INTRODUCED BY REP. PATRICK MICHAEL “PM” D. VARGAS

AN ACT
CREATING PLANTILLA POSITIONS IN THE DEPARTMENT OF
EDUCATION FOR VOLUNTEER TEACHERS WITH AT LEAST FIVE (5)
YEARS OF CONTINUOUS SERVICE IN THE PUBLIC SCHOOL SYSTEM,
AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

The State shall recognize the importance of education in nation-building and the vital role of teachers in guiding and teaching the youth into being productive members of society. Teachers, who practice the most noble profession, must be given the value they deserve for their services.

To augment the shortage of teachers in our public school system, volunteer teachers are hired on a temporary basis. They volunteer their services to gain experience but may apply for a full-time post in case of vacancy. A plantilla position, however, is never guaranteed, and volunteer teachers may wait for a long time before they are regularized.

Volunteer teachers remain in high demand due to the persistent shortage of teachers in our public school system. In 2019, reports indicated that public schools needed at least 31, 400 additional teachers¹. To address this gap, the Department of Budget and Management (DBM) created an additional 16,000 new teaching positions in the second quarter of this year, as part of the first tranche of the 20,000 positions targeted.²

¹ Philippine Star. 2019. “Public schools need 31,400 teachers this year”
<https://www.philstar.com/headlines/2019/05/10/1916660/public-schools-need-31400-new-teachers-year>
(Accessed 12 July 2020)

² Philippine News Agency. 2025. “DBM Oks 16K new teaching positions for SY 2025-2026”
<https://www.pna.gov.ph/articles/1250334> (Accessed 17 September 2025)

Despite these efforts, government support for volunteer teachers remains limited. Their modest allowances are often insufficient to meet their personal needs, making it increasingly difficult for them to cope with the rising cost of living.

Yet, in the face of challenges, volunteer teachers continue to serve their communities with dedication, empowering and equipping the youth with knowledge, while helping mold them into responsible and active citizens.

This bill seeks to address these concerns by institutionalizing support for volunteer teachers through the creation of plantilla positions in the Philippine public school system for those who have rendered at least five (5) years of continuous service.

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



REP. PATRICK MICHAEL "PM" D. VARGAS
Fifth District, Quezon City

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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 “Plantilla Positions for Volunteer Teachers”.

SECTION 2. Declaration of Policy – Under the Constitution, it is the policy of the State to give priority, among others, to education, to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development.

SECTION 3. Plantilla Positions for Volunteer Teachers. – The Department of Education is hereby mandated to create plantilla positions for volunteer teachers who have rendered at least five (5) years of continuous service in the primary and secondary public school system in the Philippines; Provided, that the volunteer must possess the appropriate qualifications and submit the necessary requirements for civil service eligibility.

SECTION 4. Implementing Rules and Regulations. – The Department of Education and the Civil Service Commission shall, within ninety (90) days after the effectivity of this Act, formulate and promulgate the rules and regulations for its effective implementation.

SECTION 5. *Appropriations.* – The amount necessary for the effective implementation of this Act shall be charged against the appropriations for the Department of Education under the current General Appropriations Act. Thereafter, such amount as may be necessary for the continued implementation of this Act shall be included in the Annual General Appropriations Act.

SECTION 6. *Repealing Clause.* – All laws, decrees, orders, rules, and regulations, or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 7. *Separability Clause.* – If any portion or provision of this Act is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

SECTION 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication either in the Official Gazette or in a newspaper of general circulation in the Philippines.

Approved,