



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session



HOUSE BILL NO. **5842**

INTRODUCED BY REPRESENTATIVE AMADO CARLOS BOLILIA IV

EXPLANATORY NOTE

Article XIV of the 1987 Constitution and its succeeding sections outlines the obligations of the State and all educational institutions to protect and promote the right of all citizens to quality education at all levels. Teachers are a pillar of Philippine Society - they actively shape the future of our nation through the education of our children yet the lack of consistent and comprehensive support for them risks the further weakening of our education system. How can the state uphold and perform its constitutional obligations if the teachers, the prime movers, wither away due to the lack of comprehensive support?

Teachers face economic pressures and are as vulnerable as ordinary Filipinos are to out-of-pocket expenses, especially medically related expenses. I also would like to stress that despite previous salary increases¹, the passage of the Salary Standardization Law of 2019, and even with the enforcement of Executive Order 64 s. 2024², that there are several benefits in the Magna Carta for Public School Teachers (R.A 4670) which have not been granted since the enactment of the law in the year 1966 one of which is their annual medical benefit.

This legislation will address these challenges through a monthly grant of P10,000 to be given in 3 tranches over 3 years. This adjustment will be considered part of their basic salaries. Further, there are provisions in this bill that will allow local school boards to utilize the Special Education Fund (SEF) to supplement allowances of teachers, without compromising funding for classroom and school building construction. To address the unimplemented benefits of RA 4670, a grant of P 1,000 for medical allowance and a Magna Carta Bonus are also proposed.

The passage of this bill will be an investment towards a stronger education system where teachers can truly flourish and excel not just in teaching, but also in life. In view of the foregoing, the immediate passage of this bill is earnestly sought.

AMADO CARLOS BOLILIA IV
Representative
4th District of Batangas

¹Historical Data on Teacher Salaries from

<https://www.deped.gov.ph/wp-content/uploads/2019/06/Tables-SLMB-Salaries-statement.pptx>

² "Updating The Salary Schedule For Civilian Government Personnel And Authorizing The Grant Of An Additional Allowance, And For Other Purposes"



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HOUSE BILL NO. 5842

INTRODUCED BY HONORABLE AMADO CARLOS BOLILIA IV

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

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

SECTION 1. Short Title. – This Act shall be known as the “Teachers’
Salary Augmentation 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. Eligibility. - 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 portion or provision of this Act is held unconstitutional or invalid, the remaining provisions not affected thereby shall continue to be in full force and effect.

SEC. 10. Repealing Clause. - All laws, executive orders, proclamations, rules, regulations and other issuances or parts thereof which are inconsistent with the provisions of 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,