

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5897



Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

EXPLANATORY NOTE

The public school teachers are the backbone of the nation's education system. They work under demanding conditions, often involving prolonged periods of standing, exposure to various illnesses in crowded classrooms, and significant levels of stress and workload. The current leave benefits, governed by existing civil service laws, which generally grant 15 days of sick leave annually (commutable and cumulative), may be inadequate to cover serious or prolonged health issues without forcing the teacher to use up their leave credits or, worse, go on unpaid leave.

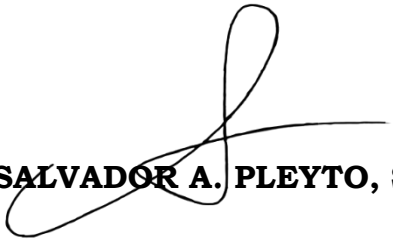
The bill proposes to increase the annual sick leave benefit to thirty (30) days with full pay. This duration is deemed necessary to provide a sufficient buffer for recovery from illnesses, which are common given their work environment, without incurring financial strain.

To prevent abuse and ensure that the leave is used specifically for health and recovery, the proposed sick leave is non-commutable (cannot be converted to cash) and non-cumulative (expires at the end of the year if unused). This is a departure from the general civil service rule but is designed to provide *immediate* and *generous* relief for illness while maintaining the integrity of the benefit.

By providing ample paid sick leave, the bill encourages teachers to prioritize their health. This will ultimately reduce the risk of presenteeism (working while sick) and potential spread of contagious diseases in schools, thereby protecting both the teachers and their students.

This measure acknowledges the unique and challenging nature of a public school teacher's work and ensures they receive the appropriate support to maintain their health and continue their invaluable service to the country. The enactment of this bill is a necessary investment in the welfare of our educators and, by extension, the future of the nation.

In view of the foregoing, the immediate consideration of this Bill is earnestly sought.



SALVADOR A. PLEYTO, SR.

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Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

AN ACT GRANTING THIRTY (30) DAYS SICK LEAVE WITH FULL PAY ANNUALLY TO ALL PUBLIC SCHOOL TEACHERS NATIONWIDE, AMENDING FOR THE PURPOSE PERTINENT PROVISIONS OF EXISTING LAWS, AND APPROPRIATING FUNDS THEREFOR

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 "Public School Teachers' Enhanced Sick Leave Act of 2025."

SEC. 2. *Declaration of Policy.* - It is hereby declared the policy of the State to recognize the vital role of public school teachers in national development and to promote their welfare and well-being. The State shall provide adequate protection and benefits to safeguard their health and ensure their continuous service to the educational system.

SEC. 3. *Grant of Sick Leave with Pay.* - Notwithstanding any provision of law, rules, or regulations to the contrary, all duly appointed public school teachers in the elementary, secondary, and tertiary levels of the Department of Education (DepEd) and State Universities and Colleges (SUCs) shall be entitled to thirty (30) calendar days of sick leave with full pay for every year of service.

SEC. 4. *Nature of Sick Leave.* - The thirty (30) days sick leave privilege shall be non-commutable (not convertible to cash) if unused at the end of the year and shall be non-cumulative (not carried over to the next year).

SEC. 5. *Documentation.* - A medical certificate or other relevant documentation, in accordance with the rules and regulations to be promulgated by the Civil Service Commission (CSC) and the DepEd, may be required for absences exceeding five (5) consecutive days due to illness.

SEC. 6. *Implementing Rules and Regulations.* - The Civil Service Commission (CSC), in coordination with the Department of Education (DepEd) and the Department of Budget and Management (DBM), shall formulate and promulgate the necessary rules and regulations for the effective implementation of this Act within ninety (90) days from its effectivity.

SEC. 7. *Repealing Clause.* - All laws, decrees, executive orders, rules, and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 8. *Separability Clause.* - If any provision of this Act is held invalid or unconstitutional, the other provisions not affected thereby shall remain valid and operative.

SEC. 9. *Repealing Clause* – All other laws, presidential decrees, executive orders, ordinances, rules and regulation, and other issuances or part thereof which are inconsistent with this Act, are hereby repealed or modified accordingly.

SEC. 10. *Effectivity* – This Act shall take effect after fifteen (15) days after its publication in the Official Gazette or in newspapers of general circulation.

Approved,