

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5915



Introduced by Representative ANTOLIN “LENLEN” A. ORETA III

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

EXPLANATORY NOTE

Teachers form the backbone of the education system. They serve not only as mentors and leaders but also as frontliners in building the nation’s future through the education of our children. Yet, for many years, public school teachers have endured heavy workloads, inadequate compensation, and limited institutional support.

Although the Salary Standardization Law has provided periodic salary adjustments, the reality is that a large number of teachers continue to struggle financially. The rising cost of living, persistent classroom shortages, outdated instructional materials, and excessively large class sizes have forced teachers to do more with less. In many cases, they are compelled to incur debts simply to meet their daily needs. These conditions not only undermine their welfare but also compromise the quality of education delivered to learners.

In response, this measure proposes the grant of an additional Ten Thousand Pesos (₱10,000.00) per month to all public school teachers and qualified non-teaching personnel, to be released in three tranches over three years. This additional compensation shall form part of their basic pay for purposes of computing retirement and other benefits.

The bill likewise authorizes local school boards to augment allowances through the Special Education Fund (SEF), provided that allocations for classroom and school building construction are not diminished. Furthermore, it provides a One Thousand Pesos (₱1,000.00) annual medical allowance and ensures the implementation of the Magna Carta Bonus, in recognition of unfulfilled entitlements under Republic Act No. 4670, otherwise known as the Magna Carta for Public School Teachers.

This proposed policy goes beyond the issue of salary increases. It embodies the principle that no nation can rise higher than the quality of its teachers. By ensuring fair compensation and meaningful support, the State affirms its commitment to uplift the teaching profession, strengthen the pillars of the education system, and secure a brighter and more prosperous future for generations of Filipinos.

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


ANTOLIN "LENLEN" A. ORETA III
Lone District of Malabon City

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

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

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

4 **SEC. 3. *Definition of Terms.*** - As used in this Act:

5 (a) Basic Education refers to early childhood, elementary, Secondary, alternative learning
6 system (ALS), and education for those with special needs;

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

10 (c) Non-Teaching Personnel refer to officials and employees of the Department of
11 Education who are not defined herein as public school teachers; and

12 (d) Public School Teacher refers to a person engaged in: (1) actual classroom teaching
13 in public basic education; (2) teaching in ALS; (3) teaching and non-teaching
14 employment with the Philippine Science High School System; and (4) school-based
15 supervisory, managerial, administrative, and/or technical functions in public basic
16 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

55 necessary for the continued implementation of this Act shall be included in the annual General
56 Appropriations Act (GAA).

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

60 **SEC. 9. *Separability Clause.*** - Should any provision herein be declared unconstitutional, the
61 same shall not affect the validity of the other provisions of this Act.

62 **SEC. 10. *Repeating Clause.*** - All laws, decrees, orders, rules, and regulations or other issuances
63 or parts inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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

66 *Approved,*