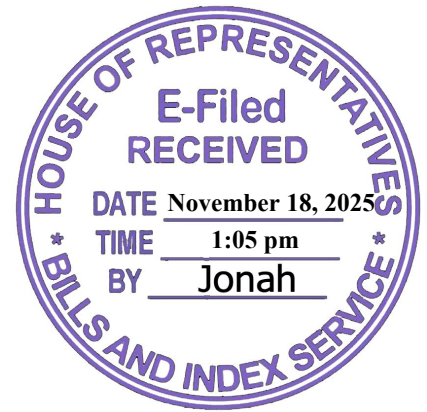


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
20TH CONGRESS
First Regular Session



House Bill No. 6117

Introduced by: **REP. JOEL R. CHUA**

EXPLANATORY NOTE

Public school teachers carry the immense responsibility of shaping the nation's future, yet they continue to face heavy workloads, health risks, and limited leave benefits. Under existing laws, teachers do not enjoy the same level of paid sick leave accorded to other government employees, leaving many to report for work despite illness or insufficient recovery time. This situation not only affects their well-being but also compromises the quality of education delivered to millions of Filipino learners.

This bill seeks to grant public school teachers thirty (30) days of paid sick leave annually, separate from their existing service credits and Proportional Vacation Pay. By ensuring adequate time for rest and medical care, the measure strengthens the State's commitment to protecting the welfare of educators and supporting their ability to perform effectively.

The proposed policy promotes a healthier, more resilient teaching workforce and aligns with the State's duty to uphold teachers' rights and welfare as vital contributors to national development.

In view of the foregoing, approval of this legislative measure is earnestly sought


JOEL R. CHUA

Representative, 3rd District, Manila

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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House Bill No. 6117

Introduced by: **REP. JOEL R. CHUA**

AN ACT GRANTING THIRTY (30) DAYS PAID SICK LEAVE ANNUALLY TO ALL PUBLIC SCHOOL TEACHERS, 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 "*Enhanced Sick Leave for Public School Teachers Act*".

Section 2. *Declaration of Policy* - It is hereby declared the policy of the State to uphold the dignity, rights, and essential contribution of public school teachers to national progress. To this end, the State shall ensure their welfare by providing adequate safeguards, benefits, and support systems that promote their well-being, enhance their professional growth, and enable them to continue rendering effective and dedicated service to the public.

Section 3. *Grant of Paid Sick Leave* - 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.

In the computation thereof, Saturdays, Sundays, and all official holidays shall be excluded. Furthermore, the leave privilege provided shall be in addition to the service credits and the Proportional Vacation Pay already provided under present laws and rules.

Section 4. *Nature of Sick Leave* - The thirty (30) days sick leave privilege shall be non-commutable and non-cumulative if unused at the end of the year.

Section 5. *Documentation Requirements* - 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.

Section 6. *Appropriations* – The funding necessary to carry out the provisions of this Act is hereby authorized to be appropriated from the General Appropriations Act of the year following its enactment, and every year thereafter

Section 7. *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.

Section 8. *Separability* - If any provision or part of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall continue to be in full force and effect.

Section 9. *Repealing Clause* - All laws, executive orders, and administrative orders or parts thereof inconsistent with any provision of this Act are hereby repealed or amended accordingly.

Section 10. *Effectivity Clause* - This Act shall take effect fifteen (15) days after its publication in the online version of the Official Gazette or in two (2) newspapers of general circulation or with an established internet website presence.

Approved,