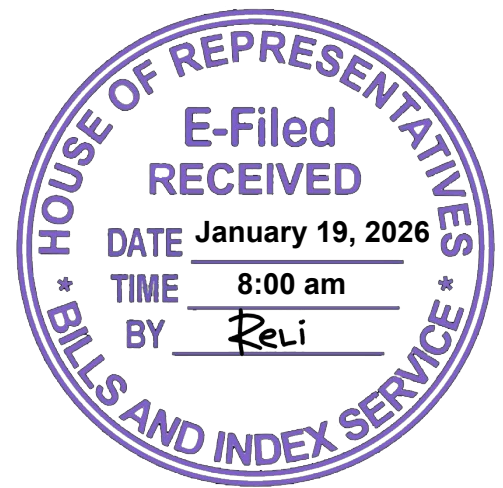




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



House Bill No. 7156

Introduced by CIBAC Party-List Representative
EDUARDO “BRO. EDDIE” C. VILLANUEVA

EXPLANATORY NOTE

The State recognizes education as a fundamental right and accords it the highest priority in national development. At the core of this mandate are the teaching and non-teaching personnel in public basic education schools, including those serving in the Alternative Learning System (ALS), whose work sustains the delivery, administration, and support of basic education across the country.

While recent reforms have sought to improve salaries and benefits for public school personnel, many continue to face persistent financial pressures arising from rising costs of basic necessities, transportation, and healthcare. These challenges affect not only teachers inside the classroom but also non-teaching personnel who perform essential administrative, technical, and support functions that keep schools operational and effective.

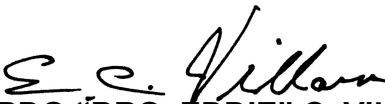
This bill seeks to provide targeted and modest additional allowances to all teaching and non-teaching personnel in public basic education. The proposed grocery and transportation allowance directly addresses recurring day-to-day expenses, while the medical allowance supports the health and well-being of education workers, which is essential to sustained performance and service delivery. By covering both teaching and non-teaching personnel, the measure recognizes the interdependent roles necessary for the effective functioning of public schools.

The bill further provides for periodic adjustment of the allowances to account for inflation, ensuring that the benefits remain responsive to economic conditions over time. It also aligns with existing tax policy by maintaining the non-taxable nature of the benefits, subject to statutory thresholds under the National Internal Revenue Code, thereby preserving their real value to beneficiaries.

Funding for the initial implementation is sourced from the current budget of the Department of Education, with continued support to be provided through the annual General Appropriations Act. This approach ensures fiscal responsibility while institutionalizing support for public basic education personnel.

By strengthening the welfare of teaching and non-teaching personnel, this measure aims to enhance morale, promote job satisfaction, and help attract and retain capable individuals in public basic education. Ultimately, improved working conditions for education workers contribute to better learning environments and outcomes for Filipino learners.

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


EDUARDO "BRO. EDDIE" C. VILLANUEVA



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 7156

Introduced by CIBAC Party-List Representative
EDUARDO "BRO. EDDIE" C. VILLANUEVA

AN ACT
PROVIDING FOR ADDITIONAL BENEFITS FOR ALL TEACHING AND NON-TEACHING PERSONNEL IN PUBLIC BASIC EDUCATION SCHOOLS, APPROPRIATING FUNDS THEREFOR

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 "*Additional Allowances*
2 *for Public Basic Education Personnel Act.*"
3

4 **SEC. 2. Declaration of Policy.** - It is the policy of the State to protect and
5 promote the right of all citizens to quality education at all levels, and to take appropriate
6 steps to make education accessible to all. It is also the policy of the State to give the
7 highest budgetary priority to education and ensure that the teaching profession will
8 attract and retain best available talents through adequate remuneration and other
9 means of job satisfaction and fulfillment.
10

11 **SEC. 3. Coverage.** - The benefits under this Act shall apply to all teaching and
12 non-teaching personnel in public basic education, including those in the alternative
13 learning system.
14

15 **SEC. 4. Additional Support.** - The covered personnel shall be entitled to the
16 following additional benefits:
17

- 18 a) Additional Grocery and Transportation Allowance in the amount of Three
19 Thousand Pesos (Php3,000.00) per quarter; and
20 b) Medical Allowance in the amount of Two Thousand Pesos (Php2,000.00) per
21 quarter.
22

23 The foregoing amounts shall be adjusted every three (3) years to account for
24 inflation.

1 These additional benefits shall not be taxable, unless the total amount of benefits
2 received by the covered personnel exceeds the threshold provided under Section
3 32(B), Chapter VI of the National Internal Revenue Code of the Philippines.
4

5 **SEC. 5. Appropriation.** - The amount necessary to carry out the initial
6 implementation of this Act shall be sourced from the current budget of the Department
7 of Education. Thereafter, the amount shall be included in the annual General
8 Appropriations Act.
9

10 **SEC. 6. Implementing Rules and Regulations.** - Within ninety (90) days from
11 the effectivity of this Act, the Department of Education, in coordination with the
12 Department of Budget and Management and other relevant stakeholders, shall
13 promulgate the necessary rules and regulations for the effective implementation of this
14 Act.
15

16 **SEC. 7. Separability Clause.** – If any portion or provision of this Act is declared
17 unconstitutional, the remainder hereof or any provisions not affected thereby shall
18 remain in force and effect.
19

20 **SEC. 8. Repealing Clause.** – Any law, presidential decree or issuance,
21 executive order, letter of instruction, rule, or regulation inconsistent with the provisions
22 of this Act is hereby repealed or modified accordingly.

23 **SEC. 9. Effectivity.** – This Act shall take effect fifteen (15) days after its complete
24 publication in the Official Gazette or in a newspaper of general circulation.
25

26 *Approved,*