

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



HOUSE BILLNO. 7294

Introduced by **REP. BERNADETTE "DETTE" G. ESCUDERO**

AN ACT
LOWERING THE COMPULSORY RETIREMENT AGE OF TEACHERS AND
NON-TEACHING SCHOOL PERSONNEL OF THE DEPARTMENT OF
EDUCATION FROM SIXTY-FIVE (65) TO SIXTY (60) YEARS OLD

EXPLANATORY NOTE

The teaching profession and educational support roles (non-teaching personnel) within the Department of Education (DepEd) stand among the most demanding and intensive fields in public service. Educators and support staff carry the enormous responsibility of shaping young minds, ensuring the smooth operation of schools, and upholding education quality, often despite the challenges of heavy workloads, limited resources, and constantly evolving academic standards.

This bill seeks to honor this lifetime of dedication by lowering the compulsory retirement age for all DepEd personnel, including public school teachers, from sixty-five (65) to sixty (60) years old. This measure promotes a balanced approach to public service employment, guaranteeing the well-being of veteran personnel by granting them a realistic and compassionate retirement timeline. By allowing older teachers and staff to retire at age 60, we ensure they are able to rest and sustain their crucial physical, emotional, and mental health after decades devoted to educating the Filipino youth. Beyond this compassionate benefit, the enactment of this bill also provides significant systemic advantages. The opening of vacancies creates vital opportunities for career advancement, allowing younger, aspiring teachers and staff to secure positions. This workforce rejuvenation injects fresh ideas, energy, and, critically, technological adaptability into the system, contributing to the overall improvement and modernization of education quality across the country.

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


HON. BERNADETTE "DETTE" G. ESCUDERO
Representative
1st District, Sorsogon

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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 “New Department of
2 Education (DepEd) Retirement Age Act”.

3
4 **Sec. 2. Compulsory Retirement Age.** – The compulsory retirement age for
5 all DepEd teachers and non-teaching school personnel shall be upon the attainment
6 of the age of sixty (60). An official or employee of the DepEd who has rendered less
7 than fifteen (15) years of government service may be allowed to continue holding
8 office until such time he or she reaches the compulsory retirement age of sixty-five
9 (65) in accordance with existing civil service and Government Service Insurance
10 Service rules and regulations.

11
12 **Sec. 3. Repealing Clause.** – All laws, executive orders, rules and regulations,
13 and other issuances or parts thereof, which are contrary or inconsistent with this Act
14 are hereby repealed or modified accordingly.

15
16 **Sec. 4. Effectivity.** – This Act shall take effect fifteen (15) days after its
17 publication in the Official Gazette or in at least two (2) newspapers of general
18 circulation.

19
20 *Approved,*