



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH (20TH) CONGRESS
First Regular Session

HOUSE BILL NO. 10014



Introduced by KAMANGGAGAWA Partylist
Representative **ELIJAH R. SAN FERNANDO**

EXPLANATORY NOTE

The Constitution recognizes labor as a primary social and economic force and directs the State to protect the rights and promote the welfare of workers. It further mandates Congress to give the highest priority to measures that protect and enhance workers' right to just and humane conditions of work, including a living wage, decent and safe working conditions, and meaningful opportunities for development.

These constitutional commitments extend to teachers, non-teaching personnel, and support staff in private educational institutions, whose work is indispensable to the delivery of quality education. At the same time, students and their families must be protected from arbitrary, excessive, and insufficiently justified increases in tuition and other school fees.

Republic Act No. 6728 recognizes the need to ensure that proceeds from tuition fee increases contribute to the improvement of employee compensation and educational services. However, concerns persist regarding the inadequate allocation of tuition fee incremental proceeds for salaries, wages, allowances, and benefits; the lack of transparency in the collection and use of tuition and other school fees; and the limited participation of employees, students, and other stakeholders in decisions that directly affect their welfare.

Teachers and school personnel are often denied meaningful access to information on the actual amount of revenues generated from tuition increases and on how these

funds are allocated. Students, meanwhile, may be required to pay increased tuition and other school fees without sufficient notice, access to financial records, or genuine consultation. These conditions undermine transparency, accountability, social justice, and the shared responsibility of educational institutions toward their employees and students.

This bill seeks to strengthen the regulation of tuition and other school fee increases by establishing clear safeguards against arbitrary and excessive increases. It sets reasonable limits on tuition and other school fees, while requiring meaningful consultation and disclosure before increases may be imposed.

The measure likewise reinforces the statutory allocation of tuition fee incremental proceeds by requiring that seventy percent (70%) be devoted to the salaries, wages, allowances, and benefits of teaching and non-teaching personnel; twenty percent (20%) be used for institutional development, facilities, and modernization; and ten percent (10%) be allotted for return on investment or institutional operations, subject to existing laws and regulations.

To ensure transparency and accountability, the bill requires educational institutions to submit annual financial reports to the appropriate government agency, maintain separate records of tuition fee increases and other school fees, and make these records available for inspection by faculty, staff, students, and government regulators.

The measure further mandates prior notice and consultation with student governments, workers' unions, faculty associations, alumni associations, and non-teaching personnel associations before tuition and other school fee increases may be implemented. It also requires the disclosure of relevant fiscal documents to enable stakeholders to participate meaningfully in the consultation process.

A Joint Tuition and Other Fees Oversight Committee shall likewise be established in every educational institution to verify the revenues generated from tuition fee increases and other fees, monitor their allocation and utilization, and submit recommendations and annual reports to the proper regulatory agencies. Corresponding oversight mechanisms under the Commission on Higher Education and the Department of Education are also provided to audit compliance, investigate complaints, and publicize findings.

By strengthening stakeholder participation, transparency, accountability, and protection for educational employees and students, this measure advances the

constitutional mandate to promote social justice, protect labor, and ensure that educational institutions remain accountable to the communities they serve.

In solidarity with the working class, passage of this bill is earnestly sought.



ELIJAH R. SAN FERNANDO
Representative
KAMANGGAWA PARTYLIST



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH (20TH) CONGRESS
First Regular Session

HOUSE BILL NO. 10014

Introduced by KAMANGGAGAWA Partylist
Representative **ELIJAH R. SAN FERNANDO**

AN ACT
REGULATING TUITION AND OTHER FEE INCREASES, AMENDING FOR THE
PURPOSE REPUBLIC ACT NO. 6728, OTHERWISE KNOWN AS "AN ACT
PROVIDING GOVERNMENT ASSISTANCE TO STUDENTS AND TEACHERS IN
PRIVATE EDUCATION AND APPROPRIATING FUNDS THEREFOR", AS
AMENDED

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

SECTION 1. *Short Title.* This Act shall be known as the "Tuition and Other Fees Regulation Act of 2026".

SEC. 2. *Declaration Of Policy.* The State recognizes the essential role of educational employees in delivering quality education and the importance of student participation in institutional governance. This Act aims to ensure that tuition fee increases and other fees are allocated fairly to enhance employee compensation and benefits, while also promoting transparency, accountability, and social justice through the active involvement of unions, student governments, and the Joint Tuition and Other Fees Oversight Committee (JTOFOC). This will improve the quality of education in the Philippines.

This Act is consistent with Article XIII, Section 3 of the 1987 Constitution, which affirms that "The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment opportunities for all. It shall guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and

peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage."

SEC. 3. *Definition Of Terms.* For the purpose of this Act, the following terms shall be defined as follows:

(a) *"Employee Salaries and Benefits"* shall refer to compensation packages including wages, health benefits, retirement plans, and other employment-related remuneration or benefits.

(b) *"Tuition"* shall refer to the fee representing direct costs of instruction training and other related activities and the use of school facilities.

(c) *"Other School Fees"* shall refer to fees which cover other necessary costs supportive of instruction, including but not limited to miscellaneous fees, computer fees, medical and dental, athletic, library, laboratory, and citizens militarily training (CMT) fees imposed by private educational institutions, excluding fees for educational visits and field trips.

(d) *"Incremental Proceeds"* shall refer to the additional income generated from tuition fee increases. This income is allocated to support the salaries and benefits of teachers and staff, as well as to improve educational facilities.

(e) *"Institutional Development Programs"* shall refer to programs aimed at enhancing the capabilities of academic and research institutions. These programs focus on various aspects of institutional development, including research, training, capacity building, and support for upgrading facilities and equipment.

(f) *"Student Government or Student Representative"* shall refer to a duly recognized organization or body representing the student population within the educational institution, such as the student council or student union.

SEC. 4. *Coverage.*

(a) *Tuition fees.* As a general rule, public and private educational institutions shall not be allowed to impose tuition fee increases and/or adjustments without any prior consultation or notice.

The tuition fee increases which may be allowed to be imposed shall not exceed fifteen percent (15%) of prevailing rates. Provided, however, that any proposed tuition fee increase and/or adjustment in excess of the stipulated percentage

affecting not only the segment of the students stated above but all other year levels in including those to be imposed by the State Universities and Colleges shall be subject to the approval of the Joint Tuition and Other Fees Oversight Committee (JTOFOC) stationed in every educational institution.

- (b) *Other School Fees (OSF)* - The amount of OSF to be collected from students in all levels of education shall in no way be more than twenty-five percent (25%) of the amount collected as tuition fee for the semester to which the student is currently enrolled. Provided, that an imposition of more than fifteen percent (15%) in tuition fees and twenty-five percent (25%) in the case of miscellaneous fees may be allowed after the concerned schools shall have conducted thorough consultations, hearings, and the examination of financial records participated by teaching personnel, non-teaching personnel, and representatives from the school management.

SEC. 5. Amendments to Republic Act No. 6728. Paragraph 2, Section 5 of Republic Act No. 6728 is hereby amended to read as follows:

"2. Assistance under paragraph (1), subparagraphs (a) and (b) shall be granted and tuition fees under sub-paragraph (a) may be increased, on the condition that **EDUCATIONAL INSTITUTIONS INCREASING TUITION FEES SHALL ALLOCATE THE INCREMENTAL PROCEEDS IN THE FOLLOWING MANNER:**

- a. **SEVENTY PERCENT (70%) FOR EMPLOYEE SALARIES, WAGES, ALLOWANCE, AND BENEFITS - THIS PORTION SHALL BE ALLOCATED EXCLUSIVELY FOR THE PAYMENT OF SALARIES, WAGES, ALLOWANCES, AND OTHER STATUTORY BENEFITS FOR TEACHING AND NON-TEACHING PERSONNEL, EXCEPT FOR SCHOOL ADMINISTRATORS WHO ARE PRINCIPAL STAKEHOLDERS OF THE INSTITUTION.**
- b. **TWENTY PERCENT (20%) FOR INSTITUTIONAL DEVELOPMENT PROGRAMS, FACILITIES, AND MODERNIZATION - THIS PORTION SHALL BE ALLOCATED FOR THE IMPROVEMENT, UPGRADING, OR MODERNIZATION OF BUILDINGS, EQUIPMENT, LIBRARIES, LABORATORIES, GYMNASIA, AND SIMILAR FACILITIES, AS WELL AS FOR INSTITUTIONAL DEVELOPMENT PROGRAMS.**

- c. **TEN PERCENT (10%) FOR RETURN ON INVESTMENT OR INSTITUTIONAL OPERATIONS - THIS PORTION MAY BE USED FOR RETURN ON INVESTMENT OR TO COVER OTHER OPERATIONAL COSTS OF THE INSTITUTION, SUBJECT TO COMPLIANCE WITH EXISTING LAWS, COMMISSION ON HIGHER EDUCATION (CHED) MEMORANDUM ORDERS (CMOS), AND DEPARTMENT ORDERS FROM THE DEPARTMENT OF EDUCATION (DEPED).**

PROVIDED THAT ALL FEES EXCEPT TUITION, SHALL BE CONSTITUTED INTO A TRUST FUND TO BE SPENT FOR THE SPECIFIC PURPOSES FOR WHICH THEY ARE RESPECTIVELY ALLOTTED FOR, AS DESCRIBED IN THIS ACT. THE UNEXPENDED BALANCE OF EACH FEE ANNUALLY MAY BE USED TO COVER DEFICITS IN OTHER FEE CATEGORIES. PROVIDED FURTHER, THAT ANY UNEXPENDED BALANCE OF THE FUND AT THE END OF EVERY FIVE (5) YEARS SHALL BE CONSTITUTED INTO A SCHOLARSHIP FUND FOR POOR BUT DESERVING STUDENTS TO BE ADMINISTERED JOINTLY BY THE SCHOOL ADMINISTRATION, FACULTY, AND STUDENT GOVERNMENT."

SEC. 6. *Transparency and Disclosure Requirements.* All institutions shall submit a detailed annual financial report to CHED or DepEd, according to respective jurisdiction. This report must outline the allocation of tuition fee increases and other fees, specifying amounts allocated to salaries, benefits, and facility improvements.

For further transparency and inspection purposes, the educational institution shall maintain a separate record of accounts for all assistance received from the government, any tuition and other school fee increase, and the detailed disposition and use thereof, which record shall be made available for periodic inspection during business hours, by the faculty, the non-teaching personnel, students of the school concerned, the CHED, Department of Education, and other concerned government agencies.

SEC. 7. *Consultation for Proposed Tuition and Other School Fee Increases.* All HEIs, whether public or private, who intend to increase their tuition and other school fees for the ensuing Academic Year (A.Y.) are mandated to conduct consultations, in the form of meetings or dialogues, with their respective student councils/governments, workers' unions, along with their faculty, alumni, and/or non-teaching personnel associations/federations. Stakeholders and participants of the consultation must be notified at least fifteen (15) days before the date of consultation, whereas notices shall be sent to all parties and conspicuously posted on the HEI's bulletin boards: *Provided, That*

participating parties must be furnished with fiscal documents, expenditure reports, fund utilization, actual proposal papers, etc. pertaining to the tuition and other school fee increases for their review and reference subsequently after the Notice for Consultation has been sent out: *Provided, further,* That the notice of the proposal to increase shall, among other things, state the following: (1) the current fees or charges and the amount of increase (2) the reason or reasons for the proposed increase (3) the semester, and term or school year in which the increase is proposed to take effect.

SEC. 8. *Refund for Unauthorized Fee Increases.* Any educational institution collecting unauthorized fee increases, such as fees not approved by CHED or DepEd, or fees collected without proper consultation shall be required to refund the unauthorized amounts collected to the affected students.

SEC. 9. *Creation of Joint Tuition and Other Fee Oversight Committee.* A Joint Tuition and Other Fee Oversight Committee (JTOFOC) shall be established in every educational institution to verify the allocation of Tuition Fee Incremental Proceeds (TFIP) and other fees.

SEC. 10. *Composition of the JTOFOC.* The committee shall be composed of:

- a. One (1) representative from the institution's administration;
- b. One (1) representative from the teaching staff;
- c. One (1) representative from the non-teaching staff;
- d. One (1) representative from the support staff;
- e. In non-unionized schools, one (1) representative each for the rank-and-file teaching, non-teaching, and support staff, elected among themselves;
- f. Three (3) student representatives, elected by the student council or student body

SEC. 11. *Functions of the JTOFOC.* The JTOFOC shall be responsible for the following:

- a. Verifying and validating the revenues derived from TFIP and other fees, including the utilization and allocation of these funds for particular uses;
- b. Ensuring the prioritization of projects promoting student services, facilities improvement, and quality of learning resources;
- c. Conducting consultative meetings with the student body and other stakeholders of educational institutions to discuss fund allocation and utilization of their respective institution; and
- d. Submitting annual reports to CHED or DepEd detailing the committee's findings and recommendations.

SEC. 12. *Independent Oversight Committee.* An oversight committee under CHED and DepEd shall be established to:

- a. Conduct regular audits of institutions implementing tuition fee increases and imposing other fees;
- b. Investigate complaints filed by unions or student governments regarding misallocation of funds; and
- c. Publicize audit results and recommendations for ensuring compliance with this Act.

SEC. 13. *Penalties.* Institutions found to be in violation of this Act shall be subject to the following penalties:

- a. *First Offense:* The institution shall receive a written warning and be required to comply with the provisions of this Act within ninety (90) days.
- b. *Second Offense:* The institution shall be fined two hundred fifty thousand pesos (Php 250,000.00) and shall be prohibited from applying for tuition fee increases or imposing new fees for a period of one (1) year.
- c. *Third Offense:* The institution shall be fined Five hundred thousand pesos (Php 500,000.000) and shall be prohibited from applying for tuition fee increases or imposing new fees for a period of three (3) years. Additionally, responsible school officials may face criminal liability, subject to due process, especially in cases of deliberate misallocation of funds intended for employee salaries and student services.
- d. *Repeat Offenders:* Officials of institutions with repeated violations of this Act may be held criminally liable for Unfair Labor Practices (ULP) or financial malfeasance, subject to due process.

SEC. 14. *Filing of Complaints.* Employees and students, either individually or through their union/student government, may file complaints with CHED, DepEd, the National Conciliation and Mediation Board (NCMB), or the National Labor Relations Commission (NLRC) if they find their respective educational institutions in non-compliance or violation of this Act.

SEC. 15. *Implementing Rules And Regulations.* The CHED and DepEd, in coordination with the NCMB and NLRC, shall promulgate the necessary rules and regulations for the effective implementation of this Act within ninety (90) days from its effectivity. That the non-promulgation of the rules and regulations shall not prevent the immediate implementation of this Act upon effectivity.

SEC. 16. *Separability Clause.* If any provision of this Act is declared invalid or unconstitutional, the remaining provisions not affected thereby shall remain in full force and effect.

SEC. 17. *Repealing Clause.* All laws, orders, or issuances inconsistent with this Act are hereby repealed or amended accordingly.

SEC. 18. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,