

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



'22 JUL -7 P2:11

SENATE

RECEIVED BY: _____

Senate Bill No. 83

Introduced by Senator Juan Miguel F. Zubiri

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

EXPLANATORY NOTE

An entry level Teacher 1 position is classified under Salary Grade 11 and receives P25,439.00 in gross monthly compensation under the third tranche of the Salary Standardization Law that took on January 1, 2022 while an entry level non-teaching personnel classified under Salary Grade 1 receives even less with P12,517.00 in gross monthly salary.

With this bill, teaching and non-teaching personnel will receive an additional compensation of P10,000.00 per month to be paid in three tranches. On top of this, they will also be entitled to medical allowance, magna carta bonus, and support in the form of allowances and remuneration funded from local school board funds. This pay hike will attract more qualified and competent teachers to consider a career in the public school sector. This measure assures teachers that they will be receiving an increase in their salaries, following appeals from the sector, to allow them to cope with the increasing cost of living.

With the government giving focus on improving school facilities through infrastructure projects, attention should also be given to the economic well-being of our teaching and non-teaching staff who serves as the core of the education system. For teachers not only teach but contribute to nation building as they mold a brighter future for the forthcoming generations.

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



JUAN MIGUEL F. ZUBIRI

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AN ACT
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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 "*Basic*
2 *Education Teachers Pay Increase Act*".

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

6 **SEC. 3. *Definition of Terms.*** - As used in this Act, the following terms
7 shall mean:

8 a) *Basic Education* refers to early childhood, elementary, secondary,
9 alternative learning system (ALS), and education for those with special
10 needs.

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

15 c) *Non-Teaching Personnel* refer to officials and employees of the Department
16 of Education who are not defined herein as public school teachers.

17 d) *Public School Teacher* refers to a person engaged in: (1) actual classroom
18 teaching in public basic education; (2) teaching in ALS; (3) teaching and
19 non-teaching employment with the Philippine Science High School System;
20 and (4) school-based supervisory, managerial, administrative, and/or
21 technical functions in public basic education.

1 **SEC. 4. Beneficiaries.** - The Additional Support and Compensation
2 provided for in this Act shall cover the following: public school teachers, locally-
3 funded teachers, Philippine Science High School System teaching and non-teaching
4 personnel, and non-teaching personnel of the DepEd, excluding those occupying
5 positions from salary grade level 30, under the DepEd schedule of salaries, are/or
6 Assistant Secretary upwards.

7 **SEC. 5. Additional Compensation.** - An amount of Ten Thousand Pesos
8 (PHP 10,000.00) per month shall be granted to those mentioned in Section 4 of
9 this Act as additional compensation to their existing salary and benefits: *Provided,*
10 That said amount shall be paid in three (3) tranches, as follows:

11 First Year - PHP 4,000.00 per month;

12 Second Year - an additional PHP 3,000.00 per month; and

13 Third Year - another additional PHP 3,000.00 per month.

14 *Provided further,* That in succeeding years, said support compensation shall be
15 continuously paid in full to the beneficiaries. *Provided furthermore,* That said
16 additional compensation shall be considered as part of the basic salary for the
17 purpose of computing retirement pays and bonuses that the beneficiaries under
18 this Act are entitled to. *Provided finally,* That the support granted under this Act
19 shall be without prejudice to future increases in the basic pay of the herein
20 beneficiaries.

21 **SEC. 6. Additional Support.** - The following additional support is hereby
22 authorized:

23 a) *Support in the form of allowances and other remuneration funded from local*
24 *school board funds.* - Any law, executive issuance, department order, local
25 ordinance, and the like, to the contrary notwithstanding, the Local School
26 Boards, as defined in the 1991 Local Government Code, are hereby
27 authorized to augment the existing allowances of herein beneficiaries to be
28 sourced from the Special Education Fund (SEF): *Provided,* That the
29 implementation of this authority shall not in any way prejudice the required
30 budgetary allocation to address the school building and classroom shortage
31 in the area.

32 b) *Medical Allowance.* - The herein beneficiaries shall receive an annual
33 allowance for medical check-up in the amount of One Thousand Pesos (PHP
34 1,000.00)

35 c) *Magna Carta Bonus.* - In consideration of the many unenjoyed and
36 unimplemented provisions of Republic At 4670 or the Magna Carta for Public

1 School Teachers of 1966, the DepEd is hereby authorized to grant an annual
2 Magna Carta bonus to public school teachers and non-teaching personnel
3 of the DepEd. The maximum amount of the Magna Carta bonus shall be
4 equivalent to the entitlement a teacher or a non-teaching personnel should
5 have received under Republic Act No. 4670 but which has not been realized
6 in a given budget year. Congress shall appropriate the funding for this
7 bonus upon the recommendation of the DepEd.

8 **SEC. 7. Appropriation.** - The amount necessary to carry out the initial
9 implementation of this Act shall be sourced from the current budget of the DepEd.
10 Thereafter, such sum as may be necessary for the continued implementation of
11 this Act shall be included in the annual General Appropriations Act (GAA).

12 **SEC. 8. Transitory Provisions.** - Notwithstanding Section 2 (b) of this
13 Act, all locally-funded teachers shall enjoy the benefits herein granted: *Provided,*
14 That within three (3) years from the approval of this Act, locally-funded teachers
15 who fail to comply with said Section 2 (b) shall cease to be covered by this Act.

16 **SEC. 9. Implementing Rules and Regulations.** - Within sixty (60) days
17 from the effectivity of this Act the DepEd shall promulgate the necessary rules and
18 regulations for the effective implementation of this Act.

19 **SEC. 10. Separability Clause.** - Should any provision herein be declared
20 unconstitutional, the same shall not affect the validity of the other provisions of
21 this Act.

22 **SEC. 11. Repealing Clause.** - All laws, decrees, orders, rules, and
23 regulations or other issuances or parts inconsistent with the provisions of this Act
24 are hereby repealed or modified accordingly.

25 **SEC. 12. Effectivity Clause.** - This Act shall take effect fifteen (15) days
26 after its publication in the Official Gazette or in any two (2) newspapers of general
27 circulation in the Philippines.

Approved,