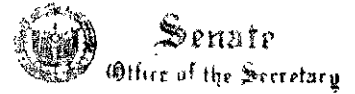


SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
Second Regular Session)



14 AUG 19 P4:38

SENATE
S.B. No. **2365**

RECEIVED BY: *[Signature]*

Introduced by: Senator Paolo Benigno "Bam" A. Aquino IV

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

Accompanying the Enhanced Basic Education Act of 2013, education reforms that were jumpstarted in recent years have been encouraging. These reforms sought to address backlogs in the building of classrooms and facilities, reorient systems for purchasing textbooks and other school supplies to curb corruption, and add teaching and non-teaching personnel to address the growing needs of schools. Truly, it is an exciting time for the Philippine public school system, with growing recognition that the Filipino student must be given the best education and learning experience to compete in the tough job market.

Unfortunately, our public school teachers, on whom we depend on to facilitate this experience, have been largely left out of these reforms. Even if education has the highest allocation in the national budget, teacher salaries have remained the same, forcing teachers to be creative in their monthly subsistence.

With the increasing cost of living, teachers and other school personnel must tighten their belts to get by on their modest salaries. They turn to loan agents, both formal and informal, to make ends meet. They go into debt in order to provide for their families' needs, even to the extent that the entirety of their salary end up going to loan payments. This dire situation makes it unattractive for our brightest graduates to take on a public school education career. Furthermore, seasoned educators are forced to leave their vocation for practical reasons – to seek greener pastures in other industries or even abroad.

It is pivotal for national development to add support and proper compensation for our teachers, as they shape and form the country's future. Additional benefits would make a public education career not only noble, but practical and sustainable as well. Moreover, it helps enable our best and the brightest teachers to stay true to their calling and make a significant contribution to nation-building.

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

Bam Aquino
Senator Paolo Benigno "Bam" A. Aquino IV

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Introduced by: Senator Paolo Benigno "Bam" A. Aquino IV

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

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

1 **SECTION 1. Short Title.** – This Act shall be known as the “Basic Education Teachers Pay Increase Bill of
2 2014”.

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

5 **SECTION 3. Definition of Terms.** – For the purposes of this bill, these terms are defined as follows:

- 6 a. “Basic Education” shall refer to early childhood, elementary, secondary, alternative learning system
7 (ALS), and education for those with special needs:
8 b. “Locally-Funded Teacher” shall refer to a public school teacher who is hired and paid for, fully or
9 partially, by a local government unit or any other local entity in accordance with the rules and
10 regulations issued by the Department of Education (DepEd);
11 c. “Non-Teaching Personnel” shall refer to officials and employees of the Department of Education who
12 are not defined herein as public school teachers; and
13 d. “Public School Teacher” shall refer to a person engaged in: (1) actual classroom teaching in public
14 basic education; (2) teaching in alternative learning system (ALS); (3) teaching and non-teaching
15 employment with the Philippine Science High School System; and (4) school-based supervisory,
16 managerial, administrative, and/or technical functions in public basic education.

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

22 **SECTION 5. Additional Compensation.** - An amount of Ten Thousand Pesos (Php10, 000.00) per
23 month shall be granted to those mentioned in Sec. 3 of this Act as additional compensation to their existing
24 salary and benefits. Provided that said amount shall be paid in three (3) tranches, as follows:

1 First Year - P4,000 per month;
2 Second Year - an additional P3, 000 per month:
3 Third Year - another additional P3, 000 per month;

4 Provided further that in succeeding years, said support compensation shall be continuously paid in full to the
5 beneficiaries. Provided furthermore that said additional compensation shall be considered as part of the
6 basic salary for the purpose of computing retirement pays and bonuses that the beneficiaries under this Act
7 are entitled to. Provided finally, that the support granted under this Act shall be without prejudice to future
8 increases in the basic pay of the herein beneficiaries.

9 **SECTION 6. *Additional Support.*** -The following additional support is hereby authorized:

10 *a. Support in the form of allowances and other remuneration funded from local school board funds*

11 Any law, executive issuance, department order, local ordinance, and the like, to the contrary
12 notwithstanding, the Local School Boards, as defined in the 1991 Local Government Code, are hereby
13 authorized to augment the existing allowances of herein beneficiaries to be sourced from the Special
14 Education Fund (SEF): Provided, That the implementation of this authority shall not in any way prejudice the
15 required budgetary allocation to address the school building and classroom shortage in the area.

16 *b. Medical Allowance*

17 The herein beneficiaries shall receive an allowance for medical check-up in the amount of One Thousand
18 Pesos (P1, 000.00) per year.

19 *c. Magna Carta Bonus*

20 In consideration of the many unenjoyed and unimplemented provisions of Republic Act 4670 or the Magna
21 Carta for Public School Teachers of 1966, the DepEd is hereby authorized to grant an annual Magna Carta
22 bonus to public school teachers and non-teaching personnel of the DepEd. The maximum amount of the
23 Magna Carta bonus shall be equivalent to the entitlement a teacher or a non-teaching personnel should have
24 received under RA 4670 but which has not been realized in a given budget year. The funding for this bonus
25 shall be appropriated by Congress upon the recommendation of the DepEd.

26

27 **SECTION 7. *Appropriation.*** - The amount necessary to carry out the initial implementation of this Act
28 shall be sourced from the current budget of the DepEd. Thereafter, such sum as maybe necessary for the
29 continued implementation of this act shall be in the succeeding General Appropriations Act of the year.

30 **SECTION 8. *Transitory Provision.*** - Notwithstanding Section 2 (b) of this Act, all locally-funded
31 teachers shall enjoy the benefits herein granted: Provided, That within three (3) years from the approval of
32 this Act, locally-funded teachers who fail to comply with said Section 2 (b) shall cease to be covered by this
33 Act.

34 **SECTION 9. *Separability Clause.*** - Should any provision herein be declared unconstitutional, the same
35 shall not affect the validity of the other provisions of this Act.

1 **SECTION 10. *Repealing Clause.*** - All laws, decrees, orders, rules, and regulations or other issuances or
2 parts inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

3 **SECTION 11. *Effectivity.*** - This Act shall take effect immediately after its publication in the Official
4 Gazette or in any newspaper of general circulation in the Philippines.

5 Approved.