



SEVENTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
First Regular Session

16 JUL 20 P 4:37

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SENATE

S.B. No. 704

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

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

EXPLANATORY NOTE

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 in these reforms. Even if education has the highest allocation in the national budget, teacher salaries have remained low, forcing teachers to be creative in their monthly subsistence. For an entry level position of Teacher 1, a duly licensed teacher receives a gross monthly salary of Php 19,077 (Salary Grade 11, Step 1)¹. For a non-teaching personnel, the gross monthly salary is Php 9,478 (Salary Grade 1, Step 1)². Even without the deductions, the figures are not attractive.

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, government and private, 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 the brightest graduates to take on the 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

¹ Based on Executive Order 201 s 2016 (<http://www.gov.ph/2016/02/19/executive-order-no-201-s-2016/>)

² ibid.

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.



Senator Paolo Benigno "Bam" A. Aquino IV



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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*
2 *Pay Increase Act.*”

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

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

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

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

1 **SECTION 5. Additional Compensation.** – An amount of Ten Thousand Pesos (Php
2 10,000.00) per month shall be granted to those mentioned in Section 4 of this Act as
3 additional compensation to their existing salary and benefits. *Provided*, That said amount
4 shall be paid in three (3) tranches, as follows:

5 First Year – Php 4,000 per month;
6 Second Year - an additional Php 3,000 per month;
7 Third Year - another additional Php 3,000 per month;

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

14 **SECTION 6. Additional Support.** – The following additional support is hereby
15 authorized:

- 16 a) *Support in the form of allowances and other remuneration funded from local school*
17 *board funds.* - Any law, executive issuance, department order, local ordinance, and
18 the like, to the contrary notwithstanding, the Local School Boards, as defined in the
19 1991 Local Government Code, are hereby authorized to augment the existing
20 allowances of herein beneficiaries to be sourced from the Special Education Fund
21 (SEF): *Provided*, That the implementation of this authority shall not in any way
22 prejudice the required budgetary allocation to address the school building and
23 classroom shortage in the area.
- 24 b) *Medical Allowance.* - The herein beneficiaries shall receive an allowance for medical
25 check-up in the amount of One Thousand Pesos (Php 1,000.00) per year.
- 26 c) *Magna Carta Bonus.* - In consideration of the many unenjoyed and unimplemented
27 provisions of Republic Act 4670 or the Magna Carta for Public School Teachers of
28 1966, the DepEd is hereby authorized to grant an annual Magna Carta bonus to
29 public school teachers and non-teaching personnel of the DepEd. The maximum
30 amount of the Magna Carta bonus shall be equivalent to the entitlement a teacher
31 or a non-teaching personnel should have received under Republic Act No. 4670 but
32 which has not been realized in a given budget year. Congress shall appropriate the
33 funding for this bonus upon the recommendation of the DepEd.

34 **SECTION 7. Appropriation.** – The amount necessary to carry out the initial
35 implementation of this Act shall be sourced from the current budget of the DepEd.
36 Thereafter, such sum as maybe necessary for the continued implementation of this act shall
37 be in the annual General Appropriations Act (GAA).

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

1 ***Section 9. Implementing Rules and Regulations.*** – Within sixty (60) days from the
2 effectivity of this Act the DepEd shall promulgate the necessary rules and regulations for the
3 effective implementation of this Act.

4 ***Section 10. Separability Clause.*** – Should any provision herein be declared
5 unconstitutional, the same shall not affect the validity of the other provisions of this Act.

6 ***Section 11. Repealing Clause.*** – All laws, decrees, orders, rules, and regulations or
7 other issuances or parts inconsistent with the provisions of this Act are hereby repealed or
8 modified accordingly.

9 ***Section 12. Effectivity.*** – This Act shall take effect fifteen (15) days after its
10 publication in the Official Gazette or in any two (2) newspapers of general circulation in the
11 Philippines.

12 *Approved,*