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REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

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SENATE
S.B. No. 3175

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Introduced by SENATOR MANNY VILLAR

EXPLANATORY NOTE

In Article, XIV, Sec.5 (5), the 1987 Philippine Constitution aptly recognizes, "The State shall assign the highest budgetary priority to education and ***ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment.***" (emphasis supplied)

Education is an essential key in the country's global competitiveness and one way of preparing people for this competition, we should provide them good, quality and accessible education. Through quality education, we can look forward to better opportunities for our people. Thus, we need the best and the brightest teachers in the teaching profession to produce responsible and productive citizens.

But in our present situation some of our best and brightest teachers are now teaching abroad, due to the fact that in our country teachers are not accorded with due respect and importance; at most overworked and underpaid. Their sacrifice and dedication in molding our students to make them efficient and better citizens of our society are not given much attention and credence. Most have no choice but to leave the country in search for greener pastures.

In view of the foregoing, the only way to attract and retain exceptional and dedicated teachers in the country is to raise their salaries.

Thus, approval of this bill is earnestly sought.


MANNY VILLAR

12 MAY -3 2010

SENATE
S.B. No. 3175

Introduced by SENATOR MANNY VILLAR

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

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

1 **SECTION 1. Declaration of policy.** – It is hereby declared the policy of the
2 State to promote the welfare and economic well-being of public school teachers and
3 personnel in basic education.

4
5 **SECTION 2. Definition of terms.** – For purposes of this Act, the following
6 terms shall be defined as;

- 7
8 a. Basic Education – shall refer to early childhood, elementary, secondary,
9 *alternative learning system (ALS)*, and education for those with special
10 needs;
- 11
12 b. Locally-Funded Teacher – shall refer to a public school teacher who is
13 hired and paid for, fully or partially, by a local government unit or any other
14 local entity in accordance with the rules and regulations issued by the
15 Department of Education (DepEd);
- 16
17 c. Non-Teaching Personnel – shall refer to a person engaged in: (1)
18 *teaching in alternative learning system (ALS)*; (2) *teaching and non-*
19 *teaching employment with the Philippine Science High School System;*
20 *and (3) school-based supervisory, managerial, administrative and/or*
21 *technical functions in public basic education.*

22
23
24
25 **SECTION 3. Beneficiaries.** – The additional Support and Compensation
26 provided for in this Act shall cover the following: (1) public school teachers hired and
27 employed by the DepEd (2) *locally-funded teachers*, (3) *Philippine Science High*
28 *School System teaching and non-teaching personnel*, and (4) *non-teaching*
29 *personnel employed by DepEd, excluding those occupying positions from salary*
30 *grade level 30, under the DepEd schedule of salaries, and/or Assistant Secretary*
31 *upwards.*

32
33 **SECTION 4. Additional Compensation.** – An amount of SIX THOUSAND
34 PESOS (Php6, 000.00) per month shall be granted to those mentioned in SECTION
35 3 of this Act as additional compensation to their existing salary and benefits:
36 *Provided, That said amount shall be paid in three (3) equal tranches, as follows:*

37
38 First Year - P2, 000.00 per month;

1 Second Year -- P2, 000.00 per month;
2 Third Year -- P2, 000.00 per month
3

4 Provided further, that in succeeding years, said support compensation shall
5 be continuously paid in full to the beneficiaries: Provided furthermore, that said
6 additional compensation shall be considered as part of the basic salary for the
7 purpose of computing retirement pays. That the support granted under this Act shall
8 be without prejudice to future increases in the basic pay of the herein beneficiaries.
9

10 **SECTION 5. Appropriation.** – To immediately implement the provisions of
11 this Act, the initial funding shall be sourced from the savings of the Executive branch
12 of the government and other possible sources as may be determined by the Office of
13 the President, and subsequent funds needed shall be included in the General
14 Appropriation Act for the year following the approval of this Act.
15

16 **SECTION 6. Transitory Provision.** – Notwithstanding Section 2 (b) of this
17 Act, all locally-funded teachers shall enjoy the benefits herein granted: Provided,
18 That within three (3) years from the approval of this Act, locally-funded teachers who
19 fail to comply with said Section 2(b) shall cease to be covered by this Act.
20

21 **SECTION 7. Separability Clause** – Should any provision herein be declared
22 unconstitutional, the same shall not affect the validity of the other provisions of this
23 Act.
24

25 **SECTION 8. Repealing Clause.** – All laws, decrees, orders, rules, and
26 regulations or other issuances or parts inconsistent with the provisions of this Act are
27 hereby repealed or modified accordingly.
28

29 **SECTION 9. Effectivity.** - This Act shall take effect immediately after its
30 publication in the Official Gazette or in any newspaper of general circulation in the
31 Philippines.
32

33 Approved,