



**DIVISION MEMORANDUM**  
No. 497, s. 2014

**OCT 10 2014**

**SENATE BILL 2365 OR ADDITIONAL SUPPORT AND COMPENSATION  
FOR EDUCATORS IN BASIC EDUCATION**

To: Assistant Superintendents  
Education Supervisors/Coordinators  
District Supervisors/OICs/Caretakers  
Elementary and Secondary School Heads

1. Attached herewith is Regional Memorandum No. 590, s. 2014, entitled, "Senate Bill 2365 or Additional Support and Compensation for Educators in Basic Education", for the information and guidance of all concerned.
2. Immediate dissemination of this Memorandum is desired.

  
**ARDEN D. MONISIT, ED.D.**  
Schools Division Superintendent

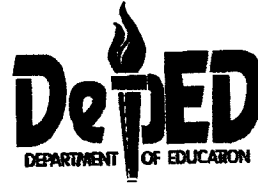
ADM/rng14

Telephone Numbers:

Schools Division Superintendent:	(032) 255-6405	Website: <a href="http://www.depedcebuprovince.com">www.depedcebuprovince.com</a>
Asst. Schools Division Superintendent:	(032) 520-3216 loc 104 (Dr. Leah Noveras)	E-mail Add: <a href="mailto:depedcebuprovince@yahoo.com">depedcebuprovince@yahoo.com</a>
	(032) 520-3216 loc 102 or Fax /tel. no. 236-4628 (Mr. Roseller Gelig)	
Accounting Section:	(032) 254-2632 (Mrs. Gervacia Sanchez)	
Disbursing Section:	(032) 255-4401 (Ms. Ma. Teresa Peralta)	
Admin/Legal:	(032) 253-7847 (Mr. Jeremy Denampo)	



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF EDUCATION  
REGION VII, CENTRAL VISAYAS  
Sudlon, Lahug, Cebu City




SEP 30 2014

REGIONAL MEMORANDUM  
No. 590, s. 2014

**SENATE BILL 2365 OR "ADDITIONAL SUPPORT AND  
COMPENSATION FOR EDUCATORS IN BASIC EDUCATION"**

**TO :** All Schools Division Superintendents  
Officers-in-Charge of Regular and Interim Divisions  
Heads, Public Elementary and Secondary Schools

1. Attached is a communication from Mr. Benjo G. Basas, National Chairperson, Teachers' Dignity Coalition, requesting support regarding the enclosed *Senate Bill No. 2365 or the "Additional Support and Compensation for Educators in Basic Education."*
2. This Senate Bill No. 2365 aims to upgrade the salary and other benefits of DepEd teachers and non-teaching staff.
3. Immediate and wide dissemination of this Memorandum is highly desired.

  
**CARMELITA T. DULANGON**  
Director III  
Officer-in-Charge

Encl.: As stated

CTD/FCS/mds  
Regional Memo

*"Educating for a Strong Republic"*

Tel. nos. (RD's Office) 255-4542; 231-1309; 414-7325 ; Fax (ARD's Office) 231-1433; 414-7399;  
(Curriculum & Instruction) 414-7323; (Technical Assistance) 414-7324 ; (Quality Assurance) 414-4367 ; (Administrative) 414-7326;  
(Legal) 414-7366 ; (Cashier) 231-1071; (Strive) 232-9925 ; (Probe) 414-0263 ; (Supply/HNU) 414-7322 ; (Records) 233-4769;  
(Guard) 231-2160; (PSU) 414-7499; 414-7321 ; (PFU) 255-1313 ; (Policy, Planning Research) 233-9030; 4147065; (Resource  
Mobilization & Special Project) 254-7062; (Training & Development) 256-1001 • Email: deped\_ro7@depedro7.com.ph



# Teachers' Dignity Coalition

"Unity of Teachers to Regain the Dignity of the Profession"

DEPARTMENT OF EDUCATION  
REGION VII - CENTRAL VISAYAS  
SUDBLON, LAHUG, CEBU CITY

08 September 2014

RD2014-16785

15 - Sep

**DR. CARMELITA T. DULANGON**

Regional Director

DepEd Region VII

Sudblon, Lahug, Cebu City

Madam:

Greetings of peace!

The Teachers' Dignity Coalition (TDC) would like to solicit your support to the attached Senate Bill 2365 or the "Additional Support and Compensation for Educators in Basic Education" authored by Sen. Bam Aquino. The bill seeks to provide a P10,000 additional compensation to our teachers and DepEd employees, among other benefits.

Since the TDC's formation in year 2006, we have consistently lobbied for the enactment of the *Salary Upgrading Bill* which has become a perennial proposal in both houses of Congress for two decades. The proposal is in accordance with the recommendations of the Joint Education Committee report in 1991. With the support of the DepEd family, specifically the then Secretary Jesli A. Lapus, we have achieved a breakthrough in year 2008, when the Senate Committees on Education, Finance and Government Service, headed by Senators Alan Peter S. Cayetano, Juan Ponce Enrile and Panfilo M. Lacson, respectively, took a decisive step to tackle several versions of bill. The majority of senators approved a consolidated version, the Senate Bill 2408 or *An Act Providing for Additional Support and Compensation for Educators in Basic Education*. The bill eventually gained support in the lower house; unfortunately, it was not enacted into law and the Congress favored the salary standardization law-3 (SSL-3 of 2009).

While we are thankful and appreciative for the law which provided a salary increase not just for teachers but for all the government employees from period 2009 to 2012, it is unfortunate that this law does not rectify the errors of SSL-1 of 1989.

We believe it is necessary to have a wide dissemination to gain support for this bill both from the grassroots and the lawmakers. We have started a national campaign for this bill that commenced last July and will culminate on October 6, our National Day of Teachers'

**National Executive Committee**

**BENJO BASAS**  
Chairperson

**GIL CARRITO**  
National Vice Chairperson

**JESUS MERCADO**  
Vice Chairperson for North Luzon

**RAMON MIRANDA**  
Vice Chairperson for South Luzon

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**GLICERIO CRESPO**  
Cavite

**HERMAN ALDOUS BODKEY**  
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**MARIAN PEPTO**  
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Pangasinan

**OSEAS TUGAY**  
Camarines Sur

**RENATO DE JESUS**  
Palawan

## ISABATAS ANG SB 2365!

**P10,000 Umento sa Suweldo, Ibigay sa mga Guro at Kawani ng DepEd!**

# Teachers, Please Sign!

*(Please use this as cover sheet for the folder containing the signature forms)*

**AN APPEAL TO PHILIPPINE CONGRESS AND TO  
PRESIDENT BENIGNO C. AQUINO III TO ENACT SENATE BILL 2365:  
"AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION  
FOR EDUCATORS IN BASIC EDUCATION"**

Main provisions of SB 2365:

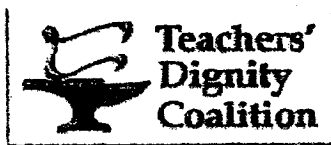
- a. P10,000.00 additional compensation to be given in three tranches;
- b. P1, 000.00 medical allowance;
- c. Additional remuneration from the Local Government Units; and
- d. Annual Magna Carta Bonus

School \_\_\_\_\_ District/Division/Region \_\_\_\_\_

School Representative/Liaison

Name: \_\_\_\_\_ Position: \_\_\_\_\_ Mobile No. \_\_\_\_\_ E-mail: \_\_\_\_\_

(We will be coordinating with your representative. Please choose one from your school, preferably faculty club president)



*Please accomplish this form and send to the TDC national office, 2/F Door E, Diam corner Gen. T De Leon St., Valenzuela City or to the respective TDC leaders and coordinators in your area on or before September 26. You may call or text TDC Hotline, 0949-7444499 or Ating Guro office at 444-6564 for other details. (This form can be photocopied)*

*\*SB 2365 is authored by Sen. Bam Aquino*

**ISABATAS ANG SB 2365!**

***P10,000 Umento sa Suweldo, Ibigay sa mga Guro at Kawani ng DepEd!***

**AN APPEAL TO PHILIPPINE CONGRESS AND TO  
PRESIDENT BENIGNO C. AQUINO III TO ENACT SENATE BILL 2365:  
"AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION  
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Main provisions of SB 2365:

- a. **P10,000.00** additional compensation to be given in three tranches;
- b. **P1,000.00** medical allowance;
- c. **Additional remuneration** from the Local Government Units; and
- d. **Annual Magna Carta Bonus**

We, public school teachers and employees of the Department of Education (DepEd) earnestly appeal to the members of the Senate and House of Representatives and to Pres. Benigno C. Aquino III to immediately enact Senate Bill 2365\*

To signify our solidarity, we hereby affix our names and signatures to this document:

NAME	SCHOOL/STATION	CONTACT NO.	SIGNATURE
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\*SB 2365 is authored by Sen. Bam Aquino

14 MB 19 P4 38

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

RECEIVED BY: 

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.