Teachers are the primordial movers of the youth, without them there could be no transfer of learning for our youth today. Despite of the sacrifices they contribute in the total development of our children. Are they properly compensated on their efforts? Here are the benefits, welfare and privileges of teachers.

**BENEFITS**

1. **SALARY - REGULAR COMPENSATION**


<table>
<thead>
<tr>
<th>SALARY GRADE</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
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<tr>
<td>T - I</td>
<td>22,316</td>
<td>22,600</td>
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<td>23,477</td>
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<td>24,779</td>
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<tr>
<td>HT - I</td>
<td>29,277</td>
<td>29,621</td>
<td>29,969</td>
<td>30,322</td>
<td>30,678</td>
<td>31,039</td>
<td>31,405</td>
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<tr>
<td>HT - III</td>
<td>35,106</td>
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<td>35,943</td>
<td>36,369</td>
<td>36,801</td>
<td>37,238</td>
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<td>40,810</td>
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<td>MT - I</td>
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<tr>
<td>MT - II &amp; P - I</td>
<td>46,791</td>
<td>47,530</td>
<td>48,281</td>
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<td>49,820</td>
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</table>
2. PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)

This shall be given at P2,000 per month as approved by President Gloria Macapagal Arroyo on June 17, 2009 to supplement pay due to the rising cost of living.

3. UNIFORM/CLOTHING ALLOWANCE

Section 50 of the General Provisions of Republic Act No.10964 or FY 2018 General Appropriations Act provides that an amount not exceeding P6,000 per year is authorized for the payment of Uniform/Clothing Allowance.

4. MID-YEAR AND YEAR-END BONUS

The Mid-Year Bonus is equivalent to one month basic pay as of May 15 shall be given to entitled personnel not earlier than May 15 of the current year.

5. YEAR-END BONUS AND CASH GIFT

The Year-End Bonus is equivalent to one month basic pay as of October 31 and Cash Gift of P5,000 shall be given to entitled personnel not earlier than November 15 of the current year.

6. CASH/CHALK ALLOWANCE
The provision of cash allowance in the amount of P3,500 is given to classroom teachers for the purchase of chalks, erasers, forms and other classroom supplies and materials.

7. SPECIAL HARDSHIP ALLOWANCE (Republic Act No. 9401)

Hardship Pay may be granted to teachers exposed to hardship or extreme difficulty in the place of work (conditional implementation – President’s Veto Message, March 22, 2007, page 1157, Republic Act No. 9401)

8. PERFORMANCE BASED INCENTIVES

Executive Order No.80, s.2012 (July 20, 2012) guides the adoption of the Performance Based Incentive System (PBIS) for all government employees which consist of the following:

A. PERFORMANCE BASED BONUS - is a top-up bonus that ranges from P5,000 to P35,000 which shall be given to government personnel in accordance with their contribution to the accomplishment of the departments’ over all targets and commitments.

NOTE: An employee who is on vacation or sick leave, with or without pay, for the entire year, is not eligible to the grant of PBB.

CRITERIA: All schools shall be measured and ranked based on the following indicators:

- Number of learners who scored average and better in NAT.
- Simple drop-out rate
• Percent of liquidation of school MOOE from Jan. to Dec., and timeliness of submission.

B. PRODUCTIVITY ENHANCEMENT INCENTIVE (PEI) – is the across-the-board bonus equivalent to ₱5,000 and given every 15th of December.

9. PROPORTIONAL VACATION PAY (PVP)

The basis of the computation of the total PVP earned by teachers is given by DepEd every school year. Teachers who rendered continuous service in a school year without acquiring absences without pay, not more than 1 ½ days are entitled to the total PVP earned from the number of Christmas vacation and summer days as determined by the DepEd.

10. RETIREMENT BENEFITS (Republic Act No. 4670)

Public school teachers having fulfilled the age and service requirements shall be given one range salary raise upon retirement. A teacher belonging to step 3, for instance, will be clarified as within step 4 of the next range and monthly salary for the last three years before the effective date of retirement will be the basis for compensation of the lump sum retirement pay.

WELFARE AND PRIVILEGES

1. MATERNITY LEAVE (Republic Act No. 11210 or the Expanded Maternity Leave Law)

Maternity leave benefits of 105 days whether the eligible female employee gives birth via caesarian section or natural delivery. And an additional 15 days if the female worker qualifies as a solo parent under Republic Act No. 8972. A maternity
leave benefit of 60 days is also given with full pay in cases of miscarriages or emergency termination of pregnancy.

2. SPECIAL LEAVE BENEFITS FOR WOMEN (Republic Act No. 9710)

A female employee who have rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months, shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders.

3. PATERNITY LEAVE (Republic Act No. 8187)

Paternity leave of 7 days shall be non-cumulative and non-convertible to cash. It may be enjoyed either in a continuous or intermittent manner by the employee on the days immediately before, during or after childbirth or miscarriage of his legitimate spouse. The said leave shall be availed not later than sixty (60) days after the date of the child’s delivery.

4. PATERNAL LEAVE FOR SOLO PARENTS (Republic Act No. 8972)

The leave benefits granted to solo parents to enable them to perform parental duties and responsibilities where physical presence is required. It is a 7 day non-cumulative leave and may be availed only after the issuance of a Solo Parent ID. It can be availed every year and is not be convertible to cash. It can be availed on a staggered or continuous basis subject to the approval of the head of agency/office. The child should be below 18 years old, unmarried, unemployed, and dependent on the parent for support. The solo parent must have rendered government service for at least one (1) year.
5. STUDY LEAVE (Republic Act No. 4670)

A one year study leave with pay shall be granted to a teacher who has rendered at least seven (7) years of satisfactory teaching. It shall be granted in accordance with a schedule set by the DepEd. During the period of such leave, the teacher is entitled to at least 60% of his monthly salary: Provided, however, That no teacher shall be allowed to accumulate more than one (1) year study leave, unless he needs an additional semester to finish his thesis for a graduate study in education or allied courses: Provided, further, no compensation shall be due the teacher after the first year of such leave.

6. INDEFINITE LEAVE (Republic Act No. 4670)

Indefinite sick leave of absence shall be granted to teachers when the nature of the illness demands a long treatment which will exceed one year at the least.

7. VACATION SERVICE CREDITS OF TEACHERS (Omnibus Rules on Leave)

This refers to leave credits earned for services rendered on activities during summer or Christmas vacation authorized by proper authority or services beyond the regular functions or beyond regular work hours/days.

8. STEP INCREMENTS (Republic Act No. 4670)

The step increment is granted after 3 years, provided that the teacher’s efficiency rating is at least satisfactory rating.

References:
