



SENATE

'22 JUL 25 P2:01

S. No. 849

RECEIVED

Introduced by **SENATOR RAMON BONG REVILLA, JR.**

**AN ACT
PROVIDING FOR ADDITIONAL BENEFITS AND PRIVILEGES TO PUBLIC
SCHOOL TEACHERS AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 4670,
OTHERWISE KNOWN AS *THE MAGNA CARTA FOR PUBLIC SCHOOL
TEACHERS*, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

The Magna Carta for Public School Teachers, a law enacted in 1966 is considered the bible of Filipino public school teachers. It specifically provided programs for the promotion and improvement of the social well-being and economic status of public school teachers, including their living and working conditions, terms of employment and career prospects. However, it seems that lethargy bordering on official neglect has beset the implementation of the said statute. To this day, some provisions of the law have not been implemented and many still are partially enforced.

Thus, many years after the enactment of the Magna Carta for Public School Teachers, it behooved upon the legislature to take steps to ensure that good laws are not only passed but that they are carried out to the letter as well.

Primarily, therefore, this proposed measure seeks the full implementation of the Magna Carta for Public School Teachers. It mandates that the Department of Education (DepEd) carry into effect the provisions of Republic Act No. 4670 under pain of strict enforcement of the sanctions upon responsible officials in case of neglect or omission to perform their duties. Moreover, the Secretary of the Department of Education will be directed to submit to the President and the Congress a periodic report detailing compliance with the aforesaid mandate. Finally, in appropriate cases, government agencies are enjoined to extend utmost support and cooperation to the Department of Education.

Even on the assumption that public school teachers shall henceforth be enjoying the effects of the beneficent provisions of the Magna Carta, this bill goes up a step further by providing additional benefits and privileges in the form of more liberal study leaves, educational grants to children of teachers, and more comprehensive special hardship allowances.

It is hoped that these additional benefits and privileges will make certain that public school teachers will receive their due and be placed on a plane befitting their roles as educators of our youth.

In view thereof, the early approval of this bill is being earnestly sought.


RAMON BONG REVILLA, JR.


NINETEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
First Regular Session



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AN ACT
PROVIDING FOR ADDITIONAL BENEFITS AND PRIVILEGES TO PUBLIC
SCHOOL TEACHERS AMENDING FOR THE PURPOSE REPUBLIC ACT NO.
4670, OTHERWISE KNOWN AS *THE MAGNA CARTA FOR PUBLIC SCHOOL*
***TEACHERS*, AND FOR OTHER PURPOSES**

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

1 Section 1. Section 19 of Republic Act No. 4670, otherwise known as the "Magna
2 Carta for the Public School Teachers", is hereby amended to read as follows:

3 "SEC. 19. *Special Hardship Allowances.* - In areas **WHERE** [in
4 which] teachers are exposed to hardship, **PERIL** [such as difficulty in
5 commuting to the place of work] or other hazards peculiar to the
6 employment, **WHETHER OF A PERMANENT AND RECURRENT**
7 **NATURE OR OTHERWISE, INCLUDING BUT NOT LIMITED TO**
8 **EXPOSURE TO DIFFICULTIES, RISKS OR DANGERS DUE TO THE**
9 **INACCESSIBILITY OR DISTANT LOCATION OF THE PLACE OF**
10 **WORK, OR ARISING FROM NATURAL CALAMITIES OR EFFECTS**
11 **THEREOF, OR CAUSED BY HOSTILITIES BETWEEN AND AMONG**
12 **ARMED ELEMENTS**, as determined by the Secretary of Education,
13 **AFTER DUE CONSULTATION WITH THE APPROPRIATE**
14 **GOVERNMENT AGENCIES, TEACHERS** [they] shall be compensated
15 special hardship allowances equivalent to at least twenty-five percent
16 (25%) of their monthly salary."

17 Sec. 2. Section 24 of the same Act is hereby amended to read as follows:

1 "SEC. 24. Study Leave - In addition to the leave privileges now
2 enjoyed by teachers in the public schools, they shall be entitled to a
3 study leave not exceeding one (1) school year after **EVERY THREE (3)**
4 **[seven] years of service TO PURSUE A GRADUATE STUDY IN**
5 **EDUCATION OR ALLIED COURSES.** Such leave shall be granted in
6 accordance with a schedule set by the Department of Education. During
7 the period of such leave, the teachers shall be entitled to **THEIR FULL**
8 **[at least sixty percent of their] monthly salary and APPROPRIATE**
9 **ALLOWANCES:** Provided, however, that no teacher shall be allowed to
10 accumulate more than one (1) year study leave, unless he **OR SHE**
11 **needs NOT MORE THAN TWO (2) [an] additional semesters to finish**
12 **his OR HER thesis OR TO COMPLETE A REGULAR MASTERAL OR**
13 **DOCTORAL PROGRAM, IN WHICH CASE, HE OR SHE SHALL BE**
14 **ENTITLED TO AT LEAST SEVENTY-FIVE PERCENT (75%) OF**
15 **HIS/HER FULL MONTHLY SALARY AND APPROPRIATE**
16 **ALLOWANCES [for a graduate study in education or allied courses]:**
17 **Provided, Further, that TO AVAIL OF THE BENEFITS HEREIN**
18 **PROVIDED, THE TEACHER SHALL ENTER INTO AN**
19 **UNDERTAKING TO CONTINUE RENDERING SERVICES IN THE**
20 **INSTITUTION WITH WHICH HE OR SHE IS CONNECTED FOR A**
21 **PERIOD OF THREE (3) YEARS FOR EVERY YEAR OF STUDY**
22 **LEAVE [no competition shall be due the teacher after the first year of**
23 **such leave]. In all cases, the study leave shall be counted for seniority**
24 **and pension purposes.**

25 The compensation allowed for **THE** [one year] study leave as herein
26 provided shall be subject to the condition that the teacher takes the
27 regular study load and passes at least seventy-five percent (75%) of his
28 **OR HER** courses. [Study leave of more than one (1) year may be
29 permitted by the Secretary of Education but without compensation.]

30 Sec. 3. There shall be incorporated after Section 26 of the same Act, two
31 (2) new sections under a new title to read as follows:

32 **"VI. OTHER BENEFITS**

1 **SEC. 26 - A. EDUCATIONAL BENEFITS. - IN ADDITION TO**
2 **ALL OTHER BENEFITS TO WHICH TEACHERS ARE ENTITLED**
3 **UNDER EXISTING LAWS, RULES AND REGULATIONS, THEIR**
4 **CHILDREN, NOT EXCEEDING TWO (2) IN NUMBER, SHALL BE**
5 **ADMITTED TO ANY STATE COLLEGE OR UNIVERSITY TO**
6 **PURSUE ANY BACHELOR'S DEGREE FREE OF ANY CHARGES,**
7 **INCLUDING BUT NOT LIMITED TO THE TUITION AND**
8 **MATRICULATION FEES: PROVIDED, HOWEVER, THAT THEY**
9 **SHALL MEET THE ACADEMIC REQUIREMENTS FOR ADMISSION**
10 **OF THE SUBJECT STATE COLLEGE OR UNIVERSITY: PROVIDED,**
11 **FURTHER, THAT THEIR CONTINUOUS ENJOYMENT OF THE**
12 **EDUCATIONAL BENEFITS HEREIN PROVIDED IS SUBJECT TO**
13 **THE CONDITION THAT THEY MEET THE STANDARDS OF**
14 **ACADEMIC PROFICIENCY TO BE SET BY THE DEPARTMENT OF**
15 **EDUCATION.**

16 **SEC. 26 - B. LONGEVITY PAY. - ANY PROVISION OF LAW**
17 **TO THE CONTRARY NOTWITHSTANDING, A MONTHLY**
18 **LONGEVITY PAY EQUIVALENT TO TEN PERCENT (10%) OF THE**
19 **MONTHLY BASIC PAY SHALL BE PAID TO TEACHERS FOR EACH**
20 **FIVE (5) YEARS OF CONTINUOUS, EFFICIENT, AND**
21 **MERITORIOUS SERVICE."**

22 *Sec. 4. Implementation and Reporting.* - It shall be mandatory for the
23 Department of Education to carry out the full implementation of the provisions of
24 Republic Act No. 4670. Without prejudice to any liability which may be incurred by the
25 responsible officials in case of neglect or omission to carry out the duty herein
26 provided, the sanctions for which liability shall be imposed strictly from hereon, the
27 Secretary of Education shall, not later than six (6) months from the passage of this
28 Act and every year thereafter, submit to the President and the Congress of the
29 Philippines a report detailing compliance with the provisions of this Section.

30 For this purpose, all government agencies, in appropriate cases, are enjoined
31 to extend utmost cooperation and support to the Department of Education.

1 Sec. 5. *Separability Clause.* - If, for any reason, any portion or provision of this
2 Act shall be held unconstitutional or invalid, the remainder of this Act or any provisions
3 not otherwise affected shall remain valid.

4 Sec. 6. *Repealing Clause.* - All laws, presidential decrees, executive orders,
5 proclamations, rules and regulations which are inconsistent with the provisions of this
6 Act are hereby repealed, modified, superseded or amended accordingly.

7 Sec. 7. *Effectivity Clause.* - This Act shall take effect fifteen (15) days from its
8 publication in the *Official Gazette* or in at least two (2) newspapers of general
9 circulation.

Approved,