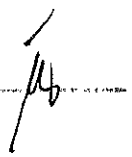


FOURTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )

8 MAR 13 1967

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SENATE

PSR No. 331

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Introduced by Senator Alan Peter "Compañero" S. Cayetano

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**A RESOLUTION**

**DIRECTING THE SENATE COMMITTEE ON EDUCATION, ARTS AND CULTURE TO CONDUCT AN INQUIRY AND REVIEW OF REPUBLIC ACT NO. 4670, OTHERWISE KNOWN AS THE MAGNA CARTA FOR PUBLIC SCHOOL TEACHERS AND ITS IMPLEMENTATION, PARTICULARLY THE PROVISIONS RELATING TO TEACHING HOURS, COST OF LIVING ALLOWANCE, SPECIAL HARDSHIP ALLOWANCES, MEDICAL EXAMINATION AND TREATMENT, COMPENSATION FOR INJURIES, SALARY INCREASE UPON RETIREMENT AND THE BUDGETARY REQUIREMENTS FOR ITS FULL IMPLEMENTATION AND COME UP WITH RECOMMENDATIONS TO FURTHER PROTECT THE RIGHTS OF TEACHERS**

WHEREAS, Section 1, Article XIV of the 1987 Constitution declares that the State shall protect and promote the right of all citizens to quality education at all levels and shall take appropriate steps to make such education accessible to all.

WHEREAS, Section 5(4), Article XIV of the 1987 Constitution provides that the State shall enhance the right of teachers to professional advancement. Non-teaching academic and non-academic personnel shall enjoy the protection of the State.

WHEREAS, Section 5(5), Article XIV of the 1987 Constitution also declares that 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 the other means of job satisfaction and fulfillment.

WHEREAS, it cannot be denied that teachers play an essential role in delivering quality education and inculcating values among students.

WHEREAS, in 1966 the Congress passed Republic Act No. 4670 with the declared policy to promote and improve the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects in order that they may compare favorably with existing opportunities in other walks of life, attract and retain in the teaching profession more people with the proper qualifications. It further recognized that advancement in education depends on the qualifications and ability of the teaching staff and that education is an essential factor in the economic growth of the nation as a productive investment of vital importance.

WHEREAS, Section 13 of RA 4670 states that any teacher engaged in actual classroom instruction shall not be required to render more than six hours of actual

preparation and correction of exercises and other work incidental to his normal teaching duties: *Provided, however,* That where the exigencies of the service so require, any teacher may be required to render more than six hours but not exceeding eight hours of actual classroom teaching a day upon payment of additional compensation at the same rate as his regular remuneration plus at least twenty-five per cent of his basic pay.

WHEREAS, Section 18 of the same Act provides that teacher's salaries shall, at the very least, keep pace with the rise in the cost of living by the payment of a cost-of-living allowance which shall automatically follow changes in a cost-of-living index. The Secretary of Education shall, in consultation with the proper government entities, recommend to Congress, at least annually, the appropriation of the necessary funds for the cost-of-living allowances of teachers employed by the National Government. The determination of the cost-of-living allowances by the Secretary of Education shall, upon approval of the President of the Philippines, be binding on the city, municipal or provincial government, for the purposes of calculating the cost-of-living allowances of teachers under its employ.

WHEREAS, Section 19 of the said act further declares that in areas in which teachers are exposed to hardship such as difficulty in commuting to the place of work or other hazards peculiar to the place of employment, as determined by the Secretary of Education, they shall be compensated special hardship allowances equivalent to at least twenty-five per cent of their monthly salary.

WHEREAS, Section 22 of the said Act also states that Compulsory medical examination shall be provided free of charge for all teachers before they take up teaching, and shall be repeated not less than once a year during the teacher's professional life. Where medical examination show that medical treatment and/or hospitalization is necessary, same shall be provided free by the government entity paying the salary of the teachers. In regions where there is scarcity of medical facilities, teachers may obtain elsewhere the necessary medical care with the right to be reimbursed for their traveling expenses by the government entity concerned.

WHEREAS, Section 23 of the said act also provides that Teachers shall be protected against the consequences of employment injuries in accordance with existing laws. The effects of the physical and nervous strain on the teacher's health shall be recognized as a compensable occupational disease in accordance with existing laws.

WHEREAS, Section 26 of the said act also declares that Public school teachers having fulfilled the age and service requirements of the applicable retirement laws shall be given one range salary raise upon retirement, which shall be the basis of the computation of the lump sum of the retirement pay and the monthly benefits thereafter.

WHEREAS, Section 31 further states that The Secretary of Education shall submit to Congress annually the necessary budgetary estimates to implement the provisions of the Act concerning the benefits herein granted to public school teachers under the employ of the National Government.

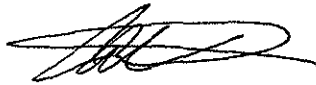
WHEREAS, notwithstanding the aforesaid mandatory provisions of the law, there exists rampant and willful violations of the aforementioned provisions of Republic Act No. 4670, all to the detriment of the teachers sought to be protected by the said act.

WHEREAS, there is a need for Senate to look into these violations of Republic Act No. 4670 and review the courses of action undertaken to implement the same, so as to determine the legislative measures that should be undertaken to properly address such infractions.

WHEREAS, it is incumbent upon Senate to determine whether the Magna Carta for Public School Teachers is adequate to meet the present concerns of the workers in the education system considering that a lot of changes had happened since the passage thereof forty-one (41) years ago.

**NOW BE IT RESOLVED, AS IT IS HEREBY RESOLVED,** to direct the Senate Committee on Education to conduct an inquiry and review of Republic Act No. 4670, otherwise known as the Magna Carta for Public School Teachers and its implementation, particularly the provisions relating to teaching hours, cost of living allowance, special hardship allowances, medical examination and treatment, compensation for injuries, salary increase upon retirement and the budgetary requirements for its full implementation.

Adopted,



**ALAN PETER "COMPAÑERO" S. CAYETANO**  
Senator