

Sixteenth Congress of the )  
Republic of the Philippines )  
First Regular Session )



Senate  
Office of the Secretary

13 JUL 18 P5:42

SENATE

S.B. No. 939

RECORDED BY: *Joa*

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Introduced by Senator Ramon Bong Revilla, Jr.

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#### EXPLANATORY NOTE

It is the vision of the Magna Carta for Public School Teachers to provide 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 thus setting at naught whatever lofty aims the legislature has envisioned in ordaining the said Magna Carta.

Hence, many years after the enactment of the Magna Carta for Public School Teachers, with most of its provisions still unenforced, 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. In unequivocal terms, 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 is further directed to submit to the President and the Congress a period 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.



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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:*

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

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

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

*"SEC. 24. Study Leave* - In addition to the leave privileges now enjoyed by teachers in the public schools, they shall be entitled to a study leave not exceeding one (1) school year after **EVERY THREE (3)** [seven] years of service **TO PURSUE A GRADUATE STUDY IN EDUCATION OR ALLIED COURSES.** Such leave shall be granted in accordance with a schedule set by the Department of Education. During the period of such leave, the teachers shall be entitled to **THEIR FULL** [at least sixty percent of their] monthly salary and **APPROPRIATE ALLOWANCES:** Provided, however, that no teacher shall be allowed to accumulate more than one (1) year study leave, unless he **OR SHE** needs **NOT MORE THAN TWO (2)** [an] additional semesters to finish his **OR**

**HER thesis OR TO COMPLETE A REGULAR MASTERAL OR DOCTORAL PROGRAM, IN WHICH CASE, HE OR SHE SHALL BE ENTITLED TO AT LEAST SEVENTY-FIVE PERCENT (75%) OF HIS/HER FULL MONTHLY SALARY AND APPROPRIATE ALLOWANCES [for a graduate study in education or allied courses]: Provided, Further, that TO AVAIL OF THE BENEFITS HEREIN PROVIDED, THE TEACHER SHALL ENTER INTO AN UNDERTAKING TO CONTINUE RENDERING SERVICES IN THE INSTITUTION WITH WHICH HE OR SHE IS CONNECTED FOR A PERIOD OF THREE (3) YEARS FOR EVERY YEAR OF STUDY LEAVE [no competition shall be due the teacher after the first year of such leave]. In all cases, the study leave shall be counted for seniority and pension purposes.**

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

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

#### **“VI. OTHER BENEFITS**

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

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

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

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

**SECTION 5. Separability Clause.** - If, for any reason, any section or provision of this Act shall be held unconstitutional or invalid, the other section or provision not otherwise affected shall remain valid.

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

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

Approved,