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SENATE

Senate Bill No. 1884

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Introduced by Senator Grace Poe

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**AN ACT  
INSTITUTIONALIZING SUPPORT MECHANISMS ON MATTERS OF STUDENT  
DISCIPLINE AND CLASSROOM MANAGEMENT FOR TEACHERS AND  
PERSONNEL IN THE PUBLIC SCHOOL SYSTEM**

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

**ARTICLE I**

**GENERAL PROVISIONS**

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3 SECTION 1. *Short Title.* — This Act shall be known as the "Teacher Protection  
4 Act".

5 Sec. 2. *Declaration of Policies.* — It is the declared policy of the State to protect  
6 and promote the right of all citizens to quality education. It is likewise declared that  
7 the State has the duty to establish and maintain a complete and adequate system of  
8 public basic education geared towards the holistic development of a child.

9 To this end, the State shall institutionalize measures to implement in all public  
10 schools clearly defined regulations for teachers on student discipline and classroom  
11 management.

12 The State is also hereby bound to establish and maintain support systems,  
13 including training on classroom management and child discipline and legal assistance  
14 for teachers and school staff, who stand in direct contact with students in the course  
15 of the discharge of their duties.

1           Sec. 3. *Coverage.* – This Act shall be applicable to all teaching personnel of all  
2 public school institutions, including non-teaching personnel who stand in direct contact  
3 with students in the course of the discharge of their duties.

4           Sec. 4. *Guidelines for Teachers.* — The Department of Education (hereinafter  
5 the Department) is hereby tasked to issue policies and principles on student discipline  
6 and classroom management.

7           For purposes of this Act, a teacher’s manual is a written document detailing:

8           (1) The school’s rules and regulation to be observed by teachers with respect  
9           to students, whenever inside its premises or outside it;

10          (2) Permissible, appropriate, and effective responses and interventions that will  
11          address violation of school rules and regulations, including but not limited  
12          to communications to parents, counseling, reprimand, and detention, at  
13          each level and repetition of offense, to be administered by teachers, the  
14          school head, and other school staff; and

15          (3) A clear description of the disciplinary procedure and clear designation of the  
16          authorities competent to investigate, propose, and apply the responses and  
17          interventions.

18          The Department shall formulate a teacher’s manual to be implemented in all schools  
19          under its jurisdiction. This manual shall set out, among others the disciplinary action  
20          to be taken against students who are found to have made malicious accusations of  
21          child abuse against teacher and school staff.

22          Sec. 5. *Act pursuant to teacher’s manual not deemed as child abuse.* – Any act  
23          committed by a teacher or school staff pursuant to the disciplinary rules and procedure  
24          issued by the Department shall not be deemed as child abuse, cruelty, or exploitation  
25          as denied in Republic Act No. 7610 or the Special Protection of Children Against Abuse,  
26          Exploitation and Discrimination Act.

27          Sec. 6. *Consultation of involved sectors in the drafting of student manual.* –  
28          Students, parents, teachers, other school personnel, and the community, represented  
29          by their respective organizations, as well as professionals in child behavior and social  
30          work, shall each have meaningful involvement in the formulation of the guidelines and  
31          the teacher’s manual.

1           *Sec. 7. Information dissemination of the student manual.* – The Department  
2 shall provide explanations, training, and workshops in order to familiarize students  
3 and families with the student manual, explain the expectations of various sectors  
4 involved, and describe the various preventive and positive responses and interventions  
5 that may be used.

6           At the beginning of each school year, copies of the student manual shall be  
7 provided to each student as well as their parents or legal guardians.

8           *Sec. 8. Support personnel.* – The Department, in coordination with the  
9 Department of Budget and Management, shall also ensure that there is a sufficient  
10 number of items for licensed guidance counselors, who will serve as support personnel  
11 to teachers and school administrators in matters of student discipline.

12           For purposes of this Act, the Department shall implement the recommended  
13 ratio of one guidance counselor for every 200 students in both public and private  
14 primary and secondary schools.

15           *Sec. 9. Other support mechanisms for student discipline and classroom*  
16 *management.* – The Department shall provide such other mechanisms necessary to  
17 capacitate its teachers and other personnel on matters regarding child behavior and  
18 psychology, classroom management techniques, positive discipline, and other related  
19 fields. These measures shall include but not be limited to the conduct of periodic  
20 seminars and formulation of primers and other explanatory materials.

21           *Sec. 10. Protection to teaches and school personnel in charges related to*  
22 *student discipline and classroom management.* – In all cases related to student  
23 discipline and classroom management, including criminal and administrative charges  
24 of child abuse, the Department shall extend to its teachers and other personnel the  
25 necessary protection, including but not limited to legal assistance and representation.

26           The Department shall ensure that respondents, in all stages of the disciplinary  
27 proceedings, are amply represented by the accredited union, or registered union,  
28 where there is no existing accredited union, of teachers or non-teaching employees,  
29 as the case may be.

30           Violation of this section shall render the administrative proceedings void and  
31 all responsible persons administratively liable for gross neglect of duty.

1            *Sec. 11. Confidentiality of identity of parties and proceedings under this Act. –*  
2 No person, whether public or private and whether a party to the case or otherwise,  
3 shall publicize a case during its pendency. In no case shall the identity of complainants  
4 and respondents, or any information that may reasonably identify them, be disclosed  
5 to the public during the pendency of the proceedings.

6            Violation of this Section shall subject the person to the appropriate  
7 administrative, civil, criminal, and other liabilities.

8            The Department shall issue its guidelines for the media with regard to the  
9 handlings of cases within the contemplation of this Act.

10           *Sec. 12. Rules and Regulations. –* Within ninety (90) days from the effective  
11 date of this Act, the Department shall promulgate the manual, rules and regulations  
12 necessary to implement the provisions of this Act.

13           *Sec. 13. Separability Clause. –* If any portion or provision of this Act is held  
14 unconstitutional, the remainder of this Act or any provisions not affected thereby shall  
15 remain in force and effect.

16           *Sec. 14. Repealing Clause. –* Republic Act No. 7610 is hereby modified  
17 accordingly. Any law, presidential decree or issuance executive order, letter of  
18 instruction, rule or regulation inconsistent with the provisions of this Act is hereby  
19 repealed or modified accordingly.

20           *Sec. 15. Effectivity. –* This Act shall take effect after fifteen (15) days following  
21 its complete publication in the Official Gazette or a newspaper of general circulation.

*Approved,*