

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 644



Introduced by: **REP. TOBIAS "TOBY" M. TIANGCO**

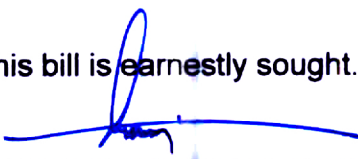
EXPLANATORY NOTE

Section 5, Paragraph 5 of Article XIV of the 1987 Constitution mandates the State to give the highest budgetary priority to education and to ensure that the teaching profession attracts and retains its rightful share of the best available talents through adequate compensation and improved incentives for professional growth. In addition, the *Magna Carta for Public School Teachers*, enacted in 1966 as Republic Act No. 4670, has long served as the cornerstone for protecting the rights and welfare of public school teachers in the Philippines. However, after *more than five decades*, the law no longer adequately addresses the realities faced by teachers today. Public school teachers continue to grapple with low salaries, excessive workloads, non-teaching assignments, and limited health securities.

This bill seeks to modernize the Magna Carta by upgrading teachers' salaries and allowances, reducing teaching loads, prohibiting non-teaching assignments, and strengthening job security. It also proposes improved medical benefits, and upholds gender equality and non-discrimination in the profession.

Further, this bill aims to create a more supportive, fair, and enabling environment for public school teachers, thereby strengthening the foundation for quality education in the Philippines.

In view of the foregoing, the passage of this bill is earnestly sought.


TOBIAS "TOBY" M. TIANGCO
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AN ACT
FURTHER PROMOTING THE WELFARE OF PUBLIC SCHOOL TEACHERS BY
AMENDING REPUBLIC ACT NO. 4670, OTHERWISE KNOWN AS THE "MAGNA
CARTA FOR PUBLIC SCHOOL TEACHERS", AND PROVIDING APPROPRIATIONS
FOR ITS IMPLEMENTATION

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

1 **SECTION 1.** Section 5 of Republic Act No. 4670 is hereby amended to read as follows:

2
3 **Section 5. *Tenure of Office.*** Stability on employment and security of tenure shall
4 be assured the teachers as provided under existing laws.

5
6 Subject to the provisions of Section three hereof, teachers appointed on a
7 provisional status for lack of necessary civil service eligibility shall be extended
8 permanent appointment for the position he is holding after having rendered at least
9 ~~ten~~ **THREE** years of continuous, efficient and faithful service in such position.

10
11 **'NO TEACHER HOLDING A PERMANENT POSITION SHALL BE**
12 **TERMINATED EXCEPT FOR JUST CAUSE AND AFTER BEING ACCORDED**
13 **DUE PROCESS. A TEACHER WHO IS DISMISSED FROM SERVICE BUT**
14 **LATER FOUND AS UNJUSTLY DISMISSED SHALL ENTITLED TO**
15 **REINSTATEMENT AND BACKWAGES.'**

16
17
18 **SEC. 2.** Section 10 of Republic Act No. 4670 is hereby amended to read as follows:

19
20 **SEC 10. ~~[No] NON-Discrimination CLAUSE. [There shall be no~~**
21 **~~discrimination whatsoever in entrance to the teaching profession, or~~**
22 **~~during its exercise, or in the termination of services, based on other than~~**
23 **~~professional consideration.]~~ NO PUBLIC SCHOOL TEACHER SHALL BE**
24 **SUBJECTED TO DISCRIMINATION IN RECRUITMENT, APPOINTMENT,**

PROMOTION, TRAINING, COMPENSATION, OR ANY OTHER CONDITION OF EMPLOYMENT ON THE BASIS OF SEX, GENDER IDENTITY, SEXUAL ORIENTATION, CIVIL STATUS, AGE, RELIGION, ETHNICITY, POLITICAL BELIEF, DISABILITY, OR ANY OTHER STATUS UNRELATED TO THE INHERENT REQUIREMENTS OF THE POSITION.

SEC. 3. Section 13 of Republic Act No. 4670 is hereby amended to read as follows:

Section 13. *Teaching Hours.* Any teacher engaged in actual classroom instruction shall not be required to render more than six hours of actual classroom teaching a day, which shall be so scheduled as to give him time for the 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.

NO PUBLIC SCHOOL TEACHER SHALL BE REQUIRED TO CONDUCT OR ATTEND REGULAR CLASSES ON SATURDAYS AND SUNDAYS, EXCEPT IN CASES OF NATIONAL EMERGENCY OR AS OTHERWISE PROVIDED BY LAW. ANY MAKE-UP CLASSES OR SCHOOL ACTIVITIES SCHEDULED ON WEEKENDS MUST BE VOLUNTARY AND SUBJECT TO ADDITIONAL COMPENSATION AS PRESCRIBED BY EXISTING REGULATIONS.

SEC.4. A new section designated as Section 16 of Republic Act No. 4670 is hereby inserted to read as follows:

SECTION 16. PROHIBITION AGAINST ASSIGNMENT OF NON-TEACHING DUTIES—TEACHERS SHALL NOT BE REQUIRED OR ASSIGNED TO PERFORM TASKS OR RESPONSIBILITIES THAT ARE NOT DIRECTLY RELATED TO THEIR TEACHING FUNCTIONS, EXCEPT AS EXPRESSLY PROVIDED BY LAW. TO UPHOLD THIS POLICY, THE DEPARTMENT OF EDUCATION (DEPED) SHALL ENSURE THE PROMPT AND FULL STAFFING OF ALL NON-TEACHING POSITIONS. IN COORDINATION WITH THE DEPARTMENT OF BUDGET AND MANAGEMENT (DBM), DEPED SHALL WORK TOWARDS ACHIEVING AND MAINTAINING THE IDEAL RATIO OF TEACHING TO NON-TEACHING PERSONNEL, IN ACCORDANCE WITH ESTABLISHED NATIONAL STAFFING STANDARDS.

SEC. 5. Section 21 of Republic Act No. 4670 is hereby amended to read as follows:

Section ~~[24]~~ **22. Deductions [AND OUT-OF-POCKET EXPENSES] Prohibited.** No person shall make any deduction whatsoever from the salaries of teachers except

1 under specific authority of law authorizing such deductions: *Provided, however,*
2 That upon written authority executed by the teacher concerned, (1) lawful dues
3 and fees owing to the Philippine Public School Teachers Association, and (2)
4 premiums properly due on insurance policies, shall be considered deductible.

5
6 **'NO TEACHER SHALL BE REQUIRED TO PAY OUT OF THEIR**
7 **PERSONAL FINANCES FOR MATERIALS, FACILITIES, SERVICES, OR**
8 **ANY OTHER OBJECTS OR ACTIVITIES NECESSARY AND RELATED TO**
9 **THE PERFORMANCE OF THEIR DUTIES."**

10
11 **SEC. 6.** Section 22 of Republic Act No. 4670 is hereby amended to read as follows:

12
13 Section [22] **23. [~~Medical Examination and Treatment~~]. *COMPREHENSIVE ANNUAL***
14 ***MEDICAL EXAMINATION AND HEALTH SERVICES-*** Compulsory medical examination
15 shall be provided free of charge for all teachers before they take up teaching, and shall
16 be repeated not less than once a year during the teacher's professional life. Where
17 medical examination show that medical treatment and/or hospitalization is necessary,
18 same shall be provided free by the government entity paying the salary of the teachers.

19
20 **"THE DEPARTMENT OF EDUCATION, IN COORDINATION WITH THE**
21 **DEPARTMENT OF HEALTH, SHALL ENSURE THE AVAILABILITY OF ON-**
22 **SITE, MOBILE, OR ACCREDITED HEALTH FACILITIES TO PROVIDE THESE**
23 **SERVICES."**

24
25 In regions where there is scarcity of medical facilities, teachers may obtain elsewhere the
26 necessary medical care with the right to be reimbursed for their traveling expenses by the
27 government entity concerned in the first paragraph of this Section.

28
29 **"THE DEPARTMENT OF EDUCATION SHALL SUBMIT AN ANNUAL REPORT**
30 **TO CONGRESS ON THE IMPLEMENTATION AND OUTCOMES OF THIS**
31 **PROGRAM AND ESTABLISH A FEEDBACK MECHANISM TO ADDRESS**
32 **CONCERNS FROM TEACHERS."**

33
34 **SEC. 7.** A new Article designated as Article VII of Republic Act No. 4670 is hereby
35 inserted to read as follows:

36
37 **ARTICLE VII: DIGITAL COMPETENCE AND TECHNOLOGY INTEGRATION**

38
39 **SEC. 8.** A new section designated as Section 31 of Republic Act No. 4670 is hereby
40 inserted to read as follows:

41
42 **SECTION 31. DIGITAL LITERACY TRAINING—THE STATE SHALL ENSURE**
43 **THAT PUBLIC SCHOOL TEACHERS ARE EQUIPPED WITH THE NECESSARY**
44 **DIGITAL COMPETENCIES TO DELIVER EDUCATION THROUGH ONLINE,**
45 **BLENDED, AND TECHNOLOGY-ASSISTED PLATFORMS. TRAINING SHALL**
46 **INCLUDE, BUT NOT BE LIMITED TO, THE USE OF VIDEO CONFERENCING**

1 **TOOLS (E.G., ZOOM), LEARNING MANAGEMENT SYSTEMS, CONTENT**
2 **CREATION, AND DIGITAL ASSESSMENT TOOLS.**

3
4 **SEC.9.** A new section designated as Section 32 of Republic Act No. 4670 is hereby
5 inserted to read as follows:

6
7 **SECTION 32. SUPPORT AND ACCESS—PUBLIC SCHOOL TEACHERS**
8 **SHALL BE PROVIDED WITH SUFFICIENT ACCESS TO TRAINING**
9 **PROGRAMS, RELIABLE INTERNET CONNECTIVITY, AND THE NECESSARY**
10 **HARDWARE AND SOFTWARE TO EFFECTIVELY IMPLEMENT DIGITAL**
11 **LEARNING STRATEGIES. SUCH TRAINING SHALL BE COMPULSORY AND**
12 **REGULARLY UPDATED TO REFLECT EMERGING TECHNOLOGIES AND**
13 **PEDAGOGICAL INNOVATIONS.**

14
15 **SEC. 10. *Implementing Rules and Regulations.*** – The Department of Education
16 (DepEd) shall in coordination with Department of Budget and Management (DBM),
17 promulgate the necessary rules and regulations for the proper implementation of this Act
18 not later than ninety (90) days from its effectivity and every year thereafter, submit to the
19 President and the Congress of the Philippines a report detailing compliance with the
20 provisions of this Act.

21
22 **SEC. 11. *Separability Clause.*** – If any provision or part of this Act is declared
23 unconstitutional, the remaining parts or provisions not affected shall remain in full force
24 and effect.

25
26 **SEC. 12. *Repealing Clause.*** – All laws, executive orders, issuances, rules and
27 regulations, inconsistent with this Act are hereby repealed or modified accordingly.

28
29 **SEC. 13. *Effectivity.*** – This shall take effect fifteen (15) days after its publication in the
30 Official Gazette or in a newspaper of general circulation.

31
32 *Approved,*
33
34
35