

**ASEAN COMMUNITY 2015: TEACHER PROFESSIONALISM FOR  
QUALITY EDUCATION AND HUMANITY  
THRU TEACHERS' LIFETIME SOCIAL SECURITY  
(THE MAGNA CARTA FOR PUBLIC SCHOOL TEACHERS)  
THE PHILIPPINES COUNTRY REPORT**

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**Introduction**

If a country has to be identified as to its niche in the global community, a definite gauge is by looking at the premium it is giving to its education which is believed to be the backbone that gives flesh and shape to the social, economic and political development of the country.

In the Philippines, education is not only primordial for constructing or structuring the country's national identity by way of moulding the consciousness of the youth and the people and direct them towards particular purposes, but it is also perceived by the Filipinos as a stepping stone out of poverty and as a way to climb to a higher social status.

Rather than being treated as an investment with a crucial role in nation-building, education has become subject to misplaced priorities which can be traced back to the country's colonial period when the educational system was designed to serve the valued interests of the powers that be and setting aside the needs and aspirations of the Filipinos.

**The Sorry State of Affairs of Philippine Education**

After World War II, the country emerged and was highly regarded as East Asia's 2nd richest economy after Japan until the mid-1980s. However, political instability, notably during the years of martial law, ineffective economic policies especially in the 1970s which resulted to the economic recession at that time, and massive foreign debts made the Philippine economy one of the continent's poorest.

**In the decades that followed, the Philippines watched itself being overtaken by countries that rebuilt themselves from war, instability and poverty, as our own continued to sink into the quagmire of disunity, destructive politics and corruption.**

**Correlated to the country's economic decline is the neglect and deterioration of its educational sector. Is it any wonder that today our country has fallen from its former prestige to the bottom of most global rankings of progress and development?**

**Br. Armin A. Luistro, FSC**  
*Secretary of Education*

**The flagship education program of the Aquino administration – Kto12**



*“Education is the key to the long-term problems of the country. If we fix basic education, we fix the long-term problems of the country. And if we fix the country's problems, we will build a truly strong society we can proudly call the Philippines.”*

*“We need to add two years to our basic education.. I want at least 12 years for our public school children to give them an even chance at succeeding.”*

**President Benigno S. Aquino III**

## TEACHERS' LIFETIME SOCIAL SECURITY



Amid all the blueprints, consultations, steering committee hearings, deliberations in the senate and congress as regard to Kto12 no significant discussion pertinent to the concerns of teachers was ever articulated.

## MAGNA CARTA FOR PUBLIC SCHOOL TEACHERS

**REPUBLIC ACT NO. 4670 (June 18, 1966)**

### **I. DECLARATION OF POLICY COVERAGE**

#### **Sec. 1. Declaration of Policy.**

It is hereby declared to be the policy of this Act 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 being recognized that advance 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.

#### **Sec. 2. Title Definition.**

This Act shall be known as the "Magna Carta for Public School Teachers" and shall apply to all public school teachers except those in the professorial staff of state colleges and universities.

As used in this Act, the term "teacher" shall mean all persons engaged in classroom teaching, in any level of instruction, on full-time basis, including guidance counselors, school

librarians, industrial arts or vocational instructors, and all other persons performing supervisory and/or administrative functions in all schools, colleges and universities operated by the Government or its political subdivisions; but shall not include school nurses, school physicians, school dentists, and other school employees.

## **II. RECRUITMENT AND CAREER**

**Sec. 3. Recruitment and Qualification.** Recruitment policy with respect to the selection and appointment of teachers shall be clearly defined by the Department of Education

**Sec. 4. Probationary Period.** When recruitment takes place after adequate training and professional preparation in any school recognized by the Government, no probationary period preceding regular appointment shall be imposed if the teacher possesses the appropriate civil service eligibility

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

**Sec. 6. Consent for Transfer and Transportation Expenses.** Except for cause and as herein otherwise provided, no teacher shall be transferred without his consent from one station to another.

Where the exigencies of the service require the transfer of a teacher from one station to another, such transfer may be effected by the school superintendent who shall previously notify the teacher concerned of the transfer and the reason or reasons therefor. If the teacher believes there is no justification for the transfer, he may appeal his case to the Director of Public Schools or the Director of Vocational Education, as the case may be. Pending his appeal and the decision thereon, his transfer shall be held in abeyance: *Provided, however,* that no transfers whatever shall be made three months before any local or national election. Necessary transfer expenses of the teacher and his family shall be paid for by the Government if his transfer is finally approved.

**Sec. 7. Code of Professional Conduct for Teachers.** Within six months from the approval of this Act, the Secretary of Education shall formulate and prepare a Code of Professional Conduct for Public School Teachers. A copy of the Code shall be furnished each teacher: *Provided, however,* that where this is not possible by reason of inadequate fiscal resources of the Department of Education, at least three copies of the same Code shall

be deposited with the office of the school principal or head teacher where they may be accessible for use by the teachers.

**Sec. 8. Safeguards in Disciplinary Procedure.** Every teacher shall enjoy equitable safeguards at each stage of any disciplinary procedure and shall have:

- a. the right to be informed, in writing, of the charges;
- b. the right to full access to the evidence in the case;
- c. the right to defend himself and to be defended by a representative of his choice and/or by his organization, adequate time being given to the teacher for the preparation of his defense;
- d. and the right to appeal to clearly designated authorities.

- No publicity shall be given to any disciplinary action being taken against a teacher during the pendency of his case.

**Sec. 9. Administrative Charges.** Administrative charges against a teacher shall be heard initially by a committee composed of the corresponding School Superintendent of the Division or a duly authorized representative who should at least have the rank of a division supervisor, where the teacher belongs, as chairman, a representative of the local or, in its absence, any existing provincial or national teacher's organization and a supervisor of the Division, the last two to be designated by the Director of Public Schools. The committee shall submit its findings and recommendations to the Director of Public Schools within thirty days from the termination of the hearings: *Provided, however,* That where the school superintendent is the complainant or an interested party, all the members of the committee shall be appointed by the Secretary of Education.

**Sec. 10. No Discrimination.** There shall be no discrimination whatsoever in entrance to the teaching profession, or during its exercise, or in the termination of services, based on other than professional consideration.

**Sec. 11. Married Teachers.** Whenever possible, the proper authorities shall take all steps to enable married couples, both of whom are public school teachers, to be employed in the same locality.

**Sec. 12. Academic Freedom.** Teachers shall enjoy academic freedom in the discharge of their professional duties, particularly with regard to teaching and classroom methods.

### III. HOURS OF WORK AND REMUNERATION

**Sec. 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.

**Sec. 14. Additional Compensation.** Notwithstanding any provision of existing law to the contrary, co-curricula and out of school activities and any other activities outside of what is defined as normal duties of any teacher shall be paid an additional compensation of at least twenty-five per cent of his regular remuneration after the teacher has completed at least six hours of actual classroom teaching a day.

In the case of other teachers or school officials not engaged in actual classroom instruction, any work performed in excess of eight hours a day shall be paid an additional compensation of at least twenty-five per cent of their regular remuneration.

The agencies utilizing the services of teachers shall pay the additional compensation required under this section. Education authorities shall refuse to allow the rendition of services of teachers for other government agencies without the assurance that the teachers shall be paid the remuneration provided for under this section.

**Sec. 15. Criteria for Salaries.** Teacher's salaries shall correspond to the following criteria:

- (a) they shall compare favorably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities;
- (b) they shall be such as to insure teachers a reasonable standard of life for themselves and their families; and
- (c) they shall be properly graded so as to recognize the fact that certain positions require higher qualifications and greater responsibility than others: *Provided, however,* That the general salary scale shall be such that the relation between the lowest and highest salaries

paid in the profession will be of reasonable order. Narrowing of the salary scale shall be achieved by raising the lower end of the salary scales relative to the upper end.

**Sec. 16. Salary Scale.** Salary scales of teachers shall provide for a gradual progression from a minimum to a maximum salary by means of regular increments, granted automatically after three years.

**Sec. 17. Equality in Salary Scales.** The salary scales of teachers whose salaries are appropriated by a city, municipal, municipal district, or provincial government, shall not be less than those provided for teachers of the National Government.

**Sec. 18. Cost of Living Allowance.** 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.

**Sec. 19. Special Hardship Allowances.** 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.

**Sec. 20. Salaries to be Paid in Legal Tender.** Salaries of teachers shall be paid in legal tender of the Philippines or its equivalent in checks or treasury warrants. *Provided, however,* That such checks or treasury warrants shall be cashable in any national, provincial, city or municipal treasurer's office or any banking institutions operating under the laws of the Republic of the Philippines.

**Sec. 21. Deductions Prohibited.** No person shall make any deduction whatsoever from the salaries of teachers except under specific authority of law authorizing such deductions: *Provided, however,* That upon written authority executed by the teacher concerned, (1) **lawful dues and fees owing to the Philippine Public School Teachers Association**, and (2) premiums properly due on insurance policies, shall be considered deductible.

#### **IV. HEALTH MEASURES AND INJURY BENEFITS**

**Sec. 22. Medical Examination and Treatment.** 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.

**Sec. 23. Compensation For Injuries.** 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.

#### **V. LEAVE AND RETIREMENT BENEFITS**

**Sec. 24. Study Leave.** In addition to the leave privileges now enjoyed by teachers in the public schools, they shall be entitled to study leave not exceeding one school year after seven years of service

**Sec. 25. Indefinite Leave.** An indefinite sick leave of absence shall be granted to teachers when the nature of the illness demands a long treatment that will exceed one year at the least.

**Sec. 26. Salary Increase upon Retirement.** 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.

#### **VI. TEACHER'S ORGANIZATION**

**Sec. 27. Freedom to Organize.** Public school teachers shall have the right to freely and without previous authorization both to establish and to join organizations of their choosing, whether local or national to further and defend their interests.

**Sec. 28. Discrimination Against Teachers Prohibited.** The rights established in the immediately preceding Section shall be exercised without any interference or coercion. It shall be unlawful for any person to commit any acts of discrimination against teachers which are calculated to (a) make the employment of a teacher subject to the condition that he shall not join an organization, or shall relinquish membership in an organization, (b) to cause the dismissal of or otherwise prejudice a teacher by reason of his membership in an organization or because of participation in organization activities outside school hours, or with the consent of the proper school authorities, within school hours, and (c) to prevent him

from carrying out the duties laid upon him by his position in the organization, or to penalize him for an action undertaken in that capacity.

**Sec. 29. National Teacher's Organizations.** National teachers' organizations shall be consulted in the formulation of national educational policies and professional standards, and in the formulation of national policies governing the social security of the teachers.

## **VII. ADMINISTRATION AND ENFORCEMENT**

**Sec. 30. Rules and Regulations.** The Secretary of Education shall formulate and prepare the necessary rules and regulations to implement the provisions of this Act. Rules and regulations issued pursuant to this Section shall take effect thirty days after publication in a newspaper of general circulation and by such other means as the Secretary of Education deems reasonably sufficient to give interested parties general notice of such issuance.

**Sec. 31. Budgetary Estimates.** 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.

**Sec. 32. Penal Provision.** A person who shall wilfully interfere with, restrain or coerce any teacher in the exercise of his rights guaranteed by this Act or who shall in any other manner commit any act to defeat any of the provisions of this Act shall, upon conviction, be punished by a fine of not less than one hundred pesos nor more than one thousand pesos, or by imprisonment, in the discretion of the court.

If the offender is a public official, the court shall order his dismissal from the Government service.

**Sec. 33. Repealing Clause.** All Acts or parts of Acts, executive orders and their implementing rules inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

**Sec. 34. Separability Clause.** If any provision of this Act is declared invalid, the remainder of this Act or any provisions not affected thereby shall remain in force and in effect.

**Sec. 35.** This Act shall take effect upon its approval.

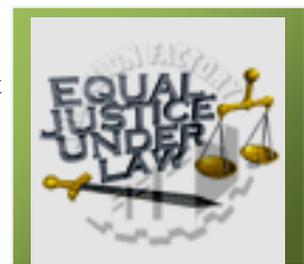
**Approved: June 18, 1966**



**K – 12, K+12 or K to 12...whichever is right,  
still it needs the teachers to deliver quality education...**

### **Issues and Concerns**

- Right to full employment and equality of employment opportunities
  - ❖ Automatic permanency
  - ❖ No to contractualization and job-order assignment
- Right to just & humane conditions of work
  - ❖ Class size
  - ❖ Inadequate school facilities and equipment
- Right to just compensation, benefits and social security
  - ❖ underpaid but overworked teachers
  - ❖ insufficient health services
- Right to self organization
  - ❖ forging Collective Negotiation Agreement
  - ❖ mutual aid & protection
  - ❖ grievances
  - ❖ holding seminars & other organizational programs
  - ❖ concerted activities & militant political mass actions
  - ❖ holding meeting on a school day
- Right to democratic participation in policy and decision-making
- Right to information and access to records





**In number there is strength**

**In unity there is victory!**

- ✓ facilitated the increase in the election service compensation and the putting up of an election hotline
- ✓ Passage of Salary Standardization Law (SSL3)
- ✓ Three steps increment for Science and Mathematics teachers
- ✓ Increase in Chalk Allowance
- ✓ Increase in Clothing Allowance
- ✓ R.A. 9710 (Magna Carta of Women)
- ✓ Registration and Accreditation of Public Elementary and High School Teaching Personnel of the Department of Education

✓ **"Today, the 1.7 million members and pensioners of the GSIS are slowly feeling the fresh winds of change at the pension fund... it is now more pro-member...more attuned to the needs and welfare of its stakeholders."**

...President Benigno C. Aquino III



**DBM, DepEd, GSIS ink pact to restore benefits of teachers**



*Build the future:  
invest  
in teachers  
now*

## Campaigns/House Bills

- **House Bill 2142** An Act Upgrading the Minimum Salary of Public School Teachers from Salary Grade 11 to 15
- **House Bill 5662 APERA** An Act Increasing the Personnel Relief Allowance Granted to Government Employees to Four Thousand Pesos and Appropriating Funds Therefor
- **House Bill 5661** An Act Increasing the Ceiling for the Total Exclusion from Gross Income of 13<sup>th</sup> Month Pay and Other Benefits to Sixty Thousand Pesos, Amending for the Purpose Section 32 (B)(7) of the Internal Revenue Code
- **House Bill 4077 Post-Secondary Education** An Act Granting Free Post-Secondary Education in State Universities and Colleges and Public Technical and Vocational Schools to Dependent Children of Public Elementary and High School Teachers
- **House Bill 4178 Public School Size Law** An Act Regulating Class Size in All Public Schools and appropriating Funds Therefor
- **House Bill 4096 Voluntary Election Service** for Public School Teachers and other citizens

**Antonio L. Tinio**  
Representative, ACT Teachers Partylist



## Conclusion



46 years back the progressive leadership of the Philippine Public School Teachers Association (PPSTA) actively campaigned for the passage of R.A. 4670 which is known as the Magna Carta for Public School Teachers on June 18, 1966.

As provided for in the charter only payments due to PPSTA shall be deducted from the teacher's salary

Today, soaring high with 65 years of genuinely caring for the professional development and financial security of its 250,000 members PPSTA is considered as the foremost teachers association across the country and as enshrined in R.A. 8291 (GSIS Law) its president sits as a Member of the GSIS Board.

True to his commitment of working for what is best for the GSIS members especially those from DepEd, still with a single voice to represent the public school teachers, President Ramirez can only do much in advancing just and sound policies for the true heroes of the country.

With the current leadership and PPSTA sitting as part of the Technical Working Committee (TWC) on the revisions of GSIS bills and other bills pertinent to the Education sector along with the active participation of progressive, militant and nationalist teachers – genuine reforms in the GSIS and passage of laws that shall ensure and uphold the teachers lifetime security systems cannot be far behind....in the service of the Filipino teachers!!!

**Dr. Mario L. Ramirez**  
**President, PPSTA**  
**Board of Trustee, GSIS**



Maraming salamat at Mabuhay po kayong lahat!

Sources/References:

- ✚ [www.lawphil.net/statutes](http://www.lawphil.net/statutes)
- ✚ [Philippine Daily Inquirer](#) **The K to 12 curriculum: Our first step to recovery**
- ✚ GSIS website
- ✚ ACT Teachers Partylist website
- ✚ Proposed Revisions: Republic Act No. 8291 – TWC on GSIS Bills



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