

EIGHTEENTH CONGRESS OF THE]
REPUBLIC OF THE PHILIPPINES]
Second Regular Session]



SENATE

P.S. Res. No. 522

Introduced by SEN. WIN GATCHALIAN

RESOLUTION

DIRECTING THE SENATE COMMITTEE ON BASIC EDUCATION, ARTS AND CULTURE TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE IMPLEMENTATION OF REPUBLIC ACT NO. 4670, OTHERWISE KNOWN AS THE MAGNA CARTA FOR PUBLIC SCHOOL TEACHERS, TO PROVIDE A COMPREHENSIVE AND CRITICAL REVIEW AND IDENTIFY THE GAPS, ISSUES, AND CHALLENGES IN ADVANCING THE WELFARE AND RIGHTS OF TEACHERS AS PROFESSIONALS AND IMPROVING THE CONDITIONS FOR EFFECTIVE TEACHING AND LEARNING, FOR THE PURPOSE OF CRAFTING POLICY RECOMMENDATIONS AND INITIATING COMPLEMENTARY AND AMENDATORY LEGISLATION TO FURTHER STRENGTHEN THE LAW AND FULFILL THE GOALS ENSHRINED THEREIN

1 **WHEREAS**, the 1987 Constitution declares that the State shall enhance
2 the right of teachers to professional advancement and ensures the protection
3 of the State of the non-teaching academic and non-academic personnel;¹

4 **WHEREAS**, the 1987 Constitution likewise mandates the State to
5 assign the highest budgetary priority to education and ensure that teaching
6 will attract and retain its rightful share of the best available talents through
7 adequate remuneration and other means of job satisfaction and fulfillment;²

8 **WHEREAS**, quality education begins with quality teachers. Their skills,
9 training, experiences, and character are essential in shaping the next
10 generation. Teachers are invaluable not only in developing the cognitive skills

¹ Section 5 (4), Article XIV, 1987 Constitution.

² *Id.* at Section 5 (5).

1 of a learner, but also in molding the moral compass of a person. Teachers also
2 act as second parents, and at times confidants, to their pupils and students.
3 Serving beyond their duty, it is but proper that the government prioritizes
4 their concerns and supports their needs;

5 **WHEREAS**, on June 18, 1966 or more than half a century ago,
6 Congress enacted Republic Act No. 4670, otherwise known as The Magna
7 Carta for Public School Teachers, in order to promote and improve the social
8 and economic status of public school teachers, their living and working
9 conditions, their terms of employment and career prospects, in order that they
10 may compare favorably with existing opportunities in other walks of life³;

11 **WHEREAS**, the Magna Carta for Public School Teachers was enacted
12 as part of the country's legislative commitment to the ILO-UNESCO
13 Recommendations Concerning the Status of Teachers⁴ which sets forth the
14 rights and responsibilities of teachers; standards for their initial preparation
15 and further education, recruitment, employment, teaching, and learning
16 conditions; and recommendations for teachers' participation in educational
17 decisions through consultation and negotiation with educational authorities;⁵

18 **WHEREAS**, some of the provisions safeguarding the rights of teachers
19 under the said Magna Carta include the following:

- 20 a. that every public school teacher shall not render more than six
21 (6) hours of actual classroom teaching a day unless exigencies of the
22 service so require,⁶ and any other activities outside of their normal
23 duties or in excess of six (6) hours a day of teaching load will entitle
24 them to an additional compensation;⁷
- 25 b. that teachers' salaries shall compare favorably with those paid in
26 other occupations requiring equivalent or similar qualifications to

³ Sec. 1, R.A. No. 4670.

⁴ Adopted on October 5, 1966 by governments around the world, at a special intergovernmental conference convened by UNESCO in Paris in cooperation with the ILO, as cited in *Infra* Note 5.

⁵ Civil Society Network for Education Reforms (E-Net Philippines), Case Study and Policy Review: Status of Republic Act 4670 or The Magna Carta for Public School Teachers, December 2019.

⁶ *Supra* Note 3, *Id.* at Sec. 13.

⁷ *Id.* at Sec. 14.

1 provide a reasonable standard of life for themselves and their
2 families, that the teacher’s salaries shall be properly graded;⁸
3 c. that when medical treatment and/or hospitalization is necessary,
4 the same shall be provided free by the government entity paying the
5 salary of the teachers;⁹
6 d. that public school teachers qualified under retirement laws shall
7 be given one range salary raise upon retirement and shall be the
8 basis of the computation of the lump sum pay and the monthly
9 benefits thereafter;¹⁰ and
10 e. that national teachers’ organizations shall be consulted in the
11 formulation of national educational policies and professional
12 standards, as well as those governing the social security of the
13 teachers;¹¹

14 **WHEREAS**, despite fifty-four years since its enactment, the law remains
15 toothless as there are claims that some of its provisions have not been
16 implemented at all while many are either selectively or partly enforced.¹² To
17 illustrate, a February 2019 policy paper of the Philippine Institute for
18 Development Studies¹³ observed that the actual teaching of public school
19 teachers is increasingly being sidelined due to the multitude of non-teaching
20 tasks assigned to them. In terms of salaries, public school teachers feel left
21 far behind by their armed counterparts although they have similar, even
22 higher qualifications, or have spent equal or more years in government service
23 – hence violating the criteria for salaries as prescribed under Section 15 of the
24 law that they “should be comparable with those paid to other professions
25 requiring similar educational qualifications and training.”¹⁴ Further, under
26 the law, compulsory medical examination shall be provided free of charge for
27 all teachers before they take up teaching, and shall be repeated not less than

⁸ *Id.* at Sec. 15.

⁹ *Id.* at Sec. 22.

¹⁰ *Id.* at Sec. 26.

¹¹ *Id.* at Sec. 29.

¹² <https://www.sunstar.com.ph/article/86078>

¹³ <https://pidswebs.pids.gov.ph/CDN/PUBLICATIONS/pidspn1901.pdf>

¹⁴ *Supra* Note 5.

1 once a year during the teacher's professional life. This provision however
2 remains illusory as the annual national budget has never allocated funds for
3 the yearly medical check-up and hospitalization of public school teachers;¹⁵

4 **WHEREAS**, the purpose of this inquiry is not merely to identify these
5 implementation gaps; its relevance cannot be overemphasized in view of the
6 recognition of the central role of qualified teachers to quality education under
7 Goal 4 of the 2030 Sustainable Development Goals to “[e]nsure inclusive and
8 quality education for all and promote lifelong learning”;¹⁶

9 **WHEREAS**, with 794,448¹⁷ public school teachers who represent the
10 largest group of professionals in the government service, they should be
11 recognized not only for their role in the delivery of quality education but also
12 for their role in the economic, social, and cultural development of the basic
13 education system and the nation as a whole;¹⁸

14 **WHEREAS**, acknowledging the role and the social responsibility of
15 these public school teachers, this inquiry will enable the legislative branch to
16 have a comprehensive and critical review of the law and propose policies and
17 legislative remedies that will protect, respect, and fulfill their rights in the
18 exercise of their profession under the Magna Carta for Public School
19 Teachers;¹⁹

20 **NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE**
21 **PHILIPPINES**, to direct the Senate Committee on Basic Education, Arts and
22 Culture to conduct an inquiry, in aid of legislation, on the status of the
23 implementation of The Magna Carta for Public School Teachers to provide a
24 comprehensive and critical review and identify the gaps, issues, and
25 challenges in advancing the welfare and rights of teachers as professionals
26 and improving the conditions for effective teaching and learning, for the
27 purpose of crafting policy recommendations and initiating complementary

¹⁵ *Ibid.*

¹⁶ <http://www.ascd.org/ASCD/pdf/siteASCD/policy/ASCD-EI-Quality-Education-Statement.pdf>

¹⁷ Department of Education Data as of January 2019.

¹⁸ *Supra* Note 5.

¹⁹ *Ibid.*

- 1 and amendatory legislation to further strengthen the law and fulfill the goals
- 2 enshrined therein.

Adopted,



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