

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

17<sup>th</sup> Congress  
First Regular Session

**HOUSE BILL NO. 4159**



**Introduced by: HON. JOSE ANTONIO R. SY-ALVARADO**

**EXPLANATORY NOTE**

*We often say that Teaching is the noblest profession yet our teachers who chose to stay in the country are being forgotten and not getting enough salary and benefits.*

This bill seeks to amend Republic Act No. 4670 otherwise known as "The Magna Carta for Public School Teachers" to make the said law more responsive in promoting the welfare of the public school teachers.

RA No. 4670 was passed into law on June 18, 1966 and has remained untouched for more or less fifty (50) years. The stability of the said law shows that it has been effective in promoting and improving the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects.

The passage of time has brought with it new challenges and circumstances that must be dealt with by the public school teachers. Admittedly, the risks in connection with the teaching profession fifty (50) years ago are not the same as in the present times. Support must be given to the public school teachers for them to successfully hurdle such obstacles and keep them focused in helping the students gain the knowledge they need in life.

There is no need to repeal RA No. 4670. Only needed are minor modifications and some amendments to further strengthen the law. Others may say that the new benefits and protection for public school teachers adds pressure to the government. This is not the proper attitude since no price tag should be attached when it comes to helping the public school teachers who are vital partners of the government in building a strong and well educated society. Expenditures upon them are very wise investment for the future.

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

**JOSE ANTONIO R. SY-ALVARADO**

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**“AN ACT AMENDING REPUBLIC ACT NO. 4670 OTHERWISE KNOWN AS THE  
MAGNA CARTA FOR PUBLIC SCHOOL TEACHERS”**

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

The following are the amendments for the existing law. Those underlined are the  
new introductions to the law, to wit:

**SECTION 8.**

- 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. the right to be represented by a counsel of his choice; and
- e. the right to appeal to clearly designated authorities.

**SECTION 14.**

In case a teacher is assigned by his school to participate in any event like sports  
tournaments, academic competitions and the like, in whatever capacity, all expenses related  
to the same shall be shouldered by the school.

**SECTION 30. Rules and Regulations.** The Secretary of Education shall formulate  
and prepare the necessary rules and regulations to implement the provisions of this Act within  
three (3) months from the effectivity of this Act. Rules and regulations issued pursuant to this  
Section shall take effect fifteen (15) 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.

**SECTION 31.** Budgetary Estimates. The Secretary of Education shall submit to Congress annually, not later than January 31 of each year, 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.

**SECTION 32.** Penal Provision. A person who shall willfully interfere with, restrain or coerce any teacher in the exercise of his rights guaranteed by this Act or who shall in any 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 Fifty Thousand Pesos (P50,000.00) not more than Two Hundred Fifty Thousand Pesos (P250,000.00), and/or imprisonment of not less than one (1) year but not more than six (6) years, upon the discretion of the court.

If the offender is a public official, the court or the concerned government agency having disciplinary jurisdiction over such official shall order his dismissal from the Government service with perpetual disqualification from being appointed to any position in the government.

**SECTION 35.** This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved, 

