

# Relevance of the Provisions of RA 4670 in the Present Situation of Teachers in Mulanay District I, Division of Quezon

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*Abstract* — This study assessed the relevance of the provisions in Republic Act 4670 in the present situation of teachers in Mulanay District I, Division of Quezon. The descriptive-quantitative research design was used in the study. It employs 238 public school teachers, including 122 elementary school teachers and 116 junior high school teachers from Mulanay District I, Division of Quezon. However, 213 public school teachers only participated in the survey because of their conflict in schedules. Purposive sampling method was used. The researcher developed a questionnaire to know the relevance of the provisions of RA 4670, otherwise known as the Magna Carta for Public School Teachers with the following parts: Recruitment and Career, Hours of Work and Remuneration, Health measures and Injury Benefits, Leave and Retirement Benefits, and Teacher's Organization. The result revealed that the provisions of RA 4670 were moderately relevant to the present situation of public school teachers in Mulanay District I, Division of Quezon. Likewise, there are some significant differences in the relevance of the provisions of RA 4670 in the present situation of Elementary and Junior High School Teachers. As a result, it was then recommended to propose amendments to R.A. 4670, otherwise known as the Magna Carta for Public School Teachers.

*Keywords* — **RA 4670 Magna Carta for Public School Teacher, provision, amendments, elementary school teachers, junior high school teachers**

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## I. Introduction

Republic Act (RA) 4670, also known as Magna Carta for Public School teachers, was created on June 18, 1966. This law best protects public-school teachers and meets their needs. It includes policies for teachers such as their rights, provisions, and compensations to promote and improve their living and working conditions, terms of employment, and career prospects, and attract and retain more people with proper qualifications in the teaching profession. The law states:

“The State recognizes the commitment, dedication, and sacrifices of public-school teachers as evidenced by RA 4670 or the Magna Carta for Public School Teachers. However, the existing policy needs amendments to meet the present needs of the country’s public-school teachers” (Santos, 2019).

The Magna Carta sets the standard qualifications for public school teachers. It consists of recruitment and career, work hours and remuneration, health measures and injury benefit, leaves and retirement benefits, teacher's organization, and administration and enforcement.

However, it has been stated that the law does not experience innovation. It is evident in RA 4670 that the State recognizes the commitment, dedication, and sacrifices of teachers. However, the existing policy still needs amendments to meet the present needs of the public school teachers.

Likewise, the 1987 Philippine Constitution said that the State should ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and job satisfaction and fulfillment. Thus, the amendment of RA 4670.

Basas (2016) states that they hope for genuine change from the new administration. It can start by correcting the past administration's errors and respecting and protecting teachers' rights by fully implementing the provisions of the Magna Carta.

At present, teachers devote restless nights to printing modules, checking answers sheets, and complying with numerous forms resulting in more than eight hours of work. A restless night that sacrifices the health of every educator. Due to the pandemic, health became a top priority, although RA 4670 Section 22 provides free annual medical examinations; hence, it is not implemented. Expenses will be deducted from their not so well-paid salary.

The 21st century constantly changed the world of teaching. Education continuously evolves to attain and meet learners' current trends and demands, whereas educators apply the endless learning process. Today, teachers are thirsty for knowledge. Teachers implicitly emphasize the importance of participating in innovative education trends. Attending Master's Degree courses, seminars and training resolve the mild dehydration. Thus, Section 24 of RA 4670 on Study Leave stated that teachers should be entitled to one school year of study leave after seven years of service. Continuous learning and high-quality education will meet the needs of the next generation. Study leave after seven years of service is not always applicable to the current situation of public school teachers.

The level of experience of public school teachers is important - but only for the first five years of teaching (Goe, 2008). Teachers appear to gain incrementally in their contribution to student learning during the first few years. However, after five years, the contribution of experience to student learning seems to level off. Hawley and Valili (2017) added that professional development lies in every educational effort to progress student success.

As the Magna Carta celebrated its golden years, issues arose. Many circumstances are still left unsolved. Hence, the researcher comes up with recollecting the said law, dissect every section

of it and ask the educators if it is still relevant to the contemporary genre. Thus, it will serve as a basis for the amendments to the law.

Given this, the researcher would like to assess the relevance of the provisions of RA 4670, otherwise known as Magna Carta for Public School Teachers, in the present situation of teachers in the District of Mulanay I, Mulanay, Quezon.

## **II. Methodology**

The descriptive-quantitative methodology was used to assess the relevance of the provisions of RA 4670 to the present situation of teachers in Mulanay District I, Mulanay, Quezon. The Magna Carta's current status among elementary and junior high school teachers in Mulanay District I was assessed descriptively.

The study was conducted in Mulanay District I, Third District of Quezon. It consists of twelve (12) Elementary Schools and five (5) Junior High Schools.

The data were presented to the elementary and junior high teachers of Mulanay District I, Division of Quezon. However, only 108 out of 122 elementary school teachers and 105 out of 116 junior high school teachers participated because of work from home schedules and the workload of teachers. A total of 213 public school teachers from Mulanay District I met the study criteria.

A self-made questionnaire was used which is divided into five parts; Recruitment and Career, Hours of Work and Remuneration, Health Measures and Injury Benefits, Leave and Retirement Benefits and Teachers' Organization. The self-made questionnaire for Mulanay District I school teachers was examined for validity by the Mulanay District I Public-School District Supervisor and the Mulanay District II Elementary and High School Principals. To ensure the accuracy and reliability of the questionnaire, it was tested for San Isidro Elementary and Pakiing National High School teachers of Mulanay District II.

The researcher secured permission from the agency involved before conducting the survey. The questionnaires were distributed personally to the respondents.

Weighted Mean and T-test was used to interpret the data accurately.

### III. Results and Discussion

The study aimed to assess the relevance of the provisions of RA 4670 to the present situation of teachers in Mulanay District I, Mulanay, Quezon.

Based on the data gathered, the following findings were summarized:

1. Relevance of the Provisions of RA 4670, otherwise known as Magna Carta for Public School Teachers, in the Present Situations of Elementary School Teacher- Respondents

1.1. Provisions under Recruitment and Career obtained an overall mean of 4.54, which indicates *Most Relevant* in the Present Situation of Elementary School Teachers in Mulanay District 1.

This simply means that, in terms of the nine (9) sections of the law, the recruitment and career provisions of the Magna Carta for Public School Teachers (RA 4670) are still relevant to the current situation of the elementary school teachers in Mulanay District 1.

Majority of the respondents believed that the provisions under Section 3. Recruitment and Qualification were More Relevant. It can be concluded that they continue to adhere to the requirements for hiring a teacher if an applicant does not meet the minimum standards. However, with the superintendent's approval, the school head may temporarily appoint a teacher if the teacher applicant passes the Licensure Examination and is included in the district ranking with passing points. Based on the data, the following provisions are still applicable in terms of the probationary period and tenure of office. Delving deeper into the table, there is no need for teachers with civil service eligibility to go through probation. Conversely, teachers can have a permanent appointment after they have rendered at least ten years of continuous service without an eligibility requirement. Upon transferring to another station, the teacher can benefit provided an available vacant position and supported by a written consent approved by the superintendent.

On the other hand, provisions under Section 6. Consent for Transfer Transportation Expense is still significant for the respondents. Yet, one indicator was rated as More Relevant with a mean score of 3.93. According to the teachers' experiences as transferred teachers, they are responsible for their transfer expenses, and some teachers are unaware of the section.

The Code of Professional Conduct for Teachers remains the most relevant for understanding the ethical standards for educators. Teachers always have the right to be informed, access the evidence, and defend themselves against disciplinary procedures. A need for an administrative committee is most relevant in the present situation of elementary school teachers in Mulanay District 1, while no discrimination policy is well-practiced and

applied to the teaching profession. Most importantly, married teachers can be together in the same locality.

The findings suggest that the provisions on recruitment and qualifications under the Republic Act No. 4670, otherwise known as Magna Carta for Public School teachers, are relevant in the present situation of the elementary school teachers in Mulanay District 1. It simply means that teacher applicants' qualifications and requirements are not obsolete in today's fast-paced society.

1.2. Provisions under Hours of Work and Remuneration gained a 4.36 weighted mean described as *Most Relevant* in the Present Situation of Elementary School Teachers in Mulanay District 1.

It could be observed that Section 13, which is Teaching Hours got the lowest mean score of 3.83 and 4.06, respectively, among the other provisions. The respondents described it as *More Relevant*. It has been said that the elementary school teachers rendered six (6) hours while the remaining hours go to the printing of modules and answer sheets. As a result, they need to work overtime and use their weekends on a non-teaching workload. It simply means that the provision of work hours is not followed accordingly.

The government has met the teachers' demand for salary increases in the past few years. Indeed, progress is heartily felt by the educators. Aside from a step increment every three years and a cost-of-living allowance but not automatically interconnected to the cost-of-living index. Teachers' salaries go straight to their respective ATM following the list of payrolls.

Although Agburu (2012) says, institutions or companies that seek to attract and retain highly productive and efficient employees cannot shy away from facing the challenges posed by the need to pay wages adequately in a competitive environment. Similarly, changes in worker output can be measured in terms of the average per hour or the total per day, per week, per year, or work career. Shorter hours may increase the worker's average output per hour but reduce his total output per day, week, and year (Powell, 1965).

1.3. Provisions under Health Measures and Injury Benefits got 4.43 which means *Most Relevant* in the Present Situation of Elementary School Teachers in Mulanay District 1. This includes the medical examination and treatment, and compensation of injuries under Sections 22 and 23.

The result revealed that the health measures and injury benefits were *Most Relevant* to the elementary school teachers in Mulanay District 1. Physical examination is required annually. However, the teachers reported that they make time to visit the nearest diagnostic

center in Catanauan, Quezon or Lucena, City at their own expense for urinalysis and chest x-ray tests.

These findings agree with the Health Science Journal that a health assessment is a plan of care that identifies specific needs and how those needs will be addressed by the healthcare system or skilled nursing facility. A physical examination is performed after obtaining the health history. Different diagnostic tests are done when someone is already showing signs and/or symptoms of a disease. To achieve self-actualization, Maslow's Hierarchy of Needs should be met, including health.

It is evident that health measures and injury benefits are relevant to the elementary school teachers regarding medical examination and treatment and compensation of injuries. This implies that despite the conflict between their current situation and the provision, they found it relevant to their present condition.

1.4. Provisions Leave and Retirement Benefits attained a 4.19 weighted average mean, which means *More Relevant* in the Present Situation of Elementary School Teachers in Mulanay District 1.

It can be gleaned that most of the provisions were rated as Most Relevant. Among the indicators, the highest mean is 4.56, which is Section 26 Salary Increase upon retirement. Public school teachers received lumpsum payment monthly benefits upon retirement as RA 4670. On the other hand, one indicator under Section 24 regarding Study Leave gained 3.36, which is Moderately Relevant.

Based on the remarks of the elementary school teachers in Mulanay District 1, more teachers are pursuing master's degrees, trainings, seminars, etc. They frequently state that attending classes is easier and more accessible than in the past. On the other hand, time management is a major issue. At present, teachers devote their weekends to paperwork instead of studying. They can hardly avail of study leave since most teachers start studying Master's Degree in the first year of service.

With this, it concluded that the provisions of Leave and Retirement Benefits under RA 4670 are still relevant to the present needs of the Elementary School Teachers in Mulanay District 1.

Lieberman (1996) reflected that "being a student once again after college life is necessary for the teachers to acquire new learnings for their chosen field. Professional development, then, is a serious business, central to maintaining and enhancing the quality of teachers and the leadership roles of principals."

Moreover, teachers' level of experience matters—but only for the first five years of teaching. During these first few years, teachers appear to gain incrementally in their

contribution to student learning. After five years, however, the contribution of experience to student learning seems to level off (Goe, 2008). Therefore, studying after seven years of service is too long to suffice the needs of 21st-century learners. Giving an indefinite sick leave is highly practiced but not exceeding a year.

1.5. Provisions under Teacher's Organization reached a 4.51 weighted average mean, which means *Most Relevant* in the Present Situation of Elementary School Teachers in Mulanay District 1.

The data revealed that all the indicators under the Teacher's Organizations were Most Relevant, with an overall mean of 4.51. It simply means that public school teachers are aware of the importance of having an organization that will support their needs.

Based on their remarks, public school teachers engage in groups or organizations do practice founding a group or organization.

There is no doubt about the statement of Aaron (2017) that organization is one way of providing structure. Still, it is also vital for company morale, productivity, making impressions, and health and safety.

The organization is a vital component in achieving a goal. Teachers can tackle different strategies to resolve mutual difficulties and easily connect to the community.

2. Relevance of the Provisions of R.A. 4670, otherwise known as Magna Carta for Public School Teachers in the Present Situations of Junior High School Teachers.

2.1 Provisions under Recruitment and Career are described as *Most Relevant* with an overall mean of 4.32 in the Present Situations of Junior High School Teachers in Mulanay District 1.

However, the provision under Section 6, Consent for Transfer Transportation Expenses, specifically 6d gain Moderately Relevant, with a mean of 3.24.

With this, a secondary school teacher applicant must have a Bachelor's degree in Education or any equivalent with at least 18 units. At present, a National Certificate is an advantage. In the absence of qualified applicants, the school head may appoint a temporary teacher with the superintendent's approval if the applicant passes the Licensure Examination and is ranked in the district. Probationary teachers are eligible for civil service eligibility. In the absence of eligibility requirements, teachers can have a permanent appointment for their position after he rendered at least ten years of continuous service. During transfer to another station, an available vacant position supported by written consent approved by the superintendent is needed. Moreover, the Code of Professional Conduct for Teachers got 3.70 described as More Relevant. A consent is genuinely required upon transferring to another station. Transferring is indeed favorably with reasonable

explanations, but transfer expenses paid by the government have not been practiced nor applied. Glassdoor Team (2021) stated that “certain life-changing situations are good reasons for requesting a job transfer. For example, you may need to transfer to another company location if your family changes residences.

The availability of the Code of Professional Conduct for Teachers is particularly relevant to Junior High School Teachers in Mulanay District 1. Disciplinary procedures are widely practiced, and the administrative committee is well provided. Section 10, which is No Discrimination got the highest mean of 4.61. No discrimination policy is applied to the teaching profession. Upon application, discrimination has never been an issue during the teaching period and retirement stage.

According to Flippo (1984), "recruitment is the process of identifying potential employees and stimulating and encouraging them to apply for positions within the organization." Moreover, the main objective of recruitment and selection is reasonably obvious: to hire the most qualified candidate to fill an available position. (Harness, 2019)

Positively, married teachers can be together in the same locality. They are also enjoying different teaching strategies in the teaching field.

2.2 Provisions in Hours of Work and Remuneration gained a 4.18 weighted mean which means *More Relevant* in the Present Situations of Junior High School Teachers in Mulanay District 1.

Moreover, it has been observed that the respondents have two variations of assessment only about the provisions. Three sections of the RA 4670 were rated as More Relevant, specifically in terms of teaching hours, additional compensation, and cost of living allowance.

In relation to the result, it may construe that due to the pandemic, an additional workload arises. According to the Three Eight theory of Robert Owen, “the day has 24 hours we should dedicate eight (8) hours at work, eight (8) hours to leisure and eight (8) hours to rest. In this study, teachers must merely render eight (8) hours in school.” The succeeding hour should be paid fairly but not yet practiced.

In the same manner, Race (2020) concludes that “teachers want their salary to be increased, less paperwork/workload, adequate learning and instructional materials; and their school facilities are improved.”

A public school teacher deserves a well-off salary, cost of allowance benefits, and special hardship allowance. A jack of all trade teachers deserves an equal salary scale based on their chosen locale.



2.3 Provisions in Health Measures and Injury Benefits got a 3.65 weighted mean which means *More Relevant* in the Present Situations of Junior High School Teachers in Mulanay District 1.

In explaining this result, it can be stated that even though there are provisions about the health benefits, it establishes the fact that the degree of relevance is not that high compared to other provisions of RA 4670. A health assessment is vital for every individual, especially during this pandemic period.

Pomona Valley Health Center (2021) said that regular check-ups could help identify potential health issues before they become a problem. When you see your doctor regularly, they can detect health conditions or diseases early. In addition, teachers are not entitled to free medical examinations. While health is our wealth and priority, no free medical fees are applied as stated in RA 4670 Section 22.

In addition, better health is central to human happiness and well-being. World Health organization (WHO) emphasized that it also contributes to economic progress, as healthy populations live longer, are more productive, and save more.” Health is life, so a healthy lifestyle and regular checkup a year is a must.

2.4 Provisions in Leave and Retirement Benefits attained a 4.16 weighted mean which means *More Relevant* in the Present Situations of Junior High School Teachers in Mulanay District 1.

It concluded that it is still relevant to the present situation of the Junior High School teachers in Mulanay District 1 in terms of leave and retirement benefits.

However, teachers found provisions under Study leave as Moderately Relevant (3.18) and More Relevant (3.91). Continuous learning is a need for every individual.

As Goe (2008) emphasized, acquiring study leave for a year is beneficial, but studying after seven years of service is not feasible. Also, teachers’ level of experience matters—but only for the first five years of teaching. Teachers appear to gradually improve their contribution to student learning during these first few years. However, after five years, the contribution of experience to student learning seems to level off. Therefore, after seven years of service, study leave is not necessarily applicable to the present situation for teachers.

The Department of Education established a reasonable schedule for teachers taking study leave. However, a 60% monthly allowance is significant financial support during study leave. Similarly, 75% of grade points must be earned. Then a consent permit is required in much greater quantity.

Herberg's two-way factory somewhat promotes the motivation aspects of every employee when it comes to study leave and retirement benefits. To achieve job satisfaction and keep an employee motivated. There should be the presence of motivators, for instance, the opportunity to study. Without the hygienic factor, a teacher will work less. Likewise, Professional development lies at the core of approximately every educational effort to progress student success (Hawley and Valili, 2017).

### 2.5 Provisions in Teacher's Organization attained a 4.32 weighted mean which means *Most Relevant* in the Present Situations of Junior High School Teachers in Mulanay District 1.

The result suggests that the provisions on Teacher's Organization are relevant to the present situation of the Junior High School teachers in Mulanay District 1. Public School Teachers can establish any organization wherein they acquire knowledge that can be beneficial in their different specializations.

It only proved the study of Ishfaq et al. (2015) that perceived organizational support had a significant positive impact on employee engagement, job satisfaction, and organizational commitment but moderately affects organizational citizenship behavior and turnover intentions. The presence of an organization boosts the effectiveness of the agency by allowing it to listen and provide solutions. Above all, the National Teachers Organization should be consulted.

3. Significant difference in the relevance of the provision of RA 4670 in the Present Situation of Elementary and Junior High School Teacher- Respondents. The respondents agreed that there is no *Significant Difference* in the relevance of the provision of RA 4670 in the present situation of Elementary and Junior High School Teachers- in terms of Recruitment and Career, Hours of Work and Remuneration, Health Measures and Injury Benefits, Leave and Retirement Benefits and Teachers' Organization. However, some provisions from different sections were interpreted as *Significant* in the present situation of the Elementary and Junior High School Teachers in Mulanay District 1.
4. Suggestion of Respondents in case the provision is not relevant to the present situation of public school teachers

#### 4.1 Elementary School Teachers

##### A. Recruitment and Career

Sec 6d "*Necessary transfer expenses of the teacher and his family shall be paid for by the Government if his transfer is finally approved.*" should not be included.

##### B. Hours of Work and Remuneration

Section 13a Teaching Hours “*Any teacher engaged in the actual classroom shall not be required to render more than six hours of actual classroom teaching a day.*” and Section 13b “*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 percent of his basic pay.*” should provide enough evidences and provide non-teaching personnel. Also, adding additional compensation should be converted to leave credits.

#### C. Health Measures and Injury Benefits

Sections 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.*” and Section 23 Compensation of Injuries “*Teacher shall be protected against all 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.*”. Additional budget for medical expenses. P500 is not enough, or it should be free of charge in the nearest District hospital. Elaborate well on the coverage of employment injuries.

#### D. Leave and Retirement Benefits

Section 24a 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.*” Study leave should be granted to those qualified without considering the seniority.

E. Teacher’s Organization. There are no suggestions.

### 4.2 Junior High School Teachers

#### A. Recruitment and Career

Section 6d “*Necessary transfer expenses of the teacher and his family shall be paid for by the Government if his transfer is finally approved.*” This section is not/should not be included because it is the teachers' desire, not the governments.

#### B. Hours of Work and Remuneration

Section 13b “*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 percent of his basic pay.*” Any teachers may be required to render more than six hours related to classroom teaching. Additional work or tasks not included in teachers’ duties

should have further compensation convertible to leave credits. Provide non-teaching personnel for other tasks which are not related to teaching.

#### C. Health Measures and Injury Benefits

Section 22 Medical Examination and Treatment “*Compulsory medical examination shall be provided free of charge for all teachers before they take up teaching. It shall be repeated not less than once a year during the teacher’s professional life.*” When we are hired as a teacher, we shoulder the medical fees! Let the Department have its own hospitals catering free medical check-ups for teachers yearly. But 500 is not enough to ensure teachers' health. Teachers should have a fixed annual medical allowance.

#### D. Leave and Retirement Benefits

Section 24a 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.*” Make it at least three years in service. A year if possible.

5. Based on the findings of the study, Sections 6d, 13b, 22, 24a and 27 of RA 4670 otherwise known as the Magna Carta for Public School Teachers were found to be irrelevant to the present situation of Elementary and Junior High School teachers in Mulanay District I, Division of Quezon. Amendments of the said law is necessary for public school teachers especially on their social and economic status, professional growth and development, working conditions and employment. Thus, some sections of RA 4670 were amended based on the proposed suggestions of the respondents. Therefore, a position paper was introduced based on the findings of the study.

### IV. Conclusion

Based on the findings as summarized, the following were concluded:

The study concluded that Provisions under the RA 4670 were *Mostly Relevant* to the present situation of Elementary School Teachers in Mulanay District 1. However, some sections are interpreted as *Moderately Relevant*, which is Study Leave. Second, Majority of the provisions of RA 4670, otherwise known as Magna Carta for Public School Teachers in the present situations of Junior High School Teacher in Mulanay District 1- were still relevant except for Sections 6d, 22 and 24a. Third, there are no significant differences in the relevance of the provision of RA 4670 in the present situation of Elementary and Junior High School Teacher in Mulanay District 1. However, some provisions from different sections were significant in the present situation of the Elementary and Junior High School Teachers in Mulanay District 1. Thus, the null hypothesis is partially accepted. Fourth, A position paper was introduced based on the findings of the study. Lastly, a possible amendment to RA 4670 was proposed through a position paper, as certain

sections of the law were found to be irrelevant to the present situation of teachers in Mulanay District I.

## V. Recommendations

Based on the findings, the following were recommended:

1. Some sections of RA 4670 for both Elementary and Junior High School Teachers in Mulanay District 1 may be modified as per suggestion of the teacher respondents to strengthen the law which provides professional rights and safeguards the public school teachers.:
  - 1.1. Sec 6d *“Necessary transfer expenses of the teacher and his family shall be paid for by their own expense if his transfer is finally approved.”*
  - 1.2. Section 13b *“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 convertible to leave credits or the same rate as his regular remuneration.”*
  - 1.3. Section 22 Medical Examination and Treatment *“Compulsory medical examination shall be provided free of charge within the nearest district hospital for all teachers before they take up teaching. It shall be repeated not less than once a year during the teacher’s professional life. An annual medical allowance which shall automatically follow changes in a cost-of-living-index will be given if district hospital is not accessible.”*
  - 1.4. Section 24a 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 three years of service.”*
2. Policymakers may use the research study to provide effective and efficient act timely for the promotion and improvement of a public-school teacher as the basis for amending Republic Act 4670, otherwise known as the Magna Carta for Public School Teachers.

Since the present study is confined only in the Division of Quezon, future researcher may conduct the same study in other division in the region for comparison purposes.

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