

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Constitution Hills, Quezon City

**NINETEENTH CONGRESS**  
First Regular Session

House Bill No. 6940



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Introduced by: **REPRESENTATIVE EDWIN L. OLIVAREZ**

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### **EXPLANATORY NOTE**

The formative years of a child are very essential periods for it shapes the development of children physically, socially, emotionally, and intellectually. The development of children during these years is triggered by the children's response to environment and experience.

As it is well known that children spend a great amount of time in schools during these years, it cannot be any more stressed that the environment and experiences of children in schools play a huge role in the holistic development of a child.

Recognizing the important role that educational systems play in a child's life, this Bill intends to institutionalize support mechanisms for public teachers and personnel. This means that permissible disciplinary measures, methods of classroom management including training on classroom management and child discipline and legal assistance for teachers and school staff, who stand in direct contact with students in the course of the discharge of their duties shall be provided.

As such, the passage of this Bill is earnestly sought.

  
**EDWIN L. OLIVAREZ**

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**AN ACT INSTITUTIONALIZING SUPPORT MECHANISMS ON MATTERS OF  
STUDENT DISCIPLINE AND CLASSROOM MANAGEMENT FOR TEACHERS AND  
PERSONNEL IN THE PUBLIC SCHOOL SYSTEM**

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

**SECTION 1. Short Title** - This Act shall be known as the "Teacher Protection Act of 2023".

**SECTION 2. Declaration of Policy.** - It is the declared policy of the State to promote the right of all the citizens to quality education and to provide a system of education that will foster the holistic growth of children. As children spend their formative years in educational facilities, the importance of the maintenance of a complete and adequate system of public basic education should be emphasized.

To this end, the State shall create institutionalized measures for all public schools on regulations for student discipline and classroom management.

**SECTION 3. Coverage.** - This Act shall be applicable to all teaching personnel of all public school institutions in the country, including non-teaching personnel who stand in direct contact with students in the course of the discharge of their duties.

**SECTION 4. Guidelines for Teachers.** - The Department of Education (hereinafter referred to as "the Department") is hereby tasked to issue policies and principles on student discipline and classroom management.

For purposes of this Act, a teacher's manual is a written document detailing:

1. The school's rules and regulation to be observed by teachers with respect to students, whenever inside its premises or outside it;
2. Permissible, appropriate, and effective responses and interventions that will address violations of school rules and regulations, including but not limited to communications to parents, counseling, reprimand, and detention, at each level and repetition of offense, to be administered by teachers, the school head, and other school staff; and

3. A clear description of the disciplinary procedure and clear designation of the authorities competent to investigate, purpose, and apply the responses and interventions.

The Department shall formulate a teacher's manual to be implemented in all schools under its jurisdiction. This manual shall set out, among others the disciplinary action to be taken against students who are found to have made malicious accusations of child abuse against teacher and school staff.

**SECTION 5.** Any act committed by a teacher or school staff pursuant to the disciplinary rules and procedure issued by the Department not within the purview of R.A. No. 7610 shall not be deemed as child abuse, cruelty or exploitation.

**SECTION 6. *Consultation of involved sectors in the drafting of student manual.*** - students, parents, teachers, other school personnel, and the community, represented by their respective organizations, as well as professionals in child behavior and social work, shall each have meaningful involvement in the formulation of the guidelines and the teacher's manual.

**SECTION 7. *Information dissemination of the student manual.*** - The Department shall provide explanations, training, and workshops in order to familiarize students and families with the student manual, explain the expectations of various sectors involved, and describe the various preventive and positive responses and interventions that may be used.

**SECTION 8. *Support personnel.*** - The Department, in coordination with the Department of Budget and Management, shall also ensure that there is a sufficient number of items for licensed guidance counselors, who will serve as support personnel to teachers and school administrators in matters of student discipline.

For purposes of this Act, the Department shall implement the recommended ratio of one guidance counselor for every 200 students in both public and private primary and secondary schools.

**SECTION 9. *Other support mechanism for student discipline and classroom management*** - The Department shall provide such other mechanisms necessary to capacitate its teachers and other personnel on matters regarding child behavior and psychology, classroom management techniques, positive discipline, and other related fields. These measures shall include but not limited to the conduct of periodic seminars and formulation of primers and other explanatory materials.

**SECTION 10. *Protection to teachers and school personnel in charges related to student discipline and classroom management*** - In all cases related to student discipline and classroom management, including criminal and administrative charges of child abuse, the Department shall extend to its teachers and other personnel the necessary protection, including but not limited to legal assistance and representation.

The Department shall ensure that respondents, in all stages of the disciplinary proceedings, are amply represented by the accredited union, or registered union, where there is no existing accredited union, of teachers or non-teaching employees, as the case may be.

Violation of this section shall render the administrative proceedings void and all responsible persons administratively liable for gross neglect of duty.

**SECTION 11. Confidentiality of identity of parties and proceeding under this Act.** - No person, whether public or private and whether a party to the case or otherwise, shall publicize a case during its pendency. In no case shall the identity of complainants and respondents, or any information that may reasonably identify them, be disclosed to the public during the pendency of the proceedings.

Violation of this Section shall subject the person to the appropriate administrative, civil, criminal, and other liabilities.

The Department shall issue its guidelines for the media with regard to the handlings of cases within the contemplation of this Act.

**SECTION 12. Implementing Rules and Regulations** — Within sixty (60) days from the promulgation of this Act, the implementing rules and regulations for the proper implementation of its provisions shall be formulated by the appropriate government office or agency in coordination with all the stakeholders and covered establishments and institutions.

**SECTION 13. Separability Clause** - If any provision of this Act is declared invalid, the remainder or any of this provision hereof not affected thereby shall remain in force and effect.

**SECTION 14. Repealing Clause** - Republic Act No. 7610 is hereby modified accordingly. All laws, decrees, executive orders, presidential issuances and other administrative rules and regulations or parts thereof which are inconsistent with this Act are hereby repealed, amended or modified accordingly.

**SECTION 15. Effectivity** - This Act shall take effect fifteen (15) days after its publication in at least two (2) national newspapers of general circulation.

**Approved,**