



## MEMORANDUM

TO : **ALL SCHOOLS DIVISION SUPERINTENDENTS  
ALL PUBLIC SCHOOL PRINCIPALS**

FROM : **DIOSDADO M. SAN ANTONIO**  
Director IV

SUBJECT : **TEACHER-APPLICANTS POSSESSING LIVE CONTRACTS WITH  
PRIVATE SCHOOLS**

DATE : **MAR 03 2014**

It has been reported to this Office that some of the applicants for new and permanent teaching positions in public schools come from private schools.

Some of these teachers have live employment contracts with private schools. Despite of such, they apply to this Department during the duration of their contracts.

In this regard, it is highly advised that teacher-applicants should be made to declare any present or live contracts they have with private schools. In case there is a declared live contract, it is suggested that due consideration be given to the covenants contained under such contract and they should be reminded of the repercussions of his/her application with DepEd should the private school concerned wishes to file a formal complaint against him/her for breach of contract.

It is also worthy to remind all concerned of the provisions of **The Code of Ethics for Profession Teachers**; the pertinent portions of which reads as follows:

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**"Article VI: The Teacher and Higher Authorities in the Profession**

**Section 6. A teacher who accepts a position assumes a contractual obligation to live up to his contract, assuming full knowledge of employment terms and conditions."**

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**"Article XII: Disciplinary Actions**

**Section 1. Any violation of any provision of this code shall be sufficient ground for the imposition against the erring teacher of the disciplinary action consisting of revocation of his Certification of Registration and License as a Professional Teacher, suspension from the practice of teaching profession, or reprimand or cancellation of his temporary/special permit under causes specified in Sec. 23, Article III or R.A. No. 7836, and under Rule 31, Article VIII, of the Rules and Regulations Implementing R.A. 7836."**  
*(Emphasis supplied)*

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**FOR YOUR INFORMATION AND GUIDANCE.**