

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila



THIRTEENTH CONGRESS
Second Regular Session

House Bill No. 4794

Introduced by **HON. IGNACIO T. ARROYO**

EXPLANATORY NOTE

The law mandates that “the State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment.” (Section 5 (5), Article XIV of the 1987 Constitution)

While our nation has abundant talented teachers, the adequate remuneration and other means of job satisfaction and fulfillment provided for by no less than the basic law of the land remains to be seen.

For this simple reason, some of the best talents in the field of teaching are leaving our country and searching for a greener pasture in another country at the expense of being away with their family.

To this date, the plight of every public school teacher, in terms of financial and adequate consideration, continues.

The passing of this measure will not only augment the remuneration of public school teachers but will likewise provide incentives especially to those dislocated teachers who are forced to work in another place due to lack of assignment in his/her hometown.

The purpose of this bill is to give additional incentive in addition to the basic salary and benefits being received by the public school teachers before this Act.

In view of the foregoing, the immediate approval of this bill is earnestly sought to give meaning to the spirit and intent of the framers of the Constitution and to give importance to the prime movers of the education system.


IGNACIO T. ARROYO

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House Bill No. **4794**

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**AN ACT PROVIDING INCENTIVES TO PUBLIC SCHOOL TEACHERS WHO
ARE ASSIGNED OUTSIDE OF THEIR TOWNS AND PROVINCES
APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES**

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

SECTION 1. This Act shall be known as the “Public School Teachers’
Incentives Act of 2005”

SEC. 2. *Declaration of Policy.* – It is the policy of the State to provide incentives to public school teachers who are assigned to teaching jobs outside of their respective towns and provinces. As much as practicable public school teacher shall be assigned to their respective towns.

SEC. 3. *Assignment to another town within the same province.* – Any public school teacher who is assigned to a town other than his own shall in

addition to his basic salary and benefits under the Salary Standardization Law be entitled to One Thousand Pesos (Php1,000.00) monthly as incentive allowance.

SEC. 4. *Assignment to another province.* – Any public school teacher who is assigned to a town of another province other than his own shall, in addition to his basic salary and benefits under the Salary Standardization Law, be entitled to Two Thousand Pesos (Php2,000.00) monthly as additional incentives.

SEC. 5. *Difficulty Differential.* – Any public school teacher shall receive a monthly difficulty differential pay amounting to Ten Percent (10%) of his/her basic salary in addition to the incentives stated in the previous section, for each of the following factors:

- a) **Mode of Access and Distance.** When access to the work station involves either a one hour walk through footrills or one hour through any of the following conveyances: banca, pumpboat, animal-ride and/or animal-drawn vehicle;
- b) **Absence of Electricity;**
- c) **Absence of Running Water/Waterworks System;**
- d) **Absence of Primary Health Care Facility.**

SEC. 6. *Transferees.* – The provisions of this Act shall apply to any public school teacher who is officially transferred from his original assignment in accordance with lawful orders of his/her superiors.

SEC. 7. *Suspension of the Incentives.* – A public school teacher who has received benefits under this Act but is eventually transferred to his own town shall cease to be entitled to the incentives stated herein.

SEC. 8. *Place of Origin.* – For purposes of determining the town or province of origin of a public school teacher, the scholastic records filed in the Department of Education shall be consulted, otherwise, certification from the Barangay Chairman shall be used.

SEC. 9. *Tax Exemptions.* – Incentives received under the provisions of this Act shall be exempt from tax liability.

SEC. 10. *Appropriation.* – The President is hereby authorized to realign or transfer any item or appropriation within the Department of Education and/or to utilize any savings therein to carry out the purpose of this Act. Whatever additional amount as may be needed for its implementation shall be included in the General Appropriations Act of the ensuing Fiscal Years.

SEC. 11. *Repealing Clause.* – All Acts, Presidential Decrees and Issuances inconsistent with this Act are hereby repealed or modified as the case maybe.

SEC. 12. *Separability Clause.* – If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 13. *Effectivity.* – This Act shall take effect fifteen (15) days following publication in two (2) national newspaper of general circulation.

Approved,