

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

FIFTEENTH CONGRESS  
First Regular Session

H. B. No. 439

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Introduced by HONORABLE JUAN EDGARDO "SONNY" M. ANGARA

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**EXPLANATORY NOTE**

Under the Philippine setting, public school teachers occupy a socio-historical role. The teacher is looked up to as the source of enlightenment. In current times, however, the public school teacher has collectively been misunderstood, neglected and even disregarded. For turning to the streets to air their grievances and seek support for their demands, they have been vilified, threatened and even treacherously handled by the very government officials whose fundamental concern includes the interest of the public school teachers.

Yet, when we look into the provisions of the fundamental law of the State:

"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". [Article XIV, Section 5(5)]

It is ironic that despite the above-cited provision, the plight of the public school teacher still leaves much to be desired. The Salary Standardization Law of 1994 and the recently passed Joint Resolution 24 somewhat improved the plight of our public school teacher. But then, they still need more incentives especially these teachers assigned outside their town or province.

This measure proposes additional incentives to public school teachers who are assigned in towns different from their own town but within the same province. Those who are assigned to towns of other provinces shall be entitled to more incentives. The incentive is supposed to answer for the physical and economic dislocation of a teacher who is presumably working in another place because he could not be assigned in his own town. The incentive shall be in addition to the basic salary and benefits being received by the public school teachers before this Act.

For the above reasons, approval of this bill is earnestly requested.

  
**JUAN EDGARDO M. ANGARA**  
Representative  
Lone District of Aurora Province

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Introduced by Honorable JUAN EDGARDO "SONNY" M. ANGARA

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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 2010."***

**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 (P1,000.00) 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 (P2,000.00) 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 footpaths 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 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 provision of this Act is declared unconstitutional or inoperative, the other provisions not so declared shall remain in force and effect.

**SEC. 13. *Effectivity.*** This Act shall take effect after two (2) publications in any national newspaper.

Approved,