

REPUBLIC OF THE PHILIPPINES  
HOUSE OF REPRESENTATIVES  
Quezon City

EIGHTEENTH CONGRESS  
First Regular Session

House Bill No. 5073



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Introduced by **Pangasinan Fifth District Representative**  
**HON. RAMON V. GUICO III**

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**EXPLANATORY NOTE**

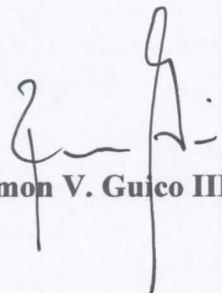
Teachers in rural areas, particularly those assigned in the remotest communities of the country, face significant challenges. For these teachers, the deficiency of educational facilities and materials is only one of their problems; they too have to brave hazardous natural conditions, rebel threats, and isolation from their families just to fulfil their sworn duty.

Bearing in mind these harsh realities, it comes as no surprise that many of our rural teachers leave for better teaching opportunities elsewhere or leave their profession altogether. The end result of which is the increased shortage of teachers in rural communities where, this representation is convinced, they are needed the most. Without teachers to guide and develop the potentials of children in these impoverished rural areas, it is not only the children that are deprived of a future, but their communities as well.

It is therefore necessary to provide incentives to our teachers in order to retain their much needed services and to provide adequate compensation for the perils they face daily. Under this Act, the Department of Education shall award salary bonuses to highly competitive teachers in rural areas.

This Act shall not be construed as a permanent solution to the woes of our rural teachers, rather it shall be taken as a temporary panacea while the government is yet to fully execute its development plans for our education system.

In view of the foregoing, approval of this bill is earnestly sought.

  
**Rep. Ramon V. Guico III**

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AN ACT  
TO ESTABLISH A COMPETITIVE GRANT PROGRAMS TO RETAIN HIGHLY  
QUALIFIED TEACHERS IN RURAL COMMUNITIES

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

1       **SECTION 1. Short Title.**—This Act shall be known as the “**Rural Teacher Retention Act.**”

2       **SEC. 2. Definition.**—For the purposes of this Act:

3               a. **Child with a disability** means a minor who has a physical, mental or medical  
4               impairment resulting from anatomical, physiological, or neurological conditions that  
5               prevent the exercise of a normal bodily function or that substantially impair cognitive  
6               function, and include, but is not limited to, impairments requiring the use of an artificial  
7               device to move, walk, see, hear or breathe, such as wheelchair, braces, crutches,  
8               respirator, or other supportive equipment, or use of a guide dog or other guiding device,  
9               and which renders such person incapable of adequately providing for his or her own  
10              health and personal care.

11             b. **Department** means the Department of Education.

12             c. **Secretary** means the Secretary of Education.

13       **SEC. 3. Grant.**—The Secretary shall carry out a 5-year pilot program under which the  
14       Secretary award grants, on a competitive basis, to not more than ten (10) different provinces, to enable  
15       them to award salary bonuses to highly qualified teachers or highly qualified special education teachers  
16       who teach, or commit to teach, for at least three (3) academic years in such institutions.

17       **SEC. 4. Basis.**—The Secretary shall award grants under this section on the basis of the needs of  
18       rural local educational agencies within a province for recruiting and retaining highly qualified teachers  
19       or highly qualified special education teachers.

20       **SEC. 5. Consideration of Needs.**—In determining the needs of rural local educational agencies  
21       for recruiting and retaining highly qualified teachers and highly qualified special education teachers  
22       under this section, the Secretary shall consider one (1) or more of the following:



1 a. The impact on a rural local educational agency of low-income students who are  
2 served by the rural local educational agency.

3 b. The impact on a rural local educational agency of children with a disability who are  
4 served by the rural local educational agency.

5 c. The long-term plans of a province to improve the recruitment and retention of highly  
6 qualified teachers and highly qualified special education teachers in rural local  
7 educational agencies within the province.

8 **SEC. 6. Application.**—A province that desires to receive a grant under this section shall submit  
9 an application to the Secretary at such time, in such manner, and accompanied by such information as  
10 the Secretary may require. The application shall contain a plan for the proposed distribution and use of  
11 the grant funds among rural and local educational agencies within the province.

12 **SEC. 7. Use of Funds.**—Grant funds under this section shall be used to provide salary bonuses  
13 for highly qualified teachers or highly qualified special education teachers who teach, or commit to  
14 teach, for at least three (3) academic years, in an elementary school or secondary school served by the  
15 same rural local educational agency.

16 **SEC. 8. Study.**—The Secretary shall carry out a study of each project that is funded under this  
17 Act. The study shall track and assess the implementation and effectiveness of each project.

18 **SEC. 9. Report.**—

19 a. **Annual Reports from Provinces.**—Each province receiving a grant under this Act  
20 shall submit an annual report to the Secretary regarding each project within the State that is  
21 funded under this Act. The report shall contain such information as the Secretary determines  
22 necessary to evaluate the project.

23 b. **Report to Congress.**—The Secretary shall submit a report on the study described  
24 in Section 8 to the appropriate committees in the Senate and in the House of Representatives  
25 within five (5) years from the effectivity of this Act.

26 1. the number of rural local educational agencies assisted under this Act;

27 2. the characteristics of such rural local educational agencies with respect to  
28 the considerations of needs described in section (5)(c);

29 3. the number and demographic characteristics of teachers receiving bonuses  
30 under this Act;

31 4. the impact of the bonuses provided under this Act on the ability of rural local  
32 educational agencies assisted under this Act to recruit and retain highly qualified  
33 teachers and highly qualified special education teachers; and

34 5. such other information and analysis as the Secretary determines necessary  
35 to evaluate the projects.

1       **SEC. 10. Appropriations.**—The amount necessary for the initial implementation of this Act  
2 shall be charged against the appropriations of the Department of Education under the current General  
3 Appropriations Act. Thereafter, such sum as may be necessary for its full implementation shall be  
4 included in the annual General Appropriations Act as a distinct and separate item.

5       **SEC. 11. Repealing Clause.**—All laws, decrees, executive orders or parts thereof inconsistent  
6 with the provisions of this Act is hereby repealed or modified accordingly.

7       **SEC. 12. Separability Clause.**—If any part or provision of this Act is declared invalid or  
8 unconstitutional, the other parts not otherwise affected shall remain in full effect and force.

9       **SEC. 13. Effectivity.**—This Act shall take effect upon its approval.

*Approved,*