

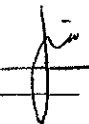


Senate
Office of the Secretary

SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)

13 JUL 22 P5:13

SENATE
S. No. 1033

RECEIVED BY: 

Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

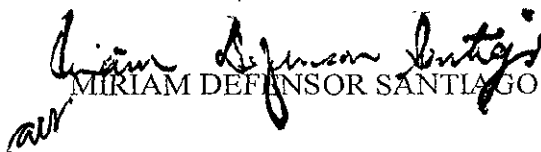
What teachers know and can do has a critical impact on student achievement. Unfortunately, teachers are not receiving the initial preparation they need in order to teach children from diverse backgrounds to meet challenging standards.

As a result, schools are having trouble recruiting qualified teachers. Frequently those in urban and rural areas with large concentrations of children from low-income families cannot find all the certified and competent teachers they need.

The government, by itself, cannot provide the needed improvements in teacher preparation or solve the problem of shortage of qualified teachers. However, the government can make limited and targeted investments that will—

- (A) Encourage more institutions of higher education that operate teacher preparation programs to adopt the practices and strategies of the best programs;
- (B) Encourage a more diverse mix of Filipinos to enter teaching and complete high quality preparation programs; and
- (C) Encourage more Filipinos to serve as teachers in indigent communities.

In order to achieve these goals, this bill seeks to improve and strengthen the recruitment and training of Filipino teachers.*


MIRIAM DEFENSOR SANTIAGO

*This bill was originally filed during the Thirteenth Congress, First Regular Session.



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AN ACT
TO IMPROVE AND STRENGTHEN THE RECRUITMENT AND TRAINING OF FILIPINO
TEACHERS

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

5 SECTION 1. *Short Title.* -- This Act shall be known as the "Improving the Quality of
6 Teachers Act."

7 SECTION 2. *Purpose.* -- The purpose of this Act is to help meet the national need to
8 recruit, prepare, and retrain a high-quality and diverse supply of elementary and secondary
9 education teachers, and to help meet the needs of schools in urban and rural areas with
10 concentrations of children from low-income families, by--

11 (A) Authorizing support for partnerships among institutions of higher education that
12 operate exemplary teacher preparation programs, other institutions of higher education seeking to
13 improve their programs, public elementary and secondary schools, in order to improve the
14 quality of the initial preparation of teachers for high-poverty communities;

15 (B) Authorizing support for partnerships to increase the number and diversity of students
16 who enter teacher education programs and complete high-quality preparation programs, and to
17 increase the quality of teaching in underserved urban and rural communities; and

18 (C) Encouraging, through such partnerships, the creation of a more diverse teaching
19 force, through the recruitment and preparation of minority individuals, including language
20 minority individuals, and individuals with disabilities, to enter teaching.

1 SECTION 3. *Authorization of Appropriations.* – There are authorized to be appropriated

2 (A) Fifty Million Pesos (₱50,000,000.00) for the fiscal year in which this Act is
3 promulgated and such sums as may be necessary for each of the four (4) succeeding fiscal years
4 to carry out the program of Lighthouse Partnerships under part A; and

5 (B) Fifty Seven Million Pesos (₱57,000,000.00) for each succeeding fiscal year and such
6 sums as may be necessary for each of the four (4) succeeding fiscal years to carry out the
7 program of Recruiting New Teachers for Undeserved Areas under part B.

8 PART A—LIGHTHOUSE PARTNERSHIPS

9 SECTION 4. *Definitions.* – As used in this part, the following terms have the following
10 meanings:

11 (A) The term “lead institution” means a state university or even a private educational
12 institution that—

13 (1) Operates an exemplary teacher preparation program of significant size in one
14 or more areas of teacher preparation, which may include the preparation of principals and
15 other educational administrators;

16 (2) Desires to assist other institutions of higher education in improving their
17 programs and to serve as a national model for effective teacher preparation; and

18 (3) Places a significant percentage of its teacher preparation graduates in teaching
19 positions in urban and rural communities with concentrations of children from low
20 income families. A lead institution may participate in a consortium with one or more
21 two-year colleges with which it has articulation agreements relating to teacher
22 preparation.

23 (B) The term “lighthouse partnership” means a partnership of a lead institution, partner
24 institution, and the government, particularly educational agencies, which is dedicated to
25 improving the quality of teacher preparation programs. Within each partnership, the lead
26 institution shall act as the fiscal agent for the grant.

1 (C) The term “teacher preparation program” means a program operated by an institution
2 of higher education that prepares students to obtain initial teacher licensure and to teach in
3 elementary and secondary schools provided as free, public education.

4 SECTION 5. *Grants to Lighthouse Partnerships.* –

5 (A) *Grants Authorized.* –

6 (1) From funds appropriated under section 3, for this part for each fiscal year, the
7 Secretary of Education shall make competitive grants to lighthouse partnerships.

8 (2) Subject to the availability of appropriations therefore, each grant under
9 paragraph (1) shall be for a period not to exceed five (5) years.

10 (3) The Secretary shall–

11 (a) Make continuation awards, for the second and succeeding years, only after
12 determining that the partnership is making satisfactory progress in carrying out
13 the grant; and

14 (b) Conduct an intensive review of the partnership’s progress, with the assistance
15 of outside experts, before making the continuation award for the fourth year of the
16 grant.

17 (B) *Limitation.* – No partnership may receive more than two (2) grants under this part.

18 SECTION 6. *Pre-applications and Applications.*–

19 (A) *Pre-Applications.* – Each lead institution that wishes to participate in a lighthouse
20 partnership that will apply for a grant under this part shall submit a pre-application to the
21 Secretary at such time, in such manner, and containing such information as the Secretary may
22 require, except that the lead institution need not identify the other members of the partnership
23 until it submits an application under paragraph (B). The Secretary shall use a peer process to
24 review these pre-applications.

25 (B) *Applications Required.* –Any lighthouse partnership desiring to receive a grant under
26 this part shall submit an application to the Secretary at such time, in such form, and containing
27 such information as the Secretary may require.

1 (C) *Contents.* –Each application shall include–

2 (1) Description of the teacher preparation program operated by the lead
3 institution, including information on the curriculum, the faculty, and the number and
4 characteristics of students served;

5 (2) Evidence of the quality of the institution’s teacher preparation program
6 covering–

7 (a) The extent to which the institution provides a coherent program that–

8 (i) Reflects the best of what is known, from research and practice;

9 (ii) Prepares teachers to implement research–based instructional
10 programs of demonstrated effectiveness and to teach students,
11 particularly those in high poverty schools, to high State and local
12 content standards; and

13 (iii) Reflects high standards of teaching.

14 (b) The commitment of the institution to its program of teacher
15 preparation;

16 (c) The connections between the institution’s teacher preparation program
17 and its departments or schools of arts and sciences, to ensure the integrity
18 of pedagogy and content in teacher preparation;

19 (d) The extent to which the institution operates a clinically based teacher
20 preparation program, particularly in high–poverty schools, through which
21 prospective teachers participate in intensive, structured clinical
22 experiences, with extensive faculty involvement, throughout their pre-
23 service education, and the extent to which those experiences are integrated
24 into the curriculum;

25 (e) The extent to which the institution’s program offers continuous
26 assistance to its graduates during their initial years in the classroom;

27 (f) The extent to which the institution’s program meets the needs of, and
28 has strong connections with, elementary and secondary education
29 (particularly with urban and rural schools and school systems that serve

1 concentrations of students from low income families), which may include
2 the involvement of elementary and secondary educators in the continuing
3 development, improvement, and implementation of the teacher preparation
4 program;

5 (g) The success of the institution in preparing teachers to teach individuals
6 from diverse populations effectively;

7 (h) The extent to which the institution is preparing teachers to use
8 technology to teach children using high standards;

9 (i) The record of the institution's teacher preparation program in attracting
10 and graduating a diverse student body, including the recruitment and
11 enrollment of individuals who are differently-abled;

12 (j) The procedures the institution uses to measure the quality of its teacher
13 preparation program, including the extent to which graduates improve
14 their subject matter knowledge and teaching ability as a result of their
15 participation in the program, and to improve its program, using
16 information generated through those procedures;

17 (k) The success of the program in graduating students who are fully
18 qualified to teach to high standards in the region served by the institution;

19 (l) The quality of the program's graduates, as documented through such
20 evidence as the graduates' record of obtaining and retaining teaching
21 positions and the opinions of school district officials, in the region, of the
22 quality of those graduates;

23 (m) If applicable, the quality of the institution's program for the
24 preparation of school principals and other school administrators, and of
25 the success of that program; and

26 (n) Involvement and leadership of the institution in national, regional
27 efforts to improve teacher education and licensure;

28 (3) Evidence of the extent to which--

1 (a) Graduates have taken teaching positions in urban and rural schools in
2 communities with concentrations of students from low-income families;

3 (b) The institution recruits and serves students such as education
4 paraprofessionals from those communities;

5 (4) Evidence of the experience of the lead institution in creating or participating in
6 networks with other institutions to improve the quality of teacher preparation programs;

7 (5) A description of how the partnership will operate a program under this part,
8 including—

9 (a) A description of the governance structure that the partnership will
10 establish (through a written partnership agreement) for the grant, which
11 shall include the active involvement of high-level administrators of the
12 lead institution and representatives of—

13 (i) Both the teacher preparation program and the school or
14 department of arts and sciences in the lead institution;

15 (ii) The partner institutions involved with the grant;

16 (iii) Local educational agencies, including teachers and other
17 school-level officials, served by the lead institution and one or
18 more of the partner institutions; and

19 (iv) Officials with authority over teacher licensure and teacher
20 preparation in the region in which the lead institution and one or
21 more of the partner institutions are located.

22 (b) A description of how the partnership will fully engage local
23 educational agencies in the activities carried out under the grant, including
24 how the partnership will use grant funds to address the teacher training
25 needs of the local educational agencies that are members of the
26 partnership.

27 SECTION 7. *Uses of Funds.* – In order to increase the quality and number of teachers it
28 is preparing for positions in urban and rural areas with concentrations of low-income families,

1 and to increase the diversity of elementary and secondary teachers, each partnership selected to
2 receive a grant under this part shall use the grant funds for each of the following purposes:

3 (A) Further development, refinement, assessment, and dissemination of information on
4 the teacher preparation programs operated by the lead institution, including activities that
5 document, for other institutions nationally and for policy-makers, effective practices in teacher
6 preparation and that produce curricular and other materials for use by other institutions preparing
7 teachers.

8 (B) Technical assistance by the lead institution to the partner institutions in improving the
9 partner institutions' teacher preparation programs and, if applicable, their principal and other
10 administrator preparation programs, based on the experience of the lead institution and the
11 particular needs of the partners.

12 (C) Making sub-grants to the partner institutions for implementation of program
13 improvements at those institutions, through adoption or adaptation of the teacher preparation
14 practices of the lead institution, to meet the needs of the high-poverty schools in the urban and
15 rural communities they serve. Each partnership shall use at least forty percent (40%) of its grant
16 for this purpose.

17 (D) Joint activities with the local educational agencies in the partnership, and with other
18 local educational agencies, that increase the involvement of classroom teachers and school
19 administrators in the design and implementation of teacher preparation programs operated by the
20 lead and partner institutions and thereby make those programs more responsive to the needs of
21 teachers and administrators, and other activities to improve teaching and administration, and to
22 support new teachers, in the high-poverty schools of those local educational agencies.

23 (E) Cooperation and interaction with other lighthouse partnerships and with other
24 institutions, organizations, and public agencies, on activities aimed at the improvement of
25 teacher preparation nationally, including improvement of teacher licensure and re-licensure
26 requirements.

27 (F) Assessment of the effectiveness of the activities carried out under the grant, including
28 the extent to which the partnership is achieving its goals.

1 SECTION 8. *Selection of Applications.*—

2 (A) *Peer Review.* — The Secretary shall, using a peer review process, select applicants to
3 receive grants under this part on the basis of—

4 (1) The quality of the teacher preparation program operated by the lead institution
5 in a proposed partnership;

6 (2) The quality of the partnership's plan for carrying out activities under the grant;
7 and

8 (3) The capacity of the lead institution and its partners to carry out the proposed
9 activities successfully.

10 (B) *Criteria.* —

11 (1) In selecting grantees under this part, the Secretary shall seek to ensure that—

12 (a) Lighthouse partnerships represent a variety of approaches to teacher
13 preparation;

14 (b) Lead institutions represent a variety of institutions of higher education;
15 and

16 (c) There is an equitable geographic distribution of awards.

17 (2) In addition to complying with paragraph (1), the Secretary shall give special
18 consideration to applicants for—

19 (a) Projects that are likely to have the most significant impact on the
20 quality of teaching in high-poverty urban and rural schools;

21 (b) Projects that are likely to result in improvement of teacher preparation
22 in the areas of mathematics and reading; and

23 (c) Projects that are likely to prepare a significant number of minority
24 individuals, including language minority individuals, and individuals with
25 disabilities to be effective teachers.

26 (C) *Second Five-Year Grants.* — In selecting grantees to receive second grants under this
27 part, the Secretary shall give a preference to applicants whose projects have resulted in—

28 (1) The placement and retention of a substantial number of high-quality
29 graduates in teaching positions in undeserved, high-poverty schools;

1 (2) The adoption of effective teacher preparation programs, particularly those
2 meeting the needs of high-poverty urban and rural areas, by the partner institutions; and

3 (3) Effective partnerships with elementary and secondary schools that are
4 supporting improvements in student achievement.

5 SECTION 9. *Evaluation.* – The Secretary shall provide for an evaluation of the program
6 carried out under this part, including an assessment of such issues as–

7 (A) The extent to which the activities carried out through Lighthouse Partnership grants
8 result in significant and positive changes in the teacher preparation programs operated by partner
9 institutions, as well as improvements in the programs operated by lead institutions, that are likely
10 to lead to improvements in teaching and learning;

11 (B) The extent to which Lighthouse Partnership grants enhance the effectiveness,
12 including the technological proficiency, and the diversity, of students completing teacher
13 preparation programs in the institutions of higher education participating in the grants; and

14 (C) The involvement of elementary and secondary schools and school districts serving
15 concentrations of children from low-income families in activities carried out under this part, and
16 the extent to which those activities result in benefits to those schools and districts, including
17 information on the extent to which involvement in the grants improves the instructional
18 programs and the educational outcomes for students in those schools and districts.

19 SECTION 10. *National Activities.* –The Secretary may reserve up to five percent (5%) of
20 the funds appropriated to carry out this part for any fiscal year for–

21 (A) Peer review of applications;

22 (B) Evaluation of the program and measure of its effectiveness;

23 (C) Conferences and networks of lighthouse partnerships, and other entities, in order to
24 facilitate the exchange of information and ideas among the participating partnerships and other
25 institutions, agencies and individuals, including recipients of funds under part B of this title, who
26 are interested in the improvement of teacher preparation and parallel improvements in principal
27 and administrator preparation; and

1 (D) Technical assistance and other activities to enhance the success of the program
2 carried out under this part or of the teacher education more generally.

3 PART B—RECRUITING NEW TEACHERS
4 FOR UNDESERVED AREAS

5 SECTION 11. *Programs Authorized.* – From funds appropriated to carry out this part,
6 the Secretary shall make competitive grants to eligible applicants for programs that—

7 (A) Provide scholarships and, as necessary, support services for students with high
8 potential to be effective teachers;

9 (B) Increase the quality and number of teachers nationally; and

10 (C) Increase the ability of schools in undeserved areas to recruit a qualified teaching staff.

11 SECTION 12. *Definitions.* – As used in this part, the following terms have the following
12 meanings:

13 (A) The term “eligible applicant” means a partnership of—

14 (1) An institution of higher education that grants baccalaureate degrees and
15 prepares teachers for their initial entry into the teaching profession; and

16 (2) One or more local educational agencies that are in undeserved areas.

17 (B) The term “support services” includes—

18 (1) Academic advice and counseling;

19 (2) Tutorial services;

20 (3) Monitoring; and

21 (4) Child care and transportation, if funding for those services cannot be arranged
22 from other sources.

23 SECTION 13. *Grant Conditions.*

24 (A) *Grants Authorized.* --

25 (1) The Secretary shall carry out this part by making competitive grants to eligible
26 applicants.

1 (2) Subject to the availability of appropriations therefore, each grant under
2 paragraph (A) shall be for a period not to exceed five (5) years.

3 (3) The Secretary shall—

4 (a) Make continuation awards, for the second and succeeding years, only
5 after determining that the grantee is making satisfactory progress in
6 carrying out the grant; and

7 (b) Conduct an intensive review of the grantee's progress, with the
8 assistance of outside experts, before making an award for the fourth year
9 of the grant.

10 (4) No partnership may receive more than two (2) grants under this subsection.

11 (B) *Planning Grants.* —

12 (1) The Secretary may make planning grants to eligible applicants that are not yet
13 ready to implement programs under paragraph (A).

14 (2) Each planning grant shall be for a period of not more than one year, which
15 shall be in addition to the period of any grant under paragraph (A).

16 (3) Any recipient of a planning grant under this subsection that wishes to receive a
17 grant under paragraph (A)(1) shall separately apply for a competitive grant under that
18 subsection.

19 SECTION 14. *Grant Applications.* —

20 (A) *Applications Required.* — Any eligible applicant desiring to receive a grant under this
21 part shall submit an application at such time, in such form, and containing such information as
22 the Secretary may require.

23 (B) *Application Contents.* — Each application for a grant shall include—

24 (1) A designation of the institution or agency, within the partnership that will
25 serve as the fiscal agent for the grant;

26 (2) Information on the quality of the institution's teacher preparation program,
27 which may include the types of information and how the applicant will ensure, through

1 improvements in its teacher preparation, practices and other appropriate strategies, that
2 scholarship recipients will receive high-quality preparation;

3 (3) A description of the assessment the institution, the local educational agency
4 partners, and other partners have undertaken—

5 (a) To determine—

6 (i) The most critical needs of the local educational agencies,
7 particularly the needs of schools in high-poverty areas, for new
8 teachers which may include teachers in particular subject areas or
9 at certain grade levels, including the pre-kindergarten level,
10 minority teachers, and teachers who are disabled who will
11 contribute to the diversity of the local educational agency's
12 teachers, or teachers who are fluent in languages spoken by
13 students in the local educational agency; and

14 (ii) How the project carried out under the grant will address those
15 needs; and

16 (b) That reflects the input of all significant entities in the community
17 (including organizations representing teachers and parents) that have an
18 interest in teacher recruitment, preparation and induction;

19 (4) A description of the project the applicant will carry out with the grant,
20 including information on—

21 (a) The recruitment and outreach efforts the applicant will undertake to
22 publicize the availability of scholarships and other assistance under the
23 program;

24 (b) The number and types of students that the applicant will serve under
25 the program, which may include education paraprofessionals seeking to
26 achieve full teacher certification; teachers whom the partner local
27 educational agencies have hired under 'emergency certification'
28 procedures; or former military personnel, mid career professionals, who
29 desire to enter teaching;

1 (c) The criteria that the applicant will use in selecting those students,
2 including criteria to determine whether individuals have the capacity to
3 benefit from the program, complete teacher certification requirements, and
4 become effective teachers;

5 (d) The activities the applicant will carry out under a grant, including a
6 description of, and justification for, any support services the institution
7 will offer to participating students;

8 (e) The number and funding range of the scholarships the institution will
9 provide to students; and

10 (f) The procedures the institution will establish for entering into, and
11 enforcing, agreements with scholarship recipients regarding their
12 fulfillment of the service commitment;

13 (5) A description of how the institution will use funds provided under the grant
14 only to increase the number of students with high potential to be effective teachers,
15 participating in its teacher preparation programs, or in the particular type or types of
16 preparation programs that the grant would support, or to increase the number of their
17 graduates with high potential to be effective teachers who are minority individuals,
18 including language minority individuals, or individuals with disabilities;

19 (6) A description of commitments, by the partner local educational agencies, to
20 hire qualified scholarship recipients in their schools and in the subject areas or grade
21 levels for which the recipients will be trained, and a description of the actions the grantee
22 institution, the local educational agencies, and the other partners will take to facilitate the
23 successful transition of those recipients into teaching; and

24 (7) A description of the applicant's plan for institutionalizing the activities it is
25 carrying out under this part, so that those activities will continue once funding ceases.

26 SECTION 15. *Use of Funds.* – Each grantee shall use the funds granted for the following:

27 (A) Scholarships to help students pay the costs of tuition, room, board, and other
28 expenses of completing a teacher preparation program.

1 (B) Support services, if needed to enable scholarship recipients to complete
2 postsecondary education programs.

3 (C) Follow-up services provided to former scholarship recipients during their first three
4 (3) years of teaching.

5 (D) Payments to partner local educational agencies, if needed to enable them to permit
6 paraprofessional staff to participate in teacher preparation programs such as the cost of 'release
7 time' for those staff; and

8 (E) If appropriate, and if no other funds are available, paying the costs of additional courses
9 taken by former scholarship recipients during their initial three (3) years of teaching.

10 SECTION 16. *Selection of Applicants.* –

11 (A) *Peer Review.* – The Secretary, using a peer review process, shall select applicants to
12 receive funding under this part on this part on the basis of—

- 13 (1) The quality of the teacher preparation program offered by the institution;
14 (2) The quality of the program that would be carried out under the application;
15 and
16 (3) The capacity of the partnership to carry out the grant successfully.

17 (B) *Criteria.* –

- 18 (1) In making selections, the Secretary shall seek to ensure that—
19 (a) In the aggregate, grantees carry out a variety of approaches to
20 preparing new teachers; and
21 (b) There is an equitable geographic distribution of awards.

22 (2) In addition to complying with paragraph (1), the Secretary shall give special
23 consideration to applications most likely to result in the preparation of increased numbers
24 of individuals with high potential for effective teaching who *are* minority individuals,
25 including language minority individuals, and individuals with disabilities; and

26 (C) *Second Five-Year Grants.* – In selecting grantees to receive second grants under this
27 part, the Secretary shall give a preference to applicants whose projects have resulted in—

1 (1) The placement and retention of a substantial number of high-quality graduates
2 in teaching positions in undeserved, high-poverty schools;

3 (2) The adoption of effective programs that meet the teacher preparation needs of
4 high-poverty urban and rural areas; and

5 (3) Effective partnerships with elementary and secondary schools that are
6 supporting improvements in student achievement.

7 SECTION 17. *Duration and Amount of Assistance; Relation to Other Assistance.* –

8 (A) *Duration of Assistance.* –No individual may receive scholarship assistance under this
9 part for more than five (5) years of post-secondary education.

10 (B) *Amount of Assistance.* –No individual may receive an award under this program that
11 exceeds the cost of attendance at the institution the individual is attending.

12 (C) *Relation to Other Assistance.* – A scholarship awarded under this part shall not be
13 reduced on the basis of the individual's receipt of other forms of student financial assistance.

14 SECTION 18. *Scholarship Conditions.* – A recipient of a scholarship under this part shall
15 continue to receive that assistance only as long as he or she is–

16 (A) Enrolled as a full-time student and pursuing a course of study leading to teacher
17 certification, unless he or she is working in a public school as a paraprofessional, or as a teacher
18 under emergency credentials while participating in the program; and

19 (B) Maintaining satisfactory progress as determined by the institution.

20 SECTION 19. *Service Requirements.*–

21 (A) *Requirement.* – Each partnership receiving a grant under this part shall enter into an
22 agreement, with each student to whom it awards a scholarship under this part, providing that a
23 scholarship recipient who completes a teacher preparation program under this part shall, within
24 five (5) years of completing that program, teach full-time for at least three (3) years in a high-
25 poverty school in an undeserved geographic area or repay the amount of the scholarship, under
26 the terms and conditions established by the Secretary.

1 (B) *Regulations.* – The Secretary shall prescribe regulations relating to the requirements
2 of paragraph (A), including any provisions for waiver of those requirements.

3 SECTION 20. *Evaluation.* – The Secretary shall provide for an evaluation of the program
4 carried out under this part, which shall assess such issues as–

5 (A) Whether institutions taking part in the partnerships are successful in preparing
6 scholarship recipients to teach;

7 (B) Whether scholarship recipients are successful in completing teacher preparation
8 programs, becoming fully certified teachers, and obtaining teaching positions in underserved
9 areas, and whether they continue teaching in those areas over a period of years;

10 (C) The national impact of the program in assisting local educational agencies in
11 underserved areas to recruit, prepare, and retain diverse, high-quality teachers in the areas in
12 which they have the greatest needs;

13 (D) The long-term impact of the grants on teacher preparation programs conducted by
14 grantees and on grantees' relationships with their partner local educational agencies and other
15 partners; and

16 (E) The relative effectiveness of different approaches for preparing new teachers to teach
17 in underserved areas, including their effectiveness in preparing new teachers to teach to high
18 content and performance standards.

19 SECTION 21. *Separability Clause.* – If any provision or part hereof is held invalid or
20 unconstitutional, the remainder of the law or the provision not otherwise affected shall remain
21 valid and subsisting.

22 SECTION 22. *Repealing Clause.* – Any law, presidential decree or issuance, executive
23 order, letter of instruction, administrative order, rule, or regulation contrary to or is inconsistent
24 with the provision of this Act is hereby repealed, modified, or amended accordingly.

1 SECTION 23. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
2 publication in at least two (2) newspapers of general circulation.

Approved,