


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

7 JUL 24 1972

SENATE
 S. B. No. 1328

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 of this, schools are having trouble recruiting qualified teachers. Many uncertain individuals annually enter teaching because schools, 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—

(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
 Secretary

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

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1 AN ACT
2 IMPROVING AND STRENGTHENING THE RECRUITMENT AND TRAINING
3 OF FILIPINO TEACHERS

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

6 SECTION 1. *Short Title.* – This Act shall be known as the “Improving the Quality of
7 Teachers Act.”

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

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

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

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

22 SECTION 3. *Authorization of Appropriations.* – There are authorized to be
23 appropriated—

1 (A) Fifty Million Pesos (P50,000,000.00) for the fiscal year in which this Act is
2 promulgated and such sums as may be necessary for each of the four (4) succeeding fiscal years
3 to carry out the program of Lighthouse Partnerships under part A; and

4 (B) Fifty Seven Million Pesos (P57,000,000.00) for each succeeding fiscal year and such
5 sums as may be necessary for each of the four (4) succeeding fiscal years to carry out the
6 program of Recruiting New Teachers for Undeserved areas under part B.

7 PART 1—LIGHTHOUSE PARTNERSHIPS

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

10 (A) The term ‘lead institution’ means a state university or even a private educational
11 institution that--

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

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

17 (3) Places a significant percentage of its teacher preparation graduates in teaching
18 positions in urban and rural communities with concentrations of children from low-
19 income families.

20 A lead institution may participate in a consortium with one or more two-year
21 colleges with which it has articulation agreements relating to teacher preparation.

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

26 (C) The term ‘teacher preparation program’ means a program operated by an institution
27 of higher education that prepares students to obtain initial teacher licensure and to teach in
28 elementary and secondary schools provided as free, public education.

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

2 (A) *Grants Authorized.* –

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

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

7 (3) The Secretary shall—

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

11 (b) Conduct an intensive review of the partnership's progress, with the
12 assistance of outside experts, before making the continuation award for the fourth
13 year of the grant.

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

15 SECTION 6. *Pre-applications and applications.*–

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

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

25 (C) *Contents.* – Each application shall include—

26 (1) A description of the teacher preparation program operated by the lead
27 institution, including information on the curriculum, the faculty, and the number and
28 characteristics of students served;

1 (2) Evidence of the quality of the institution’s teacher preparation program
2 covering—

3 (a) The extent to which the institution provides a coherent program that—

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

5 (ii) Prepares teachers to implement research-based instructional programs
6 of demonstrated effectiveness and to teach students, particularly those in high-
7 poverty schools, to high State and local content standards; and

8 (iii) Reflects high standards of teaching.

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

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

13 (d) The extent to which the institution operates a clinically based teacher
14 preparation program, particularly in high-poverty schools, through which prospective
15 teachers participate in intensive, structured clinical experiences, with extensive faculty
16 involvement, throughout their preservice education, and the extent to which those
17 experiences are integrated into the curriculum;

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

20 (f) The extent to which the institution’s program meets the needs of, and has
21 strong connections with, elementary and secondary education (particularly with urban
22 and rural schools and school systems that serve concentrations of students from low-
23 income families) , which may include the involvement of elementary and secondary
24 educators in the continuing development, improvement, and implementation of the
25 teacher preparation program;

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

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

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

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

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

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

13 (m) If applicable, the quality of the instruction's program for the preparation of
14 school principals and other school administrators, and of the success of that program; and

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

17 (3) Evidence of the extent to which—

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

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

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

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

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

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

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

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

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

10 (b) A description of how the partnership will fully engage local educational
11 agencies in the activities carried out under the grant, including how the partnership will
12 use grant funds to address the teacher training needs of the local educational agencies that
13 are members of the partnership.

14 SECTION 7. *Uses of Funds.* – In order to increase the quality and number of teachers it
15 is preparing for positions in urban and rural areas with concentrations of low-income families,
16 and to increase the diversity of elementary and secondary teachers, each partnership selected to
17 receive a grant under this part shall use the grant funds for each of the following purposes:

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

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

27 (C) Making subgrants to the partner institutions for implementation of program
28 improvements at those institutions, through adoption or adaptation of the teacher preparation

1 practices of the lead institution, to meet the needs of the high-poverty schools in the urban and
2 rural communities they serve. Each partnership shall use at least forty percent (40%) of its grant
3 for this purpose.

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

10 (E) Cooperation and interaction with other lighthouse partnerships and with other
11 institutions, organizations, and public agencies, on activities aimed at the improvement of
12 teacher preparation nationally, including improvement of teacher licensure and re-licensure
13 requirements.

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

16 SECTION 8. *Selection of Applications.*-

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

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

21 (2) The quality of the partnership’s plan for carrying out activities under the grant;
22 and

23 (3) the capacity of the lead institution and its partners to carry out the proposed
24 activities successfully.

25 (B) *Criteria.* –

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

27 (a) lighthouse partnerships represent a variety of approaches to teacher
28 preparation;

1 (b) Lead institutions represent a variety of institutions of higher education;

2 and

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

4 (2) In addition to complying with paragraph (1), the Secretary shall give special
5 consideration to applicants for--

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

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

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

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

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

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

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

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

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

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

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

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

11 (A) Peer review of applications;

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

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

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

21 PART B—RECRUITING NEW TEACHERS
22 FOR UNDESERVED AREAS

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

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

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

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

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

3 (A) The term ‘eligible applicant’ means a partnership of—

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

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

7 (B) The term ‘support services’ includes—

8 (1) Academic advice and counseling;

9 (2) Tutorial services;

10 (3) Monitoring; and

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

13 SECTION 13. *Grant Conditions.* –

14 (A) *Grants Authorized.* –

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

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

19 (3) The Secretary shall--

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

23 (b) Conduct an intensive review of the grantee’s progress, with the
24 assistance of outside experts, before making an award for the fourth year of the
25 grant.

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

27 (B) *Planning Grants.* –

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

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

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

8 SECTION 14. *Grant Applications.* –

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

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

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

15 (2) Information on the quality of the institution’s teacher preparation program,
16 which may include the types of information and how the applicant will ensure, through
17 improvements in its teacher preparation, practices and other appropriate strategies, that
18 scholarship recipients will receive high-quality preparation;

19 (3) A description of the assessment the institution, the local educational agency
20 partners, and other partners have undertaken--

21 (a) To determine--

22 (i) The most critical needs of the local educational agencies,
23 particularly the needs of schools in high-poverty areas, for new teachers
24 which may include teachers in particular subject areas or at certain grade
25 levels, including the pre-kindergarten level, minority teachers, and
26 teachers who are disabled who will contribute to the diversity of the local
27 educational agency’s teachers, or teachers who are fluent in languages
28 spoken by students in the local educational agency; and

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

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

6 (4) A description of the project the applicant will carry out with the grant,
7 including information on--

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

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

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

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

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

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

27 (5) A description of how the institution will use funds provided under the grant
28 only to increase the number of students with high potential to be effective teachers,
29 participating in its teacher preparation programs, or in the particular type or types of

1 preparation programs that the grant would support, or to increase the number of their
2 graduates with high potential to be effective teachers who are minority individuals,
3 including language minority individuals, or individuals with disabilities;

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

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

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

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

14 (B) Support services, if needed to enable scholarship recipients to complete post-
15 secondary education programs.

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

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

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

23 SECTION 16. *Selection of Applicants.* –

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

26 (1) The quality of the teacher preparation program offered by the institution;

27 (2) The quality of the program that would be carried out under the application;

28 and

1 (3) The capacity of the partnership to carry out the grant successfully.

2 (B) *Criteria.* –

3 (1) In making selections, the Secretary shall seek to ensure that—

4 (a) In the aggregate, grantees carry out a variety of approaches to
5 preparing new teachers; and

6 (b) There is an equitable geographic distribution of awards.

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

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

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

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

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

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

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

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

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

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

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

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

5 SECTION 19. *Service Requirements.*-

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

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

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

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

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

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

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

1 (E) The relative effectiveness of different approaches for preparing new teachers to teach
2 in undeserved areas, including their effectiveness in preparing new teachers to teach to high
3 content and performance standards.

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

7 SECTION 22. *Repealing Clause.* -- Any law, presidential decree or issuance, executive
8 order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent
9 with, the provisions of this Act is hereby repealed, modified or amended accordingly.

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

12 Approved,