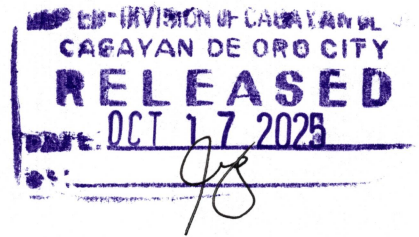




Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY



Office of the Schools Division Superintendent

15 Oct 2025

DIVISION MEMORANDUM
No. 922 s.2025

**GRANT OF COMPENSATORY TIME-OFF/SERVICE CREDITS TO PARTICIPANTS
WHO ATTENDED THE 2025 BRIGHT ACTIVITY ON OCTOBER 11, 2025**

TO: Division Research Coordinator
All Concerned Personnel

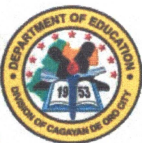
1. This is to inform all concerned that participants who attended the **2025 BRIGHT Activity** on **October 11, 2025**, shall be credited with compensatory time-off or service credits, as applicable.
2. The granting of said credits shall be subject to existing rules and implementing guidelines, specifically **DepEd Order No. 53, s. 2003** ("Updated Guidelines on the Grant of Vacation Service Credits to Teachers") and **Civil Service Commission (CSC)** and **DBM Joint Circular No. 2, s. 2004** ("Non-Monetary Remuneration for Overtime Services Rendered").
3. In adherence to Equal Opportunity Principle (EOP), inclusive and fair treatment is accorded to all personnel regardless of disability, sexual orientation, gender, age, religion, and ethnicity.
4. This Office directs immediate and wide dissemination of this Memorandum.


ROY ANGELO E. GAZO
Schools Division Superintendent

Encl.: As stated
Reference: None
To be indicated in the Perpetual Index
under the following subjects:

COMMUNICATION

DM061-SGOD-PR-BASEN/ grant of compensatory time-off/service credits to participants who attended the 2025 bright activity on october 11, 2025
October 15, 2025



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