



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



Office of the Schools Division Superintendent

July 1, 2026

OFFICE MEMORANDUM

No. 81 s.2026

To:

ROMEO ACLO	- ASST. of the SGOD CHIEF
LAURENCE EDGARDO A. DEL PUERTO	- ATTORNEY III
IGNACIO A. GABULE JR.	- AO IV
KRISTIAN MURILLO	- AO IV
CHARISE MAY R. CEBRIAN	- ADAS III
ALMIRA K. REYES	- ADAS III
CHARISSE UDANG	- ADAS III
NIKKA GEOTORO	- ADAS III
MARIVEL O. PATES	- ADAS I
NOELFRED B. BALAROTE	- ADA VI
WINSTON P. CEBRIAN	- ADA IV
RYAN C. SAMBAAN	- ADA IV
JACEL JANE CADUSALES	- NURSE II

**ATTENDANCE TO THE INVITATION ON THE 2026 CLUSTERED ASSEMBLIES OF
THE DEPARTMENT OF EDUCATION NATIONAL EMPLOYEES' UNION (DEPED-
NEU)**

1. With reference to the issued Department Memorandum- Office of the Undersecretary and Chief of Staff dated March 3, 2026, you are hereby directed to attend the 2026 Clustered Assemblies on Responsible Public Sector Unionism with the theme, "Transforming Education: The Critical Role of Non-Teaching Personnel" on August 12-14, 2026, at Waterworld Hotel, M.Fernan Bridge, 6014 Mandaue City, Cebu.
2. The said event aims to provide in-depth overview of DepEd's programs and projects and enhance awareness among DepEd- NEU officers and members on their role in improving the teaching-learning process through capacity building development, implement projects and activities and resolve issues and concerns to providing platforms of collaborative and innovative solutions.



Address: Fr. William F. Masterson Ave., Upper Balulang, Cagayan de Oro City
Telephone: (088) 855-0044, (088) 855-0047, (088) 328-2142
Email Address: cagayandeoro.city@depd.gov.ph
Website: <https://depdcdo.net/>

Doc. Ref. Code	SDO-OSDS-F005	Rev	0
Effectivity	November 3, 2025	Page	1 of 2



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

Office of the Schools Division Superintendent

- Attendance to the said activity shall be on official business subject to compliance of applicable provisions of DepEd Order No. 046, s.2022 on the Amendments to DepEd Order No. 43, s.2022 (Omnibus Travel Guidelines for All Personnel of the Department of Education) and other Appropriate Orders and Guidelines on Travel.

All Personnel of the Department of Education) and other Appropriate Orders and Guidelines on Travel.

- A registration fee of Six Thousand Nine Hundred Fifty pesos (PhP6,950.00) and travel expenses shall be charged to each participant through local funds, subject to the usual accounting and auditing rules and regulations.
- The participants are required to arrive and register in the morning of Day1(August 12, 2026), where the first meal to be served shall be on lunch at Day1 while the last meal shall be also on lunch on Day3 (August 14, 2026).
- Attached herewith is the pertinent communication for reference.
- For compliance.

ROY ANGELO E. GAZO
Schools Division Superintendent

NVS/OM-NEU2026/INVITATION ON THE 2026 CLUSTERED ASSEMBLIES AND SEMINAR-WORKSHOP OF DEPARTMENT OF EDUCATION NATIONAL EMPLOYEES' UNION (DEPED-NEU)

001/July 1, 2026

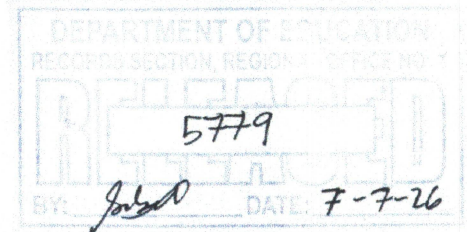


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Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO



July 6, 2026

REGIONAL MEMORANDUM

No. 563, s. 2026

**2026 CLUSTERED ASSEMBLIES OF THE DEPED
NATIONAL EMPLOYEES' UNION (DEPED-NEU)**

TO:

Schools Division Superintendents
All Others Concerned

1. The Department of Education-National Employees' Union has conducted a series of Clustered Assemblies on Responsible Public Sector Unionism with the theme, *"Transforming Education: The Critical Role of Non-Teaching Personnel"*.
2. The last leg of the series for the Mindanao cluster shall be held on **August 12-14, 2026** at the **Waterworld Hotel, M. Fernan Bridge, Mandaue City**.
3. Interested employees may attend the said activity on Official Business subject to the availability of funds and with approval of their respective offices.
4. Attached is a copy of the communication from DepEd-NEU for further details and guidance
4. This Office directs the immediate and wide dissemination of this Memorandum.

Digitally signed by
Legaspi Ruth Fuentes
Date: 2026.07.06
11:50:41+08'00'
DR. RUTH L. FUENTES, CESO III
Regional Director

ATCH.: As stated

To be indicated in the Perpetual Index
under the following subjects:

UNION ASSEMBLY

ESSD/mhrg



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
Email Address: region10@depd.gov.ph
Website: r10.depd.gov.ph

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Effectivity	01.22.24	Page	1 of 2





Department of Education
NATIONAL EMPLOYEES' UNION
 DepEd Complex, Morales Ave., Pasig City
 Email Address: depedneupresident@gmail.com
 DOLE-CSC Registration No. 1737
 Accreditation No. 883



NATIONAL OFFICERS

NATIONAL EXECUTIVE OFFICERS

ATTY. DOMINGO B. ALIDON

National President

EFREN LL. ALCERA

National Secretary

ATTY. JOSE MARIO MACARILAY

Deputy Secretary General, Logistics

ATTY. ALBERTO L. VERDILLO

Deputy Secretary General, Welfare

ENGR. ALIM J. MAGUINDANAO

Deputy Secretary General, Membership

DEOGACIAS B. GENITO, JR.

Deputy Secretary General, Membership

EDWARD BONN F. MANUEL

Deputy Secretary General, Membership

GENE PATRICK G. MORALES

National Treasurer

FIDEL E. SALOSAGCOL

National Public Relations Officer

ATTY. JOSE B. GUIBONE

National Auditor

NATIONAL BOARD OF TRUSTEES

JOHNNY G. BALAWAG

Chairman

BOARD OF TRUSTEES

DR. DOMINGA N. LIM

Region I Chapter President

ATTY. JOSE MARIO MACARILAY

Region II Chapter President

EDWARD BONN F. MANUEL

Region III Chapter President

CARLOS J. SANCHEZ

Region IV-A Chapter President

ISABELITA A. SAMPAYAN

Region IV-B Chapter President

EFREN LL. ALCERA

Region V Chapter President

ATTY. ALBERTO L. VERDILLO

Region VI Chapter President

IDA F. CABANTAN

Region VII Chapter President

VIRGINIA G. AMBE

Region VIII Chapter President

PACIFICO C. DELA CRUZ, JR.

Region IX Chapter President

NICHOL V. SALIDO

Region X Chapter President

ALIM J. MAGUINDANAO

Region XI Chapter President

DR. NORMAN S. VALEROSO

Region XII Chapter President

ATTY. JOSE B. GUIBONE

Region XIII Chapter President

JASON S. DEL ROSARIO

NCR Chapter President

ATTY. JANELLE S. DOGAO

CAR Chapter President

ATTY. DOMINGO B. ALIDON

Central Office Chapter President

JOHNNY G. BALAWAG

BARRM Chapter President

ATTY. JANELLE S. DOGAO

Ambar Board Secretary

ADVISORY

To All Mindanao DepEd NEU Members and
 Other Non-Teaching Personnel

Since the new Collective Negotiation Agreement (CNA) has not been approved to date, the members of the Union Panel for the CNA Renegotiation, consisting of the undersigned, the Chairman of the NBOT and other selected NBOT Members, need to be readily available for the reconvening of the negotiation meetings with the DepEd Management within the months of June and July 2026.

Hence, the conduct of the 2026 DepEd NEU Mindanao Cluster Assembly is rescheduled from July 22-24, 2026 to August 12-14, 2026 at Waterworld Hotel, Marcelo Fernan Bridge, Mandaue City, Cebu.

Participants to the 2026 Mindanao Cluster Assembly who have already secured their Travel Authority (TA) are advised to change the schedule of their travels accordingly.

For your information and guidance.

DB
ATTY. DOMINGO B. ALIDON, J.D.
 National President, DepEd NEU

S'n Richard,

*It says
 regl must make this
 bus subject to availability of
 funds to be certified by
 sch head
 Thanks.*

John
 nichol_salido@yahoo.com
 09173249060



Republika ng Pilipinas
Department of Education
OFFICE OF THE SECRETARY

MEMORANDUM

TO : Regional Directors
Schools Division Superintendents
All Others Concerned

FROM : **ATTY. FATIMA LIPP D. PANONTONGAN**
Undersecretary and Chief of Staff

SUBJECT : **2026 CLUSTERED ASSEMBLIES OF THE DEPARTMENT OF
EDUCATION - NATIONAL EMPLOYEES' UNION**

DATE : 03 March 2026



The Department of Education - National Employees' Union (DepEd-NEU) will conduct a series of **Clustered Assemblies on Responsible Public Sector Unionism** with the theme, *"Transforming Education: The Critical Role of Non-Teaching Personnel"* on the following schedules and respective venues:

Cluster	Schedule	Venue
Luzon	April 22-24, 2026	Great Eastern Hotel, Quezon Avenue, Quezon City
Visayas	May 06-08, 2026	Waterworld Hotel, M. Fernan Bridge, 6014 Mandaue City
Mindanao	July 22-24, 2026	Waterworld Hotel, M. Fernan Bridge, 6014 Mandaue City

The Clustered Assemblies aim to:

- Provide participants with an in-depth overview of DepEd's programs and projects
- Enhance awareness among DepEd NEU officers and members of their role in improving the teaching-learning process;
- Capacitate the DepEd NEU chapters to develop, propose, and implement projects and activities that support DepEd's thrusts and priorities; and
- Address and resolve issues and concerns of DepEd non-teaching rank-and-file personnel by providing a platform to engage in collaborative problem-solving and knowledge sharing and facilitating discussions on best practices and innovative solutions to cultivate a culture of continuous improvement and professional growth among DepEd NEU members.

Furthermore, the insights and feedback gathered during these assemblies will be instrumental in shaping the DepEd NEU's advocacy efforts and in ensuring that the needs and concerns of non-teaching personnel are effectively addressed. Thus, collective engagement is vital for fostering a supportive and productive working environment within the Department.

The target participants to the clustered assemblies are the following:

- a. Non-teaching rank-and-file employees in the Central, Regional, Division, District and School levels occupying positions listed in the enclosed List of Positions of Employees Authorized to Attend the Clustered Assemblies of the DepEd NEU
- b. Members of the DepEd NEU National Board of Trustees (NBOT)
- c. DepEd NEU National Executive Officers (NEO)
- d. DepEd NEU Chapter Executive Officers and Members at the Central, Regional, Schools Division, Schools District, and Schools Levels
- e. Chairpersons and Members of the DepEd NEU Secretariat and Working Committees

Interested employees may opt to attend the said activity on **Official Business**, provided that their participation shall be subject to the following conditions:

- compliance with the applicable provisions of DepEd Order No. 046, s. 2022 titled the Amendment to DepEd Order No. 43, s. 2022 (*Omnibus Travel Guidelines for All Personnel of the Department of Education*) and Other Appropriate Orders and Guidelines on Travel;
- secure approval from respective authorities;
- participation shall not interfere with regular functions and responsibilities; and
- use of DepEd funds strictly adheres to the usual budgeting, accounting, and auditing rules and regulations.

For more details, please see the attached communication from DepEd-NEU.



February 23, 2026

MEMORANDUM

FOR : WILFREDO E. CABRAL, CESO III
Undersecretary for Human Resource and Organizational Development

ATTY. FATIMA LIPP D. PANONTONGAN
Undersecretary and Chief of Staff

FROM: ATTY. DOMINGO B. ALIDON, J.D.
National President, DepEd NEU

**SUBJECT: 2026 CLUSTERED ASSEMBLIES OF THE DEPARTMENT OF
EDUCATION - NATIONAL EMPLOYEES' UNION**

1. The Department of Education - National Employees' Union (DepEd-NEU) will conduct a series of Clustered Assemblies on Responsible Public Sector Unionism with the theme: "Transforming Education: The Critical Role of Non-Teaching Personnel" on the following schedules and respective venues:

Cluster	Schedule	Venue
Luzon	April 22-24, 2026	Great Eastern Hotel, Quezon Avenue, Quezon City
Visayas	May 13-15, 2026	Waterworld Hotel, M. Fernal Bridge, 6011 Mandaue City
Mindanao	July 22-24, 2026	Waterworld Hotel, M. Fernal Bridge, 6011 Mandaue City

2. The Clustered Assemblies aim to:

- provide participants with an in-depth overview of DepEd's programs and projects;
- enhance awareness among DepEd NEU Officers and Members of their role in improving the teaching-learning process;
- capacitate the DepEd NEU Chapters to develop, propose and implement projects and activities that support DepEd's thrusts and priorities; and
- address and resolve issues and concerns of DepEd non-teaching rank-and-file personnel by providing a platform to engage in collaborative problem-solving and knowledge sharing and facilitating discussions on best practices and innovative solutions to cultivate a culture of continuous improvement and professional growth among DepEd NEU members.



Furthermore, the insights and feedback gathered during these assemblies will be instrumental in shaping the DepEd-NEU's advocacy efforts and in ensuring that the needs and concerns of non-teaching personnel are effectively addressed. This collective engagement is vital for fostering a supportive and productive working environment within the Department.

3. Attendance to these Assemblies shall be on Official Business. Participants to the activities are the following:
 - a. Non-teaching rank-and-file employees in the Central, Regional, Division, District and School levels occupying positions listed in the enclosed List of Positions of Employees Authorized to Attend the Clustered Assemblies of the DepEd NEU;
 - b. Members of the DepEd NEU National Board of Trustees (NBOT);
 - c. DepEd NEU National Executive Officers (NEO);
 - d. DepEd NEU Chapter Executive Officers and Members at the Central, Regional, Schools, Division, Schools District, and School Levels; and
 - e. Chairpersons and Members of the DepEd NEU Secretariat and Working Committees.

Pursuant to Article IV, Sections 3.1.a; 3.2.a; and 3.3.a of the 2021 Collective Negotiation Agreement between the DepEd Management and the DepEd NEU, all Regional, Division and Central Office Chapter Officers of the DepEd NEU are required to attend the Clustered Assemblies.

4. Confirmation of attendance shall be made at the DepEd NEU Facebook Page through the corresponding link indicated below:

Cluster	Link
Luzon	https://bit.ly/2026DepEdNEULuzonCA
Visayas	https://bit.ly/2026DepEdNEUVisayasCA
Mindanao	https://bit.ly/2026DepEdNEUMindanaoCA

5. A registration fee of Six Thousand Nine Hundred Fifty Pesos (PhP6,950.00) is required per participant to cover expenses for food, lodging, kits, honoraria of resource persons and facilitators, and other incidental expenses. The registration fee may be paid in cash, check, or LDDAP-ADA to the DepEd-NEU National Account at the Land Bank of the Philippines. The account details are:

- Account Name: DEPED NATIONAL EMPLOYEES UNION
- Account No. : 3341-0185-94

Note: Priority for accommodation at the venue will be given to participants who have already registered online and paid the registration fee in full.

6. To ensure acknowledgment of payment and issuance of official receipt, copy of the proof of deposit of payment should be sent to gpatrickmoralesdepedneu@gmail.com. Proof of deposit of payment must



Department of Education
NATIONAL EMPLOYEES' UNION
3rd Secretary's Bldg., DepEd Complex, Marikina Ave., Pasig City
Email Address: dep-ed-upr-president@kumail.com
Tel/Fax: (02) 8636-7348
DOLE-CGC Registration No. 1737
Accreditation No. 862



specify the name(s) of participant(s) with the following details: region, division, district, school and gender).

7. Registration fee and travel expenses shall be charged against respective local funds and other fund sources, subject to the usual accounting and auditing procedures. All participants, including the members of the NBOE, NEO and various working committees, are required to pay the registration fee. Members of the NBOE, NEO and the different working committees are authorized to travel two (2) days prior to the start of the activity for the necessary preparations. Registration for the events shall begin immediately upon issuance of this Memorandum and shall close one (1) day before the start of the activity.
8. Participants are required to arrive and register in the morning of Day 1. The first meal to be served shall be lunch on Day 1 while the last meal shall be lunch on Day 3.
9. For more information, please contact Mr. Efrén L. Alcora, DepEd NEU Secretary-General, through email at dep-ed-neu-secretary-general@kumail.com or at mobile number (63)905-206-8602.
10. For your approval and subsequent endorsement.

Encl: As stated

List of Positions of Employees
Authorized to Attend the Clustered Assemblies of the DepEd NEU

1. Accountant I
2. Accountant II
3. Accountant III
4. Accountant IV
5. Accounting Analyst
6. Accounting Clerk II
7. Administrative Aide I
8. Administrative Aide II
9. Administrative Aide III
10. Administrative Aide IV
11. Administrative Aide V
12. Administrative Aide VI
13. Administrative Assistant I
14. Administrative Assistant II
15. Administrative Assistant III
16. Administrative Assistant IV
17. Administrative Assistant V
18. Administrative Assistant VI
19. Administrative Officer I
20. Administrative Officer II
21. Administrative Officer III
22. Administrative Officer IV
23. Administrative Officer V
24. Agriculturist I
25. Agriculturist II
26. Aquacultural Technician I
27. Aquaculturist I
28. Architect I
29. Architect II
30. Assistant Teachers' Camp Superintendent
31. Attorney I
32. Attorney II
33. Attorney III
34. Attorney IV
35. Attorney V
36. Board Secretary II
37. Bookkeeper
38. Cash Clerk I
39. Cashier I

166. Registrar I
167. Registrar II
168. Reproduction Machine Operator I
169. School Farm Demonstrator
170. School Farming Coordinator I
171. School Farming Coordinator II
172. School Farming Coordinator III
173. School Librarian I
174. School Librarian II
175. School Librarian III
176. Science Research Assistant
177. Science Research Specialist II
178. Science Research Technician I
179. Science Research Technician II
180. Science Research Technician III
181. Science Research Technician IV
182. Scriptwriter I
183. Security Guard I
184. Security Guard II
185. Security Guard III
186. Security Officer I
187. Senior Administrative Assistant I
188. Senior Administrative Assistant II
189. Senior Administrative Assistant III
190. Senior Administrative Assistant V
191. Senior Bookkeeper
192. Senior Education Program Specialist
193. Senior Health Program Officer
194. Senior Science Research Specialist
195. Social Welfare Officer I
196. Special Investigator II
197. Special Investigator III
198. Statistician Aide
199. Statistician I
200. Statistician II
201. Statistician III
202. Supervising Administrative Officer
203. Supervising Education Program Specialist
204. Supervising Health Program Officer
205. Supply Officer I
206. Supply Officer II
207. Teacher Credentials Evaluator I

- 208. Teacher Credentials Evaluator II
- 209. Teacher Credentials Evaluator III
- 210. Teachers' Camp Superintendent
- 211. Teaching Aids Specialist
- 212. Technical Education and Skills Development Analyst
- 213. Typesetter II
- 214. Utility Foreman
- 215. Utility Worker
- 216. Vocational Education Supervisor I
- 217. Vocational Education Supervisor II
- 218. Vocational Education Supervisor III
- 219. Warehouseman III
- 220. Watchman I
- 221. Watchman II