



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



Office of the Schools Division Superintendent

24 March 2026

DIVISION MEMORANDUM

No. 311 s.2026

**REITERATION ON THE STRICT WEARING OF PRESCRIBED DEPED NATIONAL
UNIFORM FOR S.Y. 2026-2027**

TO: Assistant Schools Division Superintendent
Chiefs of Functional Divisions (CID and SGOD)
Unit and Section Heads (Administrative, Finance, ICT, Legal, Cash, Records, Personnel, Supply)
Elementary and Secondary School heads
All Others Concerned
This Division

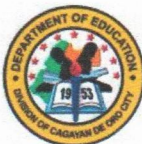
1. The Department of Education (DepEd) previously issued **DepEd Memorandum No. 028, s. 2025** dated March 24, 2025, entitled "**Guidelines on the new DepEd National Uniform for Classroom and Office-based Personnel**" and **DM-OUHRODI-2026-0693** dated March 10, 2026, entitled "**Reiteration On The Strict Wearing Of Prescribed Deped National Uniform For S.Y. 2026-2027**".

Hence, this Office reiterates the full implementation of the provisions of the Memorandum, including the adoption of the three (3) new sets of DepEd national uniform designs for classroom and office-based personnel:

a. Prohibition of Sublimation-Printed Uniforms

In strict adherence to Republic Act (RA) No. 9242, or the Philippine Tropical Fabrics (PTF) Law, the use of sublimation-printed uniforms is **strictly prohibited**. Sublimated fabrics are typically synthetic and **do not** meet the breathability and sustainability standards set by the PTF Law and the Civil Service Commission (CSC). Consequently, such materials are deemed **noncompliant** with DM No. 028, s. 2025.

2. To maintain professionalism and ensure easy identification of personnel within the Division Office premises, all teaching and non-teaching personnel are reminded of the mandatory dress code when visiting the Division Office for Official Business.



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@deped.gov.ph
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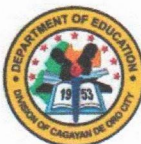
Office of the Schools Division Superintendent

3. Effective immediately, all personnel must wear the Complete Set of Uniform, which includes:
- Official ID: Always displayed clearly.
 - Prescribed Uniform: The designated attire for the specific day of the week.
 - Closed Shoes: Professional footwear (open-toed shoes or slippers are strictly prohibited).
4. 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.
5. 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:

DM091-OSDS-PS-AVC / DIVISION MEMORANDUM UNIFORM
March 24, 2026



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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

MEMORANDUM

DM-OUHRODI-2026-0693

FOR : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM : 
WILFREDO E. CABRAL
Undersecretary for Human Resource and Organizational
Development, and Infrastructure

SUBJECT: **Reiteration on the Strict Wearing of the Prescribed DepEd National Uniform for SY 2026-2027 and Immediate Release of the FY 2026 Clothing Allowance**

DATE : 10 March 2026

The Department of Education (DepEd) previously issued DepEd Memorandum No. 028, s. 2025 dated March 24, 2025, entitled "**Guidelines on the New DepEd National Uniform for Classroom and Office-Based Personnel.**"

In view of this, this Office reiterates the full implementation of the provisions of the aforementioned Memorandum, including the adoption of the **three (3) new sets of DepEd national uniform designs for classroom and office-based personnel:**

1. Mandatory Implementation for School Year (SY) 2026-2027.

SY 2025-2026 served as a "transition period" to allow employees ample time to prepare and purchase the new sets of prescribed uniforms, during which the wearing of old uniforms was allowed. **Effective SY 2026-2027, beginning June 2026, all classroom and office-based DepEd personnel are required to strictly wear the prescribed new sets of uniforms, pursuant to Item 2 of DM No. 028, s. 2025.**

2. Prohibition of Sublimation-Printed Uniforms.

In strict adherence to Republic Act (RA) No. 9242, or the Philippine Tropical Fabrics (PTF) Law, the use of sublimation-printed uniforms **is strictly prohibited**. Sublimated fabrics are typically synthetic and do not meet the breathability and sustainability standards set by the PTF Law and the Civil

[BHROD-EWD/CBalbuena]



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HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

Service Commission (CSC). Consequently, such materials are deemed **non-compliant** with DM No. 028, s. 2025.

3. Release of Clothing and Uniform Allowance.

To facilitate the timely acquisition of the mandatory uniforms, the annual Clothing and Uniform Allowance for Fiscal Year 2026, **amounting to Seven Thousand Pesos (₱7,000.00)**, shall be released to all eligible personnel **not earlier than the first working day of April 2026**, subject to existing accounting and auditing rules and regulations, and upon the release of the Notice of Cash Allocation from the Department of Budget and Management (DBM).

For inquiries, please contact the BHROD-EWD through the telephone number (02-86337229) or email at bhrod.ewd@deped.gov.ph

The immediate dissemination of and strict compliance with this Memorandum is directed.

[BHROD-EWD/CBalbuena]