



Republic of the Philippines  
**Department of Education**  
REGION I

SCHOOLS DIVISION OF THE CITY OF BATAC

OFFICE MEMORANDUM  
SGOD-2025-

11 DEC 2025

228

To: **MR. DEEJAY R. OPELAC**  
Planning Officer III

**ATTENDANCE TO THE NATIONAL EMPLOYEES' UNION  
EXECUTIVE STRATEGIC PLANNING WORKSHOP**

1. The National Employees Union (NEU)-Region I Chapter will conduct a four-day Executive Strategic Planning Workshop for all NEU Officers on January 7-10, 2026 in Coron, Palawan, as communicated through Regional Memorandum No. 1681, s. 2025 dated December 3, 2025.
2. In view hereof, you are requested to **attend the said activity on Official Business.**
3. This Office Memorandum shall serve as your Authority to Travel.
4. All expenses relative to your participation in the said activity shall be charged against DepEd NEU Regional Downloaded Fund, subject to the usual government accounting and auditing rules and regulations.
5. For information and guidance.

  
**ANSELMO R. ALUDINO**

Schools Division Superintendent

SGOD/dro/OM-2025 Attendance to NEU Executive Strategic Planning Workshop  
2520026/ December 11, 2025



Republic of the Philippines  
**Department of Education**  
REGION I



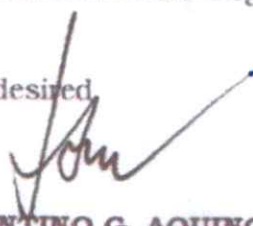
**REGIONAL MEMORANDUM**

No. 1481, s. 2025

**EXECUTIVE STRATEGIC PLANNING WORKSHOP**

To: Schools Division Superintendents

1. The National Employees Union (NEU) -Region 1 Chapter will conduct a four-day Executive Strategic Planning Workshop for all NEU Officers on January 7-10, 2026 in Coron, Palawan.
2. Attached hereto is a copy of the letter from the President of NEU-Region 1 Chapter, for information and guidance.
3. Immediate dissemination of this Memorandum is desired.

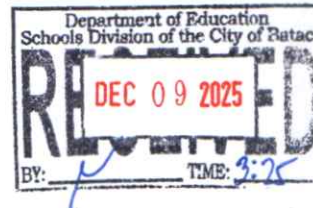
  
**TOLENTINO G. AQUINO**  
Director IV

Reference: None

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

Workshop

ORD-LU/RMW/gsl/NEUPanningWorkshop  
December 4, 2025



Flores St., Catbangen, City of San Fernando, La Union  
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www.depedregion1.com

Doc. Ref. Code	RO-ORD	Rev	00
Effectivity	11.18.2024	Page	1 of 1







Republic of the Philippines  
**Department of Education**

**NATIONAL EMPLOYEES' UNION-REGIONAL EXECUTIVE AND BOARD OF TRUSTEES**



DepEd RO1 REC 2517010

**REGIONAL EXECUTIVE**

**OFFICERS RO I**

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President

**GEORGE EMMAN D. MANUEL, J.D.**

Interim Vice-President

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Secretary

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**ATTY. MA JESSICA LOUISE D. TIBAY**

Project Officer

**DR. PHILIP JOHN GREGORY ALDOS**

Interim Project Officer

**BOARD OF TRUSTEES**

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**RAFAEL IRWIN G. NICOLAS**

Pangasinan I

**MA. FILOMENA T. CALDITO**

Ilocos Norte

**ATTY. ROSEMARIE M. WAILAN**

Regional Office Proper

December 1, 2025

**DIR. TOLENTINO G. AQUINO**

Regional Director

DepEd Regional Office No. 1

San Fernando City, La Union

Sir:

Warmest greetings from DepEd National Employees Union-Region I Chapter!

The National Employees Union (NEU) – Region I Chapter respectfully seeks your approval to conduct a four-day, high-impact Executive Strategic Planning Workshop for all NEU Officers on January 7-10, 2026 in Coron, Palawan.

This request is driven by the urgent need to finalize our organizational response to organizational challenges on providing benefits and support employees. The current operating tempo within headquarters makes the deep-dive, uninterrupted focus required for truly transformative strategic planning virtually impossible.

Our proposed planning agenda is ambitious and requires us to: 1. Develop the 5-year NEU Strategic Roadmap. 2. Define key performance indicators (KPIs) for all NEU divisions for the upcoming fiscal year. 3. Design and commit to the vision: New NEU Now! With Coron, Palawan as the venue, we hope to maximize intellectual productivity, ensuring an undeniable Return on Investment (ROI) for the organization with its isolated setting, keeping us away from distractions, and enabling benchmarking of the best practices that NEU Region IV is known for.

The attendance and active participation of the DepEd NEU Regional Executive Officers and Board of Trustees, TWG and Secretariat will be on official business. Travelling expenses to cover meals/snacks, room accommodation of participants and other miscellaneous expenses related to the activity of the Regional Executive Officers, Board of Trustees, TWG and Secretariat shall be charged to DepEd NEU Regional Downloaded Fund. Travelling allowance, accommodation and miscellaneous expenses of the Board of Trustees from their stations to Clark International Airport, Mabalacat, Pampanga and vice versa of Division Executive Officers-Pangasinan I Chapter



Address: DepEd SDO La Union, San Fernando City, Flores St., Catbangan, City of San Fernando, La Union

Telephone No: (072) 6078124/09177299863

Email Address: [dominganlim63@gmail.com](mailto:dominganlim63@gmail.com)



Republic of the Philippines

## Department of Education

### NATIONAL EMPLOYEES' UNION-REGIONAL EXECUTIVE AND BOARD OF TRUSTEES

#### REGIONAL EXECUTIVE

##### OFFICERS RO I

**DR. DOMINGA N. LIM**

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Project Officer

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Ilocos Norte

**ATTY. ROSEMARIE M. WAILAN**

Regional Office Proper

participants shall be charged to Division Chapter downloaded local share as the third biggest delegation during the 17th National Assembly on November 26-28, 2025 subject to usual auditing rules and regulations.

Attached is the matrix of Activities and list of participants for reference. Participants to this activity are:

#### **REGIONAL EXECUTIVE BOARD OFFICERS (REO)**

a. DR. DOMINGA N. LIM	President
b. GEORGE EMMAN D. MANUEL, J.D.	Interim Vice-President
c. EDERLYNDA O. LEDDA	Secretary
d. MA. FILOMENA T. CALDITO	Treasurer
e. APRILLYN B. CARBONELL	Interim Auditor
f. JUN HOWARD T. RIOVEROS	P.R.O.
g. DR. PHILIP JOHN GREGORY ALDOS	Interim Project Officer
h. ATTY. MA. JESSICA LOUISE D. TIBAY	Project Officer

#### **BOARD OF TRUSTEES:**

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c. ALEXANDER M. RAZO (VP)	Candon City
d. ATTY. JOSE O. OVIEDO	Dagupan City
e. APRILLYN B. CARBONELL	San Fernando City
f. DR. SHEILA ANN PEREZ	Urdaneta City
g. BENEDICT P. PANINGBATAN	San Carlos City
h. MARY JOY P. SUERO	Vigan City
i. DR. PHILIP JOHN GREGORY ALDOS	Ilocos Sur
j. ARVIN PURISIMA (VP)	Pangasinan II
k. GEORGE EMMAN D. MANUEL, J.D.	Laoag City
l. ATTY. MA. JESSICA LOUISE D. TIBAY	Pangasinan II
m. RAFAEL IRWIN G. NICOLAS	Pangasinan I
n. ATTY. ROSEMARIE M. WAILAN	Regional Office Proper
o. JOHN PHILIP E. BOADO	La Union



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Ilocos Norte

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Regional Office Proper

**DIVISION EXECUTIVE OFFICERS PANGASINAN I CHAPTER:**

- |                           |                     |
|---------------------------|---------------------|
| a. ELVIRA C. ESCAÑO       | Secretary           |
| b. ANDRO E. ABALOS        | Assistant Secretary |
| c. VIRGINIA A. ABALOS     | Treasurer           |
| d. NIÑO CRUZ              | Auditor             |
| e. RONALD F. DELOS SANTOS | Representative      |

**TWG:**

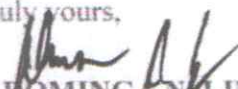
- DR. HENRY M. LEDDA
- WINFORD P. FERNANDEZ

**SECRETARIAT:**

- LORIE G. ESTOQUE
- AURA DOMINIQUE D. DUMAGUIN

Hoping for your favorable action on this matter.

Very truly yours,

  
**DR. DOMINGA N. LIM**  
President, DepEd NEU  
Region 1 Chapter



**HIGH-IMPACT EXECUTIVE STRATEGIC PLANNING WORKSHOP  
FOR ALL NEU OFFICERS**

**TRAINING MATRIX  
January 7-10, 2026  
Coron, Palawan**

Time	Topic	Person Responsible	Methodology
<b>DAY 1</b>			
7:30AM – 8:00AM	Registration		
8:00AM-8:30AM	OPENING PROGRAM		
	Philippine National Anthem		
	Interfaith Prayer		
	Acknowledgment of Participants		
	Welcome Remarks		
	Training Paradigm		
	Messages		
8:30AM – 9:30AM	Overview of the Program of Activities		Lecturette
9:30AM-9:45AM	Health Break		
9:45AM-11:45AM	Vision-Mission Statement: A Review		Lecture and Reflection
11:45AM-12:00NN	SWOT'S HAPPENING: Analysis of the Strengths, Weaknesses, Opportunities, and Threats of NEU		Lecture and writeshop
12:00NN-1:00PM			
1:00PM-1:15PM	Management of Learning		
1:15PM-2:15PM	STRAT UP: Strategy Formulation  Focus: Review of Previous Strategies		Lecture and Writeshop

Time	Topic	Person Responsible	Methodology
2:15PM-3:15PM	STRAT UP: Strategy Formulation  Focus: Development of New Strategies		Lecture and Writeshop
3:15PM-3:30PM	Health Break		
3:30PM-4:30PM	Crafting of Strategic Goals and Directions		Workshop
4:30PM-5:00PM	Reminders		
DAY 2			
8:00AM-8:30AM	Management of Learning		
8:30AM-9:30AM	Preparation of 5-year Strategic Plan		Workshop
9:30AM-9:45AM	Health Break		
9:45AM-11:45AM	Preparation of 5-year Strategic Plan		Workshop
11:45AM-12:00NN	Critiquing of the 5-year Strategic Plan		Critiquing, Review, and Feedback-giving
12:00NN-1:00PM			
1:00PM-1:15PM	Management of Learning		
1:15PM-2:15PM	Continuation of Critiquing of the 5-year Strategic Plan		Critiquing, Review, and Feedback-giving
3:15PM-3:30PM	Health Break		
3:30PM-4:30PM	Revision of the 5-year Strategic Plan		Revision, Workshop
4:30PM-5:00PM	Reminders		
DAY 3			
8:00AM-8:30AM	Management of Learning		
8:30AM-9:30AM	Finalization and Presentation of the 5-Year Strategic Plan		Workshop
9:30AM-9:45AM	Health break		
9:45AM-11:45AM	Capability-Building of		Lecture and group dynamics

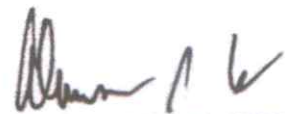


Time	Topic	Person Responsible	Methodology
	Officers Work and Life Balance		
11:45AM-12:00NN			
12:00NN-1:00PM	LUNCH		
1:00PM-1:15PM	Management of Learning		
1:15PM-3:15PM			
3:15PM-3:30PM	One Heart, One Mind: Group Dynamic Activities towards Mental Wellness of Officers		Lecture and group dynamics
3:30PM-4:30PM	Professional Reflections and Commitment Statement		Lecture and group dynamics
4:30PM-5:00PM	Closing Ceremonies		

Prepared by:

  
**DR. PHILIP JOHN GREGORY ALDOS**  
Interim Project Officer

Approved by:

  
**DR. DOMINGA N. LIM**  
President, DepEd NEU Region I Chapter