



Republic of the Philippines  
**Department of Education**

REGION I  
SCHOOLS DIVISION OF THE CITY OF BATAC

DIVISION MEMORANDUM

No. 373, s. 2026

10 JUN 2026

**REORIENTATION PROGRAM FOR TEACHING PERSONNEL ON THE DEPED  
ORDER NO. 49, S. 2006 OR THE REVISED RULES OF PROCEDURES OF  
DEPED IN ADMINISTRATIVE CASES AND OTHER RELATED ISSUANCES**

To: **Assistant Schools Division Superintendent  
Chief Education Supervisors  
Public Secondary School Heads  
Public Elementary Schools Heads  
Concerned Teachers  
All Others Concerned**

1. This office hereby disseminates Regional Memorandum No. 700, s. 2026, entitled Reorientation Program for Teaching Personnel on the DepEd Order No. 49, s. 2006 or the Revised Rules of Procedures of DepEd in Administrative Cases and Other Related Issuances.
2. Attendees to the said reorientation program, and a copy of the said Regional Memorandum is hereby attached for perusal.
3. This memorandum serves as the Travel Authority for the attendees and reimbursement of travel expenses shall be subject to accounting and auditing rules and regulations.
4. For information and guidance.

  
**ANSELMO R. ALUDINO**  
Schools Division Superintendent

Encl.: None  
Reference: RM 700, s. 2006  
To be included in the Perpetual Index  
Under the following subject:

REORIENTATION                      CASES

OSDS HRMU JMP/Reiteration of RM 700, s. 2026  
033/June 10, 2026



DepEd Batac City



batac.city@deped.gov.ph

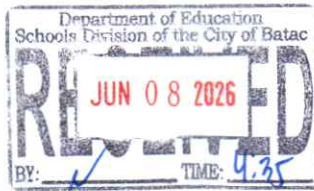
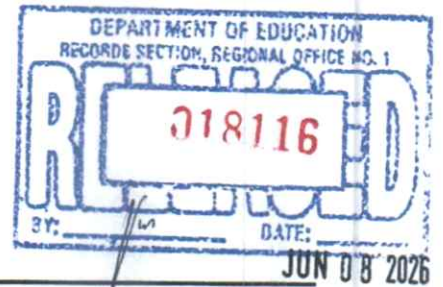


www.csdbatac.com

Asuncion Street, 16-S Quiling Sur,  
City of Batac, Ilocos Norte  
Telephone No.: (077) 677-1993

## LIST OF PARTICIPANTS

	NAME	POSITION	STATION
1	Opresinia Z. Castillo	Education Program Supervisor/OIC	SDO/Bil-loca ES
2	Edwin V. Tangonan	Senior Education Program Specialist/OIC	SDO/Baoa East ES
3	Wilfredo E. Bonagua	Master Teacher II	Baligat ES
4	John Paul L. Pagdilao	Teacher IV	CBNHS Poblacion
5	Mary Ann P. Vidad	Teacher V	BNHS
6	Cherry Ann C. Puyot	Teacher II	CMVNHS
7	Joe Jayson Caletena	Teacher V	GARSHS
8	Grace D. Calderon	Teacher III	GARSHS
9	Elizabeth U. Blas	Teacher IV	CBNHS Rayuray
10	Elsie M. Daga	Teacher V	CBNHS Payao
11	Cherryl R. Bonagua	SPET III	Baay ES
12	Girly Cecile A. Esteban	Teacher VI	Baoa ES
13	Michelle Joy G. Dalan	Teacher VI	Camandingan ES
14	Lory Grace S. Dela Cruz	Teacher VI	CAMES
15	Ethewalda D. Daga	Master Teacher I	Colo-Mabaleng ES
16	Ma. Angelica C. Paraoan	Teacher VI	HVMES
17	Glenys P. Domingo	Teacher VI	Magnuang ES
18	May Hope Marie C. Cack	Teacher VI	MMMES
19	Karen Kay D. Garcia	Teacher VI	Nagbacalan ES
20	Myrna A. Layaoen	Teacher VI	Quiling ES
21	Maricel R. Mata	Teacher VI	Rayuray ES



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

**REGIONAL MEMORANDUM**  
No. 700 s. 2026

**REORIENTATION PROGRAM FOR TEACHING PERSONNEL ON THE DEPED ORDER NO. 49, S. 2006 OR THE REVISED RULES OF PROCEDURES OF DEPED IN ADMINISTRATIVE CASES AND OTHER RELATED ISSUANCES**

To: Schools Division Superintendents ) SDO Ilocos Norte  
SDO Laoag City  
SDO Batac City

1. Legal literacy is a vital component of professional competence in the education sector. In an environment where educators are entrusted not only with academic instruction but also with the safety, welfare, and holistic development of learners, a clear understanding of relevant laws, policies, and ethical standards is indispensable. Empowering educators with legal knowledge strengthen institutional integrity and fosters safe, just, and child-friendly schools.

2. In previous years, this Office conducted various seminars and workshops on Department of Education (DepEd) laws, rules, and issuances governing the conduct and responsibilities of teaching personnel. Despite these capacity-building initiatives, complaints involving alleged violations of DepEd policies and regulations by teaching personnel continue to be reported and increased overtime. This recurring concern underscores the need for sustained and continuous reinforcement of existing laws, rules, and standards of professional conduct. Accordingly, this Office believes that the regular conduct of seminars and orientation programs aimed at reiterating and clarifying these legal and regulatory provisions will enhance awareness, strengthen compliance, and help mitigate the occurrence of similar violations in the future.

3. In this regard, this Office through its Legal Unit shall conduct a Reorientation Program for Teaching Personnel on the DepEd Order No. 49, s. 2006 or the Revised Rules of Procedures of DepEd in Administrative Cases and other related laws and issuances. This activity aims to:

- To enhance the legal knowledge of public-school educators regarding grounds for administrative cases, child protection laws, student rights, and key DepEd directives.
- To provide educators with a clear framework for handling legal issues affecting them, students and school administration.
- To promote adherence to due process and ethical standards in decision-making within the school setting.

4. The activity shall be conducted in three (3) clusters, namely: Pangasinan Cluster, Ilocos Norte Cluster, and Ilocos Sur Cluster. The participants to this activity shall be selected teaching personnel from the respective Schools Division Offices. Accordingly, the Schools Division Superintendents are hereby directed to designate and send participants to the activity in accordance with the allotted number of slots for each cluster. The breakdown of participant allocation per cluster is as follows:

No.	Cluster	No. of Participants	Date of Activity
1	Pangasinan cluster	65	June 24, 2026
2	Ilocos Sur cluster	65	June 25, 2026
3	Ilocos Norte cluster	65	June 26, 2026

5. For the Ilocos Norte cluster, the allocation of participants shall be distributed among the Schools Division Offices (SDOs) as follows:

Ilocos Norte Cluster	No. of participants
SDO Ilocos Norte	23
SDO Laoag City	21
SDO Batac City	21
<b>TOTAL</b>	<b>65</b>

In the selection of participants, priority shall be given to guidance counselors, guidance designates, teachers with three (3) years or less of service in the Department, and school heads, subject to the prescribed allocation for each SDO. Selected participants shall ensure that appropriate arrangements are made during their absence, including the designation of an officer-in-charge or substitute teacher, as applicable, to ensure that classes and school operations are not disrupted. The list of approved participants shall be submitted to this Office's Legal Unit official email address at [lu.region1@deped.gov.ph](mailto:lu.region1@deped.gov.ph) using the attached template (*Annex 'A'*) on or before June 16, 2026.

6. The activity shall be conducted at the National Educators Academy of the Philippines – Region I (NEAP-R1) and shall run for one (1) day. The first meal to be served shall be breakfast, while the last meal shall be the afternoon snack. For guidance and reference, a copy of the Program Matrix (*Annex 'B'*) is attached hereto.

7. For immediate dissemination and compliance.

*elo*  
**ESTELA P. LEON-CARIÑO EdD, CESO III**  
Director IV/Regional Director *ful*

LU/RMW/rja  
**FILE: RECORDS**



LEGAL260676



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

ANNEX 'B'

**PROGRAM MATRIX (SCHEDULE OF ACTIVITIES)**

REORIENTATION PROGRAM FOR TEACHING PERSONNEL ON THE DEPED ORDER NO. 49, s. 2006 OR THE REVISED RULES OF PROCEDURES OF DEPED IN ADMINISTRATIVE CASES AND OTHER RELATED ISSUANCES

June 26, 2026 (Ilocos Norte Cluster)  
 NEAP-R1

TIME	TOPIC/ACTIVITY	Responsible Person
7:00 AM – 7:30 AM	Registration/Attendance	Secretariat
	Preliminaries	AVP
	Welcome Remarks	Atty. Rosemarie M. Wailan
	Message	RD, ARD
7:30 AM – 10:00 AM	<b>Topic 1:</b> DepEd Order No. 49, s. 2006 vis-à-vis DepEd Order No. 49 s. 2022	Resource Person: Atty. Ralph Jefferson D. Alvarez
10:00-10:30	<b>Breaktime</b>	
10:30 AM-12:00 PM	<b>Topic 2:</b> Republic Act No. 11313- The Safe Spaces Act	Resource Person: Atty. Aurelio Dayag, Jr.
12:00 PM – 1:00 PM	<b>Lunch Break</b>	
1:00 PM-2:00 PM	Topic 3: D.O 55, s. 2013 or the Implementing Rules and Regulations or RA 10627 or the Anti-bullying Act of 2013	Resource Person: Atty. Rosemarie M. Wailan
2:00 P.M-2:30 PM	<b>Open Forum</b>	
2:30 PM-3:30	<b>Topic 4:</b> DepEd Order No. 15, s. 2012 or the Alternative Dispute Resolution System Mediation of the Department of Education vis-à-vis DepEd Order No. 35, s. 2004 or the Revision of the Grievance Machineries of the Department of Education	Resource Person: TBA
3:30-5:00	<b>OPEN FORUM</b>	
<i>End of Activity</i>		



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*Annex 'A'*

**REORIENTATION PROGRAM FOR TEACHING PERSONNEL ON THE DEPED  
ORDER NO. 49, s. 2006 OR THE REVISED RULES OF PROCEDURES OF DEPED  
IN ADMINISTRATIVE CASES AND OTHER RELATED LAWS**

June 26, 2026 (Ilocos Norte Cluster)  
NEAP-R1

LIST OF CONFIRMED PARTICIPANTS

The participants to the training are hereby confirmed:

Schools Division Office of \_\_\_\_\_.

Name/s	Position	Station/Address	Email address and Mobile Number

SUBMITTED BY:

\_\_\_\_\_

Approved:

\_\_\_\_\_  
Schools Division Superintendent

Date: \_\_\_\_\_