



Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

### MEMORANDUM

OM-OUHROD-2025- 1169

TO : **Regional Directors**  
**Schools Division Superintendents**  
**All Others Concerned**

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

SUBJECT : **2025 NATIONAL DAY FOR EDUCATION SUPPORT PERSONNEL**

DATE : May 05, 2025

The Department is pleased to announce that President Ferdinand Marcos Jr. has signed into law **Republic Act No. 12178**, officially declaring May 16 of every year as **National Education Support Personnel Day**, a special working holiday to recognize the vital contributions of non-teaching personnel in the education sector.

To ensure a meaningful and inclusive celebration, Regional Offices, Schools Division Offices, and schools are encouraged to develop and implement a localized program and activities that will recognize, appreciate, and uplift the morale of non-teaching personnel in their respective areas.

All field offices are encouraged to creatively align their activities with the needs, interests, and capacities of their education support personnel, while also ensuring continuous operations and delivery of services.

For your compliance.

Copy furnished:

**OFFICE OF THE SECRETARY**  
**UNDERSECRETARIES**  
**ASSISTANT SECRETARIES**  
**BUREAU AND SERVICE DIRECTORS**

S. No. 2872  
H. No. 4896

Republic of the Philippines  
Congress of the Philippines  
Metro Manila  
Nineteenth Congress

Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-second  
day of July, two thousand twenty-four.

[ REPUBLIC ACT No. 12178 ]

AN ACT DECLARING THE SIXTEENTH DAY OF MAY OF  
EVERY YEAR A SPECIAL WORKING HOLIDAY TO BE  
KNOWN AS THE "NATIONAL EDUCATION SUPPORT  
PERSONNEL DAY", MANDATING THE DEPARTMENT  
OF EDUCATION AND THE COMMISSION ON HIGHER  
EDUCATION TO LEAD IN ITS OBSERVANCE, AND  
APPROPRIATING FUNDS THEREFOR

*Be it enacted by the Senate and House of Representatives of the  
Philippines in Congress assembled:*

SECTION 1. *Short Title.* — This Act shall be known as the  
"National Education Support Personnel Day Act".

SEC. 2. *Declaration of Policy.* — It is hereby declared the policy  
of the State to undertake initiatives that will recognize the vital  
role of Education Support Personnel in the realization of the right

to education, in fostering positive and safe learning environments, and in ensuring that public and private educational institutions function effectively in providing quality education for all learners and students.

SEC. 3. *Definition.* – As used in this Act, the term “Education Support Personnel” refers to persons employed in teaching-related or non-teaching positions of any public or private school, college, university, or other educational institution, including but not limited to teaching assistants, registrars, librarians, doctors, nurses, schools division counselors, school counselors, school counselor associates, guidance counselors, psychologists, clerks, and the rest of the professional, administrative, technical, and general staff who provide support to learners, students, and teaching personnel.

SEC. 4. *National Education Support Personnel Day.* – In recognition of the observance of the World Education Support Personnel Day, the sixteenth (16<sup>th</sup>) day of May of every year is hereby declared a special working holiday to be known as the “National Education Support Personnel Day”.

SEC. 5. *Inter-Agency and Multi-Sectoral Effort; Implementation.* – The Department of Education and the Commission on Higher Education shall serve as the lead agencies in the preparation and implementation of the annual program of activities for the observance of the National Education Support Personnel Day.

To ensure the meaningful observance and celebration of this day, the heads of national government agencies and government-owned and/or -controlled corporations involved in education, local government units, and private sector employers involved in education are encouraged to allow their respective personnel to participate in any related activity to be held within the premises of their respective offices or establishments.

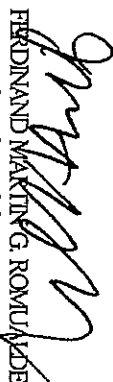
SEC. 6. *Appropriations.* – The amount necessary to implement this Act shall be included in the annual General Appropriations Act.


SEC. 7. *Separability Clause.* – If any part or provision of this Act is declared invalid or unconstitutional, the other provisions not otherwise affected shall remain in force and effect.

SEC. 8. *Repealing Clause.* – All laws, executive orders, presidential decrees, administrative orders, rules and regulations, issuances, or parts thereof contrary to or inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,

  
FERDINAND MARCOS JR.  
Speaker of the House of Representatives

  
FRANCIS “CHIZ” G. ESCUDERO  
President of the Senate

This Act, which is a consolidation of Senate Bill No. 2872 and House Bill No. 4896, was passed by the Senate of the Philippines and the House of Representatives on February 4, 2025 and February 5, 2025, respectively.

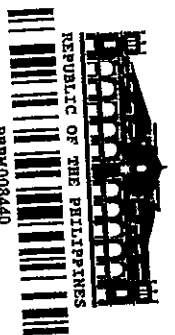
  
REGINALD S. VELASCO  
Secretary General  
House of Representatives

  
RENATO N. BANTOG JR.  
Secretary of the Senate

Approved: **APR 15 2025**



FERDINAND ROMUALDEZ MARCOS JR.  
President of the Philippines



Office of the President  
MALACANANG RECORDS OFFICE

**CERTIFIED COPY**

ATTY. LOVELY V. TOLENTINO-NAVA

444-24 DIRECTOR IV