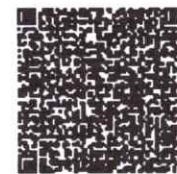


Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



FTAD-RM-2026-337

20 May 2026

Regional Memorandum

No.337 s.2026

**CONDUCT OF ONLINE MEETING WITH REGIONAL OFFICES
AND SCHOOLS DIVISION OFFICES ON THE
IMPLEMENTATION STATUS OF TEACHER
WORKLOAD POLICIES**

To **Assistant Regional Director
Schools Division Superintendents
All Other Concerned**

1. In reference to OM – OUHRDI-2026- 1792¹ and to support teacher welfare and protect teachers' work hours, the Department of Education (DepEd) issued workload-related policies, including DepEd Order No. 002, s. 2024²; DepEd Order No. 005, s. 2024³; and DepEd Memorandum No. 053, s. 2024⁴, this Office, through the Field Technical Assistance Division, hereby disseminates information on the conduct of an online meeting with the Regional Offices and Schools Division Offices regarding the implementation status of teacher workload policies, in support of SY 2026–2027 teacher loading.
2. The activity aims to refresh everyone on the key points of the teacher workload policies; share updates on what is working and what challenges remain; clarify policy directions and questions; identify next steps/support needed from CO, RO, and SDOs; and strengthen compliance to protect teachers' work hours and workload.
3. The participants from the Regional Office shall be the Regional Director/Assistant Regional Director (RD/ARD), one (1) representative from the

¹ Online Meeting with Regional Offices and Schools Division Offices on the Implementation Status of Teacher Workload Policies in Support of SY. 2026-2027 Teacher Loading

² Removal of Administrative Tasks

³ Rationalized Workload and Teaching overload Pay

⁴ Guidelines for DO 005, 2024



Address: Gate 2, Karangalan Village, Cainta, Rizal
Telephone No.: 02-8682-2114
Email Address: region4a@deped.gov.ph
Website: depedcalabarzon.ph



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Field Technical Assistance Division (FTAD), and the Regional Human Resource Management Officer (HRMO). The participants from the Schools Division Office shall be the Assistant Schools Division Superintendent (ASDS), the Curriculum Implementation Division (CID) Chief, the School Governance and Operations Division (SGOD) Chief, and the SDO HRMO.

4. For the schedule of the online meetings and other pertinent details, please refer to the attached Central Office Memorandum for your guidance and reference.
5. For any questions or concerns, please contact the BHROD-SED at bhrod.sed@deped.gov.ph or (02) 8633-5397.
6. Immediate dissemination and compliance are hereby directed.



CARLITO D. ROCAFORT
Director IV

cc:04/ROF1



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

MEMORANDUM

OM-OUHRODI-2026-1792


FOR : **CARMELA C. ORACION**
Undersecretary for Learning Systems

MALCOLM S. GARMA
Undersecretary for Operations

ROGER B. MASAPOL
Assistant Secretary for Operations

JOCELYN DR. ANDAYA
*Officer-in-Charge, Office of the Assistant Secretary
for Operations*

ALL REGIONAL DIRECTORS
ALL SCHOOLS DIVISION SUPERINTENDENTS

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

SUBJECT : **ONLINE MEETING WITH REGIONAL OFFICES AND SCHOOLS
DIVISION OFFICES ON THE IMPLEMENTATION STATUS OF
TEACHER WORKLOAD POLICIES IN SUPPORT OF SY 2026-2027
TEACHER LOADING**

DATE : May 15, 2026

In line with the Department's commitment to uphold the welfare of public school teachers, the Department of Education (DepEd) issued the following policies:

1. DepEd Order No. 002, s. 2024, titled "Immediate Removal of Administrative Tasks of Public School Teachers";
2. DepEd Order No. 005, s. 2024, titled "Rationalization of Teachers' Workload in Public Schools and Payment of Teaching Overload"; and
3. DepEd Memorandum No. 053, s. 2024, titled "Implementation Guidelines for DepEd Order No. 005, s. 2024."

These policies aim to cultivate a more conducive work environment for teachers by safeguarding their work hours and allowing them to focus on their core function of teaching.



After two full school years of implementation (SY 2024–2025 and SY 2025–2026), the Department conducted a Consultation Workshop in November 2025 with select School Heads from various regions to assess the implementation status of teacher workload policies. The workshop surfaced **initial gains, operational challenges, and various notable implementation concerns**. The results likewise surfaced the **need for clearer implementation strategies and support mechanisms across governance levels** to help schools effectively operationalize the policies within varying school contexts. The results provided valuable insights for refining implementation strategies and strengthening support systems across governance levels.

As part of the continuing monitoring initiatives and to strengthen understanding and commitment across governance levels, the Human Resource and Organizational Development and Infrastructure (HRODI) Strand, through the Bureau of Human Resource and Organizational Development–School Effectiveness Division (BHROD-SED), shall conduct an **Online Meeting on the Implementation Status of Teacher Workload Policies**. The activity details are as follows:

A. Objectives

1. Re-orient participants on the salient features and key processes of teacher workload policies;
2. Present the implementation status, including initial gains, operational challenges, and key concerns identified during the November 2025 Consultation Workshop and teacher survey;
3. Clarify policy directions related to the implementation of teacher workload policies;
4. Identify implementation strategies, support mechanisms, and possible interventions needed across governance levels to support effective and sustainable policy implementation; and
5. Strengthen understanding, commitment, and compliance across governance levels to protect teachers' work hours and workload.

Kindly refer to the indicative Program of Activities attached as **Annexes A and B**.

B. Invited Participants

Governance Level	Invited Participants
Central Office (CO)	<ul style="list-style-type: none"> • Undersecretary for Learning Systems • Undersecretary for Operations • Assistant Secretary for Operations
Regional Offices (ROs)	<ul style="list-style-type: none"> • Regional Directors (RDs)/Assistant Regional Directors (ARDs) • One (1) FTAD Representative • Regional HRMO
Schools Division Offices (SDOs)	<ul style="list-style-type: none"> • Assistant Schools Division Superintendent • Chief, Curriculum Implementation Division • Chief, School Governance Operations Division • SDO HRMO

C. Schedule and Other Administrative Details

Governance Level	Date	Time	Meeting Link
Central and Regional Offices	May 22, 2026 (Friday)	9:00 AM-12:00 NN	tinyurl.com/TeacherWorkload-CORO

Schools Division Offices Luzon Cluster	May 25, 2026 (Monday)	9:00 AM- 12:00 NN	tinyurl.com/TeacherWorkload-SDO1
Schools Division Offices Visayas and Mindanao Cluster	May 26, 2026 (Tuesday)	9:00 AM- 12:00 NN	tinyurl.com/TeacherWorkload-SDO2

Participants are requested to confirm their attendance at **tinyurl.com/TeacherWorkload-Reg** on or before **May 20, 2026 (Wednesday)**. An advance copy of the presentation materials shall be sent to the registered email addresses of participants.

Should there be further concerns/questions, please coordinate with the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) via email at bhrod.sed@deped.gov.ph or through landline number: (02) 8633-5397.

For your appropriate action.

Copy Furnished:

Office of the Secretary

**ONLINE MEETING WITH REGIONAL OFFICES ON THE IMPLEMENTATION
STATUS OF TEACHER WORKLOAD POLICIES IN SUPPORT OF SY 2026-2027
TEACHER LOADING**

May 22, 2026 | 9 AM | MS Teams

Annex A – Indicative Program of Activities for CO and RO

Note: Select strands from the Central Office shall participate in the meeting to ensure alignment of implementation strategies and support mechanisms

Date	Start Time	End Time	Agenda/Activity
May 22, 2026	9:00 am	9:05 am	<ul style="list-style-type: none"> Preliminaries Prayer House Norms
	9:05 am	9:15 am	<ul style="list-style-type: none"> Welcome Remarks <p>Usec. Wilfredo E. Cabral <i>Undersecretary for Human Resource and Organizational Development and Infrastructure</i></p>
	9:15 am	10:00 am	<ul style="list-style-type: none"> Presentation of Salient Features of Teacher Workload Policies Presentation of Implementation Status (initial gains, operational challenges) Presentation of proposed action points and roles per governance levels
	10:00 am	11:30 am	<ul style="list-style-type: none"> Guided Open Discussion
	11:30 am	12:00 nn	<ul style="list-style-type: none"> Agreements and Action Points per Governance Level Closing Remarks

**ONLINE MEETING WITH SCHOOLS DIVISION OFFICES ON THE
IMPLEMENTATION STATUS OF TEACHER WORKLOAD POLICIES IN SUPPORT
OF SY 2026-2027 TEACHER LOADING**

May 26 and 27, 2026 | 9 AM | MS Teams

Annex B – Indicative Program of Activities for SDO

Date	Start Time	End Time	Agenda/Activity
May 26 and 27, 2026	9:00 am	9:05 am	<ul style="list-style-type: none"> Preliminaries Prayer House Norms
	9:05 am	9:15 am	<ul style="list-style-type: none"> Welcome Remarks <p align="center">Office of the Director Bureau of Human Resource and Organizational Development</p>
	9:15 am	10:00 am	<ul style="list-style-type: none"> Re-orientation on Salient Features and Key Processes of Teacher Workload Policies
	10:00 am	11:00 am	<ul style="list-style-type: none"> Presentation of Implementation Status (initial gains, operational challenges) Presentation of proposed action points and roles per governance levels
	11:00 am	11:15 am	<ul style="list-style-type: none"> Health Break
	11:15 am	11:45 am	<ul style="list-style-type: none"> Open Discussion
	11:45 am	12:00 nn	<ul style="list-style-type: none"> Agreements and Action Points per Governance Level Closing Remarks



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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