



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



May 21, 2026

Regional Memorandum
No. 345 s. 2026

**CLARIFICATION ON THE IMPLEMENTATION OF THE
ACADEMIC RECOVERY AND ACCESSIBLE
LEARNING PROGRAM (ARAL)**

To **Schools Division Superintendents**
All Others Concerned

1. In reference to DepEd Memorandum dated May 11, 2026 titled **CLARIFICATION ON THE IMPLEMENTATION OF THE ACADEMIC RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM**, signed by the Undersecretary and Chief-of-Staff, and ARAL Technical Working Group Chairperson; the Undersecretary for Learning Systems, and ARAL TWG Co-Vice Chairperson; and the Undersecretary for Human Resource and Organizational Development and Infrastructure, this Office, through the Curriculum and Learning Management Division (CLMD), disseminates the enclosed Memorandum for the information, guidance, and appropriate action of all concerned.
2. The said Memorandum provides clarifications on matters relative to the implementation of the ARAL Program, including the engagement of external tutors, remuneration of tutors, teacher workload protection, funding provisions, and other related implementation concerns.
3. In this regard, all Schools Division Offices are directed to cause the immediate and widest dissemination of the enclosed Memorandum to all concerned offices, schools, and personnel involved in the implementation of the ARAL Program.
4. All concerned are advised to refer to the enclosed Memorandum for the complete details, specific provisions, and guidance on the matters clarified therein.
5. For further inquiries and concerns, please contact **Hazel Angelyn E. Tesoro**, Regional Focal Person for ARAL and Reading Programs; **Gilbert O. Cruz**, Regional Focal Person for SHS and Mathematics Programs; and **Dr. Viernalyn M. Nama**, Chief Education Supervisor at the CLMD, through email at clmd.calabarzon@deped.gov.ph.



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6. Immediate dissemination of this Memorandum is desired.


CARLITO D. ROCAFORT

Director IV

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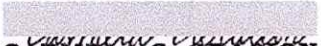


Republic of the Philippines
Department of Education

MEMORANDUM

TO : Regional Directors
Schools Division Superintendents
School Heads
All Others Concerned

FROM : 
ATTY. FATIMA LIPP D. PANONTONGAN
Undersecretary and Chief-of-Staff
ARAL TWG Chairperson


CARMELA C. ORACION
Undersecretary for Learning Systems
ARAL TWG Co-Vice Chairperson


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

SUBJECT : **CLARIFICATION ON THE IMPLEMENTATION OF THE
ACADEMIC RECOVERY AND ACCESSIBLE LEARNING
(ARAL) PROGRAM**

DATE : 11 May 2026

In view of the various interpretations of DepEd issuances related to the implementation of the Academic Recovery and Accessible Learning (ARAL) Program, the following clarifications are provided to ensure uniform interpretation and implementation:

a. **Availability of External Tutors for the DepEd Summer Program 2026 and ARAL Program for School Year 2026-2027**

DepEd may engage para-teachers, pre-service teachers, and other qualified individuals as tutors under the ARAL program, such as licensed professionals, non-licensed education graduates, college graduates, retired professional teachers [DO No. 18 s. 2025 (*Implementing Guidelines of the Academic Recovery and Accessible Learning Program*); DepEd Memorandum (DM) No. 1 s. 2026 (*Guidelines on the Engagement of Academic Recovery and Accessible Learning Program Tutors and Support Aides*)].

All external tutors engaged under the ARAL Program must meet the **minimum qualification requirements**. These include an appropriate professional or

educational background, demonstrated teaching competency, completion of mandatory ARAL Tutors' training, good moral character, and the absence of any criminal record or conduct that would render them unsuitable to work with children. In addition, preference may be given to applicants with relevant teaching or tutoring experience, local residency, and subject specialization in Reading, Science, and Mathematics, as determined by school needs.

External tutors engaged by DepEd shall be issued a Certificate of Engagement, which may be recognized as relevant teaching experience for purposes of application for plantilla teaching positions, subject to existing Civil Service Commission (CSC) Rules and DepEd Recruitment, Selection, and Appointment (RSA) guidelines.

The remuneration of external tutors shall be based on the Prime Hourly teaching rate (PHTR) of a Teacher I position, pursuant to Section 6.4.1, Chapter 6 of DBM Manual on Position Classification and Compensation and the actual number of tutoring hours rendered [DM No. 001, s. 2026; DM No. 053, s. 2024]. The PHTR shall be computed as follows:

PHTR = [AR/W] x T <i>Where:</i> AR = annual salary of a Teacher I position based on the applicable salary schedule; W = Total teaching Hours (This is computed at 40 Hours/Week multiplied by 40 weeks or 1,600 hours); and T = 1.25 or 125% of the teacher's remuneration for services in excess of 6 hours actual teaching per day but not more than 2 hours	For FY 2026, the PHTR is computed as follows: PHTR = [PhP 380,460.00 / 1,600] x 1.25 PHTR = PhP 297.14
The annual salary rate of Teacher I used in the computation is based on Executive Order No. 64, s. 2024, as implemented by National Budget Circular No. 601, s. 2026. The final remuneration of external tutors shall be determined by multiplying the applicable PHTR by the actual number of tutoring hours rendered.	

- b. **Remuneration for DepEd teaching personnel.** DepEd teaching personnel engaged as ARAL tutors shall receive the following benefits in addition to their regular salaries:

- i. **Teaching overload pay.** For services rendered during regular school days, teachers may be granted teaching overload pay subject to the provisions of Republic Act 4670 (Magna Carta for Public School Teachers), existing DepEd and DBM rules and regulations, DO No. 005, s.2024, DM No. 053, s. 2024, and other relevant issuances.

To emphasize, DepEd tutors shall be entitled to teaching overload pay only when ARAL tutoring duties cause the teacher's total teaching load to exceed six (6) hours of actual teaching per day. No overload pay shall be granted if the teacher's total teaching load, inclusive of ARAL tutoring duties, does not exceed six (6) hours.

- ii. **Vacation Service Credits.** For services rendered during weekends, holidays, and long vacation periods, including summer periods, teachers shall be granted Vacation Service Credits pursuant to DO No. 013, s. 2024. Vacation Service Credits earned through ARAL Program implementation shall not be counted within the 30-day annual limitation for allowable VSCs.

For clarity, the computation of VSC is reiterated as follows:

One (1) hour of service rendered = 1.5 hours of VSC

- iii. **Certificate of Engagement.** Teachers serving as ARAL tutors shall likewise be issued Certificates of Engagement, which may be recognized as relevant teaching experience for purposes of hiring and promotion, subject to existing CSC Rules and DepEd RSA guidelines.
- c. **Transitional Provisions.** Compensation and remuneration for services rendered prior to the issuance of DM No. 001, s. 2026 are recognized and remain eligible for payment in accordance with applicable transitional provisions.
- d. **Funding Provisions.** Expenses that may be incurred for the engagement of external tutors may be charged against available FY 2026 Current and FY 2025 Continuing Basic Education Curriculum (BEC) Funds, while compensation for DepEd teaching personnel may be charged against available FY 2026 Teaching Overload Pay under the Administration of Personnel Benefit line item. All expenses related to the implementation of these provisions shall be subject to existing budgeting, accounting, and auditing laws, rules, and regulations.
- e. **Prioritization in the Engagement of Tutors and Protection of Teacher Workload**

The engagement of DepEd teaching personnel as tutors shall be subject to existing workload policies and shall not be mandatory. Teachers shall not be compelled to serve as ARAL tutors where such engagement would result in teaching overload beyond the allowable two (2) hours of teaching overload per day.

ARAL tutorial classes or sessions conducted by teachers shall be counted as part of the teaching load, based on actual tutoring hours rendered. In this regard, teachers with less than six (6) hours of teaching load may be prioritized in the selection and assignment of tutors, provided that they are not assigned as tutors to their own learners, and that such assignments are aligned with DO No. 005, s. 2024.

Schools shall prioritize the engagement of external tutors in instances where ARAL tutorial sessions cannot be accommodated within teachers' workload. External tutors may likewise be prioritized where internal capacity is insufficient, subject-specific expertise is unavailable among teaching personnel, or learner demand exceeds the school's capacity to provide tutorial support.

This prioritization is intended to ensure effective ARAL implementation while safeguarding teacher welfare and preventing undue additional workload at the school level.

All Regional Offices and Schools Division Offices are requested to submit consolidated information relevant to the matters clarified in this memorandum.

For reference and guidance.