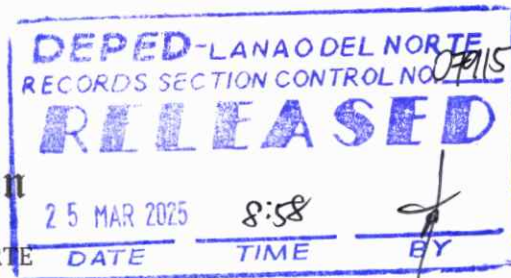




Republic of the Philippines
Department of Education
REGION X
SCHOOLS DIVISION OF LANA O DEL NORTE



March 3, 2025

DIVISION MEMORANDUM

No. 196, s.2025

**ADDENDUM TO SPECIAL ORDER NO. 142, S. 2025
OBSERVANCE OF FLEXIBLE WORKING HOURS FOR MUSLIM
TEACHING AND NON-TEACHING PERSONNEL DURING THE HOLY
MONTH OF RAMADAN**

To: Assistant Schools Division Superintendent
Chief Education Supervisor, Curriculum Implementation Division
Chief Education Supervisor, School Governance & Operations Division
Public Elementary and Secondary School Heads
Service/Unit Heads
All Others Concerned

1. In reference to **DepEd Memorandum No. 020, 2025**, particularly Item 5, which encourages the observance of Alternative Delivery Modes (ADM) only during the last ten (10) days of Ramadan, the following provisions are hereby added to **Division Memorandum No. 142, s. 2025**:

- a. **Implementation of ADMs** – Schools are encouraged to observe ADMs exclusively during the last ten (10) days of Ramadan for both personnel and learners, as per Item 5 of DepEd Memorandum No. 020, s. 2025. This shall allow Muslim learners to focus on religious observance while ensuring the continuity of learning.
- b. **Orientation of Stakeholders** – in line with Item 6 of the said memorandum, schools shall conduct an Orientation for Muslim parents and learners regarding the use of ADMs during the last ten (10) days of Ramadan. This aims to provide clear guidelines on the implementation and expectations of ADM to ensure a smooth learning process.
- c. **Monitoring of ADMs** – school heads shall ensure the proper monitoring of ADM implementation during the last ten (10) days of Ramadan. They are tasked with overseeing the effectiveness of ADM strategies, ensuring accountability, and addressing any concerns that may arise in the process.



Address: Pigcarangan, Tubod, Lanao del Norte
Telephone No.: [063] 341-51-09
Email Address: Lanao.norte@deped.gov.ph
Website: <https://depedldn.com>



Republic of the Philippines
Department of Education
REGION X
SCHOOLS DIVISION OF LANA O DEL NORTE

2. All concerned personnel are directed to comply with these additional provisions to uphold inclusivity and support the religious practices of Muslim employees and learners.

3. For immediate dissemination and strict implementation.

EDWIN R. MARIBOJOC, CESO V
Schools Division Superintendent

Encl.: None

To be indicated in the Perpetual Index
Under the following subjects:

POLICY

WMM/DM – Observance of Flexible Working Hours for Muslim Teaching and Non-Teaching Personnel During the Holy Month of Ramadan
March 21, 2025