



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

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DATE	TIME	BY

April 16, 2026

DIVISION MEMORANDUM
 No. 201, s. 2026

**DISSEMINATION OF DEPED MEMORANDUM ON THE IMPLEMENTATION OF
 WORK-FROM-HOME ARRANGEMENT EVERY FRIDAY FOR SCHOOL-BASED
 PERSONNEL DURING END-OF-SCHOOL-YEAR BREAK**

TO: Assistant Schools Division Superintendent
 Division Office Personnel
 Public Elementary and Secondary School Heads
 All Muslim Teaching and Nonteaching Personnel
 All Others Concerned

1. In reference to the Memorandum issued by the Office of the Secretary dated **April 9, 2026**, titled *“Implementation of Work-from-Home Arrangement Every Friday for School-Based Personnel during End-of-School-Year Break,”* this is to inform all concerned personnel of the following guidelines:

- a. The Work-from-Home (WFH) arrangement every Friday shall be implemented for **school-based nonteaching and related teaching personnel from April 10, 2026 to June 5, 2026.**
- b. This is in line with the Department’s energy conservation efforts and the adoption of flexible work arrangements, with a **four-day onsite work schedule (Monday to Thursday)** and WFH on Fridays.
- c. School Heads are directed to ensure that the implementation of this arrangement:
 - o Does not disrupt essential school operations; and
 - o Maintains appropriate staffing arrangements as necessary.
- d. All other provisions of previous related memoranda that are not affected by this issuance shall remain in effect.

2. Immediate dissemination of and strict compliance with this Memorandum are hereby directed.

EDWIN R. MARIBOJOC, CESO V
 Schools Division Superintendent

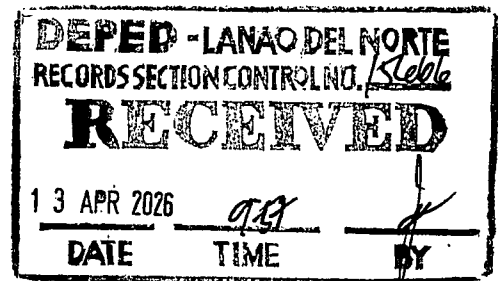


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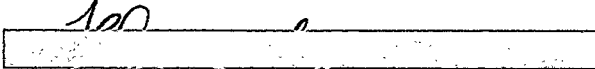


Republic of the Philippines
Department of Education
OFFICE OF THE SECRETARY



MEMORANDUM

TO : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM : 
ATTY. FATIMA LIPP D. PANONTONGAN
Undersecretary and Chief of Staff
Office of the Secretary

SUBJECT : **Implementation of Work-from-Home Arrangement Every Friday for School-Based Personnel during End-of-School-Year Break**

DATE : April 9, 2026

1. This Memorandum amends the provisions of the Memorandum dated March 11, 2026, titled Clarification on the Implementation of Work-from-Home (WFH) Every Friday under DepEd Memorandum (DM) No. 018, s. 2026.
2. In line with the Department's energy conservation efforts and consistent with DM 018, s. 2026 [Implementation of Energy Conservation Protocols and Flexible Work Arrangements (FWA) in the Department of Education Pursuant to Memorandum Circular No. 114], FWA adopting a four-day onsite work schedule (Monday to Thursday) and **WFH on Fridays** shall also apply to **school-based nonteaching and related teaching personnel for the period from April 10, 2026, to June 5, 2026.**
3. School heads shall ensure that the implementation of WFH arrangements does not disrupt essential school operations and that appropriate staffing arrangements are in place, as necessary.
4. All other provisions of DM 018, s. 2026, and the March 11, 2026, clarificatory Memorandum that is not affected by this issuance shall remain in effect.
5. Immediate dissemination of and strict compliance with this Memorandum is directed.

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0144 - April 9, 2026

