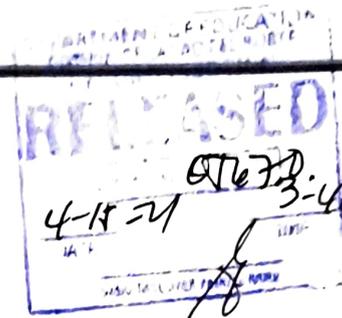




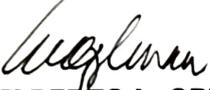
Republic of the Philippines
Department of Education
Region X - Northern Mindanao
DIVISION OF LANA O DEL NORTE
Gov. A. Quilbranza Prov'l. Gov't. Compound
Pigcarangan, Tubod Lanao del Norte
(063)227 - 6633, (063)341 - 5109
lanao.norte@deped.gov.ph



DIVISION MEMORANDUM

No. 109 s. 2021

TO : **Non-Teaching Personnel**
This Division

FROM : 
EDILBERTO L. OPLENARIA, CESO V
Schools Division Superintendent


SUBJECT : **RELEASE OF COLLECTIVE NEGOTIATION AGREEMENT (CNA)
INCENTIVE FY 2019**

DATE : **April 13, 2021**

1. For the information and guidance of all non-academic rank-and-file employees and officials of this Division, the **Collective Negotiation Agreement (CNA) FY 2019 has already been released and downloaded to your respective accounts on April 07, 2021** in the amount of **three thousand three hundred sixty pesos (P3,360.00) for the employees who are members of the DepEd-NEU** and **two thousand one hundred sixty pesos (P2,160.00) for the employees who are non-members** in which an agency fee has been deducted in the amount of one thousand two hundred (1,200.00) from their gross individual FY 2019 CNA Incentive.
2. Please refer to the attached **Resolution Recommending the Grant of Collective Negotiation Agreement (CNA) Incentive for FY 2019** with attached enclosure of the **DepEd Guidelines for the Payment of FY 2019 CNA Incentive**.
3. Immediate dissemination of this Memorandum is desired.

**RESOLUTION RECOMMENDING THE GRANT OF
COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE FOR FY 2019**

WHEREAS, the **COLLECTIVE NEGOTIATION AGREEMENT (CNA)** between Department of Education and the Department of Education-National Employees Union (DepEd-NEU) has been registered with the Civil Service Commission on August 30, 2018 (Certificate of Registration No. 1468) whose validity covers the period between May 02, 2018 and May 01, 2021.

WHEREAS, Budget Circular No. 2019-05 dated November 07, 2019 sets the guidelines on the grant of Collective Negotiation Agreement (CNA) Incentive for Fiscal Year 2019,

WHEREAS, the Department of Education has complied with all the conditions stipulated under Section 4 of the Budget Circular and is therefore qualified to the grant of the FY 2019 CNA Incentive;

WHEREAS, the Amount stated in the Special Allotment Release Order of the Department of Budget and Management shall be apportioned equally on the number of qualified recipients based on the verified nationwide submissions and subjected to the requirements as provided in the guidelines for the payment of FY 2019 CNA Incentive to Nonacademic Rank-and-File Employees and Officials of DepEd which is contained in Enclosure No. 1;

WHEREAS, the 2019 Personal Service Itemization-Plantilla of Positions (PSI-POP), including therein casual and contractual employees, submitted by Field Offices (FOs) is the primary basis in determining employees who are entitled to the grant of FY 2019 CNA Incentive;

WHEREAS, the total number of qualified recipients of FY 2019 CNA Incentive per nationwide submissions of 2019 PSI-POP is **SIXTY THOUSAND FIVE (60,005)** personnel,

WHEREAS, the amount of agency fee for 2019 CNA Incentive is **ONE THOUSAND TWO HUNDRED PESOS (Php1,200.00)**;

WHEREAS, except for employees occupying third (3rd) level positions, all recipients who are nonmembers of the DepEd-NEU are subject to agency fee deduction from their gross individual FY 2019 CNA Incentive;

RESOLVED, AS IT IS HEREBY RESOLVED, the Amount stated in the Special Allotment Release Order of the Department of Budget and Management shall be apportioned equally on the number of qualified recipients based on the verified nationwide submissions and subjected to the requirements as provided in the guidelines for the payment of FY 2019 CNA Incentive to Nonacademic Rank-and-File Employees and Officials of DepEd which is contained in Enclosure No. 1;

LIKewise RESOLVED, the amount of agency fee for 2019 CNA Incentive is **ONE THOUSAND TWO HUNDRED PESOS (Php1,200.00)**;

RESOLVED FURTHER, the total number of qualified recipients of FY 2019 CNA Incentive per nationwide submissions of 2019 PSI-POP is **SIXTY THOUSAND FIVE (60,005)** personnel.

RESOLVED FURTHERMORE, that except for employees occupying third (3rd) level positions, all recipients who are nonmembers of the DepEd-NEU are subject to agency fee deduction from their gross individual FY 2019 CNA Incentive;

RESOLVED FINALLY, that the apportioned amount stated in Special Allotment Release Order of the Department of Budget and Management is enough to cover the requirement for FY 2019 CNA Incentive of DepEd - OSEC non-teaching employees.

SIGNED this ___th day of 29 DEC 2020

DepEd Management Panel


ARMANDO C. RUIZ
Director IV
Finance Service

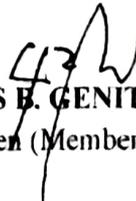

WILFREDO E. CABRAL
Regional Director


WILFREDO E. CABRAL
Regional Director

DepEd-NEU Panel


FIDEL E. SALOSAGCOL
National PRO


JESUS N. DELA MERCED
DepEdNEU CNA Secretariat


DEOGRACIAS B. GENITO, JR.
Deputy Sec. Gen (Membership)



C O N F I R M A T I O N

The undersigned members of the DepEd CNA Committee hereby confirms and interposes no objection on the recommendations stipulated on the above 2019 Joint Management-Union Collective Negotiation Agreement Incentive - Technical Working Group (JMUCNAI- TWG) Resolution.

Signed this ____th day of 29 DEC, 2020, 2020.

DepEd Management Panel

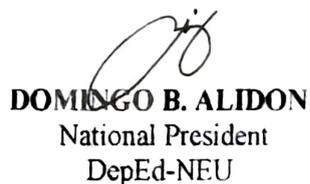


RAMON FIEL G. ABCEDE
Assistant Secretary
Finance



ALAIN JOEL B. PASCUA
Undersecretary for Administration,
Department of Education

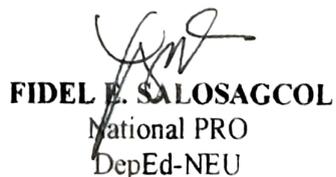
DepEd-NEU Panel



DOMINGO B. ALIDON
National President
DepEd-NEU



EFREN LL. ALCERA
Secretary General
DepEd-NEU



FIDEL E. SALOSAGCOL
National PRO
DepEd-NEU

DEPED GUIDELINES FOR THE PAYMENT OF FY 2019 CNA INCENTIVE

1. The payment of 2019 CNA Incentive shall be based primarily on the 2019 Personal Services Itemization – Plantilla of Positions;
2. All DepEd Regional Offices (ROs) and Division Offices (DOs) are required to submit their duly adjusted DBM-released 2019 PSI-POP as of October 31, 2019, using the attached prescribed matrix. The subject 2019 PSI-POP for submission must be in excel format (*pdf setup is not accepted*). Likewise, it must be updated as of October 31, 2019. All Implementing Units (IUs) must submit the requirement to their respective DOs. Only the submissions coming from the Regional and Division offices shall be recognized/acknowledged;
3. Regular nonacademic rank-and-file employees listed in the 2019 PSI-POP, including those who occupy third (3rd) level positions, are qualified to receive the CNA Incentive. Please refer to the List of Plantilla Positions Entitled to Receive 2019 CNA Incentive (Enclosure 3);
4. All regular nonacademic rank-and-file employees hired in CY 2019 are qualified to receive the FY 2019 CNA Incentive;
5. To date, the nationwide submissions indicate that there are **SIXTY THOUSAND FIVE (60,005)** nonacademic rank-and-file employees, inclusive of those who occupy third (3rd) level positions, who are qualified to receive the CNA Incentive. Offices which failed to comply may cause the the Joint Management-Union Collective Negotiation Agreement Incentive – Technical Working Group (JMUCNAI-TWG) to recommend for the forfeiture of their supposed allocation.
6. Except for employees occupying third (3rd) level positions, the CNA incentive of those who are *not* bona fide members of the DepEd National Employees Union (DepEd-NEU) shall be deducted an agency fee amounting to **ONE THOUSAND TWO HUNDRED PESOS (Php1,200.00)**;
7. Employees occupying casual positions, rendering full-time or part-time services and whose salaries are charged against the PS are qualified to receive the CNA incentive, subject to the policy of agency fee. Contractual employees, who are not qualified to join the DepEd-NEU, shall automatically be deducted an agency fee (*NB*: Contract-of-Service/Job Order employees are not eligible to receive CNA incentive);
8. Nonacademic rank-and-file employees of Local government Units (LGUs) detailed at the Department of Education are not qualified to receive CNA incentive;

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9. Employees who were separated (i.e. resigned/retired/deceased) from the service in CY 2019 are entitled to receive the full amount of CNA incentive, subject to the policy on agency fee of this set of guidelines;
10. The 2019 PSI-POP submissions shall be considered *final*, without prejudice however to revalidation of DepEd-NEU CNA incentive secretariat, which shall include, among others, weeding out of duplicate names and entries deemed not qualified to receive the CNA incentive in accordance to the provisions of this set of guidelines;
11. The revalidated 2019 PSI-POP shall be reviewed by the JMUCNAI-TWG for confirmation and approval. Thus, the amount of 2019 CNA Incentive for every employee is determined after the confirmation and approval of 2019 PSI-POP made by the JMUCNAI-TWG. Appropriate tax rates based on Revenue Regulations issued by the Bureau of Internal Revenues relative to CNA incentives shall be applied;
12. The confirmed 2019 PSI-POP matrix shall be submitted to the DepEd Central Office (CO), Finance Service, copy furnished the CO Personnel Division, to facilitate fund transfer and preparation of payrolls;
13. The DepEd CO shall download to respective ROs, through the issuance of MDS checks for deposit to the Trust Account of the Region (TAR), the corresponding amount of incentive, net of agency fee, based on the 2019 PSI-POP confirmed and approved by the JMUCNAI-TWG;
14. After the funds are downloaded, the CO and ROs shall facilitate payment of the FY 2019 CNA Incentive to their respective regions;
15. Submit to the DBM's Budget and Management Bureau or DBM-RO the annual report on the grant of 2019 CNA Incentive, copy furnished DepEd CO Accounting Division and DepEd-NEU National Office at DepEd Complex, Meralco Avenue, Pasig City, ten (10) days after payment of the same.

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LIST OF PLANTILLA POSITIONS ENTITLED TO RECEIVE THE
COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE

page 1 of 6 pages

1. ACCOUNTANT I
2. ACCOUNTANT II
3. ACCOUNTANT III
4. ACCOUNTANT IV
5. ACCOUNTING ANALYST
6. ACCOUNTING CLERK II
7. ADMINISTRATIVE AIDE I
8. ADMINISTRATIVE AIDE II
9. ADMINISTRATIVE AIDE III
10. ADMINISTRATIVE AIDE IV
11. ADMINISTRATIVE AIDE V
12. ADMINISTRATIVE AIDE VI
13. ADMINISTRATIVE ASSISTANT I
14. ADMINISTRATIVE ASSISTANT II
15. ADMINISTRATIVE ASSISTANT III
16. ADMINISTRATIVE ASSISTANT IV
17. ADMINISTRATIVE ASSISTANT V
18. ADMINISTRATIVE ASSISTANT VI
19. ADMINISTRATIVE OFFICER I
20. ADMINISTRATIVE OFFICER II
21. ADMINISTRATIVE OFFICER III
22. ADMINISTRATIVE OFFICER IV
23. ADMINISTRATIVE OFFICER V
24. AGRICULTURIST I
25. AGRICULTURIST II
26. AQUACULTURAL TECHNICIAN I
27. AQUACULTURIST I
28. ARCHITECT II
29. ARCHITECT III
30. ARTIST-ILLUSTRATOR II
31. ASSISTANT SCHOOLS DIVISION SUPERINTENDENT
32. ASSISTANT TEACHERS CAMP SUPERINTENDENT
33. ATTORNEY I
34. ATTORNEY II
35. ATTORNEY III
36. ATTORNEY IV
37. ATTORNEY V
38. BOARD SECRETARY II
39. BOOKKEEPER
40. CASH CLERK I
41. CASHIER I

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LIST OF PLANTILLA POSITIONS ENTITLED TO RECEIVE THE
COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE

page 2 of 6 pages

- 42 . CASHIER II
- 43 . CHIEF ACCOUNTANT
- 44 . CHIEF ADMINISTRATIVE OFFICER
- 45 . CHIEF EDUCATION PROGRAM SPECIALIST
- 46 . CHIEF EDUCATION SUPERVISOR
- 47 . CHIEF HEALTH PROGRAM OFFICER
- 48 . CINEMATOGRAPHER I
- 49 . CLERK I
- 50 . CLERK II
- 51 . CLERK III
- 52 . COMPUTER FILE LIBRARIAN I
- 53 . COMPUTER FILE LIBRARIAN II
- 54 . COMPUTER MAINTENANCE TECHNOLOGIST I
- 55 . COMPUTER MAINTENANCE TECHNOLOGIST III
- 56 . COMPUTER PROGRAMER II
- 57 . COMPUTER PORGRAMER III
- 58 . CONSTRUCTION AND MAINTENANCE MAN
- 59 . COOK I
- 60 . COPY READER
- 61 . COXSWAIN
- 62 . CRAFTS EDUCATION DEMONSTRATOR I
- 63 . CRAFTS EDUCATION DEMONSTRATOR II
- 64 . CREATIVE ARTIST SPECIALIST I
- 65 . CREATIVE ARTIST SPECIALIST II
- 66 . DENTAL AIDE
- 67 . DENTIST I
- 68 . DENTIST II
- 69 . DENTIST III
- 70 . DEPARTMENT ASSISTANT SECRETARY
- 71 . DEPARTMENT LEGISLATIVE LIAISON SPECIALIST
- 72 . DEPARTMENT SECRETARY
- 73 . DEPARTMENT UNDERSECRETARY
- 74 . DIRECTOR II
- 75 . DIRECTOR III
- 76 . DIRECTOR IV
- 77 . DISBURSING OFFICER I
- 78 . DISBURSING OFFICER II
- 79 . DORMITORY MANAGER I
- 80 . DORMITORY MANAGER II
- 81 . DORMITORY MANAGER IV
- 82 . DRAFTSMAN I
- 83 . DRAFTSMAN II
- 84 . DRIVER I

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LIST OF PLANTILLA POSITIONS ENTITLED TO RECEIVE THE
COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE

page 3 of 6 pages

- 85 . EDUCATION PROGRAM SPECIALIST I
- 86 . EDUCATION PROGRAM SPECIALIST II
- 87 . EDUCATION PROGRAM SUPERVISOR
- 88 . EDUCATION RESEARCH ASSISTANT II
- 89 . ENGINEER I
- 90 . ENGINEER II
- 91 . ENGINEER III
- 92 . ENGINEER IV
- 93 . ENGINEER V
- 94 . EXECUTIVE ASSISTANT I
- 95 . EXECUTIVE ASSISTANT II
- 96 . EXECUTIVE ASSISTANT III
- 97 . EXECUTIVE ASSISTANT IV
- 98 . EXECUTIVE ASSISTANT V
- 99 . EXECUTIVE DIRECTOR II
- 100 . FARM WORKER I
- 101 . FISHERMAN
- 102 . GUESTHOUSE CARETAKER
- 103 . GUIDANCE COORDINATOR I
- 104 . GUIDANCE COORDINATOR II
- 105 . GUIDANCE COORDINATOR III
- 106 . GUIDANCE COUNSELOR I
- 107 . GUIDANCE COUNSELOR II
- 108 . GUIDANCE COUNSELOR III
- 109 . GUIDANCE SERVICES SPECIALIST I
- 110 . GUIDANCE SERVICES SPECIALIST II
- 111 . HANDICRAFT WORKER I
- 112 . HANDICRAFT WORKER II
- 113 . HEAD EXECUTIVE ASSISTANT
- 114 . HEALTH EDUCATION AND PROMOTION OFFICER I
- 115 . HEALTH EDUCATION AND PROMOTION OFFICER II
- 116 . HEALTH EDUCATION AND PROMOTION OFFICER III
- 117 . HEAVY EQUIPMENT OPERATOR I
- 118 . HOUSEPARENT I
- 119 . HUMAN RESOURCE MANAGEMENT OFFICER I
- 120 . HUMAN RESOURCE MANAGEMENT OFFICER II
- 121 . INFORMATION SYSTEMS ANALYST II
- 122 . INFORMATION SYSTEMS ANALYST III
- 123 . INFORMATION SYSTEMS RESEARCHER III
- 124 . INFORMATION TECHNOLOGY OFFICER I
- 125 . INFORMATION TECHNOLOGY OFFICER II
- 126 . INFORMATION TECHNOLOGY OFFICER III
- 127 . INTERNAL AUDITING ASSISTANT

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**LIST OF PLANTILLA POSITIONS ENTITLED TO RECEIVE THE
COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE**

page 4 of 6 pages

- 128 . INTERNAL AUDITOR I
- 129 . INTERNAL AUDITOR II
- 130 . INTERNAL AUDITOR III
- 131 . INTERNAL AUDITOR IV
- 132 . INTERNAL AUDITOR V
- 133 . LABORATORY TECHNICIAN I
- 134 . LEGAL AIDE
- 135 . LEGAL ASSISTANT I
- 136 . LEGAL ASSISTANT II
- 137 . LIBRARIAN I
- 138 . LIBRARIAN II
- 139 . LIBRARIAN III
- 140 . LIGHT EQUIPMENT OPERATOR
- 141 . MARINE ENGINEMAN I
- 142 . MASTER FISHERMAN I
- 143 . MECHANIC I
- 144 . MECHANIC II
- 145 . MECHANICAL PLANT OPERATOR
- 146 . MEDICAL OFFICER II
- 147 . MEDICAL OFFICER III
- 148 . MEDICAL OFFICER IV
- 149 . METAL WORKER I
- 150 . NURSE I
- 151 . NURSE II
- 152 . NURSE MAID I
- 153 . NURSING ATTENDANT I
- 154 . NUTRITIONIST-DIETITIAN I
- 155 . NUTRITIONIST-DIETITIAN II
- 156 . NUTRITIONIST-DIETITIAN III
- 157 . PHOTO ENGRAVER II
- 158 . PLANNING OFFICER I
- 159 . PLANNING OFFICER II
- 160 . PLANNING OFFICER III
- 161 . PLANNING OFFICER IV
- 162 . PLANNING OFFICER V
- 163 . PRINTING FOREMAN
- 164 . PROJECT DEVELOPMENT ASSISTANT
- 165 . PROJECT DEVELOPEMENT OFFICER I
- 166 . PROJECT DEVELOPEMENT OFFICER II
- 167 . PROJECT DEVELOPEMENT OFFICER III
- 168 . PROJECT DEVELOPEMENT OFFICER IV
- 169 . PROJECT DEVELOPEMENT OFFICER V
- 170 . PROJECT EVALUATION OFFICER IV

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LIST OF PLANTILLA POSITIONS ENTITLED TO RECEIVE THE
COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE

page 5 of 6 pages

- 171 . PROOFREADER I
- 172 . PROOFREADER II
- 173 . PSYCHOLOGIST I
- 174 . PUBLIC SCHOOLS DISTRICT SUPERVISOR
- 175 . PUBLICATION PRODUCTION SUPERVISOR
- 176 . RECORDS OFFICER II
- 177 . REGISTRAR I
- 178 . REGISTRAR II
- 179 . REPRODUCTION MACHINE OPERATOR I
- 180 . SCHOOL FARM DEMONSTRATOR
- 181 . SCHOOL FARMING COORDINATOR I
- 182 . SCHOOL FARMING COORDINATOR II
- 183 . SCHOOL FARMING COORDINATOR III
- 184 . SCHOOLS DIVISION SUPERINTENDENT
- 185 . SCHOOL LIBRARIAN I
- 186 . SCHOOL LIBRARIAN II
- 187 . SCHOOL LIBRARIAN III
- 188 . SCIENCE RESEARCH ASSISTANT
- 189 . SCIENCE RESEARCH SPECIALIST II
- 190 . SCIENCE RESEARCH TECHNICIAN I
- 191 . SCIENCE RESEARCH TECHNICIAN II
- 192 . SCIENCE RESEARCH TECHNICIAN III
- 193 . SCIENCE RESEARCH TECHNICIAN IV
- 194 . SCRIPTWRITER I
- 195 . SECURITY GUARD I
- 196 . SECURITY GUARD II
- 197 . SECURITY GUARD III
- 198 . SECURITY OFFICER I
- 199 . SENIOR ADMINISTRATIVE ASSISTANT I
- 200 . SENIOR ADMINISTRATIVE ASSISTANT II
- 201 . SENIOR ADMINISTRATIVE ASSISTANT III
- 202 . SENIOR ADMINISTRATIVE ASSISTANT V
- 203 . SENIOR BOOKKEEPER
- 204 . SENIOR EDUCATION PROGRAM SPECIALIST
- 205 . SENIOR HEALTH PROGRAM OFFICER
- 206 . SENIOR SCIENCE RESEARCH SPECIALIST
- 207 . SOCIAL WELFARE OFFICER I
- 208 . SPECIAL INVESTIGATOR II
- 209 . SPECIAL INVESTIGATOR III
- 210 . STATISTICIAN AIDE
- 211 . STATISTICIAN I
- 212 . STATISTICIAN II
- 213 . STATISTICIAN III

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LIST OF PLANTILLA POSITIONS ENTITLED TO RECEIVE THE
COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE

page 6 of 6 pages

- 214 SUPERVISING ADMINISTRATIVE OFFICER
- 215 SUPERVISING EDUCATION PROGRAM SPECIALIST
- 216 SUPERVISING HEALTH PROGRAM OFFICER
- 217 SUPPLY OFFICER I
- 218 SUPPLY OFFICER II
- 219 TEACHER CREDENTIALS EVALUATOR I
- 220 TEACHER CREDENTIALS EVALUATOR II
- 221 TEACHER CREDENTIALS EVALUATOR III
- 222 TEACHERS CAMP SUPERINTENDENT
- 223 TEACHING-AIDS SPECIALIST
- 224 TECHNICAL EDUCATION AND SKILLS DEVELOPMENT ANALYST
- 225 TYPESETTER II
- 226 UTILITY FOREMAN
- 227 UTILITY WORKER
- 228 VOCATIONAL INSTRUCTIONS SUPERVISOR I
- 229 VOCATIONAL INSTRUCTIONS SUPERVISOR II
- 230 VOCATIONAL INSTRUCTIONS SUPERVISOR III
- 231 VOCATIONAL PLACEMENT COORDINATOR
- 232 VOCATIONAL SCHOOL SUPERINTENDENT
- 233 WAREHOUSEMAN II
- 234 WATCHMAN I
- 235 WATCHMAN II

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SUMMARY OF 2019 CNA INCENTIVE RECIPIENTS (NON-ACADEMIC RANK-AND-FILE EMPLOYEES AND OFFICIALS)

BY REGION

REGION / CENTRAL OFFICE	NUMBER OF MEMBERS	NUMBER OF NON- MEMBERS	TOTAL NUMBER OF RANK-AND-FILE EMPLOYEES AND OFFICIALS	INDIVIDUAL GROSS INCENTIVE	AGENCY FEE	INDIVIDUAL NET INCENTIVE
REGION I	4,301	261	4,562	15,331,528.34	313,200.00	15,018,328.34
REGION II	2,646	398	3,044	10,229,980.77	477,600.00	9,752,380.77
REGION III	4,863	955	5,818	19,552,571.65	1,146,000.00	18,406,571.65
REGION IV-A	4,498	1,122	5,620	18,887,152.40	1,346,400.00	17,540,752.40
REGION IV-B	1,257	1,039	2,296	7,716,174.72	1,246,800.00	6,469,374.72
REGION V	4,244	918	5,162	17,347,950.30	1,101,600.00	16,246,350.30
REGION VI	4,796	818	5,614	18,866,988.18	981,600.00	17,885,388.18
REGION VII	3,500	707	4,207	14,138,478.68	848,400.00	13,290,078.68
REGION VIII	3,750	118	3,868	12,999,200.27	141,600.00	12,857,600.27
REGION IX	1,859	284	2,143	7,201,987.12	340,800.00	6,861,187.12
REGION X	2,444	695	3,139	10,549,247.58	834,000.00	9,715,247.58
REGION XI	2,459	280	2,739	9,204,966.27	336,000.00	8,868,966.27
REGION XII	1,585	588	2,173	7,302,808.22	705,600.00	6,597,208.22
CARAGA	2,439	284	2,723	9,151,195.02	340,800.00	8,810,395.02
CAR	1,881	192	2,073	6,966,737.89	230,400.00	6,736,337.89
NCR	3,174	679	3,853	12,948,789.72	814,800.00	12,133,989.72
CENTRAL OFFICE	465	506	971	3,263,242.88	607,200.00	2,656,042.88
GRAND TOTAL	50,161	9,844	60,005	201,659,000.00	11,812,800.00	189,846,200.00

PREPARED BY:


FIDE E. SALOSAGCOL

Chairperson, DepED NEU 2019 CNAI TWG

CERTIFIED CORRECT BY:


ATTY. DOMINGO B. ALIDON

National President, DepED NEU

SUMMARY OF 2019 CNA INCENTIVE RECIPIENTS (NON-ACADEMIC RANK-AND-FILE EMPLOYEES AND OFFICIALS)

BY REGION and BY SCHOOL DIVISION

REGION / CENTRAL OFFICE	SCHOOL DIVISION/REGIONAL OFFICE	NUMBER OF MEMBERS	NUMBER OF NON- MEMBERS	TOTAL NUMBER OF RANK-AND- FILE EMPLOYEES AND OFFICIALS	INDIVIDUAL GROSS INCENTIVE	AGENCY FEE	INDIVIDUAL NET INCENTIVE
REGION X		2,444	695	3,139	10,549,247.58	834,000.00	9,715,247.58
	BUKIDNON	338	104	442	1,485,430.85	124,800.00	1,360,630.85
	CAGAYAN DE ORO CITY	180	74	254	853,618.63	88,800.00	764,818.63
	CAMIGUIN	101	22	123	413,366.50	26,400.00	386,966.50
	EL SALVADOR CITY	41	33	74	248,692.04	39,600.00	209,092.04
	GINGOOG CITY	162	0	162	544,433.93	0.00	544,433.93
	ILIGAN CITY	259	5	264	887,225.66	6,000.00	881,225.66
	LANAO DEL NORTE	264	60	324	1,088,867.86	72,000.00	1,016,867.86
	MALAYBALAY CITY	99	77	176	591,483.78	92,400.00	499,083.78
	MISAMIS OCCIDENTAL	241	24	265	890,586.37	28,800.00	861,786.37
	MISAMIS ORIENTAL	256	197	453	1,522,398.58	236,400.00	1,285,998.58
	OROQUIETA CITY	115	0	115	386,480.88	0.00	386,480.88
	OZAMIZ CITY	163	10	173	581,401.67	12,000.00	569,401.67
	TANGUB CITY	52	18	70	235,249.23	21,600.00	213,649.23
	VALENCIA CITY	78	69	147	494,023.38	82,800.00	411,223.38
	REGIONAL OFFICE	95	2	97	325,988.22	2,400.00	323,588.22