



Republic of the Philippines  
**Department of Education**  
REGION IX, ZAMBOANGA PENINSULA  
SCHOOLS DIVISION OF DAPITAN CITY

**Office of the Schools Division Superintendent**

November 03, 2022

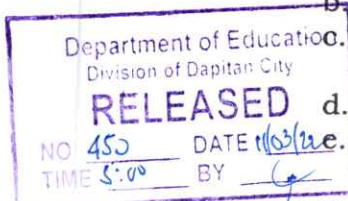
**DIVISION MEMORANDUM**

No. 450, s. 2022

**RE-ORGANIZATION OF EMPLOYEE ASSOCIATIONS AND ORGANIZATIONS  
IN THE SCHOOLS DIVISION OF DAPITAN CITY**

TO: Assistant Schools Division Superintendent  
Chief Education Supervisors (CID and SGOD)  
All DepEd Employee Associations and Organizations  
This Division

1. Pursuant to DepEd Order No. 030, s. 2022 titled **Creation of the DepEd Employees' Associations Coordinating Office in the Department of Education**, the Schools Division of Dapitan City reiterates DepEd's measures to uphold the right of workers to self-organization and promote their welfare in the context of policy and decision-making processes affecting their rights and benefits.
2. To facilitate coordination with employees groups and associations in the national level, DepEd created the DepEd Employees' Associations Coordinating Office (DEACO) under the leadership and supervision of the Bureau of Human Resource and Organizational Development (BHROD). In the division level, the School Governance and Operations Division - Human Resource Development Section (SGOD-HRD) will serve as the interim DEACO counterpart.
3. To ensure the provision of avenues and mechanisms for the improvement of employee's welfare and productive DepEd-organization relations, the SDO hereby directs all existing DepEd teaching, teaching-related, and non-teaching employee associations in the school, district and division levels to re-organize based on their respective constitution and by-laws.
4. To harmonize the representation of various associations on different agenda in the division, the SDO encourages the re-organization of the following associations in the school and division levels, namely:
  - a. School Teachers Association
  - b. School Non-Teaching Personnel Associations
  - c. DepEd Dapitan City Public School Teachers Association (Division level teachers and master teachers association),
  - d. Dapitan City Public School Teachers and Employees Association
  - e. Dapitan City Public Secondary School Teachers and Employees Association,



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- f. DepEd Dapitan National Employees Union
  - g. Public Elementary School Heads Association,
  - h. Public Secondary School Heads Association,
  - i. Public Schools District Supervisors Association, and
  - j. Education Program Supervisors Association,
5. Schools districts, subject areas, and other DepEd employee groups may also organize their own level/area/interest associations or organizations.
  6. All division-level DepEd employee associations and organizations shall submit their respective list of officers and by-laws to the SGOD-HRD office on or before November 29, 2022.
  7. DepEd organizations or associations that had already re-organized in 2022 prior to the release of this memorandum shall only submit the list of officers and their by-laws.
  8. For more information, please contact Dr. Michelle V. Torres, Senior Education Program Specialist (SGOD-HRD) at 09179589200 or email at [michelle.torres@deped.gov.ph](mailto:michelle.torres@deped.gov.ph).
  9. For widest dissemination and appropriate action.

For the Schools Division Superintendent:

**ROSALIO B. CONTURNO, JR., PhD**  
OIC-Assistant Schools Division Superintendent  
Officer-in-Charge  
Office of the Schools Division Superintendent



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