



Republic of the Philippines  
**Department of Education**  
REGION III - CENTRAL LUZON  
SCHOOLS DIVISION OF SCIENCE CITY OF MUÑOZ

16 April 2026

**SCHOOLS DIVISION MEMORANDUM**

No. 134, s. 2026

**DISSEMINATION OF REGIONAL MEMORANDUM NO. 110, S. 2026 TITLED  
REITERATION OF DEPED MEMORANDUM ON THE IMPLEMENTATION  
OF WORK-FROM-HOME (WFH) ARRANGEMENT EVERY FRIDAY  
FOR SCHOOL-BASED PERSONNEL DURING THE  
END-OF-THE-SCHOOL-YEAR (EOSY) BREAK**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Public Elementary and Secondary Schoolheads  
All Others Concerned

1. For the information, guidance, and compliance of all concerned, enclosed is Regional Memorandum No. 110, S. 2026 Titled Reiteration of DepEd Memorandum on the Implementation of Work-From-Home (WFH) Arrangement every Friday for School-Based Personnel during the End-of-the-School-Year (EOSY) Break.
2. School Heads are directed to ensure that the implementation of WFH arrangements does not disrupt essential school operations and that appropriate staffing arrangements are in place, as necessary.
3. In addition, Schools Division Office personnel are strongly encouraged to conduct monitoring activities and other school visits from Monday to Thursday.
4. Immediate and wide dissemination of this Memorandum is earnestly desired.



**For the Schools Division Superintendent:**

**RONILO E. HILARIO, CESO VI**  
Assistant Schools Division Superintendent

Encl: As stated  
Reference: As stated  
To be indicated in the Perpetual Index  
Under the following subjects:

WORK-FROM-HOME

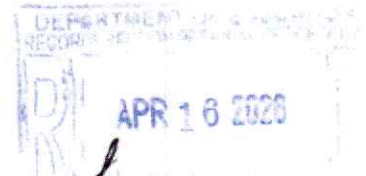
OASDS/DDV - implementation of work-from-home (wfh) arrangement every friday  
004/April 16, 2026



Address: Brgy. Rizal, Science City of Muñoz, 3119  
Email Address: [munozscience.city@deped.gov.ph](mailto:munozscience.city@deped.gov.ph)



Republic of the Philippines  
**Department of Education**  
 REGION III-CENTRAL LUZON



**REGIONAL MEMORANDUM**

No. 110, s. 2026

**REITERATION OF DEPED MEMORANDUM ON THE IMPLEMENTATION OF WORK-FROM-HOME (WFH) ARRANGEMENT EVERY FRIDAY FOR SCHOOL-BASED PERSONNEL DURING THE END-OF-THE-SCHOOL-YEAR (EOSY) BREAK**

To: Assistant Regional Director  
 Schools Division Superintendents  
 Public Elementary and Secondary School Heads  
 Chiefs, Regional Functional Divisions

1. This Memorandum is issued to reiterate the provisions of DepEd Memorandum issued by Atty. Fatima Lipp D. Panontongan dated April 9, 2025 on the implementation of Work-from-Home (WFH) arrangement every Friday for school-based personnel during the End-of-the-School-Year (EOSY) Break.
2. As stated in the said Memorandum, "the Flexible Work Arrangement of 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. However, the Memorandum also provides that "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. Regional Office and Schools Division Office personnel are strongly encouraged to conduct monitoring activities and other school visits from Monday to Thursday. Activities may be undertaken on a Friday only when exigent circumstances so require.
5. For information, guidance, and compliance of all concerned,

**TOLENTINO G. AQUINO**  
 Regional Director

References:  
 DepEd Memorandum No. 018, s. 2026, entitled "Implementation of Energy Conservation Protocols and Flexible Work Arrangements in the Department of Education Pursuant to Memorandum Circular No. 114  
 DepEd Memorandum dated April 9, 2025 on the implementation of Work-from-Home (WFH) arrangement every Friday for school-based personnel during the End-of-the-School-Year (EOSY) Break.

ORD2/pa/1



**Address:** Matalino St. D.M. Government Center,  
 Maimpis, City of San Fernando (P)  
**Telephone Number:** (045) 598-8580 to 89  
**Email Address:** region3@depd.gov.ph  
**Website:** <https://region3.deped.gov.ph/>




Certificate No. PWP OMS  
 24 93 0181



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 LIPPO 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.

MSM, M Implementation of Work-from-Home Arrangement Every Friday  
0144 - April 9, 2026