



Republic of the Philippines
Department of Education
REGION VI – WESTERN VISAYAS
SCHOOLS DIVISION OF AKLAN

March 9, 2026

DIVISION MEMORANDUM

No. 154, s. 2026

**CONDUCT OF SCHOOLS DISTRICT
MEETINGS FOR CNA RATIFICATION**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Legal Officer III
Senior Education Program Specialists for Social Mobilization and
Networking
Public School District Supervisors (PSDSs) / Principals In-Charge of
the District (PIDs) / Head Teacher In-Charge of the District (HTID)
School Heads (SHs) of Public and Private Elementary, Secondary and
Integrated Schools
All Others Concerned

1. Attached is Regional Memorandum No. 149, s. 2026 titled, **Conduct of Schools District Meetings for CNA Ratification** allowing the conduct of schools district meetings for CNA Ratification, which is self-explanatory.
2. All Districts shall ensure that classes are not disrupted during the conduct of this activity.
3. Attendance of the academic rank-and-file employees during the ratification is voluntary.



Poblacion, Numancia, Aklan
Tel/Fax No. (265 3740 | 265 3741 | 265 3743)
Website: <http://www.depedaklan.org>
Email Address: aklan.1958@deped.gov.ph

4. Immediate dissemination of and compliance with this Memorandum are desired.

FOR THE SCHOOLS DIVISION SUPERINTENDENT:


RAMON D. PARAS, JR. EdD, CESE
Assistant Schools Division Superintendent
In-Charge of the Division

Enclosure: as stated

Reference: Regional Memorandum No. 149, s. 2026

To indicate in the Perpetual Index
under the following subjects:

**POLICY
EMPLOYEES
INCENTIVE
PAYMENT**

/mbggp



Republic of the Philippines
Department of Education
REGION VI-WESTERN VISAYAS

Department of Education
Region VI - Western Visayas
SCHOOLS DIVISION OF AKLAN
SGOD OFFICE
RECEIVED

Date: 05 MAR 2026

1.20

FEB 18 2026

REGIONAL MEMORANDUM
No. 145, s. 2026

**CONDUCT OF SCHOOLS DISTRICT MEETINGS
FOR CNA RATIFICATION**

To: Schools Division Superintendents
All Others Concerned

1. Attached is a letter from **Maximo B. Montero**, President, ACT Region VI - Union, dated February 04, 2026, regarding the request for the issuance of Regional Memorandum allowing the conduct of schools district meetings for CNA Ratification, which is self-explanatory.
2. All Schools Division Superintendents shall ensure that classes are not disrupted during the conduct of this activity.
3. Attendance of the academic rank-and-file employees during the ratification is voluntary.
4. Immediate dissemination of and compliance with this Memorandum are desired.

CRISTITO A. ECO, CESO III
Regional Director

Incl: As stated
Reference: Letter from **Maximo B. Montero**
To be indicated in the Perpetual Index
under the following subjects:

POLICY
EMPLOYEES
INCENTIVE
PAYMENT

PBDC/ASD-CAO-RM/ Request for Issuance of Regional Memorandum Allowing the
Conduct of Schools District Meetings for CNA Ratification
011/February 12, 2026



Address: Duran Street, Iloilo City, 5000
Telephone Nos: (033) 337-0149
Email Address: region6@deped.gov.ph
Website: region6.deped.gov.ph



Certificate No. PHP QMS
24 93 0184

REGIONAL EXECUTIVE BOARD

MR. MAXIMO B. MONTERO
President

MR. GUALBERTO A. DAJAO
Vice-President

MS. CLAIRE P. BOSQUE
Secretary

MS. HELYN D. PASTOLERO
Treasurer

MR. RODEL MACARANG, JR.
Auditor

REGIONAL COUNCIL MEMBERS

MR. ANTONINO TOLENTINO
(Aklan)

MR. RICARDO T. GICARO JR.
(Antique)

MR. ROBAN B. REY
(Capiz)

MR. DANILO SEDANTES
(Guimaras)

MS. JOVITA TAÑO
(Iloilo)

MS. PRESCILLA M. ESCOPEL
(Iloilo City)

MR. RAYMUND BUGNA
(Passi City)

MR. ARMAN TRESREYES
(Negros Occidental)

MR. RICHARD GELANGRE
(Bacolod City)

MS. CLAROBEL MACARANG
(Bago City)

MR. EUGENE GARGANTIEL
(Kabankalan City)

ADDRESS

Rm. 9, 2nd Floor, Jamerlan
Bldg.
Iznart St., Iloilo City

TELEPHONE No.
509-8125

MOBILE Nos.
0920-543-0808
0907-017-6763
0938-873-2104
0905-407-5076

E-MAIL Address

actregion6union2019@gmail.com
actpny2010@gmail.com

DOLE-CSC Reg. No. 1867
CSC ACCREDITATION No. 976

MEMBER:

EDUCATION INTERNATIONAL



ALLIANCE OF CONCERNED TEACHERS – Philippines
ACT Region VI – Union
DOLE-CSC Reg. 1867 / CSC Accreditation No. 976
Member: Education International

February 04, 2026

CRISTITO A. ECO, CESO III

Assistant Regional Director
Officer-in-Charge, Office of the Regional Director
DepEd Regional Office VI
Duran Street, Iloilo City



Subject: Request for Issuance of Regional Memorandum Allowing the Conduct of Schools District Meetings for CNA Ratification

Good day, Director Eco:

We respectfully write in connection with the Collective Negotiation Agreement (CNA) entered into by and between the DepEd Region VI Management Panel and the ACT Region VI-Union, which was signed by both parties on 20 January 2026.

Pursuant to Article XXIV (Effectivity), Section 1 (Binding Effect) of the CNA, the Agreement shall become effective upon signing by both parties and ratification by a majority of the academic rank-and-file employees of the Region. Said provision likewise states that DepEd Region VI shall issue a memorandum to all schools regarding the ratification of the CNA and allow Union officials to obtain the signatures of teachers on official time, subject to the strict observance of the policy on non-disruption of classes.

In this regard, we respectfully request the kind support of your Office through the issuance of a Regional Memorandum allowing the conduct of Schools District Meetings in the different Schools Divisions across Region VI. These meetings shall be attended by one (1) or two (2) representatives from each school in every Schools District and shall be conducted **within the months of February and March 2026**, for the purpose of discussing the contents of the CNA and facilitating the gathering of the required signatures of teachers for its ratification.

We wish to emphasize that the CNA is not merely the CNA of the Union, but the CNA of DepEd Region VI as a whole. Hence, the active support of management is vital to ensure that the Agreement is properly disseminated, clearly understood by the teaching force, and ratified within the prescribed period of ninety (90) days from its signing by both negotiating panels.

We assure your good Office that all activities related to the Schools District Meetings shall strictly comply with existing DepEd policies, particularly the policy on non-disruption of classes.

We trust in your favorable consideration of this request, in the spirit of partnership, mutual respect, and shared commitment to the welfare of our teachers and the continuous improvement of public education in Region VI.

Thank you very much for your continued support and cooperation.

Respectfully yours,

MAXIMO B. MONTERO
President, ACT Region VI-Union
CP No. 0920-543-0808

**DEPED REGION VI AND ACT - REGION VI UNION
COLLECTIVE NEGOTIATION AGREEMENT**

KNOW ALL MEN BY THESE PRESENTS:

This **COLLECTIVE NEGOTIATION AGREEMENT** is hereby entered into by and between:

The **DEPARTMENT OF EDUCATION REGION VI - WESTERN VISAYAS**, a Regional Office of the Department of Education, with office address at Duran Street, Iloilo City, represented in this Agreement by its Regional Director, **CRISTITO A. ECO, CESO III**, hereinafter referred to as "DepEd Region VI";

and

The **ALLIANCE OF CONCERNED TEACHERS - REGION VI UNION (ACT Region VI Union)**, a duly organized and existing Public School Teachers' Union with CSC Accreditation No. 976 and DOLE Certificate of Registration No. 1867, and with office address at Rm. 9, Jamerlan Building, Iznart Street, Iloilo City, represented by its President, **MAXIMO B. MONTERO**, herein referred to as the "UNION";

WITNESSETH:

WHEREAS, the 1987 Constitution of the Republic of the Philippines grants and guarantees government employees the right to form unions and to collective bargaining and negotiations;

WHEREAS, under the *Magna Carta for Public School Teachers (RA 4670, s. 1969)* and its *Implementing Rules and Regulations*, it is a declared policy for the State to promote and improve the social and economic status of public school teachers, their living and working conditions, and terms of employment and career prospects;

WHEREAS, Executive Order No. 180 issued on June 1, 1987 empowers government authorities to enter into collective bargaining and negotiations with accredited employees' organizations on terms and conditions of employment which are not fixed by law;

WHEREAS, the UNION is duly accredited as the sole and exclusive bargaining agent of all academic rank-and-file employees of the DepEd Region VI, and as such shall represent and bind them in any negotiation on matters not fixed by law;

WHEREAS, DepEd Region VI and the UNION have agreed to promote a harmonious relationship between the parties which will uphold and respect mutual recognition of rights with the end in view of contributing not only to the welfare of the academic rank-and-file employees but also of the school children under their supervision and instruction;

WHEREAS, DepEd Region VI and the UNION have forged a Collective Negotiation Agreement last July 7, 2017;

NOW THEREFORE, for and in consideration of the foregoing, the parties hereby stipulate and agree as hereunder set forth:

**ARTICLE I
DECLARATION OF PRINCIPLES**

Section 1. TEACHERS' BASIC RIGHTS. The DepEd Region VI and the UNION recognize the basic rights of public school teachers to a just and living salary, security of tenure, career development and humane working conditions which enhance academic freedom, excellence and creativity.

Section 2. ADHERENCE TO NATIONAL POLICIES, TREATIES, AND INTERNATIONAL AGREEMENTS. The DepEd Region VI and the UNION shall observe national policies as well as treaties and international agreements that the Republic of the Philippines had ratified and may ratify in the future, regarding the right to self-organization, collective bargaining and negotiations and concerted activities, in accordance with law.

Section 3. TEACHER REPRESENTATIONS IN VARIOUS COMMITTEES AND BODIES. The DepEd Region VI and the UNION uphold the democratic rights of the public school teachers in the active participation through consultation in formulating programs affecting them, including representations in appropriate committees and bodies by virtue of DepEd and CSC issuances.

Section 4. CONVERGENCE. The DepEd Region VI and the UNION adhere to the spirit of dialogue and consultation with respect to the implementation of salary and benefits, working hours, work load, personnel action, class size and other terms and conditions of employment or the negotiation of an agreement or any question arising from the agreement.

Section 5. ACADEMIC FREEDOM. The DepEd Region VI respects and guarantees teachers' rights to enjoy academic freedom in the discharge of their professional duties, particularly with regard to teaching and classroom methods as stipulated in the Magna Carta for Public School Teachers; provided that academic freedom shall refer to the methods of teaching and "what to teach" shall be in accordance with the basic education curriculum and issuances of the Department of Education.

Section 6. UNION AUTONOMY. The DepEd Region VI recognizes the right of the UNION to exist independently, free from interference in terms of its establishment, operations and administration.

Section 7. NON-DISCRIMINATION OF UNION MEMBERS. The DepEd Region VI and the UNION uphold the equal opportunity principle and the eradication of all forms of discrimination against any member of the teaching personnel with respect to sex or gender preference, creed, civil status, political affiliation, and religious beliefs.

ARTICLE II COVERAGE

Section 1. SCOPE OF COLLECTIVE NEGOTIATION AGREEMENT. This Collective Negotiation Agreement shall cover all the academic rank-and-file employees in DepEd Region VI.

Section 2. EXCLUSIONS. This Collective Negotiation Agreement shall not apply to the following:

- a. Regional Director;
- b. Assistant Regional Director;
- c. Schools Division Superintendents;
- d. Assistant Schools Division Superintendents;
- e. Supervisors;
- f. Legal Officers; and
- g. All non-teaching personnel.

ARTICLE III UNION RECOGNITION, RIGHTS AND PRIVILEGES

Section 1. EXCLUSIVITY. The DepEd Region VI recognizes the UNION as the sole and exclusive negotiating agent of all the regular / permanent academic rank-and-file employees in the region in any negotiation with management on terms and conditions of employment not fixed by law.

Section 2. UNION MEETINGS. The DepEd Region VI shall allow the UNION to hold the following meetings on official time subject to adherence to the non-disruption of classes policy:

- a. General Assembly: one day, once every three (3) years
- b. Regional Council Meeting: once a month, on 2nd Friday, in the afternoon
- c. Division Chapter Representatives' Assembly (annual): one day
- d. School Chapter Presidents' Meeting at the division level: once a month, in the afternoon
- e. School Chapter Meeting: once every two months

Section 3. UNION TIME-OFF. The Annual Union Time-Off shall be granted by DepEd Region VI to allow the UNION officials to accomplish representation duties, including meetings enumerated in the immediately preceding section. Designated Union representatives shall be released from their official duties for the purpose of Union representations:

| <u>Position</u> | <u>Regional Level</u> | <u>Division Level</u> | <u>School Level</u> |
|-----------------|--|-----------------------|---------------------|
| President | 10 days | 10 days | 5 days |
| Vice-President | co-sharing with President as alternate | | |
| Secretary | 5 days | 3 days | 2 days |
| Treasurer | 5 days | 3 days | 2 days |
| Auditor | 5 days | 3 days | 2 days |

Section 4. UNION OFFICE AND FACILITIES. Subject to its availability, the DepEd Region VI may provide the UNION with office space and other support services necessary to its usual office operations, at the Region, Schools Division Offices and Schools. However, office materials and other supplies shall be at the expense of the UNION.

Section 5. CONFERENCE HALLS AND OTHER FACILITIES. The DepEd Region VI shall allow the UNION free use of Conference Rooms and other facilities for its meetings subject to availability thereof, with prior written consent, provided that said request is made at least ten (10) days before such UNION activity and subject to existing rules and regulations.

- 5.1. If in case there are intervening activities of DepEd Region VI when the previously approved use of requested facility/ies is/are needed, DepEd Region VI shall be prioritized.
- 5.2. In such case, DepEd Region VI may look for alternative venue from among SDOs to accommodate the UNION activities.
- 5.3. The UNION shall be allowed to use the pigeon holes of the DepEd Regional, Division, and District Offices, if available, for the purpose of sending official written communications to all members.

Section 6. TRANSPORTATION. Schools Division Superintendents may provide the UNION with office vehicle when attending meetings called by any government agency or any duly accredited organization, on activities and matters concerning the welfare of the teachers, subject to availability of the vehicle, COA rules and office guidelines, and upon approved written request.

Section 7. BULLETIN BOARDS. The UNION shall be provided space in the existing Bulletin Boards or space for the installation of their own bulletin board subject to approval of the school head. The UNION shall be responsible for its educational and informative content.

Section 8. UPDATED LIST OF TEACHERS. The DepEd Region VI, through the Schools Division Offices, shall provide the UNION with the updated list of teachers upon written request indicating therein the purpose for such request, subject to Data Privacy Act.

Section 9. COMMITTEE REPRESENTATION. The UNION shall be represented in existing committees and other committees that may be formed hereafter, involving teachers' welfare and terms of employment as provided for in relevant Civil Service Commission (CSC) Issuances or DepEd Orders and other laws, in Schools Division Offices where the Union is actively organized.

ARTICLE IV NEGOTIATING UNIT MEMBERS' EDUCATION PROGRAM

Section 1. TRAININGS AND SEMINARS. The DepEd Region VI shall allow the UNION to conduct annual leadership trainings/seminars for all its members for the purpose of enlightening them of their rights, privileges, obligations and responsibilities under the law and this Agreement; such trainings and seminars may be conducted during Saturdays/Sundays and holidays. Participation should not exceed five (5) per school and they shall be allowed official travel time on a Friday, subject to compliance with the non-disruption of classes policy.

Section 2. ORIENTATION FOR TEACHERS. Subject to prior request, the UNION shall be provided with a time during the year (e.g. INSET, TIP, faculty meetings) to orient teachers concerning their rights and general welfare, provided there shall be no disruption of classes.

Section 3. PARTICIPATION IN NATIONAL AND INTERNATIONAL SEMINARS. The members of the UNION Regional Council Board shall be allowed to attend programs, seminars, general assemblies, conferences, conventions, symposia, fora, hearings and other capability-building programs and activities on unionism conducted by government agencies, non-government organizations and international union organizations using their union time off, subject to the usual protocol in securing travel authority.

Section 4. PLANNING FOR WORLD TEACHERS DAY CELEBRATION. The DepEd Region VI, through the Schools Division Offices, and the UNION may spearhead the planning and preparation for the conduct of the World Teachers' Day Celebration within the Region.

Section 5. OBSERVANCE OF INTERNATIONAL WOMEN'S DAY CELEBRATION. The DepEd Region VI, through the Schools Division Offices, may allow the UNION to conduct International Women's Day

Section 3. STEP INCREMENTS. DepEd Region VI through the Schools Division Offices (SDOs), shall ensure that the Step Increment of Teachers are regularly updated and implemented subject to availability of funds. Personnel who failed to perform their task shall be dealt with administratively.

**ARTICLE VIII
DISCIPLINE, SALARY DEDUCTIONS AND TERMINATION OF EMPLOYEES**

Section 1. ADMINISTRATIVE CASE. For the purpose of promoting prompt, efficient and just resolution of administrative cases against rank-and-file teachers, the UNION shall be considered as one of the members of the investigation committees representing the teachers' organization.

Section 2. SEVERANCE OF EMPLOYMENT. Except for voluntary resignation, or retirement, a public school teacher's employment shall be terminated only for just cause and after observance of due process as provided by the rules of procedure in administrative cases of the Department of Education and Rules and Regulations of the Civil Service Commission.

Section 3. RE-ORGANIZATION OR INTERNAL RESTRUCTURING. The DepEd Region VI shall support the UNION proposal in the formulation of plans involving reorganization or internal restructuring, including plans for merging and or abolition of schools which will affect teachers.

Section 4. DEDUCTIONS. DepEd Region VI and/or any School Officials shall refrain from making unauthorized deductions from teacher's salary and other benefits except as provided by Section 21 of the Magna Carta for Public School Teachers.

Section 5. JOB SECURITY. The DepEd Region VI, through the Schools Division Offices, shall undertake all efforts for the regularization of teachers who were hired as provisional employees in accordance with DepEd Hiring Guidelines.

**ARTICLE IX
PERSONNEL FILES**

Section 1. The 201 File of personnel in the Schools Division Offices and Schools shall be kept confidential subject to the Data Privacy Act.

**ARTICLE X
LEGAL PROTECTION**

Section 1. LEGAL SERVICE. DepEd Region VI in coordination with the local chapter of the Integrated Bar of the Philippines (IBP) shall provide free legal assistance to public school teachers who are sued for acts arising from the lawful performance of his/her official duties and responsibilities.

**ARTICLE XI
IMPROVEMENT OF COMPENSATION**

Section 1. The UNION and DepEd Region VI shall jointly support the regular review and upgrading of teachers' salary, allowances and other benefits.

Section 2. RELIEVING TEACHERS. Teachers who temporarily take on substitute role in handling classes of absent teachers shall be compensated accordingly in accordance with Department Memorandum No. 291, s. 2008 and DepEd Order No. 16, s. 2009.

Section 3. TEACHING OVERLOAD. It is reiterated that, teaching load beyond six (6) hours shall be compensated accordingly, subject to the provision of R.A. No. 4670 and existing rules and regulations promulgated by competent authorities.

Section 4. LOYALTY PAY. DepEd Region VI, through the Schools Division Offices, shall ensure the prompt payment of the appropriate amount of Loyalty Pay for teachers, subject to the availability of funds.

**ARTICLE XII
CLASS SIZE, TEACHING LOADS AND CLASS SCHEDULE**

Section 1. ON CLASS SIZE. Whenever possible, DepEd Region VI, through the Schools Division Offices, shall endeavor to adhere to the planning standard class size which should be 25 students per

Handwritten notes in the left margin:
- Top: *S*
- Middle: *Handwritten signature*
- Bottom: *Handwritten signature*

Handwritten signatures and initials in the right margin:
- Top: *Handwritten signature*
- Middle: *Handwritten signature*
- Bottom: *Handwritten signature*

mental health professionals per provision of R.A. 11036 (An Act Establishing a National Mental Health Policy) subject to compliance with existing policies and guidelines.

Section 2. SPECIAL HARDSHIP ALLOWANCE (SHA). DepEd Region VI, through the Schools Division Offices, shall ensure implementation of the guidelines on the grant of SHA issued by the Department of Education, whenever applicable.

Section 3. REHABILITATION PRIVILEGE. DepEd Region VI, through the Schools Division Offices, shall ensure the strict implementation and grant of rehabilitation privilege on account of wounds and/or injuries sustained while in the performance of official duties, pursuant to (Section 55, Rule XVI of the Omnibus Rules Implementing Book V of E.O. No. 292 and) CSC and DBM Joint Circular No. 01, s. 2006 Section 3.2 as amended by Section 2 of CSC DBM Joint Circular No. 1, s. 2015.

ARTICLE XV PROMOTING GENDER EQUALITY AMONG TEACHERS

Section 1. GENDER AWARENESS AND RELATED PROGRAMS. DepEd Region VI supports the UNION's efforts to undertake GAD activities to promote better understanding and awareness of gender issues among teachers.

Further, the School Gender and Development (GAD) Focal Point System shall ensure consultations with the existing associations particularly the UNION, subject to existing guidelines.

Section 2. PROTECTION OF TEACHERS AGAINST SEXUAL HARASSMENT. The DepEd Region VI and the UNION shall work together for the protection of teachers against any form of sexual harassment pursuant to Republic Act No. 7877 or the Anti-Sexual Harassment Act of 1995 and its Implementing Rules and Regulations (IRR).

Section 3. CHILD-MINDING FACILITIES/NURSING ROOM. The DepEd Region VI, through the Schools Division Offices, agrees to set up nursing rooms in every school as resources may guarantee.

Section 4. GENDER AND DEVELOPMENT. The DepEd Region VI, through the Schools Division Offices, shall ensure that schools involve the associations, particularly the UNION, in the crafting of the GAD Plan which is chargeable against the GAD budget, in adherence with existing guidelines.

Section 5. MATERNITY AND GYNECOLOGICAL-RELATED LEAVES OF FEMALE TEACHERS. Substitute teachers shall be hired to take their place and shall be paid accordingly subject to availability of fund.

Section 6. WOMEN AND GENDER DESK. The DepEd Region VI, with the help of the UNION's Women and Gender Committee, shall set-up a Women and Gender Desk at all levels that will address women and gender issues including sexual harassment and concerns of lesbians, gay, bisexual, and transgender (LGBT) teachers.

ARTICLE XVI LEAVE PRIVILEGES OF TEACHERS

Section 1. ADHERENCE TO PROPORTIONAL VACATION PAY (PVP) FOR TEACHERS. DepEd Region VI and the UNION support the strict implementation of qualified teachers' entitlement of the Proportional Vacation Pay (PVP) during summer vacation and Christmas vacation for teachers as authorized by law and existing DepEd policies and CSC Memorandum Circulars.

Section 2. GRANT OF VACATION SERVICE CREDITS. The DepEd Region VI shall ensure the strict implementation of the vacation service credits granted to public school teachers as authorized under pertinent laws, CSC/DepEd policies rules and regulations.

Section 3. STUDY LEAVE WITH PAY. DepEd Region VI shall support the UNION legislative initiative to grant Study Leave for Teachers who have rendered at least three (3) continuous years of service for purposes that will redound to improvement of the quality of education such as research, scholarly and creative activity, instructional improvement or teachers re-training. The selection process for all study grants/scholarships for the professional advancement of teachers shall be transparent, democratic and non-discriminatory. Reimbursement of school fees and additional support such as monthly stipend, thesis/dissertation support, book and travel allowance shall also be requested subject to availability of fund and existing rules and regulations.

Section 4. SPECIAL LEAVE PRIVILEGES. The UNION and DepEd Region VI shall ensure that the academic rank-and-file teaching personnel of DepEd Region VI enjoy all leave privileges subject to conditions provided under pertinent laws, such as but not limited to:

- a. Study Leave;
- b. Indefinite Sick Leave under R.A. No. 4670;
- c. Maternity Leave;
- d. Paternity Leave;
- e. Solo Parent Leave;
- f. VAWC Leave;
- g. Adoption Leave;
- h. Special Leave Benefits for Women under R.A. No. 9710; and
- i. Special Emergency (calamity) Leave.

Section 5. ADDITIONAL LEAVE PRIVILEGE. The DepEd Region VI shall support the UNION in its endeavor to be granted, a maximum of three (3) days of non-cumulative, non-commutable special leave privileges every year, to be used in any or combination of the following:

- a. Enrollment;
- b. Graduation;
- c. Relocation: subject to the submission of certification from the barangay;
- d. Burial and bereavement period/Mourning, in case of death of a spouse or any of the children, parents, brothers or sisters;
- e. Government transactions; and
- f. Domestic emergencies.

ARTICLE XVII HOUSING

Section 1. HOUSING. DepEd Region VI, in coordination with the UNION, shall communicate to DepEd Central Office for the provision of a decent Housing Program for teachers.

Section 2. DORMITORY. The DepEd Region VI shall give priority to public school teachers for the use of the DepEd dormitory, subject to prior notice and payment of applicable fees.

ARTICLE XVIII SPORTS/CULTURAL

Section 1. SPORTS ACTIVITIES. DepEd Region VI shall allow sports activities such as annual regional sports festival organized by the UNION for academic rank and file teaching personnel which shall be scheduled during weekends or holidays and end-of-school-year break in consideration of the provisions of DepEd Order No. 9, s. 2005. DepEd Region VI shall allow free use of DepEd Region VI managed sports and athletic facilities.

Section 2. SPORTS FACILITIES AND EQUIPMENT. DepEd Region VI shall provide sports equipment for all school-based chapters of the UNION for the use of teachers and office personnel, subject to the availability of fund and existing accounting and auditing rules and regulations.

Section 3. SPORTS AND CULTURAL PROGRAMS. DepEd Region VI shall provide funds for the Sports and Cultural Development Program for teachers organized by the UNION, subject to its availability and existing accounting and auditing rules and regulations.

ARTICLE XIX FRINGE BENEFITS, SUBSIDIES, ALLOWANCES

Section 1. FRINGE BENEFITS. Subject to the availability of funds appropriated by law, and to COA Rules and Regulations, the DepEd Region VI, through the Schools Division Offices, shall support the initiatives for the provision of the following fringe benefits:

- a. Rice subsidy for all Teachers quarterly worth two thousand five hundred pesos (P2,500.00) or ten thousand pesos (P10,000.00) annually;
- b. Grocery items of at least five thousand pesos (P5,000.00) per year;
- c. Monthly Travelling expense of two thousand pesos (P2,000.00) for teachers who travel for work more than 10 km away from the station; and

- d. A monthly subsidy of two thousand pesos (P2,000.00) for housing, light and water for teachers assigned in far-flung areas.

Section 2. BURIAL ASSISTANCE. DepEd Region VI shall support the UNION's proposal for Twenty Thousand Pesos (P20,000) assistance to ensure decent mortuary and funeral services for teachers and school heads who died while in service and shall extend similar assistance to those who have retired.

ARTICLE XX RETIREMENT PROGRAM/RETIRES' BENEFITS

Section 1. TRIBUTE TO RETIRING TEACHERS. The DepEd Region VI, through the Schools Division Offices (SDOs) and /or Schools, shall pay tribute to retiring teachers in recognition of their long and faithful service to the youth and the department in whatever manner within the capacity and creativity of the school. It may be conducted in school, district or division levels.

Section 2. RETIREMENT AWARD. In accordance with the Civil Service Commission (CSC) Guidelines on the Program on Awards and Incentives for Service Excellence (PRAISE), the Schools Division Office shall grant a retirement award to qualified retiring teachers consisting of a token and a plaque of appreciation, subject to availability of funds, inclusion in the duly approved Work and Financial Plan, and in compliance with existing accounting and auditing rules and regulations.

Section 3. TERMINAL LEAVE BENEFITS. DepEd Region VI shall grant terminal leave benefits to teachers with unused vacation service credits, subject to existing guidelines.

Section 4. RETIREMENT BENEFITS. DepEd Region VI shall facilitate the prompt submission of applications for the early release of the retirement pay, gratuities, terminal leave benefits and other benefits.

ARTICLE XXI GENERAL STATEMENT OF COMMON INTEREST

Section 1. DepEd Region VI and the UNION are in full accord with the strong sense of promoting and improving the general, social, physical, mental, economic and academic status of public school teachers thereby ensuring a progressive and sustainable educational environment essential to the moral, physical, emotional well-being of the school children and consequential development of the growth of the nation. Towards this end, both parties shall exert all reasonable and permissible efforts, within the ambit of existing laws and policies, rules and regulations of the Department of Education, Civil Service Commission, DBM, COA and other government agencies, including those that may herein after be promulgated, to strictly observe and implement the following:

- in instances where teachers may not be able to attend to any DepEd activity for justifiable reasons, the school management and the teacher concerned shall agree on acceptable terms and conditions;
- teachers' participation in non-classroom and extra-curricular activities shall be subject to the strict implementation of DepEd Order No. 013, s. 2024;
- deduction from the salaries and other compensation of teachers shall, at all times, be made only with the written concurrence of the teachers concerned;
- confidentiality of teachers' records of whatever nature and the access level of authority to the said records shall be in accordance with the established rules ensuring that the teachers' legal rights and interest shall not be prejudiced; and
- support any reasonable and legal effort to revise the compensation level of teachers.

Teachers who are senior citizens and differently-abled persons shall be fully respected of their rights and privileges as provided for under existing laws.

ARTICLE XXII GRIEVANCE PROCEDURE

Section 1. GRIEVANCE. "Grievance" shall mean any dispute or controversy between the UNION and DepEd Region VI arising from the interpretation or implementation of this Agreement. Grievance under this agreement shall not include administrative cases under DepEd Order No. 49, s. 2006 and DepEd Grievance Policy.

Section 2. GRIEVANCE PRINCIPLES. In the resolution and adjustment of grievances, the UNION and the DepEd Region VI shall be guided by the following principles:

- a. The procedure outlined herein is directed towards the peaceful, just, and inexpensive settlement and resolution of disputes. The Parties agree to resolve issues as expeditiously and as close to the date of occurrence as possible, with the least inconvenience to the teachers and School Heads concerned and the least disruption to the resolution of issues and not merely winning the cases;
- b. Within the duty to negotiate collectively are the resulting duties on the part of DepEd Region VI (i) to respect and promote the rights accorded to teachers by this Agreement and by applicable laws; (ii) not to terminate or make any modification to this Agreement in any manner within its lifetime, and (iii) to abide by the procedure laid down herein to ensure the fulfilment of said duties;
- c. The procedure outlined herein is non-litigious. Subject to the requirements of basic notice and hearing, technicalities of law and procedure, as well as the rules in courts of law, shall not apply;
- d. Grievance process shall be mandatory. No level of resolution, and in particular, the informal step at the school level, shall be skipped or deferred. Also, resolutions shall be strictly made within the periods as herein stated;
- e. Every tribunal in all levels of grievance resolution, particularly components thereof representing the DepEd Region VI, shall construe rules, in cases of doubt or different interpretation of the grievance resolution, the same must be resolved fairly for both parties; and
- f. In all steps of the process, the Parties shall ensure sole and exclusive representation by the UNION, which shall act on behalf and for the interest of the teacher-complainant, whether member of the UNION or not.

Section 3. GRIEVANCE PROCEDURE. In case of conflict arising from the interpretation or implementation of this Agreement, the following procedure shall be observed:

- a. The complaining party or union member with or without the assistance of the officer of the Union, may bring her concerns verbally or in writing, to the school head, for dialogue or any appropriate action;
- b. In case of failure of the school head to act on the matter complained of or a failure to resolve the same within three (3) days, the complaining party shall bring the complaints to the Schools Division Superintendent for resolution. The division grievance committee or division mediation unit may be designated to handle the matter;
- c. Within fifteen (15) days from receipt of information of the complaint, the school head or Schools Division Superintendent, or Mediation Unit shall set a conference or dialogue with complaining party and other parties concerned to ventilate the issue;
- d. Should the matter remained unresolved to the school level or division level or complaining party is not satisfied with action taken, the complaining party may bring the matter to DepEd Region VI. A conference will be set by the Regional Mediation Unit within fifteen (15) days from receipt;
- e. In all cases, the parties shall endeavor and exert effort to resolve the concern or complain amicably; and
- f. All pertinent DepEd Policies, Rules and Regulations and other existing laws vis-à-vis, the provisions of this Agreement shall be the primary reference for resolution.

ARTICLE XXIII IMPLEMENTING AND MONITORING SCHEME

Section 1. UNION-MANAGEMENT CONSULTATIVE BODY. For purposes of maintaining continuous lines of communication, consultation and dialogue between DepEd Region VI and the UNION, a Union-Management Consultative Body, to be composed of five (5) representatives from each party, shall be created within thirty (30) days after registration with the Civil Service Commission.

Section 2. FUNCTIONS. The following shall be the functions and responsibilities of the consultative body:

- a. convene regularly once every quarter or as the need arises at such place and time that may be proposed and agreed upon by the parties;

- b. Reduce water consumption by, among others, monitoring and immediately reporting defective faucets and water closets, and leaking pipes and discouraging wasteful water use practices;
- c. Observe proper use and care of office equipment and facilities;
- d. Promote paperless transactions and communications through the use of electronic transmission;
- e. Reduce the number of travel entourage; and
- f. Encourage alternative delivery mode of instruction during weekdays to compensate for loss of school days to avoid Saturday classes.

**ARTICLE XXVI
MISCELLANEOUS PROVISIONS**

SECTION 1. AMENDMENTS. For purposes of considering specific proposals, amendments, or negotiations for new terms and conditions, the proponent-party shall provide the other party with a written notice at least sixty (60) days prior to the date of the intended meeting for the purpose of discussing or considering such proposed amendments.

IN WITNESS WHEREOF, the parties, by their authorized representatives, have hereunto signed this Agreement this 26th day of January 2026 in Iloilo City, Philippines.

For DepEd Region VI:

For the UNION:


CRISTITO A. ECO, CESO III
Assistant Regional Director
OIC - Office of the Regional Director


MAXIMO B. MONTERO
President

WITNESSES:

DepEd Region VI Panel


MIGUEL MAC D. APOSIN


MA. LUZ M. DELOS REYES


MARTHA I. AMPIG


JESSICA S. SAPALO


MARILES R. PALACIOS

JUDE I. ILEDAN

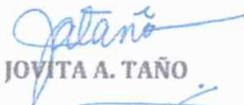
RUBY THERESE P. ALMENCION


TRICHELLE JOY J. GREGORIO

LEONERICO E. BARREDO


ERVIN V. BANZA

ACT Region VI Union Panel


JOVITA A. TAÑO


RICARDO T. GICARO, JR.


NEBUCHADNEZAR C. ALLER


LEO F. RENDA


ELVIN S. LOMILLO


HELYN D. PASTOLERO


EDDIEROSE I. MAGRACIA

ROBAN B. REY


ALANEE G. SUMBILLO

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES }
PROVINCE OF ILOILO } S.S.
CITY OF ILOILO }
x - - - - - x

BEFORE ME, a Notary Public, for and in Iloilo City, this _____ day of JAN 22, 2026, personally appeared:

| Name | Valid Government I.D. | Date & Place of Issue |
|------------------------------|-------------------------|-----------------------|
| 1. CRISTITO A. ECO | <u>4658544</u> | <u>DEPED NCR</u> |
| 2. MAXIMO B. MONTERO City | PRC License No. 0572841 | 08/13/1999- Iloilo |

All known to me and to me known to be the same persons who executed the foregoing **COLLECTIVE NEGOTIATION AGREEMENT** and they acknowledge to me that the same is their free act and voluntarily deed and of the organization they duly represent.

The foregoing instrument, which is a **COLLECTIVE NEGOTIATION AGREEMENT**, consists of 13 pages including the page on which this Acknowledgement is written, and the same have been signed by the parties and their witnesses on each and every page.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my Notarial Seal on the date and at the place first above written.

Handwritten signatures and notes on the left margin, including a large signature that appears to be 'Lorenzo'.

ATTY. MA. GEORGELOYN L. LOPEZ
 NOTARY PUBLIC CITY AND PROVINCE OF ILOILO
 Notarial Commission Reg. No. 153
 Issued on March 14, 2025
 For Term Ending on December 31, 2026
 Roll of Members No. 47145
 PIR No. 925692 / January 5, 2026 / Iloilo City
 IBP O.R. No. 558159 / October 9, 2023 / Iloilo Chapter
 MCLE Compliance No. VIII-0017447, valid until April 14, 2028
 Room 307 3rd Floor Kalirup Bldg., Guanca Street, Iloilo City, 6000
 Email: mglopezlaw2025@gmail.com; geobz74@gmail.com
 Contact No.: 0917 717 1427 / (033) 509 41 61

Doc. No. 191 ;
Page No. 40 ;
Book No. I ;
Series of : 2026 .

Handwritten signatures and initials on the right margin.