



Republic of the Philippines
Department of Education

NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

MAR 19 2024

DIVISION MEMORANDUM

OBSERVANCE OF FLEXIBLE WORKING HOURS AND ALTERNATIVE DELIVERY MODES FOR MUSLIM TEACHING AND NONTEACHING PERSONNEL DURING THE HOLY MONTH OF RAMADAN

To: OIC – Assistant Schools Division Superintendent
Chief Education Supervisor, Curriculum Implementation Division
Chief Education Supervisor, School Governance and Operations Division
Public Elementary and Secondary School Heads / OICs
All Others Concerned

1. The Department of Education recognizes the right of all teachers, learners, and nonteaching personnel to freely practice and enjoy their religious professions and worship without discrimination or preference under Section 5 of Article II (Bill of Rights) of the 1987 Philippine Constitution. Hence, this memorandum is issued for information and compliance in the field.
2. For further details refer to the attached DepEd Memorandum No. 018, s 2024.
3. Immediate and wide dissemination of this Memorandum is desired.


EVANGELINE P. LADINES CESO VI
Schools Division Superintendent

Encl: As stated
Reference: DepEd Memorandum No. 018, s 2024
To be indicated in the Perpetual Index
under the following subjects:

PROGRAM COMPETITION CURRICULUM

097 OBSERVANCE OF FLEXIBLE WORKING HOURS AND ALTERNATIVE DELIVERY MODES FOR MUSLIM TEACHING AND NON-TEACHING PERSONNEL DURING THE HOLY MONTH OF RAMADAN AND 2026

MMA/ March 18, 2024

UN-2024-097



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