

MEMORANDUM		Date: <u>4-16-26</u>	Released/Records: <u>1/10</u>
To: <input checked="" type="checkbox"/> PSDS/DICs	<input checked="" type="checkbox"/> Elem/Sec School Heads		
<input checked="" type="checkbox"/> Private Schools	<input checked="" type="checkbox"/> Others:		
For: <input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Dissemination		
<input checked="" type="checkbox"/> Guidance	<input type="checkbox"/> Strict Compliance		
ORLANDO E. MANUEL PhD., CESO V Schools Division Superintendent			
By: <input type="checkbox"/> ASDs	<input type="checkbox"/> CID Chief	<input type="checkbox"/> SGOD Chief	<input type="checkbox"/> AO <input type="checkbox"/> Atty
Signature:			

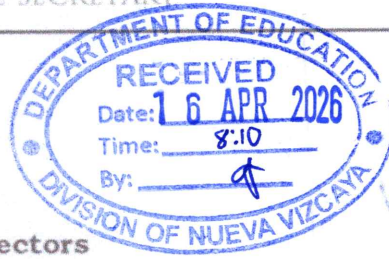


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Republic of the Philippines
Department of Education
 OFFICE OF THE SECRETARY

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 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.

April 08, 2026

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

**To: All Schools Division Superintendents
 Public Elementary and Secondary School Heads
 All Others Concerned
 This Region**

For information, guidance and strict compliance.

BENJAMIN D. BARAGAS PhD., CESO III
 Director IV/Regional Director



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