



Republic of the Philippines  
**Department of Education**  
 Cordillera Administrative Region  
**SCHOOLS DIVISION OFFICE OF ABRA**

**RELEASED**  
 16 JUL 2024  
 DEPED-ABRA TIME 2:41


July 16, 2024

**DIVISION MEMORANDUM**  
 No. 899 s. 2024

**DIVISION ROLL-OUT ON DEPED ORDER NO. 5, s. 2024 TITLED  
 RATIONALIZATION OF TEACHERS' WORKLOAD IN PUBLIC SCHOOLS AND  
 PAYMENT OF TEACHING OVERLOAD**

To: All Chief Education Supervisors  
 Public Schools District Supervisors  
 Public Elementary and Secondary Schools Heads  
 Others Concerned

1. Pursuant to Republic Act No. 4670 or the Magna Carta for Public Schools Teachers and the Civil Service Commission Resolution No. 080096 dated January 28, 2008 and guided by the agency directions geared toward building a conducive environment for effective teaching and learning to happen, a one-day Division roll-out on the Rationalization of Teachers' Workload in Public Schools and Payment of Teaching Overload will be conducted on July 19, 2024 at West Loch Park Hotel, Sto. Domingo, Ilocos Sur. The activity will start at exactly 8:00 am.
2. This activity aims to:
  - a. identify the legal bases, policies, guidelines and parameters on Teachers' workload of public schools;
  - b. guide school heads determine workload and overload and evaluate mechanisms and procedures; and
  - c. provide guidance on the appropriate compensation and benefits to teachers who exceed prescribed workload and working hours.
3. Attached herewith are the list of participants (see Enclosure No.1). No proxy is allowed.
4. Travelling expenses of school heads will be charged against School MOOE while SDO personnel will be charged against Division MOOE subject to usual COA rules and procedures.
5. Strict compliance and dissemination to this Memorandum is desired.

  
 AMADOR D. GARCIA SR., PhD, CESO VI  
 Schools Division Superintendent

OSDS/Admin/jbp



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Enclosure No. 1 List of Participants (DM No. 299, s. 2024)

NAME OF SCHOOL HEAD	POSITION	NAME OF SCHOOL
MA. LOURDES O. BLANCA	Head Teacher III	Agat PS
		Licuan Baay CS
ELLEN RUTH A. DOMINGO	Head Teacher I	Nalbuan ES
		Subagan PS
		Lenneng ES
		Kileng PS
CATHERINE A. BARUELA-CODIAMAT	Principal I	Bulbulala PS
LEONARDA G. TURALBA	Head Teacher II	Bonglo ES
		Baquero ES
		Caoayan PS
RAFAEL E. TEJERO	Head Teacher III	Licuan IS (Elem & JHS)
		Sucao ES
		Diangay PS
MARGARITA C. BALLA	Principal I	Sappaac ES*
NENITA P. SABINO	Principal II	Sinalang Pilot ES
BERNADETTE B. MOYRONG	Head Teacher III	Calot ES
		Macarcarmay ES
IMELDA B. DOSONO	Principal II	Bangued East CS
CATALINO C. BISQUERA	Principal I	Bacsil ES
		Malita PS*
MERLITA F. BRINGAS	Head Teacher III	Cosili ES
		Cosili West PS
VIRGINIA B. BARUELA	Head Teacher III	Bangued North ES
ROSELL B. POLIS	Principal III	Agtangao ES
		Lubong PS
IRENEA A. VIADO	Principal I	Sinapangan ES
		Sta. Rosa PS
GRACE C. TADEO	Head Teacher III	Maoay ES
LEONILA A. SAGISI	Principal I	Calaba ES*
CRISTINE B. GANDEZA	Head Teacher III	San Antonio ES
		Bañacao ES
GRACE C. TADEO	Head Teacher I	Sagap ES
MELBA B. LINGGAYO	Principal I	Bangbangar ES
MARCELA B. LAZARO	Principal I	Patucannay ES



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MAY B. ARCONADO	Principal II	Bangued West CS Abra Special Education Center
ROLANDO B. BELMES	Head Teacher III	Dangdangla ES
MARY ANN R. VALERA	Principal II	Amti ES Danac IS (Elem & JHS)
MELODY B. GUMBAN	Head Teacher II	Dao-angan PS Kilong-olao ES
DAISY U. DALMACIO	Head Teacher III	Bao-yan ES Lawigan PS Dumagas ES
RESTY JAMES B. DALIENG	Teacher III/ OIC	Boliney CS
GABRIEL T. VELASCO	Principal II	Layugan IS (Elem & JHS)
ANABELLE T. GUIDANG	Principal III	Calao ES Bucay North ES
JOVY T. BUGAOISAN	Head Teacher II	Bugbog ES
ALLEN DANIELA P. JAVIER	Head Teacher II	Lublubnac PS Tabiog ES
BERNARDINO B. LAZO JR.	Principal I	Bucay CS
MARIO P. GARCIA	Master Teacher I	Madalipay ES
ROSA MARIA G. BIDES	Head Teacher III	Quimloong ES
ESTRELLA B. BENABESE	TIII/ TIC	Patoc ES
AMELIA B. TUBAÑA	Head Teacher I	Abang ES
MARY HAZEL B. BALLENA	Principal III	Bangcagan PS Pagala East PS Pagala West ES*
FEDELYN M. TACIS	Head Teacher III	Siwasiw ES Bangbangcag PS
CATHERINE A. PEIG	Principal I	Dugong ES
IRENEO A. LALIN	Principal I	Bucloc CS Lingey ES
JOVELYN L. MANUEL	Head Teacher II	Daldalao ES
URBANA C. VALEROS	Head Teacher I	Ducligan ES
SOZIE PEARL T. BALAGSO	Teacher III	Cabaruyan ES Pikek PS
GINA S. MARTINEZ	Principal I	Daguioman CS
DANILO L. BALILING	Head Teacher III	Abaquid ES Nagaparan ES

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HECTOR B. ESCALA	Principal I	Danglas CS
OLLYJOY R. SULIAN	Head Teacher III	Manganip ES
VALERIA V. BAYLE	Head Teacher III	Padangitan ES
DAVID P. LINGGAYO JR.	Principal II	Don Rosalio Eduarte ES
PEPITO P. BICCAY	Head Teacher III	Kimmalaba ES
WENDELINO T. ARIAS	Principal II	Libtec ES Cabaroan ES
PRESCILA B. TESORO	Principal III	Cardona ES Dolores CS
ALEJANDRIA B. FERNANDEZ	Head Teacher I	Lourdes Zapata PS Pacac ES
MAY EDINA B. TIMBREZA	Principal II	Taping ES
EMYROSE M. CARIÑO	Principal I	Mudiit ES
JOMAR P. BRUB	Head Teacher III	Benben PS
AILYN O. MATALINO	Master Teacher II	El Bernos ES
ARCHIE C. PRE	Head Teacher III	Liguís ES Sidongan PS
ROLANDO S. BLANES	Principal I	Mudeng ES Udangan PS
AILYN O. MATALINO	Master Teacher II	Toon ES
ESTEBAN LOPE N. TAMAYO	Principal II	La Paz IS (Elem & JHS)
CATHERINE A. BARUELA-CODIAMAT	Principal II	Bulbulala ES
LORNA C. BELENA	Head Teacher I	Gongonot PS Canan ES
RAMIL A. BALLESTRA	Principal I	Malabbaga ES
CAYETANO B. BARCENA	Principal II	San Gregorio ES
NORA V. BUGASTO	TIC/OIC/Teacher III	Pidipid ES
JACQUELINE A. VISTE	Master Teacher I	Bacag ES Lan-ag ES
ELMER M. EGUEM	Head Teacher II	Buneg PS Pacoc ES
RICKY D. MANUEL	Principal I	Sap-al ES* Talipugo ES Lacub CS
ANICIA M. BERSALONA	Principal I	Caridad Azares ES Willy Castillo PS

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MARY JOY G. BARBOSA	TIII/ TIC	Dalaguisen ES
NORALYN C. PADILLA	Head Teacher I	Metodio ES Gaddani ES*
ORLANDO D. BAISA	Principal I	Cayapa ES
EDSEL BENEDITO Q. MANANGBAO	Head Teacher II	Presentar ES
JAYFEE G. CALUBING	Head Teacher I	Bacooc ES Paganao ES
ROSEMARIE G. TORRES	Techer III/ TIC	Nagtipulan ES
PAULINA CORAZON T. GANDEZA	Head Teacher III	Tagodtod ES
ROLANDO M. TORRES	Principal II	Lagben PS Taping PS Villa San Isidro ES
LAILANI P. CAMELLO	Principal I	Lagangilang CS
FELIMAR C. MOLINA	Principal I	Ba-i IS (Elem. & JHS)
BALMARIE D. BAYLE	Principal II	Lagayan CS Baybayatin PS Pang-ot PS
MATILDE C. BOSQUE	Head Teacher III	Collago ES Lukgay PS
SIMPLICIA G. DONATO	Principal I	Kiwas PS Pulot ES
DINA T. SAN MIGUEL	Head Teacher III	Baac ES Quillat ES
DELFIN B. BLANDO	Principal I	Malapao ES
HILDA M. PALECPEC	Principal II	Langiden CS Mabungtot ES
DOMINIC D. LANG-AYAN	Principal I	Agumanay ES Gayaman ES Tillilo PS
FLORENDA A. INGO	Principal I	Lul-luno ES Tukipa PS Botot ES
EMILIA T. GARCIA	Principal II	Sabnangan ES Pega PS
JOSE P. GARCIA	Principal I	Luba CS Pacpaca ES Lipting PS



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MALELYN B. CANDONG	Principal I	Tabangao IS Elem & JHS*
		Ampalioc PS
NATIVIDAD M. LUMAANG	Principal I	Luzong ES
		Barit ES
YOLANDA G. LINGAYO	Head Teacher III	Bangilo ES*
		Lat-ey PS*
		Gacab PS
GAVINO A. CAWING	Head Teacher I	Mataragan ES
		Dulao ES
		Bayabas ES*
CRISTINA M. OLLANAS	Head Teacher III	Malibcong CS
		Binasaran PS
		Liwang ES
		Taripan PS
CLETO T. BATONDO	SP3/ CSH	Manabo Pilot ES
		Sapdaan ES
		Sto. Tomas PS
		Banat ES
		Casakgudan PS
		Madago PS*
LORETO A. PEÑALOSA JR.	Head Teacher III	San Jose ES
RICALITO A. SAGAO	Head Teacher III	Catacdegan ES
MARILOU J. QUINTO	Principal I	San Ramon ES
		Liagan PS
MINERVA JOY L. ADDUN	Principal I	Dumayco PS
CHARITO B. SOLIVEN	Head Teacher III	Malamsit ES
		Tattawa PS
PEPITO Q. TRINIDAD	Principal I	Peñarrubia IS (Elem & JHS)
MARIA LORENA B. BISARES	Head Teacher III	Lusuac ES*
		Sta. Rosa ES
REYNALDO D. SABIAN	Head Teacher II	Namarabar ES
AMELITA B. PACULDAR	Head Teacher II	Arab ES
		Banay PS
HONORATA M. PERLAS	Principal III	Pangtud PS
		Pidigan CS
		Poblacion West PS



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LORNA B. LLANEZA	SEPS/ TIC	Nagdaingan ES* Casilagan PS
URSALINA P. PANELO	Principal II	Suyo Pilot ES Yuyeng PS
EMMA P. MADRIAGA	Head Teacher I	San Diego ES
PILITA C. APOLINAR	Principal II	Sulbec PS Garreta ES
NAPOLEON B. BOBIAS	Head Teacher I	San Juan ES Gapang ES Maliplipit PS
ROLANDO D. ANTONIO	Head Teacher III	Bolbolo ES* Ocup PS Dintan ES
SUSAN A. MINA	Principal I	Pilar CS South Balioag PS Patad PS
RODOLFO G. CASTRO	Head Teacher I	Modesto-Luz De Fiesta PS Pang-ot ES Nagcanasan PS
ROSEWEL G. LABUTONG	Head Teacher I	Dalit ES
ELIMAR C. BAUTISTA	Head Teacher II	Kinabiti ES
JESSIE T. GANDEZA	TIII/ OIC	Abas ES
RAFAEL T. CALUBING	Principal I	Bazar ES Sallapadan Barrio ES
ANTHONY G. BATALAO	Teacher III	Nangas-asan PS* Manicbel PS Ud-udiao ES
GAMIE P. GAYAO	Head Teacher III	Lam-aonan PS Naguilian ES
LEILA O. MAPA	Principal I	Bantay PS Maguyepyep IS (Elem. & JHS)
JULIET T. CRUZ	Head Teacher II	Callaban PS Gangal ES
BENJIE B. GUPAAL	Head Teacher III	Sal-lapadan CS
KENNEDY C. ISIGUEN	Head Teacher III	Bila-bila ES
R-JAY A. EDUARTE	Head Teacher I	Dalimag ES
RAY B. ABANILLA	Head Teacher III	Maoay PS



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		San Marcial ES
NARLYN B. EDUARTE	Principal II	Olo ES
		Manayday ES
		Turod ES
NESTOR C. PACSA	Head Teacher III	San Isidro CS
ZAYRA M. NAVALTA	Head Teacher II	Alimosgan ES
		Nangobongan PS
WINDELMA P. ALCANTARA	Principal I	Silet ES COS
GRACE B. BALDEMOR	Principal I	Cabcaburao ES
GENELYN B. AFOS	Teacher III	Quidaoen ES
ELSA P. BLISS	Principal I	Baug PS
		Lam-Ag ES COS
NATIVIDAD D. GANDEZA	Principal II	Colabaoan PS
		Daoidao ES
NATHANIEL T. DICKSON	Head Teacher III	San Juan CS
BRENDA GRACE S. BALICAO	Head Teacher I	Supiil ES
MARISSA V. BAYLE	Head Teacher III	Pantoc ES
		Villa Mercedes ES
		Presentar PS
		Tangadan ES
ANGELINE C. MAGUENSAY	Principal II	San Quintin CS
		Talaytay PS
		Palang PS
CRISOSTOMO T. BALNEG	Principal I	An-anao IS (Elem & JHS)
FLORDELIZA T. ORIO	Principal I	Bagalay ES
TERESA B. ARIAS	Principal I	Basbasa ES
STANLEY P. MILLARE	Principal I	Don Marcos Rosales ES
EUGENIO P. MILLARE	Principal II	Bumagcat ES
		Tayum CS
FREDERICO ANTONIO B. DUMLAO	Head Teacher III	Velasco ES
LELIS B. FERRAS JR.	Head Teacher II	Alawa ES
		Tapayen PS
PETRONILA S. FIDELINO	Head Teacher II	Apao PS
		Sabangan ES
JOHN C. PALANGI		Makingag PS*



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	TIII/OIC School Head	Labá PS
JANETTE E. GAYBAN	Head Teacher I	Magsalang PS* Caganayan ES
MARY GRACE L. APALIN	Head Teacher I	Belaat PS* Anayan ES Cogon ES
HILDA F. SELONG	TIII/ OIC	Tineg CS
ROSANO M. QUIZADA	Head Teacher III	Naglibacan IS (Elem. & JHS)
NORMA T. DIAKEN	Principal I	Tubo CS Wayangan ES
ALMA T. WAGAYEN	Principal I	Tiempo ES Caocaoayan PS Dacuag PS
AGUSTIN B. LAWAGAN	Principal I	Tabacda PS Kili ES
LORETA T. IGNACIO	Head Teacher I	Likowan PS Amtuagan ES
CYNTHIA T. DEL ROSARIO	Principal I	Supo ES Alangtin ES Batayan PS*
ELIZABETH M. MANGGALIS	Principal I	Tubtuba ES Pananuman PS* Dilong ES
EMILSON B. PESCOZO	HT2/ CSH	Bol-lilising ES Tuquib IS (Elem. & JHS)
ERLITA D. SEGUNDO	Head Teacher II	Tamac IS (Elem. & JHS)
LORNA C. CASTAÑEDA	Principal I	Villaviciosa CS Cal-lao ES
SINAMAR B. TAMO	HT2/ CSH	Lumaba IS (Elem. & JHS) Lagaosian ES
MARVIN B. BEROÑA	Head Teacher I	ABAS NHS
LINO V. QUEZA	School Principal III	ABRA NHS
JOSEPHINE S. TOLENTINO	Head Teacher III/ TIC	ABRA HS CALOT EXTENSION
LINO V. QUEZA	School Principal III	ABRA HS SINALANG EXTENSION

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RICKY D. MANUEL	School Principal I	ALFREDO D. BERSAMINA NHS
ROMMELYN AGNES D. ALAGAO	Head Teacher I	BOLBOLO NHS
JUN JUN B. CORTEL	Head Teacher I	BOLINEY NHS
AMALIA D. PANABANG	Principal I	CAGANAYAN NHS
LINDA JOY B. SABOY	Head Teacher I	CAPITAN NHS
EULALIO B. BOSQUE	School Principal II	CAYAPA NHS
JOSE V. BERNARDEZ	School Principal III	CRISTINA B. GONZALES MEMORIAL HS
DEMY S. DAIT	Teacher III/ TIC	DALIT NHS
EMMA C. SEGUNDO	School Principal I	DILONG NHS
MEMORY O. BATONDO	School Principal II	DUGONG NHS
SILVERIO T. CARIÑO	School Principal IV	GADDANI NHS
HECTOR S. LOPEZ	School Principal II	LANGIDEN NHS
LESTER VIERNES	Head Teacher I	LUL-LUNO NHS
ENRILE B. BALAIS	School Principal I	LUZONG NHS
EMELY B. DONATO	School Principal I	MANABO NHS
MAUREEN EVA T. BARBOSA	School Principal I	MATARAGAN NATIONAL AGRICULTURAL SCHOOL
JACINTO S. BOSE	School Principal III	MARC YSRAEL B. BERNOS MEMORIAL NHS
BRENDA L. BOSE	School Principal II	NORTHERN ABRA NHS
NORMA T. PINEDA	School Principal II	PANGTOD NHS
MA. TERESA E. CABCABAN	School Principal I	PILAR RURAL HS
ESTERIO A. APOLINAR	School Principal II	PULOT NHS
WALTER D. NAVALTA	Head Teacher I	QUIDADEN NHS
DAHLIA L. SILVANIA	School Principal II	ROSALIO EDUARTE NHS
EMERITA J. PACSA	Head Teacher I	SAN ISIDRO NHS
PEDRO M. VILLASTIQUI JR.	School Principal II	SAN QUINTIN NHS

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CHARITO B. DIOAYAN	Head Teacher III	SUPO NHS
JASMINE P. BRINGAS	School Principal III	SUYO NHS
HERMINIO M. DACQUEL JR.	School Principal I	TAGODTOD NHS
VILLAMOR W. PABLO	School Principal I	TIEMPO NHS
MARY JANE T. MAILED	Head Teacher I	TINEG NHS
PERLITA G. BERSAMIN	School Principal I	WESTERN ABRA NHS
AMADOR D. GARCIA SR, PhD, CESO VI	SCHOOLS DIVISION SUPERINTENDENT	
CHRISTOPHER C. BENIGNO, PhD, EdD, CESO VI	ASST. SCHOOLS DIVISION SUPERINTENDENT	
RONALD T. MARQUEZ	SGOD-CHIEF	
HEDWIG M. BELMES	CID-CHIEF	
CHRISTINE D. POBLETE	PSDS	
FERNANDINA B. LAGUNDINO	PSDS	
AILYN B. TABERDO	PSDS	
MANUELA B. GARCIA	PSDS	
CATHERINE E. LANG-AYAN	PSDS	
ANALYN F. ATMOSFERA	PSDS	
GUILLERMO L. ORTEGA JR.	PSDS	
JULIO B. LAZARO	PSDS	
LEONARDO T. BALNEG	PSDS	
JANET B. PASCUA	ADMINISTRATIVE OFFICER V-ADMIN	
GEMMA B. CABUTAJE	ADMINISTRATIVE OFFICER IV	
AILEEN JOY C. FUENTES	ATTORNEY III	
CELIA S. BOLANTE	ACCOUNTANT III	
ELMER V. BATONDO	ADMINISTRATIVE OFFICER V-BUDGET	
EDEN T. ADRIATICO	SEPS-HRD	
LORNA B. LLANEZA	SEPS-SMME	
CHAYTE LAWRENCE B. BODOÑA	ADAS III	
MARY MONETTE NOELLE A. REYES	ADAS III	

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SHELYN GRACE B. BALDERAMA	AO II
MAPET ROSE C. BARGAS	AO II
JANEEN YBETH L. LEPPAGO	ADA VI
RICA MAE B. BITES	ADA VI-COS



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