Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF PAMPANGA

October 16, 2026

DIVISION MEMORANDUM
No. 622 s. 2026

DIVISION-LEVEL UNION DAYS FOR SCHOOL PRINCIPALS

TO: Assistant Schools Division Superintendents
Chief Education Supervisors (CID and SGOD)
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. With reference to Regional Memorandum No. 399, s. 2026, this Office announces the conduct of the Division-Level Union Days for School Principals to be organized by the Action and Solidarity for the Empowerment of Teachers – Central Luzon Union (ACLU), on October 26-30 and November 3-6, 2026.

2. Details of the activity shall be announced to the members with separate sessions for elementary and secondary principals.

3. Attached are RM No. 399, s. 2026 and the letter of ACLU for reference and perusal.

4. Participation of school heads shall be voluntary. Likewise, the preparation of travel arrangements and documents shall be in accordance with existing DepEd issuances and policies.

5. Wide and immediate dissemination of this memorandum is desired.

LEONARDO C. CANLAS, EdD, CESO VI
Schools Division Superintendent

MSTA/2026

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OCT 19 2026

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Telephone No.: (045) 435-2728; (045) 435-7404
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Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON

DEPARTMENT OF EDUCATION
RECORDS SECTION REGIONAL OFFICE NO. III
OCT 13 2026

REGIONAL MEMORANDUM
No. 399, s. 2026

DIVISION-LEVEL UNION DAYS FOR SCHOOL PRINCIPALS

To : Schools Division Superintendents
Public Elementary/Secondary School Heads
All Others Concerned

1. Enclosed is the letter request from the Action and Solidarity for the Empowerment of Teachers – Central Luzon Union (ACLU), relative to the Division-Level Union Days for School Principals on 26-30 October 2026 and 03-06 November 2026.
2. Detailed schedules and participating Divisions will be announced to the members, with separate sessions for the elementary and secondary principals.

3. Agenda of the Union Days are as follows:
   a. Updating on the ongoing campaign and processes for the FY 2026 CNA Incentive (CNAI);
   b. Updates on the Union, its current programs, priorities, and tasks; and
   c. Issues and concerns of school principals.

4. Immediate and wide dissemination of this Memorandum is earnestly desired.

TOLENTINO G. AQUINO
Regional Director

Encl.: As stated
References:
To be indicated in the Perpetual Index
under the following subjects:

MEETING ASSEMBLY CONFERENCE UNION

ORD2/ord4
Oct. 12, 2026

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

Action and Solidarity for the Empowerment of Teachers
Central Luzon Union

Block 9 Lot 17, La Aldea Fernandina 1 Subdivision, Dolores, City of San Fernando, Pampanga 2000
DOLE Reg No. 1898
CSC Acc. No. 1616

October 6, 2026

HON. TOLENTINO G. AQUINO, CESO III
Regional Director
Department of Education – Region III
City of San Fernando, Pampanga

Subject: Request for Division-Level Union Days for School Principals

Dear Director Aquino:

Greetings of solidarity!

The **ASSERT CL Union (ACLU)** respectfully requests approval and administrative support for the conduct of **Division-Level Union Days for School Principals** on **26–30 October 2026 and 03–06 November 2026**. Detailed schedules and participating Divisions will be submitted separately, with separate sessions for elementary and secondary principals.

The Union initially planned Union Days for several Divisions. However, these were affected by the **successive typhoons and the numerous activities of the Divisions,**

In consideration of the **no-class-disruption policy**, especially during the second term of the instructional block, we propose to hold the Union Days for **school principals who are part of the bargaining unit of the Union**.

The proposed Union Days will focus on:

1. **Updating on the ongoing campaign and processes for the FY 2026 CNA Incentive (CNAI);**
2. **Updates on the Union, its current programs, priorities, and tasks; and**
3. **Issues and concerns of school principals.**

This arrangement will allow the Union to continue its membership engagement while **minimizing disruption to classes and school operations**.

We therefore respectfully request the **Regional Office's approval and support**, including appropriate coordination with the concerned Schools Division Offices to facilitate the participation of the principals.

We trust in your favorable consideration and continued support for meaningful Labor-Management relations.

Thank you.

Respectfully yours,

ARLENE JAMES S. PAGADUAN
President

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