



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

September 15, 2026

DIVISION MEMORANDUM

No. ~~432~~ s. 2026

**DIVISION COMPLIANCE VALIDATION OF TEACHER WORKLOAD
POLICIES PER DEPED ORDER NO. 005, S. 2024**

To: Assistant Schools Division Superintendents
Division Chiefs
Public Schools District Supervisors
Elementary and Secondary School Heads
All Others Concerned

1. In response to the Regional Memorandum no. 285, s. 2026, which is anchored with DepEd Order No. 005, s. 2024 – “Rationalization of Teachers’ Workload in Public Schools and Payment of Teaching Overload”, this office announces the conduct of comprehensive compliance validation of teacher workloads across all 31 districts.
2. This is to ensure that policies regarding teacher workloads are properly implemented, documented, and monitored – safeguarding teacher welfare and promoting instructional efficiency.
3. The objectives of this activity are the following:
 - a. Determine schools’ adherence to DepEd Order No. 005, s. 2024 standards, focusing on work hours, ancillary loads, and overload pay;
 - b. Pinpoint workload issues, such as task inequities and uncompensated overloads, using the TA Checklist;
 - c. Deliver targeted assistance and coaching to partially or non-compliant SDOs to ensure corrective action;
 - d. Identify and replicate successful workload management strategies from compliant SDOs across the region; and
 - e. Institutionalize dashboards and monitoring tools to ensure transparency, accountability, and audit readiness.
4. All districts must use the TA Monitoring Checklist for Teacher Workload (SY 2026–2027) for school-level completion and monitoring which can be accessed through the following link.

<https://tinyurl.com/BulacanWorkloadMonitoringForm>



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan

Website: <https://bulacandeped.com.ph>

Email: bulacan@deped.gov.ph



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5. Districts shall gather and consolidate compliance data from schools using the prescribed Consolidation Template which can be accessed through the following link.
<https://tinyurl.com/DistrictConsolidationForm>
6. Submit completed checklists and consolidation form to the following OneDrive link on or before September 18, 2026.
<https://tinyurl.com/BULTeacherWorkloadFolder>
7. Based on the results of the compliance validation:
 - a. Fully Compliant (80–100%): Document and share best practices for district/division replication.
 - b. Partially Compliant (60–79%): Provide targeted technical assistance to address gaps in documentation, task distribution, and compensation.
 - c. Non-Compliant (Below 60%): Require immediate corrective action plans, backed by intensive coaching and monitoring from the SDO.
8. Immediate dissemination and strict compliance with this Memorandum is desired.


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Schools Division Superintendent