



Republic of the Philippines
Department of Education
Region III
Schools Division of Angeles City



May 31, 2023

DIVISION MEMORANDUM

No. **188**, s. 2023

**REITERATING THE CONSTITUTIONAL RIGHT OF THE DEPARTMENT OF
EDUCATION PERSONNEL AND STUDENTS TO FREE EXERCISE OF RELIGION**

To: Assistant Schools Division Superintendent
Division Chiefs
Public and Elementary and Secondary School Heads

1. Please be informed of the Regional Memorandum No. 237, s. 2023 on "Reiterating the Constitutional Right of the Department of Education Personnel and Students to Free Exercise of Religion."
2. It is reiterated that DepEd personnel and students who belong to religious groups observing Saturday as their "church day" or "worship day" should not be coerced or compelled to participate in seminars, examinations, special classes, training, and other related activities that are scheduled on Saturdays.
3. Attached is RM 237, s. 2023, for reference and guidance.
4. Immediate dissemination of and strict compliance to this Memorandum is desired.


RONALDO A. POZON PhD, CESO V
Schools Division Superintendent

Encl: As stated.

References:

DepEd Order No. 105, s. 2010
Regional Memorandum No. 237, s. 2023

To be indicated in the Perpetual Index Under the following subjects:

RIGHTS	LEARNERS
TEACHERS	PERSONNEL

ELM/SGOD-CES/May 31, 2023



Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON

MAY 30 2023

REGIONAL MEMORANDUM

No. ²³⁷_____, s. 2023

ESMER

**REITERATING THE CONSTITUTIONAL RIGHT OF THE DEPARTMENT OF
EDUCATION PERSONNEL AND STUDENTS TO FREE EXERCISE OF RELIGION**

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

1. In accordance with Department of Education (DepEd) Memorandum No. 3, s. 2010 and DepEd Order No. 105, s. 2010, the undersigned hereby reiterates the **Constitutional right of all DepEd personnel and students to exercise their religion**, as guaranteed by the Bill of Rights under Article III, Section 5 of the 1987 Constitution of the Philippines.¹

2. In line with this, it is imperative that DepEd personnel and students who belong to **religious groups observing Saturday as their "church day" or "worship day"** should not be coerced or compelled to participate in seminars, examinations, special classes, **training**, and other related activities that are scheduled on Saturdays.

3. Likewise, there should be no diminution or deduction in the salaries (in the case of teachers) or no effect on the grades (in the case of students) for those teachers and students who incur absences on Saturdays due to the exercise of their right to religious worship. Concerned teachers or personnel should make arrangements with the school head for the performance of their duties, while concerned students should coordinate with their teachers for the completion of school requirements. These arrangements should be made without prejudice to their right to free exercise of religion.

4. Immediate and wide dissemination of and strict compliance with this memorandum is directed.

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Digitally signed by Eclar May
Bateraga
Date: 2023.05.29 20:39:08
MAY B. ECLAR, PhD, CESO III
Regional Director

Encl.: As stated

References: 1987 Philippine Constitution
DepEd Memorandum No. 3, s. 2010
DepEd Order No. 105, s. 2010

To be indicated in the Perpetual Index
under the following subjects:

TEACHING	WELFARE
PUBLIC CONCERNS	RELATIONS

ORD1/pau2

¹ The provision explicitly states that "No law shall be made respecting an establishment of religion or prohibiting the free exercise thereof. The free exercise and enjoyment of religious profession and worship, without discrimination or preference, shall forever be allowed. No religious test shall be required for the exercise of civil or political rights."