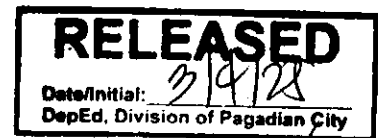




Republic of the Philippines  
**Department of Education**  
Region IX, Zamboanga Peninsula  
**DIVISION OF PAGADIAN CITY**



March 3, 2025

**DIVISION MEMORANDUM**

No. 49, s. 2025

**REITERATION OF DM NO. 020, S. 2025 RE OBSERVANCE OF FLEXIBLE  
WORKING HOURS FOR MUSLIM TEACHING AND NON-TEACHING PERSONNEL  
DURING THE HOLY MONTH OF RAMADAN**

**To:** Assistant Schools Division Superintendent  
All Muslim Teaching and Non-Teaching Personnel  
All Others Concerned  
This Division

1. In line with the Department of Education Memorandum No. 020, s. 2025, this is to reiterate the observance of flexible working hours for our Muslim teaching and non-teaching personnel during the Holy Month of Ramadan.
2. As we approach this significant period, we recognize the importance of accommodating the religious practices of our Muslim colleagues. Therefore, all concerned personnel are reminded to adhere to the guidelines set forth in the aforementioned memorandum, ensuring that the flexible working hours are observed with respect and consideration.
3. Let us continue to support one another and foster an inclusive and understanding work environment.
4. For your guidance and strict compliance.

**DANNY B. CORDOVA, EdD, CESO V**  
Schools Division Superintendent

References:

CSC Resolution No. 81 1277  
DM No. 020, s. 2025

IJE/ADMINDM2025-009



Department of Education, Pagadian City Division, San Jose Heights, San Jose, Pagadian City

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