



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

Advisory No. 215, s. 2026

September 3, 2026

In compliance with DepEd Order (DO) No. 8, s. 2013
this advisory is issued not for endorsement per DO 28, s. 2001,
but only for the information of DepEd officials,
personnel/staff, as well as the concerned public.
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ASSERT CENTRAL LUZON UNION (ACLU) UNION DAYS

This Office informs all concerned that the Action and Solidarity for the Empowerment of Teachers – Central Luzon Union (ACLU) shall conduct the ACLU Union Days to be spent during the end-of-term break.

Attached is the Regional Memorandum No. 305 s. 2026 for further reference.

For information and guidance.

CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent

S05/rjvm
September 2, 2026



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"We Mould Heroes"

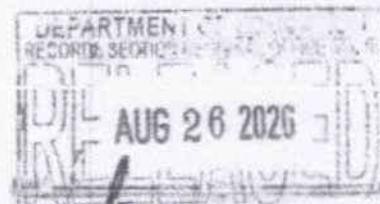


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Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON



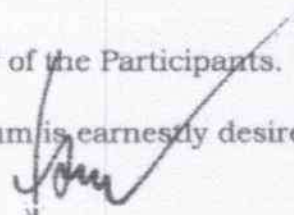
REGIONAL MEMORANDUM

No. 305, s. 2026

ASSERT CENTRAL LUZON UNION (ACLU) UNION DAYS

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

1. Enclosed are the letter requests from the Action and Solidarity for the Empowerment of Teachers – Central Luzon Union (ACLU), relative to the conduct of ASSERT Central Luzon Union (ACLU) Union Days to be spent during the end-of-term break.
2. Proposed schedules and venues are stated in the attached letter request.
3. Agenda of the Union Days are as follows:
 - a. Constitution and By-Laws Discussion and Ratification;
 - b. Collective Negotiation Agreement Cash Incentive (CNA CI) 2026
 - c. Union updates; and
 - d. Union Resolutions
4. Provisions for logistics support, equipment, and personnel assistance are subject to availability in the host school.
5. This Memorandum also serves as the Travel Authority of the Participants.
6. Immediate and wide dissemination of this Memorandum is earnestly desired.


TOLENTINO G. AQUINO
Regional Director

Encl.: As stated
References: None
To be indicated in the Perpetual Index
under the following subjects:

MEETING

ASSEMBLY

CONFERENCE

UNION

ORD2/ord4
Aug. 25, 2026



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City of San Fernando (P)
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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

August 25, 2026

ATTY. TOLENTINO G. AQUINO
Regional Director
Department of Education – Regional Office III
City of San Fernando, Pampanga

Subject: Addendum to Request for ASSERT CL Union Days - Submission of Proposed Schedules and Request for Administrative Support

Dear Regional Director Aquino:

Greetings of solidarity!

In connection with our previous request for the conduct of ASSERT Central Luzon Union (ACLU) Union Days, we respectfully submit the attached proposed schedules and venues for the respective districts and divisions.

The Union Days will facilitate member participation and the discussion and ratification of the revised Constitution and By-Laws (CBL).

The following matters will be taken up during the Union Days:

1. CBL Discussion and Ratification;
2. CNA Cash Incentive (CNA CI) 2026
3. Union Updates; and
4. Union Resolutions

In this regard, we respectfully request the administrative support of the concerned host schools, district offices, and division offices for the orderly conduct of these activities.

Specifically, we request assistance in providing, subject to availability, the following logistical requirements:

- Projector and screen or LED TV/display;
- Sound system;
- Assistance of the District and Faculty Officers in coordinating and facilitating the activity; and
- Other necessary venue and logistical support, subject to availability.

The Union will coordinate with the concerned authorities on the final arrangements and observe applicable DepEd policies and protocols.



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We have also attached the list of the Council and Union Leaders who will be given respective assignments for the duration of the seven Union Days proposed. May we also request that the attendance of the concerned participants be covered by an **Official Business (OB)** authority, with the necessary **Travel Authority (TA)** included in the memorandum, to ensure that their participation in the CBL Ratification – Union Days is duly authorized and supported.

We respectfully request your favorable consideration and support for this addendum. Your assistance will contribute greatly to the successful conduct of the CBL ratification and our continuing efforts to promote meaningful employee participation and constructive labor-management relations.

Thank you very much for your continued consideration and support.

Respectfully yours,

ARLENE JAMES S. PAGADUAN

President

ASSERT Central Luzon Union (ACLU)

Attachment:

1. Proposed Schedule and Venue of ASSERT CL Union Days
2. Union List of Officers (Executive Committee and Council)



UNION DAYS PROPOSED SCHEDULES AND VENUES

DATES /Division	DISTRICTS		VENUES
September 7, 2026			
Olongapo	1. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	Olongapo City National High School
Zambales	2. 8:00AM - 11:00AM	Subic	Subic Central ES
	3. 8:00AM - 11:00AM 1:00PM - 4:00PM	Botolan North Botolan South	Botolan North Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	4. 8:00AM - 11:00AM 1:00PM - 4:00PM	Iba Patauig	Zambales National High School Patauig Central School
	5. 8:00AM - 11:00AM 1:00PM - 4:00PM	Masinloc Candelaria	Masinloc Central School Candelaria Central School
	6. 8:00AM - 11:00AM 1:00PM - 4:00PM	Sta Cruz North Sta Cruz South	Sta Cruz Central School
	7. 8:00AM - 11:00AM 1:00PM - 4:00PM	San Antonio San Marcelino	San Antonio Central School San Marcelino Central School
	8. 8:00AM - 11:00AM 1:00PM - 4:00PM	Cabangan San Felipe	Cabangan Central School San Felipe Central School
September 8, 2026			
Matolos	1. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	Sta. Isabel Elementary School Marcelo H. Del Pilar NHS
CSJDM	2. 8:00AM - 11:00AM 1:00PM - 4:00PM	District 1-5 Elementary District 1-5 Secondary	Sapang Palay Trade School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
CSJDM	3. 8:00AM - 11:00AM 1:00PM - 4:00PM	District 6-10 Elementary District 6-10 Secondary	San Jose del Monte Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
Meycauayan	4. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	Bancal Integrated School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
Baliwag	5. 8:00AM - 11:00AM	Elementary	Marciano Ponce National High School

		1:00PM - 4:00PM	Secondary	
Sept 9, 2026				
Bulacan	1.	8:00AM - 11:00AM 1:00PM - 4:00PM	Marilao North Marilao South	Prensa ES Marilao South CS
	2.	8:00AM - 11:00AM North & South	Calumpit	Calumpit CS
	3.	8:00AM - 11:00AM 1:00PM - 4:00PM	Guiguinto Balagtas	Guiguinto Central School Balagtas Central School
	4.	8:00AM - 11:00AM 1:00PM - 4:00PM	Norzagaray East and West Pandi	Norzagaray East Central School Pandi North Central School
	5.	8:00AM - 11:00AM West & Central	Sta Maria	Sta Maria Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	6.	1:00PM - 4:00PM	Sta Maria East	
	7.	8:00AM - 11:00AM 1:00PM - 4:00PM	San Miguel North & South San Miguel C	San Miguel National High School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	8.	8:00AM - 11:00AM 1:00PM - 4:00PM	Hagonoy E Hagonoy W	Hagonoy Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	9.	8:00AM - 11:00AM 1:00PM - 4:00PM	Plaridel Pulilan	Plaridel Central School Pulilan Central School
	10.	8:00AM - 11:00AM 1:00PM - 4:00PM	San Ildefonso N San Ildefonso S	Pinaod Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	11.	8:00AM - 11:00AM 1:00PM - 4:00PM	Bocaue Bustos	Bocaue Central School Bustos Central School
	12.	8:00AM - 11:00AM 1:00PM - 4:00PM	San Rafael E San Rafael W	San Rafael Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	13.	8:00AM - 11:00AM 1:00PM - 4:00PM	Bulacan Obando	Bulacan Central School Obando Central School
September 10, 2026				
Nueva Ecija	1.	8:00AM - 11:00AM 1:00PM - 4:00PM	Cabiao San Isidro-Jaen	Cabiao Central School San Isidro Central School

		2. 8:00AM - 11:00AM 1:00PM - 4:00PM	Gen. Tinio- Pefaranda San Leonardo	Gen. Tinio National High School San Leonardo Central School
		3. 8:00AM - 11:00AM 1:00PM - 4:00PM	Laur Gabaldon	Laur CS Gabaldon Vocational Agricultural HS
		4. 8:00AM - 11:00AM 1:00PM - 4:00PM	Bongabon Palayan	Bongabon CS Palayan Central ES
		5. 8:00AM - 11:00AM 1:00PM - 4:00PM	Aliaga Zaragoza	Aliaga CS Zaragoza CS
		6. 8:00AM - 11:00AM 1:00PM - 4:00PM	Quezon Sto Domingo	Quezon CS Sto Domingo NHS
		7. 8:00AM - 11:00AM 1:00PM - 4:00PM	Talavera North Talavera South	Talavera NHS Talavera NHS
		8. 8:00AM - 11:00AM 1:00PM - 4:00PM	Guimba East Guimba West	Guimba East CS Guimba West
		9. 8:00AM - 11:00AM 1:00PM - 4:00PM	Lupao Rizal	Lupao CS Rizal CS
		10. 8:00AM - 11:00AM 1:00PM - 4:00PM	Llanera Gen. Natividad	Llanera CS Gen Natividad CS
		11. 8:00AM - 11:00AM 1:00PM - 4:00PM	Sta Rosa North Sta Rosa South	Sta Rosa Central ES (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
		12. 1:00PM - 4:00PM	San Antonio	San Antonio CS
September 11				
Cabanatuan		1. 8:00AM - 11:00AM 1:00PM - 4:00PM	District 1-5 Elementary District 1-5 Secondary	Cabanatuan Central Elementary School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
		2. 8:00AM - 11:00AM 1:00PM - 4:00PM	District 6-10 Elementary District 6-10 Secondary	Lazaro Francisco Integrated School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
San Jose City		1. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	San Jose City NHS (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)

Muñoz	2. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	Muñoz CS Muñoz CS
Gapan	3. 8:00AM - 11:00AM 1:00PM - 4:00PM	Gapan North Gapan South	Gapan South CS Gapan South CS
September 14			
Pampanga	1. 8:00AM - 11:00AM 1:00PM - 4:00PM	Apalit San Simon	San Vicente ES San Simon CS
	2. 8:00AM - 11:00AM 1:00PM - 4:00PM	Bacolor North Bacolor South	Bacolor Elementary Town (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	3. 8:00AM - 11:00AM 1:00PM - 4:00PM	Arayat East Arayat West	Arayat Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	4. 8:00AM - 11:00AM 1:00PM - 4:00PM	Candaba East & North Candaba West	Candaba Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	5. 8:00AM - 11:00AM 1:00PM - 4:00PM	Floridablanca East Floridablanca West	Floridablanca East Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	6. 8:00AM - 11:00AM 1:00PM - 4:00PM	Guagua East Guagua West	Guagua Elementary School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	7. 8:00AM - 11:00AM 1:00PM - 4:00PM	Lubao North and East Lubao West	Sta Cruz Elementary School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	8. 8:00AM - 11:00AM 1:00PM - 4:00PM	Macabebe East & West Macabebe North	Macabebe Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	9. 8:00AM - 11:00AM 1:00PM - 4:00PM	Mexico North & West Mexico South	Mexico Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	10. 8:00AM - 11:00AM 1:00PM - 4:00PM	Magalang North Magalang South	Magalang Elementary School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)

	11. 8:00AM - 11:00AM 1:00PM - 4:00PM	Porac East Porac West	Paralaya Elementary School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
	12. 8:00AM - 11:00AM	Sta Ana	Sta Ana Central School
September 15			
San Fernando	1. 8:00AM - 11:00AM 1:00PM - 4:00PM	San Fernando Elementary San Fernando Secondary	San Fernando Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
Angeles	2. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	Gabalton Building, City Division (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
Mabalacat	3. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	Gabalton Building, Mabalacat Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
Tarlac City	4. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	West Central School (both 8:00AM - 11:00AM and 1:00PM - 4:00PM)
Tarlac	5. 8:00AM - 11:00AM 1:00PM - 4:00PM	Elementary Secondary	Tarlac Central School Tarlac National High School
Aurora	6. 8:00AM - 11:00AM	Maria - Baler	Baler Central School
	7. 8:00AM - 11:00AM	San Luis	San Luis Central School
	8. 8:00AM - 11:00AM	Dipaculao	Dipaculan Central School
	9. 8:00AM - 11:00AM	Ditasag - Casiguran - Dinalungan	Casiguran Central School
	10. 8:00AM - 11:00AM	Dingalan	Dingalan Central School



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

ASSERT CL UNION COUNCIL OF LEADERS

EXECUTIVE COMMITTEE		
NAMES	POSITION	SCHOOL/DIVISION
1. Arlene James S. Pagaduan	PRESIDENT	Balsik NHS / Bataan
2. Alvaro R. Pabustan Jr	1 st Vice President	San Isidro ES / Pampanga
3. Lorena S. Estidola	2 nd Vice President	Pinagbakahan ES
4. Vilma B. Liao	Secretary General	Cutcut II / Angeles City
5. Regie Yamzon	Treasurer	Lourdes Northwest ES
6. Grace Paule Feir	Assistant Treasurer	San Roque Arbol ES
DIVISION REPRESENTATIVES/LEADERS		
7. Ma Carmen Muralla	Principal Representative - Aurora	Diego T Ortiz ES
8. Ediesa Mendoza	Principal Representative - Balanga	Bataan NHS - JHS
9. Luz Buensuceso	Alternate Representative - Balanga	Bataan NHS
10. Walter Bantay	Principal Representative - Bataan	Balsik NHS
11. Olivia Lumbré	Alternate Representative - Bataan	Orani North ES
12. Ronald Ingai	Principal Representative - Pampanga	San Luis ES
13. Arnold Dimalanta	Alternate Representative - Pampanga	Mancatlan ES
14. James Paul Dungca	Principal Representative - Mabalacat	Camachiles NHS
15. John Delle Panlaqui	Principal Representative - San Fernando	Sindalan NHS
16. Joyce Binuya	Alternate Representative - San Fernando	Northville IS
17. Mary Grace Baccay-Jimenez	San Fernando Chapter Leader	Northville IS
18. Abel Sapungay	Principal Representative - Tarlac City	Northern Hill ES Main
19. Hilario Yumul	Alternate Representative - Tarlac City	Yabutan ES
20. Domingo Roxas	Principal Representative - Olongapo City	Sta Rita ES
21. Rodolfo M. Capellan, Jr	Alternate Representative - Olongapo City	Olongapo City NHS
22. James Norris	Principal Representative - Zambales	West Dirita ES
23. Alma Villanueva	Alternate Representative - Zambales	Zambales NHS
24. Melanie Garcia	Principal Representative - Bulacan	Prenza ES, Marilao
25. Melanie Cabarrubias	Alternate Representative - Bulacan	Rufino A. Cruz MES, Pulilan
26. Jovita Toledo	Bulacan Division Leader	Prenza ES
27. Jhoana Ligue	Bulacan Division Leader	Northville ES, Marilao South
28. Bryan Joseph De Guzman	Bulacan Division Leader	Catacte ES, Bustos
29. Abelardo III Oliva	Principal Representative - Meycauayan	Bancal IS
30. Mhae Lahnee Bernardo	Alternate Representative - Meycauayan	Kaingin ES
31. Michael Manzano	Principal Representative - Malolos	Malolos
32. Noemi Paguiligan	Alternate Representative - Malolos	Tikay ES
33. Fedel Johnson Osorio	Principal Representative - CSJDM	Muzon NHS
34. Bobby Bobadilla	Alternate Representative - CSJDM	Graceville ES
35. Dante Vergara	Principal Representative - Baliwag	Concepcion ES
36. Cesario Junior S. Villarico	Principal Representative - Cabanatuan	Marciano del Rosario MNHS
37. Oliver Toledo	Alternate Representative - Cabanatuan	Mabini Homesite ES
38. Veronica Santos	Principal Representative - Gapan	Sto Cristo Norte ES
39. Marica R Fronda	Principal Representative - Nueva Ecija	Ibalavera EMS
40. Edilbert Masocol Mendoza	Alternate Representative - Nueva Ecija	Sto Domingo NHS



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Action and Solidarity for the Empowerment of Teachers Central Luzon Union

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DOLE Reg No. 1898
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August 14, 2026

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

Subject: Request for Union Days and the Grant of Official Time for the Ratification of the New Constitution and By-Laws of the ASSERT Central Luzon Union

Dear Director Aquino:

Warm greetings of solidarity and service.

During our courtesy call and first meeting with you, we raised the idea of Union Days as part of membership mobilization and for the ratification of our new Constitution and By-Laws. The Union Day will also be the opportune time to discuss other important Union matters. The same scheme was employed during our CNA ratification in 2024.

Our initial target dates coincided with the instructional learning days; hence, it was not approved. We fully understand that. May we therefore request that the Union Days be conducted during the end-of-term break? Specifically, can we request **seven (7) Union Days within the end-of-term break** and that the participation of members of the bargaining unit be considered **on official time**? May we request that the same scheme used in 2024 be employed in our requested Union Days?

Below are the main elements of the Union Day:

1. Simultaneous District Forums are scheduled during the Union Day.
2. The District Central Schools or strategic secondary schools host the District Forums.
3. The Union requests the Faculty Officers and District Officers of the host school/district to assist the Union during the ratification/forum.
4. Union Officers/Leaders and volunteers-organizers are assigned to each district to handle the discussions and overall conduct and supervision of the Union Day.

The ratification of the new CBL is an essential internal governance process that aligns the Union's governing framework with the existing CNA and the evolving needs of its members. We believe you are one with us in our constant objective of strengthening the Union to advance teachers' rights and welfare.

We look forward to your favorable consideration of this request.

Thank you very much.

Respectfully yours,

ARLENE JAMES S. PAGADUAN
President
ASSERT Central Luzon Union (ACLU)