



Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



08 May 2025

REGIONAL MEMORANDUM

No. 320-2025

**DISSEMINATION OF MEMORANDUM OM-OUHROD-2025-1169 "2025
NATIONAL DAY FOR EDUCATION SUPPORT PERSONNEL"**

To: Assistant Regional Director
Schools Division Superintendents
School Heads
All Others Concerned

1. Enclosed is MEMORANDUM OM-OUHROD-2025-1169 "2025 National Day for Education Support Personnel" and Republic Act No. 12178, declaring May 16 as a special working holiday to recognize the vital contributions of non-teaching personnel in the education sector, details of which are stated within.
2. For more details, kindly contact the **Administrative Services Division** at Tel. No. **422-1318 or 422-1804** or through email at car.admin@deped.gov.ph.
3. For dissemination, information, and strict compliance.

Digitally signed by ESTELA P.
LEON-CARIÑO EdD, CESO III
Date: 2025.05.09 14:25:30 +08'00'

ESTELA P. LEON - CARIÑO EdD, CESO III
Director IV / Regional Director

ASD/MAB/mpc 05082025
2025NDESP



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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



MEMORANDUM

OM-OUHROD-2025- 1169

TO : **Regional Directors**
Schools Division Superintendents
All Others Concerned

FROM : **WILFREDO E. CABRAL**
Undersecretary for Human Resource and Organizational Development

SUBJECT : **2025 NATIONAL DAY FOR EDUCATION SUPPORT PERSONNEL**

DATE : May 05, 2025

The Department is pleased to announce that President Ferdinand Marcos Jr. has signed into law **Republic Act No. 12178**, officially declaring May 16 of every year as **National Education Support Personnel Day**, a special working holiday to recognize the vital contributions of non-teaching personnel in the education sector.

To ensure a meaningful and inclusive celebration, Regional Offices, Schools Division Offices, and schools are encouraged to develop and implement a localized program and activities that will recognize, appreciate, and uplift the morale of non-teaching personnel in their respective areas.

All field offices are encouraged to creatively align their activities with the needs, interests, and capacities of their education support personnel, while also ensuring continuous operations and delivery of services.

For your compliance.

Copy furnished:

OFFICE OF THE SECRETARY
UNDERSECRETARIES
ASSISTANT SECRETARIES
BUREAU AND SERVICE DIRECTORS

S. No. 2872
H. No. 4896

Republic of the Philippines
Congress of the Philippines
Metro Manila

Nineteenth Congress

Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-second
day of July, two thousand twenty-four.

[REPUBLIC ACT NO. 12178]

AN ACT DECLARING THE SIXTEENTH DAY OF MAY OF
EVERY YEAR A SPECIAL WORKING HOLIDAY TO BE
KNOWN AS THE "NATIONAL EDUCATION SUPPORT
PERSONNEL DAY", MANDATING THE DEPARTMENT
OF EDUCATION AND THE COMMISSION ON HIGHER
EDUCATION TO LEAD IN ITS OBSERVANCE, AND
APPROPRIATING FUNDS THEREFOR

*Be it enacted by the Senate and House of Representatives of the
Philippines in Congress assembled:*

SECTION 1. *Short Title.* — This Act shall be known as the
"National Education Support Personnel Day Act".

SEC. 2. *Declaration of Policy.* — It is hereby declared the policy
of the State to undertake initiatives that will recognize the vital
role of Education Support Personnel in the realization of the right

to education, in fostering positive and safe learning environments, and in ensuring that public and private educational institutions function effectively in providing quality education for all learners and students.

SEC. 3. *Definition.* – As used in this Act, the term “Education Support Personnel” refers to persons employed in teaching-related or non-teaching positions of any public or private school, college, university, or other educational institution, including but not limited to teaching assistants, registrars, librarians, doctors, nurses, schools division counselors, school counselors, school counselor associates, guidance counselors, psychologists, clerks, and the rest of the professional, administrative, technical, and general staff who provide support to learners, students, and teaching personnel.

SEC. 4. *National Education Support Personnel Day.* – In recognition of the observance of the World Education Support Personnel Day, the sixteenth (16th) day of May of every year is hereby declared a special working holiday to be known as the “National Education Support Personnel Day”.

SEC. 5. *Inter-Agency and Multi-Sectoral Effort; Implementation.* – The Department of Education and the Commission on Higher Education shall serve as the lead agencies in the preparation and implementation of the annual program of activities for the observance of the National Education Support Personnel Day.

To ensure the meaningful observance and celebration of this day, the heads of national government agencies and government-owned and/or -controlled corporations involved in education, local government units, and private sector employers involved in education are encouraged to allow their respective personnel to participate in any related activity to be held within the premises of their respective offices or establishments.


SEC. 6. *Appropriations.* – The amount necessary to implement this Act shall be included in the annual General Appropriations Act.

SEC. 7. *Separability Clause.* – If any part or provision of this Act is declared invalid or unconstitutional, the other provisions not otherwise affected shall remain in force and effect.

SEC. 8. *Repealing Clause.* – All laws, executive orders, presidential decrees, administrative orders, rules and regulations, issuances, or parts thereof contrary to or inconsistent with the provisions of this Act are hereby repealed or amended accordingly.


SEC. 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,


FERDINAND MARTIN G. ROMUALDEZ
Speaker of the House
of Representatives


FRANCIS “CHIZ” G. ESCUDERO
President of the Senate

This Act, which is a consolidation of Senate Bill No. 2872 and House Bill No. 4896, was passed by the Senate of the Philippines and the House of Representatives on February 4, 2025 and February 5, 2025, respectively.


REGINALD S. VELASCO
Secretary General
House of Representatives


RENATO N. BANTUG JR.
Secretary of the Senate

Approved: APR 15 2025


FERDINAND ROMUALDEZ MARCOS JR.
President of the Philippines



Office of the President
MALACANANG RECORDS OFFICE

CERTIFIED COPY

ATTY. LOVELY V. TOLENTINO-NAVA
DIRECTOR IV