



Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY

24 Sep 2021

DIVISION MEMORANDUM
NO. 381, s. 2021

VIRTUAL ORIENTATION RELATIVE TO THE GUIDELINES ON THE PROVISION OF SPECIAL HARDSHIP ALLOWANCE (SHA) FOR PUBLIC SCHOOL TEACHERS

To: **Alternative Learning System (ALS) Personnel**
San Francisco de Asis Elementary School Personnel
San Francisco de Asis National High School Personnel
Special Education (SpEd) Teachers

1. This is to inform the field that DepEd Order 39, s. 2021 which sets the Guidelines on the Provision of Special Hardship Allowance (SHA) for Public School Teachers was already released last September 22, 2021. To ensure correct understanding and uniform interpretation of the said guidelines, the above-listed employees are invited to a virtual orientation on **September 29, 2021, 9:00 AM – 10:30 AM via Google Meet** (link: meet.google.com/ybu-ujy-uiz).
2. This Office would like to reiterate that it adheres to the Equal Opportunity Principle (EOP). Hence, all decisions and actions are based solely on guidelines set forth, with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity or political affiliation.
3. For information, guidance and compliance.

OLGA C. ALONSABE
Assistant Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent

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

BENEFITS EMPLOYEES

