



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

**Office of the Schools Division Superintendent**

**March 16, 2023**

**DIVISION MEMORANDUM**

No. 146, s. 2023

**DIVISION TRAINING OF QUALIFIED ATHLETES FOR THE 2023  
NORTHERN MINDANAO REGIONAL ATHLETIC ASSOCIATION MEET  
(PALARONG PAMPOOK)**

To: **Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public and Private Elementary School Heads  
Public and Private Secondary School Heads  
All Others Concerned**  
This Division

1. In preparation for the 2023 Northern Mindanao Regional Athletic Association Meet (Palarong Pampook), this office, through the Schools Governance and Operations Divisions informs the field on the Training of Athletes on March 18, 19, 25, 26, and April 1, 2, 15, 16, 2023.
2. The activity aims to:
  - a. Maximize athletic performance while minimizing the occurrence of injury in a safe, structured training environment; and
  - b. Improve fitness and abilities to perform in a particular sport.
3. The teacher-coaches/trainers/participants shall be entitled to service credits in accordance with *DepEd Order No. 52, s. 2003* titled *Updated Guidelines on the Grant of Vacation Service Credits for Teachers*. However, non-teaching personnel shall be given *Compensatory Time-Off (CTO) per Civil Service Commission (CSC) and Department of Budget and Management (DBM) Joint Circular No. 2, 2004 on Non-Monetary Remuneration for Overtime Service Rendered*, specific attention on Section 5.





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4. This office adheres to the Equal Opportunity Principle (EOP). Hence, all actions shall be based solely on the guidelines set with no discrimination on the account of age, gender, identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.
  
5. Immediate and wide dissemination of this Memorandum is desired.

A handwritten signature in blue ink, appearing to read "V. G. de Gracia, Jr.", written over the typed name.

**VICTOR G. DE GRACIA, JR., PhD, CESO V**  
Assistant Regional Director  
and Concurrent Officer-in-Charge  
Office of the Schools Division Superintendent

SGOD/Sports/Agf

