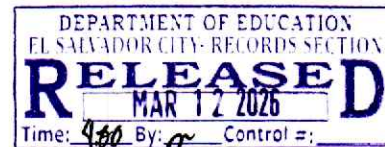




Republic of the Philippines
Department of Education
 REGION X - NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY



12 Mar 2026

DIVISION MEMORANDUM

No. 091, s. 2026

REITERATION ON THE STRICT WEARING OF THE PRESCRIBED DEPED NATIONAL UNIFORM FOR SY 2026-2027

To: Asst. Schools Division Superintendent
 Chief CID, SGOD
 Education Program Supervisors
 Section Heads
 All Public Elementary & Secondary School Heads
 All Public Elementary & Secondary Teachers
 All Others Concerned
 This Division

1. In reference to DepEd Memorandum No. 028, s. 2025, dated March 24, 2025, entitled "Guidelines on the New DepEd National Uniform for Classroom and Office-Based Personnel" and DM-OUHRODI-2026-0694, dated March 10, 2026 entitled "Reiteration on the Strict Wearing of the Prescribed DepEd National Uniform for SY 2026-2027 and Immediate Release of the FY 2026 Clothing Allowance", this Office reiterates the full implementation of the provisions of the aforementioned Memorandum, including the adoption of the three (3) new sets of DepEd national uniform designs for classroom and office-based personnel:
2. Effective SY 2026-2027, beginning June 2026, all classroom and office-based DepEd personnel are required to strictly wear the prescribed new sets of uniforms, pursuant to Item 2 of DM No. 028, s. 2025.
3. In strict adherence to Republic Act (RA) No. 9242, or the Philippine Tropical Fabrics (PTF) Law, **the use of sublimation-printed uniforms is strictly prohibited**. Sublimated fabrics are typically synthetic and do not meet the breathability and sustainability standards set by the PTF Law and the Civil Service Commission (CSC). Consequently, such materials are deemed noncompliant with DM No. 028, s. 2025.
4. All DepEd personnel (teaching, related-teaching and non-teaching) are required to wear their prescribed identification (ID) cards at all times while on official duty or when representing the Department in official functions or activities outside the school and offices as prescribed under RA 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.



Address: Zone 3, Tuburan, Poblacion, El Salvador City
 Telephone Nos.: (088) 882-6326
 Email Address: elsalvador.city@deped.gov.ph
 Website: depedelsalvadorcity.org

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5. The following DepEd personnel shall be exempted from wearing the prescribed uniforms:
 - a. When the nature of work of the DepEd personnel demands that he/she wear clothing other than those prescribed above, such as but not limited to medical and health personnel, laboratory personnel, technicians and field engineers, and those who are performing fieldwork;
 - b. When religious affiliation or creed or any legitimate practice by the DepEd personnel in relation thereto requires him/her to wear particular clothing;
 - c. Physical disabilities and other legitimate health reasons of the DepEd personnel;
 - d. Pregnant female personnel during her period of pregnancy;
 - e. DepEd personnel who are mourning due to the death of any member of their family
 - f. Emergency cases or during rehabilitation efforts after a calamity/disaster or inclement weather; and
 - g. Other circumstances analogous to the foregoing.


6. As stated in CSC MC No. 16, s. 2024, the following attire shall be prohibited for all teachers and non-teaching personnel when performing official functions inside the workplace:
 - a. Collarless T-shirt;
 - b. Blouses with over-plunging necklines;
 - c. Backless top/plunged back top;
 - d. Sleeveless;
 - e. See-through clothing;
 - f. Gauzy, transparent, or net-like clothing;
 - g. *Sando*, tank-tops, tube tops, halters, and strapless or spaghetti strap blouse (unless worn as an undershirt)
 - h. Leggings, above-the-knee skirt, walking shorts, cycling shorts, and jogging pants (unless worn during official events involving physical exercise)
 - i. Ripped jeans
 - j. Short pants
 - k. Sandals, slippers, and slip-ins exposing the toes
 - l. Excessive jewelry, except for special occasions and during official celebrations
 - m. Heavy or theatrical makeup, except for those engaged in the performing arts
 - n. Other clothes or accessories analogous to the foregoing which are inappropriate while performing official duties and functions.

7. Principals/School Heads, Division Chiefs and Section Heads shall be responsible for the implementation of this Memorandum in their own area of responsibility.



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8. Non-compliance to and deliberate defiance of this Memorandum shall be dealt with administratively pursuant to Section 63.C Light Offenses Paragraph 15. Violation of Reasonable Office Rules and Regulations, which is punishable by reprimand for the first offense; suspension of one (1) to thirty (30) days for the second offense and dismissal from the service for the third offense, under Rule 10, of CSC Resolution no. 2500357 entitled "2025 Rules and Administrative Cases in the Civil Service".
9. All are reminded that this Office adheres to Equal Opportunity Principle (EOP). Hence, all decisions and actions shall be 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.
10. For information and strict compliance.


RANDOLPH B. TORTOLA
Schools Division Superintendent

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



Republika ng Pilipinas

Department of Education


OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

MEMORANDUM

DM-OUHRODI-2026-0693

FOR : **Undersecretaries**
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

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

SUBJECT: **Reiteration on the Strict Wearing of the Prescribed DepEd National Uniform for SY 2026-2027 and Immediate Release of the FY 2026 Clothing Allowance**

DATE : 10 March 2026

The Department of Education (DepEd) previously issued DepEd Memorandum No. 028, s. 2025 dated March 24, 2025, entitled "**Guidelines on the New DepEd National Uniform for Classroom and Office-Based Personnel.**"

In view of this, this Office reiterates the full implementation of the provisions of the aforementioned Memorandum, including the adoption of the **three (3) new sets of DepEd national uniform designs for classroom and office-based personnel:**

1. **Mandatory Implementation for School Year (SY) 2026-2027.**

SY 2025-2026 served as a "transition period" to allow employees ample time to prepare and purchase the new sets of prescribed uniforms, during which the wearing of old uniforms was allowed. **Effective SY 2026-2027, beginning June 2026, all classroom and office-based DepEd personnel are required to strictly wear the prescribed new sets of uniforms, pursuant to Item 2 of DM No. 028, s. 2025.**

2. **Prohibition of Sublimation-Printed Uniforms.**

In strict adherence to Republic Act (RA) No. 9242, or the Philippine Tropical Fabrics (PTF) Law, the use of sublimation-printed uniforms **is strictly prohibited**. Sublimated fabrics are typically synthetic and do not meet the breathability and sustainability standards set by the PTF Law and the Civil

[BHR0D EWD/CBalbuena]



Republika ng Pilipinas
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OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

Service Commission (CSC). Consequently, such materials are deemed **non-compliant** with DM No. 028, s. 2025.

3. **Release of Clothing and Uniform Allowance.**

To facilitate the timely acquisition of the mandatory uniforms, the annual Clothing and Uniform Allowance for Fiscal Year 2026, **amounting to Seven Thousand Pesos (₱7,000.00)**, shall be released to all eligible personnel **not earlier than the first working day of April 2026**, subject to existing accounting and auditing rules and regulations, and upon the release of the Notice of Cash Allocation from the Department of Budget and Management (DBM).

For inquiries, please contact the BHROD-EWD through the telephone number (02-86337229) or email at bhrod.ewd@deped.gov.ph

The immediate dissemination of and strict compliance with this Memorandum is directed.

[BHROD-EWD/CBalbuena]