



Republic of the Philippines  
**Department of Education**  
REGION VII – CENTRAL VISAYAS  
Schools Division of Bohol

**Office of the Schools  
Division Superintendent**

April 20, 2026

**DIVISION MEMORANDUM**

No. 257 s. 2026

**ADOPTION OF ALTERNATE UNIFORM FOR DEPED PERSONNEL FOR APRIL  
AND MAY 2026 PURSUANT TO DM-OUHRODI-2026-1083**

To : Assistant Schools Division Superintendents  
Chief SGOD and OIC Chief CID  
Education Program Supervisors  
Public Schools District Supervisors/Acting PSDS  
Elementary and Secondary School Heads  
All Others Concerned

In compliance with **Memorandum DM-OUHRODI-2026-1083**, and in consideration of the high heat index forecasted for the months of April and May 2026, the Department of Education (DepEd) authorizes the wearing of alternate uniforms. This measure aims to protect the health and well-being of all teaching and non-teaching personnel from the extreme summer heat while maintaining a professional appearance.

Effective immediately and until **May 31, 2026**, all classroom-based and office-based personnel may opt to wear the following:

- **Official DepEd Collared Polo Shirts:** This includes polo shirts previously issued or used during Brigada Eskwela, Palarong Pambansa, or other official DepEd events.
- **White Collared Polo Shirts:** Plain white polo shirts with the DepEd logo (embroidered or printed) are also acceptable.
- **Pants/Slacks:** The alternate shirt must be paired with the existing official uniform slacks, or neat denim pants (provided they are not ripped, frayed, or overly distressed).
- **Footwear:** Personnel are still expected to wear appropriate footwear (closed shoes) in **Note:** The use of the alternate uniform is **optional**. Personnel who prefer to wear the regular official white/green or blue/charcoal uniforms may continue to do so.

While the Department prioritizes personnel comfort during the dry season, all staff members are reminded to maintain a professional appearance by adhering to the "Revised Dress Code Prescribed for All Government Officials and Employees" under CSC Memorandum Circular No. 19, s. 2000. Under these guidelines, certain items remain strictly prohibited even in warmer weather, including round-neck T-shirts, shorts, and leggings or other tight-fitting activewear. Additionally, the use of slippers is restricted unless required for documented medical reasons.

Immediate dissemination of and strict compliance with this Memorandum is desired.

**FAY C. LUAREZ EdD, PhD.TM., CESO VI**  
Schools Division Superintendent





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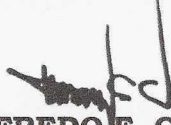
OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

### MEMORANDUM

DM-OUHRODI-2026-1083

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: **ALTERNATE UNIFORM FOR DEPED CLASSROOM AND OFFICE-  
BASED PERSONNEL DURING APRIL TO MAY 2026**

DATE : 13 April 2026

In view of the escalating heat index forecasts nationwide, as officially reported by the Department of Science and Technology - Philippine Atmospheric, Geophysical and Astronomical Services Administration (DOST-PAGASA)<sup>1</sup>, and to ensure the welfare and comfort of personnel, **all Department of Education (DepEd) classroom and office-based personnel are hereby authorized to wear the following alternate uniforms from April until May 2026:**

1. **Any existing collared DepEd polo shirt** previously utilized during official events and activities (e.g., Brigada Eskwela, Palarong Pambansa, Oplan Balik Eskwela, Regional/Division/School Conferences, etc.); **or**
2. **A white collared polo shirt with the standard DepEd logo**, a sample of which is provided as enclosure.

Either of the above-mentioned options shall be paired with pants made of appropriate fabric or textile, such as slacks, jeans, or cargo pants. However, all personnel are strongly reminded to strictly comply with the provisions of Civil Service Commission (CSC) Memorandum Circular (MC) No. 16, s. 2024, otherwise known as the *“Revised Dress Code for Government Officials and Employees”*. The wearing of tattered jeans, leggings, tights, and jogging pants remains strictly prohibited.

<sup>1</sup> DOST-PAGASA 2026 Heat Index Monitoring and Forecast Information (accessed from: <https://www.pagasa.dost.gov.ph/weather/heat-index>)



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HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

The use of the prescribed alternate uniform shall be allowed **until the end of May 2026**. Thereafter, **the full and strict implementation of the New DepEd National Uniforms shall resume on the first working day of June 2026**, pursuant to DepEd Memorandum (DM) No. 028, s. 2025, entitled “*Guidelines on the New Department of Education National Uniform for Classroom and Office-based Personnel*”.

Moreover, Heads of Offices and Schools Heads are directed to continuously monitor the daily heat index in their respective areas through the official DOST-PAGASA portals:

- <https://iheatmap.pagasa.dost.gov.ph/> , and
- <https://www.pagasa.dost.gov.ph/weather/heat-index>

To lessen the adverse effects of extreme heat conditions, the following precautionary measures are strongly encouraged:

- ensuring adequate ventilation in offices and classrooms;
- promoting frequent hydration among personnel and learners, and
- limiting or suspending strenuous outdoor activities during peak heat hours.

Further, all concerned officials and stakeholders are enjoined to remain vigilant in identifying symptoms of heat-related illnesses, ranging from fatigue and heat cramps to severe heat exhaustion and heat stroke. In such instances, immediate and appropriate first aid and interventions must be promptly administered.

For inquiries and further clarifications, please contact the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHROD-EWD) through email at [bhrod.ewd@deped.gov.ph](mailto:bhrod.ewd@deped.gov.ph).

**For immediate dissemination and strict compliance.**

Copy furnished:

**OFFICE OF THE SECRETARY**

[osec@deped.gov.ph](mailto:osec@deped.gov.ph)



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# Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

**ENCLOSURE: ILLUSTRATIVE SAMPLE DESIGN (FOR REFERENCE ONLY)**



*This sample design is for reference only. Procurement or purchase is not required.*