



Republic of the Philippines  
**Department of Education**  
REGION III – CENTRAL LUZON  
**SCHOOLS DIVISION OF SCIENCE CITY OF MUÑOZ**

June 1, 2023

**SCHOOLS DIVISION MEMORANDUM**

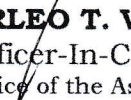
No. 237, s. 2023

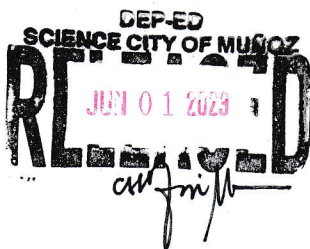
**DISSEMINATION OF REGIONAL MEMORANDUM NO. 237, S. 2023 RE:  
REITERATING THE CONSTITUTIONAL RIGHT OF THE DEPARTMENT OF  
EDUCATION PERSONNEL AND STUDENTS TO FREE EXERCISE OF RELIGION**

To: Assistant Schools Division Superintendent  
Chief Education Program Supervisors  
All Public Elementary and Secondary Schoolheads  
All Others Concerned

1. For the information, guidance, and compliance of all concerned, enclosed is Regional Memorandum No. 237, s. 2023, titled *Reiterating the Constitutional Right of the Department of Education Personnel and Students to Free Exercise of Religion*.
2. Immediate and wide dissemination of this memorandum is earnestly desired.

For the Schools Division Superintendent:

  
**ERLEO T. VILLAROS PhD**  
Officer-In-Charge  
Office of the Assistant Schools Division Superintendent





Republic of the Philippines  
**Department of Education**  
 REGION III-CENTRAL LUZON

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**REGIONAL MEMORANDUM**  
 No. 237, s. 2023

**REITERATING THE CONSTITUTIONAL RIGHT OF THE DEPARTMENT OF EDUCATION PERSONNEL AND STUDENTS TO FREE EXERCISE OF RELIGION**

To : Schools Division Superintendents  
 Public Elementary and Secondary School Heads  
 All Others Concerned

1. In accordance with Department of Education (DepEd) Memorandum No. 3, s. 2010 and DepEd Order No. 105, s. 2010, the undersigned hereby reiterates the **Constitutional right of all DepEd personnel and students to exercise their religion**, as guaranteed by the Bill of Rights under Article III, Section 5 of the 1987 Constitution of the Philippines.<sup>1</sup>

2. In line with this, it is imperative that DepEd personnel and students who belong to religious groups observing Saturday as their "church day" or "worship day" should not be coerced or compelled to participate in seminars, examinations, special classes, training, and other related activities that are scheduled on Saturdays.

3. Likewise, there should be no diminution or deduction in the salaries (in the case of teachers) or no effect on the grades (in the case of students) for those teachers and students who incur absences on Saturdays due to the exercise of their right to religious worship. Concerned teachers or personnel should make arrangements with the school head for the performance of their duties, while concerned students should coordinate with their teachers for the completion of school requirements. These arrangements should be made without prejudice to their right to free exercise of religion.

4. Immediate and wide dissemination of and strict compliance with this memorandum is directed.

Digitally signed by Eclar May Batenga  
 Date: 2023.05.29 20:30:09  
**MAY B. ECLAR, PhD, CESO III**  
 Regional Director

Encl.: As stated  
 References: 1987 Philippine Constitution  
 DepEd Memorandum No. 3, s. 2010  
 DepEd Order No. 105, s. 2010

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

TEACHING	WELFARE
PUBLIC CONCERNS	RELATIONS

ORD1/pau2

<sup>1</sup> The provision explicitly states that "No law shall be made respecting an establishment of religion or prohibiting the free exercise thereof. The free exercise and enjoyment of religious profession and worship, without discrimination or preference, shall forever be allowed. No religious test shall be required for the exercise of civil or political rights."

