



DIVISION MEMORANDUM

No. 368, s. 2015

JUN 29 2015

**ENGLISH PROFICIENCY SPECIAL EXAMINATIONS FOR TEACHER-APPLICANTS
WHO ARE MEMBERS OF THE SEVENTH-DAY ADVENTIST CHURCH**

To: Assistant Superintendent
Education Supervisors/Coordinators
District Supervisors/OICs/Caretakers
Elementary and Secondary School Heads

1. For the information and guidance of all concerned, attached is Regional Memorandum No. 304, s. 2015, entitled, "English Proficiency Special Examinations for Teacher-Applicants who are Members of the Seventh-Day Adventist Church", which is self-explanatory.
2. Immediate and wide dissemination of this Memorandum is directed.


ARDEN D. MONISIT, ED.D.
Schools Division Superintendent

ADM/rng15

Telephone Numbers:

| | | |
|--|---|--|
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REPUBLIKA NG PILIPINAS
REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
DEPARTMENT OF EDUCATION
REHIYON VII, GITNANG VISAYAS
REGION VII, CENTRAL VISAYAS
Sudlon, Lahug, Cebu City



JUN 01 2015

REGIONAL MEMORANDUM

No. 304, s. 2015

ENGLISH PROFICIENCY SPECIAL EXAMINATIONS FOR TEACHER-APPLICANTS
WHO ARE MEMBERS OF THE SEVENTH-DAY ADVENTIST CHURCH

To: Schools Division/City Superintendents
Officer-in-Charge of Regular Divisions

1. For the information and guidance of all concerned, attached is an Unnumbered Memorandum from Bro. Armin A. Luistro FSC, Secretary, Department of Education entitled, "English Proficiency Special Examinations for Teacher-Applicants who are Members of the Seventh-Day Adventist Church", which is self-explanatory.
2. For details, please refer to the attached DepEd Memorandum.
3. For immediate dissemination.


JULIET A. JERUTA

Director III
Officer-in-Charge
Office of the Regional Director

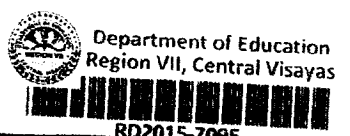
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Regional Director's Office: Tel. nos.: (032) 231-1433; 231-1309; Telefax 414-7399; 414-7325; Asst. Regional Director's Office Telefax: (032) 255-4542;
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Website: <http://www.depedro7.com.ph>

"EFA 2015: Karapatan ng Lahat, Pananagutan ng Lahat"



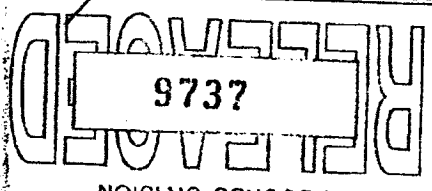
Republic of the Philippines
Department of Education



MAY 19 2015
Date

RD2015-7095
25-May-15

Tanggapan ng Kalihim
Office of the Secretary



MEMORANDUM

TO : REGIONAL DIRECTORS
REGIONAL SECRETARY, ARMM
SCHOOLS DIVISION SUPERINTENDENTS

FROM : BR. ARMIN A. LUISTRO FSC
Secretary

SUBJECT : ENGLISH PROFICIENCY SPECIAL EXAMINATIONS
FOR TEACHER-APPLICANTS WHO ARE MEMBERS
OF THE SEVENTH-DAY ADVENTIST CHURCH

DATE : March 23, 2015

DepEd Order No. 105, s. 2010 reiterates the constitutional right of DepED personnel to free exercise of religion. Under paragraph 3 of said Order: "x x x DepED personnel belonging to the Seventh-Day Adventist Church should not be required to attend seminars, examinations, trainings and other professional development activities held on Saturday." (Emphasis ours) Under paragraph 4 (a) of the same Order, "DepEd personnel and students belonging to any religious group where Saturday is their last day of rest or "church day," should not be required to attend seminars, examinations, special classes, trainings and other school activities on Saturdays."

Last March 7, 2015 (Saturday), English Proficiency Examinations (which is a requirement for new teacher-applicants) were conducted nationwide. Accordingly, in line with DepEd Order No. 105, s. 2010, special examinations for English Proficiency shall be given to teacher-applicants who are members of the Seventh Day Adventist Church or other religions with similar prohibitions on activities on Saturdays and who were unable to take the Examinations on March 7, 2015 due to their beliefs.

For immediate dissemination and information.



DepEd ORDER
No. 105, s. 2010

OCT 14 2010

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

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Directors of Services, Centers and Heads of Units
Regional Directors
Schools Division/City Superintendents
Heads, Public Elementary and Secondary Schools
All Others Concerned

1. The right of a man to worship God in his own view is guaranteed by the Bill of Rights under Article III, Section 5 of the 1987 Constitution of the Philippines which 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."

2. DepEd Memorandum No. 3, s. 2010 was issued on January 10, 2010 advising all DepEd officials to ensure that the free exercise of religion by DepEd personnel are respected in the course of the regular operations of the Department.

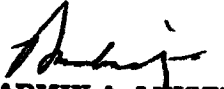
3. Said memorandum, specifically mentioned that DepEd personnel belonging to the Seventh-Day Adventist Church should not be required to attend seminars, examinations, trainings and other professional development activities held on Saturday, which is their day of rest or church day, in accordance with their religious beliefs. However, in some public elementary and secondary schools, there is a practice of conducting special or make-up for the suspension of classes during typhoons or for any other reasons every Saturday for a particular duration of time. Hence, there are some complaints of discrimination and non-compliance with the provisions of DepEd Memorandum No. 3, s. 2010 in relation to the exercise of the right to religious worship by teachers. Likewise, there are complaints that said DepEd Memorandum excludes affected students from its coverage.

4. Accordingly, all concerned are hereby informed and advised of the following:

- a. DepEd personnel and students belonging to any religious group, where Saturday is their day of rest or "church day," should not be required to attend seminars, examinations, special classes, trainings and other school activities on Saturdays;



- b. There should be no diminution or deduction in the salaries (in the case of teachers) or no effect in 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; and
 - c. An arrangement should be made by the concerned teacher/ personnel with the school head for the performance of functions or by the concerned students with the teacher for the completion of school requirements, without prejudice to their right to free exercise of religion.
5. Immediate and wide dissemination of and strict compliance to this Order is directed.


BR. ARMIN A. LUISTRO FSC
Secretary

Reference:

DepEd Memorandum: (No. 3, s. 2010)

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

RELIGION
STUDENTS
TEACHERS

MadEd: Free Exercise Religion
10-12/10