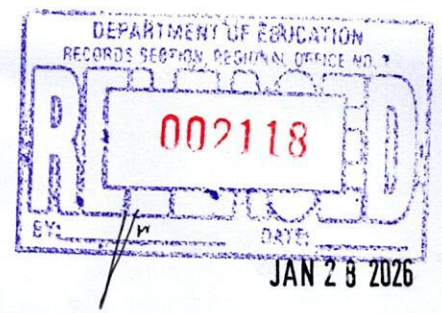




Republic of the Philippines  
**Department of Education**  
 REGION I



**REGIONAL MEMORANDUM**

No. 118, s. 2026

To: All Schools Division Superintendents  
 DepEd RO I Administrative Division Proper Personnel  
 DepEd RO I Personnel Section Personnel  
 DepEd RO I Payroll Section Personnel (Mr. Bernardo H. Alcantara, Jr.,  
 Mr. Rhinehart L. Natividad, Mr. Jayson M. Ornido)

**CONVERGENCE OF HUMAN RESOURCE MANAGEMENT OFFICERS AND OTHER PERSONNEL IN-CHARGE OF PERSONNEL ACTIONS**

1. The Department of Education, Regional Office No.1 through the Administrative Division-Personnel Section will be conducting the Convergence of Human Resource Management Officers (HRMOs) and Other Personnel In-Charge of Personnel Actions at the National Educators' Academy of the Philippines Region I (NEAP RI), San Vicente, City of San Fernando, La Union on February 3-4, 2026.
2. The agenda of the activity are the following concerns:
  - a. Presentation of the Accomplishment Report of Admin. Personnel Section
  - b. Expanded Career Progression (ECP)
    - Updates
    - Effectivity of NOSCA versus Appointment Date
    - Checklist of Documentary Requirements (DO 24, s. 2025)
    - Assessment Concerns
  - c. Personnel Action Matters (*Recurring issues and concerns*)
    - Timely submission of travel abroad
    - Submission of quarterly filling-up data
    - Timely Updating of PSIPOP and GMIS
    - Additional Documentary Requirements required by DBM RO I
  - d. Payroll Concerns – Integration of ECP and 3<sup>rd</sup> Tranche
  - e. Other Matters
3. In line with this activity, this Office cordially invites the Schools Division Office Human Resource Management Officer (*Administrative Officer IV*), Person-In-Charge on Personnel Actions (*PSIPOP, Travel, Reclassification*), the Person-In-Charge of Payroll to attend the said meeting. Strictly no Proxy allowed.
4. Attached is Program of Activities, for reference. Moreover, kindly access the link for the List of Participants and indicate their names at [LIST OF PARTICIPANTS.docx](#).
5. First Meal to be served is lunch on Day 1, and last meal is PM Snacks on Day 2.
6. This Memorandum serves as your Authority to Travel. Travel expenses shall be charged to local funds subject to the usual accounting and auditing rules and regulations.



Doc. Ref. Code	RO-ORD-F021	Rev	00
Effectivity	02.21.25	Page	1 of 1





Republic of the Philippines  
**Department of Education**  
 REGION I

7. Be guided accordingly.

For the Regional Director:

**ATTY. RHEA JOY L. CARBONELL**  
 Chief Administrative Officer  
 Administrative Division

Encl.: As Stated

Reference: None

To be indicated in the Perpetual Index

Under the following subjects:

MEETING      OFFICERS      OFFICIALS      POSITIONS      REPORTS

ADS/PS/hfa/RM\_ConvergenceHRMOs

January 28, 2026



Republic of the Philippines  
**Department of Education**  
 REGION I

**LIST OF DEPED REGIONAL OFFICE I PARTICIPANTS**

<b>OFFICE</b>	<b>NAME</b>	<b>POSITION</b>
Office of the Regional Director	Dir. Tolentino G. Aquino	Director IV
Office of the Regional Director	Dir. Rhoda T. Razon	Director III
Human Resource Development Division	Dr. Dinah C. Bonao	Chief Education Supervisor
Administrative Division	Atty. Rhea Joy L. Carbonell	Chief Administrative Officer
Administrative Division	Ramon O. Caniezo	Supervising Administrative Officer
Administrative Division – Personnel Section	Georgina N. Nerida	Administrative Officer V
Administrative Division – Personnel Section	Laarni Grace F. Madayag	Administrative Officer IV
Administrative Division – Personnel Section	Herminia F. Anwoju	Teacher Credentials Evaluator II
Administrative Division – Payroll Unit	Bernardo H. Alcantara, Jr.	Administrative Officer II
Administrative Division – Personnel Section	Nenita S. Ducusin	Administrative Assistant II
Administrative Division – Personnel Section	Rhinehart L. Natividad	Administrative Aide VI
Administrative Division – Personnel Section	Jayson M. Ornido	Administrative Aide VI
Administrative Division – Personnel Section	Anthony A. Gaspar	Administrative Aide III
Administrative Division – Personnel Section	Hannah Claire L. Luna	Administrative Aide I

*(Handwritten signature)*