



Republic of the Philippines
Department of Education
REGION VII – CENTRAL VISAYAS
Schools Division Office of Negros Oriental

**Office of the Schools Division
Superintendent**

08 MAY 2023

DIVISION MEMORANDUM

No. **bot**, s. 2023

**DIVISION ORIENTATION ON THE INDUCTION PROGRAM FOR BEGINNING
TEACHERS (IPBT)**

To: Assistant Schools Division Superintendent
Chief, CID and SGOD
Division Education Program Supervisors & Division Coordinators
Public Schools District Supervisors/ District In-Charge
Elementary and Secondary School Heads
All Others Concerned

1. This office, through the Human Resource and Development Section (HRDS) of the Schools Governance and Operations Division (SGOD) will conduct the **Division Orientation on the Induction Program for Beginning Teachers (IPBT)** on **May 12-13, 2023** at Plaza Maria Luisa Suites Inn, Dumaguete City.
2. All participants (please see attached list) are required to wear **Smart Business Casual** attire, and are requested to come before 8:00 in the morning.
3. All members of the Technical Working Group (TWG) and the Learning Facilitators (LFs) are advised to convene on **May 11, 2023** at Plaza Maria Luisa Suites Inn, Dumaguete City for the preparation and finalization of the activity.
4. School heads are instructed to ensure that no classes are disrupted by arranging with relieving teachers to take over the classes left by the participating teachers.
5. Furthermore, teacher participants are entitled to a one (1) day Service Credits (May 13, 2023- Saturday) while Non-Teaching personnel are entitled to a one (1) day Compensatory Overtime Credit (COC) (May 13, 2023- Saturday), per DepEd Order No. 53, s. 2003- Updated Guidelines on Grant of Vacation Service Credits to Teachers, and Compensatory Time-Off (CTO) per Civil Service Commission (CSC) and Department of Budget Management (DBM) Joint Circular No. 02, s. 2004 on Non-Monetary Remuneration for Overtime Service Rendered.
6. All expenses relative to the venue, supplies, materials, full meals (3 meals and 2 snacks) of the Facilitators and the Technical Working Group (TWG) and the meals



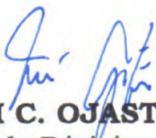
Address: Kagawasan Avenue, Capitol Area, Daro, Dumaguete City

Telephone Nos.: (035)225-2838 / 225-0667 / 422-7644

Email Address: negros.oriental@deped.gov.ph

(1 lunch and 2 snacks) of the participants shall be charged against HRTD 2023, while travelling and other incidental expenses of the participants, TWG and Facilitators shall be charged against School MOOE/Local funds, all subject to the usual accounting and auditing rules and regulations.

7. For Technical Assistance you may contact Ms. Iryll through (035) 225-6180.
8. For the information and compliance of all concerned.


NERI C. OJASTRO EdD, CESE
Schools Division Superintendent
Office of the Schools Division Superintendent
5/5/23

**INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)
MANAGEMENT TEAM**

Training Director	NERI C. OJASTRO EdD, CESE	SDS
Consultants	DR. JOELYZA M. ARCILLA	ASDS
	DR. MARCELO K. PALISPIS	ASDS
	DR. NILITA L. RAGAY	ASDS
Training Manager	DR. RACHEL B. PICARDAL	Chief, SGOD
Focal Person	MS. IRYLL MAE S. MACAHIG	SEPS
Asst. Focal Person	DR. GERALDINE B. OLMILLO	EPS II
Resource Speakers	DR. JOELYZA M. ARCILLA	ASDS
	DR. NILITA L RAGAY	ASDS
	DR. RENANTE A. JUANILLO	EPS- FILIPINO
	DR. ANNA LEE A. AMORES	EPS- ENGLISH
	ATTY. MARJORIE PORCINA	LEGAL ASSISTANT
	DR. KARL T. CREDO	PLANNING OFFICER
	MS. IRYLL MAE S. MACAHIG	SEPS
	MRS. JENNIFER P. PIODOS/ LYDIA D. CACAS	ACCOUNTANT
TECHNICAL WORKING GROUP (TWG)	DR. GERALDINE B. OLMILLO	EPS II- HRDS
	ROY M. CADINAS	HRDS STAFF
	LARY K. GAITERA	SIATON III DISTRICT
	CLINT R. NOBLEFRANCA	AYUNGON 2 DISTRICT
	JESUCLES A. AMORES	ZAMBOANGUITA 2 DISTRICT
	JAMES D. BASAS	NOHS
	JADE T. FRANCISCO	SIATON IV DISTRICT
	EMILDA R. UBAG	VALENCIA DISTRICT
	REGIDOR R. PATRON	VALENCIA DISTRICT
	REMYLIN V. GAOGAO NINONITO D. DIVINO	DO- ICT UNIT
QATAME	DENNIS CHARL F. ANDALAJAO TEOFAN C. GALLOSA	SEPS- M & E EPS II- M & E
MEDICAL STAFF	2 NURSES (TO BE IDENTIFIED BY THE SCHOOL HEALTH SECTION)	

INDUCTION PROGRAM FOR BEGINNING TEACHERS

Batch 4

May 12-13, 2023

Plaza Maria Luisa Suites Inn, Dumaguete City

DAY 1 May 12, 2023		Day 2 May 13, 2023	
TIME	ACTIVITY/SESSION	TIME	ACTIVITY/ SESSION
7:30- 8:30	Opening Program Ms. Iryll Mae S. Macahig Ms. Geraldine B. Olmillo	8:00- 9:30	Session 5 Code of Ethics for Professional Teachers Dr. Anna Lee A. Amores
8:30- 9:30	Session 1 The TIP Policy Dr. Nilita L. Ragay	9:30- 11:00	Session 6 Overview of PPST/RPMS Dr. Karl T. Credo
9:30- 9:45	Morning Tea	11:00- 11:15	Morning Tea
9:45- 10:40	Session 2 DepEd Mandate, Vision, Mission, Core Values (VMG) and Strategic Directions Dr. Joelyza M. Arcilla	11:15- 12:00	Session 7 Orientation of the IPBT Coursebooks Ms. Iryll Mae S. Macahig
10:45- 11:40	Session 3 DepEd /Schools Division of Negros Oriental Organizational Structure and School Processes Dr. Renante A. Juanillo	12:00-1:00	Lunch
11:45- 12:00	Open Forum	1:00-2:30	Cont . with the IPBT Coursebooks: An Overview Ms. Iryll Mae S. Macahig
12:00- 1:00	Lunch Break	2:30- 3:30	Session 8 Salaries, Wages, Benefits of Teachers, Financial Issues and Concerns Ms. Jian A. Diaz
1:00-2:45	Kapihan sa TIP (Panel Interview 1) Benefits of Teachers (CSC, GSIS, PhilHealth, Pag-IBIG and BIR)	3:30-4:30	Session 9 Financial Literacy Mrs. Jennifer P. Piodos/ Mrs. Lydia D. Cacas
3:00- 4:30	Session 4 Magna Carta for Public School Teachers Atty. Marjorie Porcina	4:30- 5:00	Closing Program Prayer Pambansang Awit Giving of Impressions Challenge Giving of Certificates of Participation and Appearance Oath of Commitment

			Acknowledgment Closing Prayer Unity Song
4:30-5:30	Open Forum		

**DIVISION OF NEGROS ORIENTAL
INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)**

	DISTRICT	LAST NAME	FIRST NAME	MIDDLE INITIAL
1	MANJUYOD 1	GONZALES	GRACE	S.
2	MANJUYOD 1	VILLO	JOAN	
3	MANJUYOD 1	BABOR	ARNYL	L
4	DAUIN	LASOLA	IRISH	D
5	SIATON 4	PADICA	PRINCE DEAN	D
6	SIATON 4	ASEÑAS	LIZA MAE	V
7	STA. CATALINA 3	VERMON	FRANCISCO	S
8	JIMALALUD 2	DUENAS	ARNEL	
9	STA. CATALINA 2	MERTO	FE	P.
10	TAYASAN 2	ESTRELLANES	MALOU	S
11	JIMALALUD 2	OLIS	DIANE	C.
12	DAUIN	VERZANO	KIMBERLY JOY	
13	DAUIN	TUBOG	ROGELYN	
14	DAUIN	VINCOY	CLIPSY	
15	JIMALALUD 2	SERILLO	RICKMAR	A
16	JIMALALUD 2	CADAYDAY	KYBEN	V.
17	JIMALALUD 2	MONGCUPA	MAE ANN	A.
18	JIMALALUD 1	ARCABO	JOCIEL	L
19	JIMALALUD 1	LEYES	RHEA ROSELLE	E.
20	JIMALALUD 1	LABRADOR	GWYNETH BETH CADEAU	G
21	JIMALALUD 1	VIDAL	JAY ANN	M
22	JIMALALUD 1	SILVA	LOVELY JOY	P.
23	STA. CATALINA 4	CADUNGOG	MYREL	E.
24	LA LIBERTAD 1	CABANG	IRMIE	
25	LA LIBERTAD 2	TULISANA	HERMENIA	L
26	LA LIBERTAD 2	GARGAR	MARINA	A.
27	LA LIBERTAD 2	DELA CERNA	JUNNIDA	V
28	LA LIBERTAD 2	DUGHO	IAN RAY	R.
29	LA LIBERTAD 2	TOMARONG	RUBY	J
30	LA LIBERTAD 2	ANQUILLANO	NICKLE ANN	S.
31	ZAMBO 1	ALIVIO	CRISTY DAWN	E
32	ZAMBO 1	FLORES	JANICE	M
33	ZAMBO 1	TRAYVILLA	MAE MARIE	C.
34	ZAMBO 1	DECARA	MARY JOY	T.
35	ZAMBO 1	SAYCON	LISLELYN	F.
36	ZAMBO 1	ALCORAN	REGINE	B.
37	ZAMBO 1	AGUAVIVA	ARCEMIE	H.
38	ZAMBO 2	JAPIN	BLANCH MARIE	P.
39	ZAMBO 2	SOLAMILLO	MERLIE ANN	D.
40	SIATON 2	LUMAPAY	MANILYN	S.
41	SIATON 2	MAGSIGAY	ROSIELYN	A.
42	SIATON 2	GUTIEREZ	RIEZEL	E.
43	SIATON 2	PALAGTIW	ROGIEN	G.
44	SIATON 2	LUMAPAY	MANILYN	S

45	VALENCIA	TINONAS	REMLYN	B.
46	VALENCIA	ALVIOLA	URIAH JEAN	M
47	VALENCIA	PATROCENIO	JOVELYN	B.
48	VALENCIA	BALAHAN	VERLEONILYN	A.
49	VALENCIA	BARRIGA	LESTER	S.
50	VALENCIA	JORDAO	ERWIN	
51	VALENCIA	ENGLIS	JOHN MARLON	
52	VALENCIA	VILLAMIL	NIDA MARIE	V.
53	VALENCIA	EYOG	ROSALYN	T
54	VALENCIA	VIDAL	GENALYN	R.
55	SIATON 4	ELUMIR	SHEMINITH GRACE RAMIL	
56	SIATON 4	RUALES	CATHLEEN	K
57	SIATON 4	TUBIL	MARY JANE	R.
58	SIATON 4	QUINTAO	CHRISTINE	
59	SIATON 4	ZAPANTA	JANE CHARMEN	C
60	SIATON 4	AMBATA	ROWENA	Z.
61	SIATON 4	MOLO	AMILLA	
62	SIATON 4	BONGABONG	MARY GRACE	
63	SIATON 4	MANGOLARE	JOVELYN	
64	SIATON 4	CALUM	WENDY	
65	SIATON 4	TACAN	RONALD	
66	SIATON 4	ASONIO	NORALYN	
67	SIATON 4	SOLO	ERIKA JUNE	D.
68	SIATON 4	MANGOLARE	JOVELYN	
69	TAYASAN 2	CORNELIO	CARLA ANGELICA	M
70	SIATON 3	RUIZ	MICHELLE	Q
71	SIATON 3	QUISAY	MARIBEL	
72	SIATON 3	BROCE	ANTHONY	B.
73	SIATON 3	ROMERO	ANGEL ANN	R.
74	SIATON 3	EGERA	RESELLER JOY	K.
75	SIATON 3	RAGAY	CRISTINA MA.	B.
76	SIATON 3	QUINOL	ETHEL	M
77	SIATON 3	MACABANIG	CHARLIE	
78	SIATON 3	SARDAN	IRISH	
79	SIATON 3	FAJARDO	JEFFREY	R.
80	SIATON 3	QUIO	SYLVIA	G.
81	SIATON 3	SARDAN	AYHA NHOVA	E.
82	STA. CATALINA 4	ZABAL	FERNANDO	T
83	STA. CATALINA 4	BISON	KENNETH	G
84	STA. CATALINA 4	CERIALES	ENREQUITA	Y.
85	STA. CATALINA 4	LABRADOR	SUNSHINE	B.
86	STA. CATALINA 4	SALVADOR	FE EDSA MHAЕ	C
87	STA. CATALINA 4	ELECTONA	MERCYLIN	A
88	STA. CATALINA 4	VILLAMIA	MERALYN	L.
89	STA. CATALINA 4	CARBALLO	KATRINA	N
90	STA. CATALINA 4	JAMANDRON	ROVIL	
91	STA. CATALINA 4	BADON	QUEENCESS APRIL	R.
92	STA. CATALINA 4	GOMEZ	CATHRYN	Q.
93	MABINAY 2	SILLADOR	KAREN KAY	

94	MABINAY 2	NARCISO	NESLIE	C.
95	MABINAY 2	ENCANCION	ARNEL	A.
96	MABINAY 2	GARCES	ANDREILYN	D
97	MABINAY 2	DEPALAS	JEDA MAY	S
98	MABINAY 2	MALLOSA	NEFTIE	
99	MABINAY 2	VARGAS	JERLY	C.
100	MABINAY 4	BENETIZ	ROLIN	O
101	MABINAY 4	CARORO	KAREN FAYE	
102	MABINAY 4	JOCSON	MARIANO	N
103	MABINAY 4	GUEVARRA	RODGELITO	F.
104	MABINAY 4	CACALDO	NICKER	A
105	MABINAY 4	VISAGAS	VENICE BELLE	
106	MABINAY 4	DEVERO	LEAH	V.
107	MABINAY 4	VALE	REGINA	J
108	MABINAY 4	ABELLA	MARYFLOR	P.
109	DAUIN	COFINO	MA. FE CELESTE	M.
110	DAUIN	SIBALA	CHARITY MAE	
111	DAUIN	TORRES	KHANNAH	
112	DAUIN	VILLAMIL	PATRICK	T
113	SIATON 1	LOZANO	ROSITA	
114	SIATON 1	ACSON	MITCHELL	A
115	SIATON 1	FRANCISCO	JENNIFER	M
116	SIATON 1	YANOC	SHEILA	J
117	SIATON 1	BANGAYSISO	MICHAEL	M.
118	STA. CATALINA 3	OBCIANAL	JORELYN	D
119	STA. CATALINA 3	CARANQUE	EM-EM	O
120	STA. CATALINA 3	LUYAS	KIT	T
121	STA. CATALINA 3	NAQUIN	FERN	I.
122	STA. CATALINA 3	BAROT	JULIENNE MARIE	N
123	STA. CATALINA 3	DELA PINA	ROSHELLE	L
124	STA. CATALINA 3	BAHANDE	KAREN MAE	K.
125	STA. CATALINA 3	CALIDGUID	EVA	M
126	STA. CATALINA 3	SARINO	MARK MARVIN	L
127	STA. CATALINA 3	ALONTAGA	LUCY	P
128	STA. CATALINA 3	RETES	RALF KEVIN	G
129	STA. CATALINA 3	ALCANTARA	ERNA	B
130	STA. CATALINA 3	GAINSAN	FRANZ JOSEPH	T
131	STA. CATALINA 3	LICERA	ROWENA	O
132	STA. CATALINA 3	QUISEL	JANIELYN	C
133	STA. CATALINA 3	QUINOL	GEMMALYN	E
134	STA. CATALINA 3	OMISON	JENNIFER	M
135	STA. CATALINA 3	BOLIVAR	RAZEL	C
136	BINDOY 1	POSPOS	ROTEA	C
137	BINDOY 1	CABALSE	PETER	S.
138	BINDOY 2	VILLO	GRACEL	
139	AYUNGON 1	FABURADA	ODETTE	C.
140	AYUNGON 1	DEGUIT	APRIL VICENTH MARIE	A
141	AYUNGON 1	DAYOT	MITCHERELLE	M
142	AYUNGON 1	DEPILLO	CATHERINE	V.

143	AYUNGON 1	DOMEN	RAZIL	E.
144	AYUNGON 1	MAQUILING	ROMNICK	
145	AYUNGON 2	CERIALES	NERIE JANE	A
146	AYUNGON 2	GOMERA	ROSLYN	M
147	AYUNGON 2	ALPUERTO	JINKY	C.
148	AMLAN	RETES	RALPH KEVIN	R.
149	AMLAN	RUELO	REY ALBERT	
150	AMLAN	ALAM ALAM	NICK YOLAN	T

Newly hired teachers from Sept- Dec. 2022