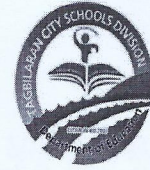


Republic of the Philippines
Department of Education
Region VII, Central Visayas
DIVISION OF CITY SCHOOLS – TAGBILARAN
City of Tagbilaran



March 30, 2017

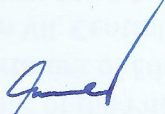
DIVISION MEMORANDUM

No. 203 s. 2017

**GRANT OF FISCAL YEAR 2015 COLLECTIVE NEGOTIATION AGREEMENT INCENTIVE (CAN)
FOR THE DEPARTMENT OF EDUCATION NON-ACADEMIC
RANK AND FILE EMPLOYEES AND OFFICIALS**

To: All Division Chiefs, Education Program Supervisors, School Principals
& Head Teachers of Public Elementary/Secondary Schools and All Others Concerned

1. Pursuant to DepEd Memorandum No. 60, s. 2017, the Department of Education-National Employees Union (DepEd-NEU) has complied with all the conditions stipulated under Section 4 of the Budget Circular No. 2015-2 dated November 23, 2015 entitled Guidelines on the Grant of Collective Negotiation Agreement (CNA) Incentive for Fiscal Year (FY) 2015 based on Enclosure No. 1., and is therefore qualified for the grant of the 2015 CNA incentive.
2. The Guidelines for the Payment of the FY 2015 CAN Incentive to Non-academic Rank-and-File Employees and Officials of the DepEd are contained in Enclosure No. 2.
3. To facilitate the payment of the FY 2015 CAN Incentive, the Central Office (CO) and Regional Offices (ROs) shall immediately prepare the payrolls for all qualified non-academic rank-and-file employees and officials based on the recommendation made by the CAN Technical Working Group and confirmed by the Joint Union-Management CAN Committee. The policy on agency fee or nonmembers of DepEd-NEU and appropriate tax rates for business/incentives shall be applied.
4. The DepEd CO shall distribute to every RO the corresponding allocation for this purpose. Payment of the 2015 CAN Incentive on or before March 31, 2017 is desired.
5. Immediate dissemination of this Memorandum is desired.


VIRGINIA C. ZAPANTA, Ed. D., CESO V
Schools Division Superintendent

VCZ