




JAN 12 2007

DepED MEMORANDUM  
No. 29, s. 2007

**HIRING OF SUBSTITUTE TEACHERS FOR THOSE WHO GO ON MATERNITY LEAVE**

To: Bureau Directors  
Regional Directors  
Schools Division/City Superintendents  
Heads, Public Elementary and Secondary Schools

1. To continuously support the thrust of the Department in the delivery of quality basic education, Schools Division Superintendents and School Administrators are hereby reminded to hire substitute teachers in place of those teachers who go on maternity leave.
2. Schools Division Superintendents are likewise instructed to use the funds intended for this purpose and if necessary to augment the same based on actual requirements. Funds for such purposes should not be saved to provide a fund source for future personnel benefits or other needs. It would be counterproductive to generate savings at the division level by not hiring substitute teachers since this would result to overcrowded and/or merged classes in the schools. This unsettling environment would only hamper and adversely affect the quality of instruction and learning inside the classrooms.
3. Regional Directors should ensure compliance with these instructions by Division Offices in their respective areas of jurisdiction. Anyone found violating this Memorandum shall be dealt with accordingly.
4. For immediate dissemination and strict compliance.

  
TEODOSIO C. SANGIL, JR.  
Undersecretary  
Officer-in-Charge

Reference: None  
Allotment: 1—(D.O. 50-97)  
To be indicated in the Perpetual Index  
under the following subjects:

FUNDS  
LEAVE

OFFICIALS  
TEACHERS