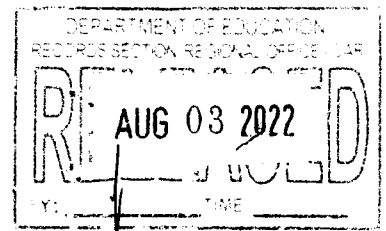




Republic of the Philippines  
**Department of Education**  
CORDILLERA ADMINISTRATIVE REGION



August 2, 2022

**REGIONAL MEMORANDUM**

No. 387-2022

**RECONSTITUTING THE COMPOSITION OF THE PERFORMANCE MANAGEMENT TEAM (PMT) AND THE GRIEVANCE COMMITTEE IN THE REGION ON THE IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS)**

To: Schools Division Superintendents  
Chiefs/OICs of Divisions  
Regional Office Employees  
All Concerned

1. Pursuant to DepEd Order No. 2, s. 2015 which issues the Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education (DepEd) and which provides for the establishment of the **Performance Management Team**, the Regional PMT is reconstituted as follows:

Chairperson: **FLORANTE E. VERGARA**  
Director III/Assistant Regional Director

Members:

AIDA L. PAYANG	Chief ES, PPRD
SEBASTIAN G. TAYABAN	Chief Admin. Officer, Finance Division
MAKSIM A. BOTILAS	Chief Admin. Officer, Admin. Division
SASHA JOSEPH L. DAGANOS	OIC – Chief ES, HRDD
GEORGINA C. DUCAYSO	Education Program Supervisor
GLORIA B. BUYA-AO	SDS, Superintendents' Representative
CRISTINA L. PAQUIT	SAO, NEU Regional Chapter Rep.
1 Observer	CSO

Secretariat: Eleonora A. Albidas  
AO V, Personnel Section

Dumas D. Aban  
Administrative Officer II

2. The Team shall have the following functions and responsibilities:

a. The secretariat sets consultation meetings of all Heads of Offices for the purpose of discussing the targets set in the Office Performance Commitment and Rating Form (OPCRF);





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- b. The Planning Office shall ensure that the office performance targets and measures, as well as the budget, are aligned with those of the agency and that work distribution of Offices/Units is rationalized;
  - c. PMT recommends approval of the office performance commitment and rating to the Head of Office in the Region;
  - d. The Personnel Section identifies potential top performers and provides inputs to the PRAISE Committee for grant of awards and incentives;
  - e. The PMT adopts its own internal rules, procedures, and strategies in carrying out the above responsibilities including the schedule of meetings and deliberations, and delegation of authority to representatives in case of the absence of its members.
3. The **Grievance Committee**, which shall act as an appeals board on all issues relating to the implementation of the RPMS, is likewise reconstituted as follows:

Chairperson: **ESTELA P. LEON-CARIÑO EdD, CESO III**  
Director IV / Regional Director

Members:

ATTY. VANESSA B. FLORA	Attorney IV
ELENA C. TAWANNA	AO IV
CORAZON B. WALCIEN	Accountant III
ERNIELY N. DUL-ANG	AO V (Budget Officer III)
SALLY B. ULLALIM	SDS, Regional PASS President
DANIEL W. TAYABAN	NAPSSHI Representative
EVANGELINE P. MALAG	PDO II, NEU Reg'l Chapter Rep.

Secretariat: **DUMAS D. ABAN**  
Administrative Officer II

4. This Order shall take effect immediately.
5. For information, guidance, and compliance.

  
**ESTELA P. LEON-CARIÑO EdD, CESO III**  
Director IV / Regional Director 

ADMIN/ELC/MAB/EAA