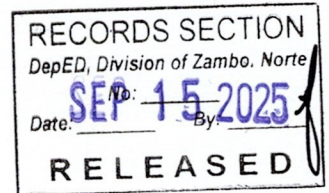




Republic of the Philippines  
**Department of Education**  
Region ix, Zamboanga peninsula  
Schools Division of Zamboanga del Norte



**Office of the Schools Division Superintendent**

Division Advisory No. **152**, s. 2025  
September 15, 2025

In compliance with DepEd Order (DO) No. 8 s. 2013  
This advisory is issued for the information of DepEd  
Division of Zamboanga del Norte officials,  
Personnel/staff, as well as the concerned public  
(Visit [www.depedzn.net](http://www.depedzn.net))

**CAPACITY BUILDING WORKSHOP ON FIFA FOOTBALL FOR SCHOOLS**

Pursuant to Memorandum of Agreement (MOA) No. 188, s. 2024 entered by the Philippine Football Federation (PFF) and the Department of Education (DepEd), the PFF grants its accredited members the authority to hold one (1) Capacity Building Workshop on **FIFA Football for Schools (F4S)** in coordination with their respective local DepEd Divisions.

Accordingly, the **Zamboanga del Norte Dipolog Regional Football Association**, being a fully recognized member of the PFF, will be organizing a **Capacity Building Workshop on FIFA Football for Schools (F4S)** on **September 24–28, 2025** at **Siocon District, Zamboanga del Norte**.

The training course shall consist of three (3) days of classroom sessions and a Football Festival in the afternoon. At least fifty (50) participants, preferably DepEd teachers from Siocon District, are encouraged to attend this course, which aims to:

- Sustain the interest of elementary and secondary learners in football; and
- Develop the skills of DepEd teachers to become grassroots football coaches.

Relative thereto, school heads in Siocon District are hereby advised to allow **at least 50 teachers** to participate in the said training on **official business**.

Participation in this activity is on a **voluntary basis**. If the schedule falls on weekdays, official time may be granted to the participant. Should the training cover weekends or holidays, the participant may be granted **Service Credits** in accordance with **DECS Memorandum No. 143, s. 1997**. School Heads and non-teaching personnel may be granted **Compensatory Overtime Credit (COC)** pursuant to **CSC and DBM Joint Circular No. 02, s. 2004**.

Further, it is reiterated that **no expenses related to this activity shall be charged to the school's Maintenance and Other Operating Expenses (MOOE)**. Allowable funding support, if needed, may only come from non-MOOE sources such as **School Income-Generating Projects, School Canteen Funds, or other authorized funds**, subject to existing accounting and auditing rules and regulations.

For information, guidance, and wide dissemination.

SGODmaew/Advisory on Capacity Building on F4S /091525



Address: Capitol Drive, Estaka, Dipolog City 7100  
Email: [zn\\_division@deped.gov.ph](mailto:zn_division@deped.gov.ph)  
FB: DepEd Tayo- Schools Division of Zamboanga del Norte

Tel. No.: (065) 212- 5843  
Website: [www.depedzn.net](http://www.depedzn.net)

**ZAMBOANGA DEL NORTE DIPOLOG REGIONAL FOOTBALL ASSOCIATION  
(ZANDIRFA)**

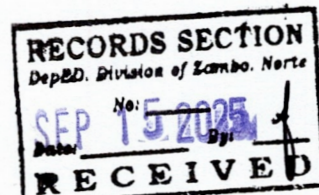
*"Responding to Youth Progress"*



15, September 2025

**DR. MAJARANI M. JACINTO EdD. CESO V**

Schools Division Superintendent  
Zamboanga del Norte Schools Division



Thru:

**DR. ERVIE E. ACAYLAR**  
Education Program Specialist

Dear Sir/Madam:

Warmest greetings!

This has reference to the attached Memorandum of Agreement 188, s. 2024 (MOA) entered into by the Philippine Football Federation (PFF) and the Department of Education (DepEd) regarding the FIFA Football for School (F4S)

Pursuant to the intents and purposes of the subject MOA, the PFF is granting each accredited members to hold one (1) Capacity Building Workshop on FIFA Football for School (F4S) within the months of September 24-28, 2025 in coordination with their respective local DepEd Divisions.

The **Zamboanga del Norte Dipolog Regional Football Association** being a fully recognized member of the Philippine football Federation, desires to grab this opportunity by organizing a Capacity Building Workshop on FIFA Football for School F4S this coming **September 24-28, 2025**, to sustain the interest of our elementary and secondary students to engage in football and to develop the skills of DepEd teachers to become grassroots football coaches. This training course which sessions will be held at Siocon District September 24-28, 2025.

The FIFA Football for School F4S is a one-day course comprising of a 3-day classroom sessions and Football Festival which will be held during the afternoon session. At least fifty (50) participants, preferably, DepEd Teachers are required to attend the Capacity workshop to be gathered for the Football Festival.

In this regard, we are praying for your usual support for this activity by granting at least 50 DepEd Teachers from the Siocon District preferably to attend the course on official business.

Thank you and earnestly hoping for your favorable consideration on this regard.

Respectfully yours,

  
**JOHN REY V. SOLEDAD**  
ZandiRFa Football Association

## MEMORANDUM OF AGREEMENT

This **Memorandum of Agreement**, hereinafter referred to as the "Agreement," is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2024 at \_\_\_\_\_, Philippines, by and between:

The **DEPARTMENT OF EDUCATION**, a government entity mandated by law to ensure the delivery of quality basic education, particularly under Batas Pambansa Blg. 232, otherwise known as the "Education Act of 1982," as amended by Republic Act No. 9155, otherwise known as the "Governance of Basic Education Act of 2001," with principal address at DepEd Complex, Meralco Ave., Pasig City 1600, Metro Manila, Philippines, herein represented by its **Secretary, JUAN EDGARDO M. ANGARA**, hereinafter referred to as "**DepEd**,"

-and-

The **PHILIPPINE FOOTBALL FEDERATION, INC.**, a corporation duly organized and existing under the laws of the Republic of the Philippines, with offices at 27 Danny Floro corner Captain Henry Javier Street, Oranbo, Pasig City, herein represented by its **President, JOHN GUTIERREZ**, hereinafter referred to as "**PFF**";

Collectively referred as "Parties" and individually as a "Party."

### WITNESSETH THAT:

**WHEREAS**, Article XIV, Section 1 of the 1987 Constitution provides that "(t)he State shall protect and promote the right of all citizens to quality education at all levels, and shall take appropriate steps to make such education accessible to all";

**WHEREAS**, Article XIV, Section 19(1) of the 1987 Philippine Constitution mandates the States to promote physical education and encourage sports programs, league competitions, and amateur sports, including training for international competitions, to foster self-discipline, teamwork, and excellence for the development of a healthy and alert citizenry;

**WHEREAS**, under Batas Pambansa Blg. 232, or the "Education Act of 1982," As amended by RA No. 9155, or the "Governance of Basic Education Act of 2001," DepEd is a government agency mandated to:

- a. formulate, implement, and coordinate policies, plans, programs and projects in the areas of formal and non-formal basic education;
- b. supervise all elementary and secondary education institutions, including alternative learning systems, both public and private; and
- c. provide for the establishment and maintenance of a complete, adequate, and integrated system of basic education relevant to the goals of national development, while ensuring the well-being of its personnel and learners;

**WHEREAS**, DepEd, through the External Partnerships Service (EPS), believes that partnership is an important paradigm in delivering and achieving DepEd's education development goals and services and to fulfill the mandate of the Constitution of making quality education accessible to all;

**WHEREAS**, DepEd has the responsibility of securing resources to make the public schools competitive and is now calling on the private sector to serve as a major partner for the improvement of the public education system and in the nation's development;

**WHEREAS**, DepEd as mandated by law to lead the Adopt-a-School Program, is task with responsibility of securing resources to make the public schools competitive. Hence, it is inviting private institutions to be active partners in the goal of providing education to all Filipinos and in developing and improving the public education system;

**WHEREAS**, both Parties recognize and undertake to comply with the following laws, rules, and regulations:

- a. Joint Memorandum Circular 2010-01 issued by the Civil Service Commission and the Department of Health (DOH), DO No. 6, s. 2012, and DO No. 48, s. 2016 on DepEd's policy to not deal with the tobacco industry, or any individual or entity that works to further the interests of the tobacco industry, except to the extent strictly necessary to effectively regulate the tobacco industry and tobacco product;
- b. DECS Order No. 28, s. 2001 or "Prohibiting the Commercialization of the DECS Organization through Endorsements and Accreditation of Goods and Services" in the implementation of the program, and DO No. 39 s. 2009 or "Strict Adherence to DECS Order No. 28, s. 2001"; and
- c. RA 9184, otherwise known as the "Government Procurement Reform Act," and its IRR, and government accounting and auditing rules and regulations;

**WHEREAS**, the PFF is the organization duly recognized by the Philippine Sports Commission (PSC), the Philippine Olympic Committee (POC) and the Federation Internationale de Football Association (FIFA) as the private and independent organization responsible for the governance, promotion and development of football in the Philippines;

**WHEREAS**, the PFF requests DepEd to be a partner in implementing nationwide the FIFA Football for Schools Programme: 4-14 Football Grassroots Development Program (hereinafter referred to as the "FIFA F4S programme");

**WHEREAS**, PFF is committing organizational and technical assistance to the FIFA F4S programme, including making available the actual footballs to be used in the 10-18 sessions for training module, using the prescribed training programme app designed by FIFA which teaches life skills in addition to competence in playing and enjoying football;

**WHEREAS**, DepEd accepts the offer of PFF to be partner in implementing nationwide the FIFA F4S programme, in accordance with laws and regulations;

**NOW THEREFORE**, for and in consideration of the foregoing premises and the terms and conditions herein set forth, the Parties agree as follows:

**Article I. PFF'S PROGRAM FOR EDUCATION**

The FIFA F4S programme is a global Grassroots Football programme in collaboration with its Member Association and UNESCO, which was designed to promote targeted life skills and competencies through football and contribute to the UN's Sustainable Development Goals.

**Article II. PROGRAM SCOPE AND BENEFICIARIES**

- a. Provide an opportunity for every young Filipino, 14 years and below to play and enjoy the game of football: and

- b. Upgrade competencies of sports teacher-coaches or community coaches to enable them to effectively teach and train learners in the sport of football.

### **Article III. PROGRAM COST**

1. The estimated cost of the FIFA F4S programme for operation is Fifteen Million Six Hundred Fifty Thousand and Four Hundred Pesos (Php 15,650,400.00) in four (4) years to include the training of National, Regional, and Local Trainers. Community Coaches and Volunteers who will conduct training of the programme.

Included also in the programme are the estimated cost of warehousing and distribution/delivery of football balls in Luzon, Visayas, and Mindanao at Twelve Million Pesos (Php 12,000,000.00). The estimated cost of football balls to be used for the programme (Adidas size 4 balls) is up to One Hundred Eight Million Six Hundred Eighty Thousand Pesos (Php 108,680,000.00) at Nine Hundred Eighty-Eight Pesos (Php 988.00) per ball for 110,000 pieces of donated football balls.

2. The aforementioned cost is just an estimate and shall be subject to validation consistent with existing applicable laws, rules, and regulations on the valuation of donated items to educational institutions.

### **Article IV. RIGHTS AND RESPONSIBILITIES**

1. The **DepEd** shall:

- a. Agree to be part, of and support PFF in the implementation of the programme, in accordance with law and regulations;
- b. Provide a list of identified schools nationwide that will participate in the FIFA F4S programme, authorize the use of playing fields in the said schools for training after class activities and authorize physical education teachers to be trained as community coaches for the purpose of implementing the programme, in accordance with law and regulations;
- c. Participate and assist in the launch of the FIFA F4S programme in the Philippines, in accordance with law and regulations;
- d. Provide assistance in the training of National Trainers and in cascading the FIFA F4S programme to the participating schools, in accordance with law and regulations;
- e. Help monitor the conduct of the FIFA F4S programme, in accordance with law and regulations; and
- f. Have a representative in the Steering Committee for the implementation of the programme.

2. The **PFF** shall, among others:

- a. Take the lead in the implementation of the FIFA F4S programme in the Philippines;
- b. Coordinate with all concerned parties for the Training of Trainers for the programme;
- c. Provide technical football coaching and organizational assistance for the participants;
- d. Guide the Trainers on cascading the FIFA F4s programme to the participating schools;
- e. Monitor the participants' progress using the Online Application of the FIFA F4s programme;
- f. Make available to participating schools footballs (Size 4) to be used in conducting

- g. Submit regular report to FIFA, DepEd and PSC on the progress of the program;
- h. Execute such documents and do such actions as maybe necessary to support the programme.

**Article V. TERM AND TERMINATION**

1. This Agreement shall take effect upon signing by the Parties and notarization, and shall remain in full force and effect for a period of four (4) years, unless sooner revoked upon mutual written consent of the Parties. This Agreement may however be extended upon mutual agreement of the Parties.
2. Any of the Parties may terminate this Agreement for reasonable ground upon submission of a formal written notice to the other party at least thirty (30) days before the intended date of termination.

**Article VI. CAPACITY AND AUTHORIZATION**

Each of the Parties to this Agreement hereby represents and warrants to the other that it is duly authorized and empowered to execute, deliver and perform this Agreement and that such action does not conflict with or violate any provision of law, regulation, policy, contract, deed of trust or other instruments to which it is a party or by which it is bound and that this Agreement constitutes a valid and binding obligation of it enforceable in accordance with its terms.

**Article VII. SEPARABILITY**

In the event that any of the provisions of this Agreement or any document that may be executed in connection therewith shall be declared invalid, illegal, or unenforceable in any respect by a competent authority, the validity, legality, and enforceability of the remaining provisions of this Agreement or any document that may be executed in connection therewith shall not in any way be affected or impaired and shall remain in full force and effect.

**Article VIII. LIABILITY AND INDEMNITY**

The liability of the Parties for any breach of this Agreement shall be determined in accordance with applicable laws.

**Article IX. BREACH OF CONTRACT**

Material violation or omission of any of the provisions of this Agreement shall be a ground for termination or rescission of the same with immediate effect and without the need for legal or court action

**Article X. AMENDMENTS**

This Agreement may be amended or modified only in writing upon consent of all Parties.

**Article XI. SETTLEMENT OF DISPUTES**

The parties shall exert their best efforts to properly resolve any differences or disagreements with respect to any issue that may arise in connection with this Agreement. It shall be settled through amicable means, such as but not limited to, mutual consultation

However, in the event that the Parties fail to settle the dispute amicably, and before any Party may proceed to litigate in court, the Parties shall first resort to an Early Neutral Evaluation in accordance with the Rules on Alternative Dispute Resolution (ADR) for Disputes between National Government Agencies and with A.M. No. 07-11-08-SC or the Special Rules of Court on Alternative Dispute Resolution. Under Republic Act No. 9285 or the Alternative Resolution Act of 2004, an Early Neutral Evaluation is defined as an ADR process wherein parties and their lawyers are brought together early in a pretrial phase to present summaries of their cases and receive a nonbinding assessment by an experienced, neutral person, with expertise in the subject in the substance of the dispute.

In case of failure to settle differences, the Parties shall not be precluded from submitting dispute to the appropriate courts in the Philippines. Any cause of action for the enforcement of this Agreement or any provision hereto shall be instituted only in the courts of competent jurisdiction, specifically in the Pasig City to exclusion of other venues.

#### **Article XII. DATA PRIVACY AND CONFIDENTIALITY**

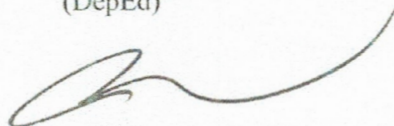
Each Party in the performance of their respective duties and responsibilities under this Agreement and in the implementation thereof shall adhere to RA 10173, otherwise known as the "Data Privacy Act of 2012," its IRR and other relevant laws, rules and regulations.

Any gathered data and information should be protected and respected during the term and even after the termination of this Agreement. The processing of any gathered data and information should be in compliance with the confidentiality and privacy requirements under the said law and applicable regulations.

Both Parties cannot reproduce, share, or distribute personal data and confidential information derived by reason of this Agreement, to any third party, both local and international, without the consent of both parties.

**IN WITNESS WHEREOF**, the Parties have signed this Memorandum of Agreement as of the date first above written.

**DEPARTMENT OF EDUCATION**  
(DepEd)



**JUAN EDGARDO M. ANGARA**  
Secretary

**PHILIPPINE FOOTBALL FEDERATION**  
(PFF)

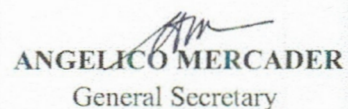


**JOHN GUTIERREZ**  
President

**SIGNED IN THE PRESENCE OF:**



**PETER IRVING C. CORVERA**  
Undersecretary



**ANGELICO MERCADER**  
General Secretary

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES)  
\_\_\_\_\_ ) S.S.  
x-----x

BEFORE ME, a Notary Public for and in consideration of the forgoing, in \_\_\_\_\_,  
Philippines, this \_\_\_\_\_ day of \_\_\_\_\_, 2024, personally appeared:

| Name                          | Government<br>Issued ID<br>(Details) | Date and Place Issued |
|-------------------------------|--------------------------------------|-----------------------|
| <b>JUAN EDGARDO M. ANGARA</b> |                                      |                       |

Known to me and to me known to be the same person who executed the foregoing Memorandum of Agreement, consisting of seven (7) pages, two (2) of which are the respective Acknowledgement pages of the Parties, signed by the party and his instrumental witnesses, and which person acknowledged to me that the same is his free and voluntary act and deed thereof, as well as that of the entity said person represent.

WITNESS MY HAND AND NOTARIAL SEAL, on the date at the place first above written.

NOTARY PUBLIC

Doc. No. \_\_\_\_\_  
Page No. \_\_\_\_\_  
Book No. \_\_\_\_\_  
Series of 2024



ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES)

\_\_\_\_\_ ) S.S.

x-----x

BEFORE ME, a Notary Public for and in consideration of the forgoing, in \_\_\_\_\_,  
Philippines, this \_\_\_\_\_ day of \_\_\_\_\_, 2024, personally appeared:

| Name           | Government<br>Issued ID<br>(Details) | Date and Place Issued |
|----------------|--------------------------------------|-----------------------|
| JOHN GUTIERREZ |                                      |                       |

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