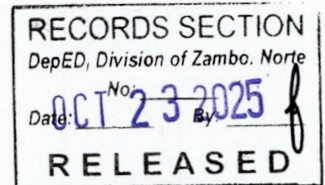




Republic of the Philippines  
**Department of Education**

REGION IX  
SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE



Division Advisory No. 193 s. 2025

October 9, 2025

In compliance with DepEd Order (DO) No. 8 s. 2013  
This advisory is issued not for endorsement per DO 28, s. 2001,  
But only for the information of DepEd officials,  
Personnel/staff, as well as the concerned public.  
(Visit [www.depedzn.net](http://www.depedzn.net))

**SUBMISSION OF UPDATED LIST OF PERSONNEL FOR COLLECTIVE NEGOTIATION  
AGREEMENT (CNA) INCENTIVE FY 2025**

This Office informs all **District Administrative Officers II** in the field to accomplish the attached **form for the Collective Negotiation Agreement (CNA) Incentive for FY 2025** through the following link:

**<http://depedzn.net/link/CNA2025TEMPLATE>**

Please ensure that the list accurately reflects **all incumbent, retired, transferred, casual plantilla, deceased, and newly hired non-teaching employees** within your respective schools and districts.

The deadline for submission is **October 24, 2025**, through this email address:  
**[ariesmark.nogas@deped.gov.ph](mailto:ariesmark.nogas@deped.gov.ph)**

Thank you for your prompt compliance.

For any queries and clarifications, you may contact the Personnel Section thru:

Telephone number: (065) 917-6137

Email Address: [depedzn.personnel@deped.gov.ph](mailto:depedzn.personnel@deped.gov.ph)

PS /HRMPSB/sed Advisory-0\_\_\_\_/10232025 *q*



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