



Republic of the Philippines
Department of Education (DepEd)
Region VIII (Eastern Visayas)
DIVISION OF NORTHERN SAMAR
Mabini St., Brgy. Acacia, Catarman, N. Samar, 6400, Philippines

Division Memorandum
No. 370 s. of 2025

TO: District Heads
Public Elementary and Secondary Schools Heads
School Administrative Officers
Designated District Administrative Officers

FROM: **GAUDENIO C. ALJIBE JR., CESO VI**
Schools Division Superintendent

SUBJECT: SUBMISSION OF 2023 PERFORMANCE-BASED BONUS (PBB)
FORM 1.0

DATE: October 8, 2025

1. The field is hereby informed to submit the 2023 Performance-Based Bonus (PBB) Form 1.0 on or before **October 13, 2025**.
2. All public schools, through their School Heads or designated personnel/official (in the absence of School Administrative Officer), are required to accomplish the updated PBB Form 1.0 template and submit it to their Designated District Administrative Officer for consolidation.
3. FY 2023 PBB Form 1.0 shall be grouped according to the following levels:
 - a. School Level-Elementary
 - b. School Level-Secondary (*Junior and Senior High School*)
4. PBB Form 1.0 is already shared/forwarded through messaging apps/platform.
5. The District Administrative Officer shall submit the consolidated Form 1.0 through this link: <https://bit.ly/PBB2023NSAMAR>



6. All school-based personnel shall be included under the School Level (Elementary or Secondary, as applicable).
7. Integrated Schools shall submit only one (1) form 1.0 (*School Level-Elementary*).
8. Eligible personnel must have complied with the following requirement as prescribed in the AO25 IATF Memorandum Circular 2023-1:
 - Very Satisfactory rating in the submitted RPMS Forms (IPCRF/OPCRF) within the reglementary period
 - Submitted the Statement of Assets, Liabilities and Net Worth (SALN) for FY 2022
 - No unliquidated cash advance within the reglementary period
 - No administrative/criminal cases that were found guilty with final executory judgment in FY 2022
 - Must have rendered at least nine (9) months service during the fiscal year, otherwise, personnel who rendered less than nine (9) months but minimum of three (3) months of service will be entitled on a pro-rata basis corresponding to the actual length of service rendered.
9. The rating period for school-based personnel shall cover **August 1, 2023 to July 31, 2024**.
10. For technical assistance on issues and concerns, please refer to the Planning and Research Section of the Schools Governance and Operations Division (SGOD).

DepEd Northern Samar

RELEASED

[Signature]
Date: OCT 09 2025