



Republic of the Philippines
Department of Education
 REGION III
 SCHOOLS DIVISION OFFICE OF ANGELES CITY



08 Jan 2026

DIVISION MEMORANDUM
 NO. 010, s. 2026

RECRUITMENT, SCREENING AND SELECTION FOR HIGHER TEACHING POSITIONS

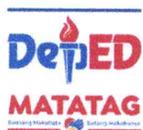
TO : Assistant Schools Division Superintendent
 Chief Education Supervisors
 Public Elementary and Secondary School Heads
 All Others Concerned

1. This is to announce the recruitment, screening and selection for higher teaching positions, this Division, to mention:

Position Title	Station/Vacancy
Master Teacher I	Pulungbulo Elem. School
Master Teacher II	Tacondo Elem. School
Master Teacher II (MAPEH)	Angeles City Nat'l HS
Master Teacher I (All strands)	Senior High Schools
Master Teacher Teacher II (All strands)	Senior High Schools
Vacant Teacher II and anticipated vacancies	Elementary, Secondary and Senior High
Vacant Teacher III and anticipated vacancies	Elementary, Secondary and Senior High

2. The CSC Qualification Standards of the said positions are stated below:

POSITION PROFILE	
Position Title: Master Teacher II (open to all strands in SHS)	Salary Grade: 19 Monthly Salary: P56,390.00
Station of Deployment: Senior High Schools	
CSC QUALIFICATIONS:	
Education:	Senior High School Academic Track & Core Subjects: Master's degree in relevant strand/subject plus 18 professional units in education. Master's degree in relevant strand/subject Senior High School Technical Vocational Track: Master's degree in relevant filed(s) under the strand/area of specialization plus 18 professional units in Education. Master's degree in relevant filed(s) under the strand/area of specialization



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	<p>Senior High School Sports Track: Master's degree in relevant filed(s) under Sports Track plus 18 professional units in Education.</p> <p>Master's degree in relevant filed(s) under the Sports Track</p>
Experience:	<p>Senior High School Academic Track & Core Subjects: 5 years experience in teaching in the relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers.</p> <p>Senior High School Technical Vocational Track: 5 years experience in teaching or industry experience in relevant strand/area of specialization; and 1 year experience in instructional supervision and technical assistance to teachers.</p> <p>Senior High School Sports Track: 5 years experience in teaching in the relevant field(s) under Sports Track and 1 year experience in instructional supervision and technical assistance to teachers.</p>
Training:	<p>Senior High School Academic Track & Core Subjects: 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in instructional supervision acquired within the last 5 years; or</p> <p>Completion of NEAP-requisite professional development program for Career Stage III (highly Proficient Teacher)</p> <p>Senior High School Technical Vocational Track: National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in the relevant technical-vocational course(s) in the area of specialization; or</p> <p>Completion of NEAP-requisite professional development program for Career Stage III (highly Proficient Teacher)</p> <p>Senior High School Sports Track: 24 hours of training in Curriculum and Instruction of relevant filed(s) under Sports Track and 8 hours of training in instructional supervision acquired within the last 5 years; or</p> <p>Completion of NEAP-requisite professional development program for Career Stage III (highly Proficient Teacher)</p>
Eligibility:	<p>RA 1080, as amended (Teacher- Secondary) For Provisional: None required for provisional¹ and contractual appointments¹ must pass the LET within 5 years after the date of first hiring</p>
Perf. Requirement <i>(1) year complete performance rating</i>	<p>*At least 10 Highly Proficient COIs at Outstanding *At least 5 Highly Proficient NCOIs at Very Satisfactory; and 5 Highly Proficient NCOIs at Outstanding</p>



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<u>period in the current position</u>	
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POSITION PROFILE	
Position Title: Master Teacher I (open to all strands in SHS)	Salary Grade: 18 Monthly Salary: P51,304.00
Station of Deployment: Senior High Schools	
CSC QUALIFICATIONS:	
Education:	<p>Senior High School Academic Track & Core Subjects: Master's degree in relevant strand/subject plus 18 professional units in education.</p> <p>Master's degree in relevant strand/subject</p> <p>Senior High School Technical Vocational Track: Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education.</p> <p>Master's degree in relevant filed(s) under the strand/area of specialization</p> <p>Senior High School Sports Track: Master's degree in relevant filed(s) under Sports Track plus 18 professional units in Education.</p> <p>Master's degree in relevant filed(s) under the Sports Track</p>
Experience:	<p>Senior High School Academic Track & Core Subjects: 5 years experience in teaching or industry work in the relevant strand/subject</p> <p>Senior High School Technical Vocational Track: 5 years experience in teaching or industry experience in relevant strand/area of specialization</p> <p>Senior High School Sports Track: 5 years experience in teaching or industry work in the relevant field(s) under Sports Track</p>
Training:	<p>Senior High School Academic Track & Core Subjects: 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in instructional supervision acquired within the last 5 years; or</p> <p>Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)</p> <p>Senior High School Technical Vocational Track: National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in the relevant technical-vocational course(s) in the area of specialization; or</p>



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	Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher) Senior High School Sports Track: 24 hours of training in Curriculum and Instruction of relevant filed(s) under Sports Track and 8 hours of training in instructional supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage III (highly Proficient Teacher)
Eligibility:	RA 1080, as amended (Teacher- Secondary) For Provisional: None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Perf. Requirement <i>(1) year complete performance rating period in the current position</i>	*21 Proficient COIs at Outstanding *8 Proficient NCOIs at Very Satisfactory; and 8 Proficient NCOIs at Outstanding

POSITION PROFILE	
Position Title: Master Teacher II (MAPEH)	Salary Grade: 19 Monthly Salary: P56,390.00
Station of Deployment: Angeles City Nat'l HS	
CSC QUALIFICATIONS:	
Education:	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area
Experience:	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers
Training:	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)
Eligibility:	RA 1080, as amended (Teacher-Secondary)
Perf. Requirement <i>(1) year complete performance rating period in the current position</i>	*At least 10 Highly Proficient COIs at Outstanding *At least 5 Highly Proficient NCOIs at Very Satisfactory; and 5 Highly Proficient NCOIs at Outstanding

POSITION PROFILE	
Position Title: Master Teacher II	Salary Grade: 19 Monthly Salary: P56,390.00



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Station of Deployment: Tacondo Elem. School	
CSC QUALIFICATIONS:	
Education:	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area
Experience:	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers
Training:	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)
Eligibility:	RA 1080, as amended (Teacher- Elementary/Secondary)
Perf. Requirement <u>(1) year complete performance rating period in the current position</u>	At least 10 Highly Proficient COIs at Outstanding *At least 5 Highly Proficient NCOIs at Very Satisfactory; and 5 Highly Proficient NCOIs at Outstanding

POSITION PROFILE	
Position Title: Master Teacher I	Salary Grade: 18 Monthly Salary: P51,304.00
Station of Deployment: Pulungbulo ES	
CSC QUALIFICATIONS:	
Education:	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area
Experience:	5 years teaching experience
Training:	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)
Eligibility:	RA 1080, as amended (Teacher- Elementary/Secondary)
Perf. Requirement <u>(1) year complete performance rating period in the current position</u>	*21 Proficient COIs at Outstanding *8 Proficient NCOIs at Very Satisfactory; and 8 Proficient NCOIs at Outstanding

POSITION PROFILE	
Position Title: Teacher III (Vacant and Anticipated Vacancies)	Salary Grade: 13 Monthly Salary: P34,421.00
Station of Deployment: Elementary, Secondary and Senior High Schools	



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CSC QUALIFICATIONS:	
Education:	<p>Elementary/Secondary: Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education</p> <p>Senior High School Academic Track & Core Subjects: Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 12 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education</p> <p>Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject</p> <p>Senior High School Technical Vocational Track: Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education</p> <p>Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization</p> <p>Senior High School Sports Track: Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the sports Track plus 18 professional units in Education</p>
Experience:	<p>Elementary/Secondary: 2 years teaching experience</p> <p>Senior High School Academic Track & Core Subjects: 2 years experience in teaching or industry work in relevant strand/subject</p> <p>Senior High School Technical Vocational Track: 2 years experience in teaching or industry experience in relevant strand/area of specialization</p> <p>Senior High School Sports Track: 2 years experience in teaching or industry experience in relevant field(s) under Sports Track</p>
Training:	<p>Elementary/Secondary : 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years</p> <p>Senior High School Academic Track & Core Subjects: 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years</p>



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	<p>Senior High School Technical Vocational Track: National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in the relevant technical-vocational course(s) in the area of specialization</p> <p>Senior High School Sports Track: 16 hours of training in Curriculum and Instruction of relevant filed(s) under Sports Track acquired within the last 5 years</p>
Eligibility:	RA 1080, as amended (Teacher- Elementary/Secondary) For SHS: None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Perf. Requirement <u>(1) year complete performance rating period in the current position</u>	<p>*At least 12 Proficient COIs at Very Satisfactory</p> <p>*At least 8 Proficient NCOIs at Very Satisfactory</p>

POSITION PROFILE	
Position Title: Teacher II (Vacant and Anticipated Vacancies)	Salary Grade: 12 Monthly Salary: P32,245.00
Station of Deployment: Elementary, Secondary and Senior High Schools	
CSC QUALIFICATIONS:	
Education:	<p>Elementary/Secondary: Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education</p> <p>Senior High School Academic Track & Core Subjects: Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 6 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education</p> <p>Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject</p> <p>Senior High School Technical Vocational Track: Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education</p> <p>Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization</p> <p>Senior High School Sports Track:</p>



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	Bachelor's degree with a major in filed(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the sports Track plus 18 professional units in Education
Experience:	<p>Elementary/ Secondary: 1 year teaching experience</p> <p>Senior High School Academic Track & Core Subjects: 1 year experience in teaching or industry work in relevant strand/subject</p> <p>Senior High School Technical Vocational Track: 1 year experience in teaching or industry experience in relevant strand/area of specialization</p> <p>Senior High School Sports Track: 1 year experience in teaching or industry experience in relevant field(s) under Sports Track</p>
Training:	<p>Elementary/Secondary : 8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years</p> <p>Senior High School Academic Track & Core Subjects: 8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years</p> <p>Senior High School Technical Vocational Track: National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in the relevant technical-vocational course(s) in the area of specialization</p> <p>Senior High School Sports Track: 8 hours of training in Curriculum and Instruction of relevant filed(s) under Sports Track acquired within the last 5 years</p>
Eligibility:	RA 1080, as amended (Teacher- Secondary) For Provisional: None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Perf. Requirement <u>(1) year complete performance rating period in the current position</u>	*At least 6 Proficient COIs at Very Satisfactory *At least 4 Proficient NCOIs at Very Satisfactory

3. Only those who meet the minimum qualification standards as per the Initial Evaluation Results (IER) will be included in the selection line-up and qualified applicants shall be notified through email, text or call on the scheduled Division Comparative Assessment.

4. Evaluative assessment on the applicant's competencies conducted by the Division HRMPSB will be based on **DepEd Order No. 20 s.**



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2024, "Guidelines to the Recruitment, Selection, and Appointment to Higher Teaching Positions"

5. All interested applicants may register through this link: <https://bit.ly/RegVacantPositions> and are advised to submit the photocopied documentary requirements at the Records Uni, properly labelled or ear tagged and following the color code below:

Green – Elementary Level
Blue – Secondary Level
Yellow- Senior High School

6. Deadline of submission is until **January 15, 2026**, not later than 5:00pm. Bring the original documents during the scheduled Open Ranking for verification purposes. All submitted documents will no longer be returned to the applicant.

- a. Letter of intent addressed to Engr. Edgard C. Domingo PhD, CESO V – Schools Division Superintendent
 - b. Duly accomplished PDS (CS Form No. 212, Revised 2017) with Work Experience Sheet (downloadable at depedangelescity.com);
 - c. Photocopy of valid and updated PRC License/ID, if applicable;
 - d. Photocopy of CSC Certificate of Eligibility/Board of Rating, if applicable;
 - e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR), Certificate of GWA, and Diploma, including completion of graduate and post-graduate units/degrees, if available;
 - f. Photocopy of Certificate/s of relevant specialized trainings or professional development programs, if any;
 - g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable;
 - h. Photocopy of latest appointment (for those applying for promotion);
 - i. Photocopy of the Performance Rating in the last rating period(s) covering one (1) year performance in the current/latest position prior to the deadline of submission, if applicable;
- (Note: The teacher applicant shall submit at most three (3) performance ratings depending on the performance requirements. The latest performance rating shall cover one (1) year complete performance rating period in the current position)**
- j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity of the documents submitted and Data Privacy Consent Form pursuant to RA 10173 (Data Privacy Act of 2012), using the attached form (Annex C-1).
 - k. Other documents as may be required by the HRMPSB for comparative assessment, including but not limited to:

i. Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment (if applicable).
Applicants for teaching positions, the submission schedule of the detailed lesson plan (DLP) and portfolio of MOVs for the assessment of identified PPST NCOIs is to be announced.



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7. It is understood that failure to submit complete mandatory requirements on the set deadline indicated in the official memorandum shall not be included in the pool of official applicants. No additional documents shall be accepted beyond the prescribed deadline.
8. Moreover, teachers with **approved** reclassification of position shall no longer be allowed to apply to any vacant higher teaching positions. This is in anticipation of issuance of NOSCA by the Department of Budget and Management (DBM) not later than March 30, 2026 specifically scheduled in DO 24 s. 2025, DepEd-DBM JC 1 s. 2025 and IRR of EO 174.
9. The applicant assumes full responsibility and accountability for the authenticity and veracity of the documents submitted. Any false and fraudulent document shall be grounds for disqualification.
10. SDO Angeles City adheres to the existing general policy of no discrimination based on gender identity, sexual orientation, disabilities, religion and/or indigenous group membership in the implementation of its Merit Selection and Promotion Plan. Hence, all applicants will be considered provided that they meet the minimum requirements of position to be filled.
11. this Office strictly observes the **Zero Tolerance Policy** against corruption especially to “pay-for-position” schemes in appointments, promotions, and designations and is consistent with the principles of merit, fitness, competence, equal opportunity, transparency, and accountability pursuant to the DepEd Merit Selection Plan (MSP).
12. Immediate dissemination of this Memorandum is desired.


ENGR. EDGARD C. DOMINGO PhD, CESO V
Schools Division Superintendent

Encls.: As stated

Reference: DO 7, s. 2023; DO 20 and 21 s. 2024; DO 24 s. 2025

To be indicated in the Perpetual Index under the following subjects:

APPOINTMENT
EMPLOYMENT
PROMOTIONS
RECRUITMENT
SELECTION

CLM/AOIV/January 8, 2026



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CHECKLIST OF REQUIREMENTS

Annex C-1

Name of Applicant: _____ Application Code: _____
 Position Applied For: _____
 Office: _____
 Contact Number: _____
 Religion: _____
 Ethnicity: _____
 Person with Disability: Yes () No ()
 Solo Parent: Yes () No ()

Basic Documentary Requirement	Status of Submission (To be filled out by the applicant) Check if submitted	Verification (To be filled out by the HRMGR/HR Office/Job Committee)	
		Status of Submission (Check if complete)	Remarks
a. Letter of intent addressed to the SDS			
b. Duly accomplished PDS with Work Experience Sheet (CS Form No. 212, Revised 2017)			
c. Photocopy of Voter's ID and/or any proof of residency			
d. Photocopy of valid and updated PRC License/ID			
e. Photocopy of Certificate of Board Rating			
f. Photocopy of scholastic/academic record (i.e., Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available)			
g. Photocopy of duly signed Service Record or Certificate of Employment, whichever is applicable			
h. Photocopy of latest appointment (for those applying for promotion)			
i. Photocopy of certificate/s of relevant specialized trainings or professional development programs			
j. Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC), if applicable			
k. Photocopy of the required Performance Ratings with at least Very Satisfactory rating. (Note: Submit at most three (3) performance ratings depending on the performance requirements per item 25 of this Order. The latest performance rating shall cover one (1) year complete performance rating period in the current position)			
l. Checklist of Requirements, CAV, Data Privacy Consent Form			
m. Other documents as may be required by the HRMPSU for comparative assessment (e.g. Portfolio or Means of Verification (MOV)) for the assessment of identified PPST NCOs			

Attested:

 Human Resource Management Officer

OMNIBUS SWORN STATEMENT

CERTIFICATION OF AUTHENTICITY AND VERACITY

I hereby certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

 Name and Signature of Applicant

Subscribed and sworn to before me this _____ day of _____, year _____.

 Person Administering Oath

In compliance with Republic Act No. 8792 or the Electronic Commerce Act of 2000, electronic documents shall have the legal effect, validity or enforceability as any other document or instrument and all parties to the document shall be required to be writing. This requirement is met by an electronic document if the said electronic document contains its integrity and reliability and can be authenticated or can be made its subsequent release.



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