

Republic of the Philippines Department of Education

NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Office of the Schools Division Superintendent

1. JUN 1 1 2024

MEMORANDUM No. <u>176</u>, s. 2024

CORRIGENDUM TO DIVISION MEMORANDUM NO. 165 S. 2024 ENTITLED "RANKING OF APPLICANTS OF TEACHER II, TEACHER III (ELEMENTARY AND SECONDARY LEVEL) AND SPED TEACHER I (ELEMENTARY LEVEL)" AND DIVISION MEMORANDUM NO. 164 S. 2024 ENTITLED "RANKING OF APPLICANTS OF HEAD TEACHER POSITION UNDER ELEMENTARY AND SECONDARY LEVEL"

To: Assistant Schools Division Superintendent Chief Education Supervisor, Curriculum Implementation Division OIC-Chief Education Supervisor, School Governance and Operations Division Public Elementary and Secondary School Heads Administrative Officer V All Others Concerned

1. Relative to the Division Memorandum No. 165 s. 2024 entitled "Ranking of Applicants of Teacher II, Teacher III (Elementary and Secondary Level) and SPED Teacher I (Elementary Level)" and Division Memorandum No. 164 s. 2024 entitled "Ranking of Applicants of Head Teacher Position under Elementary and Secondary Level" please note the **changes in the date of submission**.

	NEW DATES OF SUBMISSION					
POSITIONS	DEADLINE OF APPLICANTS TO THE SCHOOL LEVEL COMMITTEE	DEADLINE OF SCHOOL LEVEL COMMITTEE TO THE DIVISION RECORD UNIT				
TEACHER II, TEACHER III, (ELEMENTARY AND JUNIOR HIGH SCHOOL LEVELS), SPED TEACHER I (ELEMENTARY LEVEL)	July 4, 2024, 5:00 PM	July 5, 2024, 5:00 PM				
HEAD TEACHER POSITIONS (JUNIOR HIGH SCHOOL AND ELEMENTARY LEVELS)	July 5, 2024, 5:00 PM	July 8, 2024, 5:00 PM				

2. All other provisions in the memorandum remain the same.

3. Immediate and wide dissemination of the Memorandum is earnestly desired.

CONZALES M.

Assistant Schools Division Superintendent Officer-in-Charge Office of the Schools Division Superintendent

Encls: Division Memorandum No. 165 s. 2024 Division Memorandum No. 164 s. 2024

To be indicated in the Perpetual of Index

under the following subjects: 176 EVALUATION RECRUITMENT SELECTION HIRING

SRHB/ CORRIGENDUM TO DIVISION MEMORANDUM NO. 165 S. 2024 ENTITLED "RANKING OF APPLICANTS OF TEACHER II, TEACHER III, (ELEMENTARY AND SECONDARY LEVEL) AND SPED TEACHER I (ELEMENTARY LEVEL)" AND DIVISION MEMORANDUM NO. 164 S. 2024 ENTITLED "RANKING OF APPLICANTS OF HEAD TEACHER POSITION UNDER ELEMENTARY AND SECONDARY LEVEL" \_\_\_/June 7, 2024

### NUM-2024-176



Student Center for Life Skills Bldg., Centennial Ave, Brgy. Tunasan, Muntinlupa City 8805-9935, 8805-9940 sdo.muntinlupa@gmail.com

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Republic of the Philippines Department of Education NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Office of the Schools Division Superintendent

MAY 3 1 2024

MEMORANDUM No. 165 , s. 2024

# RANKING OF APPLICANTS OF TEACHER II, TEACHER III (ELEMENTARY AND SECONDARY LEVEL) AND SPED TEACHER I (ELEMENTARY LEVEL)

To: Assistant Schools Division Superintendent Chief Education Supervisor, Curriculum Implementation Division OIC-Chief Education Supervisor, School Governance and Operations Division Public Elementary and Secondary School Heads Administrative Officer V All Others Concerned

1. The Schools Division Office of Muntinlupa through the Human Resource Merit and Promotion Selection Board, informs the field of the acceptance of application for promotion of Teacher II, Teacher III (Elementary and Secondary Level) and SPED Teacher I (Elementary Level).

2. In connection with the aforementioned activity, due to newly vacated items, qualified applicants who are part of the initial evaluation under Teacher II – Elementary Level and Teacher III - Elementary and Junior High School Level that were posted on January 10, 2024, and February 1, 2024, who submitted their application in reference to Division Memorandum 258, s. 2023 entitled "Ranking of Applicants for Teacher II (Elementary and Junior High School) and Teacher III (Junior High School) for the school year 2023-2024 and Division Memorandum 270, s. 2023 entitled "Ranking of Applicants for Teacher III and Principal II (Elementary) are automatically included in the pool of applicants and may submit additional documents that could enhance their score on or before the deadline.

3. Please see the attached **Enclosure No. 1** for the list of items and qualification standards of available positions in SDO Muntinlupa. Failure to meet the minimum **Qualification Standards** of the position applied for will lead to disqualification.

4. All applications including a Letter of Intent must be submitted to the School Level Committee to be stamped "Received" not later than **June 14, 2024, 5:00 PM**. Late Submission will not be accepted.

- a. Letter of intent addressed to the Assistant Schools Division Superintendent Officer-in-Charge, Office of the Schools Division Superintendent - Violeta M. Gonzales thru the Administrative Officer IV - Ms. Angela M. Francisco.
- b. Duly accomplished (**Notarized**) PDS (CS Form No. 212, Revised 2017) with Work Experience Sheet, if applicable;



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# Republic of the Philippines Department of Education National Capital Region Schools Division Office of Muntinlupa City

- c. Photocopy of valid and updated PRC License/ID, if applicable;
- d. Photocopy of Certificate of Eligibility/Rating if applicable;
- e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available;
- f. Photocopy of Certificate/s of Training, if applicable;
- g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable;
- h. Photocopy of latest appointment, if applicable;
- i. Photocopy of the Performance Rating in the last rating period covering one (1) year performance in the current/latest position prior to the deadline of submission, if applicable; (OHRA-OHRA)
- j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C), **notarized by authorized official**;
- 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 issuances of appointment; and
  - ii. Photocopy of the Performance Rating obtained from the relevant work experience, if Performance Rating in Item (I) is not relevant to the position to be filled, if applicable.

5. The Administrative Officer II/HR in charge must fill out the form at https://tinyurl.com/Promotion-T2-SPED-T3-2024. All applications including a Letter of Intent must be submitted to the Division Record Unit to be stamped "Received" not later than June 17, 2024, 5 PM. Late Submission will not be accepted. No name of the applicant in the form at the given link and none-submission of pertinent documents to the Division Record Unit would mean non-inclusion in the pool of official applicants.

NUM-2024-165



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6. Qualified applicants shall be assessed **based on the criteria set forth in DepEd Order No. 66, s. 2007** to wit:

The point system is as follows:

CRITERIA	MAXIMUM POINTS POSSIBLE
Performance	35
Experience	5
Outstanding Accomplishment (Meritorious Accomplishment)	20
Education	25
Training	5
Psycho-social attributes	5
Potential	5
TOTAL:	100

7. The applicant **assumes full responsibility and accountability for the authenticity and veracity of the documents submitted, as evidenced by the Omnibus Sworn Statement, duly signed by the applicant**. Any false and fraudulent document submitted shall be grounds for disqualification. No additional documents shall be accepted beyond the deadline.

8. It is the policy of the Department of Education to strictly adhere to the principles of merit, competence, fitness, equal opportunity, transparency, and accountability. Consistent with this policy, SDO-Muntinlupa City applies a non-discrimination principle that allows anyone to apply for a position, irrespective of age, sexual orientation, gender identity, civil status, disability, region, ethnicity, or political beliefs. During the recruitment, screening, selection, and appointment process, utilization of auxiliary aid services is highly encouraged.

9. The appointing officer/authority shall be guided by the report of the HRMPSB's CAR/CAR-RQA, and in the exercise of sound discretion, select insofar as practicable, the candidate deemed most qualified for appointment from among the top five (5) or less, depending on the number of candidates, unless otherwise provided by the law.

8. All expense relative to this activity shall be charge against local funds/MOOE subject to the existing accounting and auditing rules and regulations.



NUM-2024-165

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# Republic of the Philippines Department of Education

NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINEUPA CITY

Immediate and wide dissemination of the Memorandum is earnestly desired. 9.

maler VIOLETA M. GONZALES

Assistant Schools Division Superintendent Officer-in-Charge Office of the Schools Division Superintendent

Enclosure No. 1 - CSC Minimum Qualification Standards Enclosure No. 2 - Checklist of Requirements with Omnibus Certification and Waiver (to be accomplished by the applicants)

References: DepEd Order No. 66, s. 2007 DepEd Order No. 007, s. 2023

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

EVALUATION RECRUITMENT SELECTION HIRING

SRHB/ RANKING OF APPLICANTS OF TEACHER II AND TEACHER III POSITIONS UNDER ELEMENTARY AND SECONDARY LEVEL 165 /May 20, 2024

NUM-2024-165



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### QUALIFICATION STANDARDS (TEACHING POSITIONS)

Position Title	No. of	Salary/			Qualification	Standards			
(Parenthetical Title, if applicable)	Plantilla Available	Job/ Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Place of Assignment
TEACHER II - SECONDARY	3	12	29,165.00	Bachelor of Secondary Education (BSEd); or Bachelors degree plus 18 professional units in Education with appropriate major	None Required	1 year relevant experience	RA 1080 (Teacher)		
TEACHER III - SECONDARY	1	13	31,320.00	Bachelor of Secondary Education (BSEd); or Bachelors degree plus 18 professional units in Education with appropriate major	None Required	2 year relevant experience	RA 1080 (Teacher)		MBHS -

Position Title	No. of	Salary/	Monthly	Qualification Standards			Place of		
(Parenthetical Title, if applicable)	hetical Title, if Plantilla Job/ Pay Sala	Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Assignment	
TEACHER II - SECONDARY	2	12	29,165.00	Bachelor of Secondary Education (BSEd); or Bachelors degree plus 18 professional units in Education with appropriate major	None Required	) year relevant experience	RA 1080 (Teacher)		TNHS JUNIOR HS

### QUALIFICATION STANDARDS (TEACHING POSITIONS)

Position Title	No. of	Salary/	Monthly		Qualification	Standards			Place of
(Parenthetical Title, if applicable)	Plantilla Available	Job/ Pay Grade	Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Assignment
TEACHER II - SECONDARY	10	12	29,165.00	Bachelor of Secondary Education (BSEd); or Bachelors degree plus 18 professional units in Education with appropriate major	None Required	1 year relevant experience	RA 1080 (Teacher)		PEDHS
TEACHER III - SECONDARY	7	13	31,320.00	Bachelor of Secondary Education (BSEd); or Bachelors degree plus 18 professional units in Education with appropriate major	None Required	2 year relevant experience	RA 1080 (Teacher)		

Position Title	No. of	Salary/	Monthly		Qualification	Standards			Place of
(Parenthetical Title, if applicable)	Plantilla Available	Job/ Pay Grade	Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Assignment
TEACHER II - SECONDARY	9	12	29,165.00	Bachelor of Secondary Education (BSEd); or Bachelors degree plus 18 professional units in Education with appropriate major	None Required	1 year relevant experience	RA 1080 (Teacher)		MNHS
TEACHER III - SECONDARY	15	13	31,320.00	Bachelor of Secondary Education (BSEd); or Bachelors degree plus 18 professional units in Education with appropriate major	None Required	2 year relevant experience	RA 1080 (Teacher)		



Republic of the Philippines Department of Education National Capital Region

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

MAY 3 1 2024

Office of the Schools Division Superintendent

### MEMORANDUM No. <u>164</u>, s. 2024

## RANKING OF APPLICANTS OF HEAD TEACHER POSITIONS UNDER ELEMENTARY AND SECONDARY LEVEL

To: Assistant Schools Division Superintendent Chief Education Supervisor, Curriculum Implementation Division OIC-Chief Education Supervisor, School Governance and Operations Division Public Elementary and Secondary School Heads Administrative Officer V All Others Concerned

1. The Schools Division Office of Muntinlupa through the Human Resource Merit and Promotion Selection Board, informs the field of the acceptance of application for promotion to Head Teacher positions under Elementary and Secondary Level.

2. Please see the attached **Enclosure No. 1** for the list of items and qualification standards of available positions in SDO Muntinlupa. Failure to meet the minimum **Qualification Standards** of the position applied for will lead to disqualification.

3. All applications including a Letter of Intent must be submitted to the **School Level Committee** to be stamped "Received" not later than **June 14, 2024, 5:00 PM**. Late Submission will not be accepted.

- a. Letter of intent addressed to the Assistant Schools Division Superintendent Officer-in-Charge, Office of the Schools Division Superintendent - Violeta M. Gonzales thru the Administrative Officer IV - Ms. Angela M. Francisco.
- b. Duly accomplished **(Notarized)** PDS (CS Form No. 212, Revised 2017) with Work Experience Sheet, if applicable;
- c. Photocopy of valid and updated PRC License/ID, if applicable;
- d. Photocopy of Certificate of Eligibility/Rating if applicable;
- e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available;
- f. Photocopy of Certificate/s of Training, if applicable;

-

g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable;

NUM-2024-164





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# Republic of the Philippines Department of Education National Capital Region Schools Division Office of Muntinlupa City

- h. Photocopy of latest appointment, if applicable;
- i. Photocopy of the Performance Rating in the last rating period covering one (1) year performance in the current/latest position prior to the deadline of submission, if applicable; (OHRA-OHRA)
- j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C), **notarized by authorized official**;
- 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 issuances of appointment; and
  - ii. Photocopy of the Performance Rating obtained from the relevant work experience, if Performance Rating in Item (I) is not relevant to the position to be filled, if applicable.

4. The Administrative Officer II/HR in charge must fill out the form at <u>https://tinyurl.com/Promotion-HeadTeacher-2024</u>. All applications including a Letter of Intent must be submitted to the Division Record Unit to be stamped "Received" **not later than June 17, 2024, 5 PM**. Late Submission will not be accepted. <u>No name of the applicant in the form at the given link and none-submission of pertinent documents to the Division Record Unit would mean non-inclusion in the pool of official applicants.</u>

5. For the position stated below, **DepEd Order No. 007, s. 2023** will be used for the procedure and document evaluation/scoring system, and appreciation of the pertinent papers.

The point system is as follows:

CRITERIA (SCHOOL ADMINISTRATION: HEAD TEACHER POSITION)	BREAKDOWN OF POINTS					
a. Education	10					
b. Training	10					
c. Experience	10					
d. Performance	25					
e. Outstanding Accomplishment	10					
f. Application of Education	10					
g. Application of L&D	10					
h. Potential (Written Test, BEI, Work Sample Test)	15					
TOTAL:	100					





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# Republic of the Philippines Department of Education NATIONAL CAPITAL REGION SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

The applicant assumes full responsibility and accountability for the 6. authenticity and veracity of the documents submitted, as evidenced by the Omnibus Sworn Statement, duly signed by the applicant. Any false and fraudulent document submitted shall be grounds for disqualification. No additional documents shall be accepted beyond the deadline.

It is the policy of the Department of Education to strictly adhere to the principles 7. of merit, competence, fitness, equal opportunity, transparency, and accountability. Consistent with this policy, SDO-Muntinlupa City applies a non-discrimination principle that allows anyone to apply for a position, irrespective of age, sexual orientation, gender identity, civil status, disability, region, ethnicity, or political beliefs. During the recruitment, screening, selection, and appointment process, utilization of auxiliary aid services is highly encouraged.

The appointing officer/authority shall be guided by the report of the HRMPSB's 8. CAR/CAR-ROA, and in the exercise of sound discretion, select insofar as practicable, the candidate deemed most qualified for appointment from among the top five (5) or less, depending on the number of candidates, unless otherwise provided by the law.

All expense relative to this activity shall be charge against local funds/MOOE 9. subject to the existing accounting and auditing rules and regulations.

8. Immediate and wide dissemination of the Memorandum is earnestly desired.

M. GONZALES

Assistant Schools Division Superintendent Officer-in-Charge Office of the Schools Division Superintendent

Encls:

Enclosure No. 1 - CSC Minimum Qualification Standards Enclosure No. 2 - Checklist of Requirements with Omnibus Certification and Waiver (to be accomplished by the applicants) References: DepEd Order No. 007, s. 2023

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

> EVALUATION RECRUITMENT SELECTION HIRING

SRHB/ RANKING OF APPLICANTS OF HEAD TEACHER POSITIONS UNDER ELEMENTARY AND SECONDARY LEVEL 164 /May 20, 2024

NUM-2024-164



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#### QUALIFICATION STANDARDS (SCHOOL ADMINISTRATION POSITIONS)

Position Title	No. of	Salary/ Job/			Qualificat	ion Standards			Place of
(Parenthetical Title, if applicable)	Plantilla Available	Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Assignment
HEAD TEACHER IV	1	17	43,030.00	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization	24 hours relevant training	HT for 3 years; or Master Teacher (MT) for 2 years	RA 1080 (Teacher)		
HEAD TEACHER II	1	15	36,619.00	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization	24 hours relevant training	HT for 1 year; or Teacher for 4 years	RA 1080 (Teacher)		MBHS
HEAD TEACHER I	1	14	33,843.00	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization	24 hours relevant training	TIC for 1 year; or Teacher for 3 years	RA 1080 (Teacher)		

#### QUALIFICATION STANDARDS (SCHOOL ADMINISTRATION POSITIONS)

Position Title No. of (Parenthetical Title, if applicable) Available	Salary/								
	Plantilla	antilla Job/ Pav	Monthly Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Place of Assignment
HEAD TEACHER VI	1	19	51,357.00	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization	24 hours relevant training	HT for 5 years; or Master Teacher (MT) for 4 years	RA 1080 (Teacher)		PEDHS

Position Title	No. of	Salary/			Qualificat	ion Standards			Place of
(Parenthetical Title, if applicable)	Plantilla Available	Job/ Pay	Monthly Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Assignment
HEAD TEACHER III	1	16	39,672.00	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization		HT for 2 years; or Teacher for 5 years	RA 1080 (Teacher)		TNHS - JUNIOR HS

Position Title	No. of	Salary/			Qualificat	ion Standards			Place of
(Parenthetical Title, if applicable)	Plantilla Available	Job/ Pay	Monthly Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Assignment
HEAD TEACHER I	1	14	33,843.00	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization	24 hours relevant training	TIC for 1 year; or Teacher for 3 years	RA 1080 (Teacher)		PNHS

### QUALIFICATION STANDARDS (SCHOOL ADMINISTRATION POSITIONS)

Position Title	No. of	Salary/			Qualificat	ion Standards			Place of
(Parenthetical Title, if applicable)	Plantilla Available	Job/ Pay	Monthly Salary	Education	Training	Experience	Eligibility	Competency (if applicable)	Assignment
HEAD TEACHER III	1	16	39,672.00	Bachelor's degree in Elementary Education; or Bachelor's degree with 18 professional units in Education.	24 hours relevant training	HT for 2 years; or TIC for 2 years; or Teacher for 5 years	RA 1080 (Teacher)		ELEMENTARY

#### Department of Education National Capital Region SCHOOLS DIVISION OFFICE City of Muntinlupa

Application Code: \_

Do be fill up by the Division HRMO

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

Solo Parent: Yes ( ) No ( ) Verification (To be filled-out by the HRMO/HR Office/sub-committee) Status of Submission (To be filled-out by the applicant; Basic Documentary Requirement Status of Submission Check if submitted) Remarks (Check if complied) Letter of intent addressed to the Head of Office, or to the highest a. human resource officer Duly accomplished Personal Data Sheet (PDS) b. (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable - NOTARIZE Photocopy of valid and updated PRC License/ID, if applicable с. Photocopy of Certificate of Eligibility/Report of Rating, if d. applicable Photocopy of scholastic/academic record such as but not limited e. to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available Photocopy of Certificate/s of Training, if applicable f. Photocopy of Certificate of Employment, Contract of Service, or g. duly signed Service Record, whichever is/are applicable h. Photocopy of latest appointment, if applicable Photocopy of the Performance Rating/s in the last rating period(s) i. covering one (1) year performance prior to the assessment, if applicable Checklist of Requirements and Omnibus Sworn Statement on the j. Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form Other documents as may be required for comparative k. assessment: 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 Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item (i) is not relevant to the position to be filled

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

nce with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (e)lectronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) (w)here the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.