



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

Office of the Schools Division
Superintendent

SEP 16 2025


MEMORANDUM

No. 476, s. 2025

COMMENCEMENT OF RECLASSIFICATION OF TEACHING AND SCHOOL PRINCIPAL POSITIONS PURSUANT TO DEPED ORDER NO. 24, S. 2025

To: OIC- 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

- Attached is **DM-OUHROD-2025-2505**, with the subject **"Commencement of Reclassification of Teaching and School Principal Positions Pursuant to DepEd Order No. 024, s. 2025,"** directing all concerned Schools Division Offices (SDOs) to commence the reclassification of teaching and school principal positions. Accordingly, the Schools Division Office of Muntinlupa, through the Human Resource Merit and Promotion Selection Board (HRMPSB), hereby informs all interested and qualified incumbent teachers and principals, at all levels, to submit the pertinent documents for reclassification.
- This activity aims to provide merit- and competency-based career advancement for teachers at the Schools Division Office of Muntinlupa, commensurate with their qualifications and competence, by ensuring that the system incentivizes performance and mastery in curriculum content and pedagogical approaches. In doing so, it promotes their welfare, work motivation, and professional growth.
- Please see the following enclosure for reference.
 - Enclosure No. 1 - Important Reminders
 - Enclosure No. 2 - Timeline of Activities
 - Enclosure No. 3 - Composition of HRMPSB
 - Enclosure No. 4 - Annex C. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV)
 - Enclosure No. 5 - CSC Minimum Qualification Standards and Performance Requirements
- All expenses relative to this activity shall be charged against the 2025 MOOE, subject to the existing accounting and auditing rules and regulations.
- Immediate and wide dissemination of the Memorandum is earnestly desired.


VIOLETA M. GONZALES CESO VI
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent

Enclosure: As stated.

References: DepEd Order No. 024, s. 2025

To be indicated in the Perpetual of Index

under the following subjects:

EVALUATION RECRUITMENT PROMOTION SELECTION

AMF/DM-COMMENCEMENT OF RECLASSIFICATION OF TEACHING AND SCHOOL PRINCIPAL POSITIONS PURSUANT TO DEPED ORDER NO.

24, S. 2025

476 _____/September 11, 2025

NUM-2025-476

DEPARTMENT OF EDUCATION



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A- 9/15/24



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Enclosure 1

Important Reminders

1. Interested incumbent teachers and principal must meet the Civil Service Commission Qualification Standards and DepEd Performance Requirements, relevant to the position applied for. Please see Enclosure 5 for the List of Positions and CSC Qualification Standards, for reference and self-assessment. Failure to meet the **minimum CSC Qualification Standards of the position applied for will result in disqualification.**
2. Applicants must ensure that all documents relative to the application must be submitted to the School Administrative Officer II / HR-in-charge not later than **September 26, 2025, 5:00 PM**. The hard copy of the documents must be fastened in a long folder, white for Elementary, yellow for Junior High School, and blue for Senior High School, with earmarks arranged as listed below:
 - a. Letter of intent addressed to the Assistant Schools Division Superintendent, Officer-in-Charge, Office of the Schools Division Superintendent – **VIOLETA M. GONZALES, CESO VI**, containing the following information:
 - i. Statement of Purpose/Expression of interest
 - ii. **Position applied for**
 - b. **Duly accomplished PDS** (CS Form No. 212, Revised 2025) **notarized by authorized official with Work Experience Sheet**
(The said form can be downloaded through this link: <https://tinyurl.com/Files-Application>)
 - c. Photocopy of **valid and updated PRC License/ID**;
 - d. Certificate of Competency Level issued by Authorized body (if applicable);
 - e. Photocopy of scholastic/academic record (i.e., Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available);
 - f. Photocopy of **duly signed Service Record**;
 - g. Photocopy of latest appointment;
 - h. Photocopy of certificate/s of completion of National Educators Academy of the Philippines (NEAP)-accredited professional development programs/ courses, or certificates of training issued by NEAP-accredited public and private institutions or Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any;





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- i. Photocopy of Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC) (for SHS applicants in the Technical-Vocational-Livelihood (TVL) track only); Photocopy of Certificate of Rating (COR) in the School Head Assessment (National Qualifying Examination for School Heads (NQESH) or Principal's Test) **(for School Principal positions only)**;
- j. Photocopy of the required Performance Rating(s) with **at least Very Satisfactory** rating (Note: The 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). Please include the **encoding part 1** of the IPCRF.
- k. 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 to RA No. 10173 (Data Privacy Act of 2012)
- l. Other documents as may be required by the HRMPSB including but not limited to:
 - For Teaching: portfolio for the assessment of identified PPST non-classroom observable indicators.
 - For School Principal: Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, Application of Learning and Development reckoned from the date of last issuance of appointment

3. Individuals who failed to submit complete mandatory documents (Items 2.a to 2.k of this Enclosure) on the set deadline indicated **shall not be included in the pool of applicants**.

4. The Administrative Officer II/HR-in-Charge must fill out the form at <https://tinyurl.com/RECLASSDO242025> and submit all applicant's folder to the Division Record Unit not later than **September 29, 2025, 5:00 P.M.** No additional documents shall be accepted after the set deadline.

5. **DepEd Order No. 024, s. 2025** will be used as reference guidelines in processing the application for reclassification of teaching and school administration positions.

The point system is as follows:

CRITERIA Teaching Position	BREAKDOWN OF POINTS
a. Education	10
b. Training	10
c. Experience	10
d. Performance	30
e. PPST COIs (Classroom Observation)	25
f. PPST NCOIs (Portfolio Annotations and BEL)	15
TOTAL:	100



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CRITERIA School Administration 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 Learning and Development	10
h. Potential (Written Exam, BEI)	15
TOTAL:	100

6. 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.

7. 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.

8. 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. For multiple vacancies, the appointing officer/authority shall select highlighted top candidates as determined by the HRMPSB, computed by multiplying the number of vacant plantilla items by a factor of five.

9. This Office hereby advises applicants who have previously submitted their applications for natural vacancies prior to this call not to file for reclassification and to await the results of their earlier application. They may, however, apply for reclassification during the next call for papers.

10. The Classroom Observable Indicators (COI) shall be evaluated by selected sub-committee members coming from the pool of assessors, as indicated in the attached Enclosure No. 3 Composition of HRMPSB.

11. Please note that the Head of Office is defined in DepEd Order No. 19, s. 2022, refers to the highest authority within each governance level, as follows:

GOVERNANCE LEVEL	HEAD OF OFFICE
Central Office	Secretary
Regional Office	Regional Director
Schools Division Office, Schools and Community Learning Centers	Schools Division Superintendent



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Enclosure 2

TIMELINE OF ACTIVITIES

DATE/ TIME/ VENUE	ACTIVITIES	PERSON/COMMITTEE RESPONSIBLE
September 16-26, 2025	Posting of Memorandum of Submission and Acceptance of Application	Personnel Unit Records Unit
September 26, 2025	Deadline of Submission of Application at the School Screening Committee	Applicant School AO
September 29, 2025	Submission of Application to the Division Record Unit	School Sub-Committee Records Unit
September 30, 2025 8:00 AM – 5:00 PM	Stamping and forwarding of Applicant's pertinent documents from the OSDS to the Personnel Unit	OSDS
October 1-3, 2025 8:00 AM – 5:00 PM	Initial Evaluation of Documents vis-à-vis qualification standards	Personnel Unit School Administrative Officer
To be announced in a separate memorandum	Posting and releasing of Initial Evaluation Results https://deped-muntinlupa.com	SDO HRMO/SDO Record Unit
	Comparative Assessment	Applicants Division Personnel Unit HRMPSB School Sub-Committee



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No.	FULL NAME	SCHOOL	DESIGNATION
57	DOROTHY A. MENDOZA	PEDHS	SUB-COMMITTEE
58	GREGORIO S. QUINERI	PEDHS	SUB-COMMITTEE
59	EMELY V. AMBROCIO	PEDHS	SUB-COMMITTEE
60	ZYRA A. TRIMIDAL	PNHS	SUB-COMMITTEE
61	JOJIT C. DE RAMA	PNHS	SUB-COMMITTEE
62	MARK ANTHONY G. BUNALES	PNHS	SUB-COMMITTEE
63	MARK ARCHEI O. JAVIER	MSHS	SUB-COMMITTEE
64	GEMMA F. JEREZA	MSHS	SUB-COMMITTEE
65	EVANGELINE S. COSARE	MSHS	SUB-COMMITTEE
66	ROSENDO E. SANGALANG	MNHS	SUB-COMMITTEE
67	MYLYN M. VALLEJO	MNHS	SUB-COMMITTEE
68	EDWARD R. MONTOJO	MNHS	SUB-COMMITTEE
69	MARICEL G. LUMIO	TUNASAN NHS	SUB-COMMITTEE
70	RENE G. DELFINO	TUNASAN NHS	SUB-COMMITTEE
71	ALFATIMA A. DIMAPELEZ	TUNASAN NHS	SUB-COMMITTEE
72	JASON B. ALBARO	CUPANG SHS	SUB-COMMITTEE
73	ELIZABETH J. GABUTAN	CUPANG SHS	SUB-COMMITTEE
74	JAYBOY EVANO	SUCAT SHS	SUB-COMMITTEE
75	EMELDA OZARAGA	SUCAT SHS	SUB-COMMITTEE
76	LOUIE M. VALDEZ	LIS	SUB-COMMITTEE
77	SALOME J. PEREZ	LIS	SUB-COMMITTEE
78	REDALYN D. SIERRA	LIS	SUB-COMMITTEE
79	MAYGLEEN L. LUNAR	LIS	SUB-COMMITTEE
80	ARLENE JOY C. MANANGGUIT	LIS	SUB-COMMITTEE



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**Compositions and Functions of Division and
School Sub-Committee**

LEVEL	COMPOSITION	FUNCTIONS
School Selection Sub-Committee	School Head Head Teachers Master Teachers School AO	<ul style="list-style-type: none">• Acceptance of Application based on the checklist of requirements.• Prepare Initial Evaluation Result (IER) and submit it to the Division HRMO for consolidation.
Division Selection Sub-Committee	Public Schools District Supervisors Education Program Supervisors School Heads Head Teachers and Master Teachers (JHS and SHS) Master teacher (Elem)	<ul style="list-style-type: none">• Conduct of Demonstration Teaching.• Assess the Teacher Reflection Form of applicants and submit the result to the HRMPSB for consolidation.
Division HRMPSB	HRMPSB Chair CID Chief Administrative Officer V HRMO President of Munpfest President of Principal Association	<ul style="list-style-type: none">• Oversee the overall hiring procedure.• The HRMPSB shall maintain accountability for the results of the comparative assessment of applicants.



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Enclosure 3

**HUMAN RESOURCE MERIT PROMOTION AND SELECTION BOARD
For Teaching Positions**

No	FULL NAME	POSITION	DESIGNATION
1	Dr. Lilia A. Ricero	OIC - ASDS	Chairman
2	Dr. Florante C. Marmeto	Chief, CID	Member
3	Ms. Noemi A. Valdez	Administrative Officer V	Member
4	Ms. Angela M. Francisco	HRMO	Member
5	Dr. Ador B. Querubin	School Principal President, MPSHA	Member
6	Mr. Arsenio S. Medenilla	Master Teacher I President, MUNPFEST	Member

Below are the members of the secretariat and support staff: as follows;

FULL NAME	POSITION	DESIGNATION
Ms. Aira G. Parilla	Administrative Aide VI	Secretariat
Ms. Dulce B. Samson	Administrative Assistant III	Support Staff
Ms. Wendy S. Hernandez	Administrative Aide VI	Support Staff
Mr. Dunn Luvik C. Mandigal	Administrative Assistant III	Support Staff



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**HUMAN RESOURCE MERIT PROMOTION AND SELECTION BOARD
For School Administration Positions**

No	FULL NAME	POSITION	DESIGNATION
1	Dr. Lilia A. Ricero	OIC - ASDS	Chairperson
2	Ms. Ma. Regaele A. Olarte	OIC - Chief, SGOD	Member
3	Ms. Noemi A. Valdez	Administrative Officer V	Member
4	Ms. Angela M. Francisco	HRMO	Member
5	Dr. Ador B. Querubin	SP IV President, MPSHA	Member
6	Mr. Arsenio S. Medenilla	President, MunFPEST	Member

Below are the members of the secretariat and support staff: as follows;

No	FULL NAME	POSITION	DESIGNATION
1	Ms. Aira G. Parilla	Administrative Aide VI	Secretariat
2	Mr. Dunn Luvik C. Mandigal	Administrative Assistant III	Support Staff
3	Ms. Dulce B. Samson	Administrative Assistant III	Support Staff
4	Ms. Wendy S. Hernandez	Administrative Aide VI	Support Staff



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Pool of Subcommittees for Classroom Observation, Portfolio Annotation, and BEI

No.	FULL NAME	POSITION	DESIGNATION
1	Dr. Ma. Theresa C. Dela Rosa	PSDS	SUB-COMMITTEE
2	Dr. Ma. Myra E. Namit	PSDS	SUB-COMMITTEE
3	Dr. Yaledegler C. Maligaya	PSDS	SUB-COMMITTEE
4	Ms. Ada Trinidad A. Tagle	PSDS	SUB-COMMITTEE
5	Ms. Clarissa C. Avila	PSDS	SUB-COMMITTEE
6	Dr. Evangeline M. Aman	PSDS	SUB-COMMITTEE
7	Dr. Eric F. Fungo	PSDS	SUB-COMMITTEE
8	Dr. Jaime G. Bautista	PSDS	SUB-COMMITTEE
9	Dr. Meniano Eborá	PSDS	SUB-COMMITTEE
10	Dr. Jhemson Elis	PSDS	SUB-COMMITTEE
11	Ms. Marissa M. Andanza	EPS	ALS / KINDER
12	Mr. Edison C. Enerlas	EPS	MAPEH
13	Dr. Liliesa B. Palce	EPS	VALUES / SPED
14	Ms. Emalyn Ballonado	OIC-Math Coordinator	MATHEMATICS
15	Dr. Leonaida L. Gutierrez	EPS	EPP, TLE, TVE
16	Dr. John Albert B. Colle	EPS	FILIPINO
17	Ms. Mariel Eugene L. Luna	EPS	AP & HUMSS
18	Dr. Armida S. Oblinada	EPS	SCIENCE
19	Dr. Ma. Carmen D. Solayao	EPS	ENGLISH
20	Dr. Gina U. Urquia	EPS	LRMS



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No.	FULL NAME	SCHOOL	DESIGNATION
1	MA. AURORA S. BARTOLABA	ALABANG ES	SUB-COMMITTEE
2	JAYSON MANIKAN	ALABANG ES	SUB-COMMITTEE
3	BERNADETTE C. RELLONES	ALABANG ES	SUB-COMMITTEE
4	DIVINA GRACIA P. GAGALA	BAYANAN ES	SUB-COMMITTEE
5	MA. HELEN P. EYAS	BAYANAN ES	SUB-COMMITTEE
6	JANE MAY C. VALBUENA	BAYANAN ES-1	SUB-COMMITTEE
7	JULIE O. TEMPLANZA	BAYANAN ES-1	SUB-COMMITTEE
8	MYLENE C. TUVILLEJA	BAYANAN ES-1	SUB-COMMITTEE
9	FERDINAND V. GADDI	BAYANAN ES-1	SUB-COMMITTEE
10	FELIPE W. MARAPAO JR.	BSES	SUB-COMMITTEE
11	JESSIE T. CASTELO	BSES	SUB-COMMITTEE
12	CHARITO S. ENERO	BSES	SUB-COMMITTEE
13	MARIE ANN R. ESMERIA	BULI ES	SUB-COMMITTEE
14	BENELIN G. RUMBAOA	BULI ES	SUB-COMMITTEE
15	MAYVELL N. CORDOVA	BULI ES	SUB-COMMITTEE
16	EDIZER S. LAQUEO	CUPANG ES	SUB-COMMITTEE
17	JOANA P. SUPETLAN	CUPANG ES	SUB-COMMITTEE
18	JANET E. LINQUICO	CUPANG ES	SUB-COMMITTEE
19	JOCELYN A. MORALES	CESA	SUB-COMMITTEE
20	ERMA A. BALAGBIS	CESA	SUB-COMMITTEE
21	ALMA O. BITUIN	FAES	SUB-COMMITTEE
22	GINAZEL G. BEAULIEU	FAES	SUB-COMMITTEE
23	MARIA HAZEL B. HERNANDEZ	F DEMESA ES	SUB-COMMITTEE
24	MARILOU M. MANANSALA	F DEMESA ES	SUB-COMMITTEE
25	LORELIE S. ARAMBULO	ITAAS ES	SUB-COMMITTEE
26	EUFROCINIA DAPOC	ITAAS ES	SUB-COMMITTEE
27	EUFROCINIA DAPOC	ITAAS ES	SUB-COMMITTEE
28	SHELLA C. NAVARRO	MES	SUB-COMMITTEE



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No.	FULL NAME	SCHOOL	DESIGNATION
29	HENEL T. PEREZ	MES	SUB-COMMITTEE
30	JOCELYN T. CLEMENTE	MES	SUB-COMMITTEE
31	HILARIO G. CANASA	PUTATAN ES	SUB-COMMITTEE
32	CATHERINE V. SANTOS	PUTATAN ES	SUB-COMMITTEE
33	EVANGELINE M. RAMOS	PUTATAN ES	SUB-COMMITTEE
34	RAUL T. FELIX	POBLACION ES	SUB-COMMITTEE
35	JASMIN D. FUENTES	POBLACION ES	SUB-COMMITTEE
36	KRISTINE JOY T. SAN PEDRO	POBLACION ES	SUB-COMMITTEE
37	ANTONIO C. GAGALA	SHES	SUB-COMMITTEE
38	MICAELA ROCHELLE B. BALOLOT	SHES	SUB-COMMITTEE
39	RAQUEL M. MONTANA	SHES	SUB-COMMITTEE
40	JENNIFER S. JOSON	SUCAT ES	SUB-COMMITTEE
41	VIVIAN M. REMPILO	SUCAT ES	SUB-COMMITTEE
42	MA. CECILIA A. TALADRO	SUCAT ES	SUB-COMMITTEE
43	HAYDE F. GUCOR	SESAZ 4	SUB-COMMITTEE
44	ERNAH T. DIAZ	SESAZ 3	SUB-COMMITTEE
45	REYNALDO O. COMISARIO	VHES	SUB-COMMITTEE
46	WAREN A. TABULINA	VHES	SUB-COMMITTEE
47	JECELYN S. SALMON	VHES	SUB-COMMITTEE
48	OLIVIA G. ELLOSO	TUNASAN ES	SUB-COMMITTEE
49	MELISSA D. COLUMNNA	TUNASAN ES	SUB-COMMITTEE
50	MARYJANE B. CASACOP	TUNASAN ES	SUB-COMMITTEE
51	REYNANTE H. ESPELETA	MBHS	SUB-COMMITTEE
52	EVELYN P. CHAVEZ	MBHS	SUB-COMMITTEE
53	SHERWIN G. LOMEDA	MBHS	SUB-COMMITTEE
54	ABIGAIL DE LIOS	MBHSA	SUB-COMMITTEE
55	LIEZA R. DE RAFAEL	MBHSA	SUB-COMMITTEE
56	ANTONIO B. ROCHA	PEDHS	SUB-COMMITTEE



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CHECKLIST OF REQUIREMENTS

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

Application Code: _____

Basic Documentary Requirement	Status of Submission (To be filled-out by the applicant; Check if submitted)	Verification (To be filled-out by the HRMO/HR Office/sub-committee)	
		Status of Submission (Check if complied)	Remarks
a. Letter of intent addressed to the SDS containing the following information: i. Statement of Purpose/Expression of Interest ii. Position applied for			
b. Duly accomplished PDS with Work Experience Sheet (CS Form 212, Revised 2025)			
c. Photocopy of valid and updated PRC License/ID			
d. Certificate of Competency Level issued by Authorized body (if applicable)			
e. Photocopy of scholastic/academic record (i.e., Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available)			
f. Photocopy of duly signed Service Record			
g. Photocopy of latest appointment			
h. Photocopy of certificate/s of completion of National Educators Academy of the Philippines (NEAP)-accredited professional development programs/ courses, or certificates of training issued by NEAP-accredited public and private institutions or Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any			
i. Photocopy of Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC) (for SHS applicants in the Technical-Vocational-Livelihood (TVL) track only);			
j. Photocopy of the required Performance Rating(s) with at least Very Satisfactory rating (For teaching positions: The 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)			
k. Certificate of Rating (COR) in the School Head Assessment (National Qualifying Examination for School Heads (NQESH) or Principal's Test) (for School Principal positions only);			
l. 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 to RA No. 10173 (Data Privacy Act of 2012)			
m. Other documents as may be required by the HRMPSE For Teaching: portfolio for the assessment of identified PPST non-classroom observable indicators. For School Principal: Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, Application of Learning and Development reckoned from the date of last issuance of appointment			

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 consonance 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.

QUALIFICATION STANDARDS AND PERFORMANCE REQUIREMENTS

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher I (Elementary)	18	51,304.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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)	5 years teaching experience	RA 1080, as amended (Teacher-Elementary/Secondary)	21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
Master Teacher II (Elementary)	19	56,390.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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)	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Elementary/Secondary)	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient COIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding
Master Teacher III (Elementary)	20	62,967.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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 IV (Distinguished Proficient Teacher)	5 years teaching experience and 2 years relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Elementary/Secondary)	21 Highly Proficient COIs at Outstanding	8 Highly proficient COIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher IV (Elementary)	21	70,013.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Proficient Teacher)	5 years teaching experience and 3 years relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Elementary/Secondary)	At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
Master Teacher V (Elementary)	22	78,162.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Proficient Teacher)	5 years teaching experience and 4 years relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Elementary/Secondary)	21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding
Master Teacher I (Secondary)	18	51,304.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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)	5 years teaching experience	RA 1080, as amended (Teacher-Secondary)	21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
Master Teacher II (Secondary)	19	56,390.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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)	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary)	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient COIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher III (Secondary)	20	62,967.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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 IV (Distinguished Proficient Teacher)	5 years teaching experience and 2 years relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary)	21 Highly Proficient COIs at Outstanding	8 Highly proficient COIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
Master Teacher IV (Secondary)	21	70,013.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Proficient Teacher)	5 years teaching experience and 3 years relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary)	At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
Master Teacher V (Secondary)	22	78,162.00	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Proficient Teacher)	5 years teaching experience and 4 years relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary)	21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding
Master Teacher I(Senior High School Master Teacher I Academic Track and Core Subjects)	18	51,304.00	Master's degree in relevant strand/subject plus 18 professional units in Education Master's degree in relevant strand/subject	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)	5 experience in teaching or industry work in relevant strand/subject	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher II(Senior High School Master Teacher II Academic Track and Core Subjects)	19	56,390.00	Master's degree in relevant strand/subject plus 18 professional units in Education Master's degree in relevant strand/subject	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)	5 experience in teaching or industry work in relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient COIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding
Master Teacher III(Senior High School Master Teacher III Academic Track and Core Subjects)	20	62,967.00	Master's degree in relevant strand/subject plus 18 professional units in Education Master's degree in relevant strand/subject	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 IV (Distinguished Teacher)	5 experience in teaching or industry work in relevant strand/subject and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Highly Proficient COIs at Outstanding	8 Highly proficient COIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
Master Teacher IV(Senior High School Master Teacher IV Academic Track and Core Subjects)	21	70,013.00	Master's degree in relevant strand/subject plus 18 professional units in Education Master's degree in relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 experience in teaching or industry work in relevant strand/subject and 3 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher V(Senior High School Master Teacher V Academic Track and Core Subjects)	22	78,162.00	Master's degree in relevant strand/subject plus 18 professional units in Education Master's degree in relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 experience in teaching or industry work in relevant strand/subject and 4 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding
Master Teacher I(Senior High School Master Teacher I Arts and Design Track)	18	51,304.00	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years; or	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Photography, or other allied fields	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher II(Senior High School Master Teacher II Arts and Design Track)	19	56,390.00	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years;	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Photography, or other allied fields and 1 year experience in Instructional Supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1 must pass the LET within 5 years after the date of first hiring	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient COIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding
Master Teacher III(Senior High School Master Teacher III Arts and Design Track)	20	62,967.00	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years;	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Photography, or other allied fields and 2 years experience in Instructional Supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1 must pass the LET within 5 years after the date of first hiring	21 Highly Proficient COIs at Outstanding	8 Highly proficient COIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher IV(Senior High School Master Teacher IV Arts and Design Track)	21	70,013.00	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years;	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Photography, or other allied fields and 3 years experience in Instructional Supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
Master Teacher V(Senior High School Master Teacher V Arts and Design Track)	22	78,162.00	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years;	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Photography, or other allied fields and 4 years experience in Instructional Supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher I(Senior High School Master Teacher I Sports Track)	18	51,304.00	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and Instructional of relevant Field(s) under Sports Track 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAPrequisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry work in the relevant field(s) under Sports Track	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
Master Teacher II(Senior High School Master Teacher II Sports Track)	19	56,390.00	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and Instructional of relevant Field(s) under Sports Track 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAPrequisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry work in the relevant field(s) under Sports Track and 1 year experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient COIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher III(Senior High School Master Teacher III Sports Track)	20	62,967.00	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and Instructional of relevant Field(s) under Sports Track 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAPrequisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry work in the relevant field(s) under Sports Track and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1 must pass the LET within 5 years after the date of first hiring	21 Highly Proficient COIs at Outstanding	8 Highly proficient COIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
Master Teacher IV(Senior High School Master Teacher IV Sports Track)	21	70,013.00	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and Instructional of relevant Field(s) under Sports Track 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching or industry work in the relevant field(s) under Sports Track and 3 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1 must pass the LET within 5 years after the date of first hiring	At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
Master Teacher V(Senior High School Master Teacher V Sports Track)	22	78,162.00	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and Instructional of relevant Field(s) under Sports Track 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching or industry work in the relevant field(s) under Sports Track and 4 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1 must pass the LET within 5 years after the date of first hiring	21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher I(Senior High School Master Teacher I Technical Vocational Track (TVL))	18	51,304.00	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAPrequisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
Master Teacher II(Senior High School Master Teacher II Technical Vocational Track (TVL))	19	56,390.00	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAPrequisite professional development program for Career Stage III (Highly Proficient Teacher)	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	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1must pass the LET within 5 years after the date of first hiring	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient COIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding
Master Teacher III(Senior High School Master Teacher III Technical Vocational Track (TVL))	20	62,967.00	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAPrequisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization; and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments 1must pass the LET within 5 years after the date of first hiring	21 Highly Proficient COIs at Outstanding	8 Highly proficient COIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
Master Teacher IV(Senior High School Master Teacher IV Technical Vocational Track (TVL))	21	70,013.00	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization; and 3 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
Master Teacher V(Senior High School Master Teacher V Technical Vocational Track (TVL))	22	78,162.00	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization; and 4 years experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

QUALIFICATION STANDARDS AND PERFORMANCE REQUIREMENTS

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER II - (Elementary)	12	32,245.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	RA 1080, as amended (Teacher-Elementary/ Secondary)	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory
Teacher III (Elementary)	13	34,421.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years teaching experience	RA 1080, as amended (Teacher-Elementary/ Secondary)	At least 12 Proficient COIs at Very Satisfactory	At least 8 proficient NCOIs at Very Satisfactory
Teacher IV (Elementary)	14	37,024.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years teaching experience	RA 1080, as amended (Teacher-Elementary/ Secondary)	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory
Teacher V (Elementary)	15	40,208.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years teaching experience	RA 1080, as amended (Teacher-Elementary/ Secondary)	At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding
Teacher VI (Elementary)	16	43,560.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years teaching experience	RA 1080, as amended (Teacher-Elementary/ Secondary)	At least 12 Proficient COIs at Outstanding	At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
Teacher VII (Elementary)	17	47,247.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years teaching experience	RA 1080, as amended (Teacher-Elementary/ Secondary)	At least 18 Proficient COIs at Outstanding	At least 6 proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER II - (SECONDARY)	12	32,245.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	RA 1080, as amended (Teacher- Secondary)	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory
Teacher III (SECONDARY)	13	34,421.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years teaching experience	RA 1080, as amended (Teacher- Secondary)	At least 12 Proficient COIs at Very Satisfactory	At least 8 proficient NCOIs at Very Satisfactory
Teacher IV (Secondary)	14	37,024.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years teaching experience	RA 1080, as amended (Teacher- Secondary)	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory
Teacher V (Secondary)	15	40,208.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years teaching experience	RA 1080, as amended (Teacher- Secondary)	At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding
Teacher VI (Secondary)	16	43,560.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years teaching experience	RA 1080, as amended (Teacher- Secondary)	At least 12 Proficient COIs at Outstanding	At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
Teacher VII (Secondary)	17	47,247.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years teaching experience	RA 1080, as amended (Teacher- Secondary)	At least 18 Proficient COIs at Outstanding	At least 6 proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding
TEACHER II (Senior High School Teacher II- Academic Track and Core Subjects)	12	32,245.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject plus 18 professional units in education 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	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year experience in teaching or industry work in relevant subject/strand	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER III (Senior High School Teacher III- Academic Track and Core Subjects)	13	34,421.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject plus 18 professional units in education 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	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years experience in teaching or industry work in relevant subject/strand	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments	At least 12 Proficient COIs at Very Satisfactory	At least 8 proficient NCOIs at Very Satisfactory
TEACHER IV (Senior High School Teacher IV- Academic Track and Core Subjects)	14	37,024.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education; or any Bachelor's degree with at least 18 units towards Master's degree in the relevant strand/subject plus 18 professional units in education Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 18 units towards Master's degree in the relevant strand/subject	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years experience in teaching or industry work in relevant subject/strand	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments 1 must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory
TEACHER V (Senior High School Teacher V- Academic Track and Core Subjects)	15	40,208.00	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education; or any Bachelor's degree with at least 24 units towards Master's degree in the relevant strand/subject plus 18 professional units in education Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 24 units towards Master's degree in the relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years experience in teaching or industry work in relevant subject/strand	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments 1 must pass the LET within 5 years after the date of first hiring	At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER VI (Senior High School Teacher VI- Academic Track and Core Subjects)	16	43,560.00	<p>Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education; or any Bachelor's degree with at least 30 units towards Master's degree in the relevant strand/subject plus 18 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 30 units towards Master's degree in the relevant strand/subject</p>	<p>24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or</p> <p>Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>4 years experience in teaching or industry work in relevant subject/strand</p>	<p>R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional¹ and contractual appointments 1 must pass the LET within 5 years after the date of first hiring</p>	<p>At least 12 Proficient COIs at Outstanding</p>	<p>At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding</p>
TEACHER VII (Senior High School Teacher VII- Academic Track and Core Subjects)	17	47,247.00	<p>Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education; or any Bachelor's degree with at least 36 units towards Master's degree in the relevant strand/subject plus 18 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 36 units towards Master's degree in the relevant strand/subject</p>	<p>32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or</p> <p>Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>4 years experience in teaching or industry work in relevant subject/strand</p>	<p>R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional¹ and contractual appointments 1 must pass the LET within 5 years after the date of first hiring</p>	<p>At least 18 Proficient COIs at Outstanding</p>	<p>At least 6 proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding</p>
TEACHER II (Senior High School Teacher II- Arts and Design Track)	12	32,245.00	<p>Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education</p> <p>or</p> <p>any Bachelor's degree plus Diploma/Certificate in any of the relevant fields</p>	<p>8 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theater, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years</p>	<p>1 year relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>	<p>R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional¹ and contractual appointments 1 must pass the LET within 5 years after the date of first hiring</p>	<p>At least 6 Proficient COIs at Very Satisfactory</p>	<p>At least 4 proficient NCOIs at Very Satisfactory</p>

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER III (Senior High School Teacher III- Arts and Design Track)	13	34,421.00	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education or any Bachelor's degree plus Diploma/Certificate in any of the relevant fields	16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theater, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years	2 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 12 Proficient COIs at Very Satisfactory	At least 8 proficient NCOIs at Very Satisfactory
TEACHER IV (Senior High School Teacher IV- Arts and Design Track)	14	37,024.00	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education or any Bachelor's degree plus Diploma/Certificate in any of the relevant fields	16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theater, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory
TEACHER V (Senior High School Teacher V- Arts and Design Track)	15	40,208.00	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education or any Bachelor's degree plus Diploma/Certificate in any of the relevant fields	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theater, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER VI (Senior High School Teacher VI- Arts and Design Track)	16	43,560.00	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education or any Bachelor's degree plus Diploma/Certificate in any of the relevant fields	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theater, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 12 Proficient COIs at Outstanding	At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
TEACHER VII (Senior High School Teacher VII- Arts and Design Track)	17	47,247.00	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education or any Bachelor's degree plus Diploma/Certificate in any of the relevant fields	32 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theater, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 18 Proficient COIs at Outstanding	At least 6 proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding
TEACHER II (Senior High School Teacher II- Sports Track)	12	32,245.00	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 relevant field(s) under Sports Track plus 18 professional units in Education	8 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years	1 year relevant experience in teaching or industry work in the relevant field(s) under Sports Track	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER III (Senior High School Teacher III- Sports Track)	13	34,421.00	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 relevant field(s) under Sports Track plus 18 professional units in Education	16 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years	2 years relevant experience in teaching or industry work in the relevant field(s) under Sports Track	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 12 Proficient COIs at Very Satisfactory	At least 8 proficient NCOIs at Very Satisfactory
TEACHER IV (Senior High School Teacher IV- Sports Track)	14	37,024.00	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 relevant field(s) under Sports Track plus 18 professional units in Education	16 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years relevant experience in teaching or industry work in the relevant field(s) under Sports Track	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory
TEACHER V (Senior High School Teacher V- Sports Track)	15	40,208.00	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 relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years relevant experience in teaching or industry work in the relevant field(s) under Sports Track	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER VI (Senior High School Teacher VI- Sports Track)	16	43,560.00	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 relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years relevant experience in teaching or industry work in the relevant field(s) under Sports Track	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 12 Proficient COIs at Outstanding	At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
TEACHER VII (Senior High School Teacher VII- Sports Track)	17	47,247.00	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 relevant field(s) under Sports Track plus 18 professional units in Education	32 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years relevant experience in teaching or industry work in the relevant field(s) under Sports Track	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 18 Proficient COIs at Outstanding	At least 6 proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding
TEACHER II (Senior High School Teacher II- Technical Vocational Track (TVL))	12	32,245.00	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	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization	1 year relevant experience in teaching or industry work in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER III (Senior High School Teacher III- Technical Vocational Track (TVL))	13	34,421.00	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	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization	2 years relevant experience in teaching or industry work in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 12 Proficient COIs at Very Satisfactory	At least 8 proficient NCOIs at Very Satisfactory
TEACHER IV (Senior High School Teacher IV- Technical Vocational Track (TVL))	14	37,024.00	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	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years relevant experience in teaching or industry work in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory
TEACHER V (Senior High School Teacher V- Technical Vocational Track (TVL))	15	40,208.00	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	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years and 6 months experience in teaching or industry work in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER VI (Senior High School Teacher VI- Technical Vocational Track (TVL))	16	43,560.00	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	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage II (Profecient Teacher)	4 years experience in teaching or industry work in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 12 Proficient COIs at Outstanding	At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
TEACHER VII (Senior High School Teacher VII- Technical Vocational Track (TVL))	17	47,247.00	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	National Certificate(NC) II and Trainer's Methodology Certificate(TMC) in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage II (Profecient Teacher)	4 years and 6 months experience in teaching or industry work in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY) for permanent appointments None required for provisional ¹ and contractual appointments I must pass the LET within 5 years after the date of first hiring	At least 18 Proficient COIs at Outstanding	At least 6 proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding

QUALIFICATION STANDARDS

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards			
			Education	Training	Experience	Eligibility
School Principal I	19	56,390.00	<p>Master's degree in Education, or Educational Management, or Educational Leadership; or</p> <p>Master's degree in relevant learning area with at least 9 units in Management</p>	<p>32 hours of training in any of or a cumulative of the following: Curriculum Pedagogy, School Management and Operations Instructional Leadership acquired within the last 5 years</p>	<p>5 years teaching experience and 1 year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervision</p>	<p>RA 1080, as amended (Teacher)</p>
School Principal II	20	62,967.00	<p>Master's degree in Education, or Educational Management, or Educational Leadership; or</p> <p>Master's degree in relevant learning area with at least 12 units in Management</p>	<p>32 hours of training in any of or a cumulative of the following: Curriculum Pedagogy, School Management and Operations Instructional Leadership acquired within the last 5 years</p>	<p>5 years teaching experience and 2 years experience in school management and operations</p>	<p>RA 1080, as amended (Teacher)</p>

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards			
			Education	Training	Experience	Eligibility
School Principal III	21	70,013.00	<p>Master's degree in Education, or Educational Management, or Educational Leadership; or</p> <p>Master's degree in relevant learning area with at least 15 units in Management</p>	<p>40 hours of training in any of or a cumulative of the following: Curriculum Pedagogy, School Management and Operations Instructional Leadership acquired within the last 5 years</p>	<p>5 years teaching experience and 3 years experience in school management and operations</p>	<p>RA 1080, as amended (Teacher)</p>
School Principal IV	22	78,162.00	<p>Master's degree in Education, or Educational Management, or Educational Leadership; or</p> <p>Master's degree in relevant learning area with at least 18 units in Management</p>	<p>40 hours of training in any of or a cumulative of the following: Curriculum Pedagogy, School Management and Operations Instructional Leadership acquired within the last 5 years</p>	<p>5 years teaching experience and 4 years experience in school management and operations</p>	<p>RA 1080, as amended (Teacher)</p>



Republika ng Pilipinas


Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM DM-OUHROD-2025- 2505

TO : **REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

FROM : 
WILFREDO E. CABRAL
*Undersecretary
Human Resource and Organizational Development*

SUBJECT : **COMMENCEMENT OF RECLASSIFICATION OF TEACHING
AND SCHOOL PRINCIPAL POSITIONS PURSUANT TO
DEPED ORDER NO. 024, s. 2025**

DATE : September 8, 2025

I. Background

Under the Fiscal Year (FY) 2025 General Appropriations Act (GAA), a total budget of **6,148,433,000.00** is appropriated to cover the Reclassification of Teaching and School Head Positions in the Department of Education (DepEd), which is expected to be utilized within the year.

In view of the above and the recent issuance of **DepEd Order No. 024, s. 2025** or the *Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education*, pursuant to **Executive Order (EO) No. 174, s. 2022** and its subsequent issuances,¹ this Office hereby directs all concerned Schools Division Offices (SDOs) to **commence the reclassification of teaching and school principal positions**, in strict compliance with the mechanisms, procedures, and standards prescribed under DepEd Order No. 024, s. 2025.

¹ **Implementing Rules and Regulations (IRR)** of Executive Order No. 174, s. 2022

DBM-DepEd Joint Circular No. 01, s. 2025 on the *'Modified Classification and Compensation Scheme and System of Career Progression of Teachers and School Heads in the Public Basic Education System'*

DepEd Order No. 019, s. 2025 – *Amended Qualification Standards for Teacher I-III, Master Teacher I-IV, and School Principal I-IV Positions, and the Qualification Standards for Newly Created Teacher IV-VII and Master Teacher V Positions*



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II. Prioritization

Consistent with one of the President’s notable commitments and reform agenda during the 2024 State of the Nation Address (SONA)—that **“no teacher should retire at Teacher I,”** and pursuant to **Title V. Sections 23 and 24** of the Implementing Rules and Regulations (IRR) of Executive Order (EO) No. 174 and **Section 8.5.2** of DBM-DepEd Joint Circular No, 01, s. 2025, priority in the promotion whether through reclassification or natural vacancy shall be given to the following qualified incumbents, subject to necessary assessments, applicable staffing standards, and availability of funds:

- i. **Retirable Teacher I** incumbents—both mandatory and optional in the next five (5) years²; and
- ii. **Head Teachers (HT) and Assistant School Principals (ASP)** who are affected by the implementation of the Expanded Career Progression.

Notwithstanding the prioritization of abovementioned incumbents, **other qualified teaching and school principal incumbents** shall not be precluded from applying for reclassification of positions, subject to necessary assessments, applicable staffing standards, and availability of funds.

III. Reclassification of Position

Pursuant to **Section 21 and 22 of Enclosure No. 1 to DO 024, s. 2025**, and consistent with the merit-and competency-based career advancement, all incumbent teachers and school heads vying for promotion through reclassification of position, including those with priority (i.e., Retirable Teacher I, HTs, and ASPs), shall be required to undergo assessment, in accordance with the applicable guidelines:

- Enclosure No. 2 to DO 024, s. 2025: ‘*Guidelines on the Reclassification to Teaching Positions*’
- Enclosure No. 3 to DO 024, s. 2025: ‘*Guidelines on the Reclassification to School Principal Positions*’.

Pursuant to **Item G of Enclosures 2 and 3 to DO 024, s. 2025**, the SDO, upon the completion of the required assessment, shall endorse all the required documents to the Regional Office **on or before October 30, 2025** for evaluation and approval, if found in order, and for onward submission to the Department of Budget and Management (DBM) - Regional Office on or before **November 30, 2025**, for further evaluation and issuance of Notices of Organization, Staffing and Classification Action (NOSCA).

To ensure timely compliance with the foregoing timelines, ROs and/or SDOs may set earlier deadlines for the submission of applications, insofar as practicable, taking into account the anticipated volume of applications and current workforce capacity to evaluate and process the applications.

² Section 13-13 (A) of Republic Act No. 8291 - The Government Service Insurance System Act of 1997

Mandatory Retirement: retirement shall be compulsory for an employee at **sixty-five (65) years of age** with at least fifteen (15) years of service

Optional Retirement: at least **sixty (60) years of age** and has rendered at least fifteen (15) years of service



Immediately upon Issuance of the NOSCA, the concerned SDO shall prepare and process the corresponding appointment papers salary adjustments, in accordance with applicable provisions of the CSC ORAOHRA³; and issue the same to all teachers and school heads concerned not later than **March 30 of the succeeding year**, or as may be determined by both DBM and DepEd in cases of emergency and unprecedented situations.

Pursuant to **Item F, Section 48 of DO 024, s. 2025**, queries and/or clarifications of the applicants pertaining to the process and result of the comparative assessment shall be lodged to the HRMPSB within five (5) calendar days from the date of posting of the CAREER; and shall be responded to, in writing, by the HRMPSB within three (3) to seven (7) calendar days upon receipt of the query and/or clarification. Notwithstanding the existence of a query and/or clarification including any pending resolution pertaining to such, the process of appointment shall proceed without delay.

All other provisions on appointment stipulated in Part V(E) Appointment of the DepEd Merit Selection Plan and applicable rules and regulations as provided in the ORAOHRA shall strictly be adhered to.

IV. Career Progression Tool Kit

In line with the Department's goal to strengthen the advocacy and communication mechanisms and to further guide all the HRMPSB Members, HRMOs, and other key stakeholders in the entire process of the reclassification of position, the Department, through the BHROD, hereby provides the Career Progression Tool Kit, accessible through this link: <https://tinyurl.com/CareerProgToolKit>

This tool kit includes List of Frequently Asked Questions (FAQs) with answers, Legal Bases, Orientation and capacity building Materials.

V. Monitoring

For monitoring purposes, all ROs and SDOs are requested to update the reclassification tool of reclassified teaching and school principal positions using this template: <https://tinyurl.com/ReclassificationStatus>.



For more information and further clarifications, you may contact the **BHROD-HRDD** through **Mr. Raymond C. Oplado** at telephone no. (02) 8470-6630 or email address at bhrod.hrdd@deped.gov.ph.

For your immediate dissemination and compliance.

Copy Furnished:
Office of the Secretary

³ **CSC Resolution 2500358**: 2025 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA)

