



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

Office of the Schools Division
Superintendent

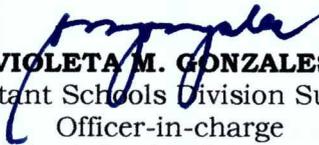
FEB 02 2026

MEMORANDUM
No. 052s. 2026

**ADDENDUM AND CORRIGENDUM TO DIVISION MEMORANDUM No. 37 s. 2026
“CALL FOR SUBMISSION OF APPLICATION FOR HIGHER TEACHING AND
SCHOOL ADMINISTRATION POSITIONS THROUGH NATURAL
VACANCY AND RECLASSIFICATION”**

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

1. In reference to Division Memorandum no. 37, s. 2026, titled, **Call for Submission of Application for Higher Teaching and School Administration Positions Through Natural Vacancy and Reclassification**, this addendum and corrigendum is issued to provide additional list of positions, forms, and information for applicants and subcommittees.
2. Additional enclosures are as follows:
 - a. Enclosure No. 6.1 - CSC Minimum Qualification Standards and Performance Requirements for Master Teacher Positions
 - b. Enclosure No. 7 - Teacher's Commitment Form on PPST Indicators for Development
3. The online orientation scheduled for February 2, 2026, will be conducted face-to-face at the SDO 4th Floor at 1:00 p.m., to promote effective engagement and learning.
4. Immediate and wide dissemination of this memorandum is 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, DepEd Order No. 034, s. 2025, DepEd Order No. 020, s. 2024, and Division Memorandum No. 37, s. 2026

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

EVALUATION RECRUITMENT PROMOTION SELECTION

DLM/DM- ADDENDUM TO DIVISION MEMORANDUM No. 37 s. 2026 “CALL FOR SUBMISSION OF APPLICATION FOR HIGHER TEACHING AND SCHOOL ADMINISTRATION POSITIONS THROUGH NATURAL VACANCY AND RECLASSIFICATION”

052/January 30, 2026

NUM-2026-052



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

QUALIFICATION STANDARDS

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	COI	NCOI	
Master Teacher I (Elementary)	18	53,818.00	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	8 Proficient NCOIs at Outstanding 8 Proficient NCOIs at Very Satisfactory	
Master Teacher I (Secondary)	18	53,818.00				RA 1080, as amended (Teacher-Secondary)	21 Proficient COIs at Outstanding	8 Proficient NCOIs at Outstanding 8 Proficient NCOIs at Very Satisfactory	
Master Teacher II (Elementary)	19	59,153.00	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	5 Highly Proficient NCOIs at Outstanding At least 5 Highly proficient NCOIs at Very Satisfactory	
Master Teacher II (Secondary)	19	59,153.00				RA 1080, as amended (Teacher-Secondary)	At least 10 Highly proficient COIs at Outstanding	5 Highly Proficient NCOIs at Outstanding At least 5 Highly proficient NCOIs at Very Satisfactory	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	Competency (if applicable)		
							COI	NCOI	
Master Teacher III (Elementary)	20	66,052.00	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)	At least 21 Highly proficient COIs at Outstanding	8 Highly Proficient NCOIs at Outstanding At least 8 Highly proficient NCOIs at Very Satisfactory	
Master Teacher III (Secondary)	20	66,052.00					RA 1080, as amended (Teacher-Secondary)	At least 21 Highly proficient COIs at Outstanding	8 Highly Proficient NCOIs at Outstanding At least 8 Highly proficient NCOIs at Very Satisfactory
Master Teacher IV (Elementary)	21	73,303.00	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	5 Distinguished NCOIs at Outstanding At least 5 Distinguished NCOIs at Very Satisfactory	
Master Teacher IV (Secondary)	21	73,303.00					RA 1080, as amended (Teacher-Secondary)	At least 10 Distinguished COIs at Outstanding	5 Distinguished NCOIs at Outstanding At least 5 Distinguished NCOIs at Very Satisfactory

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	COI	NCOI	
Master Teacher V (Elementary)	22	81,796.00	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)	At least 21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Outstanding	At least 8 Distinguished NCOIs at Very Satisfactory
Master Teacher V (Secondary)	22	81,796.00						8 Distinguished NCOIs at Outstanding	At least 8 Distinguished NCOIs at Very Satisfactory
Master Teacher I (Senior High School Master Teacher I Technical Vocational Track (TVL))	18	53,818.00	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 1 must pass the LET within 5 years after the date of first hiring	21 Proficient COIs at Outstanding	8 Proficient NCOIs at Outstanding 8 Proficient NCOIs at Very Satisfactory	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	Competency (if applicable)		
							COI	NCOI	
Master Teacher II (Senior High School Master Teacher II Technical Vocational Track (TVL))	19	59,153.00	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 I must pass the LET within 5 years after the date of first hiring	At least 10 Highly proficient COIs at Outstanding	5 Highly Proficient NCOIs at Outstanding At least 5 Highly proficient NCOIs at Very Satisfactory	
Master Teacher III (Senior High School Master Teacher III Technical Vocational Track (TVL))	20	66,052.00	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 I must pass the LET within 5 years after the date of first hiring	At least 21 Highly proficient COIs at Outstanding	8 Highly Proficient NCOIs at Outstanding At least 8 Highly proficient NCOIs at Very Satisfactory	
Master Teacher IV (Senior High School Master Teacher IV Technical Vocational Track (TVL))	21	73,303.00	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	5 Distinguished NCOIs at Outstanding At least 5 Distinguished NCOIs at Very Satisfactory	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	Competency (if applicable)		
							COI	NCOI	
Master Teacher V (Senior High School Master Teacher V Technical Vocational Track (TVL))	22	81,796.00	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	At least 21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Outstanding At least 8 Distinguished NCOIs at Very Satisfactory	
Master Teacher I (Senior High School MasterTeacher I Academic Track and CoreSubjects)	18	53,818.00	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	8 Proficient NCOIs at Outstanding 8 Proficient NCOIs at Very Satisfactory	
Master Teacher II (Senior High School MasterTeacher II Academic Track and CoreSubjects)	19	59,153.00	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	5 Highly Proficient NCOIs at Outstanding At least 5 Highly proficient NCOIs at Very Satisfactory	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	COI	NCOI	
Master Teacher III (Senior High School MasterTeacher III Academic Track and CoreSubjects)	20	66,052.00	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	At least 21 Highly proficient COIs at Outstanding	8 Highly Proficient NCOIs at Outstanding At least 8 Highly proficient NCOIs at Very Satisfactory	
Master Teacher IV (Senior High School MasterTeacher IV Academic Track and CoreSubjects)	21	73,303.00	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	5 Distinguished NCOIs at Outstanding At least 5 Distinguished NCOIs at Very Satisfactory	
Master Teacher V (Senior High School MasterTeacher V Academic Track and CoreSubjects)	22	81,796.00	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	At least 21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Outstanding At least 8 Distinguished NCOIs at Very Satisfactory	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	COI	NCOI	
Master Teacher I (Senior High School Master Teacher I Arts and Design Track)	18	53,818.00	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 Completion of NEA Prerequisite professional development program for Career Stage III (Highly Proficient Teacher)	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	
Master Teacher II (Senior High School Master Teacher II Arts and Design Track)	19	59,153.00	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 Completion of NEA Prerequisite professional development program for Career Stage III (Highly Proficient Teacher)	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 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					Competency (if applicable)	
			Education	Training	Experience	Eligibility	COI	NCOI	
Master Teacher III (Senior High School Master Teacher III Arts and Design Track)	20	66,052.00	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 Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	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 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 Arts and Design Track)	21	73,303.00	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 Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	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	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	COI	NCOI	
Master Teacher V (Senior High School Master Teacher V Arts and Design Track)	22	81,796.00	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 Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	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	
Master Teacher I (Senior High School Master Teacher I Sports Track)	18	53,818.00	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 NEAP-requisite 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	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	COI	NCOI	
Master Teacher II (Senior High School Master Teacher II Sports Track)	19	59,153.00	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 NEA Prerequisite 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	
Master Teacher III (Senior High School Master Teacher III Sports Track)	20	66,052.00	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 NEA Prerequisite 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 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	

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Competency (if applicable)	
			Education	Training	Experience	Eligibility	Competency (if applicable)		
							COI	NCOI	
Master TeacherIV (Senior High School Master Teacher IV Sports Track)	21	73,303.00	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 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 TeacherV (Senior High School Master Teacher V Sports Track)	22	81,796.00	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 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	



Republika ng Pilipinas
Department of Education
NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY
(INSERT SCHOOL)

**TEACHER'S COMMITMENT FORM ON PPST INDICATORS
FOR DEVELOPMENT**

Current School Year : _____
Name of Teacher : _____
Position before Promotion : _____
Position Applied for : _____

A. PPST Indicators for Development

(Maximum of three (3) PPST Indicators with below the minimum performance.)

No.	Objective/PPST Indicator	School Year Covered	Previous Performance Rating	COI/NCOI
1.				
2.				
3.				

B. Commitment Statement

I hereby acknowledge the identified PPST Indicators for development listed above and commit to:

1. Integrate these indicators into my current Individual Performance Commitment and Review Form (IPCRF);
2. Undertake corresponding actions to improve performance in these areas within the current School Year; and
3. Participate in relevant professional development activities to address these areas of improvement.

Committed by:

Attested by:

[Signature]
[Name and Position of Teacher]
[Date]

[Signature]
[Name and Position of Principal]
[Date]

Received by:

[Name and Signature of the HRMPSB Chair]

(Insert School Address)
(Insert Telephone Nos.)



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

Office of the Schools Division
Superintendent

JAN 28 2026

MEMORANDUM
No. 037, s. 2026

**CALL FOR SUBMISSION OF APPLICATION FOR HIGHER TEACHING AND SCHOOL
ADMINISTRATION POSITIONS THROUGH NATURAL VACANCY AND RECLASSIFICATION**

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

1. Pursuant to DepEd Order No. 24, s. 2025, DepEd Order No. 34, s. 2025, and DepEd Order No. 20, s. 2024, this Office, through the Human Resource Merit and Promotion Selection Board (HRMPSB), issues this Memorandum to open the submission of applications for higher positions through natural vacancy and reclassification, both teaching and school administration positions.
2. 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.
3. Please see the following enclosure for reference.
 - Enclosure No. 1 – Important Reminders
 - Enclosure No. 2 - Timeline of Activities
 - Enclosure No. 3 - Composition of HRMPSB and Sub-committees
 - Enclosure No. 4 – Compositions and Functions of Division and School Sub-committees
 - Enclosure No. 5 - Annex C. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV)
 - Enclosure No. 6 - CSC Minimum Qualification Standards and Performance Requirements
4. All expenses relative to this activity shall be charged against the 2026 MOOE, subject to the existing accounting and auditing rules and regulations.
5. 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, DepEd Order No. 034, s. 2025, and DepEd Order No. 020, s. 2024

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

EVALUATION RECRUITMENT PROMOTION SELECTION

AMF/DM- CALL FOR SUBMISSION OF APPLICATION FOR HIGHER TEACHING AND SCHOOL ADMINISTRATION POSITIONS THROUGH
NATURAL VACANCY AND RECLASSIFICATION

137 /January 23, 2026

NUM-2026-037



Student Center for Life Skills Bldg., Centennial Ave, Brgy. Tunasan, Muntinlupa City
84237560, 84237561, 84237562
sdo.muntinlupa@gmail.com / sdo.muntinlupa@deped.gov.ph
deped-muntinlupa.com

037



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

Enclosure 1

Important Reminders

1. Interested applicants 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**. For teachers, both the minimum qualification and performance requirements must be met in order to be considered qualified pursuant to DO No. 20, s. 2024 and DO No. 24, s. 2025.

2. Applicants must fill out the form at <https://tinyurl.com/PromotionFY2026> and ensure that all documents related to the application must be submitted to the School through the **School Administrative Officer II / HR-in-charge**, on or before the deadline, **February 6, 2026 at 5:00 PM**. No additional documents shall be accepted after the deadline. The applicant's portfolio 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**
- c. Photocopy of **valid and updated PRC License/ID**; Photocopy of **Certificate of Board Rating**;
- d. Photocopy of Voter's ID and/or any proof of residency or Certificate of Competency Level issued by Authorized body (whichever is 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;



Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

- 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); 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). The applicant must include **encoding part of the IPCRF for teacher.***
 - 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), as attached to this Memorandum. The Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted as required may be notarized before a notary public or any public officer authorized to administer oath, pursuant to Book I, Chapter 10, Section 41 of EO 292, as amended by Republic Act No. 6733 and as further amended by RA 10755.
 - m. 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.L of this Enclosure) on the set deadline indicated **shall not be included in the pool of applicants.**



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

4. DepEd Order No. 024, s. 2025 and DepEd Order No. 34, s. 2024 shall be used as reference guidelines in processing applications for the reclassification of teaching and school administration positions. Meanwhile, DepEd Order No. 20, s. 2024 shall be used in processing natural vacancies for higher teaching positions, and DepEd Order No. 7, s. 2023 shall be used in processing natural vacancies for school administration positions.

- There shall be one Comparative Assessment Result (CAR) and one CAR-Registry of Qualified Applicants (CAR-RQA) for School Principal II and Teacher II only, across all levels. Vacant items shall be filled first, and all remaining applicants in the CAR-RQA shall be processed through reclassification; however, the CAR-RQA shall be updated to the Comparative Assessment Result for Expanded Reclassification (CAREER)
- External applicants for natural vacancies for Teacher II positions shall be allowed, in accordance with DepEd Order No. 20, s. 2024.

The point system is as follows:

CRITERIA Teaching Positions	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 BEI)	15
TOTAL:	100

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

5. 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.



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

6. 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.
7. The submission of the Reclassification Form for Teaching Positions (RFTP) and the Reclassification Form for School Principal Positions (RFSP) shall be done once the CAR-RQA is posted. The School Administrative Officer shall receive an email containing instructions on the teachers identified for the preparation of the RFTP and the uploading of the accomplished RFTP through the link sent to their respective email addresses. The uploaded RFTP shall be evaluated and scored by the Personnel Unit, which shall advise the School Administrative Officer via email once the document is ready for printing.
8. 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.
9. Please note that the Head of Office is defined in DepEd Order No. 19, s. 2022, which 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



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

Enclosure 2

TIMELINE OF ACTIVITIES

DATE/ TIME/ VENUE	ACTIVITIES	PERSON/COMMITTEE RESPONSIBLE
January 28, 2026- February 6, 2026	Posting of Memorandum of Submission and Acceptance of Application	Personnel Unit Records Unit
February 2, 2026 1:00 P.M	Online Orientation for School Administrative Officers on the Processing of Applications	HRMPSB School AO
February 6, 2026	Deadline of Submission of Application at the School Screening Committee	Applicant School AO
February 9, 2026	Submission of Application to the Division Record Unit	School Sub-Committee Records Unit
February 9-11, 2026 8:00 AM – 5:00 PM	Stamping and forwarding of Applicant's pertinent documents from the OSDS to the Personnel Unit	OSDS Personnel Unit
February 10, 2026, onwards	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 <u>https://deped-muntinlupa.com</u>	SDO HRMO/SDO Record Unit
	Comparative Assessment	Applicants Division Personnel Unit HRMPSB School Sub-Committee



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

Enclosure 3

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

No	FULL NAME	POSITION	DESIGNATION
1	Dr. Lilia A. Ricero	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. Hilario G. Canasa	School Principal President, PESPA	Member
7	Mr. Owen Earl D. Bautista	Teacher III 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



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

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

No	FULL NAME	POSITION	DESIGNATION
1	Dr. Lilia A. Ricero	ASDS	Chairperson
2	Ms. Ma. Regaele A. Olarte	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. Hilario G. Canasa	School Principal President, PESPA	Member
7	Mr. Owen Earl D. Bautista	Teacher III President, MUNPFEST	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



Republic of the Philippines
Department of Education

NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

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. Lilibosa 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



Republic of the Philippines
Department of Education

NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

No.	FULL NAME	SCHOOL	DESIGNATION
1	ARSENIO S. MEDENILLA	BSES	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.	LIS	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	SESM	SUB-COMMITTEE
17	JOANA P. SUPETTRAN	CUPANG ES	SUB-COMMITTEE
18	JANET E. LINQUICO	CUPANG ES	SUB-COMMITTEE
19	JOCELYN A. MORALES	BESM	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	IES	SUB-COMMITTEE
24	MARILOU M. MANANSALA	F. DE MESA ES	SUB-COMMITTEE
25	LORELIE S. ARAMBULO	ITAAS ES	SUB-COMMITTEE
26	EUFROCINIA DAPOC	ITAAS ES	SUB-COMMITTEE
27	ARLENE JOY C. MANANGUIT	MBHS-SA	SUB-COMMITTEE
28	SHELLA C. NAVARRO	MES	SUB-COMMITTEE
29	HENEL T. PEREZ	MES	SUB-COMMITTEE
30	JOCELYN T. CLEMENTE	MES	SUB-COMMITTEE

[Handwritten signature]



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

No.	FULL NAME	SCHOOL	DESIGNATION
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	AES	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	POBES	SUB-COMMITTEE
41	VIVIAN M. REMPILLO	SUCAT ES	SUB-COMMITTEE
42	MA. CECILIA A. TALADRO	SUCAT ES	SUB-COMMITTEE
43	HAYDE F. GUCOR	CESA	SUB-COMMITTEE
44	ERNAH T. DIAZ	SESA Z3	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
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	FAES	SUB-COMMITTEE



Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

No.	FULL NAME	SCHOOL	DESIGNATION
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	CESA	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	MBHS	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	MBHS-SA	SUB-COMMITTEE

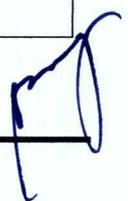


Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Enclosure 4

**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.



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 <i>(To be filled-out by the applicant; Check if submitted)</i>	Verification <i>(To be filled-out by the HRMO/HR Office/ sub-committee)</i>	
		Status of Submission <i>(Check if complied)</i>	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 / Photocopy of Certificate of Board Rating			
d. Photocopy of Voter's ID and/or any proof of residency or Certificate of Competency Level issued by Authorized body (whichever is 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 <i>(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)</i>			
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 HRMPST 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

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 for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER II - (Elementary)	12	33,947.00	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	36,125.00	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	38,764.00	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	42,178.00	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	45,694.00	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

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER II - (SECONDARY)	12	33,947.00	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	36,125.00	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	38,764.00	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	42,178.00	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	45,694.00	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	49,562.00	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

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER II (Senior High School Teacher II- Academic Track and Core Subjects)	12	33,947.00	<p>Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 6 units towards Master's degree in the relevant strand/subject plus 18 units of professional units in Education</p> <p>Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with atleast 6 units towards Master's degree in the relevant strand/subject</p>	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)	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory
TEACHER III (Senior High School Teacher III- Academic Track and Core Subjects)	13	36,125.00	<p>Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 12 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education</p> <p>Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with atleast 12 units towards Master's degree in the relevant strand/subject</p>	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)	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	38,764.00	<p>Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 18 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education</p> <p>Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with atleast 18 units towards Master's degree in the relevant strand/subject</p>	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)	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER V (Senior High School Teacher V-Academic Track and Core Subjects)	15	42,178.00	<p>Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 24 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education</p> <p>Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with atleast 24 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 Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>3 years experience in teaching or industry work in relevant subject/strand</p>	<p>R.A. 1080 (TEACHER - SECONDARY)</p>	<p>At least 6 Proficient COIs at Outstanding</p>	<p>At least 4 Proficient NCOIs at Outstanding</p>
TEACHER VI (Senior High School Teacher VI-Academic Track and Core Subjects)	16	45,694.00	<p>Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 30 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education</p> <p>Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with atleast 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 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)</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 II (Senior High School Teacher II- Arts and Design Track)	12	33,947.00	<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>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; or any Bachelor's degree plus Diploma/Certificate of Completion 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)</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 for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER III (Senior High School Teacher III- Arts and Design Track)	13	36,125.00	<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>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; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields</p>	<p>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</p>	<p>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</p>	<p>R.A. 1080 (TEACHER - SECONDARY)</p>	<p>At least 12 Proficient COIs at Very Satisfactory</p>	<p>At least 8 proficient NCOIs at Very Satisfactory</p>
TEACHER IV (Senior High School Teacher IV- Arts and Design Track)	14	38,764.00	<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>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; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields</p>	<p>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)</p>	<p>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</p>	<p>R.A. 1080 (TEACHER - SECONDARY)</p>	<p>21 Proficient COIs at Very Satisfactory</p>	<p>16 proficient NCOIs at Very Satisfactory</p>
TEACHER V (Senior High School Teacher V- Arts and Design Track)	15	42,178.00	<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>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; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields</p>	<p>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)</p>	<p>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</p>	<p>R.A. 1080 (TEACHER - SECONDARY)</p>	<p>At least 6 Proficient COIs at Outstanding</p>	<p>At least 4 Proficient NCOIs at Outstanding</p>

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER VI (Senior High School Teacher VI- Arts and Design Track)	16	45,694.00	<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>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; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields</p>	<p>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</p> <p>Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>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</p>	R.A. 1080 (TEACHER - SECONDARY)	At least 12 Proficient COIs at Outstanding	At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
TEACHER II (Senior High School Teacher II- Sports Track)	12	33,947.00	<p>Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education</p> <p>Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track</p>	<p>8 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years</p>	<p>1 year relevant experience in teaching or industry work in the relevant field(s) under Sports Track</p>	R.A. 1080 (TEACHER - SECONDARY)	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory
TEACHER III (Senior High School Teacher III- Sports Track)	13	36,125.00	<p>Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education</p> <p>Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track</p>	<p>16 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years</p>	<p>2 years relevant experience in teaching or industry work in the relevant field(s) under Sports Track</p>	R.A. 1080 (TEACHER - SECONDARY)	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	38,764.00	<p>Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education</p> <p>Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track</p>	<p>16 hours of training in Curriculum and instruction of relevant field(s) under Sports Track acquired within 5 years or</p> <p>Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>3 years relevant experience in teaching or industry work in the relevant field(s) under Sports Track</p>	R.A. 1080 (TEACHER - SECONDARY)	21 Proficient COIs at Very Satisfactory	16 proficient NCOIs at Very Satisfactory

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER V (Senior High School Teacher V- Sports Track)	15	42,178.00	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 the relevant field(s) under the Sports Track plus 18 professional units in Education Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track	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)	At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding
TEACHER VI (Senior High School Teacher VI- Sports Track)	16	45,694.00	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 the relevant field(s) under the Sports Track plus 18 professional units in Education Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track	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)	At least 12 Proficient COIs at Outstanding	At least 4 proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
TEACHER II (Senior High School Teacher II- Technical Vocational Track (TVL))	12	33,947.00	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 Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization	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 experience in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY)	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory
TEACHER III (Senior High School Teacher III- Technical Vocational Track (TVL))	13	36,125.00	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 Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization	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 experience in the relevant strand/area of specialization	R.A. 1080 (TEACHER - SECONDARY)	At least 12 Proficient COIs at Very Satisfactory	At least 8 proficient NCOIs at Very Satisfactory

Position Title (Parenthetical Title, if applicable)	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Reclassification				PERFORMANCE REQUIREMENTS	
			Education	Training	Experience	Eligibility	COI	NCOI
TEACHER IV (Senior High School Teacher IV- Technical Vocational Track (TVL))	14	38,764.00	<p>Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education</p> <p>Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization</p>	<p>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)</p>	<p>3 years relevant experience in teaching or industry experience in the relevant strand/area of specialization</p>	<p>R.A. 1080 (TEACHER - SECONDARY)</p>	<p>21 Proficient COIs at Very Satisfactory</p>	<p>16 proficient NCOIs at Very Satisfactory</p>
TEACHER V (Senior High School Teacher V- Technical Vocational Track (TVL))	15	42,178.00	<p>Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education</p> <p>Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization</p>	<p>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)</p>	<p>3 years and 6 months experience in teaching or industry experience in the relevant strand/area of specialization</p>	<p>R.A. 1080 (TEACHER - SECONDARY)</p>	<p>At least 6 Proficient COIs at Outstanding</p>	<p>At least 4 Proficient NCOIs at Outstanding</p>
TEACHER VI (Senior High School Teacher VI- Technical Vocational Track (TVL))	16	45,694.00	<p>Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education</p> <p>Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization</p>	<p>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)</p>	<p>4 years experience in teaching or industry experience in the relevant strand/area of specialization</p>	<p>R.A. 1080 (TEACHER - SECONDARY)</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>

Position Title (Parenthetical Title, if applicable)	No. of Plantill a Availab le	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Natural Vacancy						Place of Assignment
				Education	Training	Experience	Eligibility	Competency (if applicable)		
								COI	NCOI	
TEACHER II - (Elementary)	17	12	33,947.00	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	SDO MUNTINLUPA ELEMENTARY
Teacher II - (Senior High School Teacher II - Academic Track and Core Subjects)	20	12	33,947.00	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 6 units towards Master's degree in the relevant strand/subject plus 18 units of professional units in Education Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with atleast 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 strand/ subject	RA 1080 as amended (Teacher-Secondary) for permanent appointments	At least 6 Proficient COIs at Very Satisfactory	At least 4 proficient NCOIs at Very Satisfactory	SDO MUNTINLUPA SENIOR HIGH SCHOOL
Teacher II - (Senior High School Teacher II - Sports Track)	4	12	33,947.00	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 the relevant field(s) under the Sports Track plus 18 professional units in Education Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track	8 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years	1 years experience in teaching or industry work in the relevant field(s) under Sports Track	None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring			
Teacher II - (Senior High School Teacher II - Technical Vocational Track (TVL))	10	12	33,947.00	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 Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization	1 year experience in teaching or industry experience in relevant strand/ area of specialization				

Position Title (Parenthetical Title, if applicable)	No. of Plantill a Availab le	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Natural Vacancy					Place of Assignment	
				Education	Training	Experience	Eligibility	Competency (if applicable)		
								COI		NCOI
TEACHER II - (Secondary)	2	12	33,947.00	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	PNHS
	3									TNHS
	7									MNHS JHS
	2									MSHS
	1									LIS
	12									PEDHS
TEACHER III - (Secondary)	1	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	LIS
	4									MNHS JHS

Position Title (Parenthetical Title, if applicable)	No. of Plantilla Available	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards for Natural Vacancy and Reclassification			
				Education	Training	Experience	Eligibility
School Principal I	-	19	59,153.00	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 9 units in Management	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	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	RA 1080, as amended (Teacher)
School Principal II	1	20	66,052.00	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 12 units in Management	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	5 years teaching experience and 2 years experience in school management and operations	RA 1080, as amended (Teacher)
School Principal III	-	21	73,303.00	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management	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	5 years teaching experience and 3 years experience in school management and operations	RA 1080, as amended (Teacher)
School Principal IV	-	22	81,796.00	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 18 units in Management	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	5 years teaching experience and 4 years experience in school management and operations	RA 1080, as amended (Teacher)