



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

Office of the Schools Division
Superintendent

AUG 04 2026

MEMORANDUM

**INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF SPECIAL NEEDS
EDUCATION TEACHERS (SNET) AND SPECIAL SCIENCE TEACHERS (SST) PENDING
THE APPROVAL AND ISSUANCE OF THE REVISED QUALIFICATION STANDARDS**

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
All Others Concerned

1. Attached is a Regional Memorandum DM-OUHRODI-2026, from Wilfredo E. Cabral, dated July 23, 2026, of the above-mentioned title, contents of which are self-explanatory, for the information and guidance of all concerned.
2. Relative of this, full implementation of the listed interim measures on the hiring and deployment be followed.
3. Immediate and wide dissemination of this Memorandum is desired.


VIOLETA M. GONZALES CESO VI
Schools Division Superintendent

Encl:

Reference: none

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

HIRING AND DEPLOYMENT GUIDELINES

**SPECIAL NEEDS TEACHER
SPECIAL SCIENC TEACHER**

lbp/ Interim Measures on the Hiring and Deployment of Special Needs Education (SNET) and Special Science Teacher (SST) Pending the Approval and Issuance of the Revised Qualification STandards / July 30, 2026

312

UN-2026-312



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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

MEMORANDUM

DM-OUHRODI-2026-1541

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

ATTENTION : **REGIONAL AND DIVISION HUMAN RESOURCE MANAGEMENT
OFFICERS (HRMOs)**

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

SUBJECT : **INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF
SPECIAL NEEDS EDUCATION TEACHERS (SNET) AND SPECIAL
SCIENCE TEACHERS (SST) PENDING THE APPROVAL AND
ISSUANCE OF THE REVISED QUALIFICATION STANDARDS**

DATE : July 23, 2026

Following the issuance of **DM-OURODI-2026-1215** or the *Advance Information on the Creation and Deployment of New Teaching Items for School Year (SY) 2026-2027* and in view of the ongoing coordination between the Department of Education (DepEd) and the Civil Service Commission (CSC) on the approval of the revised Qualification Standards (QS) for **Special Needs Education Teacher (SNET) and Special Science Teacher (SST)** positions aligned with the Expanded Career Progression (ECP) System, the Bureau of Human Resource and Organizational Development (BHROD), hereby provides the following interim guidance to ensure the orderly implementation of personnel actions while awaiting the CSC's official issuance.

These interim measures are necessary because the proposed ECP-aligned QS for specialized teaching positions remain under CSC evaluation, while the existing SST and SNET position titles have not yet been aligned with the new ECP career structure. Consequently, immediate hiring actions using either the existing or proposed position titles may result in inconsistencies with applicable civil service rules and may adversely affect the validity of appointments.

Accordingly, all Regional Offices (ROs) and Schools Division Offices (SDOs) are advised to observe the following interim measures:

1. Defer Publication and Appointment of Vacant and Newly Created SST and SNET Positions

The publication, recruitment, selection, and appointment of **vacant and newly**

created Teacher III (Special Science Teacher) and Teacher IV (Special Needs Education Teacher I) positions shall be temporarily deferred until either:

- a. the CSC issues a clarificatory memorandum on the applicable Qualification Standards; or
- b. the CSC approves and officially issues the revised Qualification Standards for the ECP-aligned SST and SNET positions.

This temporary deferment is intended to ensure compliance with existing Civil Service rules and prevent the possible disapproval or invalidation of appointments arising from the transition to the new ECP position titles and QS.

2. Continue Processing Reclassification and Retitling of Covered Teaching Positions

Consistent with **Section 6(c) of DM-OUHRODI-2026-0802**, reclassification and retitling involving the regular teaching and school principal career lines shall continue to be processed using the approved QS under **CSC Resolution No. 2500471** and DepEd Order No. 019, s. 2025. The processing of such cases shall be guided by the retitling and reclassification procedures under DepEd Order No. 024, s. 2025 and DepEd Order No. 034, s. 2025.

3. Preparatory Measures Pending CSC Approval

While awaiting the CSC's action, all concerned SDOs shall undertake the following preparatory activities:

- a. Prepare all documentary requirements necessary for the publication and filling-up of SST and SNET positions to facilitate the immediate commencement of hiring once the revised QS are approved.
- b. Issue an advisory to all concerned stakeholders, including qualified applicants, affected personnel, and **DOST-SEI scholar-beneficiaries**, informing them of the temporary deferment of publication and appointment actions pending the CSC's issuance of the applicable QS. The advisory shall emphasize that the deferment is solely an interim measure to ensure compliance with CSC rules and does not affect the Department's commitment to immediately proceed with hiring upon CSC approval.

BHROD remains in close coordination with the CSC to facilitate the earliest possible issuance of the revised QS and any necessary clarificatory issuances. Upon receipt of the CSC's official action, this Office shall immediately issue the corresponding implementing guidance to all field offices to facilitate the timely, orderly, and consistent hiring and deployment of SST and SNET personnel.

For policy clarifications and other concerns, you may coordinate with the **BHROD-Human Resource Development Division (BHROD-HRDD)** through **Ms. Carla Gob** at bhrod.hrdd@deped.gov.ph.

For immediate dissemination, guidance, and strict compliance.

Copy Furnished:
Office of the Secretary



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Effectivity	03.23.23	Page	2 of 2





Re: Fw: [DM-OUHRODI-2026-2591] INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF SPECIAL NEEDS EDUCATION TEACHERS (SNET) AND SPECIAL SCIENCE TEACHERS (SST) PENDING THE APPROVAL AND ISSUANCE OF THE REVISED QUALIFICATION STANDARDS

From deped paranaque <deped.paranaque@deped.gov.ph>

Date Mon 7/27/2026 8:50 AM

To DEPED NATIONAL CAPITAL REGION <ncr@deped.gov.ph>

Cc Jocelyn Andaya <jocelyn.andaya005@deped.gov.ph>; Elsa Mariano <elsa.mariano@deped.gov.ph>; PERSONNEL NCR <personnel.ncr@deped.gov.ph>; DEPED CALOOCAN CITY <caloocan.city@deped.gov.ph>; SCHOOLS DIVISION OFFICE SAN JUAN CITY <sdo.sanjuancity@deped.gov.ph>; DEPED PASAY CITY <deped.pasay@deped.gov.ph>; DEPED LAS PINAS CITY <laspinas.city@deped.gov.ph>; DEPED MAKATI CITY <makati.city@deped.gov.ph>; DEPED MALABON CITY <malabon.city@deped.gov.ph>; SDO MUNTINLUPA <sdo.muntinlupa@deped.gov.ph>; DEPED NAVOTAS CITY <navotas.city@deped.gov.ph>; OSDS PASIG CITY <osds.sdopasigcity@deped.gov.ph>; SDO MANDALUYONG <sdo.mandaluyong@deped.gov.ph>; DEPED MANILA <sdo.manila@deped.gov.ph>; SDO MARIKINA <sdo.marikina@deped.gov.ph>; SCHOOLS DIVISION OFFICE QUEZON CITY <sdo.quezoncity@deped.gov.ph>; SDO VALENZUELA <sdovalenzuela@deped.gov.ph>; SDO TAPAT <sdo.tapat@deped.gov.ph>

Acknowledged.

On Fri, Jul 24, 2026 at 7:45 AM DEPED NATIONAL CAPITAL REGION <ncr@deped.gov.ph> wrote:

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From: Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) <usec.hrod@deped.gov.ph>

Sent: Thursday, 23 July 2026 17:08:36

To: DEPED I ILOCOS REGION <region1@deped.gov.ph>; DEPED II CAGAYAN VALLEY <region2@deped.gov.ph>; DEPED III CENTRAL LUZON <region3@deped.gov.ph>; DEPED REGION IV-A CALABARZON <region4a@deped.gov.ph>; MIMAROPA REGION <mimaropa.region@deped.gov.ph>; DEPED V BICOL REGION <region5@deped.gov.ph>; DepEd VI Western Visayas <region6@deped.gov.ph>; DepEd Region VII Central Visayas <region7@deped.gov.ph>; REGION VIII EASTERN VISAYAS <region8@deped.gov.ph>; DEPED IX ZAMBOANGA PENINSULA <region9@deped.gov.ph>; DEPED X NORTHERN MINDANAO <region10@deped.gov.ph>; DEPED XI DAVAO REGION <region11@deped.gov.ph>; DEPED XII SOCCSKSARGEN <region12@deped.gov.ph>; DEPED REGION XIII CARAGA <caraga@deped.gov.ph>; DEPED CORDILLERA ADMINISTRATIVE REGION <car@deped.gov.ph>; DEPED NATIONAL CAPITAL REGION <ncr@deped.gov.ph>; Negros Island Region (NIR) <nir@deped.gov.ph>

Cc: Human Resource Development Division <bhrod.hrdd@deped.gov.ph>; Bureau of Human Resources and Organizational Development Office of the Director <bhrod.od@deped.gov.ph>; Cecille Anyayahan <cecille.anyayahan@deped.gov.ph>; CARLA JANE GOB <carla.gob@deped.gov.ph>; Glyrralenz Nuguid <glyrralenz.nuguid@deped.gov.ph>; Irralyn Cats <irralyn.escandor@deped.gov.ph>; Andria Dimaranan <andria.dimaranan@deped.gov.ph>; Myrben Paul Bacilig <myrben.bacilig@deped.gov.ph>; Marck Eric Jhon Esole <marck.esole@deped.gov.ph>; Janzen Alarcio <janzen.alarcio@deped.gov.ph>; Adrian Conti <adrian.conti@deped.gov.ph>; Sharon Ayala <sharon.ayala@deped.gov.ph>; Rizza Buiza <rizza.buiza@deped.gov.ph>; Andrea Lim <andrea.lim002@deped.gov.ph>; MOHAMMAD KHALID GUNTING <mohammadkhalid.gunting@deped.gov.ph>; Sonia Sobremisana <sonia.sobremisana@deped.gov.ph>; Leona Victoria Teves <leona.teves@deped.gov.ph>

Subject: [DM-OUHRODI-2026-2591] INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF SPECIAL NEEDS EDUCATION TEACHERS (SNET) AND SPECIAL SCIENCE TEACHERS (SST) PENDING THE APPROVAL AND ISSUANCE OF THE REVISED QUALIFICATION STANDARDS

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For immediate dissemination, guidance, and strict compliance.

(Sgd.) WILFREDO E. CABRAL

Undersecretary for Human Resource and Organizational Development and Infrastructure



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