



Republic of the Philippines
Department of Education
Region III
SCHOOLS DIVISION OF PAMPANGA

September 05, 2025

DIVISION MEMORANDUM
NO. 528, s. 2025

VACANCY ANNOUNCEMENT: MASTER TEACHER POSITIONS

TO : SGOD and CID Chiefs
Public Elementary and Secondary School Heads
All Others Concerned

1. This is to announce the recruitment, selection and hiring of Master Teacher positions to be stationed in this Division, to mention:

POSITION	STATION	ITEM NO.	DEADLINE OF SUBMISSION	PRE-ASSESSMENT	OPEN RANKING
Master Teacher II	San Nicolas ES, Floridablanca East	OSEC-DECSB-MTCHR2-150570-1998	September 16, 2025	September 17, 2025 (HRMPSB ONLY)	TBA
Master Teacher II	Manibaug Paralaya ES, Porac East	OSEC-DECSB-MTCHR2-150625-1998			
Master Teacher I	Nueva Victoria ES, Mexico South	OSEC-DECSB-MTCHR1-150069-2002			
Master Teacher II	San Vicente San Francisco ES, Macabebe East	OSEC-DECSB-MTCHR2-1500039-2021			
Master Teacher II	Telacsan ES, Macabebe East	OSEC-DECSB-MTCHR2-150015-2005			
Master Teacher II	Dolores ES, Bacolor North	OSEC-DECSB-MTCHR2-1500034-2018			
Master Teacher I	Eliseo-Belen ES, Bacolor North	OSEC-DECSB-MTCHR2-150037-2018			
Master Teacher II	Potrero ES (P), Bacolor South	OSEC-DECSB-MTCHR2-150054-1998			
Master Teacher I (Araling Panlipunan)	Sta Maria NHS, Minalin	OSEC-DECSB-MTCHR1-151669-1998			
Master Teacher I (TLE)	Sta Ana NHS, Sta Ana	OSEC-DECSB-MTCHR1-150429-2016			



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Master Teacher II (English)	Dolores NHS, Magalang	OSEC-DECSB-MTCHR2-150004-2008			
Master Teacher I (TLE)	San Isidro HS, Sta Ana	OSEC-DECSB-MTCHR1-150081-2006			
Master Teacher I (Science)	San Roque NHS, Lubao	OSEC-DECSB-MTCHR1-150054-2005			
Master Teacher I (STEM III-B)	SHS in Magalang Stand Alone, Magalang	OSEC-DECSB-MTCHR1-150165-2016			
Master Teacher I (STEM III-B)	San Roque Dau HS, Lubao	OSEC-DECSB-MTCHR1-150110-2016			
Master Teacher I (ABM)	Betis NHS, Guagua	OSEC-DECSB-MTCHR1-150093-2016			
Master Teacher I (HUMSS IA)	Don Antonio Lee Chi Uan IS, Bacolor	OSEC-DECSB-MTCHR1-150079-2016			

2. The Qualification Standards of the said position are indicated on the table below.

QUALIFICATION STANDARDS	
A. Master Teacher II / SG-19	
B. CSC Prescribed Qualifications	
Education	Bachelor of Elementary/Secondary Education or bachelor's degree plus 18 professional unit in Education and 24 units for a Master's degree in Education or its equivalent
Experience	1 year as MT-I or 4 years as Teacher III
Eligibility	RA 1080
Trainings	None required
A. Master Teacher I / SG-18	
B. CSC Prescribed Qualifications	
Education	Bachelor of Elementary/Secondary Education or bachelor's degree plus 18 professional unit in Education and 18 units for a Master's degree in Education or its equivalent
Experience	3 years of relevant experience
Eligibility	RA 1080
Trainings	None required
A. ACADEMIC TRACK / Master Teacher I / SG-18	
B. CSC Prescribed Qualifications	
Education	Master's degree in relevant strand/subject
Experience	4 years of relevant teaching/industry work experience
Eligibility	Applicants for a permanent position: RA 1080 (Teacher); if not RA 1080 eligible, they must pass the LET within five (5) years after the date of first hiring
Trainings	8 hours of training relevant to the subject area specialization



Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
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3. All interested and qualified individuals, regardless of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation are encouraged to apply.

4. Applicants are advised to submit the photocopied documents to the Records Unit, Attention: HRMO and bring their original of the same for verification during the scheduled open ranking.

5. Only those who meet the minimum qualification standards for the said position will be included in the selection line-up for open ranking which shall be posted at the Division Office.

6. The assessment of the documents of the aspirants will be based on **DepEd Order No. 20, s. 2024 (Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions)**. The plain white folder containing the documents for assessment will also include the following:

- a) Letter of intent addressed to the Head of Office or highest human resource officer
- b) Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable
- c) Photocopy of voter's ID and/or any proof of residency
- d) Photocopy of valid and updated PRC License/ID
- e) Photocopy of Certificate of Board Rating
- f) Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if Available
- g) Photocopy of duly signed Service record or Certificate of Employment, Contract of Service, whichever is/are applicable
- h) Photocopy of the latest appointment, if applicable
- i) Photocopy of certificate/s of relevant specialized training or professional development program
- j) Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NCC) II, Trainers Methodology Certificate (TMC) for SHS TVL track, if applicable
- k) Photocopy of the required Performance Ratings with at least Very Satisfactory rating (Note: Submit at most three (3) performance rating depending on the performance rating requirements per item 25 of this Order. The latest performance rating shall cover one (1) year complete performance rating period in the current position.
- l) Checklist of Requirements, CAV, Data Privacy Consent
- m) other documents may be required by the HRMPSB for comparative assessment (e.g Portfolio of Means of Verification (MOVs) for the assessment of Identified PPST NCOIs

7. Applicants shall submit a copy of their detailed lesson plan depending on the grade level for elementary and subject/learning area for secondary on which they are teaching; likewise, MOVs from their RPMS portfolio shall be submitted for the evaluation of NCOIs on the set deadline. The following are the identified COI and NCOIs for the position of Master Teacher I and Master Teacher II per DepEd Order No. 20, s. 2025.



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PPST Classroom Observable Indicators		PPST Non-Classroom Observable Indicators	
Career Stage 3 (Highly Proficient)		Career Stage 3 (Highly Proficient)	
MT I	MT II	MT I	MT II
1.1.3	1.1.3	1.2.2*	1.2.3
		1.2.3**	
2.5.3	1.4.3	4.4.2*	4.4.3
		4.4.3**	
3.1.3*	2.3.3	5.2.2*	6.1.3
		5.2.3**	
4.1.3	3.2.3*	6.1.2*	6.3.3
		6.1.3**	
5.1.3	5.1.3	7.4.2*	7.4.3
		7.4.3**	

**Indicators to be assessed in the Portfolio Annotations*

*** Indicator to be assessed in the Interview*

8. It is understood that the submission of documents beyond the prescribed date will not be accepted by this Office.

9. Immediate dissemination of this Memorandum is desired.

ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent

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