



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

November 04, 2025

DIVISION MEMORANDUM
NO. **683**, s. 2025

SELECTION AND RECRUITMENT FOR MASTER TEACHER POSITIONS

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

1. This is to announce the schedule of activities for the recruitment, selection and hiring of Master Teacher Position, this Division, as follows:

POSITION	STATION	ITEM NO.	DATE	TIME	VENUE
Master Teacher I (English)	Apalit HS, Aplit	OSEC-DECSB-MTCHR1-150156-2015	November 06, 2025	8:00am - onwards	Apalit HS, Aplit
Master Teacher I (TLE)	San Isidro HS, Sta. Ana	OSEC-DECSB-MTCHR1-150081-2006	November 07, 2025	8:00am - onwards	San Isidro HS, Sta. Ana
Master Teacher I (English)	Pulung Santol NHS, Porac	OSEC-DECSB-MTCHR1-150049-2007	November 10, 2025	8:00am - onwards	Pulung Santol NHS, Porac
Master Teacher I (Filipino)	Pulung Santol NHS, Porac	OSEC-DECSB-MTCHR1-150093-2011	November 10, 2025	8:00am - onwards	Pulung Santol NHS, Porac
Master Teacher I (A.Pan)	San Vicente NHS, Lubao	OSEC-DECSB-MTCHR1-151639-1998	November 11, 2025	8:00am - onwards	San Vicente NHS, Lubao
Master Teacher I (A.Pan)	Sta. Maria NHS, Minalin	OSEC-DECSB-MTCHR1-151669-1998	November 12, 2025	8:00am - onwards	Sta. Maria NHS, Minalin

2. The Qualification Standards of the said positions are indicated in the table below.

QUALIFICATION STANDARDS	
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

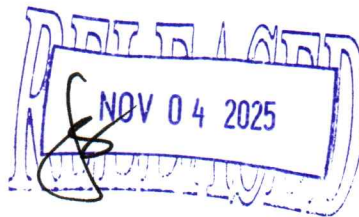


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3. Appraisal of credentials will be based on **DepEd Order No. 20, s. 2024** "Guidelines on Recruitment, Selection and Appointment to Higher Teaching positions.
4. All applicants are requested to be at the venue 30 minutes prior to the given schedule bringing 3 copies of Detailed Lesson Plan for Classroom Observable Indicators (COIs) and original copy of RPMS Portfolio for the assessment of Non-Classroom Observable Indicators (NCOIs).
5. The Division Sub-committee where the vacancy exists (District Level for Elementary and School Level for Secondary) are also requested to assist the HRMPSB Committee in the assessment of Classroom Observable Indicators (COIs) and Non-Classroom Observable Indicators (NCOIs).
6. Attached is the selection line-up of applicants per school for the said positions.
7. Immediate dissemination of this Memorandum is desired.


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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Apalit HS, Apalit)
Salary Grade and Monthly Salary: SG 18
Qualification Standards:

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

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	AHS-APALIT-MTI-001	MAED, PhD (CAR)	NONE REQUIRED	9 YEARS AND 2 MONTHS AS TEACHER	LET	Bro. ANDREW GONZALES TECHNICAL HS	QUALIFIED
2	AHS-APALIT-MTI-002	MPS	NONE REQUIRED	8 YEARS AND 4 MONTHS AS TEACHER	LET	SAN VICENTE SAN FRANCISCO HS, MACABEBE	QUALIFIED
3	AHS-APALIT-MTI-003	MAED (CAR)	NONE REQUIRED	9 YEARS AND 1 MONTH AS TEACHER	LET	APALIT HS, APALIT	QUALIFIED
4	AHS-APALIT-MTI-004	MAED (CAR)	NONE REQUIRED	6 YEARS AS TEACHER	LET	JUSTINO SEVILLA HS	QUALIFIED
5	AHS-APALIT-MTI-005	MAED (CAR)	NONE REQUIRED	21 YEARS AND 2 MONTHS AS TEACHER	LET	STO. ROSARIO NHS, APALIT	QUALIFIED
6	AHS-APALIT-MTI-006	MAED, EDD	NONE REQUIRED	11 YEARS AND 7 MONTHS AS TEACHER	LET	MACABEBE HS	QUALIFIED
7	AHS-APALIT-MTI-007	MAED	NONE REQUIRED	12 YEARS AND 5 MONTHS AS TEACHER	LET	TELACSAN NHS, MASANTOL	QUALIFIED

Prepared and certified correct by:

 (Sgd.) DEXTER E. PANGILINAN
 Human Resource Management Officer

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (San Isidro HS, Sta. Ana)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

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

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	SINHS-SA-TLE-MTI-001	MAED (48 UNITS)	NONE REQUIRED	12 YEARS AND 5 MONTHS AS TEACHER	LET	SAN ISIDRO NHS, SAN LUIS	QUALIFIED
2	SINHS-SA-TLE-MTI-002	MAED (21 UNITS)	NONE REQUIRED	7 YEARS AND 4 MONTHS AS TEACHER	LET	STA. MARIA NHS, MACABEBE WEST	QUALIFIED
3	SINHS-SA-TLE-MTI-003	MAED (CAR)	NONE REQUIRED	6 YEARS AS TEACHER	LET	JUSTINO SEVILLA HS, ARAYAT	QUALIFIED
4	SINHS-SA-TLE-MTI-004	MAED (30 UNITS)	NONE REQUIRED	8 YEARS AS TEACHER	LET	AYALA HS, MAGALANG	QUALIFIED
5	SINHS-SA-TLE-MTI-005	MAED (36 UNITS)	NONE REQUIRED	10 YEARS AND 3 MONTHS AS TEACHER	LET	JUSTINO SEVILLA HS, ARAYAT	QUALIFIED
6	SINHS-SA-TLE-MTI-006	MAED (CAR)	NONE REQUIRED	6 YEARS AS TEACHER	LET	JUSTINO SEVILLA HS, ARAYAT	QUALIFIED
7	SINHS-SA-TLE-MTI-007	MAED (21 UNITS)	NONE REQUIRED	11 YEARS AND 3 MONTHS AS TEACHER	LET	SAN JOSE IS, SAN SIMON	QUALIFIED
8	SINHS-SA-TLE-MTI-008	MAED (CAR)	NONE REQUIRED	8 YEARS AND 5 MONTHS AS TEACHER	LET	CADUANG TETE NHS, MACABEBE	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I - English (Pulung Santol National High School, Porac)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

<u>Education</u>	<u>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</u>
<u>Experience</u>	<u>3 years teaching experience</u>
<u>Eligibility</u>	<u>RA 1080</u>
<u>Trainings</u>	<u>None required</u>

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	PSNHS-PORAC-ENG-MTI-001	MAED	NONE REQUIRED	WITH 3 YEARS TEACHING EXPERIENCE	LET	PORAC NHS, PORAC	QUALIFIED
2	PSNHS-PORAC-ENG-MTI-002	MAED (CAR)	NONE REQUIRED	WITH 3 YEARS TEACHING EXPERIENCE	LET	PORAC NHS, PORAC	QUALIFIED
3	PSNHS-PORAC-ENG-MTI-003	MAED (CAR)	NONE REQUIRED	WITH 3 YEARS TEACHING EXPERIENCE	LET	JUSTINO SEVILLA HS, ARAYAT	QUALIFIED
4	PSNHS-PORAC-ENG-MTI-004	MAED (CAR)	NONE REQUIRED	WITH 3 YEARS TEACHING EXPERIENCE	LET	BECURAN HS, STA. RITA	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I - Filipino (Pulung Santol National High School, Porac)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

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

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	PSNHS-PORAC-FIL-MTI-001	MAED (33 UNITS)	NONE REQUIRED	8 YEARS AND 4 MONTHS AS TEACHER	LET	PORAC NHS, PORAC	QUALIFIED
2	PSNHS-PORAC-FIL-MTI-002	MAED (CAR)	NONE REQUIRED	16 YEARS AND 4 MONTHS AS TEACHER	LET	SAN ROQUE DAU HS, LUBAO	QUALIFIED
3	PSNHS-PORAC-FIL-MTI-003	MAED	NONE REQUIRED	13 YEARS AND 5 MONTHS AS TEACHER	LET	PULUNG SANTOL NHS, PORAC	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Sta. Maria NHS, Minalin)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

<u>Education</u>	<u>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</u>
<u>Experience</u>	<u>3 years of relevant experience</u>
<u>Eligibility</u>	<u>RA 1080</u>
<u>Trainings</u>	<u>None required</u>

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	SMNHS-MINALIN-MT1-001	MAED (CAR)	NONE REQUIRED	15 YEARS AND 3 MONTHS AS TEACHER	LET	STA. MARIA NHS, MINALIN	QUALIFIED
2	SMNHS-MINALIN-MT1-002	MAED, PhD (21 UNITS)	NONE REQUIRED	12 YEARS AND 5 MONTHS AS TEACHER	LET	MASANTOL HS	QUALIFIED
3	SMNHS-MINALIN-MT1-003	MAED, EdD (27 UNITS)	NONE REQUIRED	10 YEARS AND 3 MONTHS AS TEACHER	LET	PARALAYA HS, CANDABA	QUALIFIED
4	SMNHS-MINALIN-MT1-004	MA Guidance and Counseling (36 UNITS)	NONE REQUIRED	9 YEARS AND 4 MONTHS AS TEACHER	LET	STA. MARIA NHS, MINALIN	QUALIFIED
5	SMNHS-MINALIN-MT1-005	MAED	NONE REQUIRED	21 YEARS AND 8 MONTHS AS TEACHER	LET	JUSTINO SEVILLA HS, ARAYAT	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (San Vicente NHS, Lubao)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

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 teaching experience
Eligibility RA 1080
Trainings None required

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	SVNHS-LUBAO-MTI-001	MAED (42 UNITS)	NONE REQUIRED	WITH 3 YEARS TEACHING EXPERIENCE	LET	JUSTINO SEVILLA HS	QUALIFIED
2	SVNHS-LUBAO-MTI-002	MAED	NONE REQUIRED	WITH 3 YEARS TEACHING EXPERIENCE	LET	SAN VICENTE NHS, LUBAO	QUALIFIED
3	SVNHS-LUBAO-MTI-003	MBA (CAR)	NONE REQUIRED	WITH 3 YEARS TEACHING EXPERIENCE	LET	REMEDIOS NHS	DISQUALIFIED

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