



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

January 06, 2026

DIVISION MEMORANDUM  
NO. 011, s. 2026

**SCHEDULE OF SELECTION AND RECRUITMENT  
FOR MASTER TEACHER POSITION**

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 Positions, this Division, as follows:

POSITION	STATION	ITEM NO.	DATE	TIME	VENUE
Master Teacher I (STEM III-B)	San Roque Dau HS, Lubao	OSEC- DECSB- MTCHR1- 150110-2016	January 08, 2026	8:00am - onwards	San Roque Dau NHS, Lubao
Master Teacher I (Science)	San Roque NHS, Lubao	OSEC- DECSB- MTCHR1- 150054-2005			
Master Teacher I (ABM)	Betis NHS, Guagua	OSEC- DECSB- MTCHR1- 150093-2016			Betis NHS, Guagua

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

<b>QUALIFICATION STANDARDS (FOR BETIS NHS, GUAGUA AND SAN ROQUE DAU NHS, LUBAO)</b>	
<b>A. ACADEMIC TRACK / Master Teacher I / SG-18</b>	
<b>B. CSC Prescribed Qualifications</b>	
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
<b>QUALIFICATION STANDARDS (FOR SAN ROQUE DAU NHS, LUBAO - SCIENCE)</b>	
<b>A. Master Teacher I / SG-18</b>	
<b>B. CSC Prescribed Qualifications</b>	
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 (School/District Level) is 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.

**ROMEY M. ALIP, PhD, CESO V**  
Schools Division Superintendent

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**INITIAL EVALUATION RESULT (IER)**

**Position:Master Teacher I-Science (San Roque National High School, Lubao)**

**Salary Grade and Monthly Salary: SG 18**

**Qualification Standards:**

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

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	SRNATIONALHS-LUBAO-MTI-001	MAED in Science Education, EdD Major in Educational Management (27 units)	WITH 8 HOURS OF RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS TEACHER	LET	QUALIFIED
2	SRNATIONALHS-LUBAO-MTI-002	MAED Major in General Science	WITH 8 HOURS OF RELEVANT TRAINING	7 YEARS AND 1 MONTH AS TEACHER	LET	QUALIFIED
3	SRNATIONALHS-LUBAO-MTI-003	MAED Major in Biology, PhD in Science Education (CAR)	WITH 8 HOURS OF RELEVANT TRAINING	13 YEARS AS TEACHER	LET	QUALIFIED
4	SRNATIONALHS-LUBAO-MTI-004	MAED Major in Educational Management, PhD (CAR)	WITH 8 HOURS OF RELEVANT TRAINING	13 YEARS AND 4 MONTHS AS TEACHER	LET	QUALIFIED
5	SRNATIONALHS-LUBAO-MTI-005	MAED Major in Physics (CAR)	WITH 8 HOURS OF RELEVANT TRAINING	8 YEARS AND 7 MONTHS AS TEACHER	LET	QUALIFIED

Prepared and certified correct by:

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



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INITIAL EVALUATION RESULT (IER)

Position:SHS Master Teacher I - STEM IIIB (San Roque Dau High School, Lubao)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

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

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	SRDHS-LUBAO-SHS-MTI-001	MAED in Science Education, EdD Major in Educational Management (27 units)	WITH 8 HOURS OF RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS TEACHER	LET	QUALIFIED
2	SRDHS-LUBAO-SHS-MTI-002	MAED Major in General Science	WITH 8 HOURS OF RELEVANT TRAINING	7 YEARS AND 1 MONTH AS TEACHER	LET	QUALIFIED
3	SRDHS-LUBAO-SHS-MTI-003	MAED Major in Biology, PhD in Science Education (CAR)	WITH 8 HOURS OF RELEVANT TRAINING	13 YEARS AS TEACHER	LET	QUALIFIED
4	SRDHS-LUBAO-SHS-MTI-004	MAED Major in Physical Science (30 units)	WITH 8 HOURS OF RELEVANT TRAINING	10 YEARS AND 10 MONTHS AS TEACHER	LET	DISQUALIFIED
5	SRDHS-LUBAO-SHS-MTI-005	MAED Major in Biological Science (21 units)	WITH 8 HOURS OF RELEVANT TRAINING	9 YEARS AND 7 MONTHS AS TEACHER	LET	DISQUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position:SHS Master Teacher I - ABM Betis NHS, Guagua)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

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

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	BETISNHS-GUAGUA-MTI-001	BSED, MBA	WITH RELEVANT TRAINING	12 YEARS & 2 MONTHS AS TEACHER	LET	QUALIFIED
2	BETISNHS-GUAGUA-MTI-002	BA ECONOMICS, MBA	WITH RELEVANT TRAINING	9 YEARS & 6 MONTHS AS TEACHER	LET	QUALIFIED
3	BETISNHS-GUAGUA-MTI-003	MBA, CDBA (CAR)	WITH RELEVANT TRAINING	9 YEARS & 5 MONTHS AS TEACHER	LET	QUALIFIED

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