



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

January 27, 2026

DIVISION MEMORANDUM

NO. 062, s. 2026

**ISSUANCE OF NOTICE OF SALARY ADJUSTMENT (NOSA) TO TEACHING AND
NON-TEACHING PERSONNEL ENTITLED TO SALARY ADJUSTMENT (THIRD
TRANCHE) UNDER NBC NO. 601 DATED JANUARY 22, 2026**

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

1. For the preparation and guidance of all concerned, enclosed is the copy of Department of Budget and Management (DBM) National Budget Circular No. 601 dated January 22, 2026, including its annexes prescribing the rules and regulations on the grant of compensation adjustments to national government personnel effective January 01, 2026 under Executive Order (EO) No. 64, s. 2024 dated August 02, 2024.
2. In order to facilitate payment of salary differentials of personnel, updating of plantilla, processing of requests for reclassification and other personnel actions, Administrative Officers/School Heads shall prepare the Notices of Salary Adjustment (NOSA) in a prescribed form, Annex "B-1" based from Annex "A" and Administrative Officers/School Heads (Elementary) and School Heads (Secondary) shall affix their initials on the lower right of the name of the Schools Division Superintendent.
3. The NOSAs in two (2) copies will be submitted to the Personnel Section for validation not later than February 10, 2026, duly stamped and "received" by the Records Section and fastened at the left side of a plain white folder and alphabetically arranged as listed in the transmittal per district for elementary and per school for secondary.
4. All School Heads are likewise advised to submit a scanned copy of the signed NOSAs through email at ***hr.pampanga@deped.gov.ph*** not later than February 27, 2026.
5. The template of NOSA (Annex "B-1") can be accessed through this link using deped email account: <https://bit.ly/PAMP-NOSA-2026>



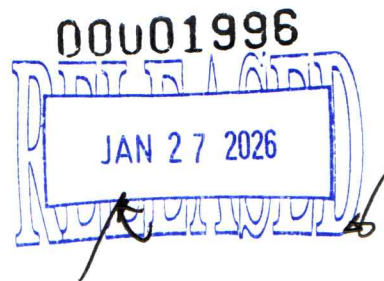
Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
Telephone No.: (045) 435-2728; (045) 435-7404
Email Address: pampanga@deped.gov.ph
Website: www.depedpampanga.ph



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6. For information, wide dissemination and 100% compliance of all concerned.

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



ANNEX A

**The Third Tranche Monthly Salary Schedule
for the Civilian Personnel of the National Government
Effective January 1, 2026
(In Pesos)**

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	14,634	14,730	14,849	14,968	15,089	15,211	15,333	15,456
2	15,522	15,636	15,752	15,869	15,986	16,103	16,223	16,342
3	16,486	16,610	16,732	16,856	16,982	17,106	17,234	17,360
4	17,506	17,636	17,767	17,898	18,031	18,163	18,298	18,433
5	18,581	18,720	18,858	18,998	19,137	19,280	19,423	19,565
6	19,716	19,862	20,009	20,158	20,307	20,456	20,609	20,761
7	20,914	21,069	21,224	21,382	21,539	21,699	21,859	22,022
8	22,423	22,627	22,832	23,038	23,246	23,456	23,668	23,883
9	24,329	24,523	24,720	24,917	25,117	25,318	25,521	25,725
10	26,917	27,131	27,347	27,565	27,786	28,007	28,230	28,456
11	31,705	31,820	32,109	32,401	32,697	32,998	33,302	33,611
12	33,947	34,069	34,357	34,648	34,943	35,242	35,544	35,850
13	36,125	36,283	36,599	36,919	37,244	37,572	37,904	38,241
14	38,764	39,141	39,523	39,910	40,300	40,696	41,097	41,503
15	42,178	42,594	43,015	43,442	43,874	44,310	44,753	45,202
16	45,694	46,152	46,615	47,084	47,559	48,040	48,528	49,020
17	49,562	50,066	50,576	51,092	51,614	52,144	52,678	53,221
18	53,818	54,371	54,933	55,499	56,075	56,657	57,246	57,842
19	59,153	59,966	60,793	61,632	62,486	63,353	64,236	65,132
20	66,052	66,970	67,904	68,853	69,818	70,772	71,727	72,671
21	73,303	74,337	75,388	76,456	77,542	78,645	79,692	80,831
22	81,796	82,963	84,151	85,356	86,582	87,746	89,011	90,295
23	91,306	92,622	93,962	95,330	96,823	98,341	99,883	101,318
24	102,603	104,209	105,841	107,500	109,185	110,898	112,533	114,301
25	116,643	118,469	120,326	122,212	124,131	126,079	128,061	130,073
26	131,807	133,870	135,968	138,100	140,268	142,469	144,707	146,983
27	148,940	151,273	153,644	155,906	158,353	160,235	162,752	165,310
28	167,129	169,752	172,418	174,797	177,545	180,339	182,660	185,537
29	187,531	190,482	193,480	196,528	199,624	202,005	205,191	208,430
30	210,718	214,038	217,207	220,425	223,691	227,224	230,595	234,240
31	300,961	306,691	312,532	318,182	323,938	329,989	336,092	342,310
32	356,237	363,257	370,418	377,359	384,805	392,400	400,150	408,055
33	449,157	462,329						



Annex "B-1"

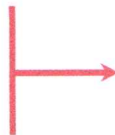
Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF PAMPANGA

For Regular Positions

NOTICE OF SALARY ADJUSTMENT

Date:

JUAN B. DELA CRUZ
Administrative Officer V
Division of Pampanga
Employee No.: 4263806
Station Code: 095



BASIS WILL BE THE
PAYSLIP
(delete before printing)

Sir/Madam:

Pursuant to National Budget Circular No. 601 dated January 22, 2026, implementing Executive Order No. 64, dated August 02, 2024, your salary is hereby adjusted effective January 01, 2026, as follows:

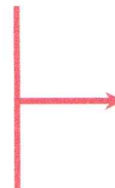
- Adjusted monthly basic salary effective January 01, 2026, under the new Salary Schedule: SG 18, Step 1 P 53,818.00
- Actual monthly basic salary as of December 31, 2025;
SG 18, Step 1 51,304.00
- Monthly salary adjustment effective January 01, 2026 (1-2) P 2,514.00

It is understood that this salary adjustment is subject to review and post-audit, and to appropriate re-adjustment and refund if found not in order.

Very truly yours,

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

Position Title: **Administrative Officer V**
Salary Grade: **18-1**
Item No./Unique Item No. FY 2026 Personnel Services Itemization
and/or Plantilla of Personnel: **OSEC-DECSB-ADOF5-150001-2019**



BASIS WILL
BE THE
PSIPOP

Copy furnished: GSIS



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