



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

February 6, 2026

DIVISION MEMORANDUM  
 NO. 096, 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 (Araling Panlipunan)	Betis NHS, Guagua	OSEC-DECSB- MTCHR1- 150053-2018	February 10, 2026	8:00am - onwards	Betis NHS, Guagua
Master Teacher II (MAPEH)	Becuran HS, Sta Rita	OSEC-DECSB- MTCHR2- 150035-2010			Becuran HS, Sta Rita
Master Teacher I (TLE)	Porac Model Community High School, Porac	OSEC-DECSB- MTCHR1- 150088-2018	February 12, 2026		Porac Model Community High School, Porac

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

QUALIFICATION STANDARDS PER DEPED ORDER 19, S. 2025	
A. Master Teacher I / SG-18	
B. CSC Prescribed Qualifications	
Education	Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area
Experience	5 years teaching experience
Eligibility	RA 1080
Trainings	24 hours of training in any cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)
A. Master Teacher II / SG-19	
B. CSC Prescribed Qualifications	
Education	Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area
Experience	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teacher
Eligibility	RA 1080
Trainings	24 hours of training in any cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-



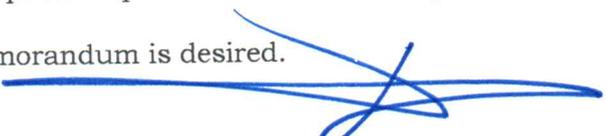
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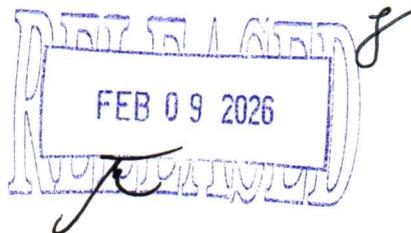
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	requisite professional development program for Career Stage III (Highly Proficient Teacher)
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3. Appraisal of credentials will be based on **DepEd Order No. 20, s. 2024** "Guidelines on Recruitment, 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.

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

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**INITIAL EVALUATION RESULT (IER)**

**Position: Master Teacher II - MAPEH (Becuran High School, Sta. Rita)**

**Salary Grade and Monthly Salary: SG 19**

**Qualification Standards:**

Education

**Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area**

Experience

**5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teacher**

Eligibility

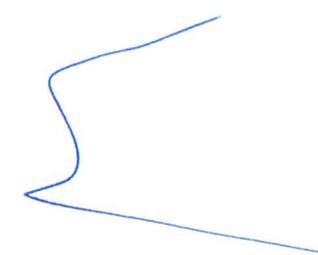
**RA 1080**

Trainings

**24 hours of training in any cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (High Proficient Teacher)**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	BECURANHS-STA.RITA-MTII-001	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE AND 1 YEAR RELEVANT EXPERIENCE IN INSTRUCTIONAL SUPERVISION AND TECHNICAL ASSISTANCE	RA 1080 (LET)	QUALIFIED
2	BECURANHS-STA.RITA-MTII-002	MAED Major in Physical Education PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	NO RELEVANT EXPERIENCE IN INSTRUCTIONAL SUPERVISION AND TECHNICAL ASSISTANCE	RA 1080 (LET)	DISQUALIFIED

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









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**INITIAL EVALUATION RESULT (IER)**

**Position: Master Teacher I - TLE (Porac Model Community High School, Porac)**

**Salary Grade and Monthly Salary: SG 19**

**Qualification Standards:**

**Education**

**Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area**

**Experience**

**5 years teaching experience**

**Eligibility**

**RA 1080**

**Trainings**

**24 hours of training in any cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for CareerStage III (High Proficient Teacher)**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	PORACMODELCHS-MT1-TLE-001	MAED Major in Educational Management Ph.D. Major in Educational Management (27 units)	WITH RELEVANT TRAINING	13 YEARS AND 8 MONTHS AS TEACHER	RA 1080 (LET)	QUALIFIED
2	PORACMODELCHS-MT1-TLE-002	MAED Major in TLE EdD Major in Industrial Educational Management	WITH RELEVANT TRAINING	9 YEARS AND 8 MONTHS AS TEACHER	RA 1080 (LET)	QUALIFIED
3	PORACMODELCHS-MT1-TLE-003	MAED Major in English (CAR)	WITH RELEVANT TRAINING	7 YEARS AND 8 MONTHS AS TEACHER	RA 1080 (LET)	DISQUALIFIED
4	PORACMODELCHS-MT1-TLE-004	MAED Major in TLE	WITH RELEVANT TRAINING	7 YEARS AND 8 MONTHS AS TEACHER	RA 1080 (LET)	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

**Position: Master Teacher I (Betis NHS, Guagua)**

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

**Qualification Standards:**

Education

Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area

Experience

5 years teaching experience

Eligibility

RA 1080

Trainings

24 hours of training in any cumulative of the ff: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Professional)

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	BETISNHS-GUAGUA-MTI-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) PHD MAJOR IN EDUCATIONAL MANAGEMENT (27 UNITS)	WITH RELEVANT TRAINING	WITH 12 YRS & 6 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	BETISNHS-GUAGUA-MTI-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 8 YEARS & 5 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

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