



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

February 13, 2026

DIVISION MEMORANDUM
 NO. 110, 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	Sampaga ES, Apalit	OSEC-DECSB-MTCHR1-151942-1998	February 16, 2026	8:00am - onwards	Sampaga ES, Apalit
Master Teacher II	Sampaga ES, Apalit	OSEC-DECSB-MTCHR2-150019-1999			

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	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
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 ff: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision

3. Appraisal of credentials will be based on **DepEd Order No. 20, s. 2024** "Guidelines on Recruitment, Selection and Appointment to Higher Teaching positions.



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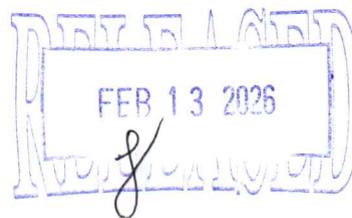


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4. All applicants are requested to be at the venue 30 minutes prior to the given schedule bringing 3 copies of Detailed Lesson Plan for Classroom Observable Indicators (COIs) and original copy of RPMS Portfolio for the assessment of Non-Classroom Observable 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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 Republic of the Philippines
Department of Education
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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Sampaga ES, Apalit)

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 Proficient Teach

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	SAMPAGAES-APALIT-MTI-001	MAED (CURRICULUM AND INSTRUCTION) CAR PhD (CURRICULUM)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	SAMPAGAES-APALIT-MTI-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) PhD (MAJOR IN EDUCATIONAL LEADERSHIP AND MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	SAMPAGAES-APALIT-MTI-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
4	SAMPAGAES-APALIT-MTI-004	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
5	SAMPAGAES-APALIT-MTI-005	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

(Sgd.) DEXTER E. PANGILINAN

 Human Resource Management Officer

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher II (Sampaga ES, Apalit)
Salary Grade and Monthly Salary: SG 19

Qualification Standards:

Education

Experience

Eligibility

Trainings

Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area
5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teacher

RA 1080
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 Proficient Teacher)

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	SAMPAGAES-APALIT-MTII-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) PhD (MAJOR IN EDUCATIONAL LEADERSHIP AND MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE BUT NO RELEVANT EXPERIENCE IN INSTRUCTIONAL SUPERVISION AND TECHNICAL ASSISTANCE	RA 1080 (LET)	DISQUALIFIED
2	SAMPAGAES-APALIT-MTII-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 11 YEARS AND 6 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

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