



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

February 16, 2026

DIVISION MEMORANDUM  
 NO. 116, 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 (TVE)	San Vicente Pilot School for PC, CSF	OSEC-DECSB-MTCHR1-150039-2010	February 18, 2026	8:00am - onwards	San Vicente Pilot School for PC, CSF
Master Teacher I (HUMSS IA)	Don Antonio Lee Chi Uan IS, Bacolor	OSEC-DECSB-MTCHR1-150079-2016			Don Antonio Lee Chi Uan IS, Bacolor

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

QUALIFICATION STANDARDS PER DEPED ORDER 19, S. 2025 FOR SV PILOT SPC	
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
QUALIFICATION STANDARDS FOR DALCUI	
A. ACADEMIC TRACK / Master Teacher I / SG-18	
B. CSC Prescribed Qualifications	
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

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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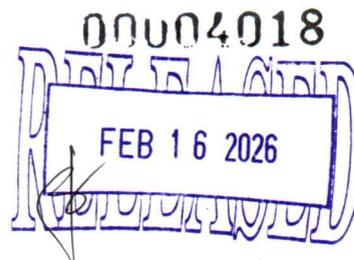


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4. All applicants are requested to be at the venue 30 minutes prior to the given schedule bringing 3 copies of Detailed Lesson Plan for Classroom Observable Indicators (COIs) and original copy of RPMS Portfolio for the assessment of Non-Classroom Observable 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. ALIB, PhD, CESO V**  
Schools Division Superintendent



**INITIAL EVALUATION RESULT (IER)**

**Position: Master Teacher I -TVE (San Vicente Pilot School for Philippine Craftsmen)**  
**Salary Grade and Monthly Salary: GS 18**  
**Qualification Standards:**

<b>Education</b> <b>Experience</b> <b>Eligibility</b> <b>Trainings</b>	<b>Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area</b> <b>5 years of relevant teaching/industry experience in relevant strand/area of specialization</b> <b>RA 1080</b> <b>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 NSAP-requisite professional development program for Career Stage III (High Proficient Teacher)</b>
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No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	SVPILOTPC-TVE-MTI-001	MAED Major in Educational Management, PhD in Educational Leadership and Management	WITH RELEVANT TRAINING	14 YEARS AS TEACHER	LET	QUALIFIED
2	SVPILOTPC-TVE-MTI-002	MAT Major in Vocational-Technological Education, EdD in Industrial-Technological Education(CAR)	WITH RELEVANT TRAINING	9 YEARS AND 7 MONTHS AS TEACHER	LET	QUALIFIED
3	SVPILOTPC-TVE-MTI-003	MAED Major in Educational Management	WITH RELEVANT TRAINING	11 YEARS AND 1 MONTH AS TEACHER	LET	QUALIFIED

Prepared and certified correct by:

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

**INITIAL EVALUATION RESULT (IER)**

**Position:** SHS Master Teacher I - HUMSS IA (Don Antonio Lee Chi Uan Integrated School, Bacolor)

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

**Qualification Standards:**

Education  
Experience  
Eligibility  
Trainings

**Master's degree in relevant strand/subject**

**4 years of relevant teaching/industry work experience**

**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**

**8 hours of training relevant to the subject area specialization**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	DALCUIS-BACOLOR-SHS-MTI-001	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH 8 HOURS OF RELEVANT TRAINING	12 YEARS AND 7 MONTHS AS TEACHER	LET	DISQUALIFIED
2	DALCUIS-BACOLOR-SHS-MTI-002	MAED Major in English, PhD in English Language and Literature (CAR)	WITH 8 HOURS OF RELEVANT TRAINING	12 YEARS AND 8 MONTHS AS TEACHER	LET	QUALIFIED
3	DALCUIS-BACOLOR-SHS-MTI-003	MAED Major in English	WITH 8 HOURS OF RELEVANT TRAINING	6 YEARS AND 8 MONTHS AS TEACHER	LET	QUALIFIED
4	DALCUIS-BACOLOR-SHS-MTI-004	MAED Major in English	WITH 8 HOURS OF RELEVANT TRAINING	10 YEARS AS TEACHER	LET	QUALIFIED
5	DALCUIS-BACOLOR-SHS-MTI-005	MAED Major in English, PhD in English Language and Literature (CAR)	WITH 8 HOURS OF RELEVANT TRAINING	11 YEARS AND 7 MONTHS AS TEACHER	LET	QUALIFIED

Prepared and certified correct by:

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