



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

February 19, 2026

DIVISION MEMORANDUM  
NO. 129, s. 2026

**SCHEDULE OF 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 Positions, this Division, as follows:

POSITION	STATION	ITEM NO.	DATE	TIME	VENUE
Master Teacher I (Elementary)	Telacsan ES, Macabebe East	OSEC-DECSB-MTCHR1-151972-1998	February 24, 2026	8:00am - onwards	Macabebe ES, Macabebe East
Master Teacher I (Elementary)	San Vicente San Francisco ES, Macabebe East	OSEC-DECSB-MTCHR1-150726-1998			
Master Teacher II (Elementary)	San Jose Matulid ES, Mexico South	OSEC-DECSB-MTCHR2-150610-1998	February 27, 2026	8:00am - onwards	Mexico CS, Mexico South
Master Teacher I (Elementary)	Mexico ES, Mexico South	OSEC-DECSB-MTCHR1-151954-1998			
Master Teacher I (Elementary)	Malino ES, Mexico North	OSEC-DECSB-MTCHR1-151758-1998	February 26, 2026	8:00am - onwards	Laput ES, Mexico North
Master Teacher I (Elementary)	Malino ES, Mexico North	OSEC-DECSB-MTCHR1-151760-1998			

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

QUALIFICATION STANDARDS	
<b>A. Master Teacher I / SG-18</b>	
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
<b>A. Master Teacher II / SG-19</b>	
B. CSC Prescribed Qualifications	



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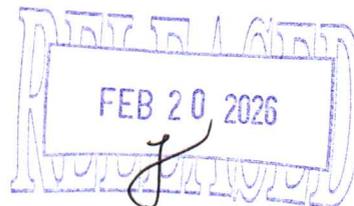
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Education	Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area
Experience	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance 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 (Highly Proficient Teacher

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 I (Telacsan ES, Macabebe East)**

**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 Teacher)

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	TES-MED-MTI-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 7 YEARS AND 10 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	TACASAN ES, MACABEBE EAST	QUALIFIED
2	TES-MED-MTI-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 10 YEARS AND 5 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	TELACSAN ES, MACABEBE EAST	QUALIFIED

Prepared and certified correct by:

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

INITIAL EVALUATION RESULT (IER)

**Position: Master Teacher I (San Vicente San Francisco ES, Macabebe East)**  
**Salary Grade and Monthly Salary: SG 18**  
**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

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	Name	Education	Training	Experience	Eligibility	School Name	Remarks
1	SVSFES-MED-MT-001	SANTOS, RANIEL LACAP	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 7 YEARS AND 10 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	TACASAN ES, MACABEBE EAST	QUALIFIED
2	SVSFES-MED-MT-002	CANILAO, LESTER SILVA	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 10 YEARS AND 5 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	TELACSAN ES, MACABEBE EAST	QUALIFIED

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**INITIAL EVALUATION RESULT (IER)**

**Position: Master Teacher II (San Jose Matulid ES, Mexico South)**  
**Salary Grade and Monthly Salary: SG 18**

**Qualification Standards:**

<b>Education</b>	<b>Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area</b>
<b>Experience</b>	<b>5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers</b>
<b>Eligibility</b>	<b>RA 1080</b>
<b>Trainings</b>	<b>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)</b>

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	SJMES-MSD-MTII-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) PhD EDUCATIONAL MANAGEMENT (33 UNITS)	WITH RELEVANT TRAINING	WITH 5 YEARS EXPERIENCE BUT NO RELEVANT EXPERIENCE IN INSTRUCTIONAL SUPERVISION AND TECHNICAL ASSISTANCE	RA 1080 (LET)	BETIS NHS, GUAGUA	DISQUALIFIED
2	SJMES-MSD-MTII-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) CAR PhD (EDUCATIONAL LEADERSHIP AND MANAGEMENT)	WITH RELEVANT TRAINING	WITH 26 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	MALINO NHS, MEXICO	QUALIFIED
3	SJMES-MSD-MTII-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) CAR EdD	WITH RELEVANT TRAINING	WITH 15 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	PANIPUAN ES, MEXICO	QUALIFIED
4	SJMES-MSD-MTII-004	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	LESS THAN 1 YEAR LATEST APPOINTMENT	RA 1080 (LET)	GERRY H. RODRIGUEZ HS, MEXICO	DISQUALIFIED

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**INITIAL EVALUATION RESULT (IER)**

**Position: Master Teacher I (Mexico ES, Mexico South)**

**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 Teacher)**

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	MEXICOES-MSD-MTII-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) PhD IN CURRICULUM AND INSTRUCTION (42 UNITS)	WITH RELEVANT TRAINING	WITH 12 YEARS & 11 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	LAUG ES, MEXICO SOUTH	QUALIFIED
2	MEXICOES-MSD-MTII-002	MAED (EDUCATIONAL PSYCHOLOGY) PhD GUIDANCE (36 UNITS)	WITH RELEVANT TRAINING	WITH 11 YEARS & 5 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	MEXICO ES, MEXICO SOUTH	QUALIFIED
3	MEXICOES-MSD-MTII-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) CAR EdD (EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 14 YEARS & 11 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	MEXICO SOUTH	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

**Position: Master Teacher I (Malino ES, Mexico North)**

**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 Teacher)**

No.	Application Code	Education	Training	Experience	Eligibility	School Name	Remarks
1	MALINOES-MND-MTI-001	MPS, Ed.D Major in Educational Management (CAR)	WITH RELEVANT TRAININGS	34 YEARS AND 6 MONTHS AS TEACHER	RA 1080 (LET)	GERRY H. RODRIGUEZ HS, MEXICO	QUALIFIED
2	MALINOES-MND-MTI-002	MAED Major in Educational Management	WITH RELEVANT TRAININGS	15 YEARS AND 6 MONTHS AS TEACHER	RA 1080 (LET)	MALINO ES, MEXICO NORTH	QUALIFIED
3	MALINOES-MND-MTI-003	MAED Major in Educational Management	WITH RELEVANT TRAININGS	14 YEARS AND 6 MONTHS AS TEACHER	RA 1080 (LET)	ANAO ES, MEXICO WEST	QUALIFIED
4	MALINOES-MND-MTI-004	MAED Major in Educational Management, EdD Major in Educational Management (27 Units)	WITH RELEVANT TRAININGS	7 YEARS AND 8 MONTHS AS TEACHER	RA 1080 (LET)	PASIG NHS, CANDABA	QUALIFIED
5	MALINOES-MND-MTI-005	MAED Major in Educational Management	WITH RELEVANT TRAINING	15 YEARS AND 7 MONTHS AS TEACHER	RA 1080 (LET)	SAN RAFAEL ES, MEXICO NORTH	QUALIFIED
6	MALINOES-MND-MTI-006	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	14 YEARS AND 11 MONTHS AS TEACHER	RA 1080 (LET)	MEXICO ES, MEXICO SOUTH	QUALIFIED

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