



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

July 06, 2026

DIVISION MEMORANDUM
NO. 397, 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)	Sta Monica ES, Floridablanca East	OSEC-DECSB-MTCHR1-150042-1999	July 09, 2026	8:00am - onwards	Sta Monica ES, Floridablanca East
Master Teacher II (Elementary)	Sabanilla ES, Mexico South	OSEC-DECSB-MTCHR2-150611-1999	July 28, 2026	8:00am - onwards	Mexico CS, Mexico South
Master Teacher I (Elementary)	San Antonio ES, Mexico South	OSEC-DECSB-MTCHR1-151746-1998			
Master Teacher I (Elementary)	Dolores Piring ES, Mexico South	OSEC-DECSB-MTCHR1-150070-2002			
Master Teacher I (Elementary)	Masamat ES, Mexico South	OSEC-DECSB-MTCHR1-151744-1998			

2. The Qualification Standards of the said position 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 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



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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

- Appraisal of credentials will be based on **DepEd Order No. 20, s. 2024** "Guidelines on Recruitment, Selection and Appointment to Higher Teaching positions.
- 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).
- 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).
- Attached is the selection line-up of applicants per school for the said positions.
- 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 (Sto. Monica ES, Floridablanca 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	SMES-FED-MTI-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) CAR EdD (MAJOR IN EDUCATIONAL MANAGEMENT) 51 UNITS	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	BECURAN NHS, STA. RITA	QUALIFIED
2	SMES-FED-MTI-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD-51 UNITS (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	MABICA ES, FLORIDABLANCA EAST	QUALIFIED
3	SMES-FED-MTI-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	STA. MONICA ES, FLORIDABLANCA EAST	QUALIFIED

Prepared and certified correct by:

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

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher II (Sabanilla ES, Mexico South)

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 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)

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	SES-MSD-MTII-001	MAED (EDUCATIONAL PSYCHOLOGY) PhD GUIDANCE (52 UNITS)	WITH RELEVANT TRAINING	WITH 5 YEARS EXPERIENCE BUT NO RELEVANT EXPERIENCE IN INSTRUCTIONAL SUPERVISION AND TECHNICAL ASSISTANCE	RA 1080 (LET)	DISQUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (San Antonio 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)

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	SAES-MSD-MTI-001	MAED (EDUCATIONAL PSYCHOLOGY) PhD GUIDANCE (52 UNITS)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	SAES-MSD-MTI-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT) 15 UNITS	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	SAES-MSD-MTI-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
4	SAES-MSD-MTI-004	MAED (MAJOR IN ENGLISH)	NO INSTRUCTIONAL SUPERVISION TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	DISQUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Dolores Piring 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)

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	DPES-MSD-MTI-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	DPES-MSD-MTI-002	MAED (EDUCATIONAL PSYCHOLOGY) PhD GUIDANCE (52 UNITS)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	DPES-MSD-MTI-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)EdD (MAJOR IN EDUCATIONAL MANAGEMENT) 18 UNITS	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
4	DPES-MSD-MTI-004	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
5	DPES-MSD-MTI-005	MASTERS OF ARTS IN EDUCATION (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Masamat 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	Remarks
1	MASES-MSD-MTI-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	MASES-MSD-MTI-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	MASES-MSD-MTI-003	MAED (EDUCATIONAL PSYCHOLOGY) PhD GUIDANCE (52 UNITS)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
4	MASES-MSD-MTI-004	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT) 18 UNITS	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
5	MASES-MSD-MTI-005	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD (MAJOR IN EDUCATIONAL MANAGEMENT) 15 UNITS	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
6	MASES-MSD-MTI-006	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
7	MASES-MSD-MTI-007	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
8	MASES-MSD-MTI-008	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 5 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

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