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

August 03, 2026

DIVISION MEMORANDUM
NO. 444, 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 (Secondary - Mathematics)	Remedios NHS, Lubao	OSEC-DECSB-MTCHR1-151751-1998	August 5, 2026	8:00am - onwards	Gutad NHS, Floridablanca
Master Teacher I (Secondary - Mathematics)	Gutad NHS, Floridablanca	OSEC-DECSB-MTCHR1-150054-2015			
Master Teacher II (Elementary)	Remedios ES, Lubao East	OSEC-DECSB-MTCHR2-150028-2015	August 6, 2026	8:00am - onwards	Lubao ES, Lubao East
Master Teacher I (Elementary)	San Pablo 1st ES, Lubao East	OSEC-DECSB-MTCHR1-150062-1999			

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
Eligibility	RA 1080

Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
Telephone No.: (045) 435-2728; (045) 435-7404
Email Address: pampanga@deped.gov.ph
Website: www.depedpampanga.ph

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (San Pablo 1st ES, Lubao 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	SP1ES-LED-MT1-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 18 YEARS & 3 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	LUBAO ES, LUBAO	QUALIFIED
2	SP1ES-LED-MT1-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD-33 UNITS (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 17 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	STO. CRISTO ES, LUBAO EAST	QUALIFIED
3	SP1ES-LED-MT1-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD-33 UNITS (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 14 YEARS & 9 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	STA. LUCIA ES, LUBAO EAST	QUALIFIED
4	SP1ES-LED-MT1-004	MASTER OF EDUCATION IN SCIENCE EDUCATION EdD-12 UNITS (MAJOR IN EDUCATIONAL LEADERSHIP AND MANAGEMENT)	WITH RELEVANT TRAINING	WITH 7 YEARS & 11 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	BANCAL PUGAD IS,	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 (Remedios ES, Lubao East)

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 CareerStage III (High Proficient Teacher)**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	RES-LED-MTI-001	BEED MASTER OR PROFESSIONAL STUDIES	WITH RELEVANT TRAININGS	WITH RELEVANT EXPERIENCE	LET	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Mathematics) - Gutad National High Schoool, Floridablanca

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 relevant 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	School Name	Remarks
1	GTNHS-FLORIDABLANCA-MT1-001	BSED Major in Mathematics MAED Major in Mathematics PhD Major in Educational Management (CAR)	WITH RELEVANT TRAININGS	WITH 5 YEARS TEACHING EXPERIENCE	LET	SAN PABLO 2ND NHS, LUBAO	QUALIFIED
2	GTNHS-FLORIDABLANCA-MT1-002	BSED Major in Mathematics MAED Major in Mathematics PhD Major in Educational Management (48 UNITS)	WITH RELEVANT TRAININGS	LESS THAN 1 YEAR IN LATEST APPOINTMENT	LET	LUBAO NHS	DISQUALIFIED
3	GTNHS-FLORIDABLANCA-MT1-003	BSED Major in Mathematics MAED Major in Mathematics	WITH RELEVANT TRAININGS	WITH 5 YEARS TEACHING EXPERIENCE	LET	BASA AIR BASE NHS	QUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I - Remedios National High School, Lubao

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 relevant 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	School Name	Remarks
1	RNHS-LUBAO-MT1-001	BSED Major in Mathematics MAED Major in Mathematics PhD in Mathematics Education (18 units)	WITH RELEVANT TRAININGS	WITH 5 YEARS TEACHING EXPERIENCE	LET	WENCESLAO VILLAGE HS	QUALIFIED
2	RNHS-LUBAO-MT1-002	BSED Major in Mathematics MAED Major in Mathematics PhD Major in Educational Management (CAR)	WITH RELEVANT TRAININGS	WITH 5 YEARS TEACHING EXPERIENCE	LET	SAN PABLO 2ND NHS, LUBAO	QUALIFIED
3	RNHS-LUBAO-MT1-003	BSED Major in Mathematics MAED Major in Mathematics PhD in Mathematics Education (48 units)	WITH RELEVANT TRAININGS	LESS THAN 1 YEAR IN LATEST APPOINTMENT	LET	LUBAO NHS	DISQUALIFIED

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