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

September 07, 2026

DIVISION MEMORANDUM
No. 515 s. 2026

VACANCY ANNOUNCEMENT: ELEMENTARY TEACHER II AND TEACHER III POSITIONS

TO : SGOD and CID Chiefs
Public Elementary and Secondary School Heads
All Others Concerned

1. This is to announce the recruitment, selection and hiring of Teacher II and Teacher III positions, this Division, to mention:

POSITION	DISTRICT	ITEM NO.	DEADLINE OF SUBMISSION IN THE DISTRICT	OPEN RANKING
TEACHER II	GUAGUA EAST	OSEC-DECSB-TCH2-153245-1998	September 17, 2026	To be announced by the Division Sub-Committee *(preferably within 5 days after the deadline of submission)*
TEACHER II	STO. TOMAS	OSEC-DECSB-TCH2-153866-1998		
TEACHER II	BACOLOR SOUTH	OSEC-DECSB-TCH2-150744-2025		
TEACHER III	APALIT	OSEC-DECSB-TCH3-152233-2019		

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

TEACHER III	CANDABA WEST	OSEC-DECSB-TCH3-151037-2022		
TEACHER III	GUAGUA EAST	OSEC-DECSB-TCH3-150897-2001		
TEACHER III	PORAC EAST	OSEC-DECSB-TCH3-150099-2006		
TEACHER III	ARAYAT EAST	OSEC-DECSB-TCH3-151693-2023		
TEACHER III	MEXICO SOUTH	OSEC-DECSB-TCH3-154924-1998		
TEACHER III	MEXICO SOUTH	OSEC-DECSB-TCH3-153152-2016		
TEACHER III	MEXICO SOUTH	OSEC-DECSB-TCH3-154914-1998		
TEACHER III	SAN SIMON	OSEC-DECSB-TCH3-155600-1998		

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

QUALIFICATION STANDARDS	
A. TEACHER II / SG-12	
B. CSC Prescribed Qualifications	
Education	Bachelor's degree in Education; or bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Experience	1 year teaching experience
Eligibility	RA 1080 as amended (Teacher-Elementary/Secondary)
Trainings	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Performance Requirements	At least 6 Proficient COIs at VS At least 4 Proficient NCOIs at VS
C. TEACHER III / SG-13	
D. CSC Prescribed Qualifications	
Education	Bachelor's degree in Education; or bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Experience	2 years teaching experience
Eligibility	RA 1080 as amended (Teacher-Elementary/Secondary)
Trainings	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Performance Requirements	At least 12 Proficient COIs at VS At least 8 Proficient NCOIs at VS

3. All interested and qualified individuals, regardless of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation are encouraged to apply.

4. Applicants are advised to submit the photocopied documents to the ***Division Sub-Committee (District Level)*** and bring their original of the same for verification during the scheduled open ranking.

5. The assessment of the documents of the aspirants will be based on **DepEd Order No. 20, s. 2024 (Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions)**. The plain white folder containing the documents for assessment will also include the following:

a) Letter of intent addressed to the Head of Office or highest human resource officer

b) Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable
c) Photocopy of voter's ID and/or any proof of residency
d) Photocopy of valid and updated PRC License/ID
e) Photocopy of Certificate of Board Rating
f) Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if Available
g) Photocopy of duly signed Service record or Certificate of Employment, Contract of Service, whichever is/are applicable
h) Photocopy of the latest appointment, if applicable
i) Photocopy of certificate/s of relevant specialized training or professional development program
j) Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NCC) II, Trainers Methodology Certificate (TMC) for SHS TVL track, if applicable
k) Photocopy of the required Performance Ratings with at least Very Satisfactory rating (Note: Submit at most three (3) performance rating depending on the performance rating requirements per item 25 of this Order. The latest performance rating shall cover one (1) year complete performance rating period in the current position.
l) Checklist of Requirements, CAV, Data Privacy Consent
m) other documents may be required by the HRMPSB for comparative assessment (e.g Portfolio of Means of Verification (MOVs) for the assessment of Identified PPST NCOIs

6. Applicants shall submit a copy of their detailed lesson plan depending on the grade level they are teaching, likewise, MOVs from their RPMS portfolio shall be submitted for the evaluation of NCOIs on the set deadline. The following are the identified COI and NCOIs for the position of Teacher II and Teacher III per DepEd Order No. 20, s. 2025.

PPST Classroom Observable Indicators		PPST Non-Classroom Observable Indicators	
Career Stage 1-2 (Beginning towards Proficient)		**Career Stage 1-2** (Beginning towards Proficient)	
T II	**T III**	**T II**	**T III**
1.1.2	1.1.2	4.3.2	1.2.2
1.5.2	1.5.2	5.5.2	4.2.2
2.4.2	1.7.2	6.2.2	4.3.2
3.1.2*	3.2.2*	6.4.2	5.2.2
5.3.2	4.1.2	7.3.2	5.5.2

7. The initial comparative assessment result and documents (i.e Minutes of the deliberation and folder of applicants) prepared by the District/School Sub-Committee shall then be submitted and indorsed by the concerned District/School Sub-committee to the Records Section. Attention: HRMO and send the soft copy of ranklist to hrmpsb.pampanga@deped.gov.ph

8. Immediate dissemination of this Memorandum is desired.

ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent

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