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

September 14, 2026

DIVISION MEMORANDUM
NO. 538, 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 II (Elementary)	Sulipan ES, Apalit	OSEC-DECSB-MTCHR2-150544-1998	September 16, 2026	8:00am - onwards	Sulipan ES, Apalit
Master Teacher I (SHS- HUMSS IC)	Sta Catalina HS, San Luis	OSEC-DECSB-MTCHR1-150129-2016	September 18, 2026		Sta Catalina HS, San Luis
Master Teacher I (Elementary)	Tagulod ES, Candaba North	OSEC-DECSB-MTCHR1-150073-2011	September 21, 2026		Salapungan ES, Candaba North
Master Teacher I (Elementary)	Mapaniqui ES, Candaba North	OSEC-DECSB-MTCHR1-151936-1998			
Master Teacher II (Elementary)	Babo Pangulo ES, Porac East	OSEC-DECSB-MTCHR2-150001-2008	September 22, 2026		Calzadang Bayu ES, Porac East
Master Teacher II (Elementary)	Calzadang Bayu ES, Porac East	OSEC-DECSB-MTCHR2-150391-2016			
Master Teacher I (Elementary)	Graciano Paule ES, Lubao East	OSEC-DECSB-MTCHR1-150033-1999	September 23, 2026		Graciano Paule ES, Lubao East
Master Teacher II (Elementary)	Apalit ES, Floridablanca West	OSEC-DECSB-MTCHR2-150073-1998	September 24, 2026		Apalit ES, Floridablanca West
Master Teacher I (Secondary - MAPEH)	Floridablanca National Agricultural School	OSEC-DECSB-MTCHR1-150050-2007			Floridablanca National Agricultural School
Master Teacher II (SHS – HUMSS IA)	Floridablanca National Agricultural School	OSEC-DECSB-MTCHR2-150097-2016			

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

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

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
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. ACADEMIC TRACK / Master Teacher II / SG-19	
B. CSC Prescribed Qualifications	
Education	Master's degree in relevant strand/subject plus 18 professional units in Education/ Master's degree in relevant strand/subject
Experience	5 years of relevant teaching/industry experience in relevant strand/area of specialization and 1 year experience in instructional supervision and technical assistance to teachers
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. ACADEMIC TRACK / Master Teacher I / SG-18	
B. CSC Prescribed Qualifications	
Education	Master's degree in relevant strand/subject plus 18 professional units in Education
Experience	5 years of relevant teaching/industry experience in relevant strand/area of specialization
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

Vanessa

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

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

00019955

SEP 14 2026

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher II - Sulipan Elementary School, Apalit

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	SES-APALIT-MTII-001	MAED Major in Educational Management PhD Major in Educational Leadership and Management	WITH RELEVANT TRAININGS	WITH 5 YEARS TEACHING EXPERIENCE AND 1 YEAR RELEVANT EXPERIENCE IN INSTRUCTIONAL SUPERVISION	LET	QUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I-HUMMS I-C (Sta. Catalina HS, San Luis)
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 Supervisi acquired within the 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Pro**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	MTI-SCHS-HUMMS1C-001	MAED (MAJOR IN SOCIAL STUDIES)	WITH RELEVANT TRAINING	WITH 9 YEARS & 10 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	MTI-SCHS-HUMMS1C-002	MASTER OF DIVINITY (MAJOR IN CHRISTIAN EDUCATION)	WITH RELEVANT TRAINING	WITH 10 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	MTI-SCHS-HUMMS1C-003	MAED (MAJOR IN ENGLISH)	WITH RELEVANT TRAINING	WITH 10 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	DISQUALIFIED
4	MTI-SCHS-HUMMS1C-004	MAED (GUIDANCE AND COUNSELLING) EdD-9 UNITS (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 11 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Tagulod ES, Candaba 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 Supervisio 0**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	TES-CND-MT-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 17 YEARS & 3 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	TES-CND-MT-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 7 YEARS & 7 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Mapaniqui ES, Candaba 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 Supervisio**
	0

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	MES-CND-MT-001	MAED (MAJOR IN MATHEMATICS)	WITH RELEVANT TRAINING	WITH 13 YEARS & 4 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	MES-CND-MT-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 11 YEARS & 3 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	MES-CND-MT-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD IN EDUCATION PSYCHOLOGY	WITH RELEVANT TRAINING	WITH 13 YEARS & 4 MONTHS TEACHING EXPERIENCE *LESS THAN 1 YEAR AS TEACHER VI	RA 1080 (LET)	DISQUALIFIED
4	MES-CND-MT-004	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 7 YEARS & 3 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
5	MES-CND-MT-005	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD IN ENGLISH LANGUAGE & LITERATURE	WITH RELEVANT TRAINING	WITH 21 YEARS & 7 MONTHS TEACHING EXPERIENCE	PBET	QUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher II (BABO PANGULO ES, PORAC EAST)
Salary Grade and Monthly Salary: SG 19
Qualification Standards:

Education	**Master's degree in Education, Or Educational Leadership, or Educational Management, relevant subject or learning area**
Experience	**5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers**
Eligibility	**RA 1080**
Trainings	**24 hours of training in any of or a cumulative Of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructi** **Within the last 5 years; Completion of NEAP-requisite professional development proyam for Career Stage III**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	BPES-PE-MT-001	MAED (MAJOR IN ADMINISTRATION AND SUPERVISION)	WITH RELEVANT TRAINING	WITH 12 YEARS & 10 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	BPES-PE-MT-002	CAR PhD	WITH RELEVANT TRAINING	WITH 20 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	BPES-PE-MT-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD IN EDUCATIONAL MANAGEMENT	NO RELEVANT TRAINING IN INSTRUCTIONAL SUPERVISION	WITH 6 YEARS & 9 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	DISQUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher II (Calzadang Bayu ES, Porac 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**
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 Supervisio acquired within the 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Profi**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	CBES-PED-MTII-001	MAED EdD CAR (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 20 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	CBES-PED-MTII-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) PhD (MAJOR IN EDUCATIONAL MANAGEMENT)	NO RELEVANT TRAINING IN INSTRUCTIONAL SUPERVISION AND TECHNICAL ASSISTANCE	WITH 6 YEARS AND 9 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	DISQUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Graciano Paule 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 Supervisi acquired within the 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Profi**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	GPES-LED-MTI-001	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 18 YEARS & 3 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	GPES-LED-MTI-002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 1 3 YEARS AND 5 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	GPES-LED-MTI-003	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD-33 UNITS (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 17 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

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

4	GPES-LED-MTI-004	MASTER IN BUSINESS ADMINISTRATION	WITH RELEVANT TRAINING	WITH 5 YEARS RELEVANT TEACHING EXPERIENCE	RA 1080 (LET)	DISQUALIFIED
5	GPES-LED-MTI-005	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)	QUALIFIED
6	GPES-LED-MTI-006	MAED (MAJOR IN EDUCATIONAL MANAGEMENT) EdD CAR (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 9 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
7	GPES-LED-MTI-007	MAED (MAJOR OF IN SCIENCE EDUCATION EdD-21 UNITS (MAJOR IN EDUCATIONAL LEADERSHIP AND MANAGEMENT)	NO RELEVANT TRAINING	WITH 8 YEARS AND 2 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	DISQUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher II (Apalit ES, Floridablanca West)
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 Supervisio 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	AE-FWD-MTII-001	MASTER OF PROFESSIONAL STUDIES (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 30 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

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

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I - MAPEH (FLORIDABLANCA NATIONAL AGRICULTURAL SCHOOL)
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 Supervisio 0**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	FNAS-FB-MT-001	MAED (MAJOR IN PHYSICAL EDUCATION) PhD 36 UNITS	WITH RELEVANT TRAINING	WITH 9 YEARS & 3 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	FNAS-FB-MT-002	MAED (MAJOR IN PHYSICAL EDUCATION) PhD 9 UNITS	WITH RELEVANT TRAINING	WITH 8 YEARS & 1 MONTH TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
3	FNAS-FB-MT-003	MAED (MAJOR IN PHYSICAL EDUCATION) CAR PhD	WITH RELEVANT TRAINING	WITH 10 YEARS & 1 MONTH TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

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