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

October 26, 2026

DIVISION MEMORANDUM
NO. 640, 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)	Malusac ES, Sasmuan	OSEC-DECSB-MTCHR1-150048-2001	October 28, 2026		Sasmuan ES, Sasmuan
Master Teacher I (SHS – STEM III-B)	Emigdio A. Bondoc Senior High School, Sto Tomas	OSEC-DECSB-MTCHR1-150128-2016			Emigdio A. Bondoc Senior High School, Sto Tomas

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. 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

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

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 and Assessors 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.

LEONARDO C. CANLAS, EdD, CESO VI
Schools Division Superintendent

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RELEASED
OCT 27 2026

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

INITIAL EVALUATION RESULT (IER)

Position: Master Teacher I (Malusac ES, Sasmuan)
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 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	MES-SM-MT1-0001	MAED (MAJOR IN FILIPINO)	WITH RELEVANT TRAINING	WITH 20 YEARS TEACHING EXPERIENCE	RA 1080 (LET)	QUALIFIED
2	MES-SM-MT1-0002	MAED (MAJOR IN EDUCATIONAL MANAGEMENT)	WITH RELEVANT TRAINING	WITH 7 YEARS & 11 MONTHS TEACHING EXPERIENCE	RA 1080 (LET)	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 I (SHS STEM III-B)

Salary Grade and Monthly Salary: SG 18

Qualification Standards:

Education	**Master's degree in relevant strand/subject plus 18 professional units in Education**
Experience	**5 years 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 CareerStage III (High Proficient Teacher)**

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	EABSHS-ST-MT1-001	BSED Major in Biological Science MAED Major in Science EdD Major in Educational Management (27 units)	WITH RELEVANT TRAININGS	WITH 5 YEARS OF RELEVANT TEACHING OR INDUSTRY EXPERIENCE	LET	QUALIFIED
2	EABSHS-ST-MT1-002	BS Biology with 18 professional education units MA Teaching Major in Biology	WITH RELEVANT TRAININGS	WITH 5 YEARS OF RELEVANT TEACHING OR INDUSTRY EXPERIENCE	LET	QUALIFIED
3	EABSHS-ST-MT1-003	BSED Major in Mathematics MAED Major in Mathematics PhD Major in Educational Leadership and Management	NO TRAINING IN INSTRUCTIONAL SUPERVISION	WITH 5 YEARS OF RELEVANT TEACHING OR INDUSTRY EXPERIENCE	LET	DISQUALIFIED
4	EABSHS-ST-MT1-004	BS Psychology with 18 professional education units MAED Guidance and Counseling	NO TRAINING IN INSTRUCTIONAL SUPERVISION	WITH 5 YEARS OF RELEVANT TEACHING OR INDUSTRY EXPERIENCE	LET	DISQUALIFIED

Prepared and certified correct by:

(Sgd.) DEXTER E. PANGILINAN
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