

Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



Personnel-RM-2024-18


9 January 2024

Regional Memorandum
No. 18, s. 2024


CLARIFICATION ON THE HIRING OF SHS TEACHER II POSITIONS

To **Schools Division Superintendents**
All Others Concerned

1. Enclosed is a copy of Memorandum DM-OUHROD-2023-1917 dated December 14, 2023 signed by **DIR. WILFREDO E. CABRAL, Regional Director, Officer-In-Charge, Office of the Undersecretary, Human Resource and Organizational Development**, DepEd Central Office, entitled "CLARIFICATION ON THE HIRING OF SHS TEACHER II POSITIONS", which is self-explanatory.
2. For information, guidance and compliance.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Incl.: As stated


ROA/P1



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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2023-1917

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
All Others Concerned

FROM : **WILFREDO E. CABRAL**
Regional Director
Officer-In-Charge, Office of the Undersecretary
Human Resource and Organizational Development

SUBJECT : **CLARIFICATION ON THE HIRING OF SHS TEACHER II POSITIONS**

DATE : December 14, 2023

DEPED RO IV-A
ADMINISTRATIVE DIVISION
RECEIVED
By: _____
Date: 1/3/25
Time: 3:25 PM

This is with reference to DM-OUHROD-2023-0922 or the *Omnibus Clarification on DepEd Order No. 007, s. 2023 and Other Matters on Hiring Arrangements of Teachers* dated July 06, 2023.

It may be mentioned that this office has released the abovementioned memorandum to ensure uniform recruitment, selection, and placement (RSP) implementation in the Department, which highlighted some provisions on filling-up of vacant Senior High School (SHS) Teacher II positions, to wit:

- a. Pending the issuance of the proposed RSA Guidelines for Higher Teaching Positions, DO 3, s. 2016 titled *Hiring Guidelines for Senior High School (SHS) Teaching Positions Effective School Year (SY) 2016-2017* shall govern the assessment of applicants and filling-up of SHS Teacher II positions. The following shall be observed:
 - i. Incumbents of Teacher I positions in the Elementary and Secondary levels, **including SHS**, may be considered for promotion to SHS Teacher II positions.

Teacher II position in the SHS shall not be considered entry position based on DepEd System of Ranking Positions (SRP) per Memorandum DM-OUHROD-2022-0086. The SHS Teacher II position shall be treated as a promotional item.

- ii. **External applicants who may qualify for the position based on the CSC-approved Qualification Standards (QS), may be considered, subject to the point system and procedures stipulated under DO 3, s. 2016. [emphasis supplied]**

Based on the abovementioned provision, the SHS Teacher II position shall be treated as a "promotional item." However, please be informed that the statement was added to govern the internal applicants in the Elementary, JHS, and SHS levels who may qualify for promotion to SHS Teacher II based on the CSC-approved QS and criteria for assessment per DO 3, s. 2016. Likewise, it intends to emphasize that according to the DepEd System of Ranking Positions (SRP) per Memorandum DM-OUHROD-2022-0086, Teacher I positions, being the first rank position in the job group and shall be considered as "entry level," without prejudice to the Equal Employment Opportunity Principle (EEOP) which states that any qualified applicant, internal or external to DepEd, may apply for the position. Hence, the two provisions can coexist without contradicting each other.

Anent this, it shall be clarified and confirmed that **external applicants may be considered for the SHS Teacher II position for as long as they meet the requirements of the CSC-approved Qualification Standards (QS), subject to the existing point system, comparative assessment and recruitment procedures of the Department.**

Should you have further queries and clarifications, you may reach out to the BHRDD-HRDD at telephone number (02) 8470-6630 or email address bhrod.hrdd@deped.gov.ph.

Thank you.

[HRDD/Gob]