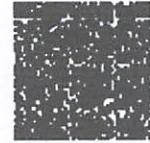


Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



Personnel-RM-2025-569

28 July 2025

Regional Memorandum
No. 569, s. 2025

**DEPED ORDER NO. 019, S. 2025, TITLED “AMENDED
QUALIFICATION STANDARDS FOR TEACHER I-III,
MASTER TEACHER I-IV, AND SCHOOL PRINCIPAL
I-IV POSITIONS, AND THE QUALIFICATION
STANDARDS FOR NEWLY CREATED
TEACHER IV-VII AND MASTER
TEACHER V POSITIONS”**

To Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

1. Enclosed is a copy of DepEd Order No. 019, s. 2025 titled **“Amended Qualification Standards for Teacher I-III, Master Teacher I-IV, and School Principal I-IV Positions, and the Qualification Standards for Newly Created Teacher IV-VII and Master Teacher V Positions,”** which is self-explanatory.
2. All Schools Division Offices are hereby reminded to strictly adhere to the amended qualification standards for abovementioned positions, ensuring compliance with the latest regulations and guidelines.
3. A certified true copy of CSC Resolution No. 2500471 dated May 28, 2025, is attached and forms an integral part of the said Order.
4. Immediate dissemination of and strict compliance with this Memorandum is directed.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Incl.: As stated


08C/ROA/P1



[DO No. 019, s. 2025] Amended Qualification Standards for Teacher I-III, Master Teacher I-IV, and School Principal I-IV Positions, and the QS for Newly-Created Teacher IV-VII and Master Teacher V Positions

Human Resource Development Division <bhrod.hrdd@deped.gov.ph>

Wed, Jun 25, 2025 at 4:36 PM

To: DepEd Ilocos Region <region1@deped.gov.ph>, DepEd Ilocos Norte <ilocos.norte@deped.gov.ph>, DepEd Ilocos Sur <ilocos.sur@deped.gov.ph>, DepEd La Union <la.union@deped.gov.ph>, DepEd SDO1 Pangasinan <pangasinan1@deped.gov.ph>, DepEd SDO Pangasinan 2 <pangasinan2@deped.gov.ph>, DepEd Alaminos City <alaminos.city@deped.gov.ph>, DepEd Batac City <batac.city@deped.gov.ph>, DepEd Candon City <candon.city@deped.gov.ph>, DepEd Dagupan <dagupan.city@deped.gov.ph>, laoag.city@deped.gov.ph, sancarlos.city1@deped.gov.ph, depedcsfp@gmail.com, DepEd Urdaneta City <urdaneta.city@deped.gov.ph>, vigan.city@deped.gov.ph, DepEd II Cagayan Valley <region2@deped.gov.ph>, batanes@deped.gov.ph, DEPED ISABELA <isabela@deped.gov.ph>, nuevavizcaya@deped.gov.ph, nuevavizcaya.depedro2@gmail.com, quirino.depedro2@gmail.com, DepEd Cauayan City <cauayan.depedro2@gmail.com>, Ilagan Ilagan <ilagan.depedro2@gmail.com>, DepEd Santiago City <santiago.city@deped.gov.ph>, tuguegarao@deped.gov.ph, DepEd City of Ilagan <ilagan@deped.gov.ph>, quirino@deped.gov.ph, Department of Education Regional Office III <region3@deped.gov.ph>, aurora@deped.gov.ph, DepEd Bataan <bataan@deped.gov.ph>, bulacan@deped.gov.ph, DepEd Nueva Ecija <nueva.ecija@deped.gov.ph>, DepEd Pampanga <pampanga@deped.gov.ph>, DepEd Tarlac City <tarlac.city@deped.gov.ph>, DEPED TARLAC <tarlac@deped.gov.ph>, DepEd Zambales <zambales@deped.gov.ph>, Hr Personnel <hr.zambales@deped.gov.ph>, DepEd Angeles City <angeles.city@deped.gov.ph>, DepEd Balanga City <balanga.city@deped.gov.ph>, cabanatuan.city@deped.gov.ph, gapan.city@deped.gov.ph, DepEd Mabalacat City <mabalacat.city@deped.gov.ph>, malolos.city@deped.gov.ph, Administrative Office Malolos <Admin.malolos@deped.gov.ph>, meycauayan.city@deped.gov.ph, olongapo.city@deped.gov.ph, DepEd San Jose del Monte City <sanjosedelmonte.city@deped.gov.ph>, DepEd San Jose City <sanjose.city@deped.gov.ph>, DepEd Munoz Science City <munozonecity@deped.gov.ph>, "DEPED CITY OF SAN FERNANDO (REG. 3)" <sanfernando.city3@deped.gov.ph>, Personnel DepEd Bulacan <sdopersonnel@gmail.com>, SDO Bulacan SGOD Private Schools <sdobulacanprivate@deped.gov.ph>, HRD Unit DepEd Nueva Ecija <hrd.nuevaecija@deped.gov.ph>, SGOD-HRTD Malolos <sgod-hrtd.malolos@deped.gov.ph>, DepEd Region IV-A CALABARZON <region4a@deped.gov.ph>, deped batangas <deped.batangas@deped.gov.ph>, division.batangascity@deped.gov.ph, batangas@deped.gov.ph, DepEd Cavite <deped.cavite@deped.gov.ph>, DepEd Cavite City <cavite.city@deped.gov.ph>, laguna@deped.gov.ph, quezon@deped.gov.ph, DepEd Rizal <rizal@deped.gov.ph>, DepEd Antipolo City <antipolo.city@deped.gov.ph>, DepEd Bacoar City <bacoar.city@deped.gov.ph>, DepEd Biñan City <deped.binancity@deped.gov.ph>, division.cabuyao@deped.gov.ph, DepEd Calamba City <calamba.city@deped.gov.ph>, DepEd Dasmariñas City <dasmariñas.city@deped.gov.ph>, DepEd Imus City <imus.city@deped.gov.ph>, deped lipacity <deped.lipacity@deped.gov.ph>, lipa.city@deped.gov.ph, DepEd Lucena City <lucena.city@deped.gov.ph>, hr sanpablocity <hr.sanpablocity@deped.gov.ph>, DepEd Division of San Pablo City <sanpablo.city@deped.gov.ph>, "DepEd Sta. 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**Dear Regional Directors and Schools Division Superintendents:
Attn: Human Resource Management Officers (HRMOs)**

Greetings of peace!

This is to inform you that DepEd has issued the **DepEd Order (DO) No. 019, s. 2025**, as attached, which formally adopts the Civil Service Commission (CSC) Resolution No. 2500471 providing the **amended Qualification Standards (QS) for Teacher I–III, Master Teacher I–IV, and School Principal I–IV positions, as well as the QS for newly created Teacher IV–VII and Master Teacher V positions.**

In view of this, please be guided by the following:

- The Order takes effect immediately upon its issuance on June 24, 2025.
- All publication of vacancies and appointments made after June 24, 2025 shall strictly adhere to the amended and newly created QS as provided in the Order.
- For vacant positions published or posted prior to the Order's effectivity, the QS in effect at the time of publication or posting shall apply in the evaluation of applications and processing of appointments.

To ensure immediate and consistent implementation, all Regional and Schools Division Offices are directed to:

- Conduct proper dissemination of the amended and new QS to concerned personnel and stakeholders.
- Furnish a copy of DO No. 019, s. 2025 to their respective CSC Field Offices to serve as their reference in the review of publication of vacancies and validation/attestation of appointments.

DO link: https://www.deped.gov.ph/wp-content/uploads/DO_s2025_019r.pdf

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

Kindly acknowledge receipt of this email.

Thank you for your continued support and cooperation!

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Regards,



DEPARTMENT OF EDUCATION
Bureau of Human Resource and Organizational Development

HUMAN RESOURCE DEVELOPMENT DIVISION

(02) 8470-6630 www.deped.gov.ph

bhrod.hrdd@deped.gov.ph

M-411 Mabini Bldg., DepEd Complex, Meralco Ave., Pasig City

Please help us in improving our service by answering our customer feedback form: <https://bit.ly/HRDD-CSSurvey>

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Republic of the Philippines
Department of Education

JUN 24 2025

DepEd ORDER
No. 019, s. 2025

**AMENDED QUALIFICATION STANDARDS FOR TEACHER I-III, MASTER TEACHER I-IV,
AND SCHOOL PRINCIPAL I-IV POSITIONS, AND THE QUALIFICATION STANDARDS
FOR NEWLY CREATED TEACHER IV-VII AND MASTER TEACHER V POSITIONS**

To: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

1. Consistent with the principle of competency-based human resource systems upheld by the Civil Service Commission (CSC) and the Department of Education (DepEd) through its Agency Merit Selection Plan (MSP) and in view of the implementation of Executive Order (EO) No. 174, s. 2022, on Establishing the Expanded Career Progression System for Public School Teachers, DepEd, through the Bureau of Human Resource and Organizational Development, in coordination with the CSC, has reviewed the Qualification Standards (QS) for DepEd teaching and school principal positions.
2. The Department, through this Order, formally adopts CSC Resolution No. 2500471 dated May 28, 2025, which approved the revised QS for Teacher I to Teacher III, Master Teacher I to Master Teacher IV, and School Principal I to School Principal IV positions, as well as the QS for Teacher IV to Teacher VII and Master Teacher V positions created by virtue of EO No. 174, s. 2022.
3. This shall cover all school principals and teaching positions within the public basic education sector, both elementary and secondary levels (junior and senior high school), except Special Science Teacher (SST) and Special Needs Education Teacher (SNET) positions. All appointments to covered positions shall be governed by the DepEd Merit Selection Plan (MSP), along with subsequent guidelines on Recruitment, Selection, and Appointment (RSA), and applicable Civil Service rules. The existing QS for SST and SNET positions shall remain in effect unless otherwise modified or amended through subsequent issuances.
4. Effective immediately upon the issuance of this Order, all appointments, including promotion and reclassification of positions, shall strictly adhere to the amended and newly created QS. Vacant positions that were published or posted before the effectivity of this Order shall be processed under the QS in force at the time of their publication or posting.



5. A certified true copy of CSC Resolution No. 2500471 dated May 28, 2025, is attached and forms an integral part of this Order.
6. All existing provisions of relevant DepEd Orders, CSC rules and regulations, and other related issuances that are inconsistent with this Order are repealed, rescinded, or amended accordingly.
7. This Order shall take effect immediately from its approval and publication on the DepEd website. Certified copies of this Order shall be registered with the Office of the National Administrative Register (ONAR) at the University of the Philippines Law Center (UP LC), UP Diliman, Quezon City.
8. For more information, please contact the **Bureau of Human Resource and Organizational Development-Human Resource Development Division**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City, through email at bhrod.hrdd@deped.gov.ph or telephone number (02) 8470-6630.
9. Immediate dissemination of and strict compliance with this Order is directed.


SONNY ANGARA
Secretary

Encl.:

As stated

Reference:

DepEd Order No. 39, s. 2007

To be indicated in the Perpetual Index
under the following subjects:

AMENDMENT
APPOINTMENT
BUREAUS AND OFFICES
POLICY
PRINCIPAL
QUALIFICATIONS
SELECTION
TEACHER





QUALIFICATION STANDARDS

Re: Amendment to the Qualification Standards (QS) for Teacher I-III, Master Teacher I-IV, and School Principal I-IV Positions and the QS for Newly-Created Teacher IV-VII and Master Teacher V Position in the Department of Education (DepEd)

X-----X

NOTICE OF RESOLUTION

Sir/Madam:

The Commission promulgated on **28 May 2025 Resolution No. 2500471** on the above-cited case, copy attached. Its original is on file with this Commission.

22 May 2025

Very truly yours,

Digitally signed by Limare-Delmoro Katherine Cuevas
Date: 2025.05.29 13:17:44
+08'00'

KATHERINE LIMARE-DELMORO
Director IV
Commission Secretariat and Liaison Office

Copy furnished:

Secretary Juan Edgardo M. Angara
Department of Education
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1605 Pasig City

Director IV Victoria F. Esber
Civil Service Commission National Capital Region
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1113 Quezon City

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CSLO/SSD/APS/vcc

RELEASED
Date

29 MAY 2025

Bawat Kawani, Lingkod Bayani

QUALIFICATION STANDARDS

Re: Amendment to the Qualification Standards (QS) for Teacher I-III, Master Teacher I-IV, and School Principal I-IV Positions and the QS for Newly-Created Teacher IV-VII and Master Teacher V Positions in the Department of Education (DepEd)

Number: 2500471

Promulgated: 28 May 2025

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RESOLUTION

The DepEd, through Her Excellency, Vice President (VP) and former Education Secretary Sara Z. Duterte, requests the Civil Service Commission (CSC) to approve its proposed amendment to the QS for existing positions and proposed QS for newly-created positions in the DepEd resulting from the issuance of Executive Order (EO) No. 174, s. 2022 (Establishing the Expanded Career Progression System for Public School Teachers), as follows:

| Amendment to the QS for Existing Positions | SG |
|--|----|
| Teacher I | 11 |
| Teacher II | 12 |
| Teacher III | 13 |
| Master Teacher I | 18 |
| Master Teacher II | 19 |
| Master Teacher III | 20 |
| Master Teacher IV | 21 |
| School Principal I | 19 |
| School Principal II | 20 |
| School Principal III | 21 |
| School Principal IV | 22 |

| QS for Newly-Created Positions | SG |
|--------------------------------|----|
| Teacher IV | 14 |
| Teacher V | 15 |
| Teacher VI | 16 |
| Teacher VII | 17 |
| Master Teacher V | 22 |

In a letter dated 11 April 2023, VP and former Education Secretary Duterte represented, thus:

"In accordance with the Civil Service Commission's (CSC) 2017 Omnibus Rules on Appointment and Other Human Resource Actions (ORA-OHRA) and Program to Institutionalize Meritocracy and Excellence in Human

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Resource Management (PRIME-HRM), the Department of Education (DepEd) has been directed to amend its Agency Merit Selection Plan (MSP) and align its Recruitment, Selection and Placement (RSP) policies and processes with the competency-based human resource (HR) principle. One important aspect of that review and alignment are the Qualification Standards (QS) for DepEd-unique positions.

Since 2017, the DepEd, through the Bureau of Human Resource and Organizational Development - Human Resource Development Division (BHROD-HRDD) and the RSP National Technical Working Group, undertook the thorough review and revision of its Agency MSP, Hiring and Promotional Guidelines for teaching, non-teaching, related-teaching, and school administration positions, and the existing QS for DepEd-unique positions. The revised policies and standards are products of the series of consultations among DepEd and CSC officials and technical personnel and validation with selected members of the Human Resource Merit Promotion and Selection Board (HRMPSB) in the Central Office (CO), Regional Offices (ROs), and Schools Division Offices (SDOs), as well as incumbents of specific relevant positions in all governance levels and key stakeholders.

For the QS of DepEd-unique positions, it was brought to light in the multiple consultations the three (3) major issues on the existing minimum QS, as follows:

1. They are position-based, in which the experience qualifications for higher positions are based on specific positions internal to DepEd. This alienates external applicants from higher positions within the Department, hence not allowing equal opportunity for all applicants.
2. Some of the QS requirements of DepEd positions do not align with one another, in which the entry and lower technical position within the same functional division cannot apply for supervisory/higher posts in the same division.
3. Some positions have a general QS, but the specific scope of the position depends on the functional division where it is based. This creates a problem such that a vast number of people meet the minimum QS and undergo the assessments, but because they do not meet the required standard for the specific functional type, this results in job mismatch.

The review and revision of the QS resolve those identified issues by carrying out the following:

1. The experience requirements of the QS were redrafted to show the types of knowledge, skills, and competencies displayed in previous work necessary to be able to perform the tasks of the

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position being applied for. This opens DepEd-unique positions to external applicants and internal applicants of allied job groups who previously could not apply for these positions.

- 2. The QS were reviewed with the organizational structure and the possible career path of personnel. The supervisory and higher-level technical positions were aligned with the entry level and lower-level technical position. This will ensure that the backbone of a career progression exists within the functional groups.*
- 3. Parenthetical titles were provided to specific QS, breaking them down into the requirements necessary for the functional group where the position will be based. This will ensure that the functional competency requirements are stated, to establish a more purposive and streamlined RSP process.*

In addition, it may be noticed that the proposed amendment on training requirement indicates training recency. The recency component in the proposed QS, particularly for teaching and school administration positions, is believed to be necessary in view of the constant updating and upgrading of learning and development (L&D) needs of teachers and school heads due to the recent developments in Philippine educational landscape such as the changes in the K to 12 curriculum, adoption of alternative learning delivery modes, and integration of the professional standards for teaching and school leadership. This calls for a periodic assessment and updating of professional development offerings for purposes of teacher and school leader upskilling and reskilling.

Furthermore, the Training component also features the "Completion of Career Progression Professional Development (CPPD) programs [...]" that will be provided by NEAP and its partner service providers. A brief write-up on the CPPD to include its course offerings is attached for your reference. The Department, through the NEAP, ensures that the provision of standards-based professional development programs and courses for teachers and school leaders are updated and relevant such that interventions systematically contribute to the professional growth and advancement of DepEd teachers and school leaders. This is to equip them with the necessary knowledge, skills, and competencies that enable them to effectively respond to the needs of the 21st century learners and be kept attuned with the recent developments in the Philippine educational landscape such as the K to 12 law, Philippine Qualifications Framework, and ASEAN Integration, among others.

With this, may we submit the proposed Qualification Standards for the seventy-six (76) DepEd-unique positions for review, consideration, and approval. Included in this transmittal are the proposed QS for the new teacher positions namely Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master Teacher V that are

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created by virtue of Executive Order (EO) No. 174, Establishing the Expanded Career Progression System for Public School Teachers. xxx"

In support of its request, the DepEd submitted the following documents:

1. Citizen's Charter Handbook 2020 (1st Edition);
2. DepEd Order No. 52, s. 2015¹ which contains the organizational and functional charts of DepEd Offices per governance level;
3. Compilation of job summaries of the positions;
4. Staffing patterns of DepEd Offices per governance level;
5. Copy of the letter dated 13 August 2018 submitting DepEd's first proposal;
6. Copy of the Minutes of the Meeting between HRPSO and DepEd held on 22 April 2022; and
7. Matrix of the proposed QS.

In a letter dated 24 April 2024, the CSC, through the Human Resource Policies and Standards Office (HRPSO), informed the DepEd of the following observations and recommendations:

"After a careful evaluation of the proposed QS, may we present the following comments and suggestions:

1. *The proposed education, experience, and training requirements are now clearer and more specific when compared with the previous proposal submitted by the DepEd through a letter dated 13 August 2018.*
2. *The justification for the inclusion of a five (5)-year recency in the proposed training requirements is acceptable. Considering the current challenges being faced by the Philippine education system, it is important to ramp up efforts to promote and continuously upgrade the practice of the teaching profession. Thus, we recognize that the said proposed recency, including the completion of Career Progression Professional Development (CPPD) Programs, is necessary to help ensure the continuous professional growth of teachers and elevate teacher quality in the country.*
3. *The proposed education requirements for the School Principal positions are not graded, i.e., all positions require "at least 9 units in Management." This is different from the previous proposal in which the following gradation was observed:*

*School Principal I "x x x at least 9 units in Management"
School Principal II "x x x at least 12 units in Management"
School Principal III "x x x at least 15 units in Management"*

¹ New Organizational Structures of the Central, Regional, and Schools Division Offices of the DepEd.

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School Principal IV "x x x at least 18 units in Management

Given the expected increase in the duties and responsibilities attached to the said positions, we suggest that the observed gradation in the education requirements in the previous proposal be adopted in the current proposal, to wit:

| Position | Education |
|----------------------|---|
| School Principal I | x x x Master's degree in relevant learning area with at least 9 units in Management |
| School Principal II | x x x Master's degree in relevant learning area with at least 12 units in Management |
| School Principal III | x x x Master's degree in relevant learning area with at least 15 units in Management |
| School Principal IV | x x x Master's degree in relevant learning area with at least 18 units in Management |

4. *The proposed experience requirements for the School Principal III and School Principal IV positions are the same, i.e., "3 years of teaching experience on full-time basis and 2 years of experience in school management and operations." In the previous proposal, the experience requirement for School Principal IV was set to "3 years in teaching and 3 years in School Management and Operations."*

*Considering that the School Principal IV is a higher position, we suggest that the previous proposal be adopted such that the current version shall read as "3 years of teaching experience on full-time basis and **3 years of experience** in school management and operations."*

As for the eligibility requirement for School Principal positions, may we be clarified as to whether there is a need to further specify the appropriate required license, i.e., RA 1080, as amended (Teacher – Elementary) for Elementary School Principal positions and RA 1080, as amended (Teacher – Secondary) for High School Principal positions.

5. *The existing QS for the Teacher I-III and Master Teacher I-IV positions are found in the 1995 DepEd QS Manual (for elementary and junior high schools), CSC Resolution No. 1600538 dated 5 April 2016 (for Senior High Schools offering the Academic Track, Arts and Design Track, and/or Sports Track), and CSC Resolution No. 1701192 dated 7 August 2017 (for Senior High Schools offering the Technical-Vocational-Livelihood Track). The existing QS for the School Principal I-IV positions, on the other hand, are found in CSC Resolution No. 070520 dated 19 March 2007.*

Once the proposed amendments to the QS for the said positions are approved, please be informed that the abovementioned issuances shall either be superseded or amended accordingly.

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6. We noted that the Special Education Teacher (SPET) positions are not yet included in the request. However, based on the draft Implementing Rules and Regulations of Executive Order (EO) No. 174, s. 2022,² the SPET I position will be reclassified to Teacher IV.

Considering that SPET I is an entry-level position, we would like to know what the implications of the said reclassification would be on the recruitment and selection of candidates for the said position and if the DepEd is contemplating on using a parenthetical title [e.g., Teacher IV (Special Education Teacher)]?"

In the same letter, the DepEd was advised to submit the electronic copies of the Implementing Rules and Regulations (IRR) of EO No. 174, s. 2022, Organizational and Functional Chart of schools where the positions belong; and Plantilla of Positions or Staffing Pattern showing the newly created positions as approved by the Department of Budget and Management (DBM).

In a letter dated 30 September 2024, the DepEd, through Secretary Sonny Angara, informed the CSC that it adopted the suggestions to enhance the education requirements for School Principal positions taking into consideration the gradation in the number of units in Management earned over the Master's degree requirement. The CSC is also apprised of the updates and actions taken by the DepEd based on the recommendations of the CSC-HRPSO, to wit:

"Recommendations on the experience requirements were considered and reflected on the revised matrix of proposed QS (as attached).

*On the eligibility requirement, the Department opted to **maintain its proposal that the eligibility requirement for School Principal positions be generic as "RA 1080 (Teacher)."** This is based on the principle that there is no distinction between the duties and responsibilities of School Principals in the Elementary and Secondary levels. In both levels, School Principals are expected to perform school leadership and administration functions. Incumbents of the position are expected to demonstrate the competencies required of a school head, regardless of school offering and school typology. Nonetheless, with the implementation of the Expanded Career Progression (ECP) System, Department Heads in the Secondary shall likewise be designated to assist the school heads in terms of teaching and learning delivery in the specific subject areas, particularly in the provision of instructional supervision and technical assistance to teachers.*

Sections 21 and 25 of the IRR of EO 174 stipulate the retitling of the SPET positions to the equivalent position in the ECP System, which shall bear the parenthetical titles of the said positions. Further, the use of the correct

² Establishing the Expanded Career Progression System for Public School Teachers.

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nomenclature for the parenthetical title is likewise adopted pursuant to Section 4(r) of RA 11650 also known as "Instituting a Policy of Inclusion and Services for Learners with Disabilities in Support of Inclusive Education Act," as follows:

- *Teacher IV (Special Needs Education Teacher I)*
- *Teacher V (Special Needs Education Teacher II)*
- *Teacher VI (Special Needs Education Teacher III)*
- *Teacher VII (Special Needs Education Teacher IV)*
- *Master Teacher I (Special Needs Education Teacher V) xxx"*

In addition, the DepEd submitted the electronic copy of the IRR of EO No. 174, s. 2022, the revised DepEd School Organizational Structure, and its letter to the DBM requesting the creation of the position titles of Teacher IV-VII and Master Teacher V, updating of the Index of Occupational Services, Occupational Groups, Classes, and Salary Grades, and retitling of Special Science Teacher and SPET positions.

On 17 December 2024, an online tripartite meeting was held between the representatives of the CSC, DepEd, and the Professional Regulation Commission (PRC) to discuss CSC's concerns with the enhanced proposed QS, specifically:

- For the Teaching Group in Senior High (School), it is observed that the education requirement does not include education courses for non-education baccalaureate degree holders to teach in elementary or secondary school (Certification in Professional Education [CPE] program-);
- The QS allows non-passers of the Licensure Exam for Teachers (LET) to be employed under Provisional status and will be given five (5) years to take and pass the LET. Eligibility is a non-negotiable requirement for positions involving practice of profession; and
- Clarification on the training requirement for Teacher IV to VII positions, which is the inclusion of a Career Progression Professional Development (CPPD) Program offered by the DepEd's National Educators' Academy of the Philippines (NEAP).

Upon the recommendation of the PRC, the term Certification in Professional Education is no longer being used. Instead, the completion of "18 units of professional education" must be included in the Education requirements for Senior High School teachers who are not Education majors.

The hiring of provisional teachers, on the other hand, is authorized under RA No. 4670, also known as the "Magna Carta for Public School Teachers".

The DepEd also emphasized that the CPPD Program offered by the DepEd's NEAP is already in place. Completion of the program is an alternative to the traditional

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training courses taken by the teachers outside of the DepEd and is also being recognized by the PRC as a Continuing Professional Development (CPD) course.

Finally, through a letter dated 31 January 2025 signed by Undersecretary Wilfredo E. Cabral, the DepEd submitted the enhanced proposed QS for the subject positions. The said proposed QS, however, do not include the QS for the Special Needs Education Teacher I-IV positions, which would be submitted by the DepEd in a separate batch of request for approval of QS.

The DepEd also provided the CSC with the statement of duties and responsibilities of the subject positions indicated in the Position Description Form³ certified by the agency HRMO and a copy of the letter of DBM dated 07 February 2025 informing the DepEd of the creation of Teacher IV to VII and Master Teacher V positions on 25 February 2025.

An evaluation of the proposed QS for the subject positions shows that these are compliant with the existing rules and policies on the establishment of QS for positions in government.

Section 22 (2), Chapter 5, Title I-A, Book V of EO No. 292, s. 1987 (Administrative Code of 1987) provides:

"(2) The establishment, administration and maintenance of qualification standards shall be the responsibility of the department or agency, with the assistance and approval of the Civil Service Commission and in consultation with the Wage and Position Classification Office."
(Underscoring supplied)

Such responsibility is echoed in **Paragraph 3, Section 31, Part I (General Policies), Rule VIII (Qualification Standards) of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions,**⁴ as amended, which states:

"Agencies are encouraged to set specific or higher standards for their positions including the required competencies. These standards shall be submitted to the Commission for approval, and once approved, the agency shall uniformly and consistently adopt these in the selection and appointment of employees. The approved qualification standards shall be adopted by the Civil Service Commission in the attestation of appointments of the agency concerned."

WHEREFORE, the CSC RESOLVES to APPROVE the following QS for various Teaching and School Administration positions in the DepEd:

³ DBM-CSC Form No. 1, Revised 2017.

⁴ CSC Resolution No. 1800692 dated 03 July 2018 and disseminated in Memorandum Circular No. 14, s. 2018, dated 30 August 2018.

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School Administration Group:
SCHOOL PRINCIPAL POSITIONS

| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|----------------------|----|--|--|--|-------------------------------|
| School Principal I | 19 | Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 9 units in Management | 5 years teaching experience and 1 year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervision | 32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years | RA 1080, as amended (Teacher) |
| School Principal II | 20 | Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 12 units in Management | 5 years teaching experience and 2 years experience in school management and operations | 32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years | RA 1080, as amended (Teacher) |
| School Principal III | 21 | Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management | 5 years teaching experience and 3 years experience in school management and operations | 40 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years | RA 1080, as amended (Teacher) |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---------------------|----|--|--|--|-------------------------------|
| School Principal IV | 22 | Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 18 units in Management | 5 years teaching experience and 4 years experience in school management and operations | 40 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years | RA 1080, as amended (Teacher) |

Teaching Group:

TEACHER: ELEMENTARY AND SECONDARY LEVEL

| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--------------------------|----|--|-----------------------------|--|--|
| Teacher I (Elementary) | 11 | Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education | None required | None Required | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Teacher I (Secondary) | | | | | RA 1080, as amended (Teacher-Secondary) |
| Teacher II (Elementary) | 12 | Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education | 1 year teaching experience | 8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Teacher II (Secondary) | | | | | RA 1080, as amended (Teacher-Secondary) |
| Teacher III (Elementary) | 13 | Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education | 2 years teaching experience | 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Teacher III (Secondary) | | | | | RA 1080, as amended (Teacher-Secondary) |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|----------------------------|----|---|-----------------------------|--|---|
| Teacher IV (Elementary) | 14 | Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education | 3 years teaching experience | 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years; | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Teacher IV (Secondary) | | | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | RA 1080, as amended (Teacher-Secondary) |
| Teacher V (Elementary) | 15 | Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education | 3 years teaching experience | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years; | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Teacher V (Secondary) | | | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | RA 1080, as amended (Teacher-Secondary) |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|-----------------------------|----|---|-----------------------------|---|--|
| Teacher VI (Elementary) | 16 | Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education | 4 years teaching experience | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Teacher VI (Secondary) | | | | | RA 1080, as amended (Teacher-Secondary) |
| Teacher VII (Elementary) | 17 | Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education | 4 years teaching experience | 32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Teacher VII (Secondary) | | | | | RA 1080, as amended (Teacher-Secondary) |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|----------------------------------|----|--|--|---|--|
| Master Teacher I (Elementary) | 18 | Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area | 5 years teaching experience | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Master Teacher I (Secondary) | | | | or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher) | RA 1080, as amended (Teacher-Secondary) |
| Master Teacher II (Elementary) | 19 | Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area | 5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Master Teacher II (Secondary) | | | | or Completion of NEAP-requisite professional development program for Career Stage III | RA 1080, as amended (Teacher-Secondary) |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---------------------------------|----|--|---|---|--|
| | | | | (Highly Proficient Teacher) | |
| Master Teacher III (Elementary) | 20 | Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area | 5 years teaching experience and 2 years relevant experience in instructional supervision and technical assistance to teachers | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Master Teacher III (Secondary) | | | | or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher) | RA 1080, as amended (Teacher-Secondary) |
| Master Teacher IV (Elementary) | 21 | Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area | 5 years teaching experience and 3 years relevant experience in instructional supervision and technical assistance to teachers | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Master Teacher IV (Secondary) | | | | or | RA 1080, as amended (Teacher-Secondary) |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|-------------------------------|----|--|---|---|--|
| | | | | Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher) | |
| Master Teacher V (Elementary) | 22 | Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area | 5 years teaching experience and 4 years relevant experience in instructional supervision and technical assistance to teachers | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080, as amended (Teacher-Elementary/Secondary) |
| Master Teacher V (Secondary) | | | | or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher) | RA 1080, as amended (Teacher-Secondary) |

Teaching Group:

TEACHER: SENIOR HIGH SCHOOL (SHS)

Track: Academic Track and Core Subjects

| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--|----|---|---------------|---------------|---|
| Teacher I (Senior High School Teacher I - Academic) | 11 | Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or | None required | None required | RA 1080, as amended (Teacher-Secondary) for permanent |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|---|--|---|--|
| Track and Core Subjects) | | any Bachelor's degree with at least 15 units of specialization in the relevant strand/subject plus 18 professional units in Education | | | appointments |
| | | Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 15 units of specialization in the relevant strand/subject | | | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Teacher II (Senior High School Teacher II - Academic Track and Core Subjects) | 12 | Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject plus 18 units of professional units in Education | 1 year experience in teaching or industry work in relevant strand/subject | 8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |
| | | Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject | | | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Teacher III (Senior High School Teacher III - Academic Track and Core Subjects) | 13 | Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 12 units towards Master's | 2 years experience in teaching or industry work in relevant strand/subject | 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--|----|---|---|---|--|
| | | degree in relevant strand/subject plus 18 units of professional units in Education | | Specialization acquired within the last 5 years | |
| | | Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject | | | None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring'</i> |
| Teacher IV (Senior High School Teacher IV - Academic Track and Core Subjects) | 14 | Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 18 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education | 3 years experience in teaching or industry work in relevant strand/subject | 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years; | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |
| | | Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 18 units towards Master's degree in the relevant strand/subject | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring'</i> |
| Teacher V (Senior High School Teacher V - Academic Track and Core Subjects) | 15 | Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 24 units towards Master's degree in relevant | 3 years experience in teaching or industry work in relevant strand/subject | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |

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KRISTAL JOY C. GUMBOC
Supervising Human Resource Coordinator

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--|----|---|--|---|--|
| | | strand/subject plus 18 units of professional units in Education | | acquired within the last 5 years; | |
| | | Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 24 units towards Master's degree in the relevant strand/subject | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Teacher VI (Senior High School Teacher VI - Academic Track and Core Subjects) | 16 | Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 30 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education | 4 years experience in teaching or industry work in relevant strand/subject | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |
| | | Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 30 units towards Master's degree in the relevant strand/subject | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Teacher VII (Senior High School Teacher VII - Academic Track and Core Subjects) | 17 | Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 36 units | 4 years experience in teaching or industry work in relevant strand/subject | 32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |

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Supervising Human Resources

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|---|--|--|---|
| | | towards Master's degree in relevant strand/subject plus 18 units of professional units in Education | | Subject Specialization, Instructional Supervision acquired within the last 5 years; | |
| | | Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 36 units towards Master's degree in the relevant strand/subject | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Master Teacher I (Senior High School Master Teacher I - Academic Track and Core Subjects) | 18 | Master's degree in relevant strand/subject plus 18 professional units in Education | 5 years experience in teaching or industry work in relevant strand/subject | 24 hours of training in any of or a 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 | RA 1080, as amended (Teacher-Secondary) for permanent appointments |
| | | Master's degree in relevant strand/subject | | | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |

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Supervising Human Resource Specialist
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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--|----|--|--|--|---|
| | | | | Proficient Teacher) | |
| Master Teacher II (Senior High School Master Teacher II - Academic Track and Core Subjects) | 19 | Master's degree in relevant strand/subject plus 18 professional units in Education | 5 years experience in teaching in relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |
| | | Master's degree in relevant strand/subject | | or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher) | None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i> |
| Master Teacher III (Senior High School Master Teacher III - Academic Track and Core Subjects) | 20 | Master's degree in relevant strand/subject plus 18 professional units in Education | 5 years experience in teaching in relevant strand/subject and 2 years experience in instructional supervision and technical assistance to teachers | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |
| | | Master's degree in relevant strand/subject | | | None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the</i> |

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Supervising Human Resources Specialist

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--|----|--|--|---|--|
| | | | | or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher) | date of first hiring |
| Master Teacher IV (Senior High School Master Teacher IV - Academic Track and Core Subjects) | 21 | Master's degree in relevant strand/subject plus 18 professional units in Education | 5 years experience in teaching in relevant strand/subject and 3 years experience in instructional supervision and technical assistance to teachers | 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; | RA 1080, as amended (Teacher-Secondary) for permanent appointments |
| | | Master's degree in relevant strand/subject | | or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher) | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Master Teacher V (Senior High School Master Teacher V - | 22 | Master's Degree in relevant strand/subject plus 18 professional units in Education | 5 years experience in teaching in relevant strand/subject | 24 hours of training in any of or a cumulative of the following: | RA 1080, as amended (Teacher-Secondary) for permanent |

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Supervising Human Resource Specialist

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|---|--|---|---|
| Academic Track and Core Subjects) | | Master's degree in relevant strand/subject | and 4 years experience in instructional supervision and technical assistance to teachers | Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP- requisite professional development program for Career Stage IV (Distinguished Teacher) | appointments None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |

Teaching Group:

TEACHER: SENIOR HIGH SCHOOL (SHS)

Track: Arts and Design Track

| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--|----|--|---------------|---------------|---|
| Teacher I (Senior High School Teacher I - Arts and Design Track) | 11 | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus | None required | None required | RA 1080 , as amended (Teacher- Secondary) for permanent appointments |

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Supervising Human Resource Specialist

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|--|--|--|---|
| | | Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education | | | |
| | | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields | | | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Teacher II (Senior High School Teacher II - Arts and Design Track) | 12 | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education | 1 year relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields | 8 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |

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Supervising Human Resource Specialist
Commission Secretariat and Liaison Office

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|---|---|---|--|
| | | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields | | | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Teacher III (Senior High School Teacher III - Arts and Design Track) | 13 | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education | 2 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields | 16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years | RA 1080, as amended (Teacher-Secondary) for permanent appointments |
| | | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or | | | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 |

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Supervising Human Resource Specialist

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|--|---|--|--|
| | | Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields | | | <i>years after the date of first hiring</i> |
| Teacher IV (Senior High School Teacher IV - Arts and Design Track) | 14 | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education | 3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields | 16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years; | RA 1080, as amended (Teacher-Secondary) for permanent appointments |
| | | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | None required for provisional ¹ and contractual appointments ¹ <i>must pass the LET within 5 years after the date of first hiring</i> |

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Commission Secretariat and Liaison Office

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|---|---|--|--|
| | | any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields | | | |
| Teacher V (Senior High School Teacher V - Arts and Design Track) | 15 | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education | 3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields | 24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | RA 1080, as amended (Teacher-Secondary) for permanent appointments |
| | | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields | | | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |

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Supervising Human Resource Specialist
Commission Secretariat and Liaison Office

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|---|---|--|---|
| Teacher VI (Senior High School Teacher VI - Arts and Design Track) | 16 | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education | 4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields | 24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years; | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |
| | | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring |
| Teacher VII (Senior High School Teacher VII - Arts and Design Track) | 17 | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or | 4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior | 32 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or | RA 1080 , as amended (Teacher-Secondary) for permanent appointments |

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Supervising Human Resource Specialist
Commission, Secretariat and Information Office

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|--|----|---|---|---|---|
| | | Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education | Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields | Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years; | |
| | | Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields | | or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher) | None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i> |
| Master Teacher I (Senior High School Master Teacher I - Arts and Design Track) | 18 | Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education | 5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, | 24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or | RA 1080, as amended (Teacher-Secondary) for permanent appointments |

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Commission Secretariat and Liaison Office

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|--|---|---|--|
| | | Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses | Fashion Design, Photography, or other allied fields | Photography, or other allied courses under relevant strand/subject 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) | None required for provisional ¹ and contractual appointments <i>must pass the LET within 5 years after the date of first hiring</i> |
| Master Teacher II (Senior High School Master Teacher II - Arts and Design Track) | 19 | Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education | 5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, | 24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or | RA 1080, as amended (Teacher-Secondary) for permanent appointments |

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|--|---|---|---|
| | | Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses | Fashion Design, Photography, or other allied fields and 1 year experience in instructional supervision and technical assistance to teachers | Photography, or other allied courses under relevant strand/subject 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) | None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i> |
| Master Teacher III (Senior High School Master Teacher III - Arts and Design Track) | 20 | Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education | 5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, | 24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or | RA 1080, as amended (Teacher-Secondary) for permanent appointments |

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Supervising Human Resource Specialist

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| POSITION | SG | EDUCATION | EXPERIENCE | TRAINING | ELIGIBILITY |
|---|----|--|---|--|---|
| | | Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses | Fashion Design, Photography, or other allied fields; and 2 years experience in instructional supervision and technical assistance to teachers | Photography, or other allied courses under relevant strand/subject 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 IV (Distinguished Teacher) | None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i> |
| Master Teacher IV (Senior High School Master Teacher IV - Arts and Design Track) | 21 | Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education | 5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, | 24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or | RA 1080, as amended (Teacher-Secondary) for permanent appointments |

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Supervising Human Resource Specialist
Commission Secretariat and Liaison Office