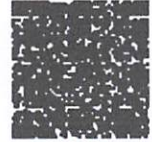


Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



Personnel: RM-2026-170

5 March 2026

Regional Memorandum
No. 170, s. 2026

**MONITORING AND REPORTING OF RECLASSIFIED TEACHING
AND SCHOOL HEAD INCUMBENTS FOR FISCAL YEAR
(FY) 2025 AND ONWARDS**

To **Schools Division Superintendents**
Division Human Resource Management Officers (HRMOs)
All Others Concerned

1. Enclosed is a copy of MEMORANDUM DM-OUHROD-2026-0446 signed by **U.Sec. WILFREDO E. CABRAL**, Undersecretary, Human Resource and Organizational Development and Infrastructure, DepEd Central Office, Meralco Ave., Pasig City, titled "**MONITORING AND REPORTING OF RECLASSIFIED TEACHING AND SCHOOL HEAD INCUMBENTS FOR FISCAL YEAR (FY) 2025 AND ONWARDS**," which is self-explanatory.
2. In view thereof, attention is invited to the second and third paragraphs for information and guidance.
3. In addition, given the critical importance and urgent need for an updated ECP data, all Division Human Resource Management Officers (HRMOs) are directed to update the existing reclassification monitoring tool (i.e., *Reclass Data, Retirable Teacher I Monitoring, CAREER Monitoring, and HTs and ASPs Transition Monitoring*), on or before March 16, 2026, accessible through this link: <https://tinyurl.com/ReclassificationStatus>.
4. The HRMOs and concerned personnel are encouraged to refer to the User Guide Manual at <https://tinyurl.com/UserGuideManualforReclassTool>. **Annex A – Summary of Collected Reclassification Data by Region (as of February 10, 2026)** is hereto attached for reference.
5. For clarification and further assistance, please contact the BHROD-HRDD through Mr. Raymond C. Oplado at telephone no. (02) 8470-6630 or email address at bhrod.hrdd@deped.gov.ph.
6. Immediate dissemination of and compliance with this memorandum is desired.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Incl.: As stated

MB
08C/ROA-P1



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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2026-0446

TO : **REGIONAL DIRECTORS**
SCHOOLS DIVISION SUPERINTENDENTS
REGIONAL AND DIVISION HRMOs
ALL OTHERS CONCERNED

FROM : **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development and Infrastructure

SUBJECT : **MONITORING AND REPORTING OF RECLASSIFIED TEACHING AND SCHOOL HEAD INCUMBENTS FOR FISCAL YEAR (FY) 2025 AND ONWARDS**

DATE : February 23, 2026

In line with the ongoing implementation of the Expanded Career Progression (ECP) System pursuant to Executive Order No. 174, s. 2022 and its subsequent issuances¹, the Department successfully reclassified and promoted a total of **17,472** teachers and school heads for Fiscal Year (FY) 2025 (see Annex A). This significant milestone is gradually realized through various mass oath-taking activities conducted nationwide.

As the implementation continues, the Department, through the Bureau of Human Resource and Organizational Development (BHROD), underscores the **urgent need to regularly monitor, validate, and consolidate data** on reclassified positions, which will serve as a critical input for the following:

- a. Presentation and submission of reports to DepEd Management Committee, the Office of the President (OP), and Legislative Offices (i.e., Senate, House of Representatives, and EDCOM II);
- b. Preparation, justification, and approval of budget proposals for the reclassification of positions in succeeding fiscal years; and
- c. Data-driven and informed decision making for current issues and ways forward on the implementation of ECP

¹ Implementing Rules and Regulations (IRR) of Executive Order No. 174, s. 2022
DBM-DepEd Joint Circular No. 01, s. 2025 on the 'Modified Classification and Compensation Scheme and System of Career Progression of Teachers and School Heads in the Public Basic Education System'
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
DepEd Order No. 024, s. 2025 - Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education
DepEd Order No. 034, s. 2025 - Amendments and Clarifications to DepEd Order No. 024, s. 2025



To achieve these objectives, a monitoring tool was previously deployed in March 2025 through **DM-OUHROD-2025-0541**² to capture reclassification data of all teaching and school head positions in Fiscal Year (FY) 2025, under various policies, including:

- a. Old guidelines (i.e., ERF, MEC10, and DO No. 97, s. 2011);
- b. DM-OUHROD-2025-1331 – Reclassification of Qualified Personnel to School Principal Position I Position; and
- c. ECP Guidelines (i.e., DepEd Order No. 024 and DepEd Order No. 034, s. 2025)

Given the critical importance and urgent need for an updated ECP data, all Regional and Division Human Resource Management Officers (HRMOs), as well as all Teachers Credential Evaluators (TCEs), are hereby directed to **update** the existing reclassification monitoring tool (i.e., *Reclass Data, Retirable Teacher I Monitoring, CAReER Monitoring, and HTs and ASPs Transition Monitoring*), on or before **March 16, 2026** accessible through this link: <https://tinyurl.com/ReclassificationStatus>

For guidance on properly accomplishing the tool, all HRMOs and concerned personnel are highly encouraged to refer to the User Guide Manual at: <https://tinyurl.com/UserGuideManualforReclassTool>



In recognition of this critical need, the Department highly values and sincerely appreciates the continued dedication, hard work, and cooperation of all HR implementers, particularly the Regional and Division HRMOs, TCEs, as well as the HRMPSB and its Sub-committees for their unwavering commitment and diligent efforts to the successful implementation of ECP System.

For clarifications and further assistance, you may contact BHRD-HRDD through **Mr. Raymond C. Oplado** at telephone no. **(02) 8470-6630** or email address at **bhrod.hrdd@deped.gov.ph**.

For your information and compliance.

Copy Furnished:
Office of the Secretary

² Item 7 - Guidelines on the Utilization of Lumpsum for the Reclassification of Positions For 1st Quarter of Fiscal Year (FY) 2025

Summary of Collected Reclassification Data by Region
(as of 10 February 2026)

REGION	NUMBER OF RECLASSIFIED - With Appointment	Number of With NOSCA but no Appointment Yet	Waiting for DBM's Approval
NCR	299	1	2024
Region I	497	107	1693
CAR	755	0	3282
Region II	939	0	10
Region III	263	154	9391
Region IVA	447	416	801
Region IVB	466	0	2615
Region V	1941	549	1527
Region VI	455	17	118
Region VII	503	369	665
Region VIII	83	241	3118
Region IX	1352	0	2
NIR	4	0	10991
Region X	1496	2455	535
Region XI	1767	0	3530
Region XII	6085	42	79
Region XIII	120	31	263
TOTAL:	17,472	4,382	40,644

Source: Reclassification Data Report from Regional and Division HRMOs