



Republic of the Philippines  
Department of Education  
REGION VIII  
SCHOOLS DIVISION OF NORTHERN SAMAR

**Office of the Schools Division Superintendent**

September 22, 2025

**DIVISION MEMORANDUM**

No. 374, s. 2025

**CALL FOR ACCEPTANCE OF APPLICATIONS FOR RECLASSIFICATION OF TEACHING  
AND SCHOOL PRINCIPAL POSITIONS**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors/District-In-Charge  
Elementary and Secondary School Heads  
Human Resource Merit Promotion and Section Board  
All Others Concerned

1. Pursuant to DM-OUHROD-2025-2505 titled "Commencement of Reclassification of Teaching and School Principal Positions Pursuant to DepEd Order No. 024, s.2025", this Office hereby announces the acceptance of applications for reclassification of teaching and school principal positions on or before September 30, 2025.
2. The following positions for reclassification are:
  - a. **Classroom Teaching (CT)**
    - Teacher II to VII (SG 12 to 17)
    - Master Teacher I to V (SG 18 to 22)
  - b. **School Administration (SA)**
    - School Principal I to IV (SG 19 to 22)
3. Please be reminded that a teacher may apply for a position with a maximum leap of three (3) salary grades, provided that all required qualifications are met. The Qualification Standards (QS) for each position, as prescribed under **DepEd Order No. 19, s. 2025** or the **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**, are attached for reference.
4. The following are the application requirements to be submitted in one (1) folder to the HRMO through the Records Unit properly arranged and with ear tabs:
  - a. Letter of intent addressed to the SDS containing the following information:
    - i. Statement of Purpose/ Expression of interest
    - ii. Position applied for

- b. Duly accomplished PDS with Work Experience Sheet (CS Form 212, Revised 2025),
- c. Photocopy of valid and updated PRC License/ID,
- d. Certificate of Competency Level issued by authorized body (if applicable)
- e. Photocopy of scholastic/academic record (i.e., Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available);
- f. Photocopy of duly signed Service Record;
- g. Photocopy of latest appointment;
- h. Photocopy of certificate/s of completion of National Educators Academy of the Philippines (NEAP)-accredited professional development programs/ courses, or certificates of training issued by NEAP accredited public and private institutions or photocopy of certificate/s of relevant specialized trainings or professional development programs, if any;
- i. Photocopy of Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC) (for SHS applicants in the Technical-Vocational-Livelihood (TVL) track only);
- j. Photocopy of the required Performance Ratings with at least Very Satisfactory rating (**For Teaching positions**: The applicants shall submit at most three (3) performance ratings depending on the performance requirements. The latest performance rating shall cover one (1) year complete performance rating period in the current position);
- k. Certificate of Rating (COR) in the School Head Assessment (National Qualifying Examination for School Heads (NQESH) or Principal's Test) (**for School Principal positions only**):
- l. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C-2) and
- m. Other documents as may be required by the HRMPSB
  - i. For Teaching: portfolio for the assessment of identified PPST non-classroom observable indicators.
  - ii. For School Principal: Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, Application of Learning and Development reckoned from the date of last issuance of appointment.

5. Incomplete and late submissions shall not be entertained after the deadline set in this Memorandum.

6. A separate memorandum will be issued to announce the date of assessment and the list of qualified applicants.

7. Immediate dissemination of and strict compliance with this Memorandum are directed.

DepEd Northern Samar

**RELEASED**

By: \_\_\_\_\_

Date: SEP 23 2025



  
**GAUDENCIO C. ALJIBE JR., PhD, CESO VI**  
Schools Division Superintendent

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 <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
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; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
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. GUMROC  
Supervising Human Resource Specialist  
Communication Supervisor and Liaison Officer

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  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			appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> 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  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	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  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> 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  KRYSTAL JOY C. GUMBO Supervising Human Resource Specialist Committee on Separation and Liaison Office Certified True Copy

KRYSTAL JOY C. GUMBO  
Supervising Human Resource Specialist  
Committee on Separation and Liaison Office  
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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; or	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher V (Secondary)				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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KRISTAL JOY C. GUMBOC  
Supervising Human Resource Specialist  
Communication Specialist Sector 1

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; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher III (Secondary)					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; or	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher IV (Secondary)					RA 1080, as amended (Teacher-Secondary)

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KRISTAL JOY C. GUMROC  
Supervising Human Resource Specialist  
Commission Secretary and William Malone

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; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher I (Secondary)					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; or Completion of NEAP-requisite professional development program for Career Stage III	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher II (Secondary)					RA 1080, as amended (Teacher-Secondary)

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KRISTAL JOY C. GUMBOC  
Supervising Human Resource Specialist  
Commissioner, Secretariat and Liaison Office

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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KRYSTAL JOY C. GUMROC  
Supervising Human Resource Specialist  
Comendacion Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				program for Career Stage IV (Distinguished Teacher)	
Master Teacher IV (Senior High School Master Teacher IV - Technical Vocational Track (TVL))	21	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization and 3 years experience in instructional supervision and technical assistance to teachers	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical- vocational course(s) in the area of specialization; or Completion of NEAP- requisite professional development program for Career Stage IV (Distinguished Teacher)	RA 1080 , as amended (Teacher- Secondary) for permanent appointments
Master Teacher V (Senior High School Master Teacher V - Technical Vocational Track (TVL))	22	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization and 4 years relevant experience in instructional supervision, and technical	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical- vocational course(s) in the area of specialization; or	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring

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KRYSTAL JOY C. GJMRC  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Master Teacher II (Senior High School Master Teacher II - Technical Vocational Track (TVL))	19	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization;	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization; or	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the strand/area of specialization	and 1 year experience in instructional supervision and technical assistance to teachers	Completion of NEAP- requisite professional development program for Career Stage III (Highly Proficient Teacher)	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Master Teacher III (Senior High School Master Teacher III - Technical Vocational Track (TVL))	20	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization; or	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the strand/area of specialization	and 2 years experience in instructional supervision and technical assistance to teachers	Completion of NEAP- requisite professional development	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring

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KRISTAL JOY C. GUIMROC  
Supervising Human Resource Specialist  
Commissioner and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Vocational Track (TVL)		any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education	experience in relevant strand/area of specialization	Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	permanent appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization			
Master Teacher I (Senior High School Master Teacher I - Technical Vocational Track (TVL))	18	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
		Master's degree in relevant field(s) under the strand/area of specialization			

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KRISTAL JOY C. GIMBO  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office  
Civil Service Commission

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		technical-vocational course(s) in the area of specialization plus 18 professional units in Education  Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization	strand/area of specialization	technical-vocational course(s) in the area of specialization;  or  Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional <sup>1</sup> and contractual appointments  <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher VI (Senior High School Teacher VI - Technical Vocational Track (TVL))	16	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education  Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization	4 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;  or  Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments  None required for provisional <sup>1</sup> and contractual appointments  <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher VII (Senior High School Teacher VII - Technical	17	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or	4 years and 6 months experience in teaching or industry	National Certificate (NC) II and Trainer's Methodology	RA 1080 , as amended (Teacher-Secondary) for

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		course(s) in the area of specialization plus 18 professional units in Education  Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization		vocational course(s) in the area of specialization	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher IV (Senior High School Teacher IV - Technical Vocational Track (TVL))	14	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education  Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization	3 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;  or  Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher V (Senior High School Teacher V - Technical Vocational Track (TVL))	15	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of	3 years and 6 months experience in teaching or industry experience in relevant	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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KRISTAL JOY C. GIMBO  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		technical-vocational course(s) in the area of specialization plus 18 professional units in Education Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization		the area of specialization	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher II (Senior High School Teacher II - Technical Vocational Track (TVL))	12	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization	1 year experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization	RA 1080 , as amended (Teacher-Secondary) for permanent appointments None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher III (Senior High School Teacher III - Technical Vocational Track (TVL))	13	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational	2 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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KRISTAL JOY C. GIMMO  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				IV (Distinguished Teacher)	
Master Teacher V (Senior High School Master Teacher V - Sports Track)	22	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education  Master's degree in relevant field(s) under the Sports Track	5 years experience in teaching in the relevant field(s) under Sports Track and 4 years experience in instructional supervision and technical assistance to teachers	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track 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)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring

Teaching Group:

**TEACHER: SENIOR HIGH SCHOOL (SHS)**

Track: Technical Vocational (TVL) Track

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher I (Senior High School Teacher I - Technical Vocational Track (TVL))	11	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of	None required	National Certificate (NC) II in relevant technical-vocational course(s) in	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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KRISTAL JOY C. GUIMBOC  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher III - Sports Track)		Master's degree in relevant field(s) under the Sports Track	Track and 2 years experience in instructional supervision and technical assistance to teachers	field(s) under Sports Track 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)	appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Master Teacher IV (Senior High School Master Teacher IV - Sports Track)	21	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching in the relevant field(s) under Sports Track and 3 years experience in instructional supervision and technical assistance to teachers	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track 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	RA 1080 , as amended (Teacher- Secondary) for permanent appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring

*[Signature]*  
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**KRISTAL JOY C. GUIMBOC**  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				years; or Completion of NEAP- requisite professional development program for Career Stage III (Highly Proficient Teacher)	LET within 5 years after the date of first hiring
Master Teacher II (Senior High School Master Teacher II - Sports Track)	19	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education  Master's degree in relevant field(s) under the Sports Track	5 years experience in teaching in the relevant field(s) under Sports Track and 1 year experience in instructional supervision and technical assistance to teachers	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track 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)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Master Teacher III (Senior High School Master	20	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching in the relevant field(s) under Sports	24 hours of training in Curriculum and Instruction of relevant	RA 1080 , as amended (Teacher-Secondary) for permanent

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KRYSTAL JOY C. GUIMBOC  
Supervising Human Resource Specialist  
Commission Secretariat Field Liaison Officer

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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**KRISTAL JOY C. GUMBOC**  
Supervising Human Resource Specialist  
Commitment Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track		(Proficient Teacher)	<sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher VII (Senior High School Teacher VII - Sports Track)	17	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	4 years experience in teaching or industry work in the relevant field(s) under Sports Track	32 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track 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 with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Master Teacher I (Senior High School Master Teacher I - Sports Track)	18	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching or industry work in the relevant field(s) under Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track and 8 hours of training in Instructional Supervision acquired within the last 5	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the Sports Track			None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the

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KRISTAL JOY C. GUIMROC  
Supervising Human Resource Specialist  
Commission on Government Employees and Labor Relations Commission

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher V (Senior High School Teacher V - Sports Track)	15	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	3 years experience in teaching or industry work in the relevant field(s) under Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track 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 with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Teacher VI (Senior High School Teacher VI - Sports Track)	16	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	4 years experience in teaching or industry work in the relevant field(s) under Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years;  or  Completion of NEAP-requisite professional development program for Career Stage II	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in field(s) under the Sports Track; or			None required for provisional <sup>1</sup> and contractual appointments

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KRYSTAL JOY C. GUIMBOC  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education  Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track	field(s) under Sports Track	Sports Track acquired within the last 5 years	
Teacher IV (Senior High School Teacher IV - Sports Track)	14	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education  Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track	3 years experience in teaching or industry work in the relevant field(s) under Sports Track	16 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track 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  None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring

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KRISTAL JOY C. GUMROC  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		professional units in Education			
Teacher II (Senior High School Teacher II - Sports Track)	12	Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
		Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	1 year experience in teaching or industry work in the relevant field(s) under Sports Track	8 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
Teacher III (Senior High School Teacher III - Sports Track)	13	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or	2 years experience in teaching or industry work in the relevant	16 hours of training in Curriculum and Instruction of relevant field(s) under	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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KRYSTAL JOY C. GUIMROC  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

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 4 years relevant experience in instructional supervision, and technical assistance to teachers	Photography, or other allied courses under relevant strand/subject 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)	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring

Teaching Group:  
**TEACHER: SENIOR HIGH SCHOOL (SHS)**  
**Track: Sports Track**

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher I (Senior High School Teacher I - Sports Track)	11	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18	None required	None required	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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KRISTAL JOY C. GUMBO  
Supervising Human Resource Specialist  
Commission on Secrecy and Law Office

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 3 years experience in instructional supervision and technical assistance to teachers	Photography, or other allied courses under relevant strand/subject 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)	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
Master Teacher V (Senior High School Master Teacher V - Arts and Design Track)	22	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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**KRISTAL JOY C. GUMROC**  
Supervising Human Resource Specialist  
Commissioner Secretariat and Liaison Office  
DepEd Quezon City

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 <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
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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KRISTAL JOY C. GIMBOC  
Supervising Human Resource Specialist  
Commissioner, Secretariat and Liaison Office

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 <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
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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KRISTAL JOY C. GUMBO  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

*[Handwritten signatures]*

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 <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
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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Supervising Human Resource Specialist  
Commissioner Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		<p>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</p> <p>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</p>	<p>Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>	<p>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;</p> <p>or</p> <p>Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>None required for provisional<sup>1</sup> and contractual appointments</p> <p><sup>1</sup>must pass the LET within 5 years after the date of first hiring</p>
Master Teacher I (Senior High School Master Teacher I - Arts and Design Track)	18	<p>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</p>	<p>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,</p>	<p>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</p>	<p>RA 1080 , as amended (Teacher-Secondary) for permanent appointments</p>

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KRISTAL JOY C. GUMROC  
Supervising Human Resource Specialist  
Commission Secretary and Liaison Office  
Civil Service Commission

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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Supervising Human Resource Specialist  
Commission on Secretariat and Liaison Office

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; 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 <sup>1</sup> and contractual appointments <sup>1</sup> 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  
Commissioner Secretary and Liaison Office  
Civil Service Commission

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	<p>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</p> <p>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</p>	<p>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</p>	<p>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;</p> <p>or</p> <p>Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>RA 1080 , as amended (Teacher-Secondary) for permanent appointments</p> <p>None required for provisional<sup>1</sup> and contractual appointments</p> <p><sup>1</sup>must pass the LET within 5 years after the date of first hiring</p>

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; <b>or</b> any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields			years after the date of first hiring
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; <b>or</b> 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; <b>or</b>		Completion of NEAP- requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring

**KRISTAL JOY C. GUMBOC**  
Supervising Human Resource Specialist  
Commissioner Secretary and Liaison Office  
E-mail: [kristal.gumboc@hrd.dilg.gov.ph](mailto:kristal.gumboc@hrd.dilg.gov.ph)

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 <sup>1</sup> and contractual appointments <sup>1</sup> 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

None required for provisional<sup>1</sup> and contractual appointments  
<sup>1</sup>must pass the LET within 5

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KRISTAL JOY C. GUMRC  
Supervising Human Resource Specialist  
Centralisation Sectorial II and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		<p>Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education</p> <p>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</p>			<p>None required for provisional<sup>1</sup> and contractual appointments</p> <p><sup>1</sup>must pass the LET within 5 years after the date of first hiring</p>
Teacher II (Senior High School Teacher II - Arts and Design Track)	12	<p>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</p>	<p>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</p>	<p>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</p>	<p>RA 1080 , as amended (Teacher-Secondary) for permanent appointments</p>

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**KRISTAL JOY C. GUMROC**  
Supervising Human Resource Specialist  
Commissioner Secretary and Liaison Office

*[Handwritten signatures]*

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 <sup>1</sup> and contractual appointments <sup>1</sup> 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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KRISTAL JOY C. GUIMRJC  
Supervising Human Resource Specialist  
Commissioner Services and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				<p>or</p> <p>Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)</p>	<i>date of first hiring</i>
Master Teacher IV (Senior High School Master Teacher IV - Academic Track and Core Subjects)	21	<p>Master's degree in relevant strand/subject plus 18 professional units in Education</p> <p>Master's degree in relevant strand/subject</p>	<p>5 years experience in teaching in relevant strand/subject and 3 years experience in instructional supervision and technical assistance to teachers</p>	<p>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;</p> <p>or</p> <p>Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)</p>	<p>RA 1080 , as amended (Teacher-Secondary) for permanent appointments</p> <p>None required for provisional<sup>1</sup> and contractual appointments</p> <p><sup>1</sup><i>must pass the LET within 5 years after the date of first hiring</i></p>
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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KRISTAL JOY C. GUMBOC  
Supervising Human Resource Specialist  
Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
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; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the date of first hiring
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 None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> must pass the LET within 5 years after the

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KRYSTAL JOY C. GUMBOC  
Supervising Human Resource Specialist  
Commissioner, Secretariat and Information Office

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

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KRISTAL JOY C. GUMROC  
Supervising Human Resource Specialist  
Commission Secretary and Liaison Office  
Date: 10/10/2023

*[Handwritten signatures]*

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		strand/subject plus 18 units of professional units in Education 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		acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> 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 or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments None required for provisional <sup>1</sup> and contractual appointments <sup>1</sup> 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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Commissioner, Supervision

**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)

*[Signature]*  
Certified true copy

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Supervising Human Resource Specialist  
Commission Secretary and Liaison Office