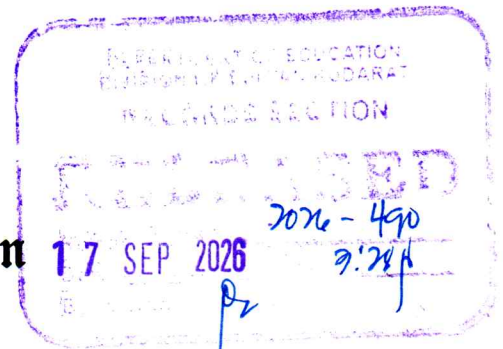




Republic of the Philippines
Department of Education
REGION XII
DIVISION OF SULTAN KUDARAT



September 17, 2026

DIVISION MEMORANDUM
No. OSDS-PS No. 184, s. 2026

ANNOUNCEMENT OF VACANT TEACHING POSITIONS AS OF AUGUST 2026

To: Assistant Schools Division Superintendent
Chiefs of the Functional Divisions
Public Schools District Supervisors/Principals In-charge
Public Elementary and Secondary School Heads
All Interested Applicants
This Division

1. This is to announce to the field of the following vacant teaching positions as of AUGUST 2026:

No.	Position Title	Monthly Salary	Salary Grade	Plantilla Item No.	Incumbent	District/School
1	Master Teacher II	59,153.00	19	OSEC-DECSB-MTCHR2-750928-1998	LOZADA, NATALIE FERNANDEZ	KALAWAG III ES-EAST ISULAN
2	Master Teacher I	53,818.00	18	OSEC-DECSB-MTCHR1-752607-1998	AGLIBOT, SALVACION EDER	DON MARCELINO CONCHA MES-LEBAK EAST
3	Master Teacher I	53,818.00	18	OSEC-DECSB-MTCHR1-752486-1998	MARTIN, IVANHOE YATAR	KAPINGKONG NATIONAL HIGH SCHOOL
4	Teacher IV (Special Needs Education Teacher I)	38764.00	14	OSEC-DECSB-TCH4-840802-2026	NEWLY CREATED ITEM	Isulan Central School SPED Center-Isulan Central
5	Teacher IV (Special Needs Education Teacher I)	38764.00	14	OSEC-DECSB-TCH4-840803-2026	NEWLY CREATED ITEM	Bambad Central School-South Isulan District



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6	Teacher IV (Special Needs Education Teacher I)	38764.00	14	OSEC-DECSB-TCH4-840804-2026	NEWLY CREATED ITEM	Datu Guiabar Pilot School-Kalamansig District I
7	Teacher IV (Special Needs Education Teacher I)	38764.00	14	OSEC-DECSB-TCH4-840805-2026	NEWLY CREATED ITEM	Salaman Central Elementary School-West Lebak District
8	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-840154-2021	LATIGAY, ROSEMARIE BERCERO	BAGUMBAYAN II
9	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-841471-2016	FLORITA, EVANGELINE NISPEROS	ESPERANZA I
10	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-840123-2022	CLAR, MARCHELLE FERNANDEZ	ESPERANZA III
11	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-841532-2016	PAQUEL, NORMA SANDIGAN	LUTAYAN II
12	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-840280-2014	SAMA, BAICON MAMALUBA	LUTAYAN II
13	Teacher III (Senior High School Teacher III-Academic Track and Core Subjects)	36,125.00	13	OSEC-DECSB-TCH3-841003-2016	SABIJON, JENNIE BRUA	LUTAYAN NHS-SHS
14	Teacher III (Senior High School)	36,125.00	13	OSEC-DECSB-TCH3-840333-2022	BUSCAS, MARTIN JR VILLAFUERTE	MANGUDADATU NHS-SHS



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	Teacher III- Academic Track and Core Subjects)					
15	Teacher II	33,947.00	12	OSEC- DECSB- TCH2- 840363-2020	CAMIADOR, EDMON HAPINAT	BAGUMBAYAN III
16	Teacher II	33,947.00	12	OSEC- DECSB-TCH2- 840062-2022	MAGLASANG, GINA CATADMAN	BAGUMBAYAN III
17	Teacher II	33,947.00	12	OSEC- DECSB- TCH2- 841458-2017	GAGET, EXAMEN ANGI	ESPERANZA III
18	Teacher II	33,974.00	12	OSEC-DECSB- TCH2-840173- 2014	CALPITO, DIVINA RODRIGO	LAMBAYONG I
19	Teacher II	33,947.00	12	OSEC-DECSB- TCH2-840551- 2019	PRAILE, JASON REY MADEJA	LAMBAYONG NHS- SHS
20	Teacher II	33,947.00	12	OSEC- DECSB- TCH2- 840057-2021	FACIOLAN, RAMY FABOT	LANGGAL NHS
21	Teacher II	33,947.00	12	OSEC- DECSB- TCH2- 840865-2021	MENDOZA, FAITHRAQUE CLYDE FRIAS	LEBAK EAST
22	Teacher II	33,947.00	12	OSEC- DECSB- TCH2- 759222-1998	ORO, JULIETA MONEBA	LEBAK WEST
23	Teacher II	33,947.00	12	OSEC- DECSB- TCH2- 841694-2016	AVANCE, IMELDA SAURA	LUTAYAN I
24	Teacher II	33,947.00	12	OSEC- DECSB- TCH2- 840062-2023	BANGONON, ARLENE DALLEDA	LUTAYAN II
25	Teacher II	33,947.00	12	OSEC- DECSB-	MAGONSIK, RAZUL WATAMAMA	LUTAYAN II



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				TCH2-841479-2017		
26	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-841693-2016	ESPIGAR, MARGIE ALIPERIO	LUTAYAN II
27	Teacher II	33,974.00	12	OSEC-DECSB-TCH2-840070-2026	SABIWANG, REIZHELLE ESPANTO	MILBUK NATIONAL HIGH SCHOOL
28	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-840004-2017	NANAT, RONALIZA BARREDO	PRES. QUIRINO NORTH
29	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-840113-2015	FERNANDO, CECIL TOMARO	PRES. QUIRINO NORTH

2. The qualification standards on the positions presented are as follows:

Position Title (Parenthetical Title if applicable)	Level	Qualification Standards			
		Education	Training	Experience	Eligibility
Master Teacher II	ELEM	Master's degree in Education or Educational Leadership, or Educational Management, or relevant subject or learning area	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)	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Elementary/Secondary)
Master Teacher I	JHS	Master's degree in Education or Educational Leadership, or Educational Management, or	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8	5 years teaching experience	RA 1080, as amended (Teacher-Secondary)



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		relevant subject or learning area	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)		
Master Teacher I	ELEM	Master's degree in Education or Educational Leadership, or Educational Management, or relevant subject or learning area	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)	5 years teaching experience	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher IV (Special Needs Education Teacher I)	ELEM	Bachelor's degree in Education with specialization in Special Education	None required	None required	RA 1080, as amended (Teacher)
Teacher III	ELEM	Bachelor's degree in education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years teaching experience	RA 1080, as amended (Teacher Elementary/Secondary)
Teacher III (Senior High School Teacher III-Academic Track and Core Subjects)	SHS	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 degree in relevant strand/subject plus 18 units of professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years experience in teaching or industry work in relevant strand/subject	- RA 1080, as amended (Teacher-Secondary) for permanent appointments - None required for provisional and contractual appointments



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		•Bachelor's degree with a major in the relevant strands/subject or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/ subject			must pass the LET within 5 years after the date of first hiring
Teacher II	ELEM	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	8 hours of training in any of or cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher II	JHS	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	RA 1080, as amended (Teacher-Secondary)
Teacher II (Senior High School Teacher II-Academic Track and Core Subjects)	SHS	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 strands/subject or any Bachelor's degree with at least 6 units towards Master's degree in relevant strand/subject	8 hours training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year experience in teaching or industry work in relevant strand/subject	RA 1080, as amended (Teacher-Secondary) for permanent appointments



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3. The Performance Requirements of the position presented are as follows:

Position Applied For	Classroom Observable Indicators	Non-Classroom Observable Indicators
Teacher II	At least 6 Proficient COIs at Very Satisfactory	At least 4 Proficient NCOIs at Very Satisfactory
Teacher III	At least 12 Proficient COIs at Very Satisfactory	At least 8 Proficient NCOIs at Very Satisfactory
Teacher IV (Special Needs Education Teacher I)	21 Proficient COIs at Outstanding	16 Proficient NCOIs at Outstanding
Master Teacher I	21 Proficient COIs at Outstanding	8 Proficient NCOIs at Very Satisfactory; and 8 Proficient NCOIs at Outstanding
Master Teacher II	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient NCOIs at Very Satisfactory; and 5 Highly Proficient NCOIs at Outstanding

4. Pursuant to CSC Memorandum Circular No. 24, s. 2016 re: Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME – HRM) which requires the institutionalization of the **Equal Opportunity Principle (EOP)** in all areas of human resource, all interested and qualified applicants to the positions regardless of age, sex, gender, gender identity, sexual orientation, ethnicity, political affiliation, religion, economic and social status, and physical disability who meet the basic Qualification Standard must have their documents submitted to the school/district where the vacancy exists and the school/district shall **submit requirements to the Personnel Services Section** on or before **September 29, 2026** with the following attachments:

- Attached Initial Evaluation Result (IER) **Annex D-1** and upload the IER through this link: <https://bit.ly/46mCHsB>
- Attached evidence that the vacancy was published and posted in three conspicuous places and known by other personnel.

5. The following are the documentary requirements to be submitted by the applicants following this sequence and with **tabbing**:

- Letter of intent addressed to the SDS containing the following information:
 - Statement of purpose/expression of interest; and
 - Learning area/subject group they intend to teach, if applicable;
- Duly accomplished PDS (CSC Form No. 212, Revised 2025) with Work Experience Sheet;
- Photocopy of Voter's ID and/or any proof of residency;
- Photocopy of valid and updated PRC License/ID;



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- e. Photocopy of Certificate of Eligibility/ Rating;
- f. Photocopy of scholastic/academic record (i.e., Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available);
- g. Photocopy of duly signed Service Record or Certificate of Employment, whichever is applicable;
- h. Photocopy of latest appointment (for those applying for promotion);
- i. Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any;
- j. Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II in Trainers Methodology Certificate (TMC), if applicable;
- k. Photocopy of the Individual Performance Ratings with at least **Very Satisfactory** rating.

(Note: The applicant shall submit at most three performance ratings depending on the performance requirements. The latest performance rating shall cover one year complete performance rating period in the current position);

a. For TEACHING POSITIONS: Performance Rating in the last rating period(s) covering THREE YEARS PERFORMANCE prior to the assessment.

b. For SCHOOL ADMINISTRATION & RELATED TEACHING POSITIONS: Performance Rating in the last rating period covering ONE YEAR PERFORMANCE prior to the assessment.

- 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**), sworn before a public officer authorized to administer oaths pursuant to Section 41 of EO No. 292, as amended by RA No. 6733 and as further amended by RA No. 10709; and
- m. Other documents as may be required by the HRMPSB, including but not limited to portfolio for the assessment of identified PPST non-classroom observable indicators.

6. Individuals who failed to submit complete mandatory documents (Items a to l) on the set deadline indicated in the official Memorandum shall not be included in the pool of official applicants. However, non-submission of the additional documents/requirements or those that may be required by the HRMPSB (Item m) shall not warrant exclusion from the pool of official applicants.

7. The applicant assumes full responsibility and accountability for the completeness, authenticity, and veracity of the documents submitted, as evidenced by the Omnibus Sworn Statement (Item l), duly signed by the applicant and sworn before a public officer authorized to administer oaths. The HRMO and/or sub-committee shall check and verify the completeness, authenticity, and veracity of the documents submitted. Any false and fraudulent document submitted shall be grounds for



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disqualification and shall cause the filing of an administrative or criminal case/s against the person concerned.

8. No additional documents shall be accepted after the set deadline.
9. Applicants to the position must meet the minimum requirements. Those who are not qualified shall be excluded from the screening.
10. **DepEd Order No. 20, s. 2024, DepEd Order No. 21, s. 2024, and DepEd Order No. 19, s. 2025** shall be the bases in the evaluation of documents and computation of points for the presented vacant positions.
11. The schedule of the Recruitment, Selection, and Promotion (RSP) Board will be the following:

Date	Activity
September 29, 2026	Deadline of submission
October 13, 2026	Deliberation of applicants' documents
October 22-23, 2026	Face-to-face demonstration teaching for the Classroom Observation (CO) assessment (Venue: Respective Municipalities)
October 29, 2026	Portfolio Annotation (PA) and Behavioral Events Interview (BEI) (Venue: Schools Division Office of Sultan Kudarat, Kenram, Isulan, Sultan Kudarat.)
November 4-5, 2026	Open Ranking
November 19, 2026	Posting of Comparative Assessment Results



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12. Widest dissemination of this Memorandum is desired.


ROBERTO J. MONTERO, CESO V
Schools Division Superintendent

Enclosure: As stated
Reference: As stated

To be indicated in the Perpetual Index under the following subjects

APPLICANT

REQUIREMENTS

VACANT POSITIONS

RLA/OSDS-PS/DM-Announcement of Vacant Teaching Positions as of August 2026/ September 17, 2026.

CHECKLIST OF REQUIREMENTS**Teaching, School Administration & Related Teaching Positions**

Name of Applicant: _____

Application Code: _____

Position Applied For: _____

Office of the Position Applied For: _____

Contact Number: _____

Religion: _____

Ethnicity: _____

Person with Disability: Yes () No ()

Solo Parent: Yes () No ()

BASIC DOCUMENTARY REQUIREMENT		Status of Submission (To be filled-out by the applicant. Check if submitted)	Verification (To be filled-out by the HRMO/HR Office/sub-committee)	
			Status of Submission (Check if complied)	Remarks
a.	Letter of Intent addressed to the SDS			
b.	Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2025)			
c.	Photocopy of Voter's ID and/or any proof of residency			
d.	Photocopy of valid and updated PRC License/ID			
e.	Photocopy of Certificate of Board Rating; of Certificate of NQESH Rating; if applicable			
f.	Photocopy of scholastic/academic record (i.e., Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available)			
g.	Photocopy of duly signed Service Record or Certificate of Employment, whichever is applicable			
h.	Photocopy of latest appointment (for those applying for promotion)			
i.	Photocopy of certificate/s of relevant specialized trainings or professional development programs			
j.	Photocopy of valid Technical Education and Skills Development Authority (TESDA), National Certificate (NC) II, Trainers Methodology Certificate (TMC), if applicable			
k.	Photocopy of the required Performance Rating with at least VERY SATISFACTORY rating. - For TEACHING POSITIONS: Performance Rating in the last rating period(s) covering THREE (3) YEARS PERFORMANCE prior to the assessment. - For SCHOOL ADMINISTRATION & RELATED TEACHING POSITIONS: Performance Rating in the last rating period covering ONE (1) YEAR PERFORMANCE prior to the assessment. (Note: Submit at most three (3) performance ratings depending on the performance requirements per Item 25 of this Order. The latest performance rating shall cover one (1) year complete performance rating period in the current position.)			
l.	Checklist of Requirements, CAV, Data Privacy Consent Form			
m.	Other documents as may be required by the HRMPSB for comparative assessment (e.g. Portfolio or Means of Verification (MOVs) for the assessment of identified PPST NCOIs			

Attested:

Human Resource Management Officer**OMNIBUS SWORN STATEMENT****CERTIFICATION OF AUTHENTICITY AND VERACITY**

I hereby certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

Name and Signature of Applicant

Subscribed and sworn to before me this _____ day of _____, year _____.

Person Administering Oath