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

DEPARTMENT OF EDUCATION
DIVISION OF SULTAN KUDARAT
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DIVISION MEMORANDUM
OSDS-PS No. 234, s. 2026

ANNOUNCEMENT OF VACANT TEACHING POSITIONS AS OF OCTOBER 2026

To: OIC-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 October 2026:

No.	Position Title	Monthly Salary	Salary Grade	Plantilla Item No.	Incumbent	District/School
1	Master Teacher I	53,818.00	18	OSEC-DECSB-MTCHR1-752607-1998	AGLIBOT, SALVACION EDER	DON MARCELINO CONCHA MES-LEBAK EAST
2	Master Teacher I	53,818.00	18	OSEC-DECSB-MTCHR1-840056-2010	ALAIR, GLAIZA PAEZ	BAI SARIPINANG NATIONAL HIGH SCHOOL A- SDO SULTAN KUDARAT
3	Teacher IV (Special Needs Education Teacher I)	38,764.00	14	OSEC-DECSB-TCH4-840805-2026	NEWLY CREATED ITEM	Salaman Central Elementary School-West Lebak District
4	Teacher IV (Special Needs Education Teacher I)	38,764.00	14	OSEC-DECSB-TCH4-840804-2026	NEWLY CREATED ITEM	Datu Guiabar Pilot School-Kalamansig District I
5	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-843274-2025	MOGINO, DIONA ROSE LAGNASON	LUTAYAN NATIONAL HIGH SCHOOL

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6	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-840059-2017	MADIDIS , KENNEDY KAMID	COLUMBIO I
7	Teacher III	36,125.00	13	OSEC-DECSB-TCH3-840988-2024	MAMALINTAO, FAIRODZ CAMAG	ESPERANZA NATIONAL HIGH SCHOOL
8	Teacher III (Academic Track and Core Subjects)	36,125.00	13	OSEC-DECSB-TCH3-840333-2022	BUSCAS, MARTIN JR VILLAFUERTE	MANGUDADATU NHS-SHS
9	Teacher II (Academic Track and Core Subjects)	33,947.00	12	OSEC-DECSB-TCH2-840561-2019	MARQUEZ, YAKIM LATUMBO	COLUMBIO NHS-SHS
10	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-840010-2009	UY, KENNETH BUCOL	KALAMANSIG II
11	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-840062-2022	MAGLASANG, GINA CATADMAN	BAGUMBAYAN III
12	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-841458-2017	GAGET, EXAMEN ANGI	ESPERANZA III
13	Teacher II	33,974.00	12	OSEC-DECSB-TCH2-840173-2014	CALPITO, DIVINA RODRIGO	LAMBAYONG I
14	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-840057-2021	AMY FABOT	LANGGAL NHS
15	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-759222-1998	ORO, JULIETA MONEBA	LEBAK WEST
16	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-841694-2016	AVANCE, IMELDA SAURA	LUTAYAN I
17	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-841693-2016	ESPIGAR, MARGIE ALIPERIO	LUTAYAN II
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-TCH2-840143-2018	GALANG, AZUCENA LAGAMON	LUTAYAN I
20	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-841598-2016	VILLA, KRISTIAN DAVE FORRO	BAGUMBAYAN NATIONAL HIGH SCHOOL-BIWANG ANNEX
21	Teacher II	33,947.00	12	OSEC-DECSB-TCH2-840003-2006	CLAMANO, ROSEMARIE GAPOL	BAI SARIPINANG NATIONAL HIGH SCHOOL A

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 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)
Master Teacher I	JHS	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	5 years teaching experience	RA 1080, as amended (Teacher-Secondary)

			Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)		
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	JHS	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 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 •Bachelor's degree	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/subj ect	•RA 1080, as amended (Teacher- Secondary) for permanent appointments •None required for provisional and contractual appointments must pass the LET

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		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			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	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 positions 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

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 Standards 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 **November 12, 2026** with the following attachments:

a. Attached Initial Evaluation Result (IER) **Annex D-1** and upload the IER through this link: **https://bit.ly/46mCHsB**
b. 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**:

a. Letter of intent addressed to the SDS containing the following information:
   i. Statement of purpose/expression of interest; and
   ii. Learning area/subject group they intend to teach, if applicable;
b. Duly accomplished PDS (*CSC Form No. 212, Revised 2025*) with Work Experience Sheet;
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 Eligibility/ Rating;
f. Photocopy of scholastic/academic record (i.e., Transcript of Records (TOR) with Certification, Authentication and Verification (CAV) from

CHED 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 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
November 3, 2026	Publication
November 12, 2026	Deadline of submission of application documents
November 24, 2026	Initial evaluation of documents
December 3-4, 2026	Face-to-face demonstration teaching for the Classroom Observation (CO) assessment (Venue: Respective Municipalities)
December 10, 2026	Portfolio Annotation (PA) and Behavioral Events Interview (BEI) (Venue: Kalimudan Hall, Schools Division Office of Sultan Kudarat, Kenram, Isulan, Sultan Kudarat
December 16, 2026	Open Ranking
December 23, 2026	Posting of Comparative Assessment Results/Final Deliberation
January 4, 2027	Selection and Appointment

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 POSITION

RLA/OSDS-PS/DM-Announcement of Vacant Teaching Positions as of October 2026/ November 3, 2026.

Annex C-1

CHECKLIST OF REQUIREMENTS

Teaching, School Administration & Related Teaching Positions

Application Code: _____

Name of Applicant: _____
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) with Certification, Authentication and Verification (CAV) from CHED 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

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (e)electronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) (w)here the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.