



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

November 28, 2025

DIVISION MEMORANDUM

No. 586 s. 2025

**RANKING AND PLACEMENT FOR VACANT TEACHING AND NON-TEACHING
POSITIONS IN THE SECONDARY LEVEL**

To : Asst. Schools Division Superintendents
Education Program Supervisors
HRMPSB Members
Secondary Principals/OICs
All Others Concerned

1. This is to announce that the Open Ranking for the various vacant positions in the secondary level (Enclosure 1), this Schools Division, shall be conducted following the schedule below.

Date	Activity	Personnel In-Charge
December 10, 2025	Deadline of Submission of applications	HRMPSB Sub-Committee Secretariat
December 11, 2025	Initial evaluation based on the Qualification Standards	HRMPSB Sub-Committee
December 12, 2025	Posting of qualified applicants in three (3) conspicuous places	Secretariat
December 15, 2025	Evaluation and documents Demonstrations	HRMPSB Sub-Committee
December 17, 2025	Submission of the CAR Result to the Records Unit for approval and selection of the SDS	HRMPSB Sub-Committee Secretariat

2. The Qualification Standards (QS) for the positions based on DepEd Order Nos. 20, s. 2024, 19, s. 2025 and 24, s. 2025 are as follows:

Position Title/Salary Grade	Education	Experience	Training	Eligibility
Teacher III/SG-13	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18	2 years teaching experience	16 hours of training in any of or a cumulative of the ff: Curriculum, Pedagogy, Subject Specialization	RA 1080 (Teacher)



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@deped.gov.ph



Republic of the Philippines
Department of Education
 REGION III
 SCHOOLS DIVISION OF BULACAN

	professional units in Education		acquired within the last 5 years	
<i>Performance Requirements:</i> At least 12 Proficient COIs at Very Satisfactory and At least 8 Proficient NCOIs at Very Satisfactory				
Teacher II/SG-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 ff: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	RA 1080 (Teacher)
<i>Performance Requirements:</i> At least 6 Proficient COIs at Very Satisfactory and At least 4 Proficient NCOIs at Very Satisfactory				
Teacher III/SG-13 (Academic)	Bachelor's degree relevant strand/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 professional units in Education 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	2 years experience in teaching or industry work in relevant strand/subject	8 hours of training in any of or a cumulative of the ff: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	RA 1080 (Teacher)
<i>Performance Requirements:</i> At least 12 Proficient COIs at Very Satisfactory and At least 8 Proficient NCOIs at Very Satisfactory				



Address: Provincial Capitol Compound, Brgy. Guinhawa, City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@deped.gov.ph



Republic of the Philippines
Department of Education
 REGION III
SCHOOLS DIVISION OF BULACAN

Teacher II/SG-12(Academic)	<p>Bachelor's degree relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 6 units towards Master's degree in relevant strand/subject plus 18 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 6 units towards Master's degree in the relevant strand/subject</p>	2 years experience in teaching or industry work in relevant strand/subject	16 hours of training in any of or a cumulative of the ff: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	RA 1080 (Teacher)
Performance Requirements: At least 6 Proficient COIs at Very Satisfactory and At least 4 Proficient NCOIs at Very Satisfactory				
Administrative Assistant III, SG-09 (Bookkeeper)	Completion of two years studies in college	1 year relevant experience	4 hours relevant training	Career Service Sub-Professional Eligibility
Administrative Assistant II, SG-08	Completion of two years studies in college	1 year relevant experience	4 hours relevant training	Career Service Sub-Professional Eligibility

3. The HRMPSB Sub-Committee shall be composed of the following:

Sub-Committee Members	Personnel In-Charge	Responsibility
Chairperson	School Principal where the vacancy exists	<ul style="list-style-type: none"> Evaluation and validation of applicant's qualifications and submit duly signed notice of
	PSDS for Secondary (overseer)	
Members:	One (1) Master Teacher	



Address: Provincial Capitol Compound, Brgy. Guinhawa, City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@deped.gov.ph



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

	Faculty President Representative from employees' association Education Program Supervisor- Provisional member (area of specialization)	qualification/disqualification to the Secretariat <ul style="list-style-type: none">• Assessment of all documents submitted based on the criteria for specific position• Evaluation of Experience, Education, Training of the applicants' documents (DO 20.s.2024, DO 24.s.2025 and DO 7.s.2023 for non-teaching applicants.• Submit to the Division HRMPSB duly signed Comparative Assessment Result(CAR) using prescribed forms
Assesors <i>* The designated assessors shall comply or meet the qualifications based on DO 24, s. 2025</i>	Designated Assessors	<ul style="list-style-type: none">• Demonstration Teaching/Classroom Observable (COIS)• NCOIS• Submit the duly signed result of assessment using the prescribed forms
Secretariat	Administrative Officer II or Administrative Assistant II	<ul style="list-style-type: none">• Emailing notice of qualification/disqualification using prescribed forms• Notifying qualified applicants on the schedule of the ranking process and submission of pertinent documents for ranking• Submission of Comparative Assessment Result (CAR) to Division HRMPSB

**** The members of the HRMPSB Sub committee should prioritize the conduct of the ranking to ensure timely filling up of vacant positions. Replacement is not allowed except for inevitable circumstances but with approval of the Division HRMPSB Chair***

4. The evaluation of documents shall be based on DepEd Nos. 20, s. 2024, DO 24, s. 2025 and and DO 7.s 2023 Interested and qualified applicants shall submit the notarized Checklist of Requirements (Omnibus) on or before December 9, 2025.



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan


Website: <https://bulacandeped.com>

Email: bulacan@depd.gov.ph



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

5. The HRMPSB Sub Committee through its secretariat shall submit the following to the Division HRMPSB.
 - a. Comparative Assessment Result signed by the HRMPSB Sub-Committee
 - b. Comparative Assessment Result (to be signed by the Division HRMPSB and approved by the Schools Division Superintendent)
 - c. Complete documents of the applicants used in the evaluation
 - d. Minutes of the ranking
6. The original final copy of the CAR completely signed by the Division HRMPSB must be submitted to the Office of the Appointing Authority for approval and likewise, must be posted in three (3) conspicuous places for transparency.
7. The said district open ranking aims to provide a pool of qualified applicants needed in filling up vacancies.
8. SDO Bulacan provides equal employment opportunity to all qualified applicants for the position who meet the Qualification Standards (QS) regardless of their gender, age, civil status, disability religion, ethnicity or political affiliations.
9. Wide dissemination of this Memorandum is desired.


CECILIA E. VALDERAMA, PhD, CESO VI ✓
Asst. Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent ✓



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@depd.gov.ph



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

Enclosure to the Division Memorandum No. ⁵⁸⁶ S. 2025

School	Position	Item Number	Publication Date
Junior High School			
BALAGTAS NHS	TEACHER III - TLE	TCH 3-151089-2018	10/28/2025
BALAGTAS NHS	TEACHER III- SCIENCE	TCH3-150663-2021	10/28/2025
BANGA HS	TEACHER II - VALUES	TCH2-151050-2018	11/12/2025
DR. FELIPE NHS	TEACHER III-AP	TCH3-153277-2016	04/30/2025
SAN PEDRO NATIONAL HS-SHS	TEACHER II- TVL 4D	TCH2-150706-2018	10/03/2025
MARONQUILLO NHS-JHS	TEACHER III-MATH	TCH3-151225-2015	8/19/2025
IBA NATIONAL HIGH SCHOOL	TEACHER II- ENGLISH	TCH2-150276-2018	11/27/2025
BUNSURAN NATIONAL HIGH SCHOOL	TEACHER II-TLE (ICT)	TCH2-150278-2018	11/27/2025
MINUYAN NATIONAL HIGH SCHOOL	TEACHER II -English	TCH2-150085-2020	11/27/2025
Non-Teaching			
LYDIA D. VILLANGCA TRADE SCHOOL	Administrative Assistant II	ADAS2-150089-2016	11/27/2025
CATMON NATIONAL HIGH SCHOOL	Administrative Assistant II	ADAS2-150116-2016	11/27/2025
JOSE J. MARIANO MEMORIAL HIGH SCHOOL	Administrative Assistant II (Loan Verifier)	ADAS2-150242-2018	11/27/2025
PULONG BUHANGIN NATIONAL HIGH SCHOOL	Administrative Assistant II (Loan Verifier)	ADAS2-150276-2018	11/27/2025
MASAGANA HIGH SCHOOL	Administrative Assistant III-Senior Bookkeeper	ADAS3-150148-2017	11/18/2025
FRANCES HIGH SCHOOL	Administrative Assistant III-Senior Bookkeeper	ADAS3-150007-2009	11/28/2025
SAN RAFAEL NTS	Administrative Assistant II (Loan Verifier)	ADAS2-150280-2018	8/11/2025
Senior High School			
STA. LUCIA NATIONAL HIGH SCHOOL	SHS ACADEMIC TRACK (HUMSS I-A)	TCH3-151010-2016	11/27/2025
SAN ILDEFONSO NATIONAL HIGH SCHOOL	SHS ACADEMIC TRACK (STEM III-B)	TCH2-150623-2017	11/18/2025



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

VEDASTO R. SANTIAGO HIGH SCHOOL	SHS-ACADEMIC TRACK	TCH2-150610- 2021	11/27/2025
VEDASTO R. SANTIAGO HIGH SCHOOL	SHS-ACADEMIC TRACK	TCH2-150743- 2022	11/27/2025
BAJET-CASTILLO HIGH SCHOOL	SHS-ACADEMIC (HUMSS I-C)	TCH2-150625- 2023	11/27/2025
TAAL HIGH SCHOOL	SHS (STEM III B-)	TCH2-151041- 2016	11/12/2025
DR. PABLITO MHS	SHS-ACADEMIC TRACK	TCH3-152920- 2019	9/12/2025
Non-Teaching Positions			
BATIA HIGH SCHOOL- SHS	Administrative Assistant II	ADAS2-150147- 2016	8/11/2025
Obando NHS-JHS	Administrative Assistant II (Loan Verifier)	ADAS2-150271- 2018	10/29/2025

**All other requests for ranking not included in this Memorandum shall be scheduled in the following month.*



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@depd.gov.ph



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

Enclosure to the Division Memorandum No. 586 s. 2025

CHECKLIST OF REQUIREMENTS			
Name of Applicant: _____		Application Code: _____	
Position Applied For: _____			
Office: _____			
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 HUMAN RESOURCE OFFICER/submitter)	
		Status of Submission (Check if complete)	Remarks
a. Letter of intent addressed to the SDO			
b. Fully accomplished PDS with Work Experience Sheet (CR Form No. 212, Revised 2017)			
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			
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 Ratings with at least Very Satisfactory rating. (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			
sm. Other documents as may be required by the HRMPSD for comparative assessment (e.g. Portfolio or Means of Verification (MOV) for the assessment of identified PPST NCOLs)			

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 accordance with Republic Act No. 8762 or the "Electronic Commerce Act of 2000", electronic documents shall have the legal effect, validity or enforceability to any other documents or legal writing and as such the law requires a document to be in writing. This requirement is met by an electronic document if the said electronic document satisfies the integrity and reliability and can be authenticated as to its source and content.



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan
Website: <https://bulacandeped.com>
Email: bulacan@depd.gov.ph