



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

July 16, 2026

DIVISION MEMORANDUM
No. 309 s. 2026

**CALL FOR APPLICATION FOR THE RECLASSIFICATION OF RETIRABLE
TEACHER I POSITIONS UNDER THE EXPANDED CAREER PROGRESSION
(ECP) SYSTEM**

To: Assistant Schools Division Superintendents
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
HRMPSB Members
Secondary/Elementary Principals/OICs
All Others Concerned

1. Pursuant to **Regional Memorandum No. 221 s.2026**, *Guidance in the Processing of Applications for Expanded Career Progression of Teachers and School Heads for FY 2026*, this Office announces the Call for Applications for the Reclassification of qualified retirable Teacher I positions under the Expanded Career Progression (ECP) System. The schedule of activities is as follows:

Date	Activity	Personnel In-Charge
On or before July 22, 2026	Deadline of submission and receipt of application documents	HRMPSB Sub-Committee Secretariat Elementary (District) Secondary (School)
July 23, 2026-July 30, 2026 July 24, 2026	a. Initial evaluation of the qualifications of the applicants documents and performance requirements (DO No. 19.2. 2025, DO 24,s. 2025 and DO 34,s. 2025) b. Notice of Disqualification for those who failed to meet the QS	HRMPSB Sub-Committees • Elementary by District • Secondary by School
July 27-28, 2026	c. Demonstration Teaching/Classroom Observation (COIs)	HRMPSB Sub-Committees • Elementary by District



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City of Malolos, Bulacan

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Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

July 29, 2026	d. Assessment of Portfolio Annotation and BEI (NCOIs)	• Secondary by School
July 30, 2026	a. Submission of CaReeR (District and School) and applicants documents to SDO by position. b. Validation / Deliberation and consolidation of CAREer	a. HRMPSB Sub-Committee Secretariat to Division HRMPSB b. Division HRMPSB

- This Memorandum covers permanent Teacher I personnel who are fifty-five (55) to sixty four (64) years old and are nearing compulsory retirement, subject to the qualification requirements prescribed under the Expanded Career Progression (ECP) System.
- Interested applicants shall submit the following documentary requirements prescribed under DepEd Order No. 24, s. 2025, properly labeled and arranged in the order indicated in the Reclassification Form for Teaching Positions (RFTP), enclosed in a **green folder**, on or before July 22, 2026.

SDO BULACAN EDDIS Name of School and District NAME OF APPLICANT (Current Position) RECLASSIFICATION (Position Applied for)
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NUMBER OF COPIES	DOCUMENTARY REQUIREMENTS
3	a. Duly accomplished original copies of the Reclassification Form for Teaching Positions (RFTP)
1	b. Letter of intent addressed to the SDS containing the following information: i. Statement of Purpose/Expression of Interest



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

	ii. Position applied for
1	c. Duly accomplished PDS (CS Form 212, Revised 2026) with Work Experience Sheet
1	d. Photocopy of valid and updated PRC License /ID;
1	e. Certificate of Competency Level issued by authorized body (if applicable)
1	f. Photocopy of scholastic/academic record (Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post graduate units/degrees, if available)
1	g. Photocopy of duly signed service record
1	h. Photocopy of latest appointment
1	i. Photocopy of certificate/s of completion of national Educators Academy of the Philippines (NEAP)-accredited professional development program/s 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
1	j. 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
1	k. Photocopy of the required Performance Ratings with at least Very Satisfactory rating (Note: The applicant shall submit at most three (3) performance ratings depending on the performance requirements per Item 14 of this Enclosure. The latest performance rating shall cover one (1) year complete performance rating period in the current position)
1	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
1	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.
1	n. Commitment Form <i>(for applicants who has Satisfactory rating on their IPCRF</i>

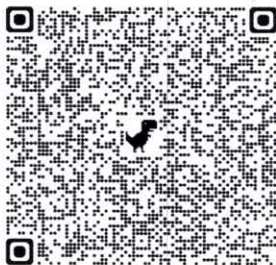


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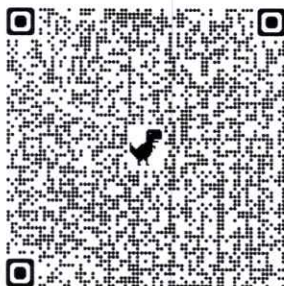


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Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

4. The Reclassification Forms to be used may be downloaded through this QR code:



5. The accomplished **Career Assessment Result for Expanded Reclassification (CAReER)** shall likewise be uploaded through the official submission link /QR code:



6. 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.
7. Attached to this Memorandum are the Qualification Standards for Teacher II, Teacher III, and Teacher IV positions prescribed under DepEd Order No. 19, s. 2025 and the copy of the Regional Memorandum No. 221,s.2026
8. Clarification, queries and concerns may be directed through this email:
bulacanpersonnel@deped.gov.ph
9. Immediate and wide dissemination of this Memorandum is highly desired.


CECILIA E. VALDERAMA, PhD, CESO VI
Schools Division Superintendent

HRMPSB



Address: Provincial Capitol Compound, Brgy. Guinhawa,
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ATTACHMENT A

QUALIFICATION STANDARDS FOR ELEMENTARY AND JUNIOR HIGH SCHOOL					
POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
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)
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; or Completion of NEAP-requisite professional	RA 1080, as amended (Teacher – Elementary/ Secondary)
Teacher IV (Secondary)					RA 1080, as amended (Teacher – Secondary)

TEACHER: SENIOR HIGH SCHOOL (SHS)**Track: Technical Vocational (TVL) Track**

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
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	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
		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			None required for provisional and contractual appointments 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 course(s) in the area of specialization plus 18 professional units in Education	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-vocational course(s) in the area of specialization	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		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			None required for provisional and contractual appointments 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	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 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 relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization			None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring

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

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher II (Senior High School Teacher II - Sports Track)	12	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
		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 and contractual appointments must pass the LET within 5 years after the date of first hiring
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 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	2 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	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 and contractual appointments must pass the LET within 5 years after the date of first hiring
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	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
		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 and contractual appointments must pass the LET within 5 years after the date of first hiring

TEACHER: SENIOR HIGH SCHOOL (SHS)
Track: Academic Track and Core Subjects

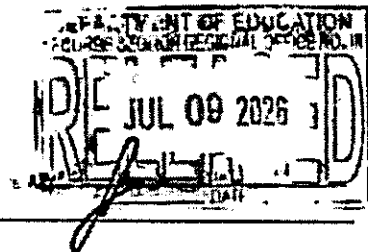
POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher II (Senior High School Teacher II - Academic Track and Core Subjects)	12	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject plus 18 units of professional units in Education	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
		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			None required for provisional and contractual appointments 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 degree in relevant strand/subject plus 18 units of professional units in Education	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 Specialization acquired within the last 5 years	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		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 and contractual appointments 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
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 18 units towards Master's degree in the relevant strand/subject			None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring

TEACHER: SENIOR HIGH SCHOOL (SHS)
Track: Arts and Design Track

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher II (Senior High School Teacher II - Arts and Design Track)	12	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	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	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	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 and contractual appointments 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
		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 and contractual appointments must pass the LET within 5 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; or 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 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 and contractual appointments must pass the LET within 5 years after the date of first hiring



Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON



REGIONAL MEMORANDUM

No. **221** s. 2026

**GUIDANCE IN THE PROCESSING OF APPLICATIONS FOR EXPANDED CAREER
PROGRESSION OF TEACHERS AND SCHOOL HEADS FOR FY 2026**

To : Schools Division Superintendents
Human Resource Merit and Promotion Selection Boards
Human Resource Management Officers
All Others Concerned

1. Aligned with Memorandum No. DM-OUHRODI-2026-0802 dated March 13, 2026, titled, "Guidance on the Reclassification of Teaching and School Principal Positions for Fiscal Year (FY) 2026," Schools Division Offices (SDOs) are hereby reminded of the following policies and procedures in the processing of the Expanded Career Progression (ECP) applications of teachers and school heads.

- a. The CAReER for a position is valid until exhausted. Teacher-candidates who meet the 50-point cut-off score but are not reclassified due to limited funds shall be prioritized in the next fiscal year. Along this rule, all SDOs are advised to check their inventory of **unimplemented** applications included in the CAReER to determine if there is already a need for another batch of applications. The SDOs may call for submission of application of a particular position provided that the existing CAReER of that position has already been exhausted.
- b. Consistent with the President's directive that "no teacher should retire at Teacher I, the following qualified incumbents who meet the 50-cut off score shall be prioritized for reclassification regardless of their rank in the CAReER, subject to necessary assessments, applicable staffing standards, and availability of funds:
 - b.1 Retireable Teacher I incumbents – both mandatory and optional within five (5) years (55-64 years old);
 - b.2 Head Teachers (HTs), Assistant School Principals (ASPs) affected by the ECP transition; and
 - b.3 Special School Principal, Assistant Special School Principal, Special Needs Education Teacher (SNET), and Special Science Teacher (SST).

2. Considering the large number of approved ECP applications not yet covered by a Notice of Organization, Staffing, and Compensation Action (NOSCA), holders of



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REGION III-CENTRAL LUZON

approved ECP who wish to apply and join the open ranking for available vacancies shall be allowed, subject to submission of proper information to the Regional Office for updating of the pool of eligible applicants.

3. For FY 2026, the Regional Office shall accept ECP applications in accordance with Item No. 1 hereof, and Memorandum No. DM-OUHROD-2026-0802 until **August 15, 2026**, however, the previously approved ECP applications shall continue to be prioritized for funding and implementation.

4. Attached as Annex "A" of this Memorandum is the list of documents to be submitted to the Regional Office for the processing of reclassification of positions through the ECP system.

5. Widest dissemination of this Memorandum is desired.

TOLENTINO G. AQUINO
Regional Director

Attachment:

Memorandum No. DM-OUHRODI-2026-0802 dated March 13, 2026

References:

1. DepEd Order No. 034, s. 2025
2. DepEd Order No. 024, s. 2025

To be indicated in the Perpetual Index
under the following subjects:

APPOINTMENT
CAREER PROGRESSION
POLICY
RULES AND REGULATIONS
SCHOOL HEADS
TEACHERS

/AO1
June 26, 2026



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ANNEX "A"

**LIST OF DOCUMENTARY REQUIREMENTS FOR SUBMISSION TO THE
REGIONAL OFFICE FOR RECLASSIFICATION TO TEACHING AND SCHOOL
HEAD POSITIONS UNDER THE EXPANDED CAREER PROGRESSION (ECP)**

No.	Name of Document	No. of Copies
1	Endorsement Letter duly signed by the SDS	2
2	Duly Accomplished RFTP/RFSPP of qualified applicants	2
3	Duly signed CAREER	2
4	Duly signed Plantilla Allocation List	3
5	Certified Copy of ePSIPOP printout reflecting the names of the teachers/school heads for reclassification (<i>only the page containing the name of the applicant</i>)	2
6	CS Form 212 Personal Data Sheet with Work Experience Sheet	1
7	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 applicable)	1
8	Photocopy of duly signed Service Records	1
9	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	1
10	Certificate of Rating (COR) in the NQESH, Principal's Test, or applicable School Head Assessment (<i>for School Head applicants only</i>)	1
11	Report on the Number of Teachers and Master Teachers using the prescribed format (<i>for Master Teacher reclassification only</i>)	2
12	Report on the Number of School Principal Positions within the Division using the prescribed format (<i>for School Head reclassification only</i>)	2
13	Special Transfer Order duly signed by the Schools Division Superintendent (<i>in-case of Transfer of Position is deemed necessary</i>)	2
14	Quantum Leap justification (<i>if applicable</i>)	2
15	Status of Implementation of the CAREER per position (<i>format attached</i>)	2



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