



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

July 16, 2026

DIVISION MEMORANDUM

No. **310** s. 2026

**CALL FOR APPLICATION FOR THE RECLASSIFICATION OF HEAD TEACHER
TO TEACHING POSITIONS UNDER THE EXPANDED CAREER PROGRESSION
(ECP) SYSTEM**

To: Assistant Schools Division Superintendent
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 Application for the Reclassification of qualified Head Teacher 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) <i>*for MT1-5 (Record's Unit)</i>
July 23, 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 <i>*for MT1-5 (HRMPSB) Division Office</i>



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

Website: <https://bulacandeped.com>

Email: bulacan@deped.gov.ph



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July 27-28, 2026	c. Demonstration Teaching/Classroom Observation (COIs)	HRMPSB Sub-Committees	
July 29, 2026	d. Assessment of Portfolio Annotation and BEI (NCOIs)	- Elementary by District - Secondary by School	
July 30, 2026	a. Submission of COI and NCOI to the Schools Division Office	Record's Unit	
July 31, 2026	b. Evaluation of Documents	HRMPSB	
	<i>*for MT1-MT5</i>		
July 31, 2026	a. Submission of CaReeR (District and School) and applicants documents to SDO by position.	a. HRMPSB Sub-Committee Secretariat to Division HRMPSB	
	b. Validation / Deliberation and consolidation of CAREer	b. Division HRMPSB	

2. Pursuant to Section 22 of the Implementing Rules and Regulations (IRR) of Executive Order No. 174, s. 2022, qualified personnel occupying positions that do not conform to the position titles under the Expanded Career Progression (ECP) System may apply for promotion or reclassification to the appropriate ECP positions commensurate with their qualifications and proficiency level. Such promotion or reclassification shall be subject to the prescribed assessment process, applicable staffing standards, and deployment parameters pursuant to Section 27 of DepEd Order No. 24, s. 2025. The following positions are eligible to apply:

POSITION TITLE	SG	POSITION UNDER ECP SYSTEM TO BE APPLIED FOR
Head Teacher I	14	Teacher IV-TVII
Head Teacher II	15	Teacher V-MT1 (SG 18)
Head Teacher III	16	Teacher VI-MT2 (SG 19)
Head Teacher IV	17	Teacher VII-MT3 (SG 20)
Head Teacher V	18	MT I to MT 4 (SG 21)
Head Teacher VI	19	MT2 to MT5 (SG 22)
Assistant School Principal II	19	MT2 to MT5 (SG 22)



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3. 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)

NUMBER OF COPIES	DOCUMENTARY REQUIREMENTS
3	a. Duly accomplished original copies of the Reclassification Form for Non-Teaching Applicants (RFNTA)
1	b. Letter of intent addressed to the SDS containing the following information: i. Statement of Purpose/Expression of Interest 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



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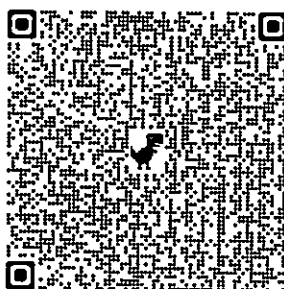
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1	j. Photocopy of Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC) (for SHS applicants in the Technical Vocational Livelihood (TVL) track only
1	k. Photocopy of the required 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>

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



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



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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 IV-Master Teacher V positions prescribed under DepEd Order No. 19, s. 2025, Modified Staffing Standards 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



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Email: bulacan@deped.gov.ph

QUALIFICATION STANDARDS FOR ELEMENTARY AND JUNIOR HIGH SCHOOL					
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; or Completion of NEAP-requisite professional	RA 1080, as amended (Teacher – Elementary/Secondary)
Teacher IV (Secondary)					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; or Completion of NEAP-requisite professional	RA 1080, as amended (Teacher – Elementary/Secondary)
Teacher V (Secondary)					RA 1080, as amended (Teacher – Secondary)
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 or Completion of	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-	RA 1080, as amended (Teacher – Elementary/Secondary)
Teacher VII (Secondary)					RA 1080, as amended (Teacher – Secondary)
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;	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;	RA 1080, as amended (Teacher – Elementary/Secondary)
Master Teacher II (Secondary)					RA 1080, as amended (Teacher – Secondary)
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 Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional	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	RA 1080, as amended (Teacher – Elementary/Secondary)
Master Teacher IV (Secondary)					RA 1080, as amended (Teacher – Secondary)
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;	RA 1080, as amended (Teacher – Elementary/Secondary)
Master Teacher V (Secondary)					RA 1080, as amended (Teacher – Secondary)

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

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
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
Teacher V (Senior High School Teacher V - Arts and Design Track)	15	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	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 and contractual appointments must pass the LET within 5 years after the date of first hiring

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 and contractual appointments 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 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	32 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

Master Teacher I (Senior High School Master Teacher I - Arts and Design Track)	18	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, 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	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		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		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 II (Highly Proficient Teacher)	None required for provisional and contractual appointments 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, Fashion Design, Photography, or other allied fields and 1 year	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	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		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	experience in instructional supervision and technical assistance to teachers	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 II (Highly Proficient Teacher)	None required for provisional and contractual appointments 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, Fashion Design, Photography, or other allied fields; and 2	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	RA 1080, as amended (Teacher-Secondary) for permanent appointments

		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	years experience in instructional supervision and technical assistance to teachers	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 and contractual appointments 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, Fashion Design, Photography, or other allied fields; and 3	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	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		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	years experience in instructional supervision and technical assistance to teachers	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 and contractual appointments 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, Fashion Design, Photography, or other allied fields; and 4	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	RA 1080, as amended (Teacher-Secondary) for permanent appointments

		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	years relevant experience in instructional supervision and technical assistance to teachers	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 and contractual appointments must pass the LET within 5 years after the date of first hiring
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TEACHER: SENIOR HIGH SCHOOL (SHS)
Track: Academic Track and Core Subjects

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
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 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 strand/subject plus 18 units of professional units in Education	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 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 24 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 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 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 30 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 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 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	32 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 36 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
Master Teacher I (Senior High School Master Teacher I - Academic Track and Core Subjects)	18	Master's degree in relevant strand/subject plus 18 professional units in Education	5 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 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
		Master's degree in relevant strand/ subject			None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring
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 or industry work 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
		Master's degree in relevant strand/ subject			None required for provisional and contractual appointments 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 or industry work in relevant strand/subject and 2 years experience in instructional	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8	RA 1080, as amended (Teacher-Secondary) for permanent appointments

and Core Subjects)		Master's degree in relevant strand/ subject	supervision and technical assistance to teachers	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 and contractual appointments must pass the LET within 5 years after the date of first hiring
Master Teacher IV (Senior High School Master Teacher IV - Academic Track and Core Subjects)	21	Master's degree in relevant strand/subject plus 18 professional units in Education	5 years experience in teaching or industry work in relevant strand/subject and 3 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 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
		Master's degree in relevant strand/ subject			None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring
Master Teacher V (Senior High School Master Teacher V - Academic Track and Core Subjects)	22	Master's degree in relevant strand/subject plus 18 professional units in Education	5 years experience in teaching or industry work in relevant strand/subject and 4 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 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
		Master's degree in relevant strand/ subject			None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring

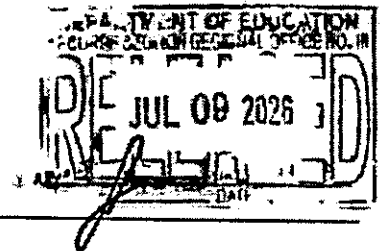
B. Modified Staffing Standards for Master Teacher and School Principal Positions

27. Pursuant to Section 9.0 of DBM-DepEd Joint Circular No. 1, s. 2025, which amends the 1997 *Organization and Staffing Standards for DECS Schools Division, Elementary and Secondary Schools*, the modified staffing standards establishing the number of authorized Master Teacher and School Principal positions in Elementary and Secondary schools shall be as follows:

Position	Staffing Standards
School Principal I School Principal II School Principal III School Principal IV	One (1) plantilla item per school regardless of position title
Kindergarten and Elementary Level	
Master Teacher I Master Teacher II Master Teacher III Master Teacher IV Master Teacher V	One (1) plantilla item for every five (5) Teachers within the school, regardless of position title
Secondary Level (Junior High Schools)	
Master Teacher I Master Teacher II Master Teacher III Master Teacher IV Master Teacher V	One (1) plantilla item for every five (5) Teachers per subject/learning area within the school, regardless of position title
Secondary Level (Senior High Schools)	
Master Teacher I Master Teacher II Master Teacher III Master Teacher IV Master Teacher V	One (1) plantilla item for every five (5) Teachers per track within the school, regardless of position title
Secondary Level (Regional Science High Schools)	
Master Teacher I Master Teacher II Master Teacher III Master Teacher IV Master Teacher V	One (1) plantilla item for every three (3) Teachers per subject/learning area within the school, regardless of position title
Special Needs Education	
Master Teacher I Master Teacher II Master Teacher III Master Teacher IV Master Teacher V	One (1) plantilla item for every five (5) SNEd Teachers within the Schools Division, regardless of position title
Alternative Learning System	
Master Teacher I Master Teacher II Master Teacher III Master Teacher IV Master Teacher V	One (1) plantilla item for every five (5) ALS Teachers within the Schools Division, regardless of position title
Multigrade Schools and Hardship Posts	
Master Teacher I Master Teacher II Master Teacher III Master Teacher IV Master Teacher V	One (1) plantilla item for every three (3) Teachers within the school, regardless of position title



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



Address: Matalino St. D.M. Government Center, Maimpis,
 City of San Fernando (P)
 Telephone Number: (045) 598-8580 to 89
 Email Address: region3@deped.gov.ph
 Website: <https://region3.deped.gov.ph>





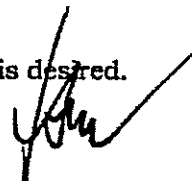
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approved ECP who wish to apply and join the open ranking for available vacancies shall be allowed, subject to submission of proper information to the Regional Office for updating of the pool of eligible applicants.

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



Address: Matalino St. D.M. Government Center, Malimpis,
City of San Fernando (P)
Telephone Number: (045) 598-8580 to 89
Email Address: region3@deped.gov.ph
Website: <https://region3.deped.gov.ph>

