



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

July 28, 2026

DIVISION MEMORANDUM

No. *M*s. 2026

**INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF SPECIAL NEEDS
EDUCATION TEACHERS (SNET) AND SPECIAL SCIENCE TEACHERS (SST)
PENDING THE APPROVAL AND ISSUANCE OF THE REVISED QUALIFICATION
STANDARDS**

To: Assistant Schools Division Superintendent s
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
HRMPSB Members
Secondary/Elementary Principals/OICs
DOST Beneficiaries/SNET applicants
All Others Concerned

1. Pursuant to DepEd Memorandum DM-OUHRODI-2026-2591, titled "*Interim Measures on the Hiring and Deployment of Special Needs Education Teachers (SNET) and Special Science Teachers (SST) Pending the Approval and Issuance of the Revised Qualification Standards*," this Office hereby disseminates the interim guidelines to ensure the orderly implementation of personnel actions while awaiting the Civil Service Commission's (CSC) approval and issuance of the revised Qualification Standards (QS) aligned with the Expanded Career Progression (ECP) System.
2. Accordingly, all concerned schools and offices are hereby informed of the following:
 - a. The publication, recruitment, selection, and appointment of vacant and newly created Teacher III (Special Science Teacher) and Teacher IV (Special Needs Education Teacher I) positions are temporarily deferred until:
 - The CSC issues a clarificatory memorandum on the applicable Qualification Standards; or
 - The CSC approves and officially issues the revised Qualification Standards for the ECP-aligned SST and SNET positions.



Address: Provincial Capitol Compound, Brgy. Guinhawa,
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- b. The processing of reclassification and retitling involving the regular teaching and school principal career lines shall continue in accordance with Existing DepEd issuances and approved Qualification Standards.
3. Pending the CSC's approval of the revised Qualification Standards, all concerned schools and offices are directed to undertake the following preparatory measures:
 - a. Prepare and organize all documentary requirements necessary for the publication and filling of SST and SNET positions to facilitate the immediate commencement of hiring once the revised Qualification Standards are approved.
 - b. Inform all concerned stakeholders, including qualified applicants, affected personnel, and DOST-SET scholar beneficiaries, of the temporary deferment of publication and appointment actions. Emphasize that the deferment is solely an interim measure to ensure compliance with CSC rules and does not affect the Department's commitment to immediately proceed with the hiring process upon CSC approval.
4. All concerned officials and school heads are enjoined to strictly observe these interim measures until further guidance is issued by the Department of Education.
5. Immediate dissemination of and strict compliance with this Memorandum is directed.


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

HRMO/lbp
DM-OUHRODI-2026-2591



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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

MEMORANDUM
DM-OUHRODI-2026-1251

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

ATTENTION : REGIONAL AND DIVISION HUMAN RESOURCE MANAGEMENT
OFFICERS (HRMOs)

FROM : WILFREDO E. OABRAL
Undersecretary
Human Resource and Organizational Development and Infrastructure

SUBJECT : INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF
SPECIAL NEEDS EDUCATION TEACHERS (SNET) AND SPECIAL
SCIENCE TEACHERS (SST) PENDING THE APPROVAL AND
ISSUANCE OF THE REVISED QUALIFICATION STANDARDS

DATE : July 23, 2026

Following the issuance of **DM-OURODI-2026-1215** or the *Advance Information on the Creation and Deployment of New Teaching Items for School Year (SY) 2026-2027* and in view of the ongoing coordination between the Department of Education (DepEd) and the Civil Service Commission (CSC) on the approval of the revised Qualification Standards (QS) for **Special Needs Education Teacher (SNET) and Special Science Teacher (SST)** positions aligned with the Expanded Career Progression (ECP) System, the Bureau of Human Resource and Organizational Development (BHROD), hereby provides the following interim guidance to ensure the orderly implementation of personnel actions while awaiting the CSC's official issuance.

These interim measures are necessary because the proposed ECP-aligned QS for specialized teaching positions remain under CSC evaluation, while the existing SST and SNET position titles have not yet been aligned with the new ECP career structure. Consequently, immediate hiring actions using either the existing or proposed position titles may result in inconsistencies with applicable civil service rules and may adversely affect the validity of appointments.

Accordingly, all Regional Offices (ROs) and Schools Division Offices (SDOs) are advised to observe the following interim measures:

1. Defer Publication and Appointment of Vacant and Newly Created SST and SNET Positions

The publication, recruitment, selection, and appointment of **vacant and newly**



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created **Teacher III (Special Science Teacher)** and **Teacher IV (Special Needs Education Teacher I)** positions shall be **temporarily deferred** until either:

- a. the CSC issues a clarificatory memorandum on the applicable Qualification Standards; or
- b. the CSC approves and officially issues the revised Qualification Standards for the ECP-aligned SST and SNET positions.

This temporary deferment is intended to ensure compliance with existing Civil Service rules and prevent the possible disapproval or invalidation of appointments arising from the transition to the new ECP position titles and QS.

2. Continue Processing Reclassification and Retitling of Covered Teaching Positions

Consistent with **Section 6(c) of DM-OUHRODI-2026-0802**, reclassification and retitling involving the regular teaching and school principal career lines shall continue to be processed using the approved QS under **CSC Resolution No. 2500471** and DepEd Order No. 019, s. 2025. The processing of such cases shall be guided by the retitling and reclassification procedures under DepEd Order No. 024, s. 2025 and DepEd Order No. 034, s. 2025.

3. Preparatory Measures Pending CSC Approval

While awaiting the CSC's action, all concerned SDOs shall undertake the following preparatory activities:

- a. Prepare all documentary requirements necessary for the publication and filling-up of SST and SNET positions to facilitate the immediate commencement of hiring once the revised QS are approved.
- b. Issue an advisory to all concerned stakeholders, including qualified applicants, affected personnel, and **DOST-SEI scholar-beneficiaries**, informing them of the temporary deferment of publication and appointment actions pending the CSC's issuance of the applicable QS. The advisory shall emphasize that the deferment is solely an interim measure to ensure compliance with CSC rules and does not affect the Department's commitment to immediately proceed with hiring upon CSC approval.

BHROD remains in close coordination with the CSC to facilitate the earliest possible issuance of the revised QS and any necessary clarificatory issuances. Upon receipt of the CSC's official action, this Office shall immediately issue the corresponding implementing guidance to all field offices to facilitate the timely, orderly, and consistent hiring and deployment of SST and SNET personnel.

For policy clarifications and other concerns, you may coordinate with the **BHROD-Human Resource Development Division (BHROD-HRDD)** through **Ms. Carla Gob** at bhrod.hrdd@deped.gov.ph.

For immediate dissemination, guidance, and strict compliance.

Copy Furnished:
Office of the Secretary



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