



Republic of the Philippines
Department of Education

REGION IV- A CALABARZON
CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

24 February 2026

DIVISION MEMORANDUM
No. 127 s. 2026

**INITIAL EVALUATION RESULTS (IER) OF APPLICANTS AND THE CONDUCT OF
COI AND NCOI FOR TEACHER III POSITIONS FOR SY 2025-2026
(JUNIOR HIGH SCHOOL)**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Heads, Public Elementary and Secondary Schools
Heads, Units/Sections
All Others Concerned

1. With reference to **DepEd Order No. 019, s. 2022 (DepEd Merit Selection Plan)** and **DepEd Order No. 020, s. 2024 (Guidelines on the Recruitment, Selection, and Appointment to higher teaching positions)**, this Office releases the Initial Evaluation Results (IER) for the anticipated vacant positions.
2. The conduct of **PPST Career Stage-based Observations for Indicators (COI)** and **Non-Classroom Observations for Indicators (NCOI)** is scheduled as follows:

POSITION LEVEL	VENUE	DATE	
		PPST COI	PPST NCOI
Teacher III (Junior High School)	Luis Palad Integrated High School	February 26, 2026	February 26, 2026

3. The following enclosures are attached:
 - a. Enclosure 1 – composition of Observers and Assessors for the conduct of PPST COI and PPST NCOI
 - b. Enclosure 2 – Initial Evaluation Results (IER)
4. **For the composition of Assessors for the conduct of PPST NCOI**, please note that **only the documents submitted by the applicants on the deadline of application** shall serve as the basis for assessment during the conduct of the PPST NCOI. **These submitted documents will be forwarded to the Assessors on the day of the NCOI.** No additional Means of Verification (MOVs) shall be accepted or submitted on the day of the evaluation.

5. **Observers and assessors must not be related to the applicant** within the third degree of consanguinity or affinity. In such cases, they shall withdraw themselves, and an alternate observer or assessor shall be designated.
6. For information and guidance of all concerned.


CELEDONIO B. BALDERAS JR.
Schools Division Superintendent

Encl.: As stated

References: DepEd Order 019, s. 2022
DepEd Order 20, s. 2024

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

RSP
TEACHER III

OSDS Personnel Unit – initial evaluation results (ier) of applicants and the conduct of coi and ncoi for teacher iii positions for sy 2025-2026 (junior high school)
PERCF7SD-002443/February 24, 2026

Enclosure 1

**COMPOSITION OF THE OBSERVERS, ASSESSORS AND PROCTOR FOR THE
CONDUCT OF CLASSROOM AND NON-CLASSROOM OBSERVABLE
INDICATORS**

TEACHER III (JUNIOR HIGH SCHOOL) Luis Palad Integrated High School February 26, 2026 8:00 A.M.			
ENGLISH			
For PPST COIs (Classroom Observation / Demonstration Teaching) and PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)			
Observers and Assessors	Name	Position Title	School/Office
	REMPSON P. SUMILANG	ASP II	RQINHS
	TESALONICA C. ABESAMIS	MT I	LPIHS
Proctor	JOJO J. OABEL	T III	LPIHS
Observer	MIKAEL SANDINO T. ANDREY	EPS	SDO

TEACHER III (JUNIOR HIGH SCHOOL) Luis Palad Integrated High School February 26, 2026 8:00 A.M.			
MUSIC, ARTS, PHYSICAL EDUCATION AND HEALTH			
For PPST COIs (Classroom Observation / Demonstration Teaching) and PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)			
Observers and Assessors	Name	Position Title	School/Office
	LYKA ROSE L. CABRERA	MT I	LPIHS
	RONELDA S. EMPAMANO	MT I	LPIHS
Proctor	RUBYROSE R. DEL ROSARIO	T III	LPIHS
Observer	SHERWIN C. QUESEA	EPS	SDO

TEACHER III (JUNIOR HIGH SCHOOL) Luis Palad Integrated High School February 26, 2026 8:00 A.M.			
VALUES EDUCATION			
For PPST COIs (Classroom Observation / Demonstration Teaching) and PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)			
Observers and Assessors	Name	Position Title	School/Office
	JOSEPH JAY U. AUREADA	EPS	SDO
	LORENA G. SAUL	MT I	LPIHS
Proctor	LANIE C. NAYNES	T III	LPIHS

TEACHER III (JUNIOR HIGH SCHOOL) Luis Palad Integrated High School February 26, 2026 8:00 A.M.			
TECHNOLOGY AND LIVELIHOOD EDUCATION			
For PPST COIs (Classroom Observation / Demonstration Teaching) and PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)			
Observers and Assessors	Name	Position Title	School/Office
	JOWELL C. MENDOZA	MT I	LPIHS
	MARIA CECILIA P. PAGANA	MT I	LPIHS
Proctor	WENDELL R. JAVIN	MT I	LPIHS
Observer	LOUIE L. FULLEDO	EPS	SDO



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REGION IV- A CALABARZON
 CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

INITIAL EVALUATION RESULT (IER)

Position: TEACHER III (Junior High School)

Salary Grade and Monthly Salary: SG13 | P 36,125.00

Qualification Standards:

Education Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units Education

Training 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization attended within the last 5 years, acquired after the last date of promotion

Experience 2 years teaching experience

Eligibility RA 1080, as amended (Teacher-Secondary)

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	TAY-RSP-T3-26-001	Bachelor of Science in Computer Science plus 18 Professional Units in Education Master of Arts in Education with Specialization in Values Education – CARMA	PSHS System National Teacher's Convention 2023 with the theme Moving F.O.R.W.A.R.D. to a Future-Proof STEM Education	24	Special Science Teacher I-II	11 yrs., 6 mos. & 1 day	RA (1080) Teacher	Qualified	Met



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No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
2	TAY-RSP-T3-26-002	Bachelor of Science in Industrial Technology Major in Food and Beverages Technology plus 18 Professional Units in Education	2024-Mid-Year School-based In-Service Training (INSET) with the theme: Capacity Building and Upskilling of School Personnel on Select NEAP Development Programs: A School-based In-Service Training (INSET) for SY 2024-2025	32	Teacher I-II	10 yrs., 6 mos. & 15 days	RA (1080) Teacher	Qualified	Met
3	TAY-RSP-T3-26-003	Bachelor of Secondary Education Major in Technology and Home Economics	Training of Grades 2, 3, 5 and 8 Teachers on the Revised K to 12 Curriculum Implementation - Phase 2	24	Teacher I-II	11 yrs., 8 mos. & 14 days	RA (1080) Teacher	Qualified	Met

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
4	TAY-RSP-T3-26-004	Bachelor of Arts Major in History plus 18 Professional Units in Education Master in Physical Education and Sports Science - 36 units	2024-Mid-Year School-based In-Service Training (INSET) with the theme: Capacity Building and Upskilling of School Personnel on Select NEAP Development Programs: A School-based In-Service Training (INSET) for SY 2024-2025	40	Teacher I	10 yrs., 7 mos. & 28 days	RA (1080) Teacher	Qualified	Met
5	TAY-RSP-T3-26-005	Bachelor of Secondary Education Major in Home Economics and Technology Master of Arts in Education Major in Administration and Supervision - 27 units	2024-Mid-Year School-based In-Service Training (INSET) with the theme: Capacity Building and Upskilling of School Personnel on Select NEAP Development Programs: A School-based In-Service Training (INSET) for SY 2024-2025	40	Teacher I-II	13 yrs. & 13 days	RA (1080) Teacher	Qualified	Met

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
6	TAY-RSP-T3-26-006	Bachelor of Secondary Education Major in English	2024-Mid-Year School-based In-Service Training (INSET) with the theme: Capacity Building and Upskilling of School Personnel on Select NEAP Development Programs: A School-based In-Service Training (INSET) for SY 2024-2025	40	Teacher I-II	35 yrs., 7 mos. & 24 days	RA (1080) Teacher	Qualified	Met
7	TAY-RSP-T3-26-007	Bachelor of Secondary Education Major in Music, Arts, Physical Education and Health	Conduct of Regional Accreditation for DepEd Officiating Officials	16	Teacher I-II	9 yrs., 7 mos. & 20 days	RA (1080) Teacher	Qualified	Met
8	TAY-RSP-T3-26-008	Bachelor of Science in Business Administration Major in Tariff and Customs Administration plus 18 Professional Units in Education Master of Arts in Teaching English - 27 units	Master Classes for Grade 7 Teachers Across All Learning Areas	32	Teacher I	10 yrs. & 7 mos.	RA (1080) Teacher	Qualified	Met

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
9	TAY-RSP-T3-26-009	Bachelor of Secondary Education Major in English	Division Roll-out of Higher Order Thinking Skills for Grades 9-10 English, Science and Mathematics Teachers	32	Teacher I	15 yrs., 7 mos. & 26 days	RA (1080) Teacher	Qualified	Met
10	TAY-RSP-T3-26-010	Bachelor of Secondary Education Major in English	Division Roll-out of Higher Order Thinking Skills Professional Learning Packages for Grades 7 and 8 English, Science and Mathematics Teachers	32	Teacher I	10 yrs., 7 mos. & 25 days	RA (1080) Teacher	Qualified	Met

Prepared and Certified Correct by:


GRASIELA L. HERNANDEZ *Gr*

Administrative Officer IV/ HRMO II
Human Resource Management Officer

Date: 24 FEB 2026



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