



Republic of the Philippines
Department of Education
REGION IV- A CALABARZON
CITY SCHOOLS DIVISION OF CITY OF TAYABAS

12 August 2025

DIVISION MEMORANDUM
No. 546 s. 2025

**RECRUITMENT AND SELECTION OF APPLICANTS FOR MASTER TEACHER I
VACANT POSITIONS**

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

1. The field is hereby informed of the division-wide recruitment and selection of interested applicants for the **Master Teacher I** vacant positions. The Human Resource Merit Promotion and Selection Board (HRMPSB) will use **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)** in the recruitment and selection process.

Position Title	Plantilla Item No.	Salary Grade	Monthly Salary	No. of Position/s	Place of Assignment (Plantilla)
Master Teacher I	OSEC-DECSB-MTCHR1-270731-2016	18	P 51,304	1	Buenaventura Alandy National High School
	OSEC-DECSB-MTCHR1-240392-1998	18	P 51,304	1	Luis Palad Integrated High School

2. City Schools Division of the City of Tayabas strictly adheres to the Equal Opportunity Principle (EOP) on Human Resource Management and Development and encourages all qualified and interested applicants to apply regardless of race, color, sex, religion, sexual orientation, gender identity, national origin, veteran, or disability status.

3. In line with this, all interested applicants are requested to submit all the needed documents indicated in **DepEd Order No. 020, s. 2024 (see attached Annex A)** properly labelled with ear tags and arranged according to the checklist per criterion at the Personnel Services Unit through the Records Section of this division on or before **August 22, 2025 until 5:00 o'clock in the afternoon.**

4. **For fairness and equality among interested applicants**, submission of documents and/or additional credentials made **after the due date will not be accepted**, unless otherwise, this Office requests so for verification purposes of submitted documents and/or announces the extension of recruitment process. Likewise, individuals who fail to submit the complete mandatory requirements by the set deadline will not be included in the pool of official applicants.

5. During the deliberation process, the applicants shall bring their **original copies** and/or **Certified True Copy** of documents for validation. Failure to show the original documents shall nullify the points of the criterion where it represents.

6. The qualification standards of the said positions are as follows:

Prescribed Qualifications						
Position	Education	Trainings	Experience	Eligibility	For internal applicants:	
					Classroom Observable Indicators (COI)	Non-Classroom Observable Indicators (NCOI)
Master Teacher I (Senior High School Master Teacher I-Academic Track and Core Subjects)	Master's degree in relevant strand/ subject plus 18 professional units in Education	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 within the last 5 years, acquired after the last date of promotion; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry work in relevant strand/ subject	RA 1080, as amended (Teacher-Secondary) for permanent appointments	At least 21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory; and 8 Proficient NCOIs at Outstanding
	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	For external applicants and other non-teacher applicants: At least a Very Satisfactory (VS) in the last three (3) immediately preceding rating periods, each covering one (1) year complete performance cycle	

Position	Education	Trainings	Experience	Eligibility	For internal applicants:	
					Classroom Observable Indicators (COI)	Non-Classroom Observable Indicators (NCOI)
Master Teacher I (Secondary)	Master's Degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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, acquired after the last date of promotion; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years teaching experience	RA 1080, as amended (Teacher-Secondary)	At least 21 Proficient COIs at Outstanding	At least 8 Proficient NCOIs at Very Satisfactory; and 8 Proficient NCOIs at Outstanding
					For external applicants and other non-teacher applicants: At least a Very Satisfactory (VS) in the last three (3) immediately preceding rating periods, each covering one (1) year complete performance cycle	

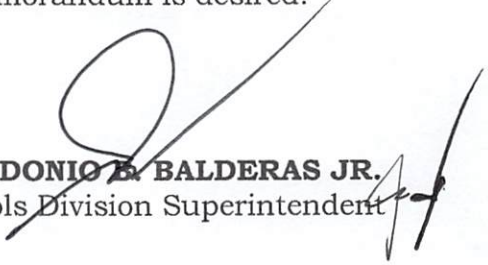
7. The teachers' demonstration of **Classroom Observable Indicators (COIs)** shall be assessed through the conduct of a **classroom observation** using the **Classroom Observation Tool (COT)**. The assessment shall focus on **COT Rubric Levels 4 to 8 (Highly Proficient)**, based on the following **Philippine Professional Standards for Teachers (PPST) Classroom Observable Indicators**:

For Master Teacher I					
1.1.3	2.5.3	3.1.3	4.1.3	5.1.3	

8. Below is the timeline for the recruitment and selection process of the said position:

ACTIVITY	TIMELINE	VENUE
Deadline of Filing of application letter with complete supporting documents	August 22, 2025	Personnel Administration Services Unit / Records Unit
Initial Evaluation of the Qualification of Applicants viz-a-viz Qualification Standards (QS)	August 26-29, 2025	Personnel Administration Services Unit
Submission of Initial Evaluation Results (IER) to the HRMPSB for deliberation	September 1, 2025	Office of the Assistant Schools Division Superintendent
Posting of the Initial Evaluation Results (IER)	September 1, 2025	DepEd Tayabas Bulletin Board, Website and Facebook Page
PPST COIs (Classroom Observation / Demonstration Teaching)	September 3, 2025	Buenaventura Alandy National High School/Luis Palad Integrated High School
PPST NCOIs (Non-Classroom Observation / Assessment of Portfolio Annotations and BEI)	September 4, 2025	Buenaventura Alandy National High School/Luis Palad Integrated High School
Submission of individual ratings of applicants, based on the scores they obtained in each criterion, to the AO II of the school where the vacancy exists	September 5, 2025	Buenaventura Alandy National High School/Luis Palad Integrated High School
Submission of Individual Ratings of applicants to HRMO / HRMPSB secretariat)	September 5, 2025	Personnel Administration Services Unit
HRMPSB Deliberation and preparation of Comparative Assessment Results (CAR)	September 8, 2025	Office of the Assistant Schools Division Superintendent
Submission of CAR to the Appointing Authority	September 8, 2025	Office of the Schools Division Superintendent
Conduct of Background Investigation <i>Note: Upon the Request of the Appointing Authority</i>	-	-
Posting of Comparative Assessment Results	September 9, 2025	DepEd Tayabas Bulletin Board, Website and Facebook Page

9. Wide and immediate dissemination of this Memorandum is desired.


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

MASTER TEACHER I

OSDS Personnel Unit – recruitment and selection of applicants for master teacher i vacant positions
PERIQB62-001785/August 12, 2025

Annex A

**CHECKLIST OF REQUIREMENTS
(As per DepEd Order No. 020, s. 2024)**

1. Two (2) original copies of the duly accomplished Checklist of Requirements and Omnibus Sworn Statement, sworn before any public officer authorized to administer oaths (e.g., Barangay Captain). Notarization will no longer be required to relieve applicants of unnecessary costs.

Note: The form can be downloaded from this link:

<https://tinyurl.com/AnnexC-1-OmnibusandChecklist>

2. Letter of intent addressed to the Schools Division Superintendent containing the position title and school you are applying for;

CELEDONIO B. BALDERAS JR.

Schools Division Superintendent

3. Fully accomplished **Personal Data Sheet (PDS)** (CS Form No. 212, Revised 2017) with recent passport-sized picture with attached **Work Experience Sheet** which can be downloaded at www.csc.gov.ph;

4. Photocopy of Voter's ID and/or any proof of residency;

5. Photocopy of the updated PRC ID License (must be **Certified True Copy** by the PRC);

6. Photocopy of Certificate of Board Ratings obtained in the Licensure Examination for Teachers (LET)/ Professional Board Examination for Teachers (PBET) (must be **Certified True Copy** by the PRC);

7. Photocopy of **Certified True Copy** of Transcript of Records and Certification of Units Earned issued by the School Registrar of the following, if applicable:

a.) Certified True Copy of Transcript of Records (TOR) for:

- i. Bachelor's Degree
- ii. Professional Education (18 units) *(if applicable)*
- iii. Master's or Doctoral Degree *(if applicable)*

b.) Certification of Units Earned ***(if not yet graduated)*** issued by the **School Registrar** for:

- i. Master's Degree *(if applicable)*
- ii. Doctoral Degree *(if applicable)*

(Note: Copies of grades, class cards, registration forms, or diplomas alone will not be accepted)

8. Updated and duly signed Service Record or Certificate of Employment;

9. Photocopy of latest appointment;

10. Photocopy of Certificate(s) of relevant training attended within the last five years, acquired after the last date of promotion, if applicable;

10.1. Additional Means of Verification (MOVs) for trainings attended, if any

11. Photocopy of a valid Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II and Trainers Methodology Certificate (TMC) (**mandatory for TVL applicants**);

12. Photocopy of the required Performance Ratings with **at least Very Satisfactory** rating;

Note: Performance ratings must be derived from the authorized performance evaluation tool; a certificate of rating alone **will not be accepted**. In the absence of the applicable performance evaluation tool, **no proxy measures** shall be considered.

Note: For internal applicants:

A performance rating from the last rating period, **covering a one (1) year performance cycle in the current position**, shall be required. **In addition**, internal applicants must also submit the performance requirements stated in the prescribed qualifications (**see number 6 of this memorandum**), based on a maximum of three (3) rating periods, reckoned from the immediately preceding completed performance cycle.

Note: For external applicants:

A performance rating from the last rating period, **covering a one (1) year performance cycle in the current position**, shall be required. **In addition**, external applicants must also submit the performance requirements stated in the prescribed qualifications (**see number 6 of this memorandum**).

In a separate folder, applicants must submit the following documents:

13. Means of Verification (MOVs) from the applicant's RPMS portfolio, used in the performance assessment based on the following **Philippine Professional Standards for Teachers (PPST) Non-Classroom Observable Indicator**:

Note: Only the submitted documents shall serve as the basis for assessment.
No additional MOVs will be accepted or submitted on the day of the NCOI evaluation.

Indicators to be assessed in the Portfolio Annotation				
1.2.2	4.4.2	5.2.2	6.1.2	7.4.2

Indicators to be assessed in the Interview				
1.2.3	4.4.3	5.2.3	6.1.3	7.4.3