



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

02 September 2025

DIVISION MEMORANDUM
No. **587** s. 2025

COMPOSITION OF EXPANDED CAREER PROGRESSION (ECP) COMMITTEE

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

1. In accordance with the provisions of **DepEd Order No. 024, s. 2025**, or the **Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education**, this Office hereby constitutes the **Expanded Career Progression Committee** at the Division level.

2. The composition of the **Expanded Career Progression Committee** is as follows:

Chairperson:

HERBERT D. PEREZ
Assistant Schools Division Superintendent

Members:

IMELDA C. RAYMUNDO
Chief Education Supervisor
School Governance and Operations Division
(SGOD)

DR. EDWIN R. RODRIGUEZ
Chief Education Supervisor
Curriculum Implementation Division
(CID)

LUZVIMINDA E. SALUDARES
Senior Education Program Specialist
Human Resource Development (HRD)

MARIFE R. LAGAR
Planning Officer III

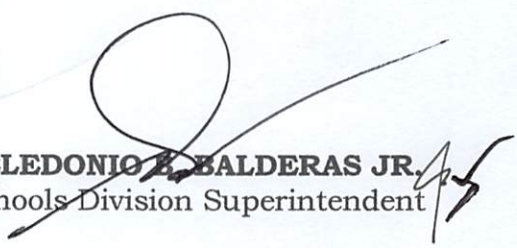
BENJAMIN A. MILLARES
Budget Officer III

AGNES M. LUZADAS
Accountant III

CONRADO C. GABARDA
Administrative Officer V

GRASIELA L. HERNANDEZ
Administrative Officer IV/ HRMO II

3. The committee shall:
- Monitor strict adherence to the provisions of these guidelines;
 - Manage the advocacy and information dissemination to internal and external stakeholders;
 - Profile and facilitate professional development and career advancement of personnel affected by the implementation of the ECP System;
 - Guide and provide support to affected personnel based on the available options stipulated in this Order;
 - Facilitate the changes in the Plantilla, staffing modification, and personnel movements, and reporting thereof to the RO and CO;
 - Ensure the conduct and cascading of capacity building activities to incumbents, implementers, assessors, and key stakeholders;
 - Ensure alignment and streamlining of systems and procedures at the SDO level in accordance with applicable provisions under Section 38 of the Enclosure in the said Order;
 - Establish a systematic feedback mechanism; and evaluate, address, and report implementation and policy issues that may arise;
 - Document and resolve ECP System-related issues and concerns, subject to the applicable policies and guidelines, rules and regulations, and relevant issuances; and
 - Report and elevate policy and higher-level implementation issues and concerns to RO-HRDD, for onward submission to BHROD.
4. Immediate and wide dissemination of this Memorandum is desired.


CELEDONIO B. BALDERAS JR.
Schools Division Superintendent

Encl: As stated

Reference: DepEd Order No. 024, s. 2025

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

APPOINTMENT
CAREER PROGRESSION
EMPLOYMENT
HIRING
POLICY
RECRUITMENT
RULES AND REGULATIONS
SELECTION
TEACHERS

OSDS Personnel Unit – composition of expanded career progression (ecp) committee
PER5I9RB-001838 /September 2, 2025