



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

25 September 2025

DIVISION MEMORANDUM
No. 673 s. 2025

**INITIAL EVALUATION RESULTS (IER) OF APPLICANTS AND THE CONDUCT OF
COI AND NCOI FOR TEACHER II AND TEACHER III POSITIONS
(SENIOR 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 II (SHS-Academic Track)	Buenaventura Alandy National High School	October 1, 2025	October 2, 2025
Teacher III (SHS-Academic Track)			
Teacher III (SHS-TVL)			

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

OSDS Personnel Unit – initial evaluation results (ier) of applicants and the conduct of coi and ncoi for teacher ii and teacher iii positions (senior high school)
PER3K23C-001956/September 25, 2025

Enclosure 1

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

TEACHER II AND TEACHER III (SENIOR HIGH SCHOOL) Buenaventura Alandy National High School October 1, 2025 8:00 AM			
For PPST COIs (Classroom Observation / Demonstration Teaching)			
Observers	Name	Position Title	School/Office
	TESALONICA C. ABESAMIS	MASTER TEACHER I	LPIHS
	LESETTE O. MARQUEZ	MASTER TEACHER I	WPNHS
	SIMPLICIO B. RATO	MASTER TEACHER I	ILASAN IS
	MARY GRACE D. CABILI	SCHOOL PRINCIPAL II	DAPDAP IS

TEACHER II AND TEACHER III (SENIOR HIGH SCHOOL) Buenaventura Alandy National High School October 2, 2025 8:00 AM			
PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)			
Assessors	Name	Position Title	School/Office
	JOHNCENT ROY C. TIBORDO	MASTER TEACHER I	WPNHS
	MICHAEL M. SAFRED	SCHOOL PRINCIPAL I	ILASAN IS
	ADRIAN D. MAAÑO	HEAD TEACHER III	RQINHS
Proctor	JERWIN D. ARPIA	TEACHER III	BANHS



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INITIAL EVALUATION RESULT (IER)

Position: **TEACHER II (Senior High School-Academic Track and Core Subjects)**

Salary Grade and Monthly Salary: **SG12 | P 32,245.00**

Qualification Standards:

Education **Bachelor's degree with a major in the relevant strand/ subject plus 18 professional units in Education; or any Bachelor's degree with at least 6 units towards a Master's degree in relevant strand/ subject plus 18 professional units in Education or Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject**

Training **8 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 **1 year experience in teaching or industry work in relevant strand/ subject**

Eligibility **RA 1080, as Amended (Teacher-Secondary) for permanent appointments or None required for provisional and contractual appointments (must pass the LET within 5 years after the date of first hiring)**

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	TAY-RSP-T2-25-027	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English (9 units)	School Based In-Service Training 2024	40	Teacher I Teacher II	1 year & 6 months 11 mos. & 27 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)
2	TAY-RSP-T2-25-014	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English	1st Research Conference on Mission-Driven Education (RCMDE 2024) Theme: Mission-Driven Education: Advancing Research in Pursuit of Innovation in the 21st Century Schools	8	English Language Teacher	3 years & 8 months	RA (1080) Teacher	Qualified	Met
3	TAY-RSP-T2-25-013	Bachelor of Secondary Education Major in Filipino Master of Arts in Education Major in Filipino	Capacitating the Teaching Workforce in Preparation for AY 2024-2025	8	High School Teacher	2yrs. & 29days	RA (1080) Teacher	Qualified	Met

Prepared and Certified Correct by:

GRASIELA L. HERNANDEZAdministrative Officer IV/ HRMO II

Human Resource Management Officer

Date: SEP 25 2025



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INITIAL EVALUATION RESULT (IER)

Position: **TEACHER III (Senior High School-Academic Track and Core Subjects)**

Salary Grade and Monthly Salary: **SG13 | P 34,421.00**

Qualification Standards:

Education **Bachelor's degree with a major in the relevant strand/ subject plus 18 professional units in Education; or any Bachelor's degree with at least 12 units towards a Master's degree in relevant strand/ subject plus 18 professional units in Education or Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject**

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 experience in teaching or industry work in relevant strand/ subject**

Eligibility **RA 1080, as amended (Teacher-Secondary) for permanent appointments or None required for provisional and contractual appointments (must pass the LET within 5 years after the date of first hiring)**

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	TAY-RSP-T3-25-028	Bachelor of Secondary Education Major in Filipino Master of Arts in Education Major in Filipino	Integrating Research-Strategies into the Development of Learning Activity Sheets for Enhanced Student Engagement and Understanding	24	Teacher II	4 years & 28 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)
2	TAY-RSP-T3-25-026	Bachelor of Science in Biology plus 18 professional units in Education Master in Educational Management	School-Based In-Service Training (INSET) Theme: Paladian Goes MATATAG	40	Teacher II	6 years & 12 days	RA (1080) Teacher	Qualified	Met

Prepared and Certified Correct by:


GRASIELA L. HERNANDEZ Jr.
Administrative Officer IV/ HRMO II
Human Resource Management Officer
Date: SEP 25 2025



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INITIAL EVALUATION RESULT (IER)

Position: **TEACHER III (Senior High School-Technical Vocational and Livelihood Track)**

Salary Grade and Monthly Salary: **SG13 | P 34,421.00**

Qualification Standards:

Education **Bachelor's degree relevant to the specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education or Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization**

Training **National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant Technical-vocational course(s) in the area of specialization**

Experience **2 years experience in teaching or industry experience in relevant strand/area of specialization**

Eligibility **RA 1080, as amended (Teacher-Secondary) for permanent appointments or None required for provisional and contractual appointments (must pass the LET within 5 years after the date of first hiring)**

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	TAY-RSP-T3-25-034	Bachelor of Technical Teachers Education Major in Electrical Technology	Electrical Installation and Maintenance (NCII)	640	Teacher II	11 mos. & 6 days	RA (1080) Teacher	Qualified	Met
		Master in Technical Education Major in Electrical Technology	Trainers Methodology Level (NC I)	264	Teacher I	4 yrs. 9 mos. & 28 days			

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
2	TAY-RSP-T3-25-030	Bachelor of Science in Industrial Education	Electrical Installation and Maintenance (NCII)	640	Teacher II	1yr. & 25 days	RA (1080) Teacher	Qualified	Met
		Master in Educational Management	Trainers Methodology Level (NC I)	264	Teacher I	3yrs. 9 mos. & 1 day			

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	TAY-RSP-T3-25-037	Bachelor of Science in Hotel and Restaurant Management Masters in Management Major in Hospitality Management	Expired National Certificate II (Valid until: January 14, 2021) and Expired Trainer's Methodology Certificate I (Valid until: November 17, 2022)	0	Teacher II	9 years, 2mos. & 28 days	RA (1080) Teacher	Disqualified	Met

Prepared and Certified Correct by:

GRASIELA L. HERNANDEZ *g*
Administrative Officer IV/ HRMO II
 Human Resource Management Officer
 Date: SEP 25 2025