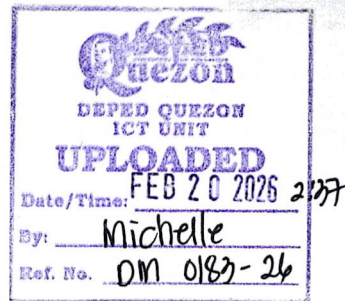




Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE



20 February 2026

DIVISION MEMORANDUM

No. 0183, s. 2026

ANNOUNCING THE SCHEDULE OF RECRUITMENT AND SELECTION OF APPLICANTS FOR KINDERGARTEN, ELEMENTARY, JUNIOR HIGH SCHOOL AND SENIOR HIGH SCHOOL HIGHER TEACHING POSITIONS

To: Assistant Schools Division Superintendents
 Chiefs – CID/SGOD
 HRMPSB Members
 Public Schools District Supervisors
 Public Elementary and Secondary School Heads
 All Others Concerned

1. In reference to DepEd Order 20, s. 2024 titled “Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions”, the Schools Division Office of Quezon Province through the Human Resource Merit and Personnel Selection Board announces the schedules for the different activities relative to the recruitment and selection of applicants for Kindergarten, Elementary, Junior High School and Senior High School Higher Teaching Positions (see attached enclosure for the list of vacancies).
2. All interested and qualified applicants are welcome to apply regardless of age, gender, civil status, disability, religion, ethnicity, social status, income, class or political affiliation.
3. As specified in DepEd Order No. 20, 2024, applicants to **TEACHER II, TEACHER III, TEACHER V, SPET I, MASTER TEACHER I, and MASTER TEACHER II** positions in Kindergarten, Elementary, Junior High School and Senior High School shall be rated as follows:

Education	Training	Experience	Performance	PPST COI (Classroom Observation)	PPST NCOIs (Portfolio Annotations and BEI)	TOTAL
10	10	10	30	25	15	100

4. The pertinent documents shall include the following Mandatory Documentary Requirements to the Principal/School Head of the school where the applicants prefer to apply arranged as follows:
 - a. Letter of intent addressed to the SDS containing the following information:
 - i. Statement of purpose/expression of interest; and
 - ii. Learning area/subject group they intend to teach, if applicable;

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

- b. Duly accomplished PDS (CS Form No. 212, Revised 2025) with Work Experience Sheet;
- c. Photocopy of Voter's ID and/or any proof of residency;
- d. Photocopy of valid and updated PRC License/ID;
- e. Photocopy of Certificate of Board Rating;
- f. Photocopy of scholastic/academic record (i.e., Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available);
- g. Photocopy of duly signed Service Record or Certificate of Employment, whichever is applicable;
- h. Photocopy of latest appointment (for those applying for promotion);
- i. Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any;
- j. Photocopy of of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC), if applicable;
- k. Photocopy of the required Performance Rating with at least Very Satisfactory rating (Note: The applicant shall submit at most three (3) performance ratings depending on the performance requirements. The latest performance rating shall cover one (1) year complete performance rating period in the current position);
- l. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C), **sworn before a public officer authorized to administer oaths** pursuant to Section 41 of EO No. 292, as amended by RA No. 6733 and as further amended by RA No. 10755; and
- m. Other documents as may be required by the HRMPSB, including but not limited to portfolio for the assessment of identified PPST non-classroom observable indicators.

Online submission of electronic copies of the above enumerated application documents may be allowed provided that the requisites of Section 7(a) of RA No. 8792 or the "Electronic Commerce Act of 2000," whenever applicable, are complied with. Online submission is subject to submission of hard copies upon request for purposes of verification.

5. All application documents shall be submitted on or before **March 2, 2026 (Monday)**. Applicants who fail to submit the **Mandatory Requirements** on the set deadline shall not be included in the pool of official applicants. **No further documents shall be accepted after the deadline.**

6. **The Qualification Standards for the following positions are as follows:**

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
Contact No.s: (042) 784-0366 | (042) 784-0164 |
(042) 784-0391 | (042) 784-0321
E-mail Address: quezon@deped.gov.ph
Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

I. TEACHER II – TEACHER V
A. For Elementary and Junior High School

POSITION	SALARY/ JOB/ PAY GRADE	MONTHLY SALARY	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
TEACHER II	12	33947	For Elementary: Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education For Junior High School: Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 YEAR RELEVANT EXPERIENCE	RA 1080, as amended (Teacher-Elementary/Secondary)
TEACHER III	13	36125	For Elementary: Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 YEARS RELEVANT EXPERIENCE	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			Professionals Units in Education For Junior High School: Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education			
TEACHER V	15	42178	Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 YEARS TEACHING EXPERIENCE	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

**B. For Senior High School
TEACHER II**

TRACK	SALARY/ JOB/ PAY GRADE	MONTHLY SALARY	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
ACADEMIC TRACK AND CORE SUBJECTS	12	33947	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 Master's degree in relevant strand/subject plus 18 units of professional units in Education; 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	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year experience in teaching or industry work in relevant strand/subject	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments 'must pass the LET within 5 years after the date of first hiring

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
Contact No.s: (042) 784-0366 | (042) 784-0164 |
(042) 784-0391 | (042) 784-0321
E-mail Address: quezon@deped.gov.ph
Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

TECHNICAL VOCATIONAL AND LIVELIHOOD			Bachelor's degree relevant to the area of 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; Bachelor's degree relevant to the area of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization)	1 year experience in teaching or industry experience in relevant strand/ area of specialization
SPORTS			Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education;	8 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years	1 year experience in teaching or industry work in the relevant field(s) under the Sports Track

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			<p>Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track</p>			
ARTS & DESIGN			<p>Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields, and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design,</p>	<p>8 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject acquired within the last 5 years</p>	<p>1 year relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			or Photography, or other allied courses; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields			
--	--	--	---	--	--	--

TEACHER III

TRACK	SALARY/ JOB/ PAY GRADE	MONTHLY SALARY	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
ACADEMIC TRACK AND CORE SUBJECTS	13	36125	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 12 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education; 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	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years experience in teaching or industry work in relevant strand/subject	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments 'must pass the LET within 5 years after the date of first hiring
TECHNICAL VOCATIONAL AND LIVELIHOOD			Bachelor's degree relevant to the area of specialization plus 18 professional	National Certificate (NC) II and Trainer's Methodology Certificate	2 years experience in teaching or industry experience in relevant	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			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; Bachelor's degree relevant to the area of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization	(TMC) I in relevant technical-vocational course(s) in the area of specialization	strand/area of specialization
SPORTS			Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education; Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with	16 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years	2 years experience in teaching or industry work in the relevant field(s) under the Sports Track

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			atleast 15 units of specialization in the relevant field(s) under the Sports Track			
ARTS & DESIGN			Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields, and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields	16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject acquired within the last 5 years	2 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

III. MASTER TEACHER I – II
A. For Elementary

Position	Salary/ Job/ Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility
MASTER TEACHER II	19	59153	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; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Elementary/Secondary)
MASTER TEACHER I	18	53818	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; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 YEARS TEACHING EXPERIENCE	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

B. For Junior High School

Position	Salary/ Job/ Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility
MASTER TEACHER II	19	59153	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; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher- Secondary)
MASTER TEACHER I	18	53818	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; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 YEARS TEACHING EXPERIENCE	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

**C. For Senior High School
 Academic**

Position	Salary/ Job/ Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility
MASTER TEACHER II	19	59153	Master's degree in relevant strand/subject plus 18 professional units in Education; Master's degree in relevant strand/subject	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 or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching in relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
MASTER TEACHER I	18	53818	Master's degree in relevant strand/subject plus 18 professional units in Education; Master's degree in relevant strand/subject	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 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	

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

TVL

Position	Salary/ Job/ Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility
MASTER TEACHER II	19	59153	Master's degree in relevant field(s) under the strand/ area of specialization plus 18 professional units in Education; Master's degree in relevant field(s) under the strand/ area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization and 1 year experience in instructional supervision and technical assistance to teachers	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments 'must pass the LET within 5 years after the date of first hiring
MASTER TEACHER I	18	53818	Master's degree in relevant field(s) under the strand/ area of specialization plus 18 professional units in Education; Master's degree in relevant field(s) under the strand/ area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization	

SPORTS

Position	Salary/ Job/ Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility
MASTER TEACHER II	19	59153	Master's degree in relevant field(s) under the Sports Track plus 18 professional units in Education;	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track and 8 hours of	5 years experience in teaching in the relevant field(s) under the Sports Track	RA 1080, as amended (Teacher-Secondary) for permanent

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			Master's degree in relevant field(s) under the Sports Track	training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	and 1 year experience in instructional supervision and technical assistance to teachers	appointments None Required for provisional and contractual appointments 'must pass the LET within 5 years after the date of first hiring
MASTER TEACHER I	18	53818	Master's degree in relevant field(s) under the Sports Track plus 18 professional units in Education; Master's degree in relevant field(s) under the Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry work in the relevant field(s) under the Sports Track	

ARTS & DESIGN

Position	Salary/ Job/ Pay Grade	Monthly Salary	Education	Training	Experience	Eligibility
MASTER TEACHER II	19	59153	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; Master's degree in Music, or Arts,	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject and 8 hours of training	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments 'must pass the LET within 5 years after the date of first hiring

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	and 1 year experience in instructional supervision and technical assistance to teachers
MASTER TEACHER I	18	53818	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields

7. The Performance Requirements for the following positions are as follows:

A. For Internal Applicants

Position Applied For	Classroom Observable Indicators	Non-Classroom Observable Indicators
Teacher II	At least 6 Proficient COIs at Very Satisfactory	At least 4 Proficient NCOIs at Very Satisfactory

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

Teacher III	At least 12 Proficient COIs at Very Satisfactory	At least 8 Proficient NCOIs at Very Satisfactory
Teacher V	At least 6 Proficient COIs at Very Satisfactory	At least 4 Proficient NCOIs at Very Satisfactory
Master Teacher I	21 Proficient COIs at Outstanding	8 Proficient NCOIs at Very Satisfactory; and 8 Proficient NCOIs at Outstanding
Master Teacher II	At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient NCOIs at Very Satisfactory; and 5 Highly Proficient NCOIs at Outstanding

B. For External Applicants and Other Non-Teacher Applicants

Position	Performance Requirement
SPET I (entry level of the job group)	None
Teacher II	At least VS in the latest rating period covering one (1) year complete performance cycle
Teacher III	At least VS in the last two (2) immediately preceding rating periods, each covering one (1) year complete performance cycle
Teacher V, Master Teacher I and II	At least VS in the last three (3) immediately preceding rating periods, each covering one (1) year complete performance cycle

8. The applicant assumes full accountability and responsibility for the authenticity and veracity of the documents submitted, as evidenced by the Omnibus Sworn Statement duly signed by the applicant and office of the city mayor or notarized public. Any false and fraudulent document submitted shall be grounds for disqualification.

9. Applicants are advised to register in the Division Registry of Applicants upon submission of their application folder through this link:

- For TEACHER II:
<https://tinyurl.com/APP-REG-T2-2026>
- For TEACHER III:
<https://tinyurl.com/APP-REG-T3-2026>
- For TEACHER V:
<https://tinyurl.com/APP-REG-T5-2026>
- For SPECIAL EDUCATION TEACHER I:
<https://tinyurl.com/APP-REG-SPET1-2026>
- For MASTER TEACHER I POSITION:
<https://tinyurl.com/APP-REG-MT1-2026>
- For MASTER TEACHER II POSITION:
<https://tinyurl.com/APP-REG-MT2-2026>

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

10. Below is the schedule of activities relative to the recruitment and selection process:

SCHEDULE OF ACTIVITIES

ACTIVITIES	RESPONSIBLE	INDICATIVE SCHEDULE	NO. OF WORKING DAYS
Publication & Posting of Memorandum	HRMO (Human Resource Management Officers)	February 20, 2026	1
Last day of receiving application documents in the district	By District	March 2, 2026	1
Initial Assessment/Screening of applications or pertinent documents	HRMPSB sub-committee members, By District	March 3, 2026	1
Submission and Posting of Initial Evaluation Results (IER) to the HRMPSB	AO IV	March 4, 2026	1
Comparative Assessment of Applicants (Evaluation of Documents, Demonstration Teaching, Portfolio Annotations and Behavioral Event Interview)	HRMPSB Members and sub-committee members	March 4-5, 2026	1
HRMPSB Deliberation and preparation of Comparative Assessment Results (CAR)	HRMPSB Members	March 9, 2026	1
Submission of CAR to the Appointing Authority/Posting of Comparative Result	HRMPSB Members	March 12, 2026	1

Note: The Scheduled Timeline of Activities is subject to change based on the number of application forms received.

10. Applicants are required to bring the original copies of their pertinent documents during evaluation.

11. Applicants who are still working in the private school shall adjust their schedule of evaluation to ensure that their current work will not be affected by the scheduled ranking.

12. The HRMPSB members, Division Committee and Sub-Committee members shall conduct the assessment of applicants in terms of Education, Experience, Training and Eligibility including interview and demonstration teaching. Likewise, they shall ensure the correctness of entries in both hard and soft copies of the CAR-RQA.

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
Contact No.s: (042) 784-0366 | (042) 784-0164 |
(042) 784-0391 | (042) 784-0321
E-mail Address: quezon@deped.gov.ph
Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

13. The Public Schools District Supervisor shall facilitate the submission of the electronic copy of the CAR-RQA (by district) to this email: sdo.quezon.personnel@deped.gov.ph following the given schedule and using this file name format until **March 6, 2026**
DM()s2026_CongDisDistrictPositionElem/JHS/SHS/IPED

Ex. **DM()s2026_1stLucbanT2Elem**
DM()s2026_4thPerezMT1JHS

DM()s2026_1stSampalocT3Elem
DM()s2026_2ndDoloresSNET1JHS

14. The CAR-RQA for Higher Teaching positions will be by school/district.

15. The following guidelines are hereby given emphasis:

- a. The cut-off scores for inclusion in the Comparative Assessment Results-Registry of Qualified Applicants (CAR-RQA) for **HIGHER TEACHING POSITIONS** are **50 POINTS**; (in reference to *DepEd Order No. 20, s. 2024, page 27*)
- b. There shall be separate CAR-RQA for SPET, Kindergarten, Elementary, Junior High School per learning area and Senior High School per track/specialization.

16. All teaching and non-teaching personnel are encouraged to disseminate this information through posting it on the school website, Facebook Page, Facebook Groups, etc.

17. Activities related to the entire process should strictly follow the existing health and safety protocols.

18. Activities and accomplishments shall be properly documented approved by the immediate chief and attested by the authorized division official.

19. Travel and incidental expenses of all concerned during the evaluation and ranking of teacher applicants shall be charged against MOOE/local funds subject to usual accounting and auditing rules and regulations.

20. Immediate and widest dissemination of this Memorandum is desired.


ROMMEL C. BAUTISTA, CESO V
Schools Division Superintendent 

Persrm02/20/2026

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
Contact No.s: (042) 784-0366 | (042) 784-0164 |
(042) 784-0391 | (042) 784-0321
E-mail Address: quezon@deped.gov.ph
Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

Enclosure No. 1 to Division Memorandum No. _____ s. 2026

LIST OF VACANCIES

I. TEACHER II – V POSITIONS

Kindergarten

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment
Teacher III	13	36125	1	San Andres District

Elementary

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment
Teacher V	15	42178	1	Mulanay District
Teacher III	13	36125	3	Buenavista I District
			1	Candelaria West District
			2	Catanauan I District
			1	Catanauan II District
			4	General Luna District
			1	Guinayangan South District
			1	Gumaca West District
			3	Lopez East District
			2	Lopez West District
			3	Lucban District
			1	Mauban South District
			1	Mulanay I District
			1	Pagbilao II District
			1	Patnanungan District
			2	Pitogo District
			1	Plaridel District
			1	Sampaloc District
			3	San Andres District
			1	San Francisco II District
			1	San Francisco I District
1	San Narciso II District			
2	Tiaong I District			
1	Tiaong II District			
Teacher II	12	33947	1	Agdangan District
			2	Buenavista I District
			1	Buenavista II District
			1	Burdeos District

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			1	Calauag East District
			3	Calauag West District
			5	Candelaria West District
			1	Catanauan I District
			1	Catanauan II District
			7	General Luna District
			1	Guinayangan North District
			1	Gumaca East District
			3	Gumaca West District
			1	Lopez East District
			3	Lopez West District
			1	Mauban North District
			1	Mauban South District
			2	Mulanay II District
			1	Plaridel District
			2	San Andres District
			1	San Antonio District
			1	San Francisco I District
			1	San Narciso II District
			2	Sariaya West District
			1	Tiaong I District
			2	Tiaong II District
			1	Unisan District
<i>- nothing follows -</i>				

Junior High School

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment
Teacher III	13	36125	1	Alabat Island NHS, Alabat District
			1	Binagbag IHS, Agdangan District
			1	Bondoc Peninsula Agricultural HS, Mulanay District
			1	Buenavista NHS, Buenavista District
			1	Caigdal NHS, Unisan District
			2	Gumaca NHS, Gumaca District
			1	Jacinto G. Esplana NHS, San Francisco District

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			1	Kinatakutan NHS, Tagkawayan District
			1	Leonarda D. Vera Cruz NHS, Unisan District
			2	Lopez NCHS, Lopez District
			1	Lutucan INHS, Sariaya District
			1	Malinao Ilaya INHS, Atimonan District
			1	Quezon NHS, Sariaya District
			3	Recto Memorial NHS, Tiaong District
			1	San Andres NHS, San Andres District
			1	San Isidro NHS, General Luna District
			1	San Antonio NHS, San Antonio District
Teacher II	12	33947	1	Alabat Island NHS, Alabat District
			1	Atimonan NCHS, Atimonan District
			1	Camohaguin NHS, Gumaca District
			1	Cogorin Ibaba NHS, Lopez District
			1	Gov. Anacleto C. Alcala NHS, Sariaya District
			1	Guinayangan NHS, Guinayangan District
			3	Gumaca NHS, Gumaca District
			1	Hagonghong IHS, Buenavista
			1	Infanta NHS, Infanta District
			1	Jacinto G. Esplana NHS, San Francisco District
			1	Lina Gayeta – Lasquety NHS, Padre Burgos District
			1	Lusacan NHS, Sariaya District

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon

Contact No.s: (042) 784-0366 | (042) 784-0164 |

(042) 784-0391 | (042) 784-0321

E-mail Address: quezon@deped.gov.ph

Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

			2	Lutucan INHS, Sariaya District
			1	Magsaysay NHS, Mulanay
			1	Pamampangin NHS, Lopez District
			1	Panikihan NHS, Gumaca District
			1	Pili NHS, Sariaya District
			2	Quezon NHS, Sariaya District
			1	Recto Memorial NHS, Tiaong District
			1	Sto. Niño Ilaya NHS, Lopez District
			1	Talisay IS, Tiaong District
			1	Taluong NHS, Polillo District
			1	Ungos INHS, Real District
- nothing follows -				

Senior High School

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment
Teacher III	13	36125	1	Dr. Maria D. Pastrana NHS, Mauban District
			1	Silangang Malicboy NHS, Pagbilao District
			2	Hondagua NHS, Lopez District
			1	Kinatakutan NHS, Tagkawayan District
Teacher II	12	33947	1	Nabangka NHS, Guinayangan District
			1	Patnanungan NHS, Patnanungan District
			2	Emilio V. Quizon NHS, San Andres District

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

			1	Cabong NHS, Buenavista District
			2	Dolores Macasaet NHS, Candelaria District
			1	Ilayang Ilog A NHS, Lopez District
			1	Bantulinao IS, Calauag District
			1	Butanguiad NHS, San Francisco District
			1	Marcial B. Villanueva NHS, San Francisco District
			1	Bukal Sur NHS, Candelaria Quezon
			6	Alabat INHS, Alabat District
			1	Gregorio Reyes NHS, San Narciso District
			1	San Isidro NHS, Catanauan District
			1	GMTISAT, San Narciso District
			1	Estanislao Perlas NHS, Catanauan District
			1	San Roque Ilaya NHS, Calauag District
			1	Sta. Cruz NHS, Guinayangan District
			2	Guinayangan SHS, Guinayangan District
			1	Danlagan NHS, Padre Burgos
			1	Jongo NHS, Lopez District
			1	Ungos INHS, Real District
			1	Maligaya NHS, Real District
			1	Magsaysay NHS, Mulanay District
			1	San Isidro NHS, General Luna District

- nothing follows -

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon

Contact No.s: (042) 784-0366 | (042) 784-0164 |
(042) 784-0391 | (042) 784-0321

E-mail Address: quezon@deped.gov.ph

Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

II. SPECIAL EDUCATION TEACHER I

Elementary

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment
Special Education Teacher I	14	38764	2	General Luna District
			2	Candelaria East District
<i>- nothing follows -</i>				

III. MASTER TEACHER I - II

Elementary

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment
Master Teacher II	19	59153	2	Buenavista I District
			1	Calauag West District
			1	Candelaria West District
			1	Guinayangan South District
			1	Lopez East District
			1	Mauban North District
			1	Unisan District
Master Teacher I	18	53818	1	Alabat District
			2	Calauag West District
			2	Candelaria West District
			1	Catanauan I District
			1	Gumaca East District
			1	Lucban District
			1	Pagbilao I District
			1	Real District
			1	San Andres District
			1	San Antonio District
			1	San Narciso II District
			1	Sariaya West District
<i>- nothing follows -</i>				

Junior High School

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment	Major
Master Teacher II	19	59153	1	Quezon NHS, Sariaya District	AP

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE

Master Teacher I	18	53818	1	Dr. Maria D. Pastrana NHS, Mauban District	MATH
			1	Elias A. Salvador NHS, Agdangan District	SCIENCE
			1	Hondagua NHS, Lopez District	MATH
			1	Quezon NHS, Sariaya District	ESP
<i>- nothing follows -</i>					

Senior High School

Position	Salary Grade	Monthly Salary (NBC 599)	No. of Position/s	Place of Assignment	Major
Master Teacher II	19	59153	1	San Isidro NHS, Catanauan District	ENGLISH
			1	Ungos INHS Extension Llavac, Real District	MATH
			1	GMTISAT, San Narciso District	SCIENCE
			1	Talipan NHS, Pagbilao I District	TVL HE
			1	Dr. Maria D. Pastrana NHS, Mauban District	MATH
Master Teacher I	18	53818	1	Katimo NHS, Tagkawayan District	ENGLISH
			1	Sto. Niño Ilaya NHS, Lopez District	TVL - AGRI
			1	Recto Memorial NHS, Tiaong District	SOC SCI

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Contact No.s: (042) 784-0366 | (042) 784-0164 |
 (042) 784-0391 | (042) 784-0321
 E-mail Address: quezon@deped.gov.ph
 Website: <https://quezon.deped.gov.ph>



Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

			1	Recto Memorial NHS, Tiaong District	ENGLISH
			1	San Isidro NHS, Padre Burgos	ACAD HUMMS - SOC SCI
			1	Elias A. Salvador NHS, Agdangan District	TVL – IA EPAS
			1	Dr. Maria D. Pastrana NHS, Mauban District	MATH
			1	Dr. Maria D. Pastrana NHS, Mauban District	TVL
			1	Alabat INHS, Alabat District	TVL HE
<i>- nothing follows -</i>					

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
Contact No.s: (042) 784-0366 | (042) 784-0164 |
(042) 784-0391 | (042) 784-0321
E-mail Address: quezon@deped.gov.ph
Website: <https://quezon.deped.gov.ph>