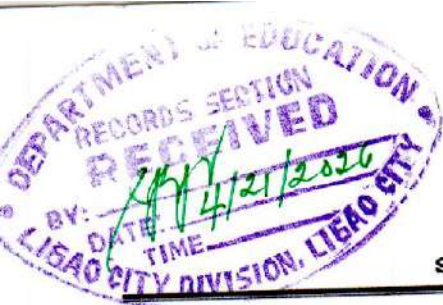
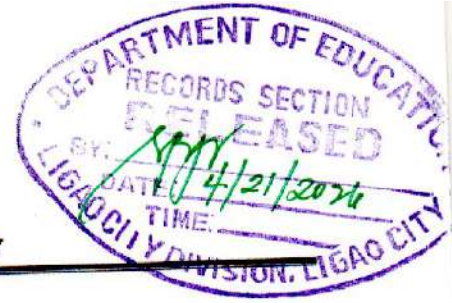




Republic of the Philippines
Department of Education
Region V- Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY



Office of the Schools Division Superintendent

April 21, 2026

DIVISION MEMORANDUM

No. **0155** s. 2026

4 2 1 2 6 2 2 9

ANNOUNCEMENT OF COMPARATIVE ASSESSMENT OF VACANT POSITIONS

TO : Assistant Schools Division Superintendent
Chief Education Supervisors (CID and SGOD)
All Elementary/Secondary School Heads
All Unit/Section Heads
All Others Concerned

1. This Office informs the field of assessment for the following non-teaching and teaching vacant positions:

Position	No of Vacancy	Salary	District / School Assignment	Qualification Standards (Minimum Requirements)
Medical Officer III	1	SG 21 (P 73,303)	OSDS SGOD	Education : Doctor of Medicine Experience : None Required Training : None Required Eligibility : RA 1080 (Physician)
Teacher III	1	SG 13 (P36,125)	Elem	Education : Bachelor's degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 professional units in Education Experience : 2 years in teaching experience Training : 16 hours of training in any of or a cumulative of the following : Curriculum, Pedagogy, Subject Specialization Instructional Supervision acquired within the last 5 years Eligibility : RA 1080 as amended (Teacher-Elementary/Secondary) Performance Requirement : at least 12 Proficient COIs at Very Satisfactory and at least 8 Proficient NCOIs at Very Satisfactory
Teacher II	2	SG 12 (P33,947)	Elem	Education : Bachelor's degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 professional units in Education Experience : 1 year teaching experience Training : 8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years Eligibility : RA 1080 as amended (Teacher-Elementary/Secondary) Performance Requirement : at least 6 Proficient COIs at Very Satisfactory and at least 4 Proficient NCOIs at Very Satisfactory



Republic of the Philippines
Department of Education
Region V- Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY

Office of the Schools Division Superintendent

Master Teacher I	1	SG 18 (P53,818)	LNHS JHS	Education : Master's Degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area Experience : 5 years teaching experience Training : 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) Eligibility : RA 1080 as amended (Teacher-Elementary/Secondary) Performance Requirements: at least 21 Proficient COIs at Outstanding and at least 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
Master Teacher II	1	SG 19 (P59,153)	Senior High School	Education : ACADEMIC Track : Master's Degree in relevant strand/subject plus 18 professional units in Education TVL Track : Master's Degree in relevant field(s) under the strand/ Area of Specialization plus 18 professional units in Education Experience : Academic Track : 5 years experience in teaching in relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers TVL Track : 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 Training : Academic Track : 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) TVL Track : 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) Eligibility : RA 1080 as amended (Teacher-Secondary) Performance Requirements: at least 10 Proficient COIs at Outstanding and at least 5 Highly Proficient NCOIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding



Republic of the Philippines
Department of Education
Region V– Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY

Office of the Schools Division Superintendent

Teacher II (T-II)	1	SG 12 (P33,947)	Senior High School	Education : ACADEMIC Track : Bachelor's degree with a major in the relevant strands/ 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 professional units in Education; TVL Track : 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 units in education Experience : Academic Track : 1 year experience in teaching or industry work in relevant strand/subject TVL Track : 1 year experience in teaching or industry experience in relevant strand/area of specialization Training : Academic Track : 8 hours of training in any of or a cumulative of the following : Curriculum, Pedagogy, Subject Specialization Instructional Supervision acquired within the last 5 years TVL Track : National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization Eligibility : RA 1080 as amended (Teacher-Secondary) Performance Requirements: at least 6 Proficient COIs at Very Satisfactory and at least 4 Proficient NCOIs at Very Satisfactory
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2. The Schedule of Activities for assessment is as follows:

Activity	Position to be Assessed	Date and Time
Pre-registration of Interested Applicants (through submitting the Documentary Requirements in PDF Forms and hard copy)		April 21 to May 4, 2026
Initial Evaluation of applicant's documents		May 5 and 6, 2026
Notification of Qualified Applicants		May 7 and 8, 2026
Assessment of Documents, Behavioural Events Interview, Skill Test and Written Examination	Medical Officer III	May 13, 2026
Assessment of Documents, PPST-COI (Classroom Observation), and PPST NCOI (Portfolio Annotations and BEI)	T-II, T-III, MT-II and MT-I	May 11 to 15, 2026



Republic of the Philippines
Department of Education
Region V– Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY

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3. Qualified and interested applicants are requested to pre-register by completing the Google form at this link <https://bit.ly/SDOLIGAOCITYPREREGISTRATIONOFAPPLICANTS> and submitting one (1) photocopy (hard copy) of the Documentary Requirements / Pertinent Documents at the Personnel Section on or before May 4, 2026.

4. All notified qualified applicants who meet the above qualification standards are advised to bring the original documents on the scheduled date of assessment at the SDO Ligao City, ASDS Office. The documents must be prepared in the following sequence:

Documentary Requirements:

- a. Letter of Intent addressed to the Head of Office containing the following information:
 - a.1. Statement of purpose/expression of interest; and
 - a.2. Learning area/subject group they intend to teach, if applicable
- b. Duly Accomplished Personal Data Sheet (CSC Form 212, revised 2025) with attached Work Experience Sheet;
- c. Photocopy of Voter's ID and/or any proof of residency;
- d. Photocopy of valid and updated PRC License/ID, if applicable;
- e. Photocopy of Certificate of Eligibility / Rating, if applicable;
- f. Photocopy of scholastic / academic record such as but not limited to Transcript of Records (TOR) with **Certificate of General Weighted Average** and Diploma, including completion of graduate and post-graduate units / degrees in the highest academic/grade level earned, if applicable;
- g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable.
- h. Photocopy of latest appointment (for those applying for promotion);
- i. Photocopy of Certificate/s of relevant specialized training or professional development programs, if any
- j. Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC), if applicable;
- k. Photocopy of the Performance Rating
 - k.1. **FOR Teaching Position** – Photocopy of the required Performance Ratings with at least Very Satisfactory rating. (Note: The applicant shall submit at most three (3) performance ratings depending on the performance requirements per Item No. 25 of Deped Order No. 20, s. 2024. The latest performance rating shall cover one (1) year complete performance rating period in the current position);
 - k.3. **FOR Medical Officer III** – Photocopy of the Performance Rating in the last rating period(s) covering one (1) year performance in the current /latest position prior to the deadline of submission, if applicable;

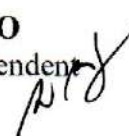


Republic of the Philippines
Department of Education
Region V– Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY

Office of the Schools Division Superintendent

- 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 A*) 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;
 - m. Other documents may be required by the HRMPSB, including but not limited to portfolio for the assessment of identified PPST non-classroom observable indicators. For **Non-Teaching Position – Means of Verification (MOV's – Annex B)** showing Outstanding Accomplishments.
5. Individuals who failed to submit complete mandatory documents (Items 4.a to 4.l) on the set deadline indicated in the official memorandum shall not be included in the pool of official applicants. However, non-submission of additional documentary requirements or those that may be required by the HRMPSB (Item 19.m) shall not warrant exclusion from the pool of official applicants.
 6. No additional documents shall be accepted after the deadline.
 7. This office shall adopt an open ranking system guided by DepEd Order 20, s. 2024 (Teaching Positions), DepEd Order No. 7, s. 2023 (Non-Teaching Position), DepEd Order No. 19, s. 2022, CSC MC No. 14, s. 2018 and other related issuances.
 8. Qualified applicants will be notified through the contact number and email address provided in their Personal Data Sheet.
 9. This office adheres to the principle of equal opportunity for all in the recruitment, selection, and appointment of personnel in the first and second level positions in all units, sections and schools covering all officials and employees regardless of age, sex, sexual orientation, gender identity or expression, marital status, pregnancy, physical features, impairment or disability, work-related injury, religious belief or activity, ethnicity, political belief, affiliation or activity.
 11. Expenses related to the conduct of the above activities shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.
 12. Immediate and widest dissemination of this memorandum is desired.


NYMPHA D. GUEMO
Schools Division Superintendent 



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SCHOOLS DIVISION OFFICE OF LIGAO CITY

Office of the Schools Division Superintendent

**MEANS OF VERIFICATION (MOV)
(FOR NON-TEACHING and RELATED TEACHING POSITIONS)**

1. **OUTSTANDING ACCOMPLISHMENTS** – refers to meritorious contributions of an applicants, such as ideas, inventions or discoveries which were duly recognized by an authorized body. These must have a direct link to the KRAs of the applicant's current or previous position. Must have led to positive results in their workplace through efficiency in operation, increased production, improved working standards, and / or savings in government spending.

a. **Awards and Recognition** – refer to citations or commendations, academic or inter-school awards, or outstanding employee awards.

a.1. *Citation or Commendation* – shall apply only to applicants for **General Services positions**.

MOV: Letter of Citation or Commendation from previous employer

a.2. *Academic or Inter-School Awards* – shall apply only to applicants with no or less than one (1) year work experience (e.g. fresh graduates)

MOV : A. Academic or inter-school award; or

B. Ten Outstanding Students of the Philippines (TOSP) Award; or

C. Certification or any document that the applicant belongs to the Top 10 in the Board or Civil Service Eligibility Examination

a.3. *Outstanding Employee Award* – shall apply to applicants with previous work experience, or those applying to positions with experience requirement

MOV : A. Any issuance, memorandum or document showing the Criteria for the search; and

B. Certificate of Recognition/Merit

b. **Research and Innovation**

MOV :

A. Proposal duly approved by the Head of Office or the designated Research Committee per DO No. 16, s. 2017

B. Accomplishment Report Verified by the Head of Office

C. Certification of Utilization of the innovation or research, within the school/office duly signed by the Head of Office.

D. Certification of adoption of the innovation or research by another school / office duly signed by the Head of Office

E. Proof of citation by other researchers (whose study/research is likewise approved by authorized body) of the concept/s developed in the research



Republic of the Philippines
Department of Education
Region V– Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY

Office of the Schools Division Superintendent

- c. ***Subject Matter Expert / Membership in National TWGs or Committees*** – shall apply to applicants who have been chosen and requested to use their technical knowledge, skills and experience to develop an output, or work towards an outcome in the national level. This may include but not limited to the development and/or validation of framework, models, policies and learning materials. Subject matter expertise or membership in NTWG's or Committees must, however, be relevant to the position being applied for.

MOV :

- A. Issuance or Memorandum showing the membership in NTWG or Committee;
 - B. Certificate of Participation or Attendance; and
 - C. Output / Adoption by the Organization/DepED.
- d. ***Resource Speakership / Learning Facilitation*** – shall apply to applicants who have been requested and invited to share their knowledge and expertise on specific subject matter/s.

MOV:

- A. Issuance / Memorandum / Invitation / Training Matrix; and
 - B. Certificate of Recognition / Merit / Commendation / Appreciation; and
 - C. Slide deck/s used and / or Session Guide/s
- e. ***NEAP Accredited Learning Facilitator*** – shall apply to applicants who have been given accreditation as Learning Facilitator by the National Educator Academy of the Philippines (NEAP)

MOV :

- A. Certificate Recognition as Learning Facilitator issued by NEAP Regional Office
- B. Certificate of Recognition as Learning Facilitator issued by NEAP Central Office

CHECKLIST OF REQUIREMENTS

Name of Applicant: _____

Application Code: _____

Position Applied For: _____

Office: _____

Contact Number: _____

Religion: _____

Ethnicity: _____

Person with Disability: Yes () No ()

Solo Parent: Yes () No ()

Basic Documentary Requirement	Status of Submission (To be filled-out by the applicant; Check if submitted)	Verification (To be filled-out by the HRMO/HR Office/subcommittee)	
		Status of Submission (Check if complied)	Remarks
a. Letter of intent addressed to the SDS			
b. Fully accomplished PDS with Work Experience Sheet (CS Form No. 212, Revised 2017)			
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			
j. Photocopy 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 Ratings with at least Very Satisfactory rating. [Note: Submit at most three (3) performance ratings depending on the performance requirements per Item 25 of this Order. The latest performance rating shall cover one (1) year complete performance rating period in the current position]			
l. Checklist of Requirements, CAV, Data Privacy Consent Form			
m. Other documents as may be required by the HRMPSS for comparative assessment [e.g. Portfolio or Means of Verification (MOVE) for the assessment of identified PPST NCOs]			

Attested:

Human Resource Management Officer

OMNIBUS SWORN STATEMENT

CERTIFICATION OF AUTHENTICITY AND VERACITY

I hereby certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

Name and Signature of Applicant

Subscribed and sworn to before me this _____ day of _____, year _____.

Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", self-certification shall have the legal effect, validity or enforceability as any other document or legal writing and if further the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.

FOR NON-TEACHING AND TEACHING RELATED POSITION

Annex C

CHECKLIST OF REQUIREMENTS

Name of Applicant: _____ Application Code: _____
 Position Applied For: _____
 Office of the Position Applied For: _____
 Contact Number: _____
 Religion: _____
 Ethnicity: _____
 Person with Disability: Yes () No ()
 Solo Parent: Yes () No ()

Basic Documentary Requirement	Status of Submission (To be filled out by the applicant, where it is submitted)	Verification (To be filled out by the HRD/HR Office subcommittee)	
		Status of Submission (To be filled out by the subcommittee)	Remarks
1. Letter of intent addressed to the Head of Office or highest human resource officer			
2. Fully accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable			
3. Photocopy of valid and updated PRC License (ID), if applicable			
4. Photocopy of Certificate of Eligibility/Report of Rating, if applicable			
5. Photocopy of Scholastic/academic record such as but not limited to transcript of Records (TOR) and diploma, including completion of graduate and post-graduate un/underdegrees, if available			
6. Photocopy of Certificate(s) of Training, if applicable			
7. Photocopy of Certificate of Employment, Contract of Service, or duly stated Service Record, whichever is applicable			
8. Photocopy of latest appointment, if applicable			
9. Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the deadline of submission, if available			
10. 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			
11. Other documents as may be required for comparative assessment, such as but not limited to: Means of Verification (MOV) showing outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in the last rating period is not relevant to the position to be filled			

Attested:

Human Resource Management Officer

OMNIBUS SWORN STATEMENT

CERTIFICATION OF AUTHENTICITY AND VERACITY

I, the Applicant, certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

Name and Signature of Applicant

Subscribed and sworn to before me this _____ day of _____, 20____.

Person Administering Oath

In accordance with Republic Act No. 8762 or the Electronic Commerce Act of 2000, the Department of Education has the honor to certify that the Applicant has been duly accepted for the position of _____ as an employee of the Department of Education and that the Department of Education requires a document to be submitted that must be signed and dated by the Applicant. The Department of Education is not responsible for the accuracy and veracity of the information submitted by the Applicant.