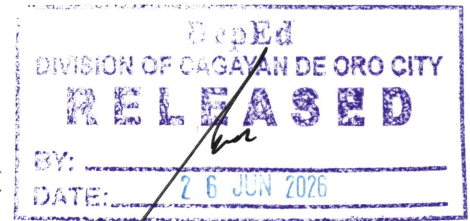




Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY



Office of the Schools Division Superintendent

25 Jun 2026

DIVISION MEMORANDUM
No. 590 s.2026

**ANNOUNCEMENT OF NATURAL VACANT HIGHER TEACHING POSITIONS FOR
SENIOR HIGH SCHOOL**

TO: Assistant Schools Division Superintendent
Chiefs, CID and SGOD
All Curriculum Implementation Division Personnel
All School Governance and Operations Division Personnel S
All Office of the Schools Division Superintendent Personnel
All Elementary and Secondary Public School Heads and Principals
This Division

1. The field is hereby informed of the vacant higher teaching positions anchored on **DepEd Order No. 20, s. 2024** Re: Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions” in the Elementary School level, and **DepEd Order No. 34, s. 2025** (Amendments and clarifications to DepEd Order No. 024, S. 2024)
2. Enclosed in this Memorandum are the following:
 - a) Vacant Higher Teaching Positions and Corresponding Item Numbers
 - b) CSC Prescribed Qualification Standards
 - c) Submission and Receipt of Application documents
3. The timeline for the recruitment and selection process for the promotion of teacher applicants is indicated below:

ACTIVITIES	VENUE	SCHEDULE
Posting of vacancies to at least three (3) conspicuous places within and outside the school premises	respective district schools	June 26, 2026 to July 08, 2026
Deadline of Submission of Application Documents	respective schools	July 08, 2026
Initial Evaluation	District sub-committee	July 09-14, 2026
Posting of Initial Evaluation Results (IER) by the HRMO	Division Office (HRMO)	<i>To be announced on separate Memorandum</i>



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Conduct of Classroom Observation / Demonstration Teaching (COI) and Portfolio Assessments (NCOI)	Designated sub-committee	<i>To be announced on separate Memorandum</i>
Final Deliberation and Interview of the Division Human Resource Merit Promotion Selection Board (HRMPSB) together with the District Sub-Committee	Division Office (HRMPSB)	<i>To be announced on separate Memorandum</i>

4. NO additional documents shall be accepted after the set deadline.
5. Individuals who failed to submit complete mandatory documents (Items **a to l**) on the set deadline indicated in *enclosure no. C* shall not be included in the pool of official applicants. However, non-submission of the additional documentary requirements or those that may be required by the HRMPSB (Item no. **m**) shall not warrant exclusion from the pool of official applicants.
6. Each applicant shall be assigned with a unique **application code**, which will be sent to their respective email addresses after the release of the Initial Evaluation Results (IER).
7. This Office promotes the Equal Employment Opportunity Principle (EEOP). Qualified candidates are welcome to apply regardless of disability, sexual orientation, gender, age, religion, and ethnicity.
8. In case of Disability, please disclose what assistance you need (e.g., auxiliary aids and services to visually or hearing impaired, wheelchair etc.) for this division to provide reasonable accommodations.
9. Immediate and wide dissemination of this memorandum is directed.

ROY ANGELO E. GAZO
Schools Division Superintendent

Encl.: As stated
Reference: N o n e
To be indicated in the Perpetual Index
under the following subjects:

EVALUATION POSITIONS

RECRUITMENT

SELECTION

DM-113-OSDS-PERSONNEL-CAA/ announcement of vacant higher teaching positions for senior high
June 25, 2026



Address: Fr. William F. Masterson Ave., Upper Balulang, Cagayan de Oro City
Telephone: (088) 855-0044, (088) 855-0047, (088) 328-2142
Email Address: cagayandeoro.city@deped.gov.ph
Website: <https://depedcdo.net/>



Republic of the Philippines
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Enclosure **A** for Division Memorandum No. **590** s. 2026

VACANCY ANNOUNCEMENT

No. 09 s. 2026

NO.	PLANTILLA ITEM NO.	POSITION TITLE
Master Teacher I (Senior High School)		
1	OSEC-DECSB-MTCHR1-660030-2016	Master Teacher I (Senior High School)
2	OSEC-DECSB-MTCHR1-660032-2016	Master Teacher I (Senior High School)
3	OSEC-DECSB-MTCHR1-660035-2016	Master Teacher I (Senior High School)
4	OSEC-DECSB-MTCHR1-660036-2016	Master Teacher I (Senior High School)
Master Teacher II (Senior High School)		
1	OSEC-DECSB-MTCHR2-660050-2016	Master Teacher II (Senior High School)
2	OSEC-DECSB-MTCHR2-660051-2016	Master Teacher II (Senior High School)
3	OSEC-DECSB-MTCHR2-660052-2016	Master Teacher II (Senior High School)
4	OSEC-DECSB-MTCHR2-660053-2016	Master Teacher II (Senior High School)
5	OSEC-DECSB-MTCHR2-660054-2016	Master Teacher II (Senior High School)
6	OSEC-DECSB-MTCHR2-660055-2016	Master Teacher II (Senior High School)
7	OSEC-DECSB-MTCHR2-660058-2016	Master Teacher II (Senior High School)
8	OSEC-DECSB-MTCHR2-660060-2016	Master Teacher II (Senior High School)
9	OSEC-DECSB-MTCHR2-660061-2016	Master Teacher II (Senior High School)
10	OSEC-DECSB-MTCHR2-660062-2016	Master Teacher II (Senior High School)
11	OSEC-DECSB-MTCHR2-660063-2016	Master Teacher II (Senior High School)
12	OSEC-DECSB-MTCHR2-660064-2016	Master Teacher II (Senior High School)
13	OSEC-DECSB-MTCHR2-660065-2016	Master Teacher II (Senior High School)
Teacher II (Senior High School)		
1	OSEC-DECSB-TCH2-660319-2023	Teacher II (Senior High School)
2	OSEC-DECSB-TCH2-660335-2017	Teacher II (Senior High School)
3	OSEC-DECSB-TCH2-660242-2021	Teacher II (Senior High School)
4	OSEC-DECSB-TCH2-660247-2021	Teacher II (Senior High School)
5	OSEC-DECSB-TCH2-660300-2019	Teacher II (Senior High School)
6	OSEC-DECSB-TCH2-660304-2019	Teacher II (Senior High School)
7	OSEC-DECSB-TCH2-660306-2019	Teacher II (Senior High School)
8	OSEC-DECSB-TCH2-660333-2017	Teacher II (Senior High School)
9	OSEC-DECSB-TCH2-660336-2017	Teacher II (Senior High School)
10	OSEC-DECSB-TCH2-660338-2017	Teacher II (Senior High School)
11	OSEC-DECSB-TCH2-660341-2017	Teacher II (Senior High School)
12	OSEC-DECSB-TCH2-660343-2017	Teacher II (Senior High School)
13	OSEC-DECSB-TCH2-660351-2017	Teacher II (Senior High School)
14	OSEC-DECSB-TCH2-660354-2017	Teacher II (Senior High School)
15	OSEC-DECSB-TCH2-660546-2023	Teacher II (Senior High School)
16	OSEC-DECSB-TCH2-660633-2016	Teacher II (Senior High School)
17	OSEC-DECSB-TCH2-660637-2016	Teacher II (Senior High School)
18	OSEC-DECSB-TCH2-660646-2016	Teacher II (Senior High School)



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19	OSEC-DECSB-TCH2-660647-2016	Teacher II (Senior High School)
20	OSEC-DECSB-TCH2-660651-2016	Teacher II (Senior High School)
21	OSEC-DECSB-TCH2-660655-2016	Teacher II (Senior High School)
22	OSEC-DECSB-TCH2-660657-2016	Teacher II (Senior High School)
23	OSEC-DECSB-TCH2-660664-2016	Teacher II (Senior High School)
24	OSEC-DECSB-TCH2-660666-2016	Teacher II (Senior High School)
25	OSEC-DECSB-TCH2-660669-2016	Teacher II (Senior High School)
26	OSEC-DECSB-TCH2-660683-2016	Teacher II (Senior High School)
27	OSEC-DECSB-TCH2-660686-2016	Teacher II (Senior High School)
28	OSEC-DECSB-TCH2-661239-2017	Teacher II (Senior High School)
29	OSEC-DECSB-TCH2-661240-2017	Teacher II (Senior High School)
30	OSEC-DECSB-TCH2-661250-2017	Teacher II (Senior High School)
31	OSEC-DECSB-TCH2-661256-2017	Teacher II (Senior High School)
Teacher II (Senior High School)		
1	OSEC-DECSB-TCH3-660269-2016	Teacher III (Senior High School)
2	OSEC-DECSB-TCH3-660273-2016	Teacher III (Senior High School)
3	OSEC-DECSB-TCH3-660262-2016	Teacher III (Senior High School)
4	OSEC-DECSB-TCH3-660791-2023	Teacher III (Senior High School)
5	OSEC-DECSB-TCH3-660787-2023	Teacher III (Senior High School)
6	OSEC-DECSB-TCH3-660239-2016	Teacher III (Senior High School)
7	OSEC-DECSB-TCH3-660250-2016	Teacher III (Senior High School)
8	OSEC-DECSB-TCH3-660252-2016	Teacher III (Senior High School)
9	OSEC-DECSB-TCH3-660254-2016	Teacher III (Senior High School)
10	OSEC-DECSB-TCH3-660832-2019	Teacher III (Senior High School)



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Office of the Schools Division Superintendent
 Enclosure **B** for Division Memorandum No. **590** s. 2026

VACANCY ANNOUNCEMENT
No. 08 s. 2026

POSITION TITLE	SALARY GRADE	MONTHLY SALARY	QUALIFICATION STANDARDS			
			EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
Academic Track						
Master Teacher II (Academic Track and Core Subjects)	19	59,153	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 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)
Master Teacher I (Academic Track and Core Subjects)	18	51,304	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 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	RA 1080, as amended (Teacher – Secondary)



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Teacher III (Academic Track and Core Subjects)	13	36,125	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 12 units towards Master's degree in relevant strand/subject plus 18 units of professional 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 experience in teaching or industry work in relevant strand/subject	RA 1080, as amended (Teacher – Secondary)
Teacher II (Academic Track and Core Subjects)	12	33,947	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 units of professional 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 experience in teaching or industry work in relevant strand/subject	RA 1080, as amended (Teacher – Secondary)
Arts and Design Track						
Master Teacher II (Arts and Design Track)	19	59,153	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	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 acquired within the last 5 years or completion of NEAP-	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,	RA 1080, as amended (Teacher – Secondary)



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				requisite professional development program for Career Stage III (Highly Proficient Teacher)	Photography, or other allied fields and 1 year experience in instructional supervision and technical assistance to teachers	
Master Teacher I (Arts and Design Track)	18	51,304	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	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	RA 1080, as amended (Teacher – Secondary)
Teacher III (Arts and Design Track)	13	36,125	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	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	RA 1080, as amended (Teacher – Secondary)



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			Completion in any of the relevant fields, and 18 professional units in Education			
Teacher II (Arts and Design Track)	12	33,947	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	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	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	RA 1080, as amended (Teacher – Secondary)
Sports Track						
Master Teacher II (Sports Track)	19	59,153	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and Instruction of relevant field(s) under 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 (High Proficient Teacher)	5 year experience in teaching or industry work in the relevant field(s) under Sports Track	RA 1080, as amended (Teacher – Secondary)



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Master Teacher I (Sports Track)	18	51,304	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	24 hours of training in Curriculum and Instruction of relevant field(s) under 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 (High Proficient Teacher)	5 year experience in teaching or industry work in the relevant field(s) under Sports Track	RA 1080, as amended (Teacher – Secondary)
Teacher III (Sports Track)	13	36,125	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 at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	16 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years	2 year experience in teaching or industry work in the relevant field(s) under Sports Track	RA 1080, as amended (Teacher – Secondary)
Teacher II (Arts and Design Track)	12	33,947	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 at least 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 Sports Track acquired within the last 5 years	1 year experience in teaching or industry work in the relevant field(s) under Sports Track	RA 1080, as amended (Teacher – Secondary)



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TVL (Technical-Vocational-Livelihood)

Master Teacher II (Technical Vocational Track)	19	59,153	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	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 year 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)
Master Teacher I (Technical Vocational Track)	18	51,304	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	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 year experience in teaching or industry experience in relevant strand/area of specialization	RA 1080, as amended (Teacher – Secondary)
Teacher III (Technical Vocational Track)	13	36,125	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	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization	2 year experience in teaching or industry experience in relevant strand/area of specialization	RA 1080, as amended (Teacher – Secondary)
Teacher II (Technical Vocational Track)	12	33,947	Bachelor's degree relevant to the area of specialization plus 18 professional units in	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-	1 year experience in teaching or industry experience in relevant	RA 1080, as amended



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			Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education	vocational course(s) in the area of specialization	strand/area of specialization	(Teacher – Secondary)
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Office of the Schools Division Superintendent

Enclosure **C** for Division Memorandum No. **590** s. 2026

SUBMISSION AND RECEIPT OF APPLICATION DOCUMENTS

All interested applicants shall submit the following documentary requirements with proper **TABBING**, fastened in a clean, unmarked folder to the Receiving Section of DepED Cagayan de Oro City on or before **July 08, 2026**, not later than **5:00 PM**.

- 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;
- b) Duly accomplished Personal Data Sheet (CSC Form 212 Revised 2017) and 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 (Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees)
- g) Photocopy of duly signed Service Record or Certificate of Employment, whichever is applicable
(for internal applicants, there is no need to submit a Service Record and Certificate of Employment)
- h) Photocopy of latest appointment
- i) Photocopy of certificate/s of relevant specialized trainings 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 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 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);

- 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); and
- 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.

CHECKLIST OF REQUIREMENTS

Annex C-1

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

Application Code: _____

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/sub-committee)	
		Status of Submission (Check if complied)	Remarks
a. Letter of intent addressed to the SDS			
b. Duly 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 HRMPSB for comparative assessment (e.g. Portfolio or Means of Verification (MOVs) for the assessment of identified PPST NCOIs			

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", electronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and all (where 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.