



Republic of the Philippines  
**Department of Education**  
REGION III  
**SCHOOLS DIVISION OFFICE OF BATAAN**

**DIVISION MEMORANDUM**  
**NO. 068, S.2026**

**February 3, 2026**

**CALL FOR APPLICATIONS FOR VACANT SCHOOL ADMINISTRATION AND NON-TEACHING POSITIONS IN SDO BATAAN**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary, Junior and Senior High School Heads  
All Others Concerned

1. The Schools Division Office of Bataan invites qualified, committed, and aspiring individuals to apply for various vacant non-teaching, related-teaching and school administration positions listed below. This call for applications is aligned with the Civil Service Commission (CSC) Revised Qualification Standards, the Department of Education's recruitment policies, and relevant DepEd issuances, including **DepEd Order No. 07, s. 2023** (Guidelines on Recruitment, Selection, and Appointment in the Department of Education) and **DepEd Order No. 021, s. 2024** (Amendments to DepEd Order No. 07, s. 2023).
2. Applicants are highly encouraged to participate and take this opportunity to contribute to the delivery of quality, inclusive, and learner-centered education in the Schools Division of Bataan.
3. The LIST OF VACANT POSITIONS includes:

<b>Position Title</b>	<b>Item Number</b>	<b>Salary Grade</b>	<b>Place of Assignment</b>
Administrative Aide IV (Driver)	OSEC-DECSB-ADA4-150196-2004	SG-4	Bataan School of Fisheries
Administrative Asst II (Disbursing Officer)	OSEC-DECSB-ADAS2-150211-2017	SG-8	SDO-Bataan (Pilar District)
Administrative Asst III	OSEC-DECSB-150131-2021	SG-9	Bataan High School for the Arts
Administrative Asst III	OSEC-DECSB-ADAS3-150112-2014	SG-9	SDO- Bataan
Administrative Asst III	OSEC-DECSB-ADAS3-150005-2014	SG-9	Dr. Victoria Roman HS
School Librarian I	OSEC-DECSB-SL1-150001-1998	SG-11	Bataan School of Fisheries



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Position Title	Item Number	Salary Grade	Place of Assignment
Head Teacher I (Math)	OSEC-DECSB-HTEACH1-150008-2005	SG-14	Luakan NHS-Main
Head Teacher III (Math)	OSEC-DECSB-HTEACH3-150051-1999	SG-16	Mariveles NHS-Cabcaben
School Principal II	OSEC-DECSB-SP2-150073-2024	SG-20	Division of Bataan
Medical Officer III	OSEC-DECSB-MDOF3-150011-2021	SG-21	Bataan School for the Arts
Medical Officer III	OSEC-DECSB-MDOF3-150046-2010	SG-21	SDO Bataan
Chief Education Supervisor	OSEC-DECSB-CES-150292-2014	SG-24	SDO Bataan-CID Unit

4. The following tables present the CSC Revised Qualification Standards for each position, categorized by **Education**, **Experience**, **Training**, and **Eligibility**.

Position Title	Education	Experience	Training	Eligibility
Administrative Aide IV (Driver)	At least High School graduate	At least 2 years experience of relevant driving experience	None Required	Driver License
Administrative Asst II (Disbursing Officer)	Completion of two (2) years studies in college	One (1) year of relevant experience	4 hours relevant training	CS Sub-Prof
Administrative Asst. III	Completion of two (2) years studies in college	One (1) year of relevant experience	4 hours relevant training	CS Sub-Prof
School Librarian	Bachelor's degree in Library Science or Information Science or Bachelor's of Science in Education/Arts major in Library Science	None Required	None Required	RA 1080 (Librarian)
Head Teacher I (Secondary)	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization	TIC for 1 year; or Teachers for 3 years	24 hours of relevant training	RA 1080 (Teacher)





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Chief Education Supervisor	Master degree in Education or relevant master degree	4 years experience in management and supervision	24 hours of relevant training	RA 1080 (Teacher)
Head Teacher III (Secondary)	Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization	HT for 2 years; or TIC for 2 years; or Teachers for 5 years	24 hours of relevant training	RA 1080 (Teacher)
School Principal II	Master degree in Education, or Educational Management, or Educational Leadership or Master degree in relevant learning area with at least 15 units in Management	5 years experience and 2 years experience in school management and operations	40 hours of training in any of or a cumulative of the following Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years	RA 1080, as amended (Teacher)
Medical Officer III	Doctor of Medicine	None Required	None Required	RA 1080 (Doctor of Medicine)

5. Applicants must submit **two (2) complete sets** in an **orange expandable envelope** for properly labeled with the applicant's **Name, Position Applied For, and Contact Number**.
  - a. **Envelope 1: Checklist of Basic Requirements (Enclosure No. 1)**
  - b. **Envelope 2: Evaluation Checklist (Enclosure No. 2)**
6. All documents must be **authentic, duly signed, and valid** at the time of submission. Any falsification or misrepresentation shall result in disqualification and appropriate legal action per CSC rules. Deadline for submission: **February 9, 2026**, at the Records Section, SDO Bataan.



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7. The Human Resource Merit Promotion and Selection Board (HRMPSB) shall:
- Ensure a **fair, transparent, and objective** evaluation based on applicable CSC and DepEd guidelines.
  - Uphold the principles of **merit, fitness, and equal opportunity**, with due consideration to all applicants regardless of SOGIE, civil status, religion, political affiliation, disability, or ethnicity.
  - Conduct paper evaluation, behavioral event interviews, and examinations.
  - Require original documents for verification during ranking.
  - Release the **Initial Evaluation Results (IER)** via [depedbataan.com](http://depedbataan.com) and notify qualified applicants at least two (2) days prior to the ranking process.
  - Maintain strict compliance with **Data Privacy laws**.
8. The composition of the Human Resource Merit Promotion and Selection Board (HRMPSB) is presented below:

Role	Name / Position
<b>Chairperson</b>	JERRY DIMLA CRUZ, DEM, CESO VI Assistant Schools Division Superintendent
<b>Member</b>	RAMON C. PEREZ / MILAGROS M. PEÑAFLO Chief Education Supervisor
<b>Member</b>	PILAR C. IGNACIO Administrative Officer V
<b>Member</b>	EVANGELINE D. GALLARDO OIC-Administrative Officer IV / HRMO II
<b>Member</b>	School Head/Chief Education Supervisor where the vacancy exists
<b>Member</b>	Representative of the Accredited Employees' Union
<b>Secretariat</b>	JUMEL C. CARAIG
<b>Secretariat</b>	XANDREA KEITH B. DE SILVA
<b>Secretariat</b>	CHERRYLENE VIDAL





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9. The following are the proposed timelines for the recruitment, evaluation, and selection activities:

<b>Activity</b>	<b>Proposed Date</b>	<b>Person Responsible</b>
Submission and receipt of basic application documents for initial evaluation	<b>February 9, 2026</b> (Monday)	<b>Applicants</b>
Initial evaluation of qualifications of applicants	<b>February 10-11, 2026</b> (Tuesday – Wednesday)	<b>HRMO II Personnel Unit</b>
Issuance of notification to qualified and disqualified applicants	<b>February 13, 2026</b> (Friday)	<b>HRMO II Personnel Unit</b>
Comparative Assessment and Conduct of Behavioral Event Interview (BEI)	<b>February 19, 2026</b> (Thursday)	<b>HRMPSB Secretariat</b>
Conduct of Background Investigation	<b>February 20, 2026</b> (Friday)	<b>HRMPSB Secretariat</b>
Posting of Results on the SDO Website	<b>To follow upon completion</b>	<b>HRMPSB Secretariat</b>

10. Late or incomplete submissions shall **not** be entertained. The final schedule and venue for evaluation, interviews, and examinations shall be announced through a Division Advisory.
11. Applicants with pending approval of reclassification are no longer eligible to participate in the said Open Ranking to avoid duplication and ensure compliance with existing policies.



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12. Enclosures No. 1 and 2 contain Checklist of Basic Requirements and Evaluation Checklist respectively.
13. Immediate and wide dissemination of this Memorandum is earnestly desired.

  
**CAROLINA S. VIOLETA, EdD, CESO V**  
Sg Schools Division Superintendent 

*References:*

DO No. 007 s. 2023

DO No. 021 s. 2024

To be included in the Perpetual Index

Under the following:

HIRING

PROMOTIONS

QUALIFICATIONS

AD28



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Enclosure 1 to Division Memorandum No. , s. 2026

**CHECKLIST OF BASIC REQUIREMENTS**

Name of Applicant: \_\_\_\_\_  
Position Applied for: \_\_\_\_\_  
Office of the Position Applied for: \_\_\_\_\_  
Address: \_\_\_\_\_  
Contact Number: \_\_\_\_\_  
Religion: \_\_\_\_\_  
Ethnicity: \_\_\_\_\_  
Person with Disability: Yes ( ) No ( )  
Solo Parent: Yes ( ) No ( )

Email Address: \_\_\_\_\_

Basic Documentary Requirements		Status of Submission (To be filled out by applicant; Check if complied)	Verification (To be filled out by HRMO)	
			Status of Submission (Check if complied)	Remarks
a	Letter of intent			
b	CSC Form 212 (Revised 2025) in 1 copy with latest 2x2 picture			
c	Copy of Updated Eligibility			
d	Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the assessment, if applicable. (For Master Teacher three (3) consecutive years)			
e	Copy of rating (if teaching)			
f	Transcript of Records			
g	Certificate of Employment			
h	Certificate of Training			
i	Omnibus Certification of authenticity and veracity of all documents submitted, signed by the applicant ( <b>original copy</b> )			

Verified by:

\_\_\_\_\_  
Signature Over Printed Name

**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





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Enclosure 2 to Division Memorandum No. , s. 2026

**EVALUATION CHECKLIST**

Documents as contained in DepEd Order No. 20, s. 2024	Status of Submission (to be filled out by the applicant; Check if submitted)	Verification (to be filled out by HRMO / Secretariat)	
		Status of Submission (check if complied)	Remarks
<b>Education</b>			
<b>Training</b>			
<b>Experience</b>			
<b>Performance Rating</b>			
<b>Outstanding Accomplishments</b>			
1. Outstanding Employee Awards			
2. Research and Innovations			
3. Subject matter expert			
4. Resource Speaker			
5. NEAP accredited learning			
<b>Application of Education</b>			
<b>Application of Learning &amp; Development (L&amp;D)</b>			

Applicant:

Verified by:

\_\_\_\_\_  
Signature over printed name

\_\_\_\_\_  
Signature over printed name