

May 12, 2016

**DIVISION MEMORANDUM**  
No. 234, s. 2016

**QUALIFICATION STANDARDS (QS) FOR SENIOR HIGH SCHOOL (SHS) TEACHING POSITIONS IN THE DEPARTMENT OF EDUCATION (DEPED)**

**TO :** Assistant Superintendent  
Chief Education Program Supervisors  
Education Program Supervisors/Coordinators  
District Supervisors/OICs  
Secondary School Heads  
Heads, Private Secondary Schools

1. Attached is DepEd No. 27 s. 2016, entitled, **QUALIFICATION STANDARDS (QS) FOR SENIOR HIGH SCHOOL (SHS) TEACHING POSITIONS IN THE DEPARTMENT OF EDUCATION (DEPED)**, for your reference and guidance.
2. Immediate dissemination and strict compliance of this Memorandum is directed.

  
**RHEA MAR A. ANGTUD, Ed. D., CESO VI**  
Schools Division Superintendent

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Republic of the Philippines  
**Department of Education**

02 MAY 2016

DepEd ORDER  
No. **27**, s. 2016

**QUALIFICATION STANDARDS (QS) FOR SENIOR HIGH SCHOOL (SHS) TEACHING POSITIONS IN THE DEPARTMENT OF EDUCATION (DEPED)**

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary Schools Heads  
All Others Concerned

1. The Civil Service Commission (CSC) has approved the Qualification Standards (QS) for the teaching positions for Senior High School (SHS) in the Department of Education (DepEd) based on the Resolution No. 1600358 dated April 5, 2016.
2. Appointees to the said positions should meet the requirements stated in the enclosed newly approved QS, subject to the existing guidelines on the appointment and promotion of teaching positions.
3. Enclosed are the following documents:
  - a. Summary Table of the Approved QS for the SHS teaching positions; and
  - b. CSC Resolution No. 1600358 dated April 5, 2016.
4. Immediate dissemination of and strict compliance with this Order is directed.

**BR. ARMIN A. LUISTRO FSC**  
Secretary

Encls.: As stated  
Reference: None  
To be indicated in the Perpetual Index  
under the following subjects:

APPOINTMENT  
OFFICIALS  
POLICY  
QUALIFICATIONS

SECONDARY EDUCATION  
STRAND: Governance and Operations  
TEACHERS

SMA, DO Qualification Standards for SHS Teaching Positions  
0269, April 8, 2016

( Enclosure No. 1 to DepEd Order No. **27** , s. 2016 )

**DEPARTMENT OF EDUCATION  
QUALIFICATION STANDARDS FOR SENIOR HIGH SCHOOL TEACHING POSITIONS  
FOR THE ACADEMIC TRACK AND CORE SUBJECTS**

POSITION TITLE	SG	EDUCATION REQUIREMENTS	EXPERIENCE REQUIREMENTS	TRAINING REQUIREMENTS	ELIGIBILITY REQUIREMENTS
Teacher I (Senior High School)	11	Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 15 units of specialization in the relevant strand/subject	None required	None required	<ul style="list-style-type: none"> <li>▪ Applicants for a permanent position: RA 1080 (Teacher); if not RA 1080 eligible<sup>1</sup>, they must pass the LET within five (5) years after the date of first hiring</li> <li>▪ Applicants for a contractual position: None required</li> <li>▪ Practitioners (part-time only): None required</li> </ul>
Teacher II (Senior High School)	12	Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree plus at least 6 units towards a Master's degree in relevant strand/subject	None required	None required	
Teacher III (Senior High School)	13	Bachelor's degree with a major in the relevant strand/ subject; or any Bachelor's degree plus at least 12 units towards a Master's degree in relevant strand/ subject	1 year of relevant teaching/industry work experience	4 hours of training relevant to the subject area specialization	
Master Teacher I (Senior High School)	18	Master's degree in relevant strand/subject	4 years of relevant teaching/industry work experience	8 hours of training relevant to the subject area specialization	
Master Teacher II (Senior High School)	19	Master's degree in relevant strand/subject	5 years of relevant teaching/industry work experience	12 hours of training relevant to the subject area specialization	
Master Teacher III (Senior High School)	20	Master's degree in relevant strand/core or specialized subject plus 12 units towards a Doctorate in relevant strand/subject	5 years relevant teaching/industry work experience	16 hours of training relevant to the subject area specialization	
Master Teacher IV (Senior High School)	21	Master's degree in relevant strand/specialized subject plus 18 units towards a Doctorate in relevant strand/specialized subject	6 years relevant teaching/industry work experience	20 hours of training relevant to the subject area specialization	

<sup>1</sup> They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointments shall be subject to reappointment (renewal).

(As approved in CSC Resolution No. 1600358 dated April 05, 2016)

**DEPARTMENT OF EDUCATION  
QUALIFICATION STANDARDS FOR SENIOR HIGH SCHOOL TEACHING POSITIONS  
FOR THE ARTS & DESIGN TRACK**

POSITION TITLE	SG	EDUCATION REQUIREMENTS	EXPERIENCE REQUIREMENTS	TRAINING REQUIREMENTS	ELIGIBILITY REQUIREMENTS
Teacher I (Senior High School)	11	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus at least 15 units of specialization in the relevant subject	None required	None required	<ul style="list-style-type: none"> <li>▪ Applicants for a permanent position: RA 1080 (Teacher); if not RA 1080 eligible<sup>1</sup>, they must pass the LET within five (5) years after the date of first hiring</li> </ul>
Teacher II (Senior High School)	12	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 15 units of specialization in the relevant subject	1 year relevant teaching/industry work experience	4 hours of training relevant to the courses in the Track	
Teacher III (Senior High School)	13	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the relevant subject	2 years relevant teaching/industry work experience	4 hours of training relevant to the courses in the Track	
Master Teacher I (Senior High School)	18	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the relevant subject; and 18 units for a Master's degree in fields under the Strand	3 years relevant teaching/industry work experience	8 hours of training relevant to the courses in the Track	<ul style="list-style-type: none"> <li>▪ Applicants for a contractual position: None required</li> <li>▪ Practitioners (part-time only): None required</li> </ul>
Master Teacher II (Senior High School)	19	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the Strand; and 24 units for a Master's degree in fields under the Strand	4 years relevant teaching/industry work experience	8 hours of training relevant to the courses in the Track	
Master Teacher III (Senior High School)	20	Completion of academic requirements for a Master's degree in fields under the Track	5 years relevant teaching/industry work experience	16 hours of training relevant to the courses in the Track	
Master Teacher IV (Senior High School)	21	Completion of academic requirements for a Master's degree in fields under the Track	6 years relevant teaching/industry work experience	16 hours of training relevant to the courses in the Track	

<sup>1</sup> They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointments shall be subject to reappointment (renewal).

**DEPARTMENT OF EDUCATION  
QUALIFICATION STANDARDS FOR SENIOR HIGH SCHOOL TEACHING POSITIONS  
FOR THE SPORTS TRACK**

POSITION TITLE	SG	EDUCATION REQUIREMENTS	EXPERIENCE REQUIREMENTS	TRAINING REQUIREMENTS	ELIGIBILITY REQUIREMENTS
Teacher I (Senior High School)	11	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 15 units of specialization in fields under the Track	None required	None required	<ul style="list-style-type: none"> <li>▪ Applicants for a permanent position: RA 1080 (Teacher); if not RA 1080 eligible<sup>1</sup>, they must pass the LET within five (5) years after the date of first hiring</li> </ul>
Teacher II (Senior High School)	12	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 15 units of specialization in fields under the Track	1 year relevant teaching/industry work experience	4 hours of training relevant to the courses in the Strand	
Teacher III (Senior High School)	13	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in fields under the Track	2 years relevant teaching/industry work experience	4 hours of training relevant to the courses in the Strand	
Master Teacher I (Senior High School)	18	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the Strand; and 18 units for a Master's degree in in fields under the Track	3 years relevant teaching/industry work experience	8 hours of training relevant to the courses in the Strand	<ul style="list-style-type: none"> <li>▪ Applicants for a contractual position: None required</li> <li>▪ Practitioners (part-time only): None required</li> </ul>
Master Teacher II (Senior High School)	19	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the Strand; and 24 units for a Master's degree in in fields under the Track	4 years relevant teaching/industry work experience	8 hours of training relevant to the courses in the Strand	
Master Teacher III (Senior High School)	20	Completion of academic requirements for a Master's degree in fields under the Track	5 years relevant teaching/industry work experience	16 hours of training relevant to the courses in the Strand	
Master Teacher IV (Senior High School)	21	Completion of academic requirements for a Master's degree in fields under the Track	6 years relevant teaching/industry work experience	16 hours of training relevant to the courses in the Strand	

<sup>1</sup> They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointments shall be subject to reappointment (renewal).

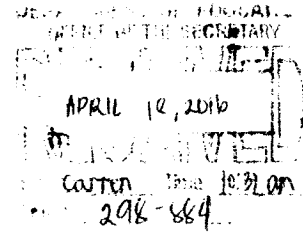
**DEPARTMENT OF EDUCATION**  
**QUALIFICATION STANDARDS FOR SENIOR HIGH SCHOOL TEACHING POSITIONS**  
**FOR THE TECHNICAL-VOCATIONAL LIVELIHOOD (TVL) TRACK**

POSITION TITLE	SG	EDUCATION REQUIREMENTS	EXPERIENCE REQUIREMENTS	TRAINING REQUIREMENTS	ELIGIBILITY REQUIREMENTS
Teacher I (Senior High School)	11	Bachelor's degree holder; or graduate of technical-vocational course(s) in the area of specialization	None required	At least NC* II <i>*Appropriate to the specialization</i>	<ul style="list-style-type: none"> <li>▪ Applicants for a permanent position: RA 1080 (Teacher); if not RA 1080 eligible<sup>1</sup>, they must pass the LET within five (5) years after the date of first hiring</li> </ul>
Teacher II (Senior High School)	12	Bachelor's degree holder; or graduate of technical-vocational course(s) in the area of specialization	None required	At least NC* II + TMC** I <i>*Appropriate to the specialization</i>	
Teacher III (Senior High School)	13	Bachelor's degree holder; or graduate of technical-vocational course(s) in the area of specialization	1 year relevant teaching/industry work experience	At least NC* III + TMC** I <i>*Appropriate to the specialization</i>	
Master Teacher I (Senior High School)	18	Bachelor's degree holder; or graduate of technical-vocational course(s) in the area of specialization	2 years relevant teaching/industry work experience	At least NC* IV + TMC** I <i>*Appropriate to the specialization</i>	<ul style="list-style-type: none"> <li>▪ Applicants for a contractual position: None required</li> <li>▪ Practitioners (part-time only): None required</li> </ul>
Master Teacher II (Senior High School)	19	Bachelor's degree holder; or graduate of technical-vocational course(s) in the area of specialization	3 years relevant teaching/industry work experience	At least NC* III + TMC** II <i>*Appropriate to the specialization</i>	
Master Teacher III (Senior High School)	20	Bachelor's degree holder; or graduate of technical-vocational course(s) in the area of specialization	4 years relevant teaching/industry work experience	At least NC* IV + TMC** II <i>*Appropriate to the specialization</i>	
Master Teacher IV (Senior High School)	21	Bachelor's degree holder; or graduate of technical-vocational course(s) in the area of specialization	5 years relevant teaching/industry work experience	At least NC* IV + TMC** II <i>*Appropriate to the specialization</i>	

\* NC – National Certificate

\*\* TMC – Trainer's Methodology Certificate

<sup>1</sup> They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointments shall be subject to reappointment (renewal).



**QUALIFICATION STANDARDS**

Re: Teaching Positions for Senior High School,  
Department of Education

x-----x

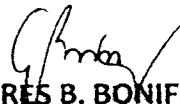
**NOTICE OF RESOLUTION**

Sir/Madam:

The Commission promulgated on April 5, 2016 Resolution No. 1600358 on the above-cited case, copy attached. Its original is on file with this Commission.

April 6, 2016.

Very truly yours,

  
**DOLORES B. BONIFACIO**  
Director IV

Commission Secretariat and Liaison Office

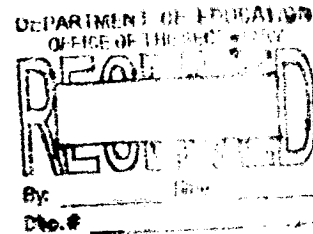
Copy furnished:

**Secretary Armin A. Luistro**  
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CSLO/SSD/SK/dang



*In a to Serve: responsive, accessible, courteous and effective Public Service*



**QUALIFICATION STANDARDS**

Re: Teaching Positions for Senior High School,  
Department of Education

Number: 1600353

Promulgated: 05 APR 2016

x-----x

**RESOLUTION**

Secretary Armin A. Luistro, Department of Education (DepEd) submitted to the Commission for approval the proposed Qualification Standards (QS) for the teaching positions for Senior High School (SHS) in the DepEd.

The Commission, through the Human Resource Policies and Standards Office, discussed with DepEd Assistant Secretary Jesus L.R. Mateo the comments on the submitted proposed QS for teaching positions for SHS which form as an attachment to the *Hiring Guidelines for Senior High School Teaching Positions*. Thus, on November 11, 2015, the DepEd submitted to the CSC-National Capital Region the said guidelines with the following proposed QS for SHS teaching positions:

Position Title	SG	Education	Experience	Training	Eligibility
Teacher I (Senior High School)	11	Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 15 units of specialization in the relevant strand/subject	None required	None required	<ul style="list-style-type: none"> <li>Applicants for a permanent appointment: RA 1080 (Teacher); if not RA 1080 eligible, they must pass the LET within five (5) years after the date of first hiring</li> </ul>
Teacher II (Senior High School)	12	Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree plus at least 6 units towards Master's degree in relevant strand/subject	None required	None required	
Teacher III (Senior High School)	13	Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree plus at least 12 units towards Master's degree in relevant strand/subject	1 year of relevant teaching/industry work experience	4 hours of training relevant to the subject area of specialization	<ul style="list-style-type: none"> <li>Applicants for a contractual position: None required</li> <li>Practitioners (part-time only): None required</li> </ul>
Master Teacher I (Senior High School)	18	Master's degree in relevant strand/subject	4 years of relevant teaching/industry work experience	8 hours of training relevant to the subject area of specialization	
Master Teacher II (Senior High School)	19	Master's degree in relevant strand/subject	5 years of relevant teaching/industry work experience	12 hours of training relevant to the subject area of specialization	
Master Teacher III (Senior High School)	20	Master's degree in relevant strand/core or specialized subject plus 12 units towards a Doctorate in relevant strand/subject	5 years of relevant teaching/industry work experience	16 hours of training relevant to the subject area of specialization	
Master Teacher IV (Senior High School)	21	Master's degree in relevant strand/core or specialized subject plus 18 units towards a Doctorate in relevant strand/specialized subject	6 years relevant experience	20 hours of training relevant to the subject area of specialization	

*They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointment shall be subject to reappointment (renewal).*

*In a R. A. C. E. to Serve: Responsive, Accessible, Courteous and Effective Public Service*

SEYMOUR R. PAJARES  
 Child Personnel Specialist  
 Commission Secretariat & Liaison Office

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Position Title	SG	Education	Experience	Training	Eligibility
Teacher I (Senior High School)	11	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus at least 15 units of specialization in the relevant subject	None required	None required	<ul style="list-style-type: none"> <li>Applicants for a permanent appointment: RA 1080 (Teacher); if not RA 1080 eligible<sup>1</sup>, they must pass the LET within five (5) years after the date of first hiring</li> <li>Applicants for a contractual position: None required</li> <li>Practitioners (part-time only): None required</li> </ul>
Teacher II (Senior High School)	12	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus at least 15 units of specialization in the relevant subject	1 year relevant teaching/ industry work experience	4 hours of training relevant to the courses in the Track	
Teacher III (Senior High School)	13	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus at least 18 units of specialization in the relevant subject	2 years relevant teaching/ industry work experience	4 hours of training relevant to the courses in the Track	
Master Teacher I (Senior High School)	18	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the relevant subject; and 18 units for a Master's degree in fields under the Strand	3 years relevant teaching/ industry work experience	8 hours of training relevant to the courses in the Track	
Master Teacher II (Senior High School)	19	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the relevant subject; and 24 units for a Master's degree in fields under the Strand	4 years relevant teaching/ industry work experience	8 hours of training relevant to the courses in the Track	
Master Teacher III (Senior High School)	20	Completion of academic requirements for a Master's degree in fields under the Track	5 years relevant teaching/ industry work experience	16 hours of training relevant to the courses in the Track	
Master Teacher IV (Senior High School)	21	Completion of academic requirements for a Master's degree in fields under the Strand	6 years relevant teaching/ industry work experience	16 hours of training relevant to the courses in the Track	
Teacher I (Senior High School)	11	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 15 units of specialization in fields under the Track	None required	None required	<ul style="list-style-type: none"> <li>Applicants for a permanent appointment: RA 1080 (Teacher); if not RA 1080 eligible<sup>1</sup>, they must pass the LET within five (5) years after the date of first hiring</li> <li>Applicants for a contractual position: None required</li> <li>Practitioners (part-time only): None required</li> </ul>
Teacher II (Senior High School)	12	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 15 units of specialization in fields under the Track	1 year relevant teaching/ industry work experience	4 hours of training relevant to the courses in the Strand	
Teacher III (Senior High School)	13	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in fields under the Track	2 years relevant teaching/ industry work experience	4 hours of training relevant to the courses in the Strand	
Master Teacher I (Senior High School)	18	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the Strand; and 18 units for a Master's degree in fields under the Track	3 years relevant teaching/ industry work experience	8 hours of training relevant to the courses in the Strand	
Master Teacher II (Senior High School)	19	Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in the Strand; and 24	4 years relevant teaching/ industry work experience	8 hours of training relevant to the courses in the Strand	

<sup>1</sup> They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointment shall be subject to reappointment (renewal).

*C*

SEYMOUR R. PAJARES  
 Chief Personnel Specialist  
 Commission on Senior High & Technical Education  
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Position Title	SG	Education	Experience	Training	Eligibility
		units for a Master's degree in fields under the Track			
Master Teacher III (Senior High School)	20	Completion of academic requirements for a Master's degree in fields under the Track	5 years relevant teaching/ industry work experience	16 hours of training relevant to the courses in the Strand	<ul style="list-style-type: none"> <li>• Applicants for a permanent appointment: RA 1080 (Teacher); if not RA 1080 eligible<sup>1</sup>, they must pass the LET within five (5) years after the date of first hiring</li> <li>• Applicants for a contractual position: None required</li> <li>• Practitioners (part-time only): None required</li> </ul>
Master Teacher IV (Senior High School)	21	Completion of academic requirements for a Master's degree in fields under the Track	6 years relevant teaching/ industry work experience	16 hours of training relevant to the courses in the Strand	
Teacher I (Senior High School)	11	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	None required	At least NC* II * Appropriate to the specialization	
Teacher II (Senior High School)	12	Bachelor's degree holder, or a graduate of technical-vocational course(s) in the area of specialization	None required	At least NC* II + TMC** I * Appropriate to the specialization	
Teacher III (Senior High School)	13	Bachelor's degree holder, or a graduate of technical-vocational course(s) in the area of specialization	1 year relevant teaching/ industry work experience	At least NC* III + TMC** I * Appropriate to the specialization	
Master Teacher I (Senior High School)	18	Bachelor's degree holder, or a graduate of technical-vocational course(s) in the area of specialization	2 years relevant teaching/ industry work experience	At least NC* IV + TMC** I * Appropriate to the specialization	
Master Teacher II (Senior High School)	19	Bachelor's degree holder, or a graduate of technical-vocational course(s) in the area of specialization	3 years relevant teaching/ industry work experience	At least NC* III + TMC** II * Appropriate to the specialization	
Master Teacher III (Senior High School)	20	Bachelor's degree holder, or a graduate of technical-vocational course(s) in the area of specialization	4 years relevant teaching/ industry work experience	At least NC* IV + TMC** II * Appropriate to the specialization	
Master Teacher IV (Senior High School)	21	Bachelor's degree holder, or a graduate of technical-vocational course(s) in the area of specialization	5 years relevant teaching/ industry work experience	At least NC* IV + TMC** II * Appropriate to the specialization	

\* NC - National Certificate

\*\* TMC - Trainer's Methodology Certificate

Under the 1997 Revised Qualification Standards Manual, the Teacher II to III and Master Teacher I to IV positions in the Secondary Grades have the following QS:

Position Title	SG	Education	Experience	Training	Eligibility
Teacher II (Secondary Grades)	11	Bachelor's degree in education or its equivalent with a major and minor, or Bachelor's degree in Arts and Sciences with at least eighteen (18) units in professional education <sup>2</sup>	None Required	None Required	RA 1080 (Teacher)
Teacher III (Secondary Grades)	12	Bachelor's degree in education or its equivalent with a major and minor, or Bachelor's degree in Arts and Sciences with at least eighteen (18) units in professional education <sup>2</sup>	None Required	None Required	RA 1080 (Teacher)
Master Teacher I (Secondary Grades)	16	Bachelor's degree in education or its equivalent, or Bachelor's degree in Arts and Sciences with at least eighteen (18) units in professional education <sup>2</sup>	1 year of relevant experience	4 hours of relevant training	RA 1080

<sup>1</sup> They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointment shall be subject to reappointment (renewal), amended pursuant to Section 1 of RA 9293

SEYMOUR R. PAJARES  
 Chief Personnel Specialist  
 Commission Secretariat & Liaison Office

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Position Title	SG	Education	Experience	Training	Eligibility
Master Teacher II (Secondary Grades)	17	Bachelor's degree in education or its equivalent, or Bachelor's degree in Arts and Sciences with at least eighteen (18) units in professional education <sup>2</sup>	1 year of relevant experience	4 hours of relevant training	RA 1080
Master Teacher III (Secondary Grades)	18	Bachelor's degree in education or its equivalent, or Bachelor's degree in Arts and Sciences with at least eighteen (18) units in professional education <sup>2</sup>	2 years of relevant experience	8 hours of relevant training	RA 1080
Master Teacher IV (Secondary Grades)	19	Bachelor's degree in education or its equivalent, or Bachelor's degree in Arts and Sciences with at least eighteen (18) units in professional education <sup>2</sup>	2 years of relevant experience	8 hours of relevant training	RA 1080

Section 8 of **Republic Act (RA) No. 10533**, also known as the "Enhanced Basic Education Act of 2013" provides, as follows:

*"Section. 8. Hiring of Graduates of Science, Mathematics, Statistics, Engineering and Other Specialists in Subjects With a Shortage of Qualified Applicants, Technical-Vocational Courses and Higher Education Institution Faculty. — Notwithstanding the provisions of Sections 26, 27 and 28 of Republic Act No. 7836, otherwise known as the "Philippine Teachers Professionalization Act of 1994", the DepEd and private education institutions shall hire, as may be relevant to the particular subject:*

*"(a) Graduates of science, mathematics, statistics, engineering, music and other degree courses with shortages in qualified Licensure Examination for Teachers (LET) applicants to teach in their specialized subjects in the elementary and secondary education. Qualified LET applicants shall also include graduates admitted by foundations duly recognized for their expertise in the education sector and who satisfactorily complete the requirements set by these organizations: Provided, That they pass the LET within five (5) years after their date of hiring; Provided, further, That if such graduates are willing to teach on part-time basis, the provisions of LET shall no longer be required;*

*"(b) Graduates of technical-vocational courses to teach in their specialized subjects in the secondary education: Provided, That these graduates possess the necessary certification issued by the TESDA; Provided, further, That they undergo appropriate in-service training to be administered by the DepEd or higher education institutions (HEIs) at the expense of the DepEd;*

*"(c) Faculty of HEIs be allowed to teach in their general education or subject specialties in the secondary education: Provided, That the faculty must be a holder of a relevant Bachelor's degree, and must have satisfactorily served as a full-time HEI faculty;*

*"(d) The DepEd and private education institutions may hire practitioners, with expertise in the specialized learning areas offered by the Basic Education Curriculum, to teach in the secondary level; Provided, That they teach on part-time basis only. For this purpose, the DepEd, in coordination with the appropriate government agencies, shall determine the necessary qualification standards in hiring these experts." (underscoring supplied)*

Certified True Copy:  
**SEYMOUR R. PAJARES**  
 Chief Personnel Specialist  
 Commission Secretariat & Liaison Office

Section 22, Chapter 5, Title I-A, Book V of Executive Order No. 292 provides that:

- (2) The establishment, administration and maintenance of qualification standards shall be the responsibility of the department or agency, with the assistance and approval of the Civil Service Commission and in consultation with the Wage and Position Classification Office.  
(underscoring supplied)

Paragraph 3, Item No. 2, Part I – General Policies of CSC Resolution No. 030962 dated September 12, 2003 provides that “Agencies are encouraged to set specific or higher standards for their positions. These standards shall be submitted to the Commission for approval, and once approved, they shall be adopted by the Commission as qualification standards in the attestation of appointments of the agency concerned.”

An evaluation of the above proposed QS by the DepEd for the teaching positions in the SHS shows that they are generally higher than the set QS in the 1997 Revised QS Manual. Nevertheless, the amended QS as proposed by the DepEd for the teaching positions in Senior High School are compliant with RA No. 10533 and with existing policies on QS for positions in government.

The *Hiring Guidelines for SHS Teaching Positions* issued by the DepEd shall include the specific provisions of RA No. 10533 and its Implementing Rules and Regulations on the selection and placement for SHS teaching positions.

**WHEREFORE**, the Commission **RESOLVES** to **APPROVE** the abovementioned qualification standards for the teaching positions for Senior High School as proposed by the Department of Education.

The Commission **FURTHER RESOLVES** that the amended qualification standards shall be the bases of the Civil Service Commission in attesting appointments and in evaluating other personnel actions for the subject positions in the Department of Education.

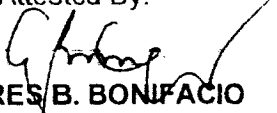
Copies of this resolution shall be disseminated to all Civil Service Commission Regional and Field Offices.

Quezon City.

  
ALICIA dela ROSA-BALA  
Chairperson

  
ROBERT S. MARTINEZ  
Commissioner

  
NIEVES L. OSORIO  
Commissioner

Attested By:  
  
DOLORES B. BONIFACIO  
Director IV  
Commission Secretariat and Liaison Office

Certified True Copy:  
SEYMOUR R. PAJARES  
Chief Personnel Specialist  
Commission Secretariat & Liaison Office