

Republic of the Philippines
Department of Education
 NATIONAL CAPITAL REGION

REGIONAL MEMORANDUM

ORD-2024- 768

TO : **SCHOOLS DIVISION SUPERINTENDENTS**

FROM : **JOCELYN DR ANDAYA** *Jyff*
 Director IV

SUBJECT : **CLARIFICATION ON THE USE OF EXISTING
 CAR RQA FOR SHS TEACHER II POSITIONS IN
 FILLING UP OF NEW SHS TEACHER I ITEMS FOR
 SCHOOL YEAR (SY) 2024-2025**

DATE : July 11, 2024

1. Enclosed is a copy of Memorandum DM-OUHROD-2024-1124 dated June 11, 2024 signed by Hon. Wilfredo E. Cabral, Regional Director, OIC-Office of the Undersecretary for Human Resource and Organizational Development, relative to the approved creation of new teaching positions from Kindergarten to Grade 12 and ALS for SY 2024-2025 and the authority to use the CAR RQA for SHS Teacher II positions in filling up newly created SHS Teacher I items, for information and guidance.

2. In this connection, it is also reiterated that the filling up of these newly created teaching positions should commence immediately upon the issuance of the Notice of Organization Staffing Compensation Action (NOSCA) to ensure the filling up rate of 100% on or before August 2024.

3. For immediate dissemination and compliance.



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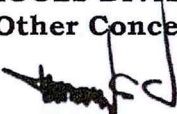
OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2024-1124

FOR : **REGIONAL DIRECTORS**
SCHOOLS DIVISION SUPERINTENDENTS
All Other Concerned

FROM : 
WILFREDO E. CABRAL
Regional Director
Officer-in-Charge, Undersecretary for Human Resource and
Organizational Development

SUBJECT : **CLARIFICATION ON THE USE OF EXISTING CAR-RQA FOR SHS**
TEACHER II POSITIONS IN FILLING UP OF NEW SHS TEACHER
I ITEMS FOR SCHOOL YEAR (SY) 2024-2025

DATE : 11 June 2024

This is in reference to **DM-OUHROD-2024-1095** on the *Approval of the Creation of New Teaching Items from Kindergarten to Grade 12 and Alternative Learning System (ALS) for the School Year (SY) 2024- 2025* and **DM-OUHROD-2024-0952** on the *Advance Information on the Creation and Deployment of New Teaching Items and School-Based Administrative Officer II Items for School Year (SY) 2024-2025*. Through these memoranda, it was advised that twenty-two thousand three hundred twenty-three (22,323) new teaching items for **Kindergarten to Grade 12** including the Alternative Learning System (ALS) have been allocated and approved for SY 2024-2025.

It shall be noted that Teacher I positions are proposed to be created for Senior High School (SHS) level in SY 2024-2025. Section 7 of DM-OUHROD-2024-0952 provides that the appointments to vacant positions shall be in accordance with the relevant provisions of DepEd Order (DO) No. 007, s. 2023¹. However, this Office recognizes that prior the issuance of the said memorandum, most School Division Offices (SDOs) had already commenced the call for application, comparative assessment, and the finalization of the Registry of Qualified Applicants (RQA) using DO 3, s. 2016 on the *Hiring Guidelines for Senior High School (SHS) Teaching Positions Effective School Year (SY) 2016-2017*, which governs the assessment of applicants to SHS Teacher II positions, having in mind that SHS Teacher II items will be created again this year.

¹ *Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*

In view of this, please be informed that the **SY 2024-2025 RQAs** which are established and intended for filling-up of **SHS Teacher II** items shall be authorized and honored to be used in the appointment and filling-up of the new **SHS Teacher I** items for **SY 2024-2025**. However, SDOs which have not yet commenced the call for application for SHS Teacher I, including all other calls for application after the issuance of this Memorandum, shall comply with provision of DO 007, s. 2023 in the evaluation and hiring of Teacher I.

It should be recalled that pursuant to Section 32 of the IRR of RA 10533², part of the priority granted to SUC/HEI/TEI faculty in the hiring of SHS teachers during the K to 12 transition period, higher SHS teaching positions was opened to external applicants to provide a competitive and comparable positions with faculty positions in State Universities and Colleges (SUCs), Higher Education Institutions (HEIs) and Technical Education Institutions (TEIs) with the intent to attract and encourage faculties from SUCs, HEIs, and TEIs to apply as SHS teachers. Thus, previous years, the Department opted to create SHS Teacher II items every SY in view of the need for teachers to teach specialized subjects in the SHS.

However, the K to 12 transition period has ended in SY 2021-2022 and it has been also observed based on the filling-up monitoring that SDOs are having difficulty in filling-up of SHS Teacher II positions due to high qualification standards which have resulted in a low number of qualified applicants. These circumstances have prompted DepEd to request the creation of **SHS Teacher I positions** for SY 2024-2025 to improve the absorptive capacity and efficiency in hiring DepEd teachers.

It shall be reiterated that upon issuance of the Notice of Organization Staff Compensation Action (NOSCA), the hiring and appointment of newly created SHS Teacher I items should immediately begin using the available and valid CAR-RQA to ensure 100% filling-up rate of all newly created teaching positions on or before August 2024.

For more information and further clarification, you may reach out to the BHROD-HRDD at telephone number (02) 8470-6630 or email address bhrod.hrdd@deped.gov.ph.

Thank you.

[HRDD/RSP-Gob]

² *Enhanced Basic Education Act of 2013*