



Republic of the Philippines  
**Department of Education**  
 REGION IX - ZAMBOANGA PENINSULA  
**SCHOOLS DIVISION OF ZAMBOANGA SIBUGAY**

DepEd, Division of Zamboanga Sibugay	
<b>RECORD SECTION</b>	
NO: <b>956016</b>	TIME: <b>4:29 PM</b>
BY: _____	DATE: <b>29 APR 2026</b>
<b>RELEASED</b>	

**Office of the Schools Division  
 Superintendent**

April 29, 2026

**DIVISION MEMORANDUM**  
 NO. **244**, s. 2026

**CONDUCT OF ASSESSEMENT FOR SPIMS BENEFECIARIES SY 2026-2027**

To **Asst. Schools Division Superintendent**  
**Chief Education Supervisors**  
**Public Schools District Supervisors**  
**District-in-Charge**  
**All School Heads**  
**All School Administrative Officers**  
**All Others Concerned**  
 This Division

1. Pursuant to DM-OUHRODI-2026-0879 re: Guidelines on the Hiring and Deployment of SPIMS and DOST Beneficiaries for SY 2026-2027.
2. Pending the issuance of the Notice of Organization Staffing Compensation Allocation (NOSCA) for the new Teacher I positions, the Schools Division of Zamboanga Sibugay thru the Human Resource Management Officer (HRMO) and Human Resource Merit Promotion and Selection Board (HRMPSB) shall facilitate the assessment of the endorsed SPIMS Beneficiaries for Schools Division of Zamboanga Sibugay.
3. SPIMS Beneficiaries endorsed by the Department of Migrant Workers (DMW) shall be assessed in accordance with the guidelines stipulated in DepEd Order No. 007 s. 2023.
4. Only those SPIMS Beneficiaries in the list provided in DM-OUHRODI-2026-0879 shall be facilitated in this special assessment. They are to prepare and submit the following documents starting **April 30, 2026**.
  - a. Letter of Intent addressed to the Schools Division Superintendent;

**VIRGILIO P. BATAN JR., CESO V**  
 Schools Division Superintendent  
 Division of Zamboanga Sibugay  
 Pangl, Ipil, Zamboanga Sibugay

*Attention: School Head of the preferred school;*



Pangl, Ipil, Zamboanga Sibugay, 7001  
 0968-520-9123  
 zamboanga.sibugay@deped.gov.ph  
 depedzamboangasibugay.ph  
 DepEd Tayo Zamboanga Sibugay Division

Doc. Ref. Code	SDO-OSDS-F001	Rev	00
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**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/sub-committee)	
		Status of Submission (Check if complied)	Remarks
a. Letter of intent addressed to the Head of Office, or to the highest human resource officer			
b. Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2025) and Work Experience Sheet, if applicable			
c. Photocopy of valid and updated PRC License/ID, if applicable			
d. Photocopy of Certificate of Eligibility/Report of Rating, if applicable			
e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available			
f. Photocopy of Certificate/s of Training, 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, if applicable			
i. Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the assessment, if applicable			
j. 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			
k. Other documents as may be required for comparative assessment:			
Means of Verification (MOVs) 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 Item (i) is not relevant to the position to be filled			

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", (e)lectronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) (w)here 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.



Republika ng Pilipinas

# Department of Education

OFFICE OF THE UNDERSECRETARY


HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

## MEMORANDUM

DM-OUHRODI-2026-0879

TO : **REGIONAL DIRECTORS  
SCHOOLS DIVISION SUPERINTENDENTS  
ALL OTHERS CONCERNED**

ATTN : **MEMBERS OF THE HUMAN RESOURCE MERIT PROMOTION  
AND SELECTION BOARD (HRMPSB)  
ADMINISTRATIVE OFFICER V  
HUMAN RESOURCE MANAGEMENT OFFICERS (HRMOs)**

FROM : **WILFREDO E. CABRAL**   
*Undersecretary*  
*Human Resource and Organizational Development and  
Infrastructure*

SUBJECT : **SCHOOL YEAR (SY) 2026-2027 GUIDELINES ON THE HIRING  
AND DEPLOYMENT OF SPIMS AND DOST BENEFICIARIES AND  
CONDUCT OF THE HRMO ONLINE ORIENTATION**

DATE : 19 March 2026

This Memorandum concerns the hiring and deployment arrangements of the Department of Education (DepEd) for the following Programs:

- The *Sa Pinas, Ikaw ang Ma'am at Sir (SPIMS)* Employment Program of the Department of Migrant Workers (DMW) for School Year (SY) 2026–2027, particularly for Elementary Schools (ES) and Junior High Schools (JHS); and
- The *RA 7687 and RA 10612 Scholarship* Programs of the Department of Science and Technology – Science Education Institute (DOST-SEI) for SY 2026–2027, intended for Junior High School (JHS) and Senior High School (SHS) deployment, respectively.

While awaiting the issuance of the Notice of Organization, Staffing, and Compensation Action (NOSCA) for the newly-created Teacher I and Teacher III (Special Science Teacher I) items for FY 2026, all Schools Division Office (SDO)



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Certificate No. P-17-001  
22 03 2024

Human Resource Management Officers (HRMOs) are requested to begin assessing the SPIMS and DOST beneficiaries endorsed to their divisions.

Please refer to **Annex 1** for the hiring and deployment guidelines and **Annex 2** for the complete list of beneficiaries.

In line with this, all Regional and Division HRMOs are enjoined to attend the online orientation dedicated to supporting the implementation of this Memorandum and to provide an onboarding session, specifically to recently appointed HRMOs, to ensure familiarization with the processes, timelines, guidelines, and other operational considerations of the Department's special hiring arrangements.

Kindly take note of the important details:

**Date: April 8, 2026; Wednesday**

**Time: 9:00 AM – 12:00 Noon**

**Meeting Link: <https://tinyurl.com/FY2026SpecialHiring-Orient>**

To confirm your attendance, please complete the online registration form via **<https://tinyurl.com/FY2026SpecialHiring-Reg>**.

For inquiries regarding existing hiring guidelines and other related matters, you may coordinate with the Bureau of Human Resource and Organizational Development – Human Resource Development Division (BHROD-HRDD) through **[bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph)**.

For clarifications on the endorsement process and other related concerns, you may contact the BHROD – School Effectiveness Division (BHROD-SED) through **[bhrod.sed@deped.gov.ph](mailto:bhrod.sed@deped.gov.ph)**.

For all communications pertaining to SPIMS and DOST, you are requested to furnish a copy to **[support.nspp@deped.gov.ph](mailto:support.nspp@deped.gov.ph)**.

For your information and strict compliance.

**Copy Furnished:**

Department of Education, Office of the Secretary

Department of Education, Office of the Undersecretary for Operations

**Hiring and Deployment Guidelines  
for SPIMS Beneficiaries and DOST Scholars**

**I. Selection and Appointment**

- A. The BHROD shall endorse the official list of SPIMS and DOST beneficiaries to the concerned SDOs. Once received, the SDO shall notify all beneficiaries to submit the documentary requirements necessary for evaluation, in accordance with Section 20 Part V(B) of DO 007, s. 2023, DO 021, s. 2024 for Teacher I positions, and Section 19 of DO 020, s. 2024 for Teacher III (Special Science Teacher I) positions.
- B. SPIMS and DOST beneficiaries whose names were officially submitted to DepEd for SY 2026–2027 shall be assessed by a Special Screening Committee, based on the procedures, criteria, and point system stated in the applicable policies below:

Program	Allocated Position	Governing Policy
SPIMS	Teacher I for ES and JHS	For hiring process:  <b>DO No. 007, s. 2023</b> (Guidelines on the Recruitment, Selection, and Appointment in the Department of Education) and <b>DO No. 021, s. 2024</b> (Amendments to DepEd Order No. 007, s. 2023)
DOST RA 7687	Teacher I for JHS	For qualification standards:  <b>DO No. 19, s. 2025</b> Amended Qualification Standards for Teacher I Positions
DOST RA 10612	Teacher III (Special Science Teacher I) for SHS  <i>Note: A Teacher I item shall not, in any circumstance, be assumed by a DOST RA 10612 scholar applicant, based on the existing implementing guidelines governing this arrangement</i>	For hiring process:  <b>DO No. 020, s. 2024</b> (the Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions)  For qualification standards:  <b>CSC Resolution No. 1200246 dated March 6, 2018</b> (Amended QS for SST I position, SHS, DepEd)

- C. After the conduct of assessments, the SDOs shall prepare separate Comparative Assessment Results – Registry of Qualified Applicants (CAR-RQAs) and CAR, as applicable, for the following:
- SPIMS and DOST RA 7687 Teacher I applicants, and
  - DOST RA 10612 Teacher III (SST I) applicants.

All endorsed applicants who underwent the assessment shall be included in the CAR-RQA/CAR regardless of their total score.

Consistent with the Department’s commitment to support the reintegration of OFW returnees and the return of service opportunities of DOST scholars, **no cut-off score shall be applied for both SPIMS and DOST beneficiaries.** The assessment shall primarily serve to identify professional development needs.

- D. In accordance with Section 58(c) of DO No. 007, s. 2023; Section 13(c) of DO No. 021, s. 2024; and Section 57(c) of DO No. 020, s. 2024, applicants included in the SPIMS CAR-RQA and DOST CAR-RQA/CAR **shall be given priority for appointment** to vacant and newly created Teacher I positions for SPIMS and DOST RA 7687 beneficiary applicants, and newly created Teacher III (SST I) positions for DOST RA 10612 beneficiary applicants, within their preferred locality or schools, provided that such appointments are aligned with the teacher needs of the school within the SDO.

1. Applicants included in the CAR-RQA for both SPIMS and DOST RA 7687 shall be appointed to permanent Teacher I positions, while for those under DOST RA 10612 shall be appointed to Teacher III (SST I) positions with provisional status, regardless of their assessment scores.

The SDO – Human Resource Development (HRD) Unit shall ensure that applicants who obtain a score below the 50-point cut-off shall be provided with professional development interventions, technical assistance, coaching, and mentoring based on the competency gaps identified during the assessment.

2. To improve hiring efficiency and absorptive capacity, all SDOs shall ensure that SPIMS and DOST beneficiaries are appointed not later than August 2026. Beneficiaries shall report to their respective SDOs **on or before August 28, 2026**, to facilitate the processing of their hiring and appointment.

For SPIMS beneficiaries, if an SDO is unable to reach them through their provided contact information or if they fail to communicate with the SDO within the set period, their appointment shall be considered waived. **In cases where appointments are waived due to no-show, disinterest, existing employment, extended contracts, or other circumstances that may result in the non-utilization of items, the SDO shall immediately fill the vacant items using eligible applicants from the regular CAR-RQA.**

**Under the SPIMS program rules, beneficiaries who waive or refuse their appointment shall lose their priority status and may no longer reapply**



**under the Program.** However, they may apply through the regular hiring process should they intend to join DepEd in the future.

DOST scholars may also defer their return of service to DepEd. In such cases, the teaching positions originally allocated for them shall be filled using the following guidelines:

- a. DOST RA 7687 Teacher I positions may be filled using applicants from the regular CAR-RQA;
- b. DOST RA 10612 Teacher III (SST I) positions may be filled by an incumbent DOST RA 7687 Teacher I who qualifies for promotion, following the regular application process;
- c. In cases where replacements are necessary, **HRMOs shall directly coordinate with the DOST-SEI field offices** and process requests related to the replacement of scholars, ensuring that all requirements and communications are handled promptly and in accordance with the established procedures.

## II. Deployment

As a general rule, the SDO has the authority to determine the final deployment arrangement of all beneficiary applicants.

**The SDO shall identify final school assignments based on the current teacher shortages** in Elementary (ES), Junior High School (JHS), and Senior High School (SHS), including specialization needs (for JHS and SHS), and other relevant considerations in the needs analysis of their localities.

For SY 2026-2027, **no indicative lists of school assignments shall be released by the BHROD.** All endorsed SPIMS, DOST RA 7687, and DOST RA 10612 beneficiary applicants shall be processed and deployed with their final school assignments by their respective SDOs.

**Annex 2** contains the List of Beneficiaries, together with the teaching positions, names, contact details, region, and division, organized as follows:

- 2.1 SPIMS beneficiaries (ES and JHS);
- 2.2 DOST RA 7687 scholars (JHS); and
- 2.3 DOST RA 10612 scholars (SHS)

## III. Information to the Beneficiaries

BHROD-SED, through official communications, shall inform DMW and DOST once the beneficiaries have been endorsed to the DepEd SDOs. SPIMS and DOST beneficiaries shall likewise receive an official endorsement and confirmation email that will outline the general hiring, assessment, and deployment process. They are expected to immediately contact their respective SDO HRMOs to begin the hiring process.

In the exercise of due diligence, the HRMOs shall also notify the beneficiaries about the pertinent information related to the application process, particularly



when the SDO implements localized strategies to expedite the submission and processing of documentary requirements.

#### IV. Data Privacy

All concerned DepEd field offices are reminded to handle the personal information contained in Annex 2 with strict confidentiality and in accordance with the Data Privacy Act of 2012 and its implementing rules and regulations.

**Copy Furnished:**

Department of Education, Office of the Secretary

Department of Education, Office of the Undersecretary for Operations



**LIST OF QUALIFIED SPIMS BENEFICIARIES TO BE ACCOMMODATED FOR TEACHER I POSITIONS  
Elementary and Junior High School  
FY 2026**

**Note: SDO shall identify the school assignment of the beneficiary.**

**I. Elementary School**

No.	Region	Division	Surname	First Name	Middle Name
1	REGION IX	ZAMBOANGA SIBUGAY	BUENDIA	JOVEN	BAWANG
2	REGION IX	ZAMBOANGA SIBUGAY	CABALIDA	MARIANIE	SALADAGA
3	REGION IX	ZAMBOANGA SIBUGAY	CASTEL	FRENCEVENIE	PEROLINO
4	REGION IX	ZAMBOANGA SIBUGAY	CUBICO	MAYCHEL	DOMINGUEZ
5	REGION IX	ZAMBOANGA SIBUGAY	DATUMAMA	FAOJIYA	DATUMAMA
6	REGION IX	ZAMBOANGA SIBUGAY	DELAS PEÑAS	ELSA	GLINOGO
7	REGION IX	ZAMBOANGA SIBUGAY	DELAS PIÑAS	ELEN	GLINOGO
8	REGION IX	ZAMBOANGA SIBUGAY	DIAZ	BABY VAN	MODAPIL
9	REGION IX	ZAMBOANGA SIBUGAY	GALLANO	CRYSTELL	TUNDI
10	REGION IX	ZAMBOANGA SIBUGAY	JAJAUL	MAIMUNA	ALAM
11	REGION IX	ZAMBOANGA SIBUGAY	TABUJARA	ALONA MAE	DE LA CERNA
12	REGION IX	ZAMBOANGA SIBUGAY	TIMTIM	MARK IAN	LIM
13	REGION IX	ZAMBOANGA SIBUGAY	TINAYTINAY	WILMA	ENIPTO
14	REGION IX	ZAMBOANGA SIBUGAY	VALENCIA	RESALYNDA	BASILIO
15	REGION IX	ZAMBOANGA SIBUGAY	VILLARETE	RIZZA	BRAZA

**II. Junior High School**

No.	Region	Division	Surname	First Name	Middle Name
16	REGION IX	ZAMBOANGA SIBUGAY	ABDUL	RU-AISA	ISMAIL
17	REGION IX	ZAMBOANGA SIBUGAY	AGRAVIADOR	FERLIE	CUENCO
18	REGION IX	ZAMBOANGA SIBUGAY	BERNALDEZ	CRISFORDYAN	PANTALEON
19	REGION IX	ZAMBOANGA SIBUGAY	CAMAYUDO	JOVY	BOOC
20	REGION IX	ZAMBOANGA SIBUGAY	GALON	REUBEN	GRANADA
21	REGION IX	ZAMBOANGA SIBUGAY	LOCSIN	REUBEN	VILLAMOR

**LIST OF DOST-SEI SCHOLAR-GRADUATES UNDER RA 10612 SCHOLARSHIP PROGRAM TO BE ACCOMMODATED AS TEACHER III (SPECIAL SCIENCE TEACHER I (SST I)) IN SENIOR HIGH SCHOOL (SHS)  
FY 2026**

**Note: SDO shall identify the school assignment of the beneficiary.**

No.	Region	Division	Surname	First Name	Middle Name
22	IX	ZAMBOANGA SIBUGAY	MARIANO	COLLEN JASON	BANDIOLA
23	IX	ZAMBOANGA SIBUGAY	PAITAN	XYREL	PRADO
24	IX	ZAMBOANGA SIBUGAY	PULMANO	CHELSEA FYANA	FLORES