



Republic of the Philippines  
**Department of Education**  
REGION VIII - EASTERN VISAYAS

June 14, 2024

**REGIONAL MEMORANDUM**

No. **682** s. 2024

**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**

To: Schools Division Superintendents  
HRMPSB Members  
All Others Concerned

- Attached is Memorandum DM-OUHORD-2024-1124 with the 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.**
- Immediate dissemination of and strict compliance with this Memorandum are desired.

  
**EVELYN R. FETALVERO CESO IV**  
Regional Director 

Enclosure: As stated

Reference: As stated

To be indicated in the Perpetual Index under the following subjects:

CAR-RQA

CLARIFICATION

FILLING-UP

AD-PS-EDR



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Republika ng Pilipinas

# Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION  
RECORDS SECTION - REGIONAL OFFICE - DIVISION VII  
**JUN 13 2024**  
2:37  
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## 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



OFFICE OF THE DIRECTOR  
Date and Time Received  
**JUN 13 2024 3:00**  
Date and Time Released  
**JUN 13 2024**  
Signature  
Signature

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. 2023<sup>1</sup>. 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.

<sup>1</sup> *Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*

13 JUN 2024



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Certificate No. PWP 0385  
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**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 10533<sup>2</sup>, 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 BHRDD-HRDD at telephone number (02) 8470-6630 or email address [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).

Thank you.

*[HRDD/RSP-Gob]*

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<sup>2</sup> *Enhanced Basic Education Act of 2013*