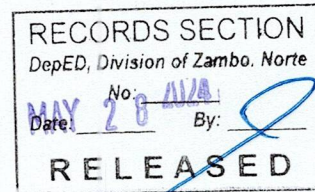




Republic of the Philippines  
**Department of Education**

REGION IX  
 SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE



**Office of the Schools Division Superintendent**

May 27, 2024

**Division Memorandum**  
 No. 289 s. 2024

**CALL FOR APPLICANTS FOR VACANT TEACHER II AND TEACHER III  
 (ELEMENTARY, SECONDARY AND SENIOR HIGH SCHOOL) POSITIONS IN  
 DEPED, DIVISION OF ZAMBOANGA DEL NORTE**

**To: Public Schools District Supervisors  
 School Heads for Elementary and Secondary Level  
 Administrative Officer II  
 All Others Concerned**

- In line with Schools Division Office D4D (Decentralization, Devolution, Delegation and Deputization), where the conduct of primary selection of lower positions is decentralized and localized at the district level, this Division invites all interested and qualified applicants for the vacant Teacher II and Teacher III positions stipulated in Enclosure No. 1.
- All interested and qualified applicants should signify their interest in writing. Applicants are advised to submit a **sequenced, numbered and organized pertinent documents with complete and correct tabbing per applicable checklist fastened in a color-coded folder.**

<b>Elementary</b>	<b>Junior High School</b>
Teacher II - Red	Teacher III - Yellow
	Teacher II - Blue
	Teacher III - Green
<b>Senior High School</b>	
Teacher II - White	Teacher III - Pink

The applicants assume full responsibility and accountability for the authenticity and veracity of the documents submitted, as evidenced by the Omnibus Sworn Statement duly signed by the applicant. Any false and fraudulent document submitted shall be grounds for disqualification per DepEd Order (No. 19 s. 2022).

- Applicants are required to secure Division Unique Application Number (Link found in Enclosure No. 4)**
- All qualified applicants must submit their pertinent documents for application to the **preferred districts through the Office of the Public School District Supervisor c/o District Designated Administrative Officer II on or before June 7, 2024, Friday until 5:00pm only.**



Address: Capitol Drive, Estaka, Dipolog City 7100 Tel. No.: (065) 212-

Email: [zn.division@deped.gov.ph](mailto:zn.division@deped.gov.ph)

Website: [www.depedzn.net](http://www.depedzn.net)

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Pursuant to DO 7 s. 2023, failure to submit mandatory documents on the set deadline shall not be included in the pool of official applicants. No further documents shall be accepted after the deadline.

5. The hiring and promotion process for teaching positions will adhere to the criteria and point system outlined in **DepEd Order No. 66 s. 2007, "Revised Guidelines on the Appointment and Promotion of other Teaching, Related Teaching and Non-Teaching Positions"**.
6. The following enclosures contain the information, procedures and timeline:
  - **Enclosure No. 1** – List of Vacancies
  - **Enclosure No. 2** – CSC Prescribed Minimum Qualification Standard
  - **Enclosure No. 3** – Timeline of Activities
  - **Enclosure No. 4** – Submission of Application Process Flow
  - **Enclosure No. 5** – Checklist of Requirements
  - **Enclosure No. 6** – Score Sheet
7. This memorandum is to be posted in at least three (3) conspicuous places in the schools and/or districts.
8. This Division adheres to the Equal Employment Opportunity Principle (EEO), thus, there will be no discrimination in the selection of employees on account of age, sex, sexual orientation, gender identity, civil status, disability, religion, ethnicity, or political affiliation (2017 ORAOHRA), Rule IX, Sec.83).
9. For information, guidance and compliance.

**ROY C. TUBALLA EMD, JD, CESO V**  
Schools Division Superintendent

PSU/gdm/CallforApplicantsforTeacherIIandTeacherIII/ May 27, 2024



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REGION IX  
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Enclosure No.1 to DM No. 289, s.2024

**LIST OF VACANCIES**

**ELEMENTARY**

No.	DISTRICT	PLANTILLA ITEM NO.	NO.OF VACANCY		VICE	REASON
			T2	T3		
<b>CLUSTER I</b>						
1	<b>LA LIBERTAD</b>	OSEC-DECSB-TCH3-570002-2021		<b>1</b>	HANGCAN, JANE BULAJAO	promoted
2	<b>MUTIA</b>	OSEC-DECSB-TCH2-570350-2013		<b>1</b>	JARALVE, RUTH ANSING	RETIRED
3		OSEC-DECSB-TCH3-570101-2015		<b>1</b>	DULANG, DELMA BAGATUA	RETIRED
4	<b>PIÑAN</b>	OSEC-DECSB-TCH2-570230-2000		<b>2</b>	BUSTALIÑO, LYNN ACAL	promoted
5		OSEC-DECSB-TCH2-570464-2021			NALZARO, MARJORIE BUSTALIÑO	TRANSFER TO DIPOLOG CITY DIVISION
6	<b>PIÑAN</b>	OSEC-DECSB-TCH3-570147-2011		<b>5</b>	RELAMPAGOS, ANITA ALETA	RETIRED
7		OSEC-DECSB-TCH3-571228-2019			JANOLINO, DOROTHEA BENEDICTO	RETIRED
8		OSEC-DECSB-TCH3-570835-2017			CATAYTAY, RUDY YANAS	PROMOTED
9		OSEC-DECSB-TCH3-570991-2019			FLORES, MICHELLE MURRO	TRANSFER TO DIPOLOG CITY DIVISION
10		OSEC-DECSB-TCH3-570388-2019			FLORES, CEDRIC IAN SOSTINTO	TRANSFER TO DIPOLOG CITY DIVISION
11	<b>POLANCO I</b>	OSEC-DECSB-TCH2-572279-1998		<b>2</b>	MANDANTES, ELVIRA REDILLAS	promoted
12		OSEC-DECSB-TCH2-572113-1998			VILLAREAL, MA. DOLORES TOLIN	promoted
13	<b>POLANCO I</b>	OSEC-DECSB-TCH2-572304-1998		<b>3</b>	BAROY, KAREN HAZEL RUIZ	promoted
14		OSEC-DECSB-TCH3-571166-2019			DELIJERO, ANALIZA CASICAS	promoted
15		OSEC-DECSB-TCH3-570162-2022			GAHUMAN, MESHEL BORNEA	promoted



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16	<b>POLANCO II</b>	OSEC-DECSB-TCH3-570148-2018		<b>2</b>	JANOLINO, JOJI MARIE MIRASOL	promoted
17		OSEC-DECSB-TCH3-570258-2016			ELLO, RENE MENDEZ	RETIRED
18	<b>RIZAL</b>	OSEC-DECSB-TCH3-571976-1998		<b>2</b>	TORMIS, LORNA ROBARO	RETIRED
19		OSEC-DECSB-TCH3-570164-2020			LATIGO, FE BONGCAWEL	PROMOTED
20	<b>S. OSMEÑA I</b>	OSEC-DECSB-TCH2-570059-2021	<b>2</b>		PAULICAN, CRISTINA SOMOSTRO	promoted
21		OSEC-DECSB-TCH2-570067-2018			BONGOSIA, GLYN PLUMA	RETIRED
22	<b>S. OSMEÑA I</b>	OSEC-DECSB-TCH3-570296-2022		<b>2</b>	ACOP, EVA SUSON	promoted
23		OSEC-DECSB-TCH3-570991-2021			CABASAG, MARY MAE PALACIO	TRANSFER TO DIPOLOG CITY DIVISION
24	<b>SERGIO OSMEÑA II DISTRICT</b>	OSEC-DECSB-TCH2-570067-2019	<b>1</b>		BALUCOS, CHEELY RONE	PROMOTED
25	<b>SERGIO OSMEÑA II DISTRICT</b>	OSEC-DECSB-TCH3-571624-2021		<b>1</b>	OCAS, REYNANTE ALJAS	PROMOTED
26	<b>SIBUTAD</b>	OSEC-DECSB-TCH2-570074-2021	<b>1</b>		LABISIG, MELINDA E.	RETIRED
27	<b>SIBUTAD</b>	OSEC-DECSB-TCH3-570264-2013		<b>3</b>	BANGLOS, ERLYN EMBOL	RETIRED
28		OSEC-DECSB-TCH3-570476-2017			NECESARIO, LOURDES EMBRADO	PROMOTED
29		OSEC-DECSB-TCH3-570205-2013			SABARICOS, MARY ANN TAGAYON	RETIRED

**CLUSTER II**

30	<b>KATIPUNAN I</b>	OSEC-DECSB-TCH3-570222-2021		<b>3</b>	ANDUS, EMERITA G.	DROP FROM THE ROLLS
31		OSEC-DECSB-TCH3-570191-2013			DELORASO, MA. MICHELLE TALAROC	promoted
32		OSEC-DECSB-TCH3-570443-2023			BUBUTAN, MA. CLEOFE T.	RETIRED
33	<b>KATIPUNAN I DISTRICT</b>	OSEC-DECSB-TCH2-572118-1998	<b>1</b>		BALANCAR, ADELAIDA MAATA	PROMOTED
34	<b>MANUKAN I</b>	OSEC-DECSB-TCH2-570285-2003	<b>1</b>		BAYA, AMY EGUIA	promoted



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35	<b>MANUKAN II</b>	OSEC-DECSB-TCH2-572010-1998	<b>2</b>		ELCAMEL, FLORELYN LUGO	promoted	
36		OSEC-DECSB-TCH2-572160-1998			MAWILE, ISAGANI UBANDO	PROMOTED	
37	<b>MANUKAN II</b>	OSEC-DECSB-TCH3-571390-2020		<b>2</b>	ESOLANA, MERRY DOLL OMay	promoted	
38		OSEC-DECSB-TCH3-570477-2016				CABIARA, MARGIE G.	PROMOTED
39	<b>ROXAS II</b>	OSEC-DECSB-TCH3-570871-2017		<b>4</b>	GUTIERREZ, JANETLYN OPAWON	promoted	
40		OSEC-DECSB-TCH3-570170-2013				PLANTERAS, NORLYN LANAT	promoted
41		OSEC-DECSB-TCH3-570185-2017				VALLECER, ROBERT DENOPOL	promoted
42		OSEC-DECSB-TCH3-570108-2015				RAZO, JULITA ZAMORAS	promoted

**CLUSTER III**

43	<b>PONOT</b>	OSEC-DECSB-TCH2-572043-1998	<b>1</b>		OGOC, LOLITA BAGUIOSO	RETIRED	
44	<b>PONOT (JOSE DALMAN)</b>	OSEC-DECSB-TCH3-570028-2020		<b>2</b>	RECOSSA, MAY JUMAWAN	promoted	
45		OSEC-DECSB-TCH3-572130-1998				PIÑERO, BEVERLY ATAY	PROMOTED
46	<b>SIAYAN</b>	OSEC-DECSB-TCH2-572252-1998	<b>2</b>		TIJAMO, OSCAR NOMO	RETIRED	
47		OSEC-DECSB-TCH2-570516-2022				NARANJO, MARY JEAN LUMEGAO	promoted
48	<b>SIAYAN</b>	OSEC-DECSB-TCH3-570217-2023		<b>3</b>	CAEDO, JOSUE FAIZAL UNSING	DECEASED	
49		OSEC-DECSB-TCH3-570181-2018				MARFIL, BREEZYL SABANATE	PROMOTED
50		OSEC-DECSB-TCH3-570177-2018				PARTOSA, NEMIA EUCOGCO	RETIRED
51	<b>SINDANGAN CENTRAL</b>	OSEC-DECSB-TCH3-570437-2014		<b>3</b>	HAMAC, MARGIE HIPULAN	promoted	
52		OSEC-DECSB-TCH3-570368-2016				NATIVIDAD, MARY JUNE CUBELO	promoted
53		OSEC-DECSB-TCH3-570212-2021				TOBIAS, ELIZABETH PESCADA	promoted
54	<b>SINDANGAN CENTRAL</b>	OSEC-DECSB-TCH2-570073-2012	<b>1</b>		RADA, MERNALIN GOM-OS	RETIRED	
55	<b>SINDANGAN NORTH</b>	OSEC-DECSB-TCH2-570007-2001	<b>1</b>		UGDAMINA, NORMA ESCABARTE	RETIRED	



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56	<b>SINDANGAN NORTH</b>	OSEC-DECSB-TCH3-571179-2019		4	AGUSTIN, AILENE VILLGRACIA	promoted
57		OSEC-DECSB-TCH3-571991-1998			ACERON, ANASTACIO QUISOY	RETIRED
58		OSEC-DECSB-TCH3-570978-2019			LAURITO, DOMINICA COMISION	RETIRED
59		OSEC-DECSB-TCH3-570021-2002			ELCAMEL, MIRASOL CASIPONG	promoted
60	<b>SINDANGAN SOUTH</b>	OSEC-DECSB-TCH2-572068-1998	2		MANDIH, GLEND MARK ALGA	promoted
61		OSEC-DECSB-TCH2-570006-2005			PUA, MYRAH ANDUS	PROMOTED
62	<b>SINDANGAN SOUTH</b>	OSEC-DECSB-TCH3-570160-2011		3	PADAYHAG, REYNA LAPUT	RETIRED
63		OSEC-DECSB-TCH3-570155-2019			GUMABAO, LARRY ONGGOCAN	PROMOTED
64		OSEC-DECSB-TCH3-570176-2021			GABALES, EMMA VILLARIAS	RETIRED
<b>CLUSTER IV</b>						
65	<b>BACUNGAN</b>	OSEC-DECSB-TCH3-572478-2023		4	LUBRIDO, GEORGE B.	promoted
66		OSEC-DECSB-TCH3-571986-1998			LIBOON, PERLITA E.	RETIRED
67		OSEC-DECSB-TCH3-571173-2021			PACENCIA, ERNESTO JR CUANAN	PROMOTED
68		OSEC-DECSB-TCH3-570205-2003			NUGAS, AIDA MAINIT	RETIRED
69	<b>LILOY I</b>	OSEC-DECSB-TCH2-573728-1998	1		SEVILLANO, ARLENE PATOC	promoted
70	<b>LILOY I</b>	OSEC-DECSB-TCH3-570208-2010		10	RUBIN, TERESITA VILLAGRACIA	RETIRED
71		OSEC-DECSB-TCH3-570020-2008			CAJOCON, TEODORA CAVAN	RETIRED
72		OSEC-DECSB-TCH3-570356-2021			ELLAGA, WILMA BULABON	RESIGNED
73		OSEC-DECSB-TCH3-572410-2023			BOLAY-OG, HOPE GINALYN ALVARICO	promoted
74		OSEC-DECSB-TCH3-572035-1998			CASTILLO, NIDA RONE	RETIRED



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75		OSEC-DECSB-TCH3-570343-2021			BANGA, ROMEL VILLAVITO	promoted
76		OSEC-DECSB-TCH3-572192-2023			UNFILLED	
77		OSEC-DECSB-TCH3-570368-2014			SORDILLA, CRISTINA TORRINO	RETIRED
78		OSEC-DECSB-TCH3-571371-2020			MURCIA, MARYANN ALPAS	PROMOTED
79		OSEC-DECSB-TCH3-570380-2016			TUMILAS, JOEL PAMAGAN	PROMOTED
80	<b>LILOY II</b>	OSEC-DECSB-TCH3-571342-2020		3	GRAVINO, JANE A.	TRANSFER
81		OSEC-DECSB-TCH3-570825-2017			CABILIN, JUDITH CANSAY	RETIRED
82		OSEC-DECSB-TCH3-570158-2017			DUPOL, RICARDO PERIGO	PROMOTED
83	<b>LILOY II</b>	OSEC-DECSB-TCH2-570435-2013	1		PASCUA, LEONARDA SA-AN	REPUBLIC-RETIRED
84	<b>SALUG I</b>	OSEC-DECSB-TCH2-570326-2014	1		TOMARONG, FE CALABRIA	RETIRED
85	<b>SALUG I</b>	OSEC-DECSB-TCH3-572313-2023		2	PAUSAL, MARIA THEODIE ROSARIE ARAÑAS	RETIRED
86		OSEC-DECSB-TCH3-570193-2015			MACATUAL, MERLIE MORANDARTE	RETIRED
87	<b>GODOD</b>	OSEC-DECSB-TCH3-570160-2021		2	BACSAL, MINDA VILLASAN	PROMOTED
88		OSEC-DECSB-TCH3-571648-2021			INDING, TEOFANES TUDARA	PROMOTED

**CLUSTER V**

89	<b>GUTALAC I</b>	OSEC-DECSB-TCH3-572204-1998		2	SAREN, MAYLYN RUBIO	promoted
90		OSEC-DECSB-TCH3-571387-2020			TIMOSA, ATENE TULANG	promoted
91	<b>GUTALAC I</b>	OSEC-DECSB-TCH2-570121-2010	1		TAMAYO, ALMA PALAHANG	PROMOTED
92	<b>GUTALAC II</b>	OSEC-DECSB-TCH3-571221-2019		3	ENSENDENCIA, JOSELYN PELEGRINO	promoted
93		OSEC-DECSB-TCH3-570281-2022			VILLAFUERTE, CARMELITA TAMAYO	DECEASED
94		OSEC-DECSB-TCH3-571336-2020			CADELIÑA, MICHAEL PATAYON	PROMOTED
95	<b>KALAWIT</b>	OSEC-DECSB-TCH3-570284-2016		2	ARNAIZ, LEGIE ANTAO	promoted



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96		OSEC-DECSB-TCH3-570276-2016			BETITA, PERLINA E.	RETIRED
97	<b>LABASON</b>	OSEC-DECSB-TCH3-570355-2014		9	CATALBAS, ROSALINA LAGUD	RETIRED
98		OSEC-DECSB-TCH3-572148-1998			ABIL, WENIVIEVE ROSALES	promoted
99		OSEC-DECSB-TCH3-570171-2018			GALOPE, ANNABELLE PAREDES	RETIRED
100		OSEC-DECSB-TCH3-570889-2020			ORCULLO, RONIÑO PARDO	TRANSFER
101		OSEC-DECSB-TCH3-570087-2015			MAATA, ESTRELLA TINAE	RETIRED
102		OSEC-DECSB-TCH3-571057-2018			GALO, NELITA HANDUMAN	RETIRED
103		OSEC-DECSB-TCH3-570200-2013			MALICAY, ROWENA TALADUA	promoted
104		OSEC-DECSB-TCH3-571207-2019			MEJOS, SHIRLEY ESCABARTE	promoted
105		OSEC-DECSB-TCH3-570374-2023			MANTE-TARUC, ELA MAE CEPRADO	TRANSFER TO DIPOLOG CITY DIVISION
106	<b>LABASON</b>	OSEC-DECSB-TCH2-570483-2023	3		UNFILLED	
107		OSEC-DECSB-TCH2-572272-1998			TURTOGO, OSCAR BALMADRES	promoted
108		OSEC-DECSB-TCH2-570020-2021			GALON, LORNA LANSANG	PROMOTED
109	<b>TAMPILISAN</b>	OSEC-DECSB-TCH3-570240-2016		4	SILAGA, GLORIA BAGUISO	RETIRED
110		OSEC-DECSB-TCH3-570005-2012			DELOSO, PAQUITO TINIO	RETIRED
111		OSEC-DECSB-TCH3-570202-2017			BONTIGAO, CONCEPCION ATAY	RETIRED
112		OSEC-DECSB-TCH3-570117-2015			TURN0, JOSUE HAMOY	RETIRED
113	<b>TAMPILISAN</b>	OSEC-DECSB-TCH2-570208-2000	1		CABARRUBIAS, ANGELI ISAW	REPUB
<b>CLUSTER VI</b>						
114	<b>BALIGUIAN</b>	OSEC-DECSB-TCH3-570321-2021		3	SALADORES, VIVIAN MABIDA	promoted
115		OSEC-DECSB-TCH3-570194-2018			CAYACAP, NOEL BAYETA	promoted
116		OSEC-DECSB-TCH3-570340-2021			RABI, NARCISO JR ARQUILOS	promoted
117	<b>SIBUCO</b>	OSEC-DECSB-TCH2-570294-2014	1		FERNANDO, JOSEFINA ESQUERA	RETIRED





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118	<b>SIBUCO DISTRICT</b>	OSEC-DECSB-TCH3-572258-1998		3	VERALLO, MARITES DANDYO	DECEASED
119		OSEC-DECSB-TCH3-570415-2021			SUMACAY, AILEEN LALIYAH	promoted
120		OSEC-DECSB-TCH3-570362-2014			LIMPUSON, ROSELLA SANCHEZ	RETIRED
121	<b>SIOCON</b>	OSEC-DECSB-TCH3-572243-1998		4	PASQUIL, JIMA ESTOCONING	RETIRED
122		OSEC-DECSB-TCH3-570278-2015			NERI, ANN ROCHELLE BESUEÑO	promoted
123		OSEC-DECSB-TCH3-570837-2019			EKONG, RA ISA EKONG	promoted
124		OSEC-DECSB-TCH3-570139-2024			UNFILLED	
125	<b>SIOCON DISTRICT</b>	OSEC-DECSB-TCH2-570068-2021	1		ANDIAL, GEMMA FABIONAR	PROMOTED
126	<b>SIRAWAI DISTRICT</b>	OSEC-DECSB-TCH2-570755-2016	1		RAHSIA SARAIL	Retired-Repub
			<b>31</b>	<b>95</b>		

**SECONDARY – JUNIOR HIGH SCHOOL**

No.	DISTRICT	ITEM No.	NO.OF VACANT POSITION		VICE	REASON
			T2	T3		
<b>CLUSTER I</b>						
1	<b>PIÑAN – Piñan NHs</b>	OSEC-DECSB-TCH3-570052-2006		3	GONZALES, ERLINDA	RETIRED
2		OSEC-DECSB-TCH3-570993-2019			RAEL, MARIETTA WATE	TRANSFER
3		OSEC-DECSB-TCH3-570301-2013			IDJAO, MARIZA MIRABELES	REPUBLIC-RETIRED
4	<b>S. OSMEÑA I- Sergio Osmeña NHS</b>	OSEC-DECSB-TCH2-570286-2000	1		OMBALINO, MARICEL OGAO-OGAO	promoted
5	<b>SERGIO OSMEÑA I- Sergio Osmeña NHS Ext.-Bagong Baguio San Jose NHS</b>	OSEC-DECSB-TCH3-570082-2019		2	CAMPAYAN, KENNETH ENDEREZ	promoted
6		OSEC-DECSB-TCH3-570341-2014			ALCANO, FLORICEL ABERA	PROMOTED
7	<b>MUTIA-Mutia NHS</b>	OSEC-DECSB-TCH3-571788-2020		1	ALINGAL, FE C.	RETIRED



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8	<b>RIZAL-Sebaca NHs</b>	OSEC-DECSB-TCH2-570049-2000	1		RIVERA, ENCARNACION RONE	PROMOTED
9	<b>POLANCO I – Polanco NHS</b>	OSEC-DECSB-TCH3-570317-2013		1	FERNANDEZ, JANETH NAQUILA	RESIGNED
	<b>CLUSTER II</b>					
10	<b>KATIPUNAN I - Seres NHS</b>	OSEC-DECSB-TCH2-571159-2017	2		BOKINGKITO, DAISY E.	TRANSFER
11	<b>Katipunan NHS</b>	OSEC-DECSB-TCH2-570237-2000				UNFILLED
12	<b>KATIPUNAN I - Katipunan NHS</b>	OSEC-DECSB-TCH3-570074-2019		2	DAYMIEL, FACOMIO BALLADARES	RETIRED
13	<b>Katipunan NHS-Bulawan Ext.</b>	OSEC-DECSB-TCH3-570013-2020				GUMALAL, MELROD JOHN CUENCA
14	<b>ROXAS I-Marupay NHS-Piñalan IS (Ext.)</b>	OSEC-DECSB-TCH3-570186-2012		1	BAGTASOS, DELBERT VILLAMOR	DECEASED
15	<b>MANUKAN I-Manukan NHs</b>	OSEC-DECSB-TCH2-570322-2003	1		GUILLERMO, BERDENIA BADEO	PROMOTED
	<b>CLUSTER III</b>					
16	<b>SINDANGAN CENTRAL -SNAS Sindangan NHS</b>	OSEC-DECSB-TCH3-570327-2013		4	MAH, GRELLIE LAGARNIA	promoted
17		OSEC-DECSB-TCH3-570009-2010			GALIT, SHIELA JUANICO	promoted
18		OSEC-DECSB-TCH2-570023-2019			CONCEPCION, JUDITH BINONDO	RETIRED
19		OSEC-DECSB-TCH3-570197-2021			NAYRE, AGNES LOPEZ	promoted
20	<b>SINDANGAN NORTH-Siari John H. Roemer Memorial NHS</b>	OSEC-DECSB-TCH3-570447-2017		1	RETES, RONIELITO DONQUE	resigned
21	<b>SINDANGAN SOUTH-Bartolome Lira Sr. NHs</b>	OSEC-DECSB-TCH3-570131-2020		1	SAPPAL, NOH DIOLAGLA	resigned
22	<b>PONOT-Dinasan NHS</b>	OSEC-DECSB-TCH3-571776-2020		1	CLAVECILLAS, FLORITA DAJONAN	RETIRED
	<b>CLUSTER IV</b>					
23	<b>SALUG I- Salug NHS</b>	OSEC-DECSB-TCH3-570422-2004		2	NARDO, JOSEPH ERIC	promoted
24		OSEC-DECSB-TCH3-570207-2015				LUMAHANG, MERIAM RAMOS



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SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

25	<b>LILOY I - Liloy NHS</b>	OSEC-DECSB-TCH2-573765-1998	<b>2</b>		DAYMIEL, DEBORAH DESOY	DECEASED
26		OSEC-DECSB-TCH2-570011-2005			PORTUGUEZ, SHIRLEY AUGUSTO	RETIRED
27	<b>LILOY I-Liloy NHS</b>	OSEC-DECSB-TCH3-570321-2013		<b>1</b>	MANGA, EVA JOY JATICO	promoted
28	<b>BACUNGAN -Bacungan NHS - Bacungan NHS-Tinuyop Ext. -Talinga NHS -Bacungan NHS Tinuyop NHS</b>	OSEC-DECSB-TCH3-570255-2018		<b>5</b>	SUMAGANG, JUANITA SERDAN	<b>FOR REFERRAL TO SIR ARIES</b>
29		OSEC-DECSB-TCH3-571347-2022			ABALLE, ANEREL PABES,	
30		OSEC-DECSB-TCH3-570297-2013			SOLEDAD, ANICETA LAMPARAS	RETIRED
31		OSEC-DECSB-TCH3-570298-2013			GADJALE, HELEN ZORILLA	PROMOTED
32		OSEC-DECSB-TCH3-570287-2018			AWID, EVA BILLONES	<b>TRANSFER</b>
<b>CLUSTER V</b>						
33	<b>GUTALAC I-Gutalac NHS</b>	OSEC-DECSB-TCH2-570455-2013	<b>1</b>		TENDERO, EDNA TABAÑERA	RETIRED
34	<b>GUTALAC I-Gutalac NHS</b>	OSEC-DECSB-TCH3-570450-2016		<b>1</b>	HALASAN, NIELA LABADAN	DECEASED
35	<b>TAMPILISAN-Tampilisan NHS</b>	OSEC-DECSB-TCH2-570037-2000	<b>1</b>		PACULBA, RENATO LUMASAG	RETIRED
36	<b>LABASON-Ubay NHS</b>	OSEC-DECSB-TCH2-570792-2016	<b>1</b>		SUMONGLAY, HERMINIA HAYAG	Retired-Republic
<b>CLUSTER VI</b>						
37	<b>SIRAWAI-Sirawai NHS</b>	OSEC-DECSB-TCH2-570033-2008	<b>1</b>		AKIB, MARITES ERIBAL	promoted-repub
38	<b>SIBUCO-Malayal NHS</b>	OSEC-DECSB-TCH2-570015-2005	<b>1</b>		GUMOTOD, CLARITA EYO	RETIRED

12 26

**Add:**

**39. SIAYAN - Siayan NHS - OSEC DECSB-TCH3-570227-2021**  
**-Vice BERMEJO, LUZ BANAWA,retired**



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**SECONDARY – SENIOR HIGH SCHOOL**

No.	DISTRICT	ITEM No.	NO. OF VACANT POSITION		VICE	REASON
			T2	T3		
<b>CLUSTER I</b>						
1	<b>S. OSMEÑA I- Sergio Osmeña NHS</b>	OSEC-DECSB-TCH3- 571598-2023		<b>1</b>	GARCIA, MYLA	transfer
2	<b>SERGIO OSMEÑA I -Sergio Osmeña NHS San Jose NHS</b>	OSEC-DECSB-TCH2- 570278-2016	<b>2</b>		MELODINA AMOR L. RIVAS   LLENA, MELODINA AMOR DELMO	REPUBLIC- RESIGNATION
3		OSEC-DECSB-TCH2- 570196-2022			BARAQUIA, JUNRELLE CUENCA	REPUBLIC- Transfer
4	<b>PIÑAN-Piñan NHS</b>	OSEC-DECSB-TCH2- 571126-2017		<b>1</b>	OTUD, ARIEL BALBUENA	RESIGNED
5	<b>POLANCO I -Polanco NHS -Polanco NHS-Isis Ext. -Polanco NHS</b>	OSEC-DECSB-TCH2- 570185-2016	<b>3</b>		FERNANDEZ, LUIS ELCAMEL	TRANSFER TO JHS
6		OSEC-DECSB-TCH2- 570123-2021			LUNA, JESSIE EPAT	TRANSFER TO DIPOLOG CITY DIVISION
7		OSEC-DECSB-TCH2- 570200-2017			BALLADARES, VINLOUFIEL BATAL	RESIGNED
<b>CLUSTER II</b>						
8	<b>KATIPUNAN I- Katipunan NHS</b>	OSEC-DECSB-TCH2- 570256-2020		<b>1</b>	ALANO, ARNEL BALAGOT	resigned
9	<b>KATIPUNAN I- Katipunan NHS</b>	OSEC-DECSB-TCH3- 572296-2023		<b>1</b>	DELA CRUZ, KARL GADWIN GONZALES	PROMOTED
10	<b>KATIPUNAN II-Don Ochotorena NHS</b>	OSEC-DECSB-TCH2- 570255-2020		<b>1</b>	CHRISA C. TABILIRAN	REPUBLIC- DECEASED
11	<b>MANUKAN I- Manukan NHS</b>	OSEC-DECSB-TCH2- 570178-2017		<b>1</b>	LACTAM, CELESTINO YABRES	promoted



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 SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

12	<b>ROXAS I -PMAR NHS Marupay NHS</b>	OSEC-DECSB-TCH2- 570205-2016	<b>2</b>		OGA, LYNEE MAI INDING	transfer
13		OSEC-DECSB-TCH2- 570402-2019			CABALIDA, WERANT LYNN LLANOS	DROP FROM THE ROLLS

**CLUSTER III**

14	<b>SINDANGAN CENTRAL- Sindangan NHS</b>	OSEC-DECSB-TCH3- 572302-2023	<b>1</b>		CAPA, SOPHIA MANJAAL	RESIGNED
15	<b>PONOT (JOSE DALMAN) – Ponot NHS</b>	OSEC-DECSB-TCH2- 571156-2017	<b>1</b>		LOPEZ, RICHEL COTACTE	PROMOTED
<b>CLUSTER IV</b>						
16	<b>LILOY I – Liloy NHS</b>	OSEC-DECSB-TCH2- 570193-2017	<b>1</b>		CANETE, MA. JEAZEL PERFECTO	transfer
17	<b>Godod – Godod NHS</b>	OSEC-DECSB-TCH2- 571205-2017	<b>1</b>		MOHAMETANO, CARMEN BUCAN	REPUBLIC- RESIGNATION
<b>CLUSTER V</b>						
18	<b>LABASON- Ubay NHS</b>	OSEC-DECSB-TCH2- 570271-2016	<b>1</b>		ANDAJAO, LYNDON MORALES	promoted
19	<b>KALAWIT- Kalawit NHS</b>	OSEC-DECSB-TCH2- 570220-2016	<b>1</b>		TAJALE, LOURDES SIBAY	end of contract
20	<b>GUTALAC I- Gutalac NHS</b>	OSEC-DECSB-TCH3- 571354-2022	<b>1</b>		LOQUINARIO, ROMER DECASA	PROMOTED

**CLUSTER VI**

21	<b>SIOCON -Julian Soriano MNHS -Siocon Nat'l Science HS -Siocon NHS</b>	OSEC-DECSB-TCH2- 571249-2017	<b>3</b>		QUISEL, JAIME MAGUATE	repub
22		OSEC-DECSB-TCH2- 571252-2017			VILLACRUSIS-JUTINGO, EVANESSA ZOZOBRADO	promoted
23		OSEC-DECSB-TCH2- 570363-2019			REBOLLOS, RESTY VELORIA	resigned
24	<b>TAMPILISAN -Tampilisan NHS Situbo NHS</b>	OSEC-DECSB-TCH2- 570250-2017	<b>2</b>		EISMA, JOSEPHINE BACAYAN	transfer
25		OSEC-DECSB-TCH2- 570427-2019			Kem Barbarona	REPUBLIC- PROMOTED



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26	<b>DIVISION OFFICE</b>	OSEC-DECSB-TCH2-570407-2019	<b>2</b>		PAGLINAWAN, JOYLYN BUHISAN	DECEASED
27		OSEC-DECSB-TCH2-571260-2017			Rusiana, Jenelyn	REPUB-TRANSFER

**24 3**



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**Department of Education**

REGION IX  
 SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

Enclosure No.2 to DM No. 289, s.2024

**CSC QUALIFICATION STANDARD**

POSITION TITLE	SALARY GRADE	QUALIFICATION			
		EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<i>ELEMENTARY</i> <b>TEACHER II</b>	<b>12</b>	BEED or Bachelor's degree plus 18 professional units in Education	None required	1year relevant experience	PBET: Teacher
<b>TEACHER III</b>	<b>13</b>	BEED or Bachelor's degree plus 18 professional units in Education	None required	2years relevant experience	PBET; Teacher
<i>SECONDARY – JUNIOR HIGH SCHOOL</i> <b>TEACHER II</b>	<b>12</b>	BSED or Bachelor's degree plus 18 professional units in education with appropriate major	None required	1year relevant experience	PBET: Teacher





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<b>TEACHER III</b>	<b>13</b>	BSED or Bachelor's degree plus 18 professional units in education with appropriate major	None required	2years relevant experience	PBET; Teacher
<b>SECONDARY-SENIOR HIGH SCHOOL</b> <b>TEACHER II</b>	<b>12</b>	BSED or Bachelor's degree with at least 18 units in professional education with major field of specialization	TVL Track: at least NCII +TMCI Appropriate to the specialization Academic Track: None Required	None Required	RA 1080
<b>TEACHER III</b>	<b>13</b>	BSED or Bachelor's degree with at least 18 units in professional education with major field of specialization	TVL Track: at least NCII +TMCI Appropriate to the specialization Academic Track: None Required	None Required	RA 1080





Republic of the Philippines  
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REGION IX  
SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

Enclosure No.3 to DM No. 289, s.2024

**TIMELINE OF ACTIVITIES**

DATE	ACTIVITY
May 28, 2024 (Tuesday) 8:00AM-5:00pm	Submission of Application Documents
June 7, 2024 (Friday) 8:00am-5:00pm	Deadline for Submission of Application Documents
June 3, 2024 (Monday) 9:00am	Online Orientation for all interested qualified applicants (via official FB Page: DepEd Tayo - Schools Division of Zamboanga del Norte)
June 10-14, 2024	INITIAL EVALUATION REPORT (IER)
June 17-19, 2024 (Monday-Wednesday) 8:00am-5:00pm	Comparative Assessment/Issuance of IES/Preparation of CAR
June 21, 2024 (Friday)	Submit the CAR to the Appointing Authority
June 24, 2024 (Monday)	Post the CAR in three (3) conspicuous places



Republic of the Philippines  
**Department of Education**

REGION IX  
SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

**Enclosure No.4 to DM No. 289, s.2024**

**SUBMISSION OF APPLICATION PROCESS FLOW**

1. Qualified applicants are advised to follow the procedure for the submission of application documents as stated:
  - 1.a Obtain Division Unique Applicant Number (DUAN) by creating initial registration of application through **depedzn.net** or <https://depedzn.net/appreg>
  - 1.b. Update Personal Information
  - 1.c. Click Apply Now
  - 1.d. Select desired Position
  - 1.e. Click **Apply Now** Button
  - 1.f. Select District
  - 1.g. Select School/Office and click Continue
  - 1.h. Click Print Applicant Profile
  - 1.i. Download and Print (Attach Printout in the Application Documents)



Republic of the Philippines  
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REGION IX  
 SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

Enclosure No.5 to DM No. 289 , s.2024

Name of Applicant: \_\_\_\_\_ DUAN: \_\_\_\_\_  
 Position Applied For: \_\_\_\_\_  
 School of the Position Applied for.: \_\_\_\_\_ Contact Number: \_\_\_\_\_ Ethnicity: \_\_\_\_\_  
 Religion: \_\_\_\_\_  
 Person with Disability: Yes ( ) No ( ) Solo Parent: Yes ( ) No ( )

**Instruction: Initial assessment of documents should be done in the presence of the applicant for the position. A photocopy of this accomplished checklist should be**

**provided to the applicant.**

BASIC REQUIREMENTS	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. 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			
c. Duly accomplished PDS (CS Form 212, Revised 2017) with work experience Sheet which can be downloaded at <a href="http://www.csc.gov.ph">www.csc.gov.ph</a> ;			
d. Photocopy of valid and updated PRC License/ID, if applicable			
e. Photocopy of Certificate of Eligibility/Report of Rating, if applicable			
f. 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			
g. Photocopy of Certificate/s of Training, if applicable			
h. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable			
i. Photocopy of latest appointment, if applicable			
j. IPCRF and Certification of Performance Rating for the Last Three Years duly signed by the Administrative Officer V (Helen Tangon) (Ref: DO 66, s.2007)			
k. Other documents as may be required for comparative assessment: <ul style="list-style-type: none"> <li>➢ 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.</li> <li>➢ 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.</li> </ul>			

Attested:

\_\_\_\_\_  
 HRMO/AO II Designate

**OMNIBUS SWORN STATEMENT**

**CERTIFICATION OF AUTHENTICITY AND VERACITY**

I hereby certify that all information above is 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 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)electronic 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 electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.



Address: Capitol Drive, Estaka, Dipolog City 7100 Tel. No.: (065) 212- 5843  
 Email: [zn.division@deped.gov.ph](mailto:zn.division@deped.gov.ph) Website: [www.depedzn.net](http://www.depedzn.net)  
 FB: DepEd Tayo- Schools Division of Zamboanga del Norte

Department of Education

SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE  
HUMAN RESOURCE MERIT PROMOTION AND SELECTION BOARD (HRMPSB)

DUAN:

Score Sheet for **TEACHER II AND III Positions (Natural Vacancy)**

Name of Applicant: \_\_\_\_\_

Position Applied: \_\_\_\_\_

Home Address: \_\_\_\_\_

Minimum QS:

Contact Number/E-mail: \_\_\_\_\_

Teacher II: BSED/BEED ; 1 year teaching experience; 18 units MA

Teacher III : BSED/BEED ; 2 years teaching experience; CAR-MA

CRITERIA	Maximum Score	Applicant's Score																																																							
<p><b>A. PERFORMANCE RATING</b></p> <p>MOV: IPCRF [Performance rating for the last three (3) rating periods of at least VS] Score = Sum of 3 Rating Periods / 3 / 5 X 35 OR 3 ratings / 3 X 20 x 35%</p>	35																																																								
<p><b>B. EXPERIENCE</b></p> <p>MOV: Service Record Score = 1 point for every year of <b>relevant experience</b> but not to exceed 5 points</p>	5																																																								
<p><b>C. MERITORIOUS/OUTSTANDING ACCOMPLISHMENTS</b></p> <div style="border: 1px solid black; padding: 5px;"> <p><b>C.1. Outstanding Employee Award</b></p> <p>MOV: 1. Certificate of Recognition as an Outstanding <b>EMPLOYEE</b>, except outstanding member of the community.</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>School</th> <th>District</th> <th>Division</th> <th>Region</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>0.5</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </tbody> </table> </div> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><b>C.2. Innovation</b></p> <p>Introduced <b>ANY</b> of the following which has been adopted or used by the school/district/division.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><b>C.2.1 Curriculum or Instructional Materials</b></p> <p>MOVs:</p> <ol style="list-style-type: none"> <li>Memorandum signed by the School Head, PSDS, and CID Chief or Surrogate EPS</li> <li>Certificate of Recognition signed by CID Chief / Surrogate EPS</li> <li>Lesson Plan reflecting the Strategies and approved by PSDS and Surrogate EPS</li> <li>Instructional Materials signed by the author and corroborated by at least three (3) teachers</li> </ol> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Submitted</th> <th>School</th> <th>District</th> <th>Division</th> <th>SCORE</th> </tr> </thead> <tbody> <tr> <td>4 indicators</td> <td>2</td> <td>3</td> <td>4</td> <td></td> </tr> <tr> <td>3 indicators</td> <td>1.5</td> <td>2.5</td> <td>3.5</td> <td></td> </tr> <tr> <td>2 indicators</td> <td>1</td> <td>2</td> <td>3</td> <td></td> </tr> <tr> <td>1 indicator</td> <td>0.5</td> <td>1.5</td> <td>2.5</td> <td></td> </tr> </tbody> </table> </div> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><b>C.2.2. Effective Teaching Technique</b></p> <p>MOVs:</p> <ol style="list-style-type: none"> <li>Memorandum signed by the School PSDS/CID Chief or Surrogate EPS</li> <li>Lesson Plan signed by the writer &amp; corroborated by at least three (3) teachers</li> <li>Certificate of Recognition signed by CID Chief / Surrogate EPS</li> </ol> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Submitted</th> <th>School</th> <th>District</th> <th>Division</th> <th>SCORE</th> </tr> </thead> <tbody> <tr> <td>3 indicators</td> <td>2</td> <td>3</td> <td>4</td> <td></td> </tr> <tr> <td>2 indicators</td> <td>1.5</td> <td>2.5</td> <td>3</td> <td></td> </tr> <tr> <td>1 indicator</td> <td>1</td> <td>2</td> <td>2.5</td> <td></td> </tr> </tbody> </table> </div> </div>	School	District	Division	Region	National	0.5	1	2	3	4	Submitted	School	District	Division	SCORE	4 indicators	2	3	4		3 indicators	1.5	2.5	3.5		2 indicators	1	2	3		1 indicator	0.5	1.5	2.5		Submitted	School	District	Division	SCORE	3 indicators	2	3	4		2 indicators	1.5	2.5	3		1 indicator	1	2	2.5		20	
School	District	Division	Region	National																																																					
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1 indicator	1	2	2.5																																																						
	4																																																								
	4																																																								

**C.2.3. Simplification of work as in reporting system, record keeping, etc. or procedure that resulted in cost production.**

MOVs:

- a. Approved Project Proposal by SDO and corroborated by at least (3) teachers
- b. Certificate of Recognition signed by SGOD Chief / CID Chief / Surrogate EPS

Submitted	School	District	Division	SCORE
2 indicators	2	3	4	
1 indicator	1	2	2.5	

**C.2.4. Worthwhile Income Generating Project (IGP) for LEARNERS given recognition by higher official in the division**

MOVs:

- a. Approved Project Proposal by SDO and corroborated by at least (3) teachers
- b. Certificate of Recognition signed by SGOD Chief /Surrogate SGOD Personnel

Submitted	School	District	Division	SCORE
3 indicators	2	3	4	
1 indicator	1	2	2.5	

**C.3. Research and Development Projects**

**Initiated or headed** an educational research activity duly approved by educational authorities either for improvement of instruction, for community development, or teacher welfare.

MOVs:

- a. Approved research proposal signed by the **SCHOOLS DIVISION RESEARCH COMMITTEE CHAIRMAN**
- b. Abstract of the research Proposal signed by SEPS for Planning and Research
- c. Certificate of Completion issued by the SDS and/or SEPS for Planning and Research

Submitted	District	Division
3 indicators	3	4
2 indicators	2	3
1 indicator	1	2

Group Research: **Points divided by the number of researchers**

**C.4. Publication/Authorship**

MOVs: Copy of the Copyrighted Published Book/ Published Article

School	District	Division	Region	National
.5	1	2	3	4

**C.5 Consultant / Resource Speaker in Training / Seminars**

MOV: Certificate of Recognition

- Must within the 5-year allowable period prior to application for promotion.

**D. EDUCATION**

Transcript of Records and Diploma

- MOV:
- Certification is not Valid

Highest EDUCATIONAL ATTAINMENT	Points
CAR for master's degree	10
Master's Degree	15
CAR for Doctoral Degree	20

4

4

4

25

Doctoral Degree	25
-----------------	----

**E. TRAINING (Acquired after the last promotion) – Cumulative**

5

MOV: Participant in a specialized training, e.g. Scholarship Programs, Short courses, Study grants  
(One point for every month of attendance but not to exceed five (5) points.)

Training	District	Division	Regional	National	International
Participant in three or more training activities in each level conducted for at least three (3) days not credited during the last promotion	1	2	3		
Participant in one (1) training conducted for at least three (3) days not credited during the last promotion ( <i>national or international</i> )				4	5
Chair / Co-chair in a technical/ planning Committee	1	2	3	4	5

**F. POTENTIAL**

5

**F.1. Interview**

2

Communication skills	.40
Ability to present Ideas	.40
Alertness	.40
Judgment	.40
Leadership Ability	.40

**F.2. Written Examination**

2

Strictly follows instruction	.40
Answers questions in a well-organized manner	.40
Develops paragraph/s with specific details, example & arguments	.40
Demonstrates basic controls of grammars and punctuation marks	.40
Uses / acknowledges sources of topic Information	.40

**F.3. Skills Evaluation (to be determined by the IT assigned)**

1

**G. PSYCHO-SOCIAL ATTRIBUTES**

5

**G.1. Human Relations**

2

Adjust to the variety of personalities, ranks and informal groups present in the organization	.40
Internalizes work changes with ease and vigor	.40
Accepts constructive criticisms objectively whether from his subordinates, peer and superior	.40
Observes proper decorum in relating with superiors and peers	.40
Takes the initiative to organize work groups, adopt procedures and standards in his own level	.40

**G.2. Decisiveness**

2

Thinks logically and acts accordingly	.40
Considers alternatives and recommends solutions when faced with problem solutions	.40
Gives convincing recommendations and suggestions	.40
Acts quickly and makes the best decision possible	.40
Exercise flexibility	.40

**G.3. Stress Tolerance**

1

Exercises high degree of tolerance for tension resulting from increasing volume of work, organizational changes, environmental conflicts	.20
Answers questions in a well-organized manner	.20
Develops paragraph/s with specific details, example & arguments	.20
Demonstrates basic controls of grammars and punctuation marks	.20
Uses / acknowledges sources of topic. Information	.20

<b>TOTAL SCORE - 100</b>	
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I hereby attest to the conduct of the application and assessment process in accordance with the applicable, guidelines; and acknowledge, upon discussion with the Human Resource Merit Promotion and Selection Board (HRMPSB), the results of the comparative assessment and the points given to me based on my qualifications and submitted documentary requirements for the said position. Furthermore, I hereby affix my signature in this Form to attest to the objective and judicious conduct of the HRMPSB evaluation through Open Ranking System.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

Verified by HRMPSB Chairman/Representative: \_\_\_\_\_ Date: \_\_\_\_\_