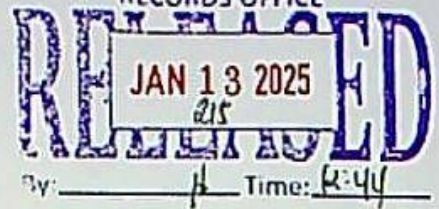




Republic of the Philippines  
**Department of Education**  
REGION I  
SCHOOLS DIVISION OF DAGUPAN CITY

DepEd SDO Dagupan City  
RECORDS OFFICE



Office of the Schools Division  
Superintendent

January 10, 2025


**DIVISION MEMORANDUM**

No. 018, s. 2025

**GUIDELINES ON RECRUITMENT, SELECTION AND APPOINTMENT TO HIGHER  
TEACHING POSITION**

TO: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Administrative Officers  
School Heads  
Teachers and Non-Teaching Personnel  
Others Concerned

1. For information and guidance, attached is DepEd Order No. 20, s. 2024 dated December 20, 2024 titled *Guidelines on Recruitment, Selection and Appointment to Higher Teaching Position*.
2. The guidelines provides for a systematic process of recruitment, selection and appointment to natural vacancies in the higher teaching positions in the elementary, junior high school and senior high school levels, specifically the following positions:
  - a. Teacher II, III, IV, V, VI and VII
  - b. Master Teacher I, II, III, IV and V
  - c. Special Science Teacher I
  - d. Special Needs Education Teacher I, II, III, IV and V
3. All vacancies published prior to the issuance of DepEd Order No. 20, s. 2024 shall continue to be governed by existing policies and guidelines, as applicable.

  
**ROWENA S. BANZON EdD, CESO V**  
Schools Division Superintendent



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