



Republic of the Philippines
Department of Education
REGION I



REGIONAL MEMORANDUM
No. 928, s. 2026

**INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF SPECIAL NEEDS
EDUCATION TEACHERS (SNET) AND SPECIAL SCIENCE TEACHERS (SST)
PENDING THE APPROVAL AND ISSUANCE OF THE REVISED
QUALIFICATION STANDARDS**

To: All Schools Division Superintendents
All Others Concerned

1. This is in reference to the attached MEMORANDUM DM-OUHRODI-2026-2591 dated July 23, 2026 from Usec. Wilfredo E. Cabral, Undersecretary for Human Resource and Organizational Development and Infrastructure, Department of Education, relative to the abovementioned subject.
2. In line with this, this Office reiterates that the said interim measures serve to guide in ensuring the orderly implementation of personnel actions while awaiting the Civil Service Commission's (CSC) official issuance on the Qualification Standards (QS) for Special Needs Education Teacher (SNET) and Special Science Teacher (SST).
3. All Schools Division Office Human Resource Management Officers (SDO HRMOs) are advised to observe the enumerated interim measures – Temporary deferment of publication and appointment of vacant and newly-created SNET and SST positions, continuous processing of reclassification and retitling of covered teaching positions, and preparatory measures pending CSC approval. All concerned SDOs shall undertake the mentioned preparatory activities.
4. For information, guidance and strict compliance.



Encl.: As Stated
Reference: None

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

DEPLOYMENT

EVALUATION

HIRING

MEASURES

TEACHERS

AD/PS/hfa/RM_InterimMeasuresontheHiring/DeploymentofSNETandSSTPositions

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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

MEMORANDUM
DM-OUHRODI-2026-1251

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

ATTENTION : **REGIONAL AND DIVISION HUMAN RESOURCE MANAGEMENT**
OFFICERS (HRMOs)

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

SUBJECT : **INTERIM MEASURES ON THE HIRING AND DEPLOYMENT OF**
SPECIAL NEEDS EDUCATION TEACHERS (SNET) AND SPECIAL
SCIENCE TEACHERS (SST) PENDING THE APPROVAL AND
ISSUANCE OF THE REVISED QUALIFICATION STANDARDS

DATE : July 23, 2026

Following the issuance of **DM-OURODI-2026-1215** or the *Advance Information on the Creation and Deployment of New Teaching Items for School Year (SY) 2026-2027* and in view of the ongoing coordination between the Department of Education (DepEd) and the Civil Service Commission (CSC) on the approval of the revised Qualification Standards (QS) for **Special Needs Education Teacher (SNET) and Special Science Teacher (SST)** positions aligned with the Expanded Career Progression (ECP) System, the Bureau of Human Resource and Organizational Development (BHROD), hereby provides the following interim guidance to ensure the orderly implementation of personnel actions while awaiting the CSC's official issuance.

These interim measures are necessary because the proposed ECP-aligned QS for specialized teaching positions remain under CSC evaluation, while the existing SST and SNET position titles have not yet been aligned with the new ECP career structure. Consequently, immediate hiring actions using either the existing or proposed position titles may result in inconsistencies with applicable civil service rules and may adversely affect the validity of appointments.

Accordingly, all Regional Offices (ROs) and Schools Division Offices (SDOs) are advised to observe the following interim measures:

- Defer Publication and Appointment of Vacant and Newly Created SST and SNET Positions**

The publication, recruitment, selection, and appointment of **vacant and newly**

created Teacher III (Special Science Teacher) and Teacher IV (Special Needs Education Teacher I) positions shall be temporarily deferred until either:

- a. the CSC issues a clarificatory memorandum on the applicable Qualification Standards; or
- b. the CSC approves and officially issues the revised Qualification Standards for the ECP-aligned SST and SNET positions.

This temporary deferment is intended to ensure compliance with existing Civil Service rules and prevent the possible disapproval or invalidation of appointments arising from the transition to the new ECP position titles and QS.

2. Continue Processing Reclassification and Retitling of Covered Teaching Positions

Consistent with **Section 6(c) of DM-OUHRODI-2026-0802**, reclassification and retitling involving the regular teaching and school principal career lines shall continue to be processed using the approved QS under **CSC Resolution No. 2500471** and DepEd Order No. 019, s. 2025. The processing of such cases shall be guided by the retitling and reclassification procedures under DepEd Order No. 024, s. 2025 and DepEd Order No. 034, s. 2025.

3. Preparatory Measures Pending CSC Approval

While awaiting the CSC's action, all concerned SDOs shall undertake the following preparatory activities:

- a. Prepare all documentary requirements necessary for the publication and filling-up of SST and SNET positions to facilitate the immediate commencement of hiring once the revised QS are approved.
- b. Issue an advisory to all concerned stakeholders, including qualified applicants, affected personnel, and **DOST-SEI scholar-beneficiaries**, informing them of the temporary deferment of publication and appointment actions pending the CSC's issuance of the applicable QS. The advisory shall emphasize that the deferment is solely an interim measure to ensure compliance with CSC rules and does not affect the Department's commitment to immediately proceed with hiring upon CSC approval.

BHROD remains in close coordination with the CSC to facilitate the earliest possible issuance of the revised QS and any necessary clarificatory issuances. Upon receipt of the CSC's official action, this Office shall immediately issue the corresponding implementing guidance to all field offices to facilitate the timely, orderly, and consistent hiring and deployment of SST and SNET personnel.

For policy clarifications and other concerns, you may coordinate with the **BHROD-Human Resource Development Division (BHROD-HRDD)** through **Ms. Carla Gob** at bhrod.hrdd@deped.gov.ph.

For immediate dissemination, guidance, and strict compliance.

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Office of the Secretary