



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

AUG 13 2025

REGIONAL MEMORANDUM

No. 154, s. 2025

**DISSEMINATION OF SUPPLEMENTAL GUIDELINES ON
MEMORANDUM NO. OULLA-2025-980**

TO: OIC- Assistant Regional Director
Schools Division Superintendents
All Others Concerned

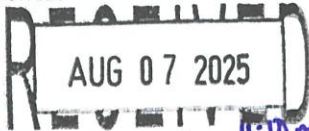
1. Pursuant to Memorandum No. OULLA-2025-1588 dated August 6, 2025, issued by the Office of the Undersecretary for Legal and Legislative Affairs, this Office hereby disseminates the Supplemental Guidelines on Memorandum No. OULLA-2025-980 dated May 22, 2025, titled "Implementing Guidelines on the Hiring of 420 Contract of Service Personnel in the Sites Titling Office of the Central Office and Field Offices."
2. The supplemental guidelines clarify provisions of Memorandum No. OULLA-2025-980 and includes additional instructions on the utilization and reporting of Contract of Service (CoS) funds to the Schools Division Offices (SDOs).
3. All concerned are enjoined to read and comply strictly with the attached Memorandum and its provisions.
4. Immediate dissemination of and compliance with this Memorandum are desired.

RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated
Reference: As stated



Address: Batinguel, Dumaguete City, 6200
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By: _____ Time: 4:10 pm
Doc. #: _____
From: STO

Republic of the Philippines

Department of Education

OFFICE OF THE UNDERSECRETARY FOR LEGAL AND LEGISLATIVE AFFAIRS

MEMORANDUM

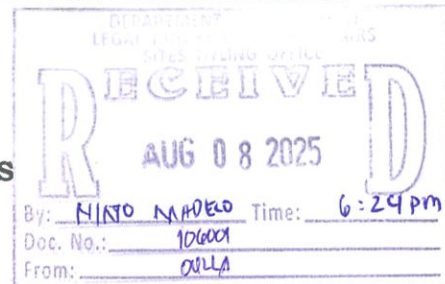
OULLA-2025- 1588

TO : ALL REGIONAL DIRECTORS
ALL SCHOOLS DIVISION SUPERINTENDENTS

FROM : **ATTY. FILEMON RAY L. JAVIER**
Undersecretary

SUBJECT : Supplemental Guidelines on Memorandum No. OULLA-2025-980 dated 22 May 2025 titled "Implementing Guidelines on the Hiring of 420 Contract of Service Personnel in the Sites Titling Office of the Central Office and Field Offices"

DATE : AUG 08 2025



BACKGROUND:

- Memorandum OULLA-2025-980 provides that **Four Hundred Forty-Six Million Two Hundred Forty-Four Thousand Two Hundred Pesos (Php 446,244,200.00)** from the General Management and Supervision Continuing Funds of Fiscal Year 2024 shall be allocated for the payment of the salaries, premium, travel expenses, and other operational expenses of the Sites Titling Office's (STO) newly hired Contract of Service personnel for Fiscal Year (FY) 2025 (CoS Funds).
- Annex A of Memorandum OULLA-2025-980 further provides that **Four Hundred Eight Million Eight Hundred Three Thousand Six Hundred Pesos (Php 408,803,600.00)** of the CoS Funds shall be allocated to be downloaded to the Schools Division Offices (Downloaded Funds).
 - As outlined in Annex A of Memorandum OULLA-2025-980, these Provincial Funds are thereafter allocated to the Schools Division Offices (SDOs) of the Department of Education (DepEd).

These supplemental guidelines are hereby issued to clarify and include additional provisions to Memorandum OULLA-2025-980 in relation to the utilization and reporting of the SDO Fund.

GENERAL GUIDELINES:

First, the downloaded funds shall be utilized **within FY 2025**, in accordance with existing government budgeting, accounting and auditing rules and regulations.

Second, all other provisions from the previously released implementing guidelines shall remain in effect unless otherwise amended or rescinded.

Third, if a portion of the downloaded funds to the SDOs remains unobligated or unutilized, even after the activities outlined in the approved Work and Financial Plan are fully implemented, the same shall be considered as balance. The balance shall be allowed to be used for other purposes, as outlined under these guidelines.

Fourth, since the downloaded funds are valid for obligation until 31 December 2025, the use of unobligated funds are left to the discretion and approval of the Schools Division Office; provided, that such utilization is consistent with the allowable expenses and activities outlined under page 2, item a of the supplemental guidelines. Requiring Central Office approval for the use of said unutilized funds may not be feasible and may delay their timely utilization and potentially result in the lapsing of the allotment.

UNOBLIGATED FUNDS FROM THE DOWNLOADED FUNDS

- a. All SDO Fund Balance from the SDO Funds may be used for the following purposes by the SDO it was originally allocated to under Annex A of Memorandum OULLA-2025-980:
 - o Survey, titling, and registration of patents of schools under that SDO's jurisdiction (SDO School Sites);
 - o Purchase of additional laptops of that's SDO's personnel costing below Php50,000.00 capitalization threshold under Commission on Audit Circular No. 2022-004;
 - o Travel and other allowable expenses of the Legal Officers of that SDO, *provided* such travel is needed to address concerns on the operations of that SDO's School Sites;
 - o Purchase of additional supplies and materials necessary for the monitoring and assessment of the SDO's School Sites; and
 - o Other analogous expenses.
- b. To process the use of unobligated funds, the pertinent Legal Officer of the relevant SDO/s shall draft, process, and submit the following documentary requirements for approval of the pertinent Schools Division Superintendent:
 - o Certification from the relevant SDO's Budget Officer on the amount of the SDO's Fund Balance;
 - o Letter addressed to the STO Director requesting the utilization of SDO Fund Balance. This shall contain:
 - i. A statement that there exists SDO Fund Balance despite the full financial implementation of the activities outlined in the SDO's approved Work and Financial Plan;
 - ii. Project Proposal detailing how the SDO Fund Balance are proposed to be utilized; and
 - iii. Budget requirements of the Project Proposal.

- a. After approval by the Schools Division Superintendent, the same shall be forwarded for approval of the Office of the Supervising Director of STO, Undersecretary for Legal and Legislative Affairs and Undersecretary for Finance

For strict compliance.

Doc. No. 106001



Republic of the Philippines
Department of Education
OFFICE OF THE UNDERSECRETARY FOR LEGAL AND LEGISLATIVE AFFAIRS

MEMORANDUM

OULLA-2025-1588

TO : ALL REGIONAL DIRECTORS
ALL SCHOOLS DIVISION SUPERINTENDENTS

FROM : **ATTY. FILEMON RAY L. JAVIER**
Undersecretary

SUBJECT : Supplemental Guidelines on Memorandum No. OULLA-2025-980 dated 22 May 2025 titled "Implementing Guidelines on the Hiring of 420 Contract of Service Personnel in the Sites Titling Office of the Central Office and Field Offices"

DATE : AUG 08 2025

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For strict compliance.

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Republic of the Philippines
Department of Education

OFFICE OF THE UNDERSECRETARY FOR LEGAL AND LEGISLATIVE AFFAIRS

DEPARTMENT OF EDUCATION
OFFICE OF THE UNDERSECRETARY
FOR LEGAL AND LEGISLATIVE AFFAIRS

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MAY 15 2025

By: _____ Time: 4:36 pm

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From: STO-archi

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MAY 22 2025

By: ARCHIVIZA S. RAYMUNDO Time: 11:21 AM

Doc. No.: 14306

From: OULLA-REY

MEMORANDUM

OULLA-2025-980

TO : All Regional Directors
All Schools Division Superintendents
All Others Concerned

FROM : **ATTY. FILEMON RAY L. JAVIER**
Undersecretary

ATTY. CHRISTIAN E. RIVERO
Director IV,
Supervising Director of Sites Titling Office
Office of the Undersecretary for Legal and Legislative Affairs

SUBJECT : IMPLEMENTING GUIDELINES ON THE HIRING OF 420 CONTRACT OF SERVICE (CoS) PERSONNEL IN THE SITES TITLING OFFICE OF THE CENTRAL OFFICE AND FIELD OFFICES

DATE : MAY 22 2025

The Department of Education (DepEd), through the Sites Titling Office (STO), recognizes the importance of maintaining accurate and detailed records of school site ownership to provide quality, accessible, and relevant education to students. As such, this Office intends to fully update and validate the public school site ownership records through a web-based data management system.

However, due to STO's limited manpower, it is challenging to accurately, efficiently and speedily validate and update the ownership status of thousands of DepEd school sites nationwide. The absence of dedicated focal persons in the field has resulted in unreliable data and misplaced or destroyed documents, among other legal vulnerabilities, thus, delaying infrastructure projects and exposing school properties to costly litigation. For a long time, the Regional and Division Offices have repeatedly requested additional personnel to address these STO-related concerns.

Hence, to address the need for additional manpower, STO will hire thirty (30) additional Contract of Service (CoS) personnel in the Central Office (CO) and a total of three hundred ninety (390) CoS personnel to be deployed in seventy-eight (78) provinces in the country or five (5) CoS per province. The five (5) personnel will be composed of one (1) Technical Assistant (TA) IV and four (4) TA II per province. They shall primarily help address critical gaps in school site ownership documentation and expedite land titling efforts.

Accordingly, to ensure effective implementation of this initiative, attached is the implementing guidelines on the hiring of the four hundred twenty (420) CoS personnel.

I. Background

The Department of Education, through its various policies, programs, and initiatives, remains committed to securing legal ownership of public school sites by obtaining land titles. This effort aims to protect the interests of schools against lawsuits and claims for compensation filed by private individuals or entities asserting ownership over the land. By obtaining clear land titles, DepEd can eliminate bureaucratic delays, prevent encroachment and adverse claims, and ensure that school properties are not subjected to costly litigation or disputes over ownership.

Additionally, securing land titles supports the efficient allocation of national budget appropriations. Reliable data on titled school sites enables DepEd to justify and prioritize funding for infrastructure projects and school development, ensuring that resources are directed to legally secured properties where new buildings and facilities can be constructed without legal impediments. This comprehensive effort also addresses long-standing issues with untitled properties, strengthens DepEd's authority to manage school lands, and protects public school sites from being disposed of, encumbered, or reclaimed by former owners or their heirs.

Recent inventory of school sites showed that only 14.85% of schools nationwide are officially titled under DepEd's name. The remaining sites are either unsecured or owned by local government units (LGUs), national government agencies (NGAs), or private entities. Without clear ownership documents, uncertainties in land tenure hinder resource allocation, delay project implementation, and ultimately jeopardize the quality of basic education.

Thus, this Office deems it necessary to hire additional personnel in the CO and deploy STO counterpart personnel in provinces to help in safeguarding school properties, expediting land titling, and assisting schools in securing ownership thereby ensuring rightful claim over the school sites.

II. Definition of Terms

1. **Contract of Service (CoS)** refers to the engagement of the services of an individual, private firm, other government agency, non-governmental agency, or international organization as a consultant, learning service provider, or technical expert to undertake a special project or job within a specific period pursuant to COA-DBM Joint Circular No. 2, s. 2020.
2. **New Hire** refers to the CoS worker whose service is engaged for the first time by a specific office/unit in the Department. This includes those who underwent Change of Work Category which entails the termination of the existing contract and replacing it with a new one based on the modifications in the terms of reference and deliverables of the worker, whether or not in the same or different office in the DepEd CO. This presupposes that the CoS worker possesses all the requirements needed for the new work category by which his or her service is engaged.
3. **Renewal** refers to the process of entering into a new contract with the same worker under the same DepEd office/unit for the same or very similar services/conditions upon expiration of the current contract.
4. **Qualification Standards** refers to the minimum set of requirements that shall serve as a basic guide in the hiring, renewal, and/or change of work category of the CoS workers, comprising of the following:
 - a. **Relevant Education** refers to academic, technical, or vocational studies of CoS workers that are applicable to the duties and responsibilities to be performed by them.

- b. **Relevant Experience** refers to the work background either in the government or private sector, whether full-time or part-time, which is functionally-related to the duties and deliverables that the CoS worker is contracted to perform.
 - c. **Relevant Training** refers to the capacity-building activities/learning and development interventions that are pertinent for the specific services to be rendered by the CoS worker under the contract.
5. **Premium Incentives** refers to the amount that may be granted to the CoS worker not exceeding 20% of their respective wage/salary, subject to availability of funds, pursuant to the COA-DBM Joint Circular No. 02, s. 2020.

III. Hiring of Contract of Service in the Province and Central Office

The hiring of CoS personnel in the Field Offices (FOs) and CO is necessary for the establishment and utilization of the School Sites Ownership Document Management System, and to address property issues on school titles and ownership. Moreover, the CoS personnel to be hired will also serve as the focal person for sites titling concerns, specifically focusing on (a) the verification and validation of the public school site titles and ownership documents, (b) the eligibility of school sites for survey and titling, and (c) other school site issues and concerns, such as those affected by an adverse claim or an ongoing case.

A. Position and Place of Assignment

The STO in the CO shall be given an additional thirty (30) CoS personnel consisting of three (3) TA IV (Lawyer), three (3) TA IV, one (1) TA III (Lawyer), five (5) TA III, nine (9) TA II, and nine (9) TA I, which would oversee and monitor this project and assist in the regular programs and tasks of STO.

The remaining CoS shall be deployed in seventy-eight (78) identified provinces in the country. Specifically, each province shall be assigned a total of five (5) CoS personnel, comprising of one (1) TA IV and four (4) TA II which shall work as a team. The team shall be responsible for addressing sites and titling concerns of different schools within their designated province including those in the city schools, if any. They will primarily be assigned and physically report in the Division Legal Unit of their assigned province, subject to reassignment by the CO to another province within the region and designation to city schools' division, as the need arises. The team will plan and coordinate with all SDOs within the province in order to facilitate better implementation of this project, as deemed fit for their locality.

The SDO shall also allow the use of government vehicles for the CoS team in conducting field visits, subject to the existing guidelines of the SDO on the use of vehicle.

B. Terms of Reference

I. For Central Office (CO)

- a. Technical Assistant IV (Attorney IV)
 - i. Conducts in-depth assessments of legal issues affecting public school land ownership;
 - ii. Writes legal correspondence on school site matters;
 - iii. Prepares legal opinion on matters involving school site issues;
 - iv. Conducts legal research to identify potential legal risks on school sites issues;

- v. Develops and recommends new policies, rules and regulations, guidelines and procedures and systems and programs for improvement and to facilitate titling, as well as protecting the organization from future legal and administrative challenges to protecting and securing school sites;
- vi. Coordinates with the Office of the Solicitor General for legal matters involving school sites;
- vii. Provides regular feedback, technical reports, and recommended actions to STO's Supervising Director on school sites matters;
- viii. Reviews reports on status of school sites titling and recommends appropriate actions to address issues and challenges;
- ix. Acts as the focal person in the CO for all regional and local STO concerns;
- x. Leads the field engineers in attending court hearings involving adverse claims on school sites, and
- xi. Performs additional tasks as assigned by the supervisor or the Director of STO;

b. Technical Assistant IV

- i. Conducts ocular inspections and validations of school sites in the provinces to verify DepEd land ownership records;
- ii. Reviews subdivision and survey plans submitted by schools for titling, as consolidated by the FOs;
- iii. Monitors the submission of updated ownership documents of DepEd school sites from DepEd FOs;
- iv. Monitors the conduct of comprehensive land surveys in FOs to assess site suitability, delineate property boundaries, and support land development activities;
- v. Monitors the STO field counterparts' procurement of geodetic engineering firms for land surveys to demarcate areas allotted for DepEd schools and other properties;
- vi. Assists the Legal Officer in preparing Complete Staff Work (CSW) Reports on school site-related issues;
- vii. Prepares, consolidates, and submit reports consolidated by the field engineers to be submitted to the Supervising Director of STO;
- viii. Leads and provides technical guidance to Technical Assistant IV and II in responding to inquiries related to school sites;
- ix. Prepares presentations for meetings, activities, and programs related to land titling and development; and
- x. Performs additional tasks as assigned by the supervisor or the Director of STO;

c. Technical Assistant III (Attorney III)

- i. Conducts legal research and prepare legal memoranda on issues affecting school site ownership, including potential legal risks and dispute resolution;
- ii. Drafts various correspondence related to school site matters;
- iii. Prepares presentations for meetings/seminars upon instruction of supervisor;
- iv. Assists the development and refinement of policies, guidelines, and procedures related to school site titling and legal protection from future legal and administrative challenges in securing school sites;
- v. Assists in coordinating with the Office of the Solicitor General for legal matters involving school sites;
- vi. Assists in the coordination of school site acquisition efforts, including donations, usufruct agreements, and Proclamation processes;
- vii. Participates in meetings, conferences, and legal coordination with the Office of the Solicitor General and other relevant agencies;

- viii. Conducts field monitoring and provide legal assistance in resolving site-related concerns in schools;
- ix. Provides regular updates and technical feedback to the supervisor and the Director of the STO; and
- x. Performs other related duties as may be assigned by the supervisor or the Director of STO;

d. Technical Assistant III

- i. Assists the TA IV in reviewing legal policies, documents, contracts, and agreements related to school sites;
- ii. Drafts legal documents pertaining to sites titling issues;
- iii. Monitors the submission of updated ownership documents of DepEd school sites from DepEd FOs;
- iv. Coordinates with DepEd FOs on the acquisition of untitled school sites through titling and issuance of Proclamation;
- v. Assists in coordinating with FOs for the acquisition of school sites owned by private entities through donation or usufruct agreement;
- vi. Assists the supervisor in meetings, conferences, appointments, and activities;
- vii. Conducts field monitoring related to school sites issues;
- viii. Assists in the conduct of orientations and training for school principals on land titling processes, legal requirements, and dispute resolution;
- ix. Prepares presentations for meetings/seminars; and
- x. Performs additional tasks as assigned by the supervisor or the Director of STO;

e. Technical Assistant II

- i. Manages and organizes the ownership database of DepEd school sites;
- ii. Evaluates documents of ownership of school sites submitted by Divisions / Regional Offices;
- iii. Coordinates with other agencies and field offices on sites titling data, acquisition and titling of school sites, usufruct, and other related matters;
- iv. Reviews, encodes, and tabulates data of ownership documents;
- v. Prepares basic correspondence, including indorsements, e-mail replies, and other communications;
- vi. Prepares documentation for meetings and activities/programs;
- vii. Digitizes documents for school site ownership inventory by scanning and securing a copy to cloud storage to ensure efficient, accurate, and accessible document management; and
- viii. Performs additional tasks as assigned by the supervisor and the Director of STO;

f. Technical Assistant I

- i. Assists in meetings, conferences, and activities;
- ii. Sets-up and maintain systematic filing systems and information of documents of ownership of DepEd school sites submitted by FOs;
- iii. Consolidates and prepares periodic reports on status of school sites;
- iv. Monitors the status of incoming and outgoing documents;
- v. Photocopying and scanning of ownership documents and other related matters pertaining to sites titling;
- vi. Assist in coordinating with DepEd FOs for submission of updated ownership documents of DepEd school sites;
- vii. Coordinates with other stakeholders and agencies;
- viii. Assist in updating regularly the ownership database of DepEd school sites;

- ix. Perform other functions that may be assigned by the supervisor or the Director of STO;

II. For Field Office / Province

a. Technical Assistant IV

- i. Conducts ocular inspections of school sites within their assigned province to verify DepEd land ownership records;
- ii. Assists school heads in completing the requirements for the titling of their respective schools and facilitate the restoration of lost titles;
- iii. Reviews subdivision and survey plans submitted by schools for titling;
- iv. Conducts comprehensive land surveys to assess site suitability, delineate property boundaries, and support land development activities;
- v. Facilitates the procurement of geodetic engineering firms for land surveys to demarcate areas allotted for DepEd schools and other properties;
- vi. Manages a 5-member COS team per province, ensuring efficient workflows;
- vii. Assigns tasks to TA IIs for the accomplishment of the deliverables;
- viii. Monitors land titling progress and reports updates to DepEd STO and Regional Offices;
- ix. Acts as the primary point of contact for STO concerns within the assigned province;
- x. Attends and assists in workshops and seminars organized by DepEd Central, Regional, and Division Offices related to site titling;
- xi. Coordinates with Land Registration Authority regarding Land Titling Computerization Project and e-Titling system to create digital repository of DepEd site ownerships; and
- xii. Performs other duties as assigned by the supervisor or the CO;

b. Technical Assistant II

- i. Assists the TA IV in conducting on-site inspections to verify school land ownership records;
- ii. Validates Survey Plans, Deeds of Donation, and Tax Declarations for accuracy;
- iii. Examines existing surveys and verifies metes and bounds of the school sites;
- iv. Guides schools in completing titling requirements and submitting updated documents;
- v. Coordinates with schools on Special Power of Attorney requests to the CO;
- vi. Coordinates with stakeholders relevant to sites titling issues and concerns;
- vii. Evaluates and processes incoming school site ownership documents;
- viii. Drafts endorsements for issues and concerns related to school sites;
- ix. Organizes and maintains systematic filing of land records and database management;
- x. Updates and consolidates periodic reports regarding school site ownership;
- xi. Updates and monitors the School Sites Ownership Data Management System;
- xii. Facilitates fund requests from the CO for surveys and titling;
- xiii. Prepares documentation for meetings and related programs;
- xiv. Manages office emails and responds to inquiries; and
- xv. Performs additional tasks as assigned by the supervisor or the CO.

C. Personnel Requirement

In relation to the above-mentioned terms of reference, the CoS personnel shall have the following qualifications:

I. For Central Office

a. Technical Assistant IV (Attorney IV)

- i. Must be a Member of the Philippine Bar;
- ii. At least one (1) year of relevant experience, preferably in property acquisition and land titling;
- iii. At least four (4) hours of relevant training;
- iv. Knowledgeable in land acquisition, property law, and government relations on land titling.

b. Technical Assistant IV

- i. Licensed Geodetic or Civil Engineer;
- ii. At least three (3) years of relevant experience, preferably in land survey, site assessment, or land development projects;
- iii. At least thirty-two (32) hours of relevant training;
- iv. Proficiency in technical drafting, mapping software, and survey methodologies.

c. Technical Assistant III

- i. Bachelor of Laws, Political Science, Public Administration, or any related course;
- ii. At least two (2) years of relevant experience;
- iii. At least Twenty-four (24) hours of relevant training;
- iv. Knowledgeable in land acquisition, property law, and government relations on land titling;
- v. Excellent in writing and communication skills.

d. Technical Assistant II

- i. Bachelor's degree holder of Business Administration/Management, Public Administration, Information Technology (IT), or any related course, and preferably with at least 12 units of law background;
- ii. At least one (1) year relevant experience in data management, research, or government documentation;
- iii. At least eight (8) hours of relevant training;
- iv. Excellent in writing and communication skills;
- v. Proficiency in Microsoft Office and record keeping systems;
- vi. Proficient in handling correspondence and communication;
- vii. Upholds high degree of confidentiality.

e. Technical Assistant I

- i. Bachelor's degree relevant to the job;
- ii. Strong attention to detail and strong organizational skills;
- iii. Ability to multitask in a fast-paced and deadline-driven environment;
- iv. Ability to work with a team and with confidential documents;
- v. Proficiency in Microsoft Office and record keeping systems.

II. For Field Office / Province

a. Technical Assistant IV

- i. Licensed Geodetic or Civil Engineer;
- ii. At least three (3) years of relevant experience preferably in land survey, site assessment, or land development projects;
- iii. At least thirty-two (32) hours of relevant training;
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b. Technical Assistant II

- i. Bachelor's degree holder of Business Administration/Management, Public Administration, Information Technology (IT); or any related course, and preferably with at least 12 units of law background;
- ii. At least one (1) year relevant experience in data management, research, or government documentation;
- iii. At least eight (8) hours of relevant training;
- iv. Excellent in writing and communication skills;
- v. Proficiency in Microsoft Office and record keeping systems
- vi. Proficient in handling correspondence and Communication; and
- vii. High degree of confidentiality.

IV. Implementation Plan

1. Recruitment and Hiring

The recruitment and hiring process will follow DepEd's existing guidelines for hiring CoS personnel. Job postings will be made through the official social media account of DepEd's Bureau of Human Resource and Organizational Development (BHROD) to be shared in various platforms for information dissemination. The hiring of CoS personnel shall be conducted by the CO upon careful screening and evaluation of the qualified applicants.

Consequently, the Service Agreement shall be signed by the Supervising Director of STO as the duly authorized representative of the Undersecretary of Legal and Legislative Affairs (OULLA), in accordance with the existing guidelines in the hiring of CoS personnel.

2. Training, Orientation, and Planning

The newly hired CoS personnel will undergo comprehensive training and orientation facilitated by the CO, focusing on DepEd policies, data management systems, and school site titling procedures. During the orientation, participants will receive a detailed overview of their roles, responsibilities, and expected deliverables to ensure accountability and alignment with project objectives. Additional training will include collaborative workshops with key stakeholders, particularly principals and school administrators facing land titling challenges.

Additionally, the CoS team will formulate site-specific action plans, timelines, and performance targets in close coordination with all Schools Division Offices (SDOs) within the province. These plans will be submitted to the STO for approval and will undergo regular monitoring to ensure compliance with DepEd standards and project milestones.

A separate memorandum will be issued for the onboarding and training of the newly hired CoS personnel.

3. Deployment and Monitoring

A. CoS Personnel in STO-CO

The additional thirty (30) CoS personnel will directly report to and be monitored by the Supervising Director of STO.

B. CoS Personnel in the FOs

The three hundred ninety (390) newly hired CoS personnel shall be deployed in the **Division Legal Unit** of the 78 provinces in the country. Each province shall be assigned five (5) CoS, detailed as follows: one (1) TA IV – Engineer and four (4) TA II. While these CoS will physically report in their assigned SDO and be supervised by

the Division Legal Officer, they will still be under the general management and supervision of STO-CO.

Accordingly, the Legal Officer of their assigned division will monitor their performance and compliance with the expected deliverables. Additionally, regular meetings with STO-CO will be conducted to monitor and ensure progress and timely updates of the assigned tasks.

4. Reporting

The CoS personnel in CO shall report to the Supervising Director of STO. Those in the provinces shall report to the SDO Legal Officer of their province, in coordination and consultation with other SDO Legal Officers within the province, and to the focal person in the STO-CO.

V. Financial Requirements

The fund allocated for the Hiring of CoS in the DepEd-CO and provinces amounting to **Four Hundred Forty-Six Million Two Hundred Forty-Four Thousand and Two Hundred Pesos (Php446,244,200.00)** shall be charged against the FY 2024 Continuing Appropriations under the General Management and Supervision (GMS) - Maintenance and Other Operating Expenses (MOOE) fund of the Office of the Secretary. The said amount shall be utilized for payment of salaries, premium, travel expenses, and other operational expenses of the four hundred twenty (420) CoS personnel. **The said amount shall be utilized within the Fiscal Year 2025.**

Table 1 below shows the summary of the number of CoS personnel to be hired both in CO and provinces.

Table 1. Summary of the Number of CoS Personnel to be Hired

Place of Assignment	Number of Personnel to be Hired						TOTAL
	TA IV (Attorney IV)	TA IV	TA III (Attorney III)	TA III	TA II	TA I	
Central Office	3	3	1	5	9	9	30
Province SDO	0	78	0	0	312	0	390
TOTAL	3	81	1	5	321	9	420

The amount allocated for the CoS personnel in the field offices shall be downloaded to the SDO of their respective provinces through a Sub-Allotment Release Order (Sub-ARO) for the processing of payments of salaries and other operational expenses. Required to be attached as annexes are the following:

Annex A: Summary of Financial Allocation to be Downloaded to Schools Division Offices (Province)

Annex B.1: Salaries of Technical Assistant IV CoS Personnel in the SDO Provinces

Annex B.2: Salaries of Technical Assistant II CoS Personnel in the SDO Provinces

Annex B.3: Summary of Allocated Salaries for CoS Personnel assigned in the SDO Provinces

Annex C: Operational Expenses for SDO Provinces

Annex D: Salaries and Operational Expenses for CoS in the Central Office

The purchase of office supplies and equipment must comply with the capitalization threshold of ₱50,000.00 to be classified as semi-expendable property, subject to the existing budgeting, accounting, auditing, and procurement rules and regulations.

Quarterly monitoring and reporting shall be conducted to ensure the proper and timely implementation of these guidelines for equitable, efficient, and effective fund utilization of the GMS. The quarterly status report should be submitted to the STO on or before the conduct of Program Implementation Review. The report should be prepared by the Legal Officer of the SDO, certified as to the funding status by the Budget Officer and approved by the Schools Division Superintendent.

VI. Terms of Contract

A. Contract Period

1. The hiring of new CoS workers shall be for a specific work performance with an initial contract period not exceeding six (6) months, which may be renewed, subject to availability of funds and upon the approval of the Supervising Director of the STO.
2. Upon expiration of the first six-month contract, the COS may be renewed for the remaining duration of Fiscal Year 2025.
3. The service agreements, regardless of commencement dates, shall expire at the end of the calendar year. Contracts may be renewed based on the set criteria and careful evaluation of the SDOs and STO.

B. Payment of Services

1. **Monthly Rates.** The payment for services rendered by CoS workers shall be equivalent to the corresponding work category, as indicated in Office Order OO-OSEC-2024-306 titled, the Amendments to Office Order OO-OSEC-2023-023 (Updated Implementing Guidelines on the Hiring and Renewal of CoS Workers in the DepEd-CO).

Position	Salary	Premium
TA IV (Attorney IV)	₱74,000.00	₱7,400.00
TA IV	₱67,000.00	₱6,700.00
TA III (Attorney III)	₱67,000.00	₱6,700.00
TA III	₱48,000.00	₱4,800.00
TA II	₱38,000.00	₱3,800.00
TA I	₱28,000.00	₱2,800.00

2. **Cut-off for each payment period.** For CoS in the Central Office, the processing of payment for services rendered shall be done on a bi-monthly basis upon submission of documentary requirements. The cut-off periods shall be divided in two: the 1st-15th of the month and the 16th to end of the month. The Daily Time Record (DTR) may be downloaded from the eHRIS after the working day of each cut-off period.

For CoS in the provinces, the processing of payments for the services rendered shall follow the existing guidelines in their respective assigned provinces since the allocated funds for their salaries will be downloaded to their assigned province through a SARO.

3. **Documentary Requirement.** Submission of documentary requirements for the payment of the salary of the CoS would follow the guidelines set by their respective place of assignment, subject to existing accounting and auditing rules and regulations.

C. Contract Termination

The Service Agreement between DepEd and the concerned CoS workers shall expire at the end of the calendar year, regardless of commencement dates. DepEd may also terminate the subject contract based on the following grounds, among others:

1. Unsatisfactory/Poor Performance based on the RPMS-IPCRF;
2. Dishonesty, gross misconduct, disgraceful and immoral conduct, falsification of documents and commission of other offenses or crimes involving moral turpitude;
3. Violation of the Drug-Free Workplace Policy and other existing government policies;
4. Violations of the terms and conditions of the contract;
5. Completion or termination of the project for which they were hired; and
6. Other analogous reasons may be allowed by law.

Both parties, DepEd and CoS worker, may terminate the contract for causes authorized by law and upon written notification to the other party, to be submitted at least thirty (30) days prior to the termination of the contract to avoid possible delay in the processing of the payment of services and premium of the concerned CoS worker, subject to the existing accounting and auditing rules and regulations and submission of the needed documentary requirements. Additionally, a smooth turnover of documents and pending transactions shall be ensured to avoid any delay and disruptions in the regular office operations.

VII. Monitoring and Evaluation

The performance of the COS personnel in the CO shall be monitored by the Supervising Director of STO while those deployed in the provinces shall be monitored by the Division Legal Officer as their immediate supervisor.

Additionally, as reference for the renewal of contract, the performance of those CoS in the provinces will be monitored and evaluated by STO through the submission of monthly report, based on the following criteria:

- The accuracy and completeness of data entered into the school sites ownership database;
- Timeliness in updating the database and addressing discrepancies;
- Regularity and quality of progress reports; and
- Effective coordination with LGUs and relevant agencies for STO related concerns.

A mid-term or quarterly review of the actual performance and accomplishment of deliverables will be conducted to assess the impact of the program and make necessary adjustments for the successful implementation of the project.

VIII. References

1. Office Order OO-OSEC-2024-306 titled the Amendments to Office Order OO-OSEC-2023-023 (Updated Implementing Guidelines on the Hiring and Renewal of CoS Workers in the DepEd-CO) dated December 16, 2024.
2. Office Order OO-OSEC-2023-023 Updated Implementing Guidelines on the Hiring and Renewal of Contract of Service Workers in the Department of Education Central Office dated February 13, 2023.
3. Executive Order No. 77, Prescribing Rules and Regulations and Rates of Expenses and Allowances for Official Local and Foreign Travels of Government Personnel, dated March 15, 2019

4. COA Circular No. 2022-004, Guidelines on the Implementation of 2023 of the General Provisions of RA 11639 relative to the Increase of the Capitalization Threshold from ₱15,000 to ₱50,000. 00

For related concerns and clarifications, please coordinate with **Jolina S. Gammad**, Administrative Officer IV, Sites Titling Office, Office of the Undersecretary for Legal and Legislative Affairs or through email address sto.fieldoffices@deped.gov.ph.

For immediate dissemination and compliance.

Doc. No. 104306

ANNEX A

Summary of Financial Allocation to be Downloaded to Schools Division Offices (Province)

No.	REGION	PROVINCE	FINANCIAL ALLOCATION						TOTAL ALLOCATION
			SALARIES AND WAGES	OPERATIONAL EXPENSES	TRAVEL EXPENSES	CAPACITY DEVELOPMENT	PRINTER/SCANNER	LAPTOP	
1	Region I	Ilocos Norte	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
2	Region I	Ilocos Sur	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
3	Region I	La Union	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
4	Region I	Pangasinan	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
5	Region II	Batanes	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
6	Region II	Cagayan	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
7	Region II	Isabela	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
8	Region II	Nueva Vizcaya	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
9	Region II	Quirino	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
10	Region III	Aurora	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
11	Region III	Bataan	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
12	Region III	Bulacan	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
13	Region III	Nueva Ecija	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
14	Region III	Pampanga	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
15	Region III	Tarlac	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
16	Region III	Zambales	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
17	Region IV-A	Batangas	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
18	Region IV-A	Cavite	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
19	Region IV-A	Laguna	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
20	Region IV-A	Quezon	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
21	Region IV-A	Rizal	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
22	Region IV-B	Marinduque	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
23	Region IV-B	Occidental Mindoro	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
24	Region IV-B	Oriental Mindoro	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
25	Region IV-B	Palawan	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
26	Region IV-B	Romblon	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
27	Region V	Albay	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
28	Region V	Camarines Norte	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
29	Region V	Camarines Sur	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
30	Region V	Catanduanes	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
31	Region V	Masbate	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
32	Region V	Sorsogon	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
33	Region VI	Aklan	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
34	Region VI	Antique	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
35	Region VI	Capiz	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
36	Region VI	Guimaras	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
37	Region VI	Iloilo	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
38	Region VI	Negros Occidental	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
39	Region VII	Bohol	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
40	Region VII	Cebu	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
41	Region VII	Negros Oriental	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
42	Region VII	Siquijor	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
43	Region VIII	Biliran	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
44	Region VIII	Eastern Samar	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
45	Region VIII	Leyte	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00

ANNEX A

Summary of Financial Allocation to be Downloaded to Schools Division Offices (Province)

No.	REGION	PROVINCE	FINANCIAL ALLOCATION						TOTAL ALLOCATION
			SALARIES AND WAGES	OPERATIONAL EXPENSES	TRAVEL EXPENSES	CAPACITY DEVELOPMENT	PRINTER/SCANNER	LAPTOP	
46	Region VIII	Northern Samar	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
47	Region VIII	Samar (Western Samar)	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
48	Region VIII	Southern Leyte	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
49	Region IX	Zamboanga del Norte	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
50	Region IX	Zamboanga del Sur	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
51	Region IX	Zamboanga Sibugay	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
52	Region X	Bukidnon	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
53	Region X	Camiguin	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
54	Region X	Lanao del Norte	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
55	Region X	Misamis Occidental	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
56	Region X	Misamis Oriental	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
57	Region XI	Compostela Valley/Davao de Oro	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
58	Region XI	Davao del Norte	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
59	Region XI	Davao del Sur	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
60	Region XI	Davao Occidental	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
61	Region XI	Davao Oriental	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
62	Region XII	North Cotabato	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
63	Region XII	Sarangani	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
64	Region XII	South Cotabato	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
65	Region XII	Sultan Kudarat	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
66	CARAGA	Agusan del Norte	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
67	CARAGA	Agusan del Sur	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
68	CARAGA	Dinagat Island	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
69	CARAGA	Surigao del Norte	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
70	CARAGA	Surigao del Sur	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
71	CAR	Abra	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
72	CAR	Apayao	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
73	CAR	Benguet	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
74	CAR	Ifugao	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
75	CAR	Kalinga	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
76	CAR	Mt. Province	P1,927,200.00	P240,000.00	P1,584,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,330,200.00
77	NCR	Metro Manila	P1,927,200.00	P240,000.00	P1,936,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,682,200.00
78	Sulu	Sulu	P1,927,200.00	P240,000.00	P1,320,000.00	P1,500,000.00	P30,000.00	P49,000.00	P5,066,200.00
Grand Total			150,321,600.00	18,720,000.00	116,600,000.00	117,000,000.00	2,340,000.00	P833,000.00	P408,803,600.00

ANNEX B.1

Salaries of Technical Assistant IV CoS Personnel in the SDO Provinces

No.	Region	Province	No. of Technical Assistant IV	Monthly Salary Rate	Premium 10% of Monthly Salary	Total Montly Rate (Monthly Rate x No. of CoS Personnel)	Total Rate (6 months Salary + 6 months Premium) May-October	Total Monthly Rate (2 Months November - December)	Total Rate (TA IV)
1	Region I	Ilocos Norte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
2	Region I	Ilocos Sur	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
3	Region I	La Union	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
4	Region I	Pangasinan	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
5	Region II	Batanes	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
6	Region II	Cagayan	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
7	Region II	Isabela	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
8	Region II	Nueva Vizcaya	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
9	Region II	Quirino	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
10	Region III	Aurora	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
11	Region III	Bataan	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
12	Region III	Bulacan	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
13	Region III	Nueva Ecija	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
14	Region III	Pampanga	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
15	Region III	Tarlac	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
16	Region III	Zambales	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
17	Region IV-A	Batangas	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
18	Region IV-A	Cavite	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
19	Region IV-A	Laguna	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
20	Region IV-A	Quezon	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
21	Region IV-A	Rizal	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
22	Region IV-B	Marinduque	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
23	Region IV-B	Occidental Mindoro	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
24	Region IV-B	Oriental Mindoro	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
25	Region IV-B	Palawan	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
26	Region IV-B	Romblon	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
27	Region V	Albay	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
28	Region V	Camarines Norte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
29	Region V	Camarines Sur	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
30	Region V	Catanduanes	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
31	Region V	Masbate	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
32	Region V	Sorsogon	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00

ANNEX B.1

Salaries of Technical Assistant IV CoS Personnel in the SDO Provinces

No.	Region	Province	No. of Technical Assistant IV	Monthly Salary Rate	Premium 10% of Monthly Salary	Total Montly Rate (Monthly Rate x No. of CoS Personnel)	Total Rate (6 months Salary + 6 months Premium) May-October	Total Monthly Rate (2 Months November - December)	Total Rate (TA IV)
33	Region VI	Aklan	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
34	Region VI	Antique	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
35	Region VI	Capiz	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
36	Region VI	Guimaras	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
37	Region VI	Iloilo	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
38	Region VI	Negros Occidental	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
39	Region VII	Bohol	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
40	Region VII	Cebu	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
41	Region VII	Negros Oriental	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
42	Region VII	Siquijor	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
43	Region VIII	Biliran	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
44	Region VIII	Eastern Samar	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
45	Region VIII	Leyte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
46	Region VIII	Northern Samar	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
47	Region VIII	Samar (Western Sam)	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
48	Region VIII	Southern Leyte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
49	Region IX	Zamboanga del Norte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
50	Region IX	Zamboanga del Sur	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
51	Region IX	Zamboanga Sibugay	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
52	Region X	Bukidnon	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
53	Region X	Camiguin	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
54	Region X	Lanao del Norte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
55	Region X	Misamis Occidental	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
56	Region X	Misamis Oriental	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
57	Region XI	Compostela Valley/Davao de	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
58	Region XI	Davao del Norte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
59	Region XI	Davao del Sur	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
60	Region XI	Davao Occidental	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
61	Region XI	Davao Oriental	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
62	Region XII	North Cotabato	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
63	Region XII	Sarangani	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
64	Region XII	South Cotabato	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00

ANNEX B.1**Salaries of Technical Assistant IV CoS Personnel in the SDO Provinces**

No.	Region	Province	No. of Technical Assistant IV	Monthly Salary Rate	Premium 10% of Monthly Salary	Total Montly Rate (Monthly Rate x No. of CoS Personnel)	Total Rate (6 months Salary + 6 months Premium) May-October	Total Monthly Rate (2 Months November - December)	Total Rate (TA IV)
65	Region XII	Sultan Kudarat	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
66	CARAGA	Agusan del Norte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
67	CARAGA	Agusan del Sur	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
68	CARAGA	Dinagat Island	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
69	CARAGA	Surigao del Norte	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
70	CARAGA	Surigao del Sur	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
71	CAR	Abra	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
72	CAR	Apayao	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
73	CAR	Benguet	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
74	CAR	Ifugao	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
75	CAR	Kalinga	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
76	CAR	Mt. Province	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
77	NCR	Metro Manila	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
78	Sulu	Sulu	1	₱67,000.00	₱6,700.00	₱73,700.00	₱442,200.00	₱147,400.00	₱589,600.00
Total			78	₱5,226,000.00	₱522,600.00	₱5,748,600.00	₱34,491,600.00	₱11,497,200.00	₱45,988,800.00

ANNEX B.2

Salaries of Technical Assistant II CoS Personnel in the SDO Provinces

No.	Region	Province	No. of Technical Assistant II	Monthly Salary Rate	Premium 10% of Monthly Salary	(Monthly Rate + Premium)	Total Rate (6 months Salary + 6 months Premium) May-October	Total Monthly Rate (2 Months November - December)	Total Rate (TA II)
1	Region I	Ilocos Norte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
2	Region I	Ilocos Sur	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
3	Region I	La Union	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
4	Region I	Pangasinan	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
5	Region II	Batanes	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
6	Region II	Cagayan	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
7	Region II	Isabela	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
8	Region II	Nueva Vizcaya	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
9	Region II	Quirino	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
10	Region III	Aurora	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
11	Region III	Bataan	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
12	Region III	Bulacan	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
13	Region III	Nueva Ecija	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
14	Region III	Pampanga	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
15	Region III	Tarlac	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
16	Region III	Zambales	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
17	Region IV-A	Batangas	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
18	Region IV-A	Cavite	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
19	Region IV-A	Laguna	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
20	Region IV-A	Quezon	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
21	Region IV-A	Rizal	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
22	Region IV-B	Marinduque	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
23	Region IV-B	Occidental Mindoro	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
24	Region IV-B	Oriental Mindoro	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
25	Region IV-B	Palawan	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
26	Region IV-B	Romblon	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
27	Region V	Albay	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
28	Region V	Camarines Norte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
29	Region V	Camarines Sur	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
30	Region V	Catanduanes	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
31	Region V	Masbate	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
32	Region V	Sorsogon	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00

ANNEX B.2

Salaries of Technical Assistant II CoS Personnel in the SDO Provinces

No.	Region	Province	No. of Technical Assistant II	Monthly Salary Rate	Premium 10% of Monthly Salary	(Monthly Rate + Premium)	Total Rate (6 months Salary + 6 months Premium) May-October	Total Monthly Rate (2 Months November - December)	Total Rate (TA II)
33	Region VI	Aklan	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
34	Region VI	Antique	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
35	Region VI	Capiz	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
36	Region VI	Guimaras	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
37	Region VI	Iloilo	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
38	Region VI	Negros Occidental	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
39	Region VII	Bohol	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
40	Region VII	Cebu	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
41	Region VII	Negros Oriental	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
42	Region VII	Siquijor	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
43	Region VIII	Biliran	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
44	Region VIII	Eastern Samar	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
45	Region VIII	Leyte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
46	Region VIII	Northern Samar	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
47	Region VIII	Samar (Western Sam)	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
48	Region VIII	Southern Leyte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
49	Region IX	Zamboanga del Norte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
50	Region IX	Zamboanga del Sur	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
51	Region IX	Zamboanga Sibugay	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
52	Region X	Bukidnon	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
53	Region X	Camiguin	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
54	Region X	Lanao del Norte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
55	Region X	Misamis Occidental	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
56	Region X	Misamis Oriental	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
57	Region XI	Compostela Valley/Davao de	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
58	Region XI	Davao del Norte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
59	Region XI	Davao del Sur	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
60	Region XI	Davao Occidental	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
61	Region XI	Davao Oriental	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
62	Region XII	North Cotabato	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
63	Region XII	Sarangani	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
64	Region XII	South Cotabato	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00

ANNEX B.2**Salaries of Technical Assistant II CoS Personnel in the SDO Provinces**

No.	Region	Province	No. of Technical Assistant II	Monthly Salary Rate	Premium 10% of Monthly Salary	(Monthly Rate + Premium)	Total Rate (6 months Salary + 6 months Premium) May-October	Total Monthly Rate (2 Months November - December)	Total Rate (TA II)
65	Region XII	Sultan Kudarat	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
66	CARAGA	Agusan del Norte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
67	CARAGA	Agusan del Sur	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
68	CARAGA	Dinagat Island	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
69	CARAGA	Surigao del Norte	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
70	CARAGA	Surigao del Sur	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
71	CAR	Abra	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
72	CAR	Apayao	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
73	CAR	Benguet	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
74	CAR	Ifugao	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
75	CAR	Kalinga	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
76	CAR	Mt. Province	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
77	NCR	Metro Manila	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
78	Sulu	Sulu	4	₱38,000.00	₱3,800.00	₱41,800.00	₱1,003,200.00	₱83,600.00	₱1,337,600.00
Total			312	₱2,964,000.00	₱296,400.00	₱3,260,400.00	₱78,249,600.00	₱6,520,800.00	₱104,332,800.00

ANNEX B.3**Summary of Allocated Salaries for CoS Personnel assigned in the SDO Provinces**

No.	Region	Province	No. of Technical Assistant IV	No. of Technical Assistant II	Total No. of Personnel	GRAND TOTAL
1	Region I	Ilocos Norte	1	4	5	₱1,927,200.00
2	Region I	Ilocos Sur	1	4	5	₱1,927,200.00
3	Region I	La Union	1	4	5	₱1,927,200.00
4	Region I	Pangasinan	1	4	5	₱1,927,200.00
5	Region II	Batanes	1	4	5	₱1,927,200.00
6	Region II	Cagayan	1	4	5	₱1,927,200.00
7	Region II	Isabela	1	4	5	₱1,927,200.00
8	Region II	Nueva Vizcaya	1	4	5	₱1,927,200.00
9	Region II	Quirino	1	4	5	₱1,927,200.00
10	Region III	Aurora	1	4	5	₱1,927,200.00
11	Region III	Bataan	1	4	5	₱1,927,200.00
12	Region III	Bulacan	1	4	5	₱1,927,200.00
13	Region III	Nueva Ecija	1	4	5	₱1,927,200.00
14	Region III	Pampanga	1	4	5	₱1,927,200.00
15	Region III	Tarlac	1	4	5	₱1,927,200.00
16	Region III	Zambales	1	4	5	₱1,927,200.00
17	Region IV-A	Batangas	1	4	5	₱1,927,200.00
18	Region IV-A	Cavite	1	4	5	₱1,927,200.00
19	Region IV-A	Laguna	1	4	5	₱1,927,200.00
20	Region IV-A	Quezon	1	4	5	₱1,927,200.00
21	Region IV-A	Rizal	1	4	5	₱1,927,200.00
22	Region IV-B	Marinduque	1	4	5	₱1,927,200.00
23	Region IV-B	Occidental Mindoro	1	4	5	₱1,927,200.00
24	Region IV-B	Oriental Mindoro	1	4	5	₱1,927,200.00
25	Region IV-B	Palawan	1	4	5	₱1,927,200.00
26	Region IV-B	Romblon	1	4	5	₱1,927,200.00
27	Region V	Albay	1	4	5	₱1,927,200.00

ANNEX B.3**Summary of Allocated Salaries for CoS Personnel assigned in the SDO Provinces**

No.	Region	Province	No. of Technical Assistant IV	No. of Technical Assistant II	Total No. of Personnel	GRAND TOTAL
28	Region V	Camarines Norte	1	4	5	₱1,927,200.00
29	Region V	Camarines Sur	1	4	5	₱1,927,200.00
30	Region V	Catanduanes	1	4	5	₱1,927,200.00
31	Region V	Masbate	1	4	5	₱1,927,200.00
32	Region V	Sorsogon	1	4	5	₱1,927,200.00
33	Region VI	Aklan	1	4	5	₱1,927,200.00
34	Region VI	Antique	1	4	5	₱1,927,200.00
35	Region VI	Capiz	1	4	5	₱1,927,200.00
36	Region VI	Guimaras	1	4	5	₱1,927,200.00
37	Region VI	Iloilo	1	4	5	₱1,927,200.00
38	Region VI	Negros Occidental	1	4	5	₱1,927,200.00
39	Region VII	Bohol	1	4	5	₱1,927,200.00
40	Region VII	Cebu	1	4	5	₱1,927,200.00
41	Region VII	Negros Oriental	1	4	5	₱1,927,200.00
42	Region VII	Siquijor	1	4	5	₱1,927,200.00
43	Region VIII	Biliran	1	4	5	₱1,927,200.00
44	Region VIII	Eastern Samar	1	4	5	₱1,927,200.00
45	Region VIII	Leyte	1	4	5	₱1,927,200.00
46	Region VIII	Northern Samar	1	4	5	₱1,927,200.00
47	Region VIII	Samar (Western Samar)	1	4	5	₱1,927,200.00
48	Region VIII	Southern Leyte	1	4	5	₱1,927,200.00
49	Region IX	Zamboanga del Norte	1	4	5	₱1,927,200.00
50	Region IX	Zamboanga del Sur	1	4	5	₱1,927,200.00
51	Region IX	Zamboanga Sibugay	1	4	5	₱1,927,200.00
52	Region X	Bukidnon	1	4	5	₱1,927,200.00
53	Region X	Camiguin	1	4	5	₱1,927,200.00
54	Region X	Lanao del Norte	1	4	5	₱1,927,200.00

ANNEX-8.3**Summary of Allocated Salaries for CoS Personnel assigned in the SDO Provinces**

No.	Region	Province	No. of Technical Assistant IV	No. of Technical Assistant II	Total No. of Personnel	GRAND TOTAL
55	Region X	Misamis Occidental	1	4	5	₱1,927,200.00
56	Region X	Misamis Oriental	1	4	5	₱1,927,200.00
57	Region XI	Compostela Valley/Davao de Oro	1	4	5	₱1,927,200.00
58	Region XI	Davao del Norte	1	4	5	₱1,927,200.00
59	Region XI	Davao del Sur	1	4	5	₱1,927,200.00
60	Region XI	Davao Occidental	1	4	5	₱1,927,200.00
61	Region XI	Davao Oriental	1	4	5	₱1,927,200.00
62	Region XII	North Cotabato	1	4	5	₱1,927,200.00
63	Region XII	Sarangani	1	4	5	₱1,927,200.00
64	Region XII	South Cotabato	1	4	5	₱1,927,200.00
65	Region XII	Sultan Kudarat	1	4	5	₱1,927,200.00
66	CARAGA	Agusan del Norte	1	4	5	₱1,927,200.00
67	CARAGA	Agusan del Sur	1	4	5	₱1,927,200.00
68	CARAGA	Dinagat Island	1	4	5	₱1,927,200.00
69	CARAGA	Surigao del Norte	1	4	5	₱1,927,200.00
70	CARAGA	Surigao del Sur	1	4	5	₱1,927,200.00
71	CAR	Abra	1	4	5	₱1,927,200.00
72	CAR	Apayao	1	4	5	₱1,927,200.00
73	CAR	Benguet	1	4	5	₱1,927,200.00
74	CAR	Ifugao	1	4	5	₱1,927,200.00
75	CAR	Kalinga	1	4	5	₱1,927,200.00
76	CAR	Mt. Province	1	4	5	₱1,927,200.00
77	NCR	Metro Manila	1	4	5	₱1,927,200.00
78	Sulu	Sulu	1	4	5	₱1,927,200.00
Total			78	312	390	₱150,321,600.00

ANNEX C
Field Office Allocation of Operational Expenses for SDO Provinces

No.	Region	Province	Total No. of Personnel	TRAVEL EXPENSES			OPERATIONAL EXPENSES		Capacity Development	Printer/Scanner (per Province)	Laptop (per Province)	(8 months Travel Expenses and Operational Expenses)	Total Expenses (Travel Expenses + Operational Expenses + Capacity Development + Printer/Scanner + Laptop per Province)
				Travel Expenses (per diem) per person	Monthly Travel Expenses Per Person (per diem per person X 22 days)	Monthly Travel Expenses per Province	Total Travel Expenses (8 months)	Monthly Operational Expenses (Supplies, Meetings, etc. per Division Office)					
1	Region I	Ilocos Norte	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
2	Region I	Ilocos Sur	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
3	Region I	La Union	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
4	Region I	Pangasinan	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
5	Region II	Batanes	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
6	Region II	Cagayan	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
7	Region II	Isabela	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
8	Region II	Nueva Vizcaya	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
9	Region II	Quirino	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
10	Region III	Aurora	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
11	Region III	Bataan	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
12	Region III	Bulacan	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
13	Region III	Nueva Ecija	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
14	Region III	Pampanga	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
15	Region III	Tarlac	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
16	Region III	Zambales	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
17	Region IV-A	Batangas	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
18	Region IV-A	Cavite	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
19	Region IV-A	Laguna	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
20	Region IV-A	Quezon	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
21	Region IV-A	Rizal	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
22	Region IV-B	Marinduque	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
23	Region IV-B	Occidental Mindoro	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
24	Region IV-B	Oriental Mindoro	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
25	Region IV-B	Palawan	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
26	Region IV-B	Romblon	5	₱2,200.00	₱48,400.00	242,000	1,936,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	2,176,000	₱3,755,000.00
27	Region V	Albay	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
28	Region V	Comarines Norte	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
29	Region V	Comarines Sur	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00
30	Region V	Catanduanes	5	₱1,500.00	₱33,000.00	165,000	1,320,000	₱30,000.00	₱1,500,000.00	₱30,000.00	₱49,000.00	1,560,000	₱3,139,000.00

ANNEX C
Field Office Allocation of Operational Expenses for SDO Provinces

No.	Region	Province	Total No. of Personnel	TRAVEL EXPENSES			OPERATIONAL EXPENSES		Capacity Development	Printer/Scanner (per Province)	Laptop (per Province)	(8 months Travel Expenses and Operational Expenses)	Total Expenses + (Travel Expenses + Operational Expenses + Capacity Development + Printer/Scanner + Laptop per Province)
				Travel Expenses (per diem) per person	Monthly Travel Expenses Per Person (per diem per person X 22 days)	Monthly Travel Expenses per Province	Total Travel Expenses (8 months)	Monthly Operational Expenses (Supplies, Meetings, etc. per Division Office)					
31	Region V	Masbate	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
32	Region V	Sorsogon	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
33	Region VI	Aklan	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
34	Region VI	Antique	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
35	Region VI	Capiz	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
36	Region VI	Guimaras	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
37	Region VI	Iloilo	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
38	Region VI	Negros Occidental	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
39	Region VII	Bohol	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
40	Region VII	Cebu	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
41	Region VII	Negros Oriental	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
42	Region VII	Siquijor	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
43	Region VIII	Biliran	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
44	Region VIII	Eastern Samar	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
45	Region VIII	Leyte	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
46	Region VIII	Northern Samar	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
47	Region VIII	Samar (Western Sam	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
48	Region VIII	Southern Leyte	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
49	Region IX	Zamboanga del Norte	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
50	Region IX	Zamboanga del Sur	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
51	Region IX	Zamboanga Sibugay	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
52	Region X	Bukidnon	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
53	Region X	Camariguin	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
54	Region X	Lanao del Norte	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
55	Region X	Misamis Occidental	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
56	Region X	Misamis Oriental	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
57	Region XI	Compostela Valley/Davao de	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
58	Region XI	Davao del Norte	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
59	Region XI	Davao del Sur	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
60	Region XI	Davao Occidental	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00

ANNEX C
Field Office Allocation of Operational Expenses for SDO Provinces

No.	Region	Province	Total No. of Personnel	TRAVEL EXPENSES				OPERATIONAL EXPENSES		Capacity Development	Printer/Scanner (per Province)	Laptop (per Province)	(8 months Travel Expenses and Operational Expenses)	Total Expenses (Travel Expenses + Operational Expenses + Capacity Development + Printer/Scanner + Laptop per Province)
				Travel Expenses (per diem) per person	Monthly Travel Expenses Per Person (per diem per person X 22 days)	Monthly Travel Expenses per Province	Total Travel Expenses (8 months)	Monthly Operational Expenses (Supplies, Meetings, etc. per Division Office)	Total Operational Expenses (8 months)					
61	Region XI	Davao Oriental	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
62	Region XII	North Cotabato	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
63	Region XIII	Sarangani	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
64	Region XIII	South Cotabato	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
65	Region XIII	Sultan Kudarat	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
66	CARAGA	Agusan del Norte	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
67	CARAGA	Agusan del Sur	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
68	CARAGA	Dinagat Island	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
69	CARAGA	Surigao del Norte	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
70	CARAGA	Surigao del Sur	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
71	CAR	Abra	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
72	CAR	Apayao	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
73	CAR	Benguet	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
74	CAR	Iligao	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
75	CAR	Kalinga	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
76	CAR	Mt. Province	5	P1,800.00	P39,600.00	198,000	1,584,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,824,000	P3,403,000.00
77	INCR	Metro Manila	5	P2,200.00	P48,400.00	242,000	1,936,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	2,176,000	P3,755,000.00
78	Sulu	Sulu	5	P1,500.00	P33,000.00	165,000	1,320,000	P30,000.00	P240,000.00	P1,500,000.00	P30,000.00	P49,000.00	1,560,000	P3,139,000.00
Total			390	P116,600,000.00				P2,340,000.00	P18,720,000.00	P117,000,000.00	P2,340,000.00	P3,822,000.00	P135,320,000.00	P258,482,000.00

ANNEX D
Salaries and Operational Expenses for CoS in the Central Office

Contract of Service (CoS) Personnel	Number of CoS Personnel	Monthly Salary Rate	Premium (10% of Monthly Salary)	25% Overtime Pay	Monthly Rate (Monthly Rate + Premium)	Total Monthly Rate (Monthly Rate x No. of CoS Personnel)	Total Rate (6 months Salary + 6 months Premium) May- November	Total Monthly Rate (2 Months November - December)	Total Rate
Technical Assistant IV (Attorney IV)	3	₱ 74,000.00	₱ 7,400.00	₱ 18,500.00	₱ 81,400.00	₱ 244,200.00	₱ 1,465,200.00	₱ 488,400.00	₱ 1,953,600.00
Technical Assistant IV	3	₱ 67,000.00	₱ 6,700.00	₱ 16,750.00	₱ 73,700.00	₱ 221,100.00	₱ 1,326,600.00	₱ 442,200.00	₱ 1,768,800.00
Technical Assistant III (Attorney III)	1	₱ 67,000.00	₱ 6,700.00	₱ 16,750.00	₱ 73,700.00	₱ 73,700.00	₱ 442,200.00	₱ 147,400.00	₱ 589,600.00
Technical Assistant III	5	₱ 48,000.00	₱ 4,800.00	₱ 12,000.00	₱ 52,800.00	₱ 264,000.00	₱ 1,584,000.00	₱ 528,000.00	₱ 2,112,000.00
Technical Assistant II	9	₱ 38,000.00	₱ 3,800.00	₱ 9,500.00	₱ 41,800.00	₱ 376,200.00	₱ 2,257,200.00	₱ 752,400.00	₱ 3,009,600.00
Technical Assistant I	9	₱ 28,000.00	₱ 2,800.00	₱ 7,000.00	₱ 30,800.00	₱ 277,200.00	₱ 1,663,200.00	₱ 554,400.00	₱ 2,217,600.00
	30	₱ 322,000.00	₱ 32,200.00	₱ 80,500.00	₱ 354,200.00	₱ 1,456,400.00	₱ 8,738,400.00	₱ 2,912,800.00	₱ 11,651,200.00

Monthly Rate w/ Overtime Pay (per personnel)	Total Monthly Rate w/ Overtime Pay (Monthly Rate with Overtime Pay x No. of CoS Personnel)	Total Rate for 8 months w/ Overtime Pay (May 2025 - December 2025)
₱ 99,900.00	₱ 299,700.00	₱ 2,397,600.00
₱ 90,450.00	₱ 271,350.00	₱ 2,170,800.00
₱ 90,450.00	₱ 90,450.00	₱ 723,600.00
₱ 64,800.00	₱ 324,000.00	₱ 2,592,000.00
₱ 51,300.00	₱ 461,700.00	₱ 3,693,600.00
₱ 37,800.00	₱ 340,200.00	₱ 2,721,600.00
₱ 434,700.00	₱ 1,787,400.00	₱ 14,299,200.00

OPERATIONAL EXPENSES

Region	Province	Total No. of Personnel	Operational Expenses	Travel Expenses	GRAND TOTAL
DEPED- CO		30	₱354,600.00	₱2,295,000.00	₱2,649,600.00
Program Support funds for the implementation of field office Project Proposal for STO-related proposed programs, projects and activities	STO		₱20,491,800.00		₱20,491,800.00
Total		30			₱23,141,400.00