



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 976, s. 2026

SEP 09 2026

**RESUMPTION OF THE HIRING AND DEPLOYMENT OF SPECIAL NEEDS
EDUCATION TEACHERS (SNETs) AND SPECIAL SCIENCE TEACHERS
(SSTs)**

TO: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-3573 dated September 2, 2026, re: "Resumption of the Hiring and Deployment of Special Needs Education Teachers (SNETs) and Special Science Teachers (SSTs)," which is self-explanatory.
2. Immediate dissemination of and compliance with this Memorandum are desired.

RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated
Reference: As stated

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

BUREAUS AND OFFICES
HIRING

ASD/PS/JEM/REGIONAL MEMO -Dissemination-DM-OUHRODI-2026-3573-Resumption of the hiring and deployment of snets and ssts



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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

MEMORANDUM
DM-OUHRODI-2026-353

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

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

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

SUBJECT : **RESUMPTION OF THE HIRING AND DEPLOYMENT OF SPECIAL**
NEEDS EDUCATION TEACHERS (SNETs) AND SPECIAL SCIENCE
TEACHERS (SSTs)

DATE : September 2, 2026

I. BACKGROUND

This refers to **DM-OUHRODI-2026-2591**, titled *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*, which temporarily deferred the publication, recruitment, selection, and appointment of Special Science Teacher and Special Needs Education Teacher positions.

The deferment was instituted as a precautionary measure pending clarification from the Civil Service Commission (CSC) on the applicable Qualification Standards (QS) or the approval and issuance of the revised ECP-aligned QS for SST and SNET positions. This was intended to prevent the possible disapproval or invalidation of appointments during the transition of these specialized teaching positions to the Expanded Career Progression (ECP) System.

The interim measure also addressed reported variations in the processing of SST and SNET appointments among CSC Field Offices, which resulted in uncertainty among DepEd appointing authorities and Human Resource Management Officers (HRMOs) and posed the risk of inconsistent treatment of similarly situated personnel.

Following coordination and clarification with the CSC on the treatment of specialized teaching positions pending approval of their ECP-aligned QS, **the existing CSC-approved QS shall remain in effect pending the approval and issuance of the revised QS and may continue to be applied, as appropriate, to relevant human**

resource actions. In particular, the CSC has confirmed the continued applicability of the existing **SST I QS**, including the appointment of new SSTs and the renewal of temporary appointments of incumbent SST I personnel.

II. LIFTING OF THE DEFERMENT AND RESUMPTION OF HIRING AND DEPLOYMENT OF SST AND SNET

In view of the foregoing, the temporary deferment under DM-OUHRODI-2026-2591 on the publication, recruitment, selection, and appointment of SST and SNET positions is hereby LIFTED.

Accordingly, all concerned Regional Offices (ROs) and Schools Division Offices (SDOs) may resume the appropriate human resource actions for the following positions:

- a. vacant Special Science Teacher I (SST I) positions;
- b. newly created Teacher III (Special Science Teacher) positions;
- c. vacant Special Education Teacher (SpET) positions; and
- d. newly created Teacher IV (Special Needs Education Teacher I) positions.

III. IMPLEMENTATION GUIDELINES

Pending the approval and official issuance of the revised ECP-aligned QS for Teacher III (SST) and Teacher IV (SNET I), all concerned offices shall observe the following:

1. **Application of existing QS.** The existing CSC-approved QS for SST I and SNET/SpET positions shall continue to be applied, as appropriate, in determining the qualifications of applicants as follows:

- a. Special Science Teacher I – CSC Resolution No. 1200246 dated March 6, 2018; and
- b. Special Needs Education Teacher (Special Education Teacher) I-V – 1995 DepEd QS Manual.

The above QS shall remain applicable until the corresponding ECP-aligned QS is officially approved and issued.

2. **Resumption of recruitment and appointments.** ROs and SDOs may resume the publication, recruitment, selection, and appointment of vacant and newly created SST and SNET positions in accordance with applicable DepEd Recruitment, Selection, and Appointment (RSA) policies and Civil Service rules.
3. **Renewal or reappointment of incumbents.** The reappointment or renewal of temporary or provisional appointments of incumbent personnel, including qualified **DOST-SEI scholar-beneficiaries for SST positions**, as applicable, may be processed using the existing approved QS and subject to the rules governing their appointments.
4. **Processing of appointments.** Concerned HRMOs shall ensure the completeness and accuracy of appointment documents and compliance with applicable CSC and DepEd requirements prior to their submission to the appropriate CSC Field Office. For newly created Teacher III and Teacher IV positions, the corresponding parenthetical title—Teacher III (Special Science Teacher) or Teacher IV (Special Needs Education Teacher I)—shall be clearly

indicated in all publication and appointment documents to ensure proper identification, documentation, and monitoring of these specialized teaching positions.

5. All concerned ROs and SDOs shall **immediately inform affected personnel and qualified applicants, including DOST-SEI scholar-beneficiaries, of the lifting of the deferment** and facilitate the timely and orderly processing of applicable personnel actions.

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

For immediate dissemination, guidance, and strict compliance.



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