



MC No. 14, s. 2007

MEMORANDUM CIRCULAR

TO : HEAD, DEPARTMENT OF EDUCATION-AUTONOMOUS REGION OF MUSLIM MINDANAO (DepEd-ARMM) and SCHOOLS DIVISION SUPERINTENDENTS, DepEd-ARMM

SUBJECT : Qualification Standards for Unique Positions in the DepEd-ARMM

The DepEd National, as authorized by the Civil Service Commission, is adopting the 1995 Qualification Standards Manual for Unique Positions in the DECS, approved on June 28, 1995, and not the 1997 qualification standards and all amendments thereto, as the 1995 standards are higher and more specific than the 1997 standards.

R.A. No. 9054 or the ARMM Organic Act provides that “*x x x The Regional Government may impose its **regionally-defined standards of the employment of teaching and non-teaching personnel in its school systems which, however, shall not be lower than the standards of the Department of Education, and the Technical Education and Skills Development Authority and shall be observed by the regional educational subsystems.***” (underscoring ours)

Clearly, the Regional Government has the authority to impose regionally-defined standards for the selection, recruitment, appointment, promotion and protection of teachers and non-teachers in the DepEd-ARMM, in particular. However, the law requires that the regional standards must not be lower than those adopted in the DepEd and the TESDA National Offices.

In the absence of regionally-defined standards for DepEd-ARMM, the DepEd (National) qualification standards, *i.e.*, the 1995 QS Manual, as well as the amendments thereto, should apply to DepEd-ARMM.

For purposes of uniformity and consistency on matters of appointment, the Commission issued Resolution No. 071428 dated July 24, 2007 adopting the following policies relative to qualification standards for teaching and allied positions in the DepEd-ARMM:

1. For its unique positions, the DepEd-ARMM shall adopt the 1995 Qualification Standards for Unique Positions in the Department of Education, including CSC Resolution No. 070520 dated March 19, 2007, which amended the 1995 DepEd QS for the positions of Head Teacher I to III and Principal I to IV (for elementary schools), Head Teacher I to VI and Principal I to IV (for secondary schools).

2. Appointments to positions in the DepEd-ARMM under permanent status, issued prior to this Resolution, shall not be disturbed. However, should the incumbent be promoted to a higher position, he/she must meet all the requirements prescribed in Item I mentioned above. Subsequent appointees to the vacated posts should meet the herein prescribed qualification standards.
3. Subsequent qualification standards established by the DepEd-National and approved by the Commission shall likewise be adopted by the DepEd-ARMM.

The abovementioned policies shall be adopted by the CSC-ARMM in the attestation of appointments and other personnel actions for unique positions in the DepEd-ARMM.

All rules, regulations and issuances which are inconsistent herewith are hereby repealed, amended or modified accordingly.

This Memorandum Circular takes effect immediately.



KARINA CONSTANTINO-DAVID
Chairman

July 26 , 2007



Mamamayan Muna

Re: Qualification Standards for Unique
Positions in the DepEd-ARMM

X ----- X

RESOLUTION NO. 071428

WHEREAS, the Civil Service Commission (CSC) under Section 12 (1), Chapter 3, Title I (A), Book V of Executive Order No. 292, the Administrative Code of 1987, is empowered to administer and enforce the constitutional and statutory provisions on the merit system for all levels and ranks in the Civil Service;

WHEREAS, Section 12 (3) of the same Law mandates the CSC to promulgate policies, standards and guidelines for the Civil Service and adopt plans and programs to promote economical, efficient and effective personnel administration in the government;

WHEREAS, Section 22 (2), Chapter 5 of the same Law also mandates the CSC to approve qualification standards established, administered and maintained by departments or agencies with the assistance of CSC;

WHEREAS, on June 28, 1995, the CSC-NCR, as authorized by the Commission, approved the revised minimum qualification standards for unique positions, particularly the teaching and allied positions, in DepEd (formerly DECS);

WHEREAS, in line with its authority, the Civil Service Commission established the qualification standards for all positions in the government which are provided in the 1997 Revised Qualification Standards Manual approved under CSC Resolution No. 97-0404 dated January 24, 1997 and issued and circularized through CSC Memorandum Circular No. 1, s. 1997;

WHEREAS, the DepEd National, as authorized by the Commission upon DepEd's request, is adopting the 1995 Qualification Standards Manual for Unique Positions in the DECS, approved on June 28, 1995, and not the 1997 qualification standards and all amendments thereto as the 1995 standards are higher and more specific than the 1997 standards;

WHEREAS, R.A. No. 9054 or the ARMM Organic Act provides that "x x x The Regional Government may impose its regionally-defined standards of the employment of teaching and non-teaching personnel in its school systems which, however, shall not be lower than the standards of the Department of Education, and the Technical Education and Skills Development Authority and shall be observed by the regional educational subsystems." (underscoring ours)

WHEREAS, in the absence of regionally-defined standards for DepEd-ARMM, the DepEd (National) qualification standards, i.e., the 1995 QS Manual, as well as the amendments thereto, should apply to DeEd-ARMM;

True Copy:

Justina O. Ampen
Supervising Personnel Specialist
Commission Secretariat and Liaison Office
Civil Service Commission

NOW, THEREFORE, the Commission RESOLVES to issue the following policies relative to qualification standards for teaching and allied positions in the DepEd-ARMM:

1. For its unique positions, the DepEd-ARMM shall adopt the 1995 Qualification Standards for Unique Positions in the Department of Education, including CSC Resolution No. 070520 dated March 19, 2007, which amended the 1995 DepEd QS for the positions of Head Teacher I to III and Principal I to IV (for elementary schools), Head Teacher I to VI and Principal I to IV (for secondary schools).
2. Appointments to positions in the DepEd-ARMM under permanent status, issued prior to this Resolution, shall not be disturbed. However, should the incumbent be promoted to a higher position, he/she must meet all the requirements prescribed in Item 1 mentioned above. Subsequent appointees to the vacated posts should meet the herein prescribed qualification standards.
3. Subsequent qualification standards established by the DepEd-National and approved by the Commission shall likewise be adopted by the DepEd-ARMM.

RESOLVED further, that the abovementioned policies shall be adopted by the CSC-ARMM in the attestation of appointments and other personnel actions for unique positions in the DepEd-ARMM.

All rules, regulations and issuances which are inconsistent herewith are hereby repealed, amended or modified accordingly.

Let copies of this Resolution be disseminated to the DepEd-ARMM and the CSC-ARMM and its Provincial Offices.

This Resolution shall take effect immediately.

Quezon City

JUL 24 2007



KARINA CONSTANTINO-DAVID

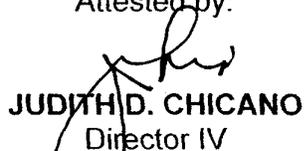
Chairman

On Leave
CESAR D. BUENAFLOR
Commissioner



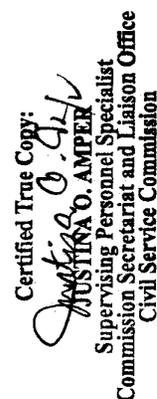
MARY ANN Z. FERNANDEZ-MENDOZA
Commissioner

Attested by:



JUDITH D. CHICANO
Director IV

Commission Secretariat and Liaison Office

Certified True Copy:

JUSTINA O. AMPER
Supervising Personnel Specialist
Commission Secretariat and Liaison Office
Civil Service Commission