



July 20, 2015

**DIVISION MEMORANDUM**  
No. 453, s. 2015

**MINIMUM EDUCATIONAL QUALIFICATIONS FOR PRIVATE SCHOOL  
TEACHERS IN BASIC EDUCATION**

**TO :** Assistant Superintendent  
Division Supervisors/Coordinators  
Private Pre-Elementary, Elementary and Secondary School Heads

1. Attached is Regional Memorandum No. 416 s. 2015 entitled, **MINIMUM EDUCATIONAL QUALIFICATIONS FOR PRIVATE SCHOOL TEACHERS IN BASIC EDUCATION**, for your reference and guidance
2. Immediate dissemination of and strict compliance of all concerned is directed.

  
**ARDEN D. MONISIT, Ed. D.**  
Schools Division Superintendent

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REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
KAGAWARAN NG EDUKASYON  
DEPARTMENT OF EDUCATION  
REHIYON VII, GITNANG VISAYAS  
REGION VII, CENTRAL VISAYAS  
Sudlon, Lahug, Cebu City



REGIONAL MEMORANDUM  
No. 416 s. 2015

JUL 15 2015

**MINIMUM EDUCATIONAL QUALIFICATIONS FOR PRIVATE SCHOOL  
TEACHERS IN BASIC EDUCATION**

To: Schools Division Superintendents/Officers-in-Charge  
Division Education Supervisors-in-Charge of Private Schools  
Private School Presidents/ Administrators/Principals

1. Pursuant to Department Order No. 88, Series of 2010 dated June 24, 2010 entitled "2010 Revised Manual of Regulations for Private Schools in Basic Education" specifically on Section 70 stipulates the following provisions:

**Section 70. Minimum Qualifications of a School Teaching Personnel. The school teaching personnel in preschool, elementary and secondary level of basic education in all private schools shall possess appropriate educational qualifications and must pass the Licensure Examination for Teacher (LET).**

- a. **The minimum educational qualification for school teaching personnel in the kindergarten and elementary levels shall be a bachelor's degree in education.**
- b. **The school teaching personnel in the secondary level of instruction shall have the following minimum educational qualifications:**
  1. **For academic subjects- a bachelor's degree in education, or equivalent or a bachelor of arts with such additional number of professional education subjects as may be required, to teach largely in their major or minor fields of concentration.**
  2. **For vocational subjects- a graduate of any bachelor's degree with knowledge of the vocational course to be taught.**

2. This particular guideline shall remain in force and in effect unless repealed, amended, or rescinded.
3. Republic Act No. 7836 provides that teaching as a profession should be done by individuals who have license to practice such. A school who hires non-eligible teachers not only lowers the standards but put the school at risk when some deficiencies are committed and these are done by non-eligible ones.
4. Immediate dissemination of and strict compliance with this Memorandum is hereby directed.

JULIET A. JERUTA  
Director III  
Officer-in-Charge  
Office of the Regional Director

JAI/MPD/ECB/jksb  
QAD, Office of the Director (ORDir), Tel. Nos.: (032) 231-1433; 231-1309; 414-7399; 414-7325; Office of the Assistant Director, Tel. No.: (032) 255-4542  
Field Technical Assistance Division (FTAD), Tel. Nos.: (032) 414-7324 Curriculum Learning Management Division (CLMD), Tel. Nos.: (032) 414-7323  
Quality Assurance Division (QAD), Tel. Nos.: (032) 231-1071 Human Resource Development Division (HRDD), Tel. No.: (032) 255-5239  
Education Support Services Division (ESSD), Tel. No.: (032) 254-7062 Planning, Policy and Research Division (PPRD), Tel. Nos.: (032) 233-9030;  
414-7065 Administrative Division, Tel. Nos.: (032) 414-7326; 414-4367; 414-7366; 414-7322; 414-4367  
Finance Division, Tel. Nos.: (032) 256-2375; 253-8061; 414-7321

*"EFA 2015: Karapatan ng Lahat, Pananagutan ng Lahat"*



**1st Endorsement**  
June 15, 2015

Respectfully forwarded to Dr. Juliet A. Jeruta, Ph.D., CESO V, Director III, OIC-Office of the Regional Director, DepEd, Region VII, Sudlon, Lahug, Cebu City, the herein communication from Mr. J. Veloso, resident of Arpili, Balamban, Cebu, relative to his complaints on the alleged practice of private schools in hiring non-eligible teachers, for information and appropriate action.

  
**ARDEN D. MONISIT, Ed.D.**  
Schools Division Superintendent

ADM/mg2015

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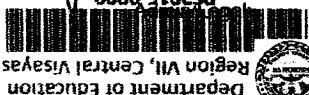
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Department of Education  
Region VII, Central Visayas



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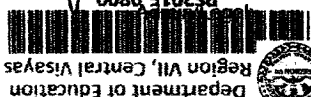
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April 13, 2015

Dr. Arden Moneset  
Superintendent  
DEPED-Province  
Lahug, Cebu City

Sir:

The law, R.A 7836, Teacher Professionalization Act of 1994, in Section 2, Article III, states that teachers are vital to quality education. More so now because DEPED is starting the K-12 program.

In Section 25, it states that no teacher\* is allowed to teach in the preschool, elementary, and high school if he is not registered as a professional teacher who has passed the National Board for Teachers and issued a civil service eligibility by the Civil Service Commission.

Consequently, in Section 28, Article IV, it further states that any person or school official who attempts as his own certificate of registration as professional teacher, shall be fined an amount and an imprisonment up to five years.

Therefore, having supervision and regulation reaching all elementary and secondary schools over the country, DEPED ought to impose the penal clause on all sectarian, non-sectarian, exclusive, and private schools offering elementary up to high school courses, starting in the Midwest areas up to the entire Cebu province, and elsewhere.

Note, also, that the practice of hiring non-eligible teachers is commonly resorted to by non-government schools as a convenient way of disposing teachers before obtaining tenure and skip SSS remittances for teachers retirement, in the same modus operandi of commercial superstores in retrenching employees every five months.

A legal question out of this irregularity is what legal remedy will DEPED use since these non-eligible teacher' grades to pupils or students are legal fiction, constituting falsified public school records or documents?


On the alibi of schools that they belong to CEAP as a break-away group from DEPED; on the contrary bona-fide CEAP schools are the first ones to comply with any regulation of DEPED because they have the brains, the school and government qualifications, the budget, and facilities.

On the alibi of schools that they fall under the supervision of CHED, and not DEPED; it must be made clear that only the college department and graduate departments of a third level institution are under CHED supervision, while all preschools, elementary and secondary schools will always remain under the supervision of the DEPED.

Finally, your DEPED action is needed at this critical time of the formation of your K-12 Education so that it will not be likened to another cosmetic trellis over which the same inferior beanstalk will extend its wilted DNA.

\* refers to private/public school teacher

cc: Superintendent  
Director  
Secretary

Truly yours,  
  
J. Veloso  
Arpili, Cebu