



Republic of the Philippines  
**Department of Education**  
DIGOS CITY DIVISION

**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

OSDS-2025- 115

To : Assistant Schools Division Superintendent  
Division Chiefs and Unit Heads  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
Division Teaching and Non-Teaching Personnel  
All Others Concerned

Subject : ANNOUNCEMENT OF VACANT POSITION FOR SCHOOL PRINCIPAL POSITION

Date : April 10, 2025

This Office announces the acceptance of applications for School Principal position in the Schools Division Office of Digos City. The qualification standards are as follows:

VACANCY		QUALIFICATION STANDARDS			
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY	COMPETENCY
<b>SCHOOL PRINCIPAL II (ELEMENTARY GRADES)</b>	Bachelor's degree in Elementary Education; or Bachelor's degree with 18 professional education units plus 6 units of Management	40 hours of relevant training	1 year as Principal	LET/PBET/R.A.1080 (TEACHER)	National Qualifying Examination for School Heads (NQESH) Passer
<b>Plantilla Item No.:</b> OSEC-DECSB-SP2-750003-2021					
<b>SG:</b> 20					
<b>Monthly Salary:</b> ₱ 62,967.00					



**Address:** Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)  
**Telephone Nos.:** (082) 553-8375; (082) 553-8396

**No. of Vacancy/ies:** 1

**Place of Assignment:** ELEMENTARY EDUCATION

**JOB SUMMARY:** Sets, the mission, vision, goals and objectives of the school, creates an environment that is conducive to teaching-learning process, monitors and assesses the school curriculum and accountable for higher learning outcomes.

Qualified applicants to the **ABOVEMENTIONED POSITION** shall address their application letter to **MELANIE P. ESTACIO, Ph.D, CESO VI, SCHOOLS DIVISION SUPERINTENDENT**, and submit it with the pertinent documents to the **DIVISION OFFICE – RECORDS SECTION**.

Further, the application letter and following pertinent documents listed below shall be produced in TWO SETS (2 copies each) enclosed in ONE (1) white folder with the FOLDER TAG printed with full SURNAME, GIVEN NAME and MIDDLE NAME of the applicants with FONT (CALIBRI 20 BOLD) for 201 File purposes, to wit:

- a. Letter of intent addressed to the Head of Office;
- b. Duly accomplished PDS (CS Form No. 212, Revised 2017) with Work Experience Sheet;
- c. Photocopy of valid and updated PRC License/ID;
- d. Photocopy of Certificate of Eligibility/Rating/R.A. 1080/LET/PBET/NQESH;
- e. Photocopy of scholastic/academic record, such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees;
- f. Photocopy of Certificate/s of Training;
- g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record;
- h. Photocopy of latest appointment;
- i. Photocopy of the Performance Rating in the last rating period(s) covering **one (1) year complete performance** in the current/latest position prior to the deadline of submission);
- j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (*Data Privacy Act of 2012*), using the attached form (*Annex C or you may download the file on this link: <https://bit.ly/ChecklistOmnibusVer2>*), **notarized by the authorized official**; and
- k. Other documents as may be required by the HRMPSB for comparative assessment, including but not limited to:
  1. Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment; and
  2. Photocopy of the Performance Rating obtained from the relevant work experience, if Performance Rating in Item 20(i) is not relevant to the position to be filled, if applicable; and
- l. Screenshot of the automated e-mail response from the filled-up DepEd Digos City Job Application Form.

**Applicants are required to fill out the electronic google form upon submission of application documents. Please access this link: <https://bit.ly/DepEdDCApply>.**



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**All submission must be EAR-TAGGED for ease in the evaluation /review of the documents.**

**Applicants who failed to submit complete mandatory documents (items a to j) on the set deadline indicated in the official memorandum shall not be included in the pool of official applicants.** However, non-submission of the additional documentary requirements or those that may be required by the HRMPSB (item k) does not exclude them from the pool of official applicants.

The Human Resource Management Personnel Selection Board of this office shall deliberate the applicant's documents pursuant to **D.O. No. 007, series of 2023** (see attached **Enclosure No. 3 to D.O. No. 007, s. 2023**). A Division Memorandum will be issued for the names of the applicants who will qualify for the interview. Such memorandum will be posted in the DepEd Digos City website ([www.depeddigoscity.org](http://www.depeddigoscity.org)). At the same time, qualified applicants will be informed through e-mail and/or text message.

Original copy of documents must be presented during the conduct of evaluation of documents, thus, only those submitted documents will be given corresponding points.

The deadline for the submission of the applications for interested applicants to the Division Office – Records Section is on **April 20, 2025**. You may submit to the guard during weekends and holidays who shall likewise officially acknowledge receipt of the document.

The *proposed* timeline of the selection process is as follows:

Date	Activities	Personnel Involved	Mode
April 10, 2025-April 20, 2025	Submission of application documents	Applicants Records Section	Face-to-Face
April 21, 2025	Forwarding the transmittal of all application documents to HRMO for pre-assessment of the documents	SDS Personnel AO IV – HRMO II HRMPSB Secretariat	Face-to-Face
April 22, 2025-May 06, 2025	Conduct of initial evaluation based on the CSC minimum Qualification Standards (QS)	AO IV – HRMO II HRMPSB Secretariat HR Personnel	Face-to-Face
May 07, 2025	Issuance of letter for qualified and disqualified applicants	HRMPSB Secretariat	Online & Face-to-Face



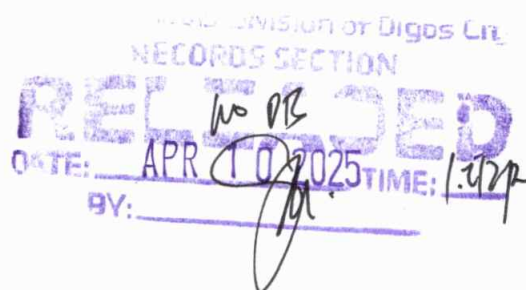
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May 07, 2025- May 11, 2025	Issuance of memorandum on the conduct of written examination, open assessment, and interview of applicants	AO IV – HRMO II SDS	Online
May 13, 2025-May 14, 2025	Conduct of written examination, open assessment, and interview of applicants	HRMPSB HRMPSB Secretariat	Face-to-Face

This Office allows anyone within or outside DepEd to apply for a position, irrespective of age, sex, sexual orientation, gender identity and expression, civil status, disability, religion, ethnicity, and political beliefs.

Widest dissemination of this Memorandum is earnestly desired.

*Melanie P. Estacio*  
**MELANIE P. ESTACIO, PhD, CESO VI**  
 Schools Division Superintendent



OSDS/ADMIN /HR/bpp



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**CHECKLIST OF REQUIREMENTS**

Name of Applicant: \_\_\_\_\_

Application Code: \_\_\_\_\_

Position Applied For: \_\_\_\_\_

Office of the Position Applied For: \_\_\_\_\_

Contact Number: \_\_\_\_\_

Religion: \_\_\_\_\_

Ethnicity: \_\_\_\_\_

Person with Disability: Yes ( ) No ( )

Solo Parent: Yes ( ) No ( )

Basic Documentary Requirement	Status of Submission (To be filled-out by the applicant; Check if submitted)	Verification (To be filled-out by the HRMO/HR Office/sub-committee)	
		Status of Submission (Check if complied)	Remarks
a. Letter of intent addressed to the Head of Office or highest human resource officer			
b. Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet			
c. Photocopy of valid and updated PRC License/ID			
d. Photocopy of Certificate of Eligibility/Report of Rating			
e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees			
f. Photocopy of Certificate/s of Training			
g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record			
h. Photocopy of latest appointment			
i. Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the deadline of submission			
j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form			
k. Other documents as may be required for comparative assessment, such as but not limited to:			
Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment			
Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item (i) is not relevant to the position to be filled			
l. Screenshot of the automated e-mail response from the filled-up DepEd Digos City Job Application Form			

Attested:

\_\_\_\_\_  
Human Resource Management Officer**OMNIBUS SWORN STATEMENT****CERTIFICATION OF AUTHENTICITY AND VERACITY**

I hereby certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

**DATA PRIVACY CONSENT**

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

\_\_\_\_\_  
Name and Signature of Applicant

Subscribed and sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_, year \_\_\_\_\_.

\_\_\_\_\_  
Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (e)lectronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) (w)here the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.



### SCHOOL ADMINISTRATION POSITIONS

**Writing criticism**

2. The point system for evaluating associations in terms of the index

ANNALS N. Y. ACADEMY OF SCIENCES

Criteria	Mean Rating 10
a. Education	10
b. Training	10
c. Experience	10
d. Performance	25
e. Outstanding Accomplishments	10
f. Application of Learning and Development	10
h. Potential (Waters, Basse, 2002)	15
Total	100

Table 3. Instruments for computation of scores for reasoning, timing, and subjectivity.

Weight: Abstraction	Distillation		Trubling		Extraction	
	Barometric mm reducing 10	Scale	Barometric mm reducing 10	Scale	Barometric mm reducing 10	Scale
Distillation, 10 parts Trubling, 10 parts Extraction, 10 parts	8-10	10	8-9	10	8-8	10
4-6	10	8	8-7	8	8-6	8
4-5	6	6	6-7	6	6-7	6
4-4	4	4	4-5	4	4-4	4
3-3	2	2	3-3	2	2-3	2

### Illustrative example

Vaccines positions: School Principal / Secondary School - HQ 11

Qualification Standards per CQC-approved QS

*experience :* Head Teacher for 1 year; or  
Teacher-in-Charge for 2 years; or  
Teacher for 3 years.

Teacher for 5 years

The date of HERMES assessment Open Banking System: September 30, 2022

6. Based on the minimum QS of the position to be filled, the HRADPFD should determine the baseline level for computing the points for ETE using the increments Table as shown in Table 2.a, 2.b, and 2.c.

Study	Study Design	Study Population	Study Duration	Study Location	Study Funding	Study Results	Study Conclusions
1	Retrospective Cohort	1000 patients with rheumatoid arthritis	10 years	USA	NIH	Increased risk of cardiovascular disease	Need for cardiovascular risk reduction in RA patients
2	Prospective Cohort	500 healthy individuals	5 years	UK	UK Medical Research Council	No significant difference in cardiovascular risk	Need for further research on RA and cardiovascular risk
3	Case-Control	200 cases of myocardial infarction	1 year	Sweden	Swedish Medical Research Council	Increased risk of myocardial infarction in RA patients	Need for cardiovascular risk reduction in RA patients
4	Retrospective Cohort	1000 patients with rheumatoid arthritis	10 years	USA	NIH	Increased risk of cardiovascular disease	Need for cardiovascular risk reduction in RA patients
5	Prospective Cohort	500 healthy individuals	5 years	UK	UK Medical Research Council	No significant difference in cardiovascular risk	Need for further research on RA and cardiovascular risk

For purposes of determining the baseline level for Education, professional or specialization units as may be required in the CAC approval process shall be considered equivalent to units in Education. In Education, Bachelor's degrees plus 18 professional units in Education with appropriate major - level 6 based on table 2. Additional professional and specialization units taken to earn 2 equivalent Education degree (i.e., MSW, MSWd) shall not correspond units towards the completion a Master's degree.

b. After determining the baseline level, the HHS/MSB shall compute for increments of the applicant's actual qualifications based on the substantiated documentary requirements. *Increment* shall refer to the difference between the applicant's actual qualification level and the corresponding level of a minimum (baseline) GS requirement of the position to be filled.

#### Rubrics for Computation of Points per Criterion

de campo sobre os serviços prestados.

Table 2.6. Incremental Table - Kinnelburg

[illegible]

Table 2b. Instruments Table - Instruments

[illegible]

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Only qualifications that are relevant to the position to be filled and which exceed the minimum (baseline) QS requirements of the position shall be given corresponding points in the computation of investments.

For positions with multiple QS requirement for Experience (e.g., HT for 1 year MT for 2 years, TC for 2 years), Teacher for 3 years), the HDOFS shall identify the relevant experience with the highest increment awarded. This shall be the basis in determining the final score of the applicant for the Experience component.

### Illustrative examples

Computation of increments based on actual education/qualification of Applicant

[illegible]

*Compilation of Incentives based on actual Training qualification of Applicant /*

**Journal of Interpersonal Violence** 27(10) 1935-1950  
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DOI: 10.1177/0886260512468101  
[jiv.sagepub.com](http://jiv.sagepub.com)

**Abstract** This study examined the relationship between the victim's perception of the perpetrator's intent to harm and the victim's experience of fear. Data were collected from 100 women who had been sexually assaulted by a partner or spouse. The results showed that the victim's perception of the perpetrator's intent to harm was a significant predictor of the victim's experience of fear. The results also showed that the victim's perception of the perpetrator's intent to harm was a significant predictor of the victim's experience of fear, even when controlling for the victim's perception of the perpetrator's intent to harm. The results suggest that the victim's perception of the perpetrator's intent to harm is a key factor in the victim's experience of fear.

**Keywords** sexual assault, fear, intent to harm, victimization, trauma

**Introduction** Sexual assault is a common experience for many women. It is a traumatic event that can have long-lasting effects on the victim's life. One of the most common effects of sexual assault is fear. Fear is a natural response to a traumatic event, and it can be a major barrier to recovery. Understanding the factors that contribute to fear in sexual assault victims is an important step in developing effective interventions.

One of the most important factors in the victim's experience of fear is the victim's perception of the perpetrator's intent to harm. If the victim believes that the perpetrator intends to harm her, she is more likely to experience fear. This is because the victim's perception of the perpetrator's intent to harm is a key factor in the victim's experience of fear. The victim's perception of the perpetrator's intent to harm is also a key factor in the victim's experience of fear, even when controlling for the victim's perception of the perpetrator's intent to harm.

The purpose of this study was to examine the relationship between the victim's perception of the perpetrator's intent to harm and the victim's experience of fear. The study was conducted with 100 women who had been sexually assaulted by a partner or spouse. The results showed that the victim's perception of the perpetrator's intent to harm was a significant predictor of the victim's experience of fear. The results also showed that the victim's perception of the perpetrator's intent to harm was a significant predictor of the victim's experience of fear, even when controlling for the victim's perception of the perpetrator's intent to harm.

The results suggest that the victim's perception of the perpetrator's intent to harm is a key factor in the victim's experience of fear. This finding has important implications for the development of interventions for sexual assault victims. Interventions that focus on helping the victim to understand the perpetrator's intent to harm may be more effective than interventions that focus on helping the victim to understand the perpetrator's intent to harm.

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Computation of increments based on actual experiences qualification of Applicant:

[illegible]

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c. After computing the number of increments from the minimum (baseline) OS requirement, the corresponding points earned by the applicant for ETR shall be determined using Table 3 (*Matrix for Computation of Points for Education, Training, and Experience*).

Abstractive morphology

Using the applicable rubrics for the School Administration as shown in Table 3 and based on the number of increments earned by Applicant A, the computation of points

Question	Answer	Explanation of Answer based on International Health Code or WHO document	Final number of points per item
1. What is the purpose of the International Health Code?	The purpose of the International Health Code is to provide a common framework for the development and implementation of health policies and programs across different countries and regions.	The International Health Code is a set of principles and guidelines that aim to ensure the highest standards of health care and public health. It provides a common framework for the development and implementation of health policies and programs across different countries and regions.	1
2. What are the key components of the International Health Code?	The key components of the International Health Code include: 1. Health care delivery, 2. Public health, 3. Health equity, 4. Health financing, 5. Health workforce, 6. Health information systems, 7. Health governance, 8. Health research and innovation, 9. Health communication, 10. Health systems strengthening.	The International Health Code is a set of principles and guidelines that aim to ensure the highest standards of health care and public health. It provides a common framework for the development and implementation of health policies and programs across different countries and regions.	1
3. How can the International Health Code be used to improve health care and public health?	The International Health Code can be used to improve health care and public health by providing a common framework for the development and implementation of health policies and programs across different countries and regions.	The International Health Code is a set of principles and guidelines that aim to ensure the highest standards of health care and public health. It provides a common framework for the development and implementation of health policies and programs across different countries and regions.	1

Category	Number of cases	Number of deaths
1990-1999	1,100	100
2000-2009	1,200	120
2010-2019	1,300	130
2020-2029	1,400	140
2030-2039	1,500	150
2040-2049	1,600	160
2050-2059	1,700	170
2060-2069	1,800	180
2070-2079	1,900	190
2080-2089	2,000	200
2090-2099	2,100	210
2100-2109	2,200	220
2110-2119	2,300	230
2120-2129	2,400	240
2130-2139	2,500	250
2140-2149	2,600	260
2150-2159	2,700	270
2160-2169	2,800	280
2170-2179	2,900	290
2180-2189	3,000	300
2190-2199	3,100	310
2200-2209	3,200	320
2210-2219	3,300	330
2220-2229	3,400	340
2230-2239	3,500	350
2240-2249	3,600	360
2250-2259	3,700	370
2260-2269	3,800	380
2270-2279	3,900	390
2280-2289	4,000	400
2290-2299	4,100	410
2300-2309	4,200	420
2310-2319	4,300	430
2320-2329	4,400	440
2330-2339	4,500	450
2340-2349	4,600	460
2350-2359	4,700	470
2360-2369	4,800	480
2370-2379	4,900	490
2380-2389	5,000	500
2390-2399	5,100	510
2400-2409	5,200	520
2410-2419	5,300	530
2420-2429	5,400	540
2430-2439	5,500	550
2440-2449	5,600	560
2450-2459	5,700	570
2460-2469	5,800	580
2470-2479	5,900	590
2480-2489	6,000	600
2490-2499	6,100	610
2500-2509	6,200	620
2510-2519	6,300	630
2520-2529	6,400	640
2530-2539	6,500	650
2540-2549	6,600	660
2550-2559	6,700	670
2560-2569	6,800	680
2570-2579	6,900	690
2580-2589	7,000	700
2590-2599	7,100	710
2600-2609	7,200	720
2610-2619	7,300	730
2620-2629	7,400	740
2630-2639	7,500	750
2640-2649	7,600	760
2650-2659	7,700	770
2660-2669	7,800	780
2670-2679	7,900	790
2680-2689	8,000	800
2690-2699	8,100	810
2700-2709	8,200	820
2710-2719	8,300	830
2720-2729	8,400	840
2730-2739	8,500	850
2740-2749	8,600	860
2750-2759	8,700	870
2760-2769	8,800	880
2770-2779	8,900	890
2780-2789	9,000	900
2790-2799	9,100	910
2800-2809	9,200	920
2810-2819	9,300	930
2820-2829	9,400	940
2830-2839	9,500	950
2840-2849	9,600	960
2850-2859	9,700	970
2860-2869	9,800	980
2870-2879	9,900	990
2880-2889	10,000	1,000
2890-2899	10,100	1,010
2900-2909	10,200	1,020
2910-2919	10,300	1,030
2920-2929	10,400	1,040
2930-2939	10,500	1,050
2940-2949	10,600	1,0

Chemically Active Species	Month of 2012 in Riverside, Pa.	17 patients and 47 fish
...	...	...

Study	Year	Study design	Study location	Study population	Study duration	Study results	Study conclusions
1	1998	Case-control	USA	100 cases of S. aureus infection	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
2	2000	Cohort	USA	1000 children	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
3	2002	Case-control	USA	100 cases of S. aureus infection	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
4	2004	Cohort	USA	1000 children	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
5	2006	Case-control	USA	100 cases of S. aureus infection	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
6	2008	Cohort	USA	1000 children	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
7	2010	Case-control	USA	100 cases of S. aureus infection	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
8	2012	Cohort	USA	1000 children	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
9	2014	Case-control	USA	100 cases of S. aureus infection	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization
10	2016	Cohort	USA	1000 children	1 year	OR 1.5 (95% CI 1.0-2.2)	Increased risk of S. aureus infection in children with S. aureus colonization

[illegible]

Material	Assembly of	Production required in 10,000 units (10 hours)	Standard time (100%)	Standard time (100%)
Standard time (100%)	Standard time (100%)	Standard time (100%)	Standard time (100%)	Standard time (100%)

David "Dave" Johnson  
and Dorian  
Johnson of 14  
University Ave  
have purchased  
the property.

[illegible]

d. Meeting the minimum (baseline) QS requirements for Education, Training and Experience shall be given zero (0) points.

e. The following general guidelines shall be observed in giving corresponding points to relevant Education, Training, and Experience qualifications:

1. Education units and/or degrees in multiple or different nations may be given corresponding points on a cumulative basis, provided that the units and/or degrees earned are relevant to the position applied for, provided that the units and/or degrees completed are not equivalent.
- II. Consistent with the provisions of the CSC OMA/CHRA, units and/or degrees earned in the United States or other countries may be considered for credit, except for positions that involve practice of profession covered by board laws.
- III. Consistent with Legal Education Board (LEB) Resolution No. 406, a candidate with a Law (LLM) or Juris Doctor (JD) with the law degree earned from an accredited law school in the United States or other countries may be considered for credit, except for positions that involve practice of profession covered by board laws.
- IV. Relevant training hours earned from digital/virtual/online learning may be considered and added to the credit as provided in CSC OMA/CHRA Resolution No. 38, 2021 (General Guidelines on Digital/Online Learning in the Public Sector).
- V. Relevant experience earned from part-time work of at least four (4) hours per day may be considered, provided that the appropriate Certificate of Employment is submitted with details on the actual experience earned. Relevant experience submitted shall be translated to the equivalent month or years of experience based on the CSC-required eight (8) hour per day working.
- VI. Relevant experience gained from abroad or outside the Philippines may be considered provided that the applicant submits a Certificate of Employment from the relevant government agency in the languages other than English or Filipino shall be accompanied by a complete English translation.
7. Applicable provisions under Rule VII Part I to IV of the CSC OMA/CHRA shall apply in the appreciation of relevant Education, Training, and Experience qualifications and giving of points to title credentials.
4. Performance: Performance refers to the assessment of how tasks, duties, and responsibilities are carried out or accomplished by the applicant as evidenced by the results of his/her work. Performance shall be based on the results obtained in the current or previous job or position that is relevant to the position to be filled shall be used for purposes of giving points for performance.

Table 8. Components of Outstanding Accomplishments

Component	Points/Percentage/Weight
Research and Innovation	7 points
Teaching and Supervision	3 points
Leadership / Leadership Potential	3 points
Other	3 points

The points allocation in Table 8 shall serve as the maximum or ceiling points that may be awarded for each component. The total points for Outstanding Accomplishments shall be cumulative to determine the total points for Outstanding Accomplishments, but not to exceed the maximum points or weight allocation for Outstanding Accomplishments in Table 8. The total points for Outstanding Accomplishments shall be used for purposes of giving points for Outstanding Accomplishments (i.e., 10 points).

The details of each component of Outstanding Accomplishments, including the MOVs required and criteria for giving points, are as follows:

- a. **Outstanding Employees Award**
- b. **Outstanding Employees Award**
- c. **Outstanding Employees Award**
- d. **Outstanding Employees Award**
- e. **Outstanding Employees Award**
- f. **Outstanding Employees Award**
- g. **Outstanding Employees Award**
- h. **Outstanding Employees Award**
- i. **Outstanding Employees Award**
- j. **Outstanding Employees Award**
- k. **Outstanding Employees Award**
- l. **Outstanding Employees Award**
- m. **Outstanding Employees Award**
- n. **Outstanding Employees Award**
- o. **Outstanding Employees Award**
- p. **Outstanding Employees Award**
- q. **Outstanding Employees Award**
- r. **Outstanding Employees Award**
- s. **Outstanding Employees Award**
- t. **Outstanding Employees Award**
- u. **Outstanding Employees Award**
- v. **Outstanding Employees Award**
- w. **Outstanding Employees Award**
- x. **Outstanding Employees Award**
- y. **Outstanding Employees Award**
- z. **Outstanding Employees Award**

**Rubrics:**

Level	Points/Percentage/Weight
Outstanding	4 points
Very Outstanding	3 points
Outstanding	2 points
Very Outstanding	1 point
Outstanding	0.5 points
Very Outstanding	0.25 points
Outstanding	0.125 points
Very Outstanding	0.0625 points
Outstanding	0.03125 points
Very Outstanding	0.015625 points
Outstanding	0.0078125 points
Very Outstanding	0.00390625 points
Outstanding	0.001953125 points
Very Outstanding	0.0009765625 points
Outstanding	0.00048828125 points
Very Outstanding	0.000244140625 points
Outstanding	0.0001220703125 points
Very Outstanding	0.00006103515625 points
Outstanding	0.000030517578125 points
Very Outstanding	0.0000152587890625 points
Outstanding	0.00000762939453125 points
Very Outstanding	0.000003814697265625 points
Outstanding	0.0000019073486328125 points
Very Outstanding	0.00000095367431640625 points
Outstanding	0.000000476837158203125 points
Very Outstanding	0.0000002384185791015625 points
Outstanding	0.00000011920928955078125 points
Very Outstanding	0.000000059604644775390625 points
Outstanding	0.0000000298023223876953125 points
Very Outstanding	0.00000001490116119384765625 points
Outstanding	0.000000007450580596923828125 points
Very Outstanding	0.0000000037252902984619140625 points
Outstanding	0.00000000186264514923095703125 points
Very Outstanding	0.000000000931322574615478515625 points
Outstanding	0.0000000004656612873077392578125 points
Very Outstanding	0.00000000023283064365386962890625 points
Outstanding	0.000000000116415321826934814453125 points
Very Outstanding	0.000000000058207660913467407171875 points
Outstanding	0.0000000000291038304567337035859375 points
Very Outstanding	0.00000000001455191522836685179296875 points
Outstanding	0.000000000007275957614183425896484375 points
Very Outstanding	0.0000000000036379788070917126482421875 points
Outstanding	0.00000000000181898940354585632412109375 points
Very Outstanding	0.000000000000909494701772928162060546875 points
Outstanding	0.0000000000004547473508864640810302734375 points
Very Outstanding	0.00000000000022737367544323204051513671875 points
Outstanding	0.000000000000113686837721616020257568359375 points
Very Outstanding	0.0000000000000568434188608080101287841796875 points
Outstanding	0.00000000000002842170943040400506439208984375 points
Very Outstanding	0.000000000000014210854715202002503196044921875 points
Outstanding	0.0000000000000071054273576010012501950224609375 points
Very Outstanding	0.00000000000000355271367880050062509751123046875 points
Outstanding	0.0000000000000017763568394002500312548755615234375 points
Very Outstanding	0.00000000000000088817841970012500156233778076171875 points
Outstanding	0.000000000000000444089209850062500781168890380859375 points
Very Outstanding	0.0000000000000002220446049250312503905844504404296875 points
Outstanding	0.00000000000000011102230246251562519529222522021484375 points
Very Outstanding	0.000000000000000055511151231257812597646112610107421875 points
Outstanding	0.0000000000000000277555756156289062488230563050537109375 points
Very Outstanding	0.00000000000000001387778780781445312441152815252685546875 points
Outstanding	0.000000000000000006938893903907226562205764076263427734375 points
Very Outstanding	0.000000000000000003469446951953613281102882038131673869375 points
Outstanding	0.000000000000000001734723475976806640551441019065836934375 points
Very Outstanding	0.000000000000000000867361737988403320275720509532843471875 points
Outstanding	0.000000000000000000433680868994201660137860254764217234375 points
Very Outstanding	0.0000000000000000002168404344971008300689301273821086171875 points
Outstanding	0.00000000000000000010842021724855041500344506369105430859375 points
Very Outstanding	0.000000000000000000054210108624275207501722531845271654296875 points
Outstanding	0.0000000000000000000271050543121376037500861126842357721484375 points
Very Outstanding	0.000000000000000000013552527156068801875004305842117886171875 points
Outstanding	0.00000000000000000000677626357803440093750021529210589430859375 points
Very Outstanding	0.000000000000000000003388131789017200468750010764602947154296875 points
Outstanding	0.0000000000000000000016940658945086002343750005382301473574296875 points
Very Outstanding	0.000000000000000000000847032947254300117187500026911507368714296875 points
Outstanding	0.0000000000000000000004235164736271500585937500134557536843574296875 points
Very Outstanding	0.00000000000000000000021175823681357500292968750006727869217886171875 points
Outstanding	0.0000000000000000000001058791184068750014648437500033639346089430859375 points
Very Outstanding	0.0000000000000000000000529395592034375000732421875000168196730447154296875 points
Outstanding	0.000000000000000000000026469779601718750003662109375000084098365223574296875 points
Very Outstanding	0.000000000000000000000013234889800859375000183105468750000420491826117886171875 points
Outstanding	0.000000000000000000000006617444900429687500009155273437500002102459130589430859375 points
Very Outstanding	0.000000000000000000000003308722450214843750000457763671875000010512295652947154296875 points
Outstanding	0.0000000000000000000000016543612251072421875000022888183593750000052561477876171875 points
Very Outstanding	0.000000000000000000000000827180612553610937500001144409179687500000262807389380859375 points
Outstanding	0.0000000000000000000000004135903062768046875000005722045984375000001314036946904296875 points
Very Outstanding	0.0000000000000000000000002067951531384023437500000286102299218750000006570184734523574296875 points
Outstanding	0.00000000000000000000000010339757656920117187500000143051149609375000000328509236726171875 points
Very Outstanding	0.0000000000000000000000000516987882846005859375000000715255748046875000001642546183630859375 points
Outstanding	0.0000000000000000000000000258493941423002929687500000035762789402343750000008212730918154296875 points
Very Outstanding	0.0000000000000000000000000129246970711500146484375000001788139470117187500000410636545907723574296875 points
Outstanding	0.0000000000000000000000000064623485355750007324218750000008940697005859375000020531827295386171875 points
Very Outstanding	0.00000000000000000000000000323117426778750003662109375000000447034850292968750000102659136477680859375 points
Outstanding	0.0000000000000000000000000016155871338893750001831054687500000223517425146429687500000513295682388404296875 points
Very Outstanding	0.0000000000000000000000000008077935669446875000091552734375000001117587125732148437500000256647841194214296875 points
Outstanding	0.00000000000000000000000000040389678347234375000045776367187500000055879356386589430859375 points
Very Outstanding	0.000000000000000000000000000201948391736117187500002288818359375000000279396781932947154296875 points
Outstanding	0.00000000000000000000000000010097419586805859375000011444091796875000000139698390966473574296875 points
Very Outstanding	0.00000000000000000000000000005048709793402929687500000572204598437500000006984919548323680859375 points
Outstanding	0.00000000000000000000000000002524354896701464843750000028610229921875000000349245977416171875 points
Very Outstanding	0.00000000000000000000000000001262177448350732187500001430511496093750000001746229887080859375 points
Outstanding	0.0000000000000000000000000000063108872417536109375000007152557480468750000008731149435404296875 points
Very Outstanding	0.00000000000000000000000000000315544362087680585937500000357627894023437500000043655747177214296875 points
Outstanding	0.00000000000000000000000000000157772181043840292968750000178813947011718750000002182787358861171875 points
Very Outstanding	0.00000000000000000000000000000078886090521920146484375000008940697005859375000001091393679430859375 points
Outstanding	0.00000000000000000000000000000039443045260960073218750000447034850292968750000005456968397154296875 points
Very Outstanding	0.00000000000000000000000000000019721522630480036621093750000223517425146429687500000272848419857723574296875 points
Outstanding	0.000000000000000000000000000000098607613152400183105468750000111758712573214843750000013642420992886171875 points
Very Outstanding	0.0000000000000000000000000000000493038065762000915527343750000055879356386589430859375 points
Outstanding	0.000000000000000000000000000000024651903288100045776367187500000279396781932947154296875 points
Very Outstanding	0.0000000000000000000000000000000123259516440500228881835937500000139698390966473574296875 points
Outstanding	0.00000000000000000000000000000000616297582202500114440917968750000006984919548323680859375 points
Very Outstanding	0.0000000000000000000000000000000030814879110125000572204598437500000349245977416171875 points
Outstanding	0.000000000000000000000000000000001540743955506250028610229921875000001746229887080859375 points
Very Outstanding	0.00000000000000000000000000000000077037197775312501430511496093750000008731149435404296875 points
Outstanding	0.0000000000000000000000000000000003851859888765625007152557480468750000043655747177214296875 points
Very Outstanding	0.000000000000000000000000000000000192592994438281250357627894023437500002182787358861171875 points
Outstanding	0.00000000000000000000000000000000009629649721914062501788139470117187500001091393679430859375 points
Very Outstanding	0.0000000000000000000000000000000000481482486095703125008940697005859375000005456968397154296875 points
Outstanding	0.0000000000000000000000000000000000240741243047875000447034850292968750000272848419857723574296875 points
Very Outstanding	0.0000000000000000000000000000000000120370621523937500223517425146429687500013642420992886171875 points
Outstanding	0.000000000000000000000000000000000006018531076196875001117587125732148437500006984919548323680859375 points
Very Outstanding	0.000000000000000000000000000000000003009265538098437500055879356386589430859375 points
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Very Outstanding	0.00000000000000000000000000000000000004701977403280566406250008731149435404296875 points
Outstanding	0.000000000000000000000000000000000000023509887016402832031250043655747177214296875 points
Very Outstanding	0.000000000000000000000000000000000000011754943508201416015625002182787358861171875 points
Outstanding	0.000000000000000000000000000000000000005877471754100708007812501091393679430859375 points
Very Outstanding	0.00000000000000000000000000000000000000293873587705035400390625005456968397154296875 points
Outstanding	0.000000000000000000000000000000000000001469367938525177200195312500272848419857723574296875 points
Very Outstanding	0.000000000000000000000000000000000000000734683969262588600097656250013642420992886171875 points
Outstanding	0.0000000000000000000000000000000000000003673419846312943000488281250006984919548323680859375 points
Very Outstanding	0.0000000000000000000000000000000000000001836709923156471500244140625000349245977416171875 points
Outstanding	0.009183549615782357500122072031250001746229887080859375 points
Very Outstanding	0.00



