



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY
Digos City

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

June 7, 2022

No. 352, s. 2022

**APPROVAL OF THE CREATION OF NEW TEACHING POSITIONS FROM
KINDERGARTEN TO GRADE 12 FOR THE SCHOOL YEAR (SY) 2022-2023**

To: **XAVIER S. FUENTES** – Head, PRME
ATTN: **AIRON M. ALEJANDRO** – Planning Officer
MYHARRA FAYE LL. BONTIA – Administrative Officer IV (HRMO)

1. Herewith is the Regional Memorandum ASD-2022-010 or the Approval of the Creation of New Teaching Positions from Kindergarten to Grade 12 for the School Year (SY) 2022-2023.
2. It is informed that the Department of Budget and Management (DBM) has approved the creation of **Nine Thousand Five Hundred Forty-Eight (9,548)** new teaching items for Kindergarten to Grade 12 for SY 2022-2023, last May 6, 2022.
3. In relation hereto, all concerned offices are apprised to ensure the implementation of the deployment reports, the enactment of items 1,2, and 3 in Paragraph 4 of DM-HROD-2022-1004, the new indicated date in the appointment of the newly hired teachers which shall not be earlier that July 1, 2022.
4. Enclosed are the basic communications for your ready reference.
5. For your information and compliance.

CRISTY C. EPE
Schools Division Superintendent

DepEd Schools Division of Digos City
RECORDS SECTION

RELEASED
22-85998

DATE: JUN 07 2022 TIME: 1:57pm

BY:

Encl: As stated



Republic of the Philippines
Department of Education
DAVAO REGION

Office of the Regional Director

REGIONAL MEMORANDUM
ASD-2022-010

Schools Division of Digos City
RECORDS SECTION

RECEIVED 85998

DATE: 06 JUN 2022 TIME: 2:49pm

To : Schools Division Superintendents / OIC-SDS
Regional Chief of Functional Division - ASD and PPRD

Subject: APPROVAL OF THE CREATION OF NEW TEACHING
POSITIONS FROM KINDERGARTEN TO GRADE 12
FOR THE SCHOOL YEAR (SY) 2022-2023

Date : June 02, 2022

Herewith is a copy of the Memorandum DM-HROD-2022-1004 dated May 24, 2022 from the Office of the Undersecretary for Human Resource and Organizational Development, relative to the approval by the Department of Budget and Management on the creation of Nine Thousand Five Hundred Forty Eight (9,548) new teaching items for Kindergarten to Grade 12 for SY 2022-2023 last May 06, 2022.

Anent to this, the Schools Division Superintendents and the concerned Regional Chiefs are directed to ensure the implementation of the deployment reports, the enactment of items 1, 2, and 3 in Paragraph 4 of the above-stated memorandum, and the new indicated date in the appointment of the newly hired teachers which shall not be earlier than July 01, 2022.

The Schools Division Superintendents are enjoined to strengthen the Induction Program activities of the newly-hired teachers in order for our Department to gain highly competent, compassionate, values-oriented, and financially stable teachers.

For information and strict compliance.

fr: **ALLAN G. FARNAZO**
Director IV

DEPARTMENT OF EDUCATION RO
RECORDS SECTION

RELEASED

Enclosed: As stated.

ROA3/PS/ljtj

By: 06/06/2022 2:30
Date: 0622-3854



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147

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Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

31 MAY 2022

9:02

MEMORANDUM
DM-HROD-2022-1004

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS

ATTENTION : CHIEFS, ADMINISTRATIVE DIVISION
CHIEFS, SCHOOL GOVERNANCE AND OPERATIONS DIVISION
ADMINISTRATIVE OFFICERS
ALL OTHERS CONCERNED

FROM :  WILFREDO E. CABRAL
Regional Director, DepEd NCR and
Officer-In-Charge, Office of the Undersecretary
Human Resource and Organizational Development

SUBJECT : APPROVAL OF THE CREATION OF NEW TEACHING
POSITIONS FROM KINDERGARTEN TO GRADE 12 FOR THE
SCHOOL YEAR (SY) 2022-2023

DATE : 24 May 2022

This is to inform all concerned field offices that the Department of Budget and Management (DBM) has approved the creation of **NINE THOUSAND FIVE HUNDRED FORTY-EIGHT (9,548)** new teaching items for Kindergarten to Grade 12 for SY 2022-2023 last 06 May 2022.

In this connection, the DBM Regional Offices (DBM-ROs) shall issue the Notice of Organization, Staffing, and Compensation Action (NOSCA) directly to the **Schools Division Offices (SDOs)** for the **Kindergarten/Elementary and Senior High School (SHS)** positions; and to the **Implementing Units (IUs)** for the **Junior High School (JHS)** based on the **deployment report submitted by DepEd**. For the deployment reports, kindly refer to the attachments in the DM-HROD-2022-0635 or *Advanced Information on the Allocation and Deployment of New Teaching Positions for Kindergarten to SHS for SY 2022-2023*.

Since the creation and allocation of new teaching items were requested to DBM-CO in a **single batch**, the NOSCA that will be issued by DBM-RO already **includes the items for the groups under special hiring arrangements (DOST RAs 10612 and 7687, and SPIMS)**. Thus, *SDOs shall no longer expect a separate NOSCA for these beneficiaries.*

To effectively facilitate the filling-up of these new teaching items and to ensure that the lump sum appropriated for this purpose shall be fully utilized within the indicated fiscal year, the Bureau of Human Resource and Organizational Development (BHROD) would like to reiterate the following key processes articulated in the above-cited DM:

1. Prioritization of items based on the latest teacher needs analysis for Kindergarten/Elementary and SHS specifically for the regular items, i.e., items not intended for the groups under RA 10612/7687 and "Sa 'Pinas, Ikaw ang Ma'am/Sir" (SPIMS) Employment Program;
2. Recruitment and selection process for regular applicants; and
3. Coordination with the beneficiaries under special hiring arrangements with DOST and DOLE to inform them of the schedule of demonstration teaching, interview, and the documentary requirements needed to be submitted.

Similarly, it is expected that all SDOs have already prepared their respective Registry of Qualified Applicants (RQAs) to achieve a 100% utilization rate in terms of filling-up, by the end of August 2022. **Please be advised that the date of appointment of newly hired teachers shall not be earlier than 01 July 2022, amending the date stated in DM-HROD-2022-0635.**

Lastly, the accomplishment of the ROs/SDOs in terms of filling-up shall be monitored through the Program Management Information System (PMIS). Encoding of the report to the system by the SDO Administrative Officer shall begin on **15 July 2022**.

For further clarifications and other concerns, you may communicate with **Mr. Jeric Francis C. Llanto** of BHROD-SED through this landline no. (02) 8633 - 5397 or email at bhrod.sed@deped.gov.ph.

For your information and strict compliance.



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Department of Education

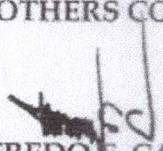
OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-HROD-2022-0635

TO : ALL REGIONAL DIRECTORS
ALL SCHOOLS DIVISION SUPERINTENDENTS

ATTENTION : CHIEFS, ADMINISTRATIVE DIVISION
CHIEFS, SCHOOL GOVERNANCE AND OPERATIONS
DIVISION
ADMINISTRATIVE OFFICERS
ALL OTHERS CONCERNED

FROM :  WILFREDO E. CABRAL
Regional Director, DepEd NCR and
Officer-In-Charge, Office of the Undersecretary
Human Resource and Organizational Development

SUBJECT : ADVANCED INFORMATION ON THE ALLOCATION
AND DEPLOYMENT OF NEW TEACHING POSITIONS
FROM KINDERGARTEN TO GRADE 12 FOR SCHOOL
YEAR (SY) 2022-2023

DATE : 18 April 2022

This is to inform all concerned field offices that **NINE THOUSAND FIVE HUNDRED FORTY-EIGHT (9,548)** new teaching items for Kindergarten to Grade 12 have been allocated for SY 2022-2023. The full lump sum for the creation of these teaching items has already been requested from the Department of Budget and Management (DBM) last 06 April 2022. The full details of the allocation and deployment of these new teaching positions can be found in the attachments.

For further clarifications and other concerns, you may email BHRD-SED at bhrod.sed@deped.gov.ph, copy furnished jeric.llanto@deped.gov.ph.

For your information and strict compliance.

Allocation of Items

The following considerations were taken into account by the DepEd Central Office (CO) in the distribution of the 9,548 items as requested in the DBM:

- a. The newly established/legislated/integrated schools that do not have nationally funded teachers and the schools with acute shortage of teachers were given priority; and
- b. The beneficiaries of national programs were given allocation in accordance with the committed hiring arrangements with the Department of Science and Technology under Republic Act (RA) No. 10612 and RA No. 7687 also known as the Science and Technology Scholarship Acts and the Department of Labor and Employment's Program "Sa Pinas Ikaw ang Ma'am/Sir" (SPIMS).

Deployment Criteria

With the desire to effectively facilitate the filling-up of these 9,548 new teaching items and to ensure that the lump sum appropriated for this purpose will be fully utilized within the indicated fiscal year, the following steps shall be undertaken:

1. **Conduct of preparatory activities at the different governance levels.** The following activities shall be undertaken by the Central Office (CO), Regional Offices (ROs), and Schools Division Offices (SDOs) while waiting for the approval of the lump sum appropriation for the 9,548 new teaching positions,
 - a. The **DepEd Central Office (CO) - Bureau of Human Resource and Organizational Development (BHROD)** shall provide all Regional Offices (ROs) **electronic copies** of the following deployment report: by legislative district for Kindergarten/Elementary, by division for Senior High School (SHS), and by school for Junior High School (JHS).
 - b. The **Regional Office (RO) - Administrative Division** shall immediately forward the said deployment report to the concerned Schools Division Offices (SDO), attention to the **SDO - School Governance and Operations Division (SGOD) and SDO - Administrative Office** with corresponding instructions based on this Memorandum, particularly on the filling-up of items allocated for DOST scholars under RA Nos. 10612 and 7687 scholars and for the DOLE's employment program beneficiaries under SPIMS.
 - c. The **Schools Division Office (SDO) - Administrative Office or Administrative Officer** in coordination with the **Office of the Assistant Schools Division Superintendent (OASDS) or the Assistant Schools Division Superintendent** shall commence with the recruitment and selection process based on the existing hiring guidelines to ensure the immediate filling-up of the newly-created positions, effective **01 August 2022**.
2. **Computation of teacher requirement.** The **SDO-SGOD** shall compute the teacher requirement using the **enhanced planning parameters**. Kindly see **Annex A** for the details in the computation of class organization and teacher requirement analysis.

Enhanced Planning Parameters

Level/Class	Standards	Remarks
Kindergarten	25 learners or maximum of 30 learners per session	1 teacher for 2 sessions
Multigrade Classes (MG)	maximum of 25 learners consisting of 2 consecutive grade levels (Grades 1&2, Grades 3&4, and Grades 5&6)	1 teacher per class consisting of 2 consecutive grade levels or 3 teachers for every MG school
Grades 1 -2	30 learners per class, maximum of 35 learners	1 teacher per class
Grade 3	30 learners per class, maximum of 35 learners	7 teachers for every 6 classes or 7:6 as specialization factor
Grade 4-6	40 learners per class, maximum of 45 learners	7 teachers for every 6 classes or 7:6 as specialization factor
Grades 7-10	40 learners per class, maximum of 45 learners	9 teachers in every 6 classes (9:6) as specialization factor
Grades 11-12	Maximum of 40 learners per class	9 teachers in every 6 classes (9:6) as specialization factor

3. **Preparation of Deployment Report.** The SDO-SGOD (Division Planning Officer) shall prepare the deployment report by school based on the attached *allocation by legislative district/by division* using the SY 2021-2022 LIS/BEIS data and the latest inventory of plantilla positions, including the items created in FY 2021 for Kindergarten/Elementary and Senior High Schools (SHS).
- a. The **prioritization in the deployment of items** for Kindergarten/Elementary and SHS shall be based on the following criteria:
1. Newly established/legislated/integrated schools without existing nationally funded teachers (i.e., school with existing School ID number and have legal basis on its establishment or creation);
 2. Schools with the highest Pupil/Student Teacher Ratio (P/STR);
 3. Schools with acute shortage of teachers;
 4. Schools in far-flung areas with teacher shortage; and
 5. Multi-grade schools with less than three (3) teachers that covers Grades 1 to 6.
- b. The BHRD - School Effectiveness Division (BHRD-SED) and the SDO-SGOD shall prepare the deployment report of the following groups based on the above-mentioned prioritization (Section 3.a):

Items Provided	Kinder/Elem	JHS	SHS
SPIMS	BHRD-SED	BHRD-SED	--
DOST-Scholars under RA 7687	--	BHRD-SED	--
DOST-Scholars under RA 10612	--	--	SDO-SGOD
Regular Items (based on shortage)	SDO-SGOD	BHRD-SED	SDO-SGOD

NOTE: Kindly refer to the "Distribution of Items by Program / Level of Education" in the attached Deployment Report.

This Memorandum also includes files (pdf and excel) that shall be used in the preparation of deployment report, composed of nine (9) sheets:

1. Summary sheets, distribution of items by SDO and legislative district;
 2. Deployment report by school for JHS;
 3. List of SPIMS beneficiaries for Kindergarten/Elementary and JHS, see **columns J-N** for their school assignments;
 4. List of DOST scholar beneficiaries under RA No. 7687, see **columns K-M** for their school assignments;
 5. List of DOST scholar beneficiaries under RA No. 10612; and
 6. Various templates to be utilized by the SDO-SCOD and RO-Administrative Division for the actual deployment report to be submitted to BHROD-SED.
- c. Since the creation of items for JHS is school-specific, deviation from the list of schools prepared by BHROD-SED shall not be allowed, i.e., **the schools indicated in the NOSCA issued by the DBM-RO shall remain "as is"** EXCEPT, for the main/mother school whose annex is in need of additional items. The school head is then instructed to share its allocation to the said annex school.
- d. All SHS positions shall be lodged at the SDO to provide flexibility in the deployment and transfer of an incumbent teacher from one school to another. The SDOs may redeploy, transfer and/or assign incumbent SHS teachers in a cluster of schools provided that such decisions are supported by teacher needs analysis.
- e. Furthermore, **the SDOs are allowed to convert Teacher II into Teacher I positions subject to the result of their teacher needs analysis.** Other items should remain "as is" so as not to distort the SHS organizational structure.
4. **Deployment Process Under Special Hiring Arrangements**
- The deployment report of items under special hiring arrangements shall be strictly observed. However, the SDO may redeploy these items under the following circumstances:
- a. For SPIMS beneficiaries assigned to Elementary schools, the SDOs may redeploy them to other elementary schools with acute teacher shortage as evidenced by a teacher needs analysis conducted by the SDO based on the most recent enrolment data of schools, provided that the said beneficiaries will be redeployed within or in nearby municipality where they reside.
 - b. For SPIMS and DOST under RA No. 7687 beneficiaries assigned to JHS, the SDOs may redeploy them to other JHS with vacant Teacher I positions, where their **subject specialization is needed** in case of mismatch in the specialization of the beneficiary vis-a-vis subject specialization requirement of the JHS, as evidenced by teacher needs analysis conducted by the SDO based on the most recent enrolment data of schools, provided that the said beneficiaries will be redeployed within or in nearby municipality where they reside.

- c. In the redeployment of the beneficiaries (Sections IV.a and IV.b) due to **non-existence of teacher shortage and/or mismatch in the subject specialization**, they shall be given school assignment first before the items allocated for them is filled-up with applicants from the RQA.

It should be noted further that redeployment of identified beneficiaries for reasons that are not supported by the above-mentioned bases, e.g., replacing the beneficiary in favor of other appointees or transferees, shall not be allowed.

- d. For the SHS, the deployment report shall be prepared by the SDO-SGOD. The preparation of the deployment report should be in accordance with the provisions of the said RA 10612, stating that DOST scholars should be assigned to their home provinces, where the home address of the scholar graduate beneficiaries shall be considered. Kindly note that all Special Science Teacher (SST) I positions (SG-13) are allocated for RA No. 10612 DOST scholars only.

5. **Issuance of NOSCA.** The full lump sum for the creation of teaching items has been requested from the Department of Budget and Management (DBM). The NOSCA that will be issued by DBM-RO includes all items allocated to the special groups (DOST scholars under RA No. 10612 and RA No. 7687 and SPIMS beneficiaries).

The SDO Administrative Officer shall immediately communicate with the beneficiaries of these special groups to advise them on their school assignments and the documents required for submission once the NOSCA is issued.

The beneficiaries under special hiring arrangements shall no longer undergo the regular hiring process, as stipulated in the following legal bases:

For DOST scholar-graduates, RA 10612 IRR, Rule VI, Section 2 - The DepEd is tasked to ensure job placement and hiring of qualified graduates under this program as secondary school teachers in science, mathematics, and related technology courses, and to ensure that these teachers are hired at Special Science Teacher salary grade levels, as specified in the Act, consistent with the teacher hiring provisions of RA 10533 and its IRR. The Department is also tasked with the evaluation and monitoring of hired teachers under this program.

For SPIMS beneficiaries, MOC, 2015, Article II.B.1 - The DepEd through its Regional Offices and Schools Division, in coordination with DOLE, CHED, PRC, and PNU, shall: (1) reserve/allocate, if necessary, teaching and/or non-teaching plantilla items for qualified beneficiaries of the program.

However, these beneficiaries shall be assessed through interview and demonstration teaching for the purpose of identifying training needs, if any.

In case of discrepancies in the number of items in the NOSCA vis-à-vis deployment report from the CO (specifically the JHS), the SDO-SGOD shall identify these schools and submit the list to RO-Administrative Division together with the legal bases on the establishment of the school.

The RO-Administrative Division shall then submit the consolidated list of schools not included in the NOSCA, including its legal bases, to BHROD-SED for onward submission to DBM-RO. *It must be noted that most of the schools that were not issued with NOSCA in previous years were due to the non-existence of the schools in the GAA or absence of organizational code for the Unified Account Code Structure (UACS) of DBM.*

6. **Hiring**

Regular teachers shall be governed by the existing hiring policy of the Department (DepEd Order 7, s. 2015). The hiring of teachers under special hiring arrangements shall be covered by RA Nos. 7687 and 10612 for DOST-scholars and the DOLE-DepEd Memorandum of Cooperation for the SPIMS beneficiaries.

7. **Appointment**

To improve the absorptive capacity and efficiency in hiring of DepEd teachers, all SDOs are instructed to ensure that qualified applicants to the newly created regular teacher items and those under the special hiring arrangements are **appointed within the school year**.

- a. If the SPIMS and DOST beneficiaries are unable to report to the SDO for appointment due to *disinterest, with existing job, extended contracts, or other reasons*, which may result in non-utilization of allocated items by the end of the school year, the SDOs may request authority from this Office to fill up the unfilled items with eligible applicants from the Registry of Qualified Applicants (RQA) (SPIMS and RA 7687 beneficiaries) or endorsement for replacement to the DOST-SEI in the case of RA 10612. The request shall be supported by a waiver or other equivalent means of verification.
- b. The above-mentioned beneficiaries are given until 31 December 2022 to report to their respective SDOs for the processing of their appointment papers. If the beneficiaries are unable to communicate with their respective SDOs within the set period, the SDOs are given authority to fill-up the allocated items with other eligible applicants under the following conditions:
 1. Teacher incumbents under RA No. 7687 may apply in vacant items allocated for RA No. 10612 beneficiaries through the regular hiring process specified in DO 07, s. 2015.
 2. Teacher I items allocated for RA No. 7687 and SPIMS beneficiaries may be filled-up with other qualified applicants from the RQA; provided that the beneficiaries of said positions have submitted waiver and/or fail to report to the SDO on or before 31 December 2022.

8. **Submission of Actual Deployment Report.** In the preparation and submission of the actual deployment report, the following process shall be undertaken:

- a. The **SDO-SGOD Chief** shall review and ensure the vetting of the deployment report by the Schools Division Superintendent (SDS) before submission of the scanned copy and the Excel file version to the RO-Administrative Division for consolidation. The regional template in Excel file shall be used by the RO-Administrative Division in

consolidating the reports submitted by all SDOs.

- b. The **RO-Administrative Division** shall ensure the accuracy of the number of items provided for each legislative district. Kindly note that in the deployment report that will be submitted to CO, indicate in the column "Remarks", the School ID number of the mother school if the items were deployed to the annex school.

Once vetted by the **Regional Director**, the **RO-Administrative Division** shall forward the consolidated Excel file of the deployment report (using the attached template) to the Bureau of Human Resource and Organizational Development - School Effectiveness Division (BHROD-SED) through this email: bhrod.sed@deped.gov.ph on or before **31 August 2022**.

9. **Monitoring of Filling-up of New Teaching Items.** The FY 2022 accomplishment of the ROs/SDOs in terms of filling-up of items will be monitored through the Program Management Information System (PMIS). Hence, the Administrative Officer of the SDOs shall immediately access the system at pmis.deped.gov.ph once the SDS signs the appointment paper of the newly hired teacher.
10. **Updating of the Personal Services Itemization and Plantilla of Personnel (PSIPOP).** SDOs are also reminded on the monthly updating of the PSIPOP based on issued appointments in accordance with the National Budget Circular (NBC) No. 549 dated 13 October 2013.

Annex A
Enhanced Planning Parameters

I. Computation of Class Organization

1. Kindergarten (Min 25, Max 30)

Program

1. If Kinder is zero, zero.
2. If Kinder is greater than zero, but less than the minimum standard (25), 1;
3. If Kinder is greater than the minimum standard (25) but less than or equal to 100, round down $\text{kinder}/30$ + if the remainder of $\text{kinder}/30$ is greater than 10, add 1, if not, add zero;
4. If Kinder is greater than 100, round down $\text{Kinder}/30$ + if the remainder of $\text{kinder}/30$ is greater than or equal to 15, add 1, if not, add zero.

2. Grade 1-3 (Min 30, Max 35)

Program

1. If G1 = zero, zero.
2. If Multigrade (1&2) is at most 25 then 1, zero.
3. If G1 is greater than zero, and less than or equal to minimum (30), 1;
4. If G1 is greater than the minimum (30), and is lower than or equal to 100, round down $G1/35$ + if the remainder of $G1/35$ is greater than 10, add 1, if not, add zero;
5. If G1 is greater than 100, round down $G1/35$ + if the remainder of $G1/35$ is greater or equal to 18, add 1, if not, add zero.

3. Grade 4-6 (Min 40, Max 45)

Program

1. If G4 = zero, zero.
2. If Multigrade (3&4 or 5&6) is at most 25 then 1, zero.
3. If G4 is greater than zero, and less than or equal to minimum (40), 1;
4. If G4 is greater than the minimum (40), and is lower than or equal to 100, round down $G4/45$ + if the remainder of $G4/45$ is greater than 10, add 1, if not, add zero;
5. If G4 is greater than 100, round down $G4/45$ + if the remainder of $G4/45$ is greater or equal to 23, add 1, if not, add zero.

4. Grade 7-10 (Min 40, Max 45)

Program

1. If G7 = zero, zero.
2. If G7 is greater than zero, and less than or equal to minimum (40), 1;
3. If G7 is greater than the minimum (40), and is lower than or equal to 100, round down $G7/45$ + if the remainder of $G7/45$ is greater than 10, add 1, if not, add zero;
4. If G7 is greater than 100, round down $G7/45$ + if the remainder of $G7/45$ is greater or equal to 23, add 1, if not, add zero.

5. Grade 11-12 (Min 40, Max 40)

Program

1. If G11 = zero, zero.
2. If G11 is greater than zero, and less than or equal to minimum (40), 1;

- 3. If G11 is greater than the minimum (40), and is lower than or equal to 100, round down $G11/40$ + if the remainder of $G11/40$ is greater than 10, add 1, if not, add zero;
- 4. If G11 is greater than 100, round down $G11/40$ + if the remainder of $G11/40$ is greater or equal to 20, add 1, if not, add zero.

6. Non-Graded (Min/Max 15)

Program

Round up (NG/15,0)

Table 1 below shows the summarized computation of class organization:

Table 1. Computation of Class Organization

Enrollment	Class Organization
Enrollment is equal to 0	0
Multigrade (only for ES)	
If Enrollment G1&G2 or G3&G4 or G5&G6 is at most 25	1
Enrollment is greater than 0 and is less than or equal to the minimum class size	1
Enrollment is greater than the minimum class size and is less than or equal to 100	Round down enrollment divided by the <i>maximum class size</i> plus one (1) class if the <i>modulo (remainder)</i> of enrollment divided by the maximum class size is <i>greater than 10</i> <u>Example for Kindergarten with 61 learners:</u> The number of classes should be equal to rounding down 61 divided by 30 plus 0 since the modulo (remainder) is 1 which is less than 10, hence, a total of 2 classes.
Enrollment is greater than 100	Round down enrollment divided by the <i>maximum class size</i> plus one (1) class if the <i>modulo (remainder)</i> of enrollment divided by the maximum class size is <i>greater than the rounded half of maximum class size</i> <u>Example for Kindergarten with 110 learners:</u> The number of classes should be equal to rounding down 110 divided by 30 plus 1 since the modulo (remainder) is greater than 15, hence, a total of 4 classes.
Non-graded	Roundup NG enrollment divided by 15 which is both the minimum and maximum class size For example, if a school has 40 non-graded learners, then a school should organize 3 classes.

II. Teacher Requirement Analysis

Based on the number of classes organized per grade level, teacher requirement is computed as follows:

Table 2. Teacher Requirement Formula

Grade Level	Teacher Specialization Factor
Kindergarten	$T_{r(K)} = 0.5C_{t(K)}$ 1 Teacher per 2 sessions
Grades 1-2	$T_{r(GL)} = 1.0C_{t(GL)}$ 1 Teacher per class
Grade 3-4	$T_{r(GL)} = 1.2C_{t(GL)}$ 7 Teachers for every 6 classes
Grades 5-6	$T_{r(GL)} = 1.2C_{t(GL)}$ 7 Teachers for every 6 classes
Grades 7-10	$T_r \approx 1.5 C_{t(G7-10)}$ 9 Teachers for every 6 classes
Grades 11-12	$T_r \approx 1.5 C_{t(G11-12)}$ 9 Teachers for every 6 classes

where,

$T_{r(K)}$ is the total teacher requirement

$C_{t(K)}$ is the total number of classes organized (based on Annex A.I.)

Now, to summarize the formula for class organization and teacher requirement from K to12, the table below gives the parameters and considerations.

Table 3. Enhanced Planning Parameters Reference Table

PARAMETERS USED							
Level	Class Organization				Teacher Specialization Factor	Remarks	
	Minimum	Maximum	Rounded Half	< or = 100 Enrollment, +1 class if excess is greater than;		Class Organization	Teacher Specialization
Elementary	Kindergarten	25	30	25	0.5	25 learners per class, maximum of 30	1 Teacher per 2 sessions
	Grade 1	30	35	35	1.0	30 learners per class, maximum of 35	1 Teacher per class
	Grade 2	30	35	35	1.0	30 learners per class, maximum of 35	1 Teacher per class
	Grade 3	30	35	35	1.2	30 learners per class, maximum of 35	7 Teachers for every 6 classes
	Grade 4	40	45	45	1.2	40 learners per class, maximum of 45	7 Teachers for every 6 classes
	Grade 5	40	45	45	1.2	40 learners per class, maximum of 45	7 Teachers for every 6 classes
	Grade 6	40	45	45	1.2	40 learners per class, maximum of 45	7 Teachers for every 6 classes
Junior High School	Multigrade	-	25	-	1.0	Max of 25 learners of two consecutive levels	Max of 2 Teachers for every multi-grade school
	Grade 7	40	45	45	1.2	40 learners per class, maximum of 45	9 Teachers for every 6 classes
	Grade 8	40	45	45	1.2	40 learners per class, maximum of 45	9 Teachers for every 6 classes
	Grade 9	40	45	45	1.2	40 learners per class, maximum of 45	9 Teachers for every 6 classes
Senior High School	Grade 10	40	45	45	1.2	40 learners per class, maximum of 45	9 Teachers for every 6 classes
	Grade 11	40	45	45	1.2	40 learners per class, maximum of 45	9 Teachers for every 6 classes
Non-Graded	Grade 12	40	45	45	1.2	40 learners per class, maximum of 45	9 Teachers for every 6 classes
	Elem/HS	15	20	20	1.0	15 learners per class	