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Republic of the Philippines  
**Department of Education**  
REGION XI  
SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

May 13, 2025

**DIVISION MEMORANDUM**  
No. 0114, s. 2025

**CALL OF APPLICANTS FOR ONE (1) CONTRACT of SERVICE (CoS) FOR  
SCHOOL SPORTS DIVISION PERSONNEL UNDER THE CURRICULUM  
IMPLEMENTATION DIVISION (CID)**

To: **Assistant Schools Division Superintendent**  
**Chief, Curriculum Implementation Division**  
**Chief, School Governance and Operations Division**  
**Public Schools District Supervisors**  
**Education Program Supervisors**  
**Public Elementary, Secondary & SHS Level School Heads**  
**All Concerned**

Pursuant to Regional Memorandum ESSD-2025-109 re: Dissemination of Memorandum No. OM-OUOPS-2025-09-01512 on Hiring of CoS for Sports for City Schools Division Offices (SDOs), this Office hereby calls for applicants for the School Sports Division CoS Personnel for the Schools Division Office under the Curriculum Implementation Division (CID).

**PLACE OF ASSIGNMENT:**

The CoS personnel to be hired for the SDO shall report to the SDO under the direct supervision of the CID – Division Sports Officer to assist in the implementation and monitoring of SSD programs and Projects in SDO.

**TERMS OF REFERENCE OF THE SDO SSD-COS, TECHNICAL ASSISTANT**  
**I:**

The proposed COS to be hired for the SDOs shall have the following terms of reference:

1. Facilitate the implementation of School Sports Division (SSD )programs and projects in the SDO and monitor its implementation at the school level.
2. Facilitate the collection and consolidation of SSD reports/data from Schools.
3. Draft memoranda, endorsements, and other similar communications to SSD.
4. Assist the SDO-CID in close monitoring of SSD activities and other concerns at the school division level.
5. Assist the SSD in disseminating announcements and other relevant information to the school level.



**Address:** City Hall Compound, Km 31, JP Laurel,  
Panabo City, Davao del Norte  
**Telephone No:** (084) 823-1469, (084) 628-4066  
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**Website:** www.depedpanabocity.com

6. Provide technical assistance in the areas of capacity building, monitoring, research, policy, advocacy, and partnership.
7. Prepare the list of schools that are in need of technical assistance such as capacity building for sports skills and the likes to be submitted to the Central Office.
8. Prepare consolidated reports on SSC implementation status, such as membership, sports offered, and equipment status, for submission to the Regional Office.
9. All other concern officials may give assignment to the CoS personnel through his/her immediate supervisor.

#### **QUALIFICATIONS:**

The above-mentioned terms of reference, the COS shall have the following qualifications:

1. Hold a bachelor's degree in education, Physical Education, Sports, or a related field (e.g. BEED, BSED in PE and Sports, BPE, or its equivalent is advantageous);
2. Completion of at least Eight (8) hours of relevant training;
3. Possess a minimum of Six (6) months of relevant work experience;
4. Experience in Sports and PE particularly teaching and coaching Sports is a plus factor;
5. Proficient in written and oral communication skills;
6. Demonstrated success in planning, organizing, implementing, monitoring, and evaluating systems, programs, projects, and activities;
7. Ability to work efficiently with minimal supervision;
8. Familiarity with various office software like Google Docs, Sheets, and Forms;
9. Knowledge of web conferencing software such as Zoom, Google Meet, and Microsoft Teams is an advantage.

#### **BASE SALARY AND PREMIUM:**

P28,000.00 and P2,800.00

All qualified applicants may file and submit their letter of intent addressed to **Jinky B. Firman, Ph.D, CESO VI, Schools Division Superintendent** through **Janwario E. Yamota, CID Chief**, together with the following pertinent documents to wit:

1. Curriculum Vitae;
2. Official Transcript of Records duly certified, authenticated and verified (CAV);
3. Service Records or Certificates of Employment;
4. Certificates of Trainings attended;



Schools Division Office of Panabo City  
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providing quality education, MATATAG for all.



The deadline for submission of all documents shall be on or before **May 27, 2025**.

Finally, this Office highly encourages all interested and qualified applicants, including persons with disability (PWD), members of indigenous communities, and those with diverse sexual orientation, gender identity and expression (SOGIE), to apply.

For widest and immediate dissemination.

  
**JINKY B. FIRMAN Ph.D, CESO VI**  
Schools Division Superintendent

**RELEASED**

**MAY 14 2025**

RECORDS SECTION - DO PANABO CITY  
BY 

CID Sports/jey/arpjr



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City Hall Compound, Km 31, Panabo City  
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Republic of the Philippines  
**Department of Education**  
DAVAO REGION

April 8, 2025

**REGIONAL MEMORANDUM**

ESSD-2025-109

**DISSEMINATION OF MEMORANDUM NO. OM-OUOPS-2025-09-01512 ON  
HIRING OF CoS FOR SPORTS FOR CITY SCHOOLS DIVISION OFFICES  
(SDOs) AND RENEWAL OF CoS ASSIGNED IN RO-XI AND PROVINCE-SDOs**

To : Schools Division Superintendents

1. Attached is MEMORANDUM OM-OUOPS-2025-09-01512 entitled ***Implementing Guidelines for the Hiring of City Schools Division Office Focal Person / Technical Assistant I under Contract of Services (CoS), and Renewal of Service Agreements for Contract of Service (CoS) Personnel Assigned in the Regions and Province Schools Division***, which is self-explanatory.
2. In view thereof, the Divisions of Davao City, Digos City, Island Garden City of Samal, Panabo City, Tagum City and Mati City should immediately start the selection and hiring process to maximize the use of allotted funds.
3. Immediate dissemination of this Memorandum to all concerned is required.

**ALLAN G. FARNAZO**  
Director IV

Enclosed: As stated.

ROE2/ajm

DEPARTMENT OF EDUCATION ROXI  
RECORDS SECTION  
**RELEASED**

APR 15, 2025



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Republika ng Pilipinas  
**Department of Education**

OFFICE OF THE UNDERSECRETARY FOR OPERATIONS

**MEMORANDUM:**

**OM-OUOPS-2025-09 - 05/2**

APPROVED & NOTIFIED BY OUPPS  
DATE: 3/28/25 TIME: 9:02 AM  
NAME: [Signature]  
OFFICE OF THE UNDERSECRETARY FOR OPERATIONS

**FOR : REGIONAL DIRECTORS  
SCHOOLS DIVISION SUPERINTENDENT  
ALL OTHERS CONCERNED**

**MALCOLM S. GARMA**  
Assistant Secretary, Officer-In-Charge,  
Office of the Undersecretary for Operations

**FROM : MALCOLM S. GARMA**  
Assistant Secretary for Operations,  
Officer-In-Charge, Office of the Undersecretary for Operations

**SUBJECT : IMPLEMENTING GUIDELINES FOR THE HIRING OF CITY SCHOOLS  
DIVISION OFFICE FOCAL PERSONS/ TECHNICAL ASSISTANT I  
UNDER CONTRACT OF SERVICE (CoS)**

**DATE : MARCH 03, 2025**

This has reference to the hiring of Contract of Service (CoS) personnel for the Regional Offices (ROs) and Schools Division Offices (SDOs) in order to augment the manpower complement of the Bureau of Learners Support Services - School Sports Division (BLSS-SSD) in handling the School Sports programs and other activities of the Division.

When the Bureau of Physical Education and School Sports (BPES) responsible for Physical Education, Sports, and Facilities of then Department of Education Culture and Sports (DECS) was abolished by Republic Act 9155, the management of sports competitions was transferred to the Philippine Sports Commission while retaining the programs for school sports, physical fitness and physical education in the Department of Education (DepEd)

Previously, BPES had manpower complement in the Regional Offices (ROs) and Schools Division Offices (SDOs) but since its abolition, sports functions are now integrated into the functions of Offices such as Education Supports Services Division (ESSD) at the RO, and School Governance and Operations Division (SGOD) at the SDO.

The BLSS-SSD programs focuses on after-school sports programs for all learners who are not part of the Palarong Pambansa but are interested in learning and engaging in the different sports events. It is noteworthy that only seven (7) percent of the learner-population participate in the Palarong Pambansa.



Room 101, Rizal Building, DepEd Complex, Meralco Avenue, Pasig City 1600

|                |          |      |        |
|----------------|----------|------|--------|
| Doc. Ref. Code | OM-OUOPS | Rev  | 01     |
| Effectivity    | 03 23 23 | Page | 1 of 5 |

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The program aims to establish the School Sports Club (SSC) in all public Schools. School Sports Club shall be the avenue for learners to explore and develop skills in their chosen sports and/or for recreation to achieve physical fitness for the holistic development of the learners.

Due to the insufficient workforce of the BLSS-School Sports Division and limited number of plantilla personnel in the ESSD and SGOD, to effectively oversee the implementation of its programs and projects, there is a need for additional staff in the City Schools Division Offices. Therefore, we are requesting to hire CoS to be stationed in the said offices. Further, hiring of said CoS personnel shall be done locally.

## I. Financial Aspect

### a. Funds for the Salary of the SSD-CoS

For the initial implementation of the proposed hiring of CoS personnel, BLSS-SSD shall allocate funds from the FY 2024 Physical Fitness and School Sports (PFSS) continuing fund (R.A. 11975) amounting to Forty-four Million Four Hundred Eight Thousand pesos (Php 44,408,000.00). This amount shall be downloaded to the City Schools Division Offices (SDOs).

For the sustainability of the program, the BLSS-SSD shall allocate funds to all ROs and SDOs for the FY 2026 and years after.

Below is the budget estimates for the initial implementation:

| <b>Budget for Technical Assistant I CoS in the SDO Cities</b>  |                               |                         |                                    |
|--|-------------------------------|-------------------------|------------------------------------|
| <b>Monthly Compensation Items</b>  | <b>April to December 2025</b> | <b>No of SDO Cities</b> | <b>Total Amount for Hiring COS</b> |
| <u>Base Salary:</u><br>Php 28,000.00   | Php 252,000                   | 140                     | Php 35,280,000                     |
| <u>Premium:</u><br>Php 2,800.00  | Php 25,200                    |                         | Php 3,528,000                      |
| Operational Expenses<br><i>intended for traveling expenses and other related school sports club activities</i> | Php 40,000                    | 140                     | Php 5,600,000                      |
| <b>Grand Total</b><br>(monthly compensation + operational expenses)  |                               |                         | <b>Php 44,408,000</b>              |

Please note that the downloaded PSF is charged to the FY 2024 PFSS Continuing Fund and will lapse on December 31, 2025. Any expected balances/unutilized amount due to the delay or non-hiring of CoS personnel for FY 2025 in the field offices for the months specified in these guidelines, the School Division Superintendent (SDS) concerned may use the unutilized amount and other Physical Fitness and School Sports activities within its validity.

**b. Process of Hiring and Downloading funds**

The hiring of proposed CoS shall be done by the Schools Division Office (SDO) following the qualification stated hereunder. Thus, the payment for monthly compensation of CoS personnel for nine (9) months shall be downloaded to SDOs concerned.

**II. Hiring of School Sports Division CoS Personnel for the Schools Division Office under School Governance Operations Division (SGOD)**

**a. Place of Assignment for CoS Personnel to be hired for the SDO**

The CoS personnel to be hired for the SDO shall report to the SDO under the direct supervision of the SGOD -Education Program Supervisor to assist in the implementation and monitoring of SSD Programs and Projects in SDO.

**b. Terms of Reference of the Schools Division Office SSD-COS Technical Assistant I**

The proposed CoS to be hired for the Schools Division Offices (SDOs) shall have the following terms of reference:

1. Facilitate the implementation of School Sports Division (SSD) programs and projects in the Schools Division Office and monitor its implementation at the School level.
2. Facilitate the collection and consolidation of SSD reports/data from Schools.
3. Draft memoranda, endorsements, and other similar communications to SSD.
4. Assist the SDO-SGOD in close monitoring of SSD activities and other concerns at the school division level.
5. Assist the SSD in disseminating announcements and other relevant information to the school level.
6. Provide technical assistance in the areas of capacity building, monitoring, research, policy, advocacy, and partnership.
7. Prepare the list of schools that are in need of technical assistance such as capacity building for sports skills and the likes to be submitted to the Central Office.
8. Prepare consolidated reports on SSC implementation status, such as membership, sports offered, and equipment status, for submission to the Regional Office.
9. All other concern officials may give assignment to the CoS personnel through his/her immediate supervisor.

**c. Qualifications**

To the above-mentioned terms of reference, the COS shall have the following qualifications:

1. Hold a bachelor's degree in education, Physical Education, Sports, or a related field (e.g. BEED, BSED in PE and Sports, BPE, or its equivalent is advantageous);
2. Completion of at least eight (8) hours of relevant training;
3. Possess a minimum of Six (6) months of relevant work experience;

4. Experience in Sports and PE particularly teaching and coaching Sports is a plus factor;
5. Proficient in written and oral communication skills;
6. Demonstrated success in planning, organizing, implementing, monitoring, and evaluating systems, programs, projects, and activities;
7. Ability to work efficiently with minimal supervision;
8. Familiarity with various office software like Google Docs, Sheets, and Forms;
9. Knowledge of web conferencing software such as Zoom, Google Meet, and Microsoft Teams is an advantage.

**d. Issuance of Contract for Schools Division Office SSD-CoS**

The Schools Division Offices shall issue the contract of the CoS personnel to be hired and execute the same in accordance with OO-OSEC-2023-023 or the "Updated implementing Guidelines of the Hiring and Renewal of Contract of Service Workers in the Department of Education Central office".

Additionally, it is emphasized that salaries for non-working and regular holidays, as well as for work suspensions declared by the respective local government units (LGUs), shall be duly compensated.

### III. Supervision of SSD-CoS

- a. The SDO-SSD-CoS shall be supervised by the SGOD Chief at the SDO level
- b. The Task of SDO-SSD-CoS shall be communicated by BLSS-SSD to the Regional Office, and the Regional Office to the Schools Division Office. The SDO shall ensure that the SSD-CoS completes and performs the task given by BLSS-SSD through the submission of an accomplishment report every 15<sup>th</sup> and 30<sup>th</sup> day of the month, and submit the same to the Regional Office. Further, the accomplishment reports reviewed and approved by the Schools Division Superintendent or their designated Official shall submit to the Regional Office. The regional office shall consolidate the reports submitted to BLSS-SSD every month.

### IV. Roles and Responsibilities

**a. Roles and Responsibilities of BLSS-SSD (Central Office)**

The BLSS-SSD shall be responsible for the following;

- a. Download the funds to the ROs and SDOs to cover the salaries for eight (8) months;
- b. Conduct Orientation for the SSD-CoS about the activities; programs, and policies relative to the School Sports Division;
- c. Collect the monthly accomplishment report of the SSD-CoS; and
- d. Participate in the conduct of Screening of applicants for SSD-CoS in the region.



**b. Roles and Responsibilities of the Schools Division Office**

The Schools Division Office shall be responsible for the following:

1. Conduct screening of the applicant for SSD-CoS;
2. Prepare and manage the contract of the SSD-CoS, following the prescribed contract of the BLSS-SSD, (**see Enclosure 1**);
3. Supervise the SSD-CoS in performing the task given by the BLSS-SSD; and
4. Review and approve the accomplishment report of the SSD-CoS.
5. Administer and oversee SSD-CoS salary preparations and facilitation.

**V. Justification for Hiring**

The Bureau of Learner Supports Services- Schools Sports Division (BLSS-SSD) shall establish Sports Clubs in all public schools. The School Sports Club (SSC) shall offer a platform to enhance their learning and growth through the after-school sports program. As defined by the United Nations, sports are all forms of physical activity that contribute to physical fitness, mental well-being, and social interaction, such as play, recreation, organized or competitive sports, indigenous sports, and Philippine games.

The Proposed hiring of Contract of Service for the Schools Division Offices is necessary to significantly improve the implementation of BLSS-SSD Programs. The scale of the program in target schools exceeds the staffing capacity of SSD at the Central office. Currently, there are no counterparts in the city Schools Division Offices to support monitoring programs and activities effectively.

The hiring of COS personnel will not only benefit the BLSS-SSD in performing its function efficiently and enable the Schools Division Offices to implement the BLSS-SSD programs and activities effectively because they have closer access to the schools and the learners. Moreover, the BLSS-SSD COS will serve to assist the Schools Division Offices to closely monitor the following;

- a. The implementation of School Sports clubs in all Public Schools.
- b. Ensuring effective utilization of Program Support intended for the target recipients.
- c. Gathering of concerns from the field to enhance program effectiveness.
- d. Collecting data from the field to further improve the programs.

With the BLSS-SSD-CoS handling matters in the Division Offices, the Central Office can address closely in developing and implementing programs and policies to improve the School Sports Club for Public Schools Program and other related projects.

For immediate implementation and wide dissemination.