



REPUBLIKA NG PILIPINAS
REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
DEPARTMENT OF EDUCATION
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DepEd ORDER
No. 50, s. 2003

JUN 19 2003

**ADOPTIVE MEASURES IN FILLING-UP VACANT
TEACHING POSITIONS**

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Regional Directors
Schools Division/City Superintendents
Heads, Public Elementary and Secondary Schools

1. In order to address the imbalances resulting from the excess/shortage of teachers in the public school system due to the increase or decrease in enrolment and non-availability of new teaching positions in the General Appropriations Act for CY 2003, a Teacher Deployment Analysis (Rainbow Spectrum) has been formulated, copy enclosed.

2. Guided by this analysis, the following policies shall be strictly observed by the DepEd officials concerned in the filling-up of existing vacancies for teaching positions in the Division Offices, to wit:

- a. No appointment or assignment shall be issued by the Schools Division Superintendent to any existing vacant teaching position arising from natural vacancies such as retirement, death, resignation, promotion, transfer in his/her division without prior clearance/authorization from the Regional Director concerned.
- b. In this regard, the Regional Director shall only issue authority to fill-up vacancies for public schools where such natural vacancy/ies exist under the HOT colored schools namely:

- | | | |
|--------------------------|---|---------------------------------------|
| 1 st priority | - | Black – no nationally funded teachers |
| 2 nd priority | - | Red - severe teacher shortage |
| 3 rd priority | - | Orange – moderate teacher shortage |
| 4 th priority | - | Gold - manageable ratio |

Provided however, that public schools falling under the category of COOL colored schools which are offering multi-grade classes and servicing school-less barangay with newly constructed classroom as part of their catchment areas may be issued authority to fill-up vacancies.

The Regional Director shall be guided by the Teacher Deployment Analysis (Regional Level) copy enclosed, covering his/her region in the issuance of authority to fill-up vacancies. *or*

*discussed
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- c. Existing vacancies for teaching positions in the public schools classified **COOL** colored schools shall not be filled-up, namely:

Blue - excessive surplus teacher provision
Sky Blue - moderate surplus teacher provision
Green - generous teacher provision
Yellow - national mean ratio

For this purpose, the Regional Director shall in no case issue an authority to fill-up such vacancies until such time that these teaching positions have been redeployed to other public schools. These vacant teaching positions shall be redeployed or transferred by the Schools Division Superintendent concerned to the different public schools classified as **HOT** colored schools taking into consideration the following priorities in their redeployment, as follows:

1st priority - Black - no nationally funded teacher
2nd priority - Red - severe teacher shortage
3rd priority - Orange - moderate teacher shortage
4th priority - Gold - manageable ratio
5th priority - Cool Colored School - multigrade classes

The Schools Division Superintendent shall likewise be guided by the Teacher Deployment Analysis (Division Level) covering his/her division in the redeployment of these positions. This will be provided by the Division Office concerned to the different public schools.

- d. After the transfer/redeployment, the Schools Division Superintendent concerned may fill-up such vacancies subject to the clearance/authority from the Regional Director and upon submission of the List of redeployment to the Regional Office.
- e. The report of redeployment shall also be submitted to the DBM Regional office for its reference in the subsequent release of allotment and NCA to the DepEd Regional Office.
- f. The Regional Director shall submit to the Central Office thru the Office of Assistant Secretary for Planning immediately the comprehensive report of redeployment in his/her region and list of public schools issued the authority to fill-up vacancies.

3. Appointment or assignment to be made by the Schools Division Superintendent relative to the existing teaching vacancies shall be governed by the guidelines to be issued relative to recruitment, appointment or assignment of public school teachers,

4. Any DepEd official or employee who shall be found violating this issuance or part hereof shall be charged administratively.

5. Immediate dissemination of and compliance with this Order is directed.


EDILBERTO C. DE JESUS
Secretary

Maricar/do-adoptive measures
06-5-03

Encl.: As stated
Reference: None
Allotment: 1 - (D.O. 50-97)
To be indicated in the Perpetual Index
under the following subjects:

**APPOINTMENT, EMPLOYMENT, REAPPOINTMENT
OFFICIALS
TEACHERS**

Basic Education Information System (BEIS)									
SY 2002-2003 Public Elementary Quick Counts									
REGION	% Retrial	Enrolment	Teacher		Total Instr'.	SCHOOL FURNITURE			
			Nationally Funded Teachers	Deployment Analysis PTR Color		Rooms	School Desks	Sets of Chairs & Tables	Arm-chairs
Region I	100.00	613,660	20,673	29.68	21,626	127,463	25,924	317,504	624,259
Region II	100.00	444,480	14,082	31.56	15,124	129,096	17,276	140,936	433,683
Region III	100.00	1,185,410	32,388	36.60	32,624	326,875	30,508	366,294	1,081,060
Region IV-A	100.00	1,340,838	32,616	41.11	30,460	340,736	12,345	423,773	1,129,935
Region IV-B	100.00	427,269	11,872	35.99	11,951	110,018	1,431	98,525	319,423
Region V	100.00	878,287	26,058	33.71	25,564	210,765	22,616	186,153	662,915
Region VI	100.00	1,025,295	32,109	31.93	31,887	195,014	10,939	437,416	849,322
Region VII	100.00	930,655	24,225	38.42	24,698	365,456	8,756	93,774	842,198
Region VIII	100.00	647,186	20,724	31.23	20,294	181,472	19,230	191,627	593,031
Region IX	100.00	525,744	15,706	33.47	14,254	177,703	3,371	70,860	433,008
Region X	100.00	617,741	17,134	36.05	16,785	198,647	24,741	87,678	534,454
Region XI	100.00	603,770	16,040	37.64	14,903	183,488	5,061	76,898	453,996
Region XII	100.00	541,460	13,693	39.54	13,138	135,651	22,564	97,386	413,816
CARAGA	100.00	374,406	10,965	34.15	10,918	138,168	8,167	57,036	349,705
ARMM	94.29	528,976	12,565	42.10	11,245	92,733	8,190	69,862	271,708
CAR	100.00	218,763	7,430	29.44	8,049	81,227	2,089	54,941	221,573
NCR	100.00	1,126,667	28,272	39.85	14,527	134,215	27,652	314,650	638,384
TOTAL	98.66	12,030,697	336,562	35.75	317,947	3,128,719	250,860	3,093,311	9,842,489

*Total Seating = (Desks * 2) + (Sets of tables & Chairs * 2) + Armchairs

SY 2002-2003 Public Secondary Quick Counts									
REGION	% Retrial	Enrolment	Teacher		Total Instr'.	SCHOOL FURNITURE			
			Nationally Funded Teachers	Deployment Analysis STR Color		Rooms	School Desks	Sets of Chairs & Tables	Arm-chairs
Region I	100.00	301,353	8,209	36.71	5,982	2,106	7,161	210,245	228,779
Region II	100.00	182,653	4,723	38.67	3,727	668	3,981	104,727	114,005
Region III	100.00	479,194	11,233	42.66	7,763	2,132	3,771	322,236	334,042
Region IV-A	100.00	552,908	11,866	46.60	7,671	4,864	2,194	326,200	340,316
Region IV-B	100.00	162,409	4,066	39.94	3,005	109	421	84,657	85,717
Region V	100.00	325,509	8,668	37.55	5,854	978	1,606	164,917	170,085
Region VI	100.00	456,441	12,486	36.56	8,856	3,467	5,779	270,277	288,769
Region VII	100.00	360,713	7,148	50.46	5,677	2,507	2,481	214,355	224,331
Region VIII	100.00	227,973	5,720	39.86	4,492	1,086	4,997	154,774	166,940
Region IX	100.00	185,303	4,746	39.04	2,988	511	411	110,665	112,509
Region X	100.00	209,967	5,074	41.38	3,448	2,389	3,062	115,430	126,312
Region XI	100.00	243,268	5,883	41.35	3,524	43	1,463	133,091	136,103
Region XII	100.00	219,266	4,936	44.42	3,449	1,672	1,640	118,667	123,291
CARAGA	100.00	142,069	3,336	42.59	2,419	564	1,141	73,536	76,946
ARMM	92.86	83,157	2,032	40.92	1,772	8,814	2,905	35,487	58,925
CAR	100.00	87,745	2,414	36.35	1,814	3,366	2,027	52,618	63,404
NCR	100.00	567,656	16,655	34.29	7,056	6,808	3,145	296,735	316,641
TOTAL	99.58	4,767,584	119,095	40.20	79,607	42,074	48,175	2,788,817	2,967,115

*Total Seating = (Desks * 2) + (Sets of tables & Chairs * 2) + Armchairs

Teacher Deployment Analysis Rainbow Spectrum

RATIO		Color Code	
<25.00		Blue	Excessive surplus teacher provision
25.00-29.99		Sky Blue	Surplus teacher provision
30.00-34.99		Green	Generous teacher provision
35.00-39.99		Yellow	National Mean Ratio
40.00-44.99		Gold	Manageable Ratio
45.00-49.99		Orange	Moderate teacher shortage
50.00 +		Red	Severe teacher shortage
No teacher		Black	No nationally funded teacher