



Republic of the Philippines  
**Department of Education**

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02 AUG 2013

DepEd MEMORANDUM  
No. **141**, s. 2013

**HIRING OF GRADUATES OF 1000 TEACHERS PROGRAM  
OF THE PHILIPPINE BUSINESS FOR EDUCATION**

To: Undersecretaries  
Assistant Secretaries  
Bureau Directors  
Regional Directors  
Schools Division/City Superintendents  
Heads, Public Schools  
All Others Concerned

1. The Department of Education (DepEd) and the Philippine Business for Education (PBE) forged the enclosed Memorandum of Agreement (MOA) on May 16, 2013 to implement the *1000 Teachers Program (TP)*.
2. This MOA aims to:
  - a. provide good quality education that is easily accessible and affordable by enabling *Program Graduates (PGs)* to teach under the school system administered by DepEd;
  - b. address the uneven distribution of teachers recruiting program for areas which require more public school teachers and to help improve the teaching quality of public school teachers;
  - c. help make the teaching profession a strong career option for the Filipino youth; and
  - d. help improve the quality of public school teachers.
3. In this connection, the PBE has implemented the *1000 TP* for qualified and quality students taking up courses in Bachelor of Science in Education.
4. Upon completion of the *1000 TP*, the *PGs* are required to teach in public schools in their respective home regions during the five-year obligatory public education service period as stipulated in the MOA. Hence, they need to satisfy the hiring requirements so that they will be given priority in hiring and teaching assignments in public schools subject to the provisions in the *Revised Guidelines on the Hiring of Teacher I Positions Based on the Reform Action in Basic Education Sector Reform Agenda (BESRA)* stipulated in DepEd Order No. 12, s. 2012.
5. To ensure the implementation of the *1000 TP Engagement Policy*, the regional directors shall assign a team to monitor the recruitment and hiring of these *PGs* among other teacher-applicants by their respective schools division/city superintendents (SDSs) or their officers-in-charge of their SDSs.

6. For more information on the *1000 Teachers Program*, all concerned may be obtained from the **Office of the Undersecretary for Partnerships and External Linkages (OUPEL)**, Department of Education (DepEd) Central Office, DepEd Complex, Meralco Avenue, Pasig City at telephone no.: (02) 633-7207 and telefax no.: (02) 637-4211 with email address: [oupel@deped.gov.ph](mailto:oupel@deped.gov.ph).

7. Immediate dissemination of this Memorandum is desired.

  
**BR. ARMIN A. LUISTRO FSC**  
Secretary

Encl.: As stated

References:

DepEd Order: Nos. 29, s. 2013; (12, s. 2012)

To be indicated in the Perpetual Index  
under the following subjects:

APPOINTMENT, REAPPOINTMENT  
EMPLOYMENT  
GRADUATES  
PROGRAMS  
SCHOLARSHIPS  
TEACHERS

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## MEMORANDUM OF AGREEMENT

KNOW ALL MEN BY THESE PRESENTS:

This Memorandum of Agreement (the "Agreement") entered into this 16 day of May 2013 at Makati City, by and between:

**DEPARTMENT OF EDUCATION**, a Government agency under the Executive Branch of the National Government, with principal office located at DepEd Complex, Meralco Avenue, Pasig City, represented herein by its Department Secretary, Br. Armin A. Luistro FSC (hereinafter referred to as "DepEd");

- and -

**PHILIPPINE BUSINESS FOR EDUCATION, INC.**, a non-stock, non-profit organization duly organized and existing under Philippine law, with principal office at 2<sup>nd</sup> Floor, The PHINMA Plaza, 39 Plaza Drive, Rockwell Center, Makati City, represented herein by its Chairman, Mr. Ramon R. del Rosario, Jr. (hereinafter referred to as "PBE");

{DepEd and PBE are referred to herein as the "Parties" and, individually, a "Party"}

WITNESSETH That:

WHEREAS, PBE was established to initiate, promote, sponsor, assist, pursue, support and/or conduct programs, projects and/or studies geared towards research, formulation, development and improvement of a consensus on key directions and reforming the educational system of the Philippines and other related fields of endeavor, by among others establishing scholarships and professorial chairs in various fields, phases and aspects of education and learning technology;

WHEREAS, PBE has created and is implementing a 1000 Teachers Program (the "Program") where it sponsors and facilitates the education of qualified and quality students taking up Bachelor of Science in Education courses where graduates (hereinafter the "Program Graduates") obligate themselves to serve the public education system for at least five (5) years;

WHEREAS, DepEd, in pursuit of its mission to provide quality basic education that is equitably accessible to all and lay the foundation for life-long learning and service for the common good, has agreed to give priority to Program Graduates in the hiring of public school teachers, especially during the five-year obligatory public education service period of the said Program Graduates;

NOW, THEREFORE, for and in consideration of the foregoing premises and their mutual covenants herein set forth, the Parties hereby agree as follows:

I. OBJECTIVES

The objectives of this Agreement are:

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1. To provide good quality education that is easily accessible and affordable by enabling Program Graduates to teach under the public school system administered by the DepEd;
2. To address the uneven distribution of teachers by recruiting Program Graduates for areas which require more public school teachers;
3. To help make the teaching profession a strong career option for the Filipino youth; and
4. To help improve the quality of public school teachers.

## II. RIGHTS AND OBLIGATIONS OF DEPED

1. DepEd shall, through its division superintendents, give priority in the hiring, including the giving of teaching items in all local public schools under its jurisdiction, to Program Graduates who are passers of the Licensure Examination for Teachers ("LET"), in accordance with this Agreement, hereinafter referred to as "1000 TP Engagement Policy", subject to DepEd's policies, rules and regulations on selection and hiring of teachers.
2. DepEd shall, upon execution of this Agreement, issue the needed official communiqués, via Department Orders, memoranda, circulars and other issuances, to the appropriate offices of DepEd, both central and regional, to ensure the implementation of the 1000 TP Engagement Policy.
3. Within three (3) months from the execution of this Agreement, upon request, DepEd may provide PBEEd with a (ten-year) hiring forecast, with estimated demand for teachers with specific majors for each province in the country. DepEd may also, from time-to-time, provide PBEEd with minimum hiring requirements for public school teachers or those entering the public school system.
4. All Program Graduates shall for purposes of hiring by DepEd in accordance with the 1000 TP Engagement Policy, comply with the minimum standard requirements and other policies, rules and regulations on selection and hiring of teachers of DepEd.

## III. RIGHTS AND OBLIGATIONS OF PBEED

1. PBEEd shall designate an official PBEEd representative for purposes of coordination and communication with DepEd under this agreement and in the implementation of the 1000 TP Engagement Policy. DepEd shall communicate with PBEEd through the said designated representative in respect of this Agreement and the implementation hereof.
2. PBEEd shall through its designated representative submit to DepEd at least within one (1) month from the release of the results of the LET, all the names of Program Graduates who have passed the LET, together with all relevant information including but not limited to the province where the Program Graduate resides, for purposes of determining the location of his/her assignment.
3. Whenever required by DepEd, PBEEd shall issue Certifications stating that applicants




for employment in the public school system being considered for employment by DepEd in accordance with the 1000 TP Engagement Policy are indeed Program Graduates who have passed the LET.

4. PBEEd does not warrant, and DepEd hereby acknowledges that PBEEd cannot warrant, that any Program Graduate shall remain employed by DepEd or that the Program Graduate will comply with any and all conditions, rules and regulations of DepEd, it being understood that while PBEEd monitors the education of each Program Graduate to ensure that only quality students complete their education and training under the Program, there is no system that can fully and exhaustively mold all Program Graduates into lasting quality and conscientious educators. PBEEd correspondingly acknowledges, under the same premises, that DepEd cannot continue the employment of Program Graduates who do not comply with its rules, regulations and policies.

#### IV. TERM AND TERMINATION

1. This Agreement shall take effect on date it is signed and shall remain and continue to be valid and effective unless terminated by any Party for any cause by at least 30 days prior written notice to the other Party.
2. No termination of this Agreement shall affect the employment of Program Graduates already hired by DepEd. Neither shall DepEd be prevented from hiring or engaging the services of Program Graduates even after termination of this Agreement.

#### V. MISCELLANEOUS

1. The rights and obligations of the Parties under this Agreement shall not be assigned or transferred in any manner without the written consent of the other Party.
2. This Agreement shall be binding upon the Parties and their respective successors-in-interest and assigns.
3. No term or provision of this Agreement shall be varied or modified by any prior or subsequent statement, conduct or act of any party, except that hereafter the Parties may amend this Agreement only by written instrument executed by the Parties with the written instrument specifically referring to amendment of this Agreement. 
4. This Agreement may be executed by the Parties in any number of counterparts, each of which when so executed and delivered shall be original, but all the counterparts shall together constitute one and the same instrument. 
5. If at any time any term or provision in this Agreement shall be held to be illegal, invalid or unenforceable, in whole or in part, under any rule of law or enactment, such term or provision or part shall to that extent be deemed not to form part of this Agreement, but the enforceability of the remainder of this Agreement shall not be affected. 

IN WITNESS WHEREOF, the Parties have caused this Agreement to be signed by their respective representatives as of the date first above written.

DEPARTMENT OF EDUCATION

PHILIPPINE BUSINESS FOR EDUCATION

By:



Br. Armin A. Lustrero FSC  
Secretary

By:

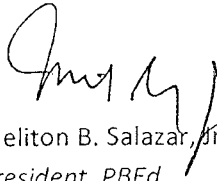


Ramon R. del Rosario, Jr.  
Chairman

Signed in the presence of:



Mario A. Deriquito  
Undersecretary, DepEd



Meliton B. Salazar, Jr.  
President, PBE

REPUBLIC OF THE PHILIPPINES)  
Makati CITY )S.S.

**ACKNOWLEDGMENT**

MAY 24 2013

QUEZON CITY

BEFORE ME, a Notary Public for and in \_\_\_\_\_, this \_\_\_ day of \_\_\_\_\_ 2013, personally appeared the following person, with his respective competent evidence of identity, to wit:

Name	Competent evidence of Identity	
	[Gov't-issued ID with signature & photo]	Date/Place Issued
BR. ARMIN A. LUISTRO FSC	Passport No. DP0007134	3 September 2010/DFA-Manila

known to me to be the same person who executed the foregoing Memorandum of Agreement and acknowledged to me that the same is his free and voluntary act and deed and the free act and voluntary deed of the department and/or corporation represented herein.

The foregoing instrument relates to a Memorandum of Agreement, consisting of \_\_\_\_\_ (\_\_\_\_) pages, including the page on which this Acknowledgment is written, has been signed at the bottom and on the left-hand margin of each and every page thereof, by the party and his instrumental witnesses, and sealed with my notarial seal.

WITNESS MY HAND AND SEAL, on the date and at the place first above-written.

Doc. No. 379  
Page No. 76  
Book No. 144  
Series of 2013.

*Tomas E. Dilay Jr.*  
TOMAS E. DILAY, JR.  
NOTARY PUBLIC  
Until Dec. 31, 2013  
ADM. MATR. NO. 112-031-2013-004  
PTR NO. 7612151 - 01/07/12 Q.C.  
LIFE S. 2220-01/07/13 O.C.  
Roll # 12153 - 01/07/13  
TIN# 410-00015  
MOLERN OG 000  
#92 Legaspi St., 1st Fl., Q.C.