

**GOVERNMENT OF ORISSA**  
**SCHOOL & MASS EDUCATION DEPARTMENT**  
**No.VIII-SME(X)-76/2003/26483/S&ME., Date 04.11.2003**

**RESOLUTION**

The vacancy position of teachers in Govt. High Schools (old and new) of the State is alarming which has adversely affected the teaching in the schools. The result of H.S.C. Examination is deteriorating year by year due to shortage of teaching staff.

In view of grim financial position of the State Government, it is not possible to make regular appointments in vacant posts of teachers in the High Schools.

In view of the gravity of the situation and after careful consideration, Government have been pleased to engage qualified teachers on contract basis in different Govt. High Schools (old and new) with the following terms and conditions:

**1. Number of posts to be filled up on contract basis**

(i) Trained Graduate Science Teachers (PCM & CBZ) in Government (Old) High Schools	$\left[ \begin{array}{l} \text{PCM - 175} \\ \text{CBZ - 172} \end{array} \right]$	347
(ii) Trained Graduate Science Teachers (PCM & CBZ) in Government (New) High Schools	$\left[ \begin{array}{l} \text{PCM - 176} \\ \text{CBZ - 208} \end{array} \right]$	384
(iii) Trained Graduate Arts Teachers in Government (New) High Schools		212
(iv) Classical teachers (Sanskrit/Urdu/Persian) in Government (New) High Schools		135

**ELIGIBILITY**

In order to be eligible for engagement, a candidate must satisfy the following conditions:

- (a) He must be a citizen of India;
- (b) (i) He must have passed the High School Certificate or an equivalent or any higher examination with Oriya as a language subject; or  
(ii) He had Oriya as a medium of examination in non-language subject at the High School Certificate or equivalent examination, which he has passed.
- (c) He shall be under 42 years of age and above 21 years of age on the 1st day of October 2003. However, in case of SC/ST, women and Ex-Military candidates, the upper age limit shall be relaxed by five years and in case of SEBC, the upper age limit shall be relaxed by three years.
- (d) He must have obtained Bachelor's Degree in Arts, Science or Commerce along with a degree of Bachelor of Education from a recognised university for being considered for Trained Graduate Teacher and in case of Classical Teacher,

Sanskrit, a candidate must have Acharya Degree from the Orissa Association of Sanskrit Learning and Culture or an Acharya Degree or Sastri (New) Degree from Sri Jagannath Sanskrit University, Puri or such other equivalent degree from a recognised institution or a Bachelor's Degree with Sanskrit as one of the optional subjects from a recognised university. In case of Classical Teacher Persian / Urdu, a candidate must have an Alim Degree from the Board of Madrasa Examination, Orissa or a Bachelor's Degree with Persian as one of the optional subjects from a recognised university or an equivalent qualification from any recognised university.

- (e) The B. Ed candidates should have registered their names either in the Special Employment Exchange located at Vani Vihar, Jyoti Vihar, Bhanja Vihar (Bhubaneswar, Sambalpur, Berhampur) or in the State Employment Exchange at Bhubaneswar. The candidates for classical teachers should have registered their names in the Employment Exchange located in the education circle.

### **RESERVATION:**

The O.R.V. Act and other Reservation as prescribed by Government from time to time shall be followed. Up to 33 1/3% posts will be reserved for women candidates.

### **EMOLUMENTS**

The Trained Graduate Teacher (Arts and Science) and Classical Teacher shall be paid Rs.2500/- and Rs.1500/- respectively per month as consolidated remuneration.

The contract teachers will be assigned classes by the Head Masters as assigned to other teachers.

The contract will be valid for a period not exceeding one year from the date of engagement and can be terminated if he/she violates the conditions of the contract or is found unsuitable later on by the authority without assigning any reason and prior notice.

Fresh contract can be made on fresh application for a period not exceeding one academic year at a time subject to satisfactory performance of the teacher. While making fresh contract, sincerity, integrity, conduct of the contract teacher and performance of the students, etc. will be considered by the concerned Inspector of Schools. Headmaster shall maintain in detail the records on performance of the teacher.

### **SELECTION**

1. The Director, Secondary Education would bring out an advertisement indicating the posts to be filled up in each circle (PCM, CBZ and Classical Teacher separately) and invite applications circle-wise to be filed before the respective Inspector of Schools. Residential Certificate shall be submitted by the candidates as proof of residence in the education circle.
2. The concerned Inspector of Schools will scrutinize the applications with reference to the eligibility criteria and place it before a committee for preparation of a merit list.

3. The Committee shall be constituted with the following members:

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| 1) Collector of the District<br>(Senior most Collector where<br>more than one district in the Education Circle.) | Chairman   |
| 2) Principal, DIET located in the Edn. Circle  | Member   |
| 3) Senior most D.I. of Schools of the Edn. Circle  | Member   |
| 4) District Welfare Officer (Senior most D.W.O<br>where more than one district in the Education Circle)          | Member   |
| 5) Inspecting Officer Urdu Edn,<br>Office of the DSE(O)  | Member<br>(for selection of Persian/Urdu<br>Candidates only) |
| 6) Inspector of Schools  | Member Convenor  |
| 7) District Sports Officer   | As a member for selection of PET                             |

4. A merit list shall be prepared on the basis of the percentage of the marks secured in Matriculation (without 4<sup>th</sup> optional), BA / B Sc / B Com and B Ed Examination in case of TG (Arts and Science) Teachers and in case of Classical Teachers, percentage of marks secured by a candidate in each qualifying examination. In case two or more candidates secure the same mark, the candidate older in age will be placed above in the rank.

5. A merit list twice the number of vacancies shall be drawn up according to the marks obtained by the candidates in accordance with clause (4) above for each category of the posts.

6. The concerned Inspector of Schools shall engage candidates on contract basis from out of the merit list prepared under intimation to the Director, Secondary Education and the Government of Orissa in School & Mass Education Department.

7. A contract /agreement shall be executed between the Inspector of Schools on behalf of the State Government and by the contract teacher to be signed on stamp paper.

8. The model agreement to be signed between the Inspector of Schools and the contract teacher and the model engagement order are enclosed.

## **LEAVE**

The contract teacher will be eligible subject to the exigency of public service for a special leave of ten days during a calendar year of engagement. He / She shall not be entitled to any other kind of leave (beyond authorized leave). If he/she remains absent with permission and if he/she does not have any authorized leave at his/her credit, proportionate amount from his/her consolidated remuneration shall be deducted.

This order will take effect from the date of issue.

**BY ORDER OF GOVERNOR**

**J.Panda**  
**Commissioner-cum-Secretary to Govt.**

### **Memo No.26484/Dt.04.11.2003**

Copy forwarded to Director, Printing, Stationary and Publication, Orissa, Madhupatna, Cuttack for kind information and necessary action. He is requested to publish this resolution in an extraordinary issue of the Orissa Gazette and supply 500 copies to this Deptt.

**Joint Secretary to Government**

### **Memo No.26485/Dt.04.11.2003**

Copy forwarded to the Accountant General (A&E) Orissa, Bhubaneswar for kind information and necessary action. This has been concerned in by Finance Deptt. in their U.O.R. No.670 SSI dtd.30.9.2003.

**Joint Secretary to Government**

### **Memo No.26486/Dt.04.11.2003**

Copy forwarded to Finance Deptt. / P&C Deptt./Law Deptt. for kind information and necessary action.

**Joint Secretary to Government**

### **Memo No.26487/Dt.04.11.2003**

Copy forwarded to Director, Secondary Education / All Collectors / All Inspector of Schools for kind information and necessary action.

**Joint Secretary to Government**

### **Memo No.26488/Dt.04.11.2003**

Copy forwarded to Finance Section / 100 copies to Section VIII for information.

**Joint Secretary to Government**



Notes from pre-pages.

This is regarding filling up of the vacant posts of Science, Arts and Classical Teachers in Government/Taken Over High Schools on contractual basis as per the kind orders of the Hon'ble Chief Minister at 19/N. The file was submitted to the Finance Department and Law Department to concur into the various terms and conditions, etc. guiding the engagement of the teachers (19-28/N). The Finance Department, vide their observation at 34/N, has concurred into the proposal with the kind advice to obtain the advice of Law Department to the draft agreement and the draft engagement order. They have also furnished modified draft agreement and draft engagement order which may kindly be seen at 24-21/C. In the modified draft agreement, they have incorporated clause 9 & 10 – regulating disengagement of the teacher in case of misconduct and renewal of the contract. They have also suggested to substitute casual leave by special leave and have limited to 10 days only.

The observation of the Law Department may kindly be seen at 35/N wherein they have advised to re-examine the matter regarding the rates of consolidated remuneration to be paid to the teachers. They have also concurred into the draft agreement and the draft engagement order. In this connection, it is clarified that the consolidated remuneration as suggested relates to engagement of the Trained Graduate Teachers and Classical Teachers. While the Trained Graduate Contract Teachers shall be paid with a remuneration of Rs.2500/- per month, the Classical Contract Teachers Rs.1500/- per month. In the engagement order, both the remunerations have been reflected with a note to strike out whichever is not applicable (21/C). This, therefore, clarifies the observation of the Law Department.

As regards engagement of contract teachers in PCM &CBZ streams, the order was to be decided by the Administrative Department. Since it has been directed to fill up 70% of the vacancies through contract engagement, we may, therefore, fill up 70% of the vacancies in each stream projected by the Director, Secondary Education, Orissa.

The number, therefore, comes to:

T.G (PCM) Science teachers in Govt. (Old) High Schools	175
T.G.(CBZ) Science teachers in Govt. (Old) High Schools	<u>172</u> <u>347</u>
T.G (PCM) Science teachers in Govt.(New) High Schools	176
T.G (CBZ) Science teachers in Govt. (New) High Schools	<u>208</u> <u>384</u>

Thus, taking into account suggestions of the Finance & Law Departments, a draft resolution is placed opposite for kind consideration.

If considered proper, Government approval may kindly be obtained on draft resolution, modified draft agreement (24-22/C) and modified draft engagement order (21/C),

**(R R Mallick)**

**Commissioner-cum-Secretary**