

**GOVERNMENT OF ORISSA
DEPARTMENT OF SCHOOL AND MASS EDUCATION**

RESOLUTION

No. _____/SME., Dt. _____
II-SME(B)- 41/09

Sub: Career Advancement Policy of Sikshya Sahayaks/Jr. Teachers

In pursuance of Article 243G of the Constitution of India, as inserted by the Constitution (73rd Amendment) Act, 1992 conferring powers to hand over the elementary education to the control of Zilla Parishad and other Panchayati Raj institutions. Government have issued this Resolution determining the Career Advancement Policy of Sikshya Sahayaks / Junior Teachers engaged under programme of Elementary Education, Sarva Sikshya Abhiyan (SSA) & for implementation of Right Of Children To Free and Compulsory Education Act,2009 in supersession of all the previous resolutions issued in this regard provided that engagement made, action taken or things done under the provisions of the Resolution, Addendum and Corrigendum so repealed shall be deemed to have been taken, made, issued or done under this resolution.

1. The trained Sikshya Sahayak (SS) engaged under the programme of Elementary Education, Sarva Sikshya Abhiyan (SSA) & for implementation of Right Of Children To Free and Compulsory Education Act,2009 after completion of **3 years** of continuous satisfactory engagement will be eligible for appointment as Junior Teacher by the Zilla Parishad on contractual basis with consolidated monthly remuneration as decided by the Govt. from time to time.

The following conditions must be fulfilled by the Sikshya Sahayak for appointment as Junior Teachers by the Zilla Parishad, namely: -

- i) The Sikshya Sahayak (SS) must have rendered **3 years** of continuous service satisfactorily from the date of engagement;

- ii) The Sikshya Sahayak (SS), must have ensured 90% (at least) attendance of children in respective schools in all classes;
 - iii) The Village Education Committee must have given positive certificates about attendance and performance of the SS in the schools for the last 3 years;
 - iv) The Sikshya Sahayak (SS) must not have any adverse reports during last **3 years** of service in the school as SS. They must have ensured Minimum Level of Learning (MLL) for the students as prescribed by the competent authority; and
 - v) The Sikshya Sahayak (SS) must have reduced the drop out of children of Primary and Upper Primary School to below 10%.
2. Candidates not fulfilling the criteria contained in para-1 above shall not be considered for appointment as junior teachers by the Zilla Parishad.
3. The vacancies out of the sanctioned posts in primary and upper primary schools will be filled up by appointment of regular primary school teachers by the Zilla Parishad from among the trained Sikshya Sahayaks / Jr. Teachers. The above vacancies against which regular primary school teachers would be appointed will be transferred to the Zilla Parishad cadre from the existing district cadre as all the schools as per decision of Government would in phases be transferred to Panchayati Raj bodies.
4. The trained Junior Teachers after completion of **3 years** of continuous satisfactory engagement as such under Zilla Parishads will be eligible for appointment as regular primary school teachers by the Zilla Parishads on the basis of the number of vacancies to be transferred from the existing District Cadre to the Zilla Parishad cadre and subject to the fulfilment of following conditions.
- (i) The Junior Teachers must have rendered at least **3 years** of service as such satisfactorily with an unblemished records.
 - (ii) They must have ensured 90% (at least) attendance of Children in their respective schools in all classes.
 - (iii) They must have been given positive certificate by the Village Education Committee about regular attendance and satisfactory teaching. They must have ensured Minimum Level of Learning (MLL) for the students as prescribed by the competent authority.

(IV) They must have reduced the dropout of children on the schools below 10%.

4.1. Notwithstanding anything to the contrary in Para-4, a trained Sikhya Sahayak / Jr. Teacher after completion of **6 years of continuous satisfactory engagement as Sikhya Sahayak and Junior Teacher**, taken together shall be eligible for appointment as Regular Primary School Teacher.

5. Sikhya Sahayaks / Jr. Teacher of Zilla Parishads on rendering satisfactorily service as reviewed every 3 years can continue in service but not beyond 58 years of age.

6. Funds would be placed with Zilla Parishad for remuneration and pay of SS, Junior Teacher and Regular Primary School Teacher appointed by Zilla Parishad, by School and Mass Education Department. Zilla Parishads shall administer the school administration through respective Panchayat Samiti, Gram Panchayat and VEC as decided by them.

7. The regular primary school teachers appointed by Zilla Parishad shall be guided as per the service conditions formulated by the Government in the School and Mass Education Department.

8. The Government in School and Mass Education Department would put in place a strict, concrete, permanent mechanism to evaluate the performance and eligibility of Sikhya Sahayak, Junior Teacher and regular teacher by the Zilla Parishad at every level.

9. The Competent Authority, for the purpose of this Resolution, means the Government in the School and Mass Education Department.

10. This Resolution will take effect from the date of issue.

By order of the Governor

Commissioner-cum- Secretary to Govt.

Memo No. _____ **/SME, Date** _____

Copy forwarded to the Gazette Cell in-charge, Orissa Gazette Cell, C/o Commerce Department, Orissa Secretariat, Bhubaneswar with a request to publish the above Resolution in an extra ordinary issue of Orissa Gazette and supply 500 (five hundred) copies to this Department.

Addl. Secretary to Govt.

Memo No. _____ **/SME, Date** _____

Copy forwarded to Finance Department / P&C Department / Panchayati Raj Department / ST & SC Development Department for information and necessary action.

Addl. Secretary to Govt.

Memo No. _____ **/SME, Date** _____

Copy forwarded to Director, Elementary Education / SPD, OPEPA / Director, TE & SCERT, Orissa for information and necessary action.

Addl. Secretary to Govt.

Memo No. _____ **/SME, Date** _____

Copy forwarded to all Collectors-cum-Chief Executive Officers, Zilla Parishad for information and necessary action.

Addl. Secretary to Govt.

Memo No. _____ **/SME, Date** _____

Copy forwarded to Section – I / V / VI / XIII/five copies to XIV (Legal Cell-I & II)/ Computer Cell/ Sr. Standing Counsel, S&ME Cell, Cuttack & Bhubaneswar/ 50 copies to guard file of Section-II for information and necessary action.

Addl. Secretary to Govt.