

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

RESOLUTION

No. 20100 /SME, Dated. 19-08-2023
SME-NGHS-NGHS-0073-2022

Sub: Recruitment of Teachers in Non-Govt. Aided High Schools.

Consequent upon re-organization of School and Mass Education Department at district level and educational circle level, the Odisha Selection Board (Education Circle) Recruitment Rules, 1994 remained in-operative for which there has been difficulties to fill up vacancies created in different Non-Govt. Aided High Schools. To overcome the situation and to meet the educational needs of different locations, the State Govt. hereby formulates the following guidelines to fill up vacancies of teaching posts in different Non- Government Aided High Schools.

Reporting of Vacancies:

The Director, Secondary Education, Odisha will collect vacancies of both subject-wise teaching posts from the DEOs with reference to a particular cutoff date together with forecast month wise vacancy till end of the calendar year due to retirement. He will also collect the status of persons in position in each category of post with reservation category wise break-up.

Taking the State as a unit, the vacancy to be filled up and reservation thereof as per ORV Act and Rules shall be reported to Govt. for obtaining approval of ST&SC Development, M&BCW Department. Similarly, the horizontal reservation for women, Ex-Service men, Sports persons, PWD candidates shall be computed and submitted to Govt. in School and Mass Education Department for obtaining concurrence of SS&EPD Department. The Govt. in School and Mass Education Department will take a decision on the Recruitment Agency to conduct the recruitment examination specific to a post to which the aforesaid break up of subject wise and post wise vacancies as reported. The Recruitment Agency is to be decided by the Govt. in School and Mass Education Department as deemed proper for any particular occasion.

Advertisement of Vacancies:

The Recruitment Agency shall float the advertisement basing on requisition from School and Mass Education Department with break-up of posts. The School and Mass Education Department may authorize the Director of Secondary Education as the contact authority with the Recruitment Agency. A short and indicative advertisement shall be published in all editions of minimum two leading Odia Dailies and Odisha edition of one leading English Daily. The detailed advertisement shall be available in the official website of the Recruitment Agency. The Recruitment Agency may make the detailed advertisement available in other official websites of School and Mass Education Department which will contain the information such as:

- a. Designation of posts and number of vacancies available
- b. Vacancies reserved for different categories
- c. Pay scale attached to the posts
- d. Requisite qualifications for the posts
- e. Eligibility conditions for selection
- f. Mode of selection
- g. Scheme, Syllabus of Examination
- h. Documents to be submitted to determine eligibility
- i. There shall be a gap of at least 4 weeks between the date of issue of advertisement and last date of receipt of applications from the candidates.



It has to be made clear in the advertisement that the employees in Non-Government Aided Schools are not Govt. employees. The selected candidates on appointment will not be covered under the Odisha Aided Educational Institution Employees Retirement Benefit Rules, 1981 and will be covered under the Odisha Aided Educational Institution Employees Retirement Benefit (Amendment) Rules, 2014.

Where the number of applications is more, the Recruitment Agency may conduct a screening test/preliminary examination to short list candidates. This number after short listing must not be below 10 times of advertised vacancy. The decision on screening test/preliminary examination may be taken before or after the advertisement but will be notified in same newspapers and website where the original advertisement has been published.

Eligibility Criteria for Recruitment:

In order to be eligible for recruitment to the post of Teachers in Non-Govt. Aided High Schools a candidate must -

- a. Be a citizen of India.
- b. Be able to read and write Odia with any of the following qualification
 - i. He/she must have passed HSC Exam conducted by the Board of Secondary Education, Odisha or any equivalent examination with Odia as a Language Subject i.e. First / Second or Third Language. or
 - ii. He/she must have passed +2 / Higher Secondary Examination conducted by the Council of Higher Secondary Education, Odisha with Odia as an examinable subject. or
 - iii. He/she must have passed Odia Examination of HSC (10th) standard conducted by the BSE, Odisha.
- c. He/she must not be below the age of 21 years and not above 38 years of age as on the first day of the Calendar Year in which the advertisement is issued.

Provided that relaxation in upper age limit shall be allowed to the candidates of different social/special categories in the following manner.

- i. in case of ST/ SC/ SEBC/ Women by 5 years.
- ii. in case of Persons with Disabilities (PwD) by 10 years.
- iii. in case of ex-military persons as per G.A. Department Notification No. 22586/Gen, Dt-16.10.1985.

This relaxation in age as required under provisions of the ORV Act, the PwD Act and other relevant rules amended from time to time, may be modified with reference to above said Acts.

Provided further that a candidate who comes under more than one Category shall be eligible for only one benefit of relaxation which shall be considered most beneficial to him/ her.

Provided further that, Persons with Disabilities shall be entitled to cumulative age relaxation of ten years over and above the normal age relaxation specified in sub rule-3 (a) and (b) of the Odisha Civil Services (Fixation of upper age limit) Rules, 1989 as amended from time to time.

- d. Have the requisite academic and training qualifications as prescribed in **Appendix-1** to this Resolution.
- e. Candidates possessing Academic / Training qualifications from Boards/ Universities / Institution outside Odisha shall have to produce the following documents failing which he/she shall not be considered as eligible for selection.
 - i. Proof of equivalency from any recognised Universities/Board of the State of Odisha.
 - ii. Affiliation of their institution to a recognised University/Board.

- iii. Recognition of such training course and Institute by NCTE.
- f. A candidate furnishing certificates, mark-sheets with grades and grade-point shall have to also furnish numerical equivalence of grades/ grade points from the examining bodies failing which he/ she shall not be treated as eligible for selection.
- g. Must have passed Odisha Secondary School Teacher Eligibility Test (OSSTET) in concerned category and concerned subject conducted by the Board of Secondary Education, Odisha.
- h. Must not have more than one spouse living.

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person or there are other grounds for being so, exempt any person from the operation of this rule.

- i. Government servants, whether temporary or permanent or working on probation must submit 'No Objection Certificate' issued by the Competent Authority during document verification.

The Recruitment Agency after conduct of examination and verification of original certificates shall sponsor the Provisional Select List of selected candidates post wise and category wise to the Director of Secondary Education with copy to School and Mass Education Department. The Provisional Select List will not be final till second round certificate verification is completed and Final Select List published at the respective DEO level. The number in the **Provisional Select List** shall not exceed the advertised number in any category. A **Common Merit List** of selected candidates only irrespective of reservation category against each type of post showing marks secured by the candidate shall also be supplied to the Director of Secondary Education for determination of seniority and other purposes in future.

While submitting Provisional Select List and Common Merit List the Recruitment Agency will transmit candidate wise copy of original application together with testimonials to the Director of Secondary Education either in hard copy or in soft copy or in both form.

Examination and Selection:

The selection of candidates for recruitment shall be made through a written examination by the Recruitment Agency. The examination may be online or offline. It may be Computer Based Test (CBT) or OMR Based or of any type that is decided by the Recruitment Agency with concurrence of School and Mass Education Deptt. The examination pattern (Duration/Full Mark/ Minimum Mark/ Type of Question/Syllabus etc.) will be same with that of Govt. Schools, but the mode (Offline/Online, CBT/OMR etc.) of examination may vary as per decision of the Recruitment Agency with approval of Govt. in School and Mass Education Deptt.

The Recruitment Agency may fix a qualifying mark for each post with prior approval of the Govt. in School and Mass Education Department. Before generating the Provisional Select List, first round certificate verification shall be done at Recruitment Agency level.

District and School Allocation:

After receipt of sponsored list from the Recruitment Agency together with print out of original applications and testimonials the Director shall make district allocation of candidates which will be online and choice based. If anybody does not exercise choice for district allocation within the given time frame there will be automatic need-based allocation by the computer system. After district allocation the copy of original application and testimonials of the concerned candidates shall be transmitted to respective District Education Officers. The Common Merit List received from the Recruitment Agency shall also be transmitted to all districts. Once the candidates are allotted to the districts the concerned District Education Officer will conduct second and final round verification of original certificates and after successful verification of

certificates the District Education Officer will publish the Final Select List and allot candidates to different schools which will again be online and choice based. Where a candidate fails to turn up for second round certificate verification at District Education Officer level on the stipulated day his/her candidature will cease there. Since, certificate verification may take time beyond one calendar day the DEO may change the allotted slot to a candidate in the Provisional Select List within the total time limit for certificate verification fixed by him for all candidates provided the District Education Officer is satisfied on the reasons of absence on the scheduled date.

Issue of Appointment Order, Joining and Seniority:

After school allocation by the District Education Officer the concerned Managing Committee will issue the appointment order. The HM or HM I/C of the school, being the ex-officio Secretary of the MC, will issue the appointment order within seven working days after approval in MC meeting and record in MC Resolution Register. Where there is no valid MC the District Education Officer as ex-officio Special Officer will issue the appointment order on behalf of the MC.

In case the MC refuses to appoint any sponsored candidate for whatever reason including pending litigation, the District Education Officer will issue proper notice to the school refusing to fill up any future vacancy and will adjust the candidate in any other available vacancy in any similar category Aided High School of the district. If there is no such vacancy in the district, the District Education Officer shall return the candidate to the Director of Secondary Education for adjustment in other district. Any delayed joining where the delay is not ascribable to the candidate shall not affect seniority. The rank as per marks in the Common Merit List shall be the seniority for any future promotion or other events in service.

Preservation of Recruitment Records:

The Recruitment Agency/Directorate/DEO shall preserve all recruitment records in soft copy or in physical copy or in both shape for a period of 35 years. If there is any pending litigation beyond 35 years the same shall be preserved till the litigation comes to its logical end.

Other Conditions of service:

The conditions of service in regard to matters not covered by this Resolution shall be same as are or as may from time to time be prescribed by the Government.

Interpretation:

If any question arises relating to the interpretation of this Resolution, the same shall be referred to the Government in the School & Mass Education Department whose decision thereon shall be final.

Relaxation:

Whenever, it is considered necessary or expedient to do so in public interest, the Government in the School & Mass Education Department, by order, for reasons to be recorded in writing, may relax any of the provisions of this Resolution in respect of any category of persons.

This Resolution will take effect from the date of issue.

This supersedes all previous Resolutions/Instructions issued in this regard.

Order: Ordered that this Resolution will be published in an extraordinary issue of Odisha Gazette.

By Order of the Governor .

 14/19/8/23
Commissioner- cum- Secretary to Government



Memo. No. 20101 /SME, Dt. 19-08-2023

Copy forwarded to the Gazette Cell in-charge, Odisha Gazette Cell, C/O – Commerce Department, Lok Seva Bhawan, Bhubaneswar with a request to publish this Resolution in an extraordinary issue of the Odisha Gazette and supply 20 (twenty) copies to this Department.

This is a statutory Notification and will bear SRO number.


Additional Secretary to Government

Memo. No. 20102 /SME, Dt. 19-08-2023

Copy forwarded to the Director, Secondary Education, Odisha, Bhubaneswar for information and necessary action.

He is requested to take necessary follow up action as per the observations of ST SC Dev. & M& BCW Department and SS&EPD Department and communicated earlier vide this Department No. 6821/SME Dt.24.03.2023 and Letter No.18118/SME Dt.26.07.2023 and respectively.


Additional Secretary to Government

Memo. No. 20103 /SME, Dt. 19-08-2023

Copy forwarded to the Director, Elementary Education, Odisha, Bhubaneswar / the State Project Director, OSEPA / the Director, TE & SCERT, Bhubaneswar / Director of Higher Secondary Education, Odisha, Bhubaneswar / the President, Board of Secondary Education, Odisha, Cuttack / the Director, TBPM, Bhubaneswar, Bhubaneswar / SNO, MDM, Odisha, Bhubaneswar for information and necessary action.


Additional Secretary to Government

Memo. No. 20104 /SME, Dt. 19-08-2023

Copy forwarded to all Collectors / All District Education Officers / All District Project Coordinators / All Block Education Officers for information and necessary action.


Additional Secretary to Government

Memo. No. 20105 /SME, Dt. 19-08-2023

Copy forwarded to the Finance Department. / GA & PG Department / ST SC Dev. & M& BCW Department / P & C Department / SS & EPD Department / Law Department for information and necessary action.


Additional Secretary to Government

Memo. No. 20106 /SME, Dt. 19-08-2023

Copy forwarded to the Private Secretaries to the Hon'ble Chief Minister, Odisha / Hon'ble Minister, S & ME, Odisha / Chief Secretary, Odisha / D.C.-cum-ACS, Odisha / Commissioner-cum-Secretary to Government, S & ME Department for kind information of Hon'ble Chief Minister / Hon'ble Minister, S & ME / Chief Secretary / D.C.-cum- ACS / Commissioner-cum-Secretary, S & ME Department.

 19/8/2023
Additional Secretary to Government

Memo. No. 20107 /SME, Dt. 19-08-2023

Copy forwarded to all Sections/ 20 spare copies to Section- IX of S&ME Deptt. for information.

 19/8/2023
Additional Secretary to Government

**MINIMUM EDUCATIONAL QUALIFICATIONS PRESCRIBED FOR THE POSTS OF
TEACHERS IN NON-GOVT. AIDED SECONDARY SCHOOLS
Trained Graduate Teachers ARTS, Science (PCM), Science (CBZ) and Hindi,
Classical (Sanskrit), Urdu, Telugu, PET Teachers in Non-Govt. Aided Secondary
Schools**

Post	MINIMUM ACADEMIC AND PROFESSIONAL QUALIFICATION
TGT ARTS	<p>Bachelor's Degree in Arts/Commerce or a Shastri (Sanskrit) Degree from a recognised university with two school subjects (school subjects as defined in the proviso here under) from a recognized university having 50% marks in aggregate (45% for SC/ST/PWD/SEBC candidates) and Bachelor in Education (B. Ed.)/ 3-years integrated B.Ed. - M.Ed. from any NCTE recognized Institution.</p> <p align="center">OR</p> <p>Four-years Integrated B.A. B.Ed. from any NCTE recognized Institution with two school subjects (school subjects as defined in the proviso here under) having 50% marks in aggregate (45% for SC/ST/PWD/SEBC candidates)</p> <p>Provided that: In any case the candidate must have passed the Bachelor's Degree with any two school subjects offered as pass/ hors / elective/ optional/ compulsory subject out of the following: English, Odia, Hindi, Sanskrit, History, Geography, Economics, Political Science, Indian Economy, Landmarks in Indian History, Indian Geography, Indian Polity, *Business Economics and *Communicative English.</p> <p>* Candidates possessing a pass/ hors/elective/optional/compulsory subject in Communicative English and/or Business Economics are provisionally allowed to participate in the recruitment process. However, their candidature shall be subject to the result of SLP Dy. No.27251-2023, SLP Dy. No.27254-2023, SLP Dy. No.27259-2023, SLP Dy. No.27260-2023 & SLP Dy. No.27263-2023.</p>



<p>TGT Science (PCM) & TGT Science (CBZ)</p>	<p>Bachelor's Degree in Science/B. Tech/ B.E with two school subjects (school subjects as defined in the proviso here under) from a recognized university having 50% marks in aggregate (45% for SC/ST/PWD/SEBC candidates) and Bachelor in Education (B. Ed.)/ 3-years integrated B.Ed. - M.Ed. from any NCTE recognized Institution.</p> <p style="text-align: center;">OR</p> <p>Four-years Integrated B. Sc. B.Ed. from any NCTE recognized Institution with two school subjects (school subjects as defined in the proviso here under) having 50% marks in aggregate (45% for SC/ST/PWD/SEBC Candidates)</p> <p>Provided that: In any case the candidate must have passed the Bachelor's Degree with any two school subjects offered as pass/ hors/ elective/ optional/ compulsory subject out of the following:</p> <p>a) For Trained Graduate Teacher-Science (PCM): Physics, Chemistry, Mathematics.</p> <p>b) For Trained Graduate Teacher-Science (CBZ): Chemistry, Botany, Zoology, Biology, Biotechnology, Life Science.</p> <p>"Candidates possessing a pass/ hors/ elective/ optional/ compulsory subject in Life science are provisionally allowed to participate in the recruitment process. However, their candidature shall be subject to the result of SLP Dy. No.27251-2023, SLP Dy. No.27254-2023, SLP Dy. No.27259-2023, SLP Dy. No.27260-2023 & SLP Dy. No.27263-2023.</p>
<p>Telugu Teacher</p>	<p>Bachelor's degree in Arts having Telugu as a subject with minimum 50% marks in aggregate (45% for SC/ST/PWD/SEBC candidates) and Telugu B.Ed. from any NCTE recognized institution.</p>
<p>Classical Teacher (Sanskrit)</p>	<p>1. Bachelor's Degree with Sanskrit as one of the elective/ optional/ Hons./ pass subject from a recognized university with minimum 50% marks in aggregate (45% for SC/ST/PWD/SEBC Candidates) and Shiksha Shashtri (Sanskrit) a course prescribed by NCTE, from a recognized University/ Institution/ B.Ed. from any NCTE recognized institution.</p> <p style="text-align: center;">OR</p> <p>2. Shashtri in Sanskrit with minimum 50% of marks in aggregate (45% for SC/ST/PWD/SEBC Candidates) from a recognised University/Institution. and Shiksha Shastri (Sanskrit) a course prescribed by NCTE, from a recognised University/ Institution/ B.Ed. from any NCTE recognised Institution.</p>



Hindi Teacher	<p>1. Bachelor's Degree with Hindi as one of the elective/optional/Hons./pass subject from a recognized university with minimum 50% marks in aggregate (45% for SC/ST/PWD/SEBC Candidates) and one of the following training qualifications.</p> <p>i.Hindi Sikshan Parangat from Kendriya Hindi Sansthan, Agra ii.B.H.Ed., a course prescribed by NCTE from a recognised University/Institution iii.B.Ed in Hindi, a course prescribed by NCTE, from Dakhin Bharat Hindi Prachar Sabha, Madras OR</p> <p>2. Bachelor's degree from a recognized University with minimum 50% marks in aggregate (45% for SC/ST/PWD/SEBC candidates) with one of the following qualifications;</p> <p>i.Rastrabhasa Ratna from Rastrabhasa Prachar Samiti, Wardha ii.Shastri (Hindi) from Odisha Rastrabhasa Parishad, Puri iii.Snataka (Acquired by June-2005, the date up to which the temporary recognition has been granted) from Hindi Shiksha Samiti, Odisha, Cuttack and</p> <p>One of the following Training qualifications:</p> <p>i.Hindi Shikshan Parangat from Kendriya Hindi Sansthan, Agra ii.B.H.Ed , a course prescribed by NCTE, from a recognized University/ Institution iii.B.Ed. in Hindi, a course prescribed by NCTE, from Dakhin Bharat Hindi Prachar Sabha, Madras.</p>
Urdu Teacher	<p>1. Alim / Fazil with 50% marks in aggregate (45% for ST/SC/SEBC/PWD candidates) and Urdu B.Ed. from any NCTE recognized University/Institution. Or</p> <p>2. B.A. (Persian) with 50% marks in aggregate (45% for ST/SC/SEBC/PWD candidates). and Urdu B.Ed. from any NCTE recognized University/Institution.</p>
PET	<p>+2 or its equivalent examination from a recognized institution and C.P.Ed./ D.P.Ed./ B.P.Ed./ M.P.Ed from a recognized Board/ University.</p>

