

CHHATTISGARH TEACHER (PANCHAYAT) CADRE (RECRUITMENT AND CONDITIONS OF SERVICES) RULES, 2012

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5. Scope and application. Without prejudice to the generality of the provisions contained in the Chhattisgarh Civil Service (General Conditions of Service) Rules, 1961, these rules shall apply to every rmember of the Service. Constitution of the Service.= The service shall consist of the following persons/ namely:- (1) (2) (3) Persons, who at the commencement of these rules are holding in officiating capacity or substantively the posts specified in Schedule; Persons, recruited to the service before the commencement of these rules; and Persons, recruited to .the±ervice in accordance with the provisions of these rules. Classification and scale of payr The classification of the service, the number of posts included in the service and the scale of pay attached thereto shall be in accordance with the provisions contained in the

Schedule 4 : Provided that the Government may, from time to time, add to or reduce the number of posts included in the service either on a permanent or temporary basis. 438 (18) 17 2012 (1) Recruitment to the service, after 6. Method of Recruitment.- commencement of these rules, shall be made by the following methods, namely: (a) (b) (2) (3) (4) (5) (6) Direct recruitment through . selection by merit or by competitive examination or as per order/ instruction issued by the Government from time to time. By promotion of the members of the service as shown in column (2) of Schedule - Iv. By transfer of persons, who hold in a substantive capacity such posts in such services as may be specified in this behalf by the Government. The percentage of direct recruitment and promotions shall be according to column (3) and (4) of Schedule-III. The eligibility for direct recruitment and promotion shall be according to the conditions specified in Schedule-IV For direct recruitment of Teachers (Panchayat) cadre, the posts shall be reserved for Scheduled Castes, Scheduled Tribes and Other Backward Classes as per provision of the Chhattisgarh Lok Seva (Anusuchit Jatiyon, Anusuchit Jan Jatiyon Aur Anya Pichhade V argon Ke Liye Arakshan) Adhiniyamr 1994 (Noo 21 of 1994). As per the rules of the State Government, posts shall be reserved for women, disabled persons: Exservicemen and such other categories as specified by the Government from time to time. After sending the copy of advertisement/ information to District Employment Office, District Servicemen Welfare Board and Director General of rehabilitation for the reserved post of Exservicemen, if suitable candidates are not available then above posts shall be filled up by the candidates of other category. Posts of Teachers (Panchayat) cadre shall be - (i) advertised in atleast one of the daily news paper widely circulated in the area. (ii) notified in local employment office, and (iii) displayed on the notice board of concerned Zila Panchayat/ Janpad Panchayat, as the case may be. 17 2012 438 (09) (7) The following screening committee shall be constituted for the scrutiny of the application forms received in the prescribed proforma:- (a) (b) (c) (d) (f) (i) (ii) (iii) For the scrutiny of the applications of Lecturer (Panchayat) and Teacher (Panchayat). a committee consisting of the Chief Executive Officer, Joint/ Deputy Director of Panchayat and Social Welfare; District Education Officer and Assistant Commissioner of Tribal Development. For the scrutiny of the applications of Assistant Teacher (Panchayat) a committee consisting of the Chief Executive Officer Janpad Panchayat, Block Education Officer and Panchayat and Social' Education organizer. If the applications received from the eligible candidates for the posts of Teacher (Panchayat) cadre are less than the number of available posts then the selection shall be made on the basis of marks obtained by the eligible candidates. For this the selection shall be made on the basis of merit and there shall be no written examination and interview for these candidates, If the applications received from the eligible candidates are more than the advertised posts then the selection shall be made on the basis of merit or by competitive examination or as per order/ instruction issued by the State Government. There shall be no interview in selection process. The selection shall be made on the basis of marks obtained in written examination. Procedure of examination for selection If the State Government issues any order / instruction for competitive examination (for selection) as mentioned in sub-rule (d) above then the procedure for such examination shall be as follows:- Applications shall be submitted in the prescribed form. Prior to examination no scrutiny shall be done. It shall be the responsibility of the candidates before appearing in the examination to ascertain that they possess the prescribed qualification. Selection examination shall consist of objective questions of 100 marks. Four alternative answers to each question shall be given. 438 (20) (iv) Examination shall be of two hours duration. (v) The result of the written examination shall be published. Model answers shall also be published with result. (vi) Examination shall be conducted on the same date and time, as far as (Janpad possible. Standard for conducting examination Panchayat/ Zila Panchayat/ State) and time table shall be determined by the State Government. (vii) Examination fee may be taken from applicants. (viii) Examination may be conducted by any Authority/ any other (ix) (x) (xi) (xii) institution selected by the Appointing Authority with the approval of State Government, from time to time. Selection list shall be submitted to Appointing Authority for If the necessary action (for issue of appointment orders). appointments are not made within 15 days by the Appointing Authority then the action for appointment shall be taken by the Chief Executive Officer of the concerned Zila Panchayat/Janpad Panchayat. The entire selection list together with the waiting list shall be valid for one year after the declaration of the examination result and new posts sanctioned or posts lying vacant because of any reason during this period may be filled by this waiting list. The merit list of grade wise candidates shall be displayed on the notice board of Zila Panchayat or Janpad Panchayat by the Appointing Authority. The merit list shall be

published separately • grade wise; subject wise and subject group wise of the qualified candidates and other (exempted/ relaxed) candidates. (xiii) The appointment shall be made from the select list on the basis of roster prescribed by the State Government under the Chhattisgarh Lok Seva (Aunsuchit Jatiyon, Anusuchit Jan Jatiyon Aur Anya Pichhade Vargon Ke .Liye Arakshan) Adhiniyam, 1994 (No. 21 of 1994) and the roster maintained by Zila Panchayat and Janpad Panchayat, as the case may be. 17 438 (21) 7. 8. 9. (8) In general the work of selection and appointment shall be completed by Zila Panchayat or Janpat* Panchayat, during the summer vacation before beginning of academic session. Compassionate Appointment.- Notwithstanding anything contained in rule 5, the State Government may sanction additional posts of Teacher (Panchayat) cadre as it deem fit. Eligible candidates may be given appointment on compassionate ground after the recommendation of the Collector. Probation.- Every candidate selected to the post of Teacher (Panchayat) cadre by direct recruitment shall be appointed in a particular school for a period of two years on probation which may be extended up to 5 years. At the end of every year Appointing Authority shall assess the work of Teacher (Panchayat) cadre. After the probation period of two years, on the basis of conduct and work of Teacher (Panchayat) cadre, the Panchayat may terminate the probation period. In case the work of Teacher (Panchayat) cadre is not found satisfactory then the probation period may be extended from one to three years. Thereafter their work shall be assessed after the end of the extended period. If their services are not found satisfactory their services shall be terminated: Provided that the appointed Teacher (Panchayat) cadre shall be entitled for increments only after the completion of probation period. Promotion.- (1) Promotion shall be made by the Departmental Promotion Committee as specified in Schedule-I V. (2) The provisions of the Chhattisgarh Lok Seva (Padonnati) Niyam, 2003 with necessary changes shall be applicable for the promotion of the Teacher (Panchayat) cadre

10. Discipline and Control, The Teacher (Panchayat) cadre shall be under the administrative control of Zila Panchayat or Janpad Panchayat, as the case may be. The general administrative standing committee of Zila Panchayat or Janpad Panchayat, as the case may be, shall be the disciplinary authority for major punishment and for minor punishment the Chief Executive Officer of concerned Panchayat shall be the disciplinary authority. 11.12. 14. 15. 17 2012 Termination Of Service.- Services the Teacher (Panchayat) cadre may be terminated at any time either by giving one month notice in writing by the employee to the appointing authority or by appointing authority to Teacher (Panchayat) cadre or by depositing one month salary by the employee. General Conditions of Conditions of service other than mentioned above shall be the same as applicable to other employees of Zila Panchayat or Janpad Panchayat, as the case may be. Appeal. Any order passed under these rules shall be appealed in accordance with the provisions of the Act. Interpretation. If any question arises relating to the interpretation of these rules, the same shall be referred to the Government, whose decision hereon shall be final. Relaxation— Nothing in these rules shall be construed to limit or abridge the powers of the Governor to deal with the case of any person to whom these rules apply in such manner as may appear to him to be just and proper: Provided that any case shall not be dealt in within any manner less favourable to him than that provided in these rules, T 6. Repeal and Saving. All rules corresponding to these rules and force immediately before the commencement of these rules are hereby repealed in respect of matters covered by these rules: Provided that any order made or any action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules. By order and in the name of the Governor of Chhattisgarh, Do D. SINGH, Joint Secretary. 17 2012 SCHEDULE-I [See rule (b) 438 (2) S, N0. (1) 1, 20 3. NOTE: 1

2. Teacher (Panchayat) Cadre (2) Lecturer (Panchayat) Teacher (Panchayat) Assistant Teacher Scale (3) Appointment (4) or Zila Panchayat General Committee of Number of posts of different grades of Teacher [Panchayat school: shall be determined by their District education Officer or Assistant Commissioner, Tribal Department, as the case may be.] On receipt of certified proposals, the State Government posts of Teacher [Panchayat] cadres for each Panchayat, shall be determined by the State Government. 438 (24) (Panchayat) (Panchayat) (Panchayat) 17 2012 SCHEDULE 11 [See rule 6 (3) Limit yet Appointing Authority (6) Executive Panchayat by Approval of General Administration committee of Zila Panchayat (b) Teacher 21 year (Panchayat) Teacher 21 year (Panchayat) Primary Teacher 21 year (Panchayat) Music Teacher 21 year (Panchayat) Physical Education teacher Limit 'b year 35 year 35 year 35 year 35 year Educational C)ualification (5) and-tosed As per enclosed Annexure Degree/ Diploma in

Industry subject with minimum of 50% marks from any recognized University and one graduation year (B.Ed.) in education Degree/ Diploma in music subject with minimum of 50% marks from any recognized university and one year graduation (B.Ed.) in education Degree/ Diploma in Physical education subject with minimum of 50% marks from any recognized University (Panchayat) Tabla Asgigant Teacher (Panchayat) Assistant Teacher 17 2012 Degree/ Diploma in Tahla subject with minimum of 50% from any naaxks : [Uni.ver- sity and one yeut graduation (hlEdJ in -18 year 18 year cilicer anclaaya 438 (25) Exzcunve Janvaü 13] (b) 35 year 35 veat- 35 year education per Annexure enclosecc Q01TüTitÉ.ee of Janpad Panchayat (Panchayat) {Science/ laboratory} 18 year Assistant Teacher (Panchayat) Urdu Ei5her Deconcãary in ucyence subject with minimum of 50% it's rks (or equivalent) and two year:s Diploma in education primary Science (to Whom so ever named it called) Secondary Higher certificate exam with minimum of 50% marks with subject of Urdu or Higher Secondary cert.ificate exam with. minimum of 50% marks and Adeeb-E.Mahir from certificate Jamia-Urdu4Jigarh and two year:s Diploma in primary education Science (to whom so ever named it called) and eligibility teacher test (T.EÆ) passed 438 (c) 7.8 year Teacher 17 2012 35 year I-Iiüher Secondary certificate exam with minimum of 50% and marks physical -education from anv recovrnized I Tnetitüt kinds of relaxation provide by the Government of Chhattisgarh/ General tzme to tizne for appointment in government jiv:röt be applicable for teacher(Pancnayat) h.duczuion Scheme; the Suzerviear»flrustructors IATf3rked in ChLYLt.ti3—arh will get additional relaxation of 15 (Fifteen) mut in recruitment against the post of Assistant ag• S[Ne Government for aopointment to Special Backward ve appncaD.le, post by science faculty from sanctioned past in the case of Assistant At Gueaiuate deowee in or Zoology shall be 'accevt.ed for Biology. I-or of lecturer (Panchayat) and teacher (Panchayat) detail particular in respect of eciuiiva-lency mentioned.in prescribed educational qualification are annexure, h,educational qualification of the apr-hicant for• direct recruitment 017 merit basis of teacher (Panchayat) cadre employees i.e. basis of marks obtained in 10th, 12th, Graduation, Post Graduation and B.Ed. / D.Ed. shall be given preference:- For appointment of assistant teacher (Panchayat); 20 marks on the percentage of marks obtained in class 10th, 50 marks on the percen,age of marks obtained in clase 12th, 15 marks of the percentage of marks obtained in B.EcL / D.Ed. and 15 marks on the percentage of marks obtained in T.E.T. a-For appointment of teacher (Panchayat), 20 marks on the percentage of marks obtained in class 12th/ 50 'marks on the percentage of marks obtained in graduation, 15 marks on the percentage of marks obtained in B.Ed. and 15 marks on the percentage of marks obtained in T.E.T. [iil For appointment of lecturer (Panchayat), 20 marks on the percentage of marks obtained in Graduation, 50 marks on the percentage of marks obtained in Post Graduation and 30 marks on the percentage of marks obtained in B.Ed. 17 2012 SCHEDULE 111 [See rule 61(2) 438 (27) Serial 2. D. Note (1) (2) Teacher (Panchayat) Cadre (2) Lecturer (Panchayat) Teacher (Panchayat) Assistant. Teacher (Panchayat) Percent*geof the number of posts to be filed By directi recruitment (3) EO Percent 50 Percent too in By promotion 50 Percent T.ihe posts filled up by direct recruitment and promotion o: the teach cez [Panchayat] cadre in the School/ as may be necessary; Ghall he valued and certified by the Deputy Director Education or Assistant Commissioner, Tribal Development, ae the case rmay As per rule If the candidate is not available for promotion then tre posts of the promotion shall also be filled up by direct recruit-ment/ however, If candidate attained the required qualification nr pron-totion then they shall be .given promotion upto 50 percã.ni• of sanction posts in related subject and special faculty. Super numerarv posts shall be sanctioned 'for them and promoted from which post, after promotion that ' post shall be vacant for adjustment to regular sanctioned post from super numerary posts. Super numerarv posts shall be adjusted against the posts of promotion to be vacant in future. 17 2012 Gee rule 9) Nanue of posts from of posts on which is to made. promotion IS (2) Assistant. Teacher ijanchavat) Teacher (Panchayat) Eligibility and experience for promotion educatonal Qual> fication for lecturer (Panchayat) as per enclosed Annexure and experience of teachinc minimum 7 yearvs the same post ih4inirnum required educaaaonal Qualification for Teacher (Panchayat) as per enclosed and Annexure of experience teaching minimum 7 years on the same post Member Departmental romot:on corrum.ittee (5) Aclrrdnistration Committee of Zila Panchayat General Administration Cornmittee Oi Zila Panchayat 17 2012 (Al. for Lecturer subject from followvinp- subjects in eecond diviezorz University/ Institute and degree of B.Ed. 438 (29) rhyisics/ SCN0c 1. 2. 3. 4. 6. 8. 9. 10

11. Subject English Hindi Physics Chemistry Economics Commerce Mathematics Biology Geography Sociology Psychology Group of Subject English Hindi Physics/ Electronics/ Applied

Nuclear Physics Chemistry/ Bio Chemistry Economics/ Applied Economics/ Business Economics One main subject Commerce/Cost Accounting/ Financial Accountancy with Accountancy Mathematics/ Applied Mathematics Botany/ Zoology/ Hindi Biology/ Genetic/ Micro Biology/ Biotechnology/ Molecular Biology/ Plant Physiology and zoology and Botany subject in graduation level. Geography Sociology Psychology 438 (30) 17 2012 Home. Science Home Science 12. 15

16. Agriculture Professional Mathematics of Computer Science History Political Science Sanskrit Agriculture Professional Mathematics Passed with minimum of 50% marks in the subject of B.E./B.Tech. (Computer Science/ Information Technology) or B.E. / BOTANY (From any Branch) from any recognized University and Post Graduate Diploma in Computer or (Computer Science/ Computer Application) from recognized University History/ Indian Ancient History Political Science/ Public Administration (Sanskrit)/ IVLA. (Classical/ Post Graduate Degree (Acharya) in Sanskrit) (B) Minimum qualification for teacher Educational and professional qualification following qualification from any recognized university / institution : (a) Graduation and two years diploma in elementary education (by whatever known) OR Graduation with minimum 50% marks and one year bachelor in education science (B.Ed.) OR Graduation with minimum 45% marks and 1 year bachelor in education (B.Ed.), which should be in accordance with the NCTE (Recognition, norms and procedure) Regulation issued in this regard, from time to time. OR 17 2012 438 (31) Higher secondary (or its equivalent) with minimum 50% marks and 4 years bachelor in elementary education science (B.El.Ed.) OR Higher Secondary (or its equivalent) with minimum 50% marks and 4 years B.A./B.Sc. Ed. or B.A./B.Sc. Ed. OR Graduation with minimum 50% marks and 1 year B.Ed. (special education). And (b)- Pass in teacher eligibility test (TET) to be conducted by the appropriate Government in accordance with the guidelines issued by the NCTE for this purpose. (c) Graduation subjects in above graduation degree shall be as follows:- S.No. (1) 1. 2. 3. 4. 5. 6

7. Subject (2) English Hindi Social Science Science Chemistry Sanskrit Subject Group (3) English literature will be a subject on graduation level Hindi literature will be a subject on graduation level Any two subject History, Geography, Economics and political Science, any one of them, subject geography or history will be compulsory Chemistry, Botany, Zoology, Military Science and Geology, Graduation in Engineering Subject as B.E./B. Tech. Chemistry/ Biochemistry/ Graduation in Engineering Subject as B.E./B. Tech. Sanskrit literature will be a subject on graduation level or BA (Classics) and Shastri graduation degree in Sanskrit Mathematics Any two subject from following with mathematics Physics/ Chemistry/ Electronics/ Computer Science/ Statistics, Military Science and Geology Or 438 (32) Librarian 17 20 12 • 2 Graduation in Engineering Subject as B.E./B. Tech. Degree in library science or graduate and one year diploma in library science from any recognized institute. (C) Minimum qualification for Assistant Teacher Panchayat (i) Higher Secondary (Or its equivalent) with minimum 50% marks and two years diploma in elementary education (by whatever name known) OR Higher Secondary (or its equivalent) with minimum 45% marks and 2 years diploma in elementary education (by whatever name known) which shall be in accordance with NCTE (Recognition, norms and procedure) Regulation, 2002. OR Higher secondary (or its equivalent) with minimum 50% marks. OR Higher Secondary (or its equivalent) with minimum 50% marks and 2 years diploma in education (special education) OR Two years diploma in elementary education (by whatever name known) AND Passed in the teachers eligibility test (TET) to be conducted appropriate Government in accordance with the Guidelines issued NCTE for the purpose. Note 10 Reservation Policy : by the Relaxation up to 5% in the qualification marks shall be given to the candidates belonging to reserved categories such as SC/ST/OBC/PH. Relaxation in Education If in the appointment of Assistant teacher (Panchayat) and teacher (Panchayat) D.Ed. and B.Ed. holder candidates are not available then the following relaxation will be given:- (A) For appointment to teach in Class I to V III, two year diploma in Elementary Education Science (by whatever name known). 17 2012 438 (33) (B) For appointment to teach in class VI to VIII, one year degree in education Above relaxation will be effective up to 31st March 2014. Due to such relaxation, appointed teachers (Panchayat) Cadre employees has to gain minimum qualification within two years of their appointment

3. Minimum marks obtained in TET (A) Higher Secondary or equivalent the applicants should get minimum 60% marks to teach classes I to class V L (B) Graduate applicants should get minimum

60% marks to teach class VI to class VIII.(C) For SC/ST/OBC/PH applicants of Higher Secondary (or equivalent) and graduate candidate should get minimum 50% marks. q--yrq

