

EXERCISE OF THE POWERS CONFERRED BY SECTION 433

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2. RULES Short title, extent and commencement.— (I) These rules may be called the Chhattisgarh Shikshak (Nagariya Nikay) Samvarg (Recruitment and Conditions of Service) Rules, 2013. (2) These rules shall come into force with effect from the date of its publication in the Official Gazette. Definitions.—In these rules, unless the context otherwise requires;- (a) (b) (c) (d) (e) (D) (g) (h) (i) (j) (k) (l) "Act" means the Chhattisgarh Municipal Corporation Act, 1956 (No. 23 of 1956) and the Chhattisgarh Municipalities Act, 1961 (No.37 of 1961 "Appointing Authority" mean such authority as specified in column (4) of Schedule-I; "Employee" means a person appointed under these rules; "Examination" means the competitive examination held for recruitment to the service; "Government" means the Government of Chhattisgarh; "Municipality" means any Municipal Corporation constituted under the Chhattisgarh Municipal Corporation Act, 1956 or as the case may be, any Municipal Council or Nagar Panchayat constituted under the Chhattisgarh Municipalities Act, 1961; "Other Backward Classes" means the Other Backward Classes as specified by the State Government vide Notification No. F. 8-5-XXV-4-84, dated 26th December, 1984, as amended from time to time; "Schedule" means the Schedule appended to these rules; "Shikshak (Municipal) Cadre" means the person appointed by the Municipal Corporation and Municipalities for teaching in the schools under its control: "Scheduled Castes" means the Scheduled Castes as specified in relation to this State under Article 341 of the Constitution of India; "Scheduled Tribes" means Scheduled Tribes as specified in relation to this State under Article 342 of the Constitution of India; ' "Standing Committee" means the Mayor-in-Council constituted in terms of the Chhattisgarh Municipal Corporation Act, 1956 and President-in-Council, as 8 2013 158 (IS) 3. 4. S. 6. the case may be, the Municipal Council or Nagar Panchayat, constituted under the Chhattisgarh Municipalities Act, 1961. (2) The words and expressions used but not defined in these rules shall carry the same meaning as defined in the Act. 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 member of the service. Constitution of the service:- The service shall consist of the following persons,

namely : (1) Persons, who at the commencement of these rules are holding in officiating capacity or regular the posts specified in Schedule-I; (2) Persons, recruited to the service before the commencement of these rules; and (3) Persons, recruited to the service in accordance with the provisions of these rules.

Classification and scale of pay.- 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 Schedule-I: Provided that the State 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.

Methods of recruitment.-(1) Recruitment to the service, after the commencement of these rules, shall be made by the following methods, namely:- (a) (b) (c) Direct recruitment through selection by merit or by competitive examination or as per the order/directions issued by the State Government, from time to time; By promotion of the members Of the service as shown in column (2) of Schedule-IV; By transfer of such persons, who hold in a regular basis, such posts in services as may be specified in this behalf by the State Government. (2) (3) (4) (5) The percentage of direct recruitment and promotion shall be shown in column (3) and (4) of Schedule-II. The eligibility for direct recruitment and promotion shall be shown in the condition specified in Schedule-III and Schedule-IV. For direct recruitment of Shikshak (Municipal) Cadre, the posts shall be reserved for Scheduled Castes, Scheduled Tribes and Other Backward Classes as per the provision of the Chhattisgarh Lok Seva (Anusuchit Jatiyon, Anusuchit Jan Jatiyaon Aur Anya Pichhade Vargon Ke Liye Arakshan) Adhiniyam, 1994 (No. 21 of 1994). As per the rules of the State Government, posts shall be reserved for women, disabled persons, ex-servicemen and such other categories as specified by the State Government, from time to time: Provided that after sending the copy of the notice/advertisement for appointment to the District Employment Exchange, District Ex-Serviceman Welfare 158 (16) 8 2013 Board and Director General of Rehabilitation for the reserved pos! of Ex-servicemen, if suitable candidates are not available then above posts shall be filled up by the candidates of other category. (6) Post of Shikshak (Municipal) Cadre shall be - advertised in atleast one of the daily newspaper widely circulation in the area; (i) (i i) notified in local employment office; and (iii) displayed on the notice board of the concerned Municipality Corporation/ Municipalities, as the case may be. (7) The following screening committee shall be constituted for the scrutiny of the application forms received in the prescribed proforma:- (a) (b) (c) (d) (e) For the scrutiny of the applications of Lecturer/ Teacher/Assistant Teacher (Municipal), a committee shall be constituted as follows:- (i) (ii) (iii) Regional Joint Director/Deputy Director, Urban Administration and Development District Education Officer or Assistant Commissioner Tribal Welfare (Member) Municipal Commissioner or Chief Municipal Officer concerned Chairman Member Member-Secretary Provided that if the incumbent Municipal Commissioner is an Officer Of the Indian Administrative Service, he may nominate the senior-most Class-I Officer of the Municipal Corporation as a Member-Secretary. If the applications received from the eligible candidates for the posts of Shikshak (Municipal) Cadre are less than the number of available posts then the selection shall be made on the basis of the marks obtained by the eligible candidates. For this 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 the order/instructions 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 the written examination. Procedure of examination for selection:— If the State Government issues any order/instruction for competitive examination as mentioned in clause (c) above then the procedure for such examination shall be as follows:- (i) (ii) 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 posses the prescribed qualification; 8 2013 158 (17) (iii) (iv) (v) (vi) (vii) (viii) (ix) (x) (xi) (xii) (xiii) Selection examination shall consist of objective questions of 100 marks. Four alternative answers to each question shall be given; Examination shall be of two hours duration ; The results of the written examination shall be published. Model answers shall also be published with results; Examination shall be conducted on the same date and time, as far as possible. standard for conducting examination (Local/City/State) and time table shall be determined by the State Government; Examination fee may be taken from applicants; Examination may be conducted by any Appointing Authority/any other institution selected by the Appointing Authority with the approval of the State Government; Selection list shall be submitted for approval to the Mayor-in- Council/President-in-

Council. If the Mayor-in-Council/President-in-Council fails to issue appointment orders within fifteen days, then the Commissioner/Chief Municipal Officer of the concerned municipality shall perform the appointment process; The entire selection list together with the waiting list shall be valid for one year after the declaration of the examination result or if selection is based on merit list, then the date of publication of the final list and new posts sanctioned or posts lying vacant because of any reason during this period may be filled by this waiting list; The Commissioner/Chief Municipal Officer shall display on the Notice Board of the Municipality the grade-wise Merit List of the candidates; The merit list shall be published separately grade-wise, subject-wise and subject-group-wise of the qualified candidates and other (exempted/relaxed) candidates; The appointment shall be made from the select list on the basis of roster prescribed by the State Government under the Chhattisgarh Lok Seva (Anusuchit Jatiyon, Anusuchit Jan Jatiyaon Aur Anya Pichhade Vargon ke Liye Arakshan) Adhiniyam, 1994 (No.21 of 1994), and the roster maintained by the Municipal Corporation and Municipalities, as the case may be. (8) In general the work of selection and appointment shall be completed by Municipal Corporation and Municipalities, 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 Shikshak (Municipal) Cadre as it may deem fit: 158 (18) 8. 9. 10. 11. 12. 13. 8 2013 Provided that eligible candidates may be given appointment on compassionate ground after the recommendation of the Collector. Probation.- (1) Every candidate selected to the post of Shikshak (Municipal) Cadre by direct recruitment shall be appointed in a particular school for a period of two years on probation which may be extended upto five years. (2) (3) At the end of every year the Appointing Authority shall assess the work of Shikshak (Municipal) Cadre. After the probation of two years, on the basis of conduct and work of Shikshak (Municipal) Cadre, the Municipality may terminate the probation period. In case the work of Shikshak (Municipal) 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 Shikshak (Municipal) Cadre shall be entitled for increments employee only after completion of probation period. Promotion. — (1) Promotions shall be made by the Departmental Promotion Committee as specified in Schedule-IV. (2) The provisions of the Chhattisgarh Lok Sewa (Padonati) Niyam, 2003, with necessary changes shall be applicable for the promotion of the Shikshak (Municipal) Cadre. Discipline and control:—The Shikshak (Municipal) Cadre shall be under the administrative control of the Commissioner / Chief Municipal Officer of the Municipality, as the case may be. The Mayor-in-Council or the President-in-Council of the concerned Municipality shall be the disciplinary authority for long-term and the Commissioner / Chief Municipal Officer shall be the disciplinary authority for short-term. In respect of long-term disciplinary matters, the Commissioner / Chief Municipal Officer shall present the cases to the Mayor-in-Council / President-in-Council. If within fifteen days the Mayor-in-Council / President-in-Council fails to take a decision in the case, then the case shall be taken back by the Commissioner/Chief Executive Officer in the same form as it was submitted and it shall thereafter be disposed of by the Commissioner/Chief Municipal Officer. Termination of service. — Services of the Shikshak (Municipal) Cadre may be terminated by giving one month notice in writing by the employee to the Appointing Authority or by Appointing Authority to Shikshak (Municipal) Cadre or by the depositing one month salary by the employee. General conditions of service. — Conditions of service other than mentioned shall be the same as applicable to the employees of the urban body concerned. Appeal. — Any order passed under these rules shall be appealed in accordance with the provisions contained in the Act. Interpretation. — If any question arises relating to the interpretation of these rules, the same shall be referred to the State Government, whose decision thereon shall be final. 8 2013 158 (19) 15

16. 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. Repeal and savings.— All rules corresponding to these rules and in 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 Governor of Chhattisgarh, M. M. MINJ, Deputy Secretary. 158 (20) S. No. (1) 2

3. Note- I.2. 8 2013 Shikshak (Municipal) Cadre (2) Lecturer (Municipal) Teacher (Municipal) Assistant Teacher (Municipal) SCHEDULE-I [See Rule Pay Scale (3) Rs.5300-150-8300 Rs.4500-125-7000 Rs.3800-100-5800 Appointing Authority (4) Commissioner or Chief Municipal Officer, as the case may be, with approval of the Mayor-in-Council or the President-in-Council Number of posts of different grades of Shikshak (Municipal) Cadre for each school shall be determined by their District Education Officer or by the Assistant Commissioner, Tribal Welfare, as the case may be. On receipt of certified proposals, the State Government shall approve posts of Shikshak (Municipal) Cadre for each Municipality, from time to time. 8 2013 SCHEDULE-11 [See Rule 6 158 (21) S. No. (1) 2

3. Note: 1

2. Shikshak (Municipal) Cadre (2) Lecturer (Municipal) Teacher (Municipal) Assistant Teacher (Municipal) Percentage of the number of posts to be filled in By direct appointment (3) 50 50 100 By promotion (4) 50 50 The posts filled up by direct recruitment and promotion of the Shikshak (Municipal) Cadre in the School, as may be necessary, shall be valued by the Deputy Director of Education or the Assistant Commissioner, Tribal Development, as the case may be. As per rule if candidate is not available for promotion then the posts of the promotion shall also be filled up by direct recruitment. However, if candidate attains the required qualification for promotion then they shall be given promotion upto 50 percent of sanctioned posts in related subject and special faculty. Super-numery 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 numerary posts shall be adjusted against the posts of promotion to be vacant in future. 158 (22) 8 2013 SCHEDULE-III [See Rule 6 Maximum Educational Qual ification Sl. No (1) 2. (a) (b) (c) (d) (e) 3. Shikshak (Municipal) Cadre (2) Lecturer (Municipal) Teacher (Municipal) Teacher (Municipal) Vocational Course Teacher (Municipal) Music Teacher (Municipal) Physical Education Teacher (Municipal) Tabla Teacher (Municipal) Librarian Assistant Teacher (Municipal) Minimum Age (3) 21 years 21 years 21 years 21 years 21 years 21 years 21 years 18 years Age (4) 35 years 35 years 35 years 35 years 35 years 35 years 35 years 35 years (5) According to Annexure as appended. According to Annexure as appended Degree/ Diploma in Vocational Course with minimum of 50% marks from any recognized University and I year graduation (B.Ed) in Education Science Degree/ Diploma In Music subject with minimum of 50% marks from any recognized University and I year graduation (B .Ed.) in Education Science Degree/ Diploma in Physical Education subject with minimum of 50% marks from any recognized University Degree/ Diploma in Table subject with minimum of 50% marks from any recognized University and I year graduation (B.Ed) in Education Science Degree in Library Science from recognized University or Graduate and I year Diploma in Library Science from any recognized institute. According to the Annexure as appended Appointing Authority (6) Commissioner or Chief Municipal Officer, as the case may be, with approval of the Mayor-in-Council or the President-in- Council (1) (a) (b) (c) (2) Assistant Teacher (Municipal) Laboratory Assistant Teacher (Municipal) Urdu Assistant Teacher (Municipal) Physical Education (3) 18 years 18 years 18 years (4) 35 years 35 years 35 years 8 2013 (5) Higher Secondary in science subject with minimum of 50% marks (or its equivalent) and 2 years diploma in Primary Education (to whom so ever named it called) Higher Secondary Certificate Examination with minimum of 50% marks with subject of Urdu or Higher Secondary Certificate Examination with minimum of 50% marks and Adib-e-Mahir Certificate from Jamia- Urdu-Aligarh, and 2 years diploma in Primary Education (to whom so ever named it called) and teacher eligibility test (TET) passed Higher Secondary Certificate Examination with minimum of 50% marks and a certificate of Physical Education from any recognized Institute 158 (23) (6) Commissioner or Chief Municipal Officer, as the case may be, with approval of the Mayor-in-Council or the President-in- Council Note- (1) (2) (3) (4) All kinds of relaxation provided by the Government of Chhattisgarh, General Administration Department, from time to time for appointment in Government service regarding age limit shall also be applicable for Shikshak (Municipal) Cadre. Under the informal Education Scheme, the Supervisors/ Instructors having worked in Chhattisgarh shall get Additional relaxation of 15 years in maximum age limit in recruitment against the post of Assistant Teachers (Municipal). Preferences given by the State Government for appointment to Special Backward Tribes shall also be applicable. There shall be fill up atleast 30% posts by Science faculty from sanctioned posts of any one Municipal Corporation/Municipal Council/Nagar Panchayat in the case of Assistant Teachers (Municipal). For appointment or Lecturer (Municipal) and Teacher (Municipal) detail particular in respect

Of equivalency mentioned in prescribed educational qualification are shown in Annexure. 158 (24) (5) 8 2013 Educational qualification of the applicant for direct recruitment on merit basis of Teacher (Municipal) Cadre i.e. basis of marks obtained in 10th, 12th, Graduation, Post-Graduation and B.Ed./ D.Ed. shall be given preference:- (i) (ii) For appointment of Assistant Teacher (Municipal), 20 marks on the percentage of marks obtained in class I (P, 50 marks on the percentage of marks obtained in class 121, 15 marks of the percentage of marks obtained in B.Ed/JD.Ed and 15 marks on the percentage of marks obtained in T.E.T. For appointment of Teacher (Municipal), 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. however, those applicants who have passed the four years Integrated Education Course shall be assigned 65 marks on the percentage of total marks obtained instead of separate marks obtained in Graduation or B.Ed. 8 2013 SCHEDULE- IV [See Rule 9] Eligibility and experience for promotion Sl. No. (1) 2. Note- Name of posts from which promotion is to be made (2) Teacher (Municipal) Assistant Teacher (Municipal) Name of post on which promotion is to be made (3) Lecturer (Municipal) Teacher (Municipal) (4) Minimum required educational qualification for Lecturer (Municipal) as per enclosed Annexure and experience Of teaching minimum 7 ears on the same ost. Minimum required educational qualification for Teacher (Municipal) as per enclosed Annexure and of experience teaching minimum 7 years on the same post. 158 (25) Member of Departmental Promotion Committee (5) 1- Nominee, not below the rank of Deputy Director, nominated by Joint Director/ Deputy Director for the region, Directorate of Urban Administration and Development - Chairman 2- District Education Officer / Assistant Commissioner, Tribal Welfare - Member 3- Commissioner / Chief Municipal Officer of the Municipality concerned— Member-Secretary If the incumbent Municipal Commissioner is an Officer of the Indian Administrative Service, he may nominate the senior-most Class-I Officer of the Municipal Corporation as a Member-Secretary. 158 (26) 8 2013 ANNEXURE (A) (B) Prescribed Educational Qualification for Lecturer (Municipal), Teacher (Municipal) and Assistant Teacher (Municipal) and particular about Equivalency Minimum Qualification for Lecturer (Municipal):- Educational and Professional Qualification: - Post-graduate Degree in any one subject from following subjects from any recognized University/Institute and degree of B.Ed:- Sl. No. 1. 2. 3. 4. 5. 6. 7. 8. 9. 11. 12. 13. 14. 15. 16. 17

18. Sub •ect English Hindi Physics Chemistry Economics Commerce Mathematics Bio:ogy Geography Sociology Psychology Home Science Agriculture Business Mathematics Computer Science History Political Science Sanskrit Grou of Sub •ect English Hindi Physics/Electronics/Applied Ph sics Chemistry/ Biochemistry Physics/ Nuclear Business Economics/ Applied Economics/ Economics including Accountancy/ Cost Commerce Accounting/Financial Accountancy as a Main Sub •ect Mathematics/ Applied Mathematics Botany/ Zoology/Anthropo\ogy/Biology/ Genetics/ Microbiology/Biotechnology/MoLecular Biology/ Plant s cholo ora suffect at raduate level. Geography Sociology Psychology Home Science Agriculture Business Mathematics B.E.[B.Tech. (Computer Science/ Information Technology) or B.E./ B. Tech. (any Branch) with at least 50% and post graduate Diploma in computers from a reco nized Universit History/ Indian Ancient History Political Science/ Public Administration M.A. Sanskrit] M.A. (Classics)/ Masters Degree in Sanskrit (Ach a) Minimum Qualification for Teacher (Municipal):- Educational and Professional Qualification:- Following qualification from any recognized University/Institution:- (a) Graduation and two-years diploma in Elementary Education (by whatever known) OR 8 2013 158 (27) (b) (c) Graduation with minimum 50% marks and one-year degree in educational science (B.Ed.) OR Graduation with minimum 45% marks and one-year degree in educational science (B.Ed.), which should be in accordance with the National Council for Teacher Education (Recognition, Standards and Procedure) Regulations, 2009 as amended, from time to time. OR Higher Secondary (or its equivalent) with minimum 50% marks and 4 years bachelor in elementary education (B.EL.Ed.) OR Higher Secondary (or its equivalent) with minimum 50% marks and 4 years bachelor in B.A (Ed.) / B.Sc (Ed.) or/ B.A (Ed.) / B.Sc (Ed.) OR Graduation with minimum 50% marks and one year B.Ed, (Special Education). Pass in Teacher Eligibility Test (T.E.T.) to be conducted by the appropriate Government in accordance with the guidelines issued by the National Council for Teacher Education for this purpose. Graduation Subjects in above graduation degree shall be as follows :- Sl. No (1) 1. 2. 3. 4. 5. 6

7. Subject (2) English Hindi Social Science Science Sanskrit Mathematics Librarian Subject Group

(3) English Literature as a subject at graduate level. Hindi Literature as a subject at graduate level Any two subject- History, Geography, Economics and Political Science, from any one of them, subject Geography or History will be compulsory. Chemistry, Biochemistry, Pharmacy, Botany, Zoology, Military Science and Geology, Graduation in Engineering. Sanskrit Literature as a subject at Graduate level or B.A. (Classics) or bachelor degree in Sanskrit With Mathematics any two of the following Subjects:- Physics/ Chemistry/Electronics/Computer Science/ Statistics, Military Science and Geology Or Graduate in Engineering i.e. B.E./ B.Tech. Degree in Library Science from any recognized Institution or Graduation and one year Diploma in Library Science. 158 (28) (C) 8 2013 Minimum Qualification for Assistant Teacher (Municipal):- (1) (2) Higher Secondary (or its equivalent) with minimum 50% marks and degree in 4 years Bachelor in Elementary Education (B.El.Ed.) OR Higher Secondary with minimum 45% marks (or its equivalent) and which must have been obtained in accordance with National Council for Teacher Education (Recognition, Standards and Procedure) Regulations, 2002 OR Higher Secondary (or its equivalent) with minimum 50% marks OR Higher Secondary (or its equivalent) with minimum 50% marks and two years diploma in Education Science (Special Education) AND Passed in Teacher Eligibility Test (T.E.T.) to be conducted by the appropriate Government in accordance with the guidelines issued by the National Council for Teacher Education for this purpose. Note- 2. 2-A Reservation Policy:- Relaxation upto 5% in the qualification marks shall be given to the candidates belonging to reserved categories such as Scheduled Castes / Scheduled Tribes/Other Backward Classes/Physically Disabled. Relaxation in minimum educational qualification:- If in the appointment of Assistant Teacher (Municipal) and Teacher (Municipal) 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 VIII, two year diploma in Elementary Education Science (by whatever name known) (b) For appointment to teach in class VI to V III, one year degree in Elementary Education Science (by whatever name known) Above relaxations shall be effective upto 31st March, 2014. Due to such relaxation, appointed Teacher (Municipal) Cadre employees has to gain minimum qualification within two years of their appointment. If no B.Ed. degree holder candidates are available to be appointed on the post of Lecturer (Panchayat) then in the case relaxation may be given, but such candidates shall have to obtain the degree in B.Ed. course within 3 years from the date of their appointment. 158 (29) 3. 8 2013 Minimum Marks Obtained in Teacher Eligibility Test (T.E.T.):-(a) (b) (c) Higher Secondary or equivalent the applicants should get minimum 60% marks to teach Class I to Class V. Graduate applicants should get minimum 60% marks to teach Class VI to VIII. For Scheduled Castes/Scheduled Tribes/Other Backward Classes/ Physically Disabled applicants of Higher Secondary (or equivalent) and graduate candidates should get 50% marks.