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SCHOOL & MASS EDUCATION DEPARTMENT

RESOLUTION

The 4th December, 2013

To examine the demands of Ganasikshyaks, a Ministerial sub-committee was constituted under the Chairmanship of Hon'ble Minister, Finance and Public Enterprises vide order No.2795/S&ME, dated the 1st February, 2013. On the basis of recommendations of the said Ministerial sub-committee, Government after careful consideration have resolved the demands of Ganasikshyaks in the following manner;

1. Ganasikshyaks, after completion of 6 years of continuous and satisfactory engagement to be treated as "SENIOR GANASIKSHYAK". For all purpose of calculation for benefits, the beginning of the year will be from next succeeding 1st April.
 - (i) Senior Ganasikshyaks having less than +2 (Matric/H.S.C. pass) qualification to be paid remuneration of Rs.3,700/- per month.
 - (ii) Senior Ganasikshyaks having +2 and above qualification but not completed Training to be paid remuneration of Rs4,200/- per month.
 - (iii) Senior Ganasikshyaks having Matric/H.S.C. with C.T. qualification to be paid consolidated remuneration of Rs.4,200/- per month.
 - (iv) Senior Ganasikshyaks having +2 or above academic qualification with training qualification to be paid consolidated remuneration of Rs.5,200/- per month.

2. The trained Ganasikshyaks with +2 or above academic qualification to be treated as Zilla Parishad Grade-II Teacher, after completion of 6 years of continuous and satisfactory service or after 3 years from completion of training which ever is later.

The Zilla Parishad Ganasikshyaks, Grade-II to be allowed the consolidated remuneration of Rs.7,000/- per month.
3. Zilla Parishad Ganasikshyaks, Grade-II after completion of 3 years of continuous and satisfactory engagement to be eligible to become Zilla Parishad Teachers, in the Pay Scale of Rs.5,200- 20,200/- with Grade Pay of Rs.2,200/- with D.A. and other allowances as admissible from time to time. For this purpose, equivalent Level-V posts from Elementary Cadre shall be transferred to the Zilla Parishads. Statutory EPF would be considered.
4. The remuneration of Ganasikshyaks to be revised in the following manner with effect from 1st April, 2013;
 - (i) Ganasikshyaks, having Matric / H.S.C. pass qualification to get remuneration of Rs.3,200/- per month.
 - (ii) Ganasikshyaks, having +2 / +3 qualification to get remuneration of Rs.3,700/- per month.
 - (iii) Ganasikshyaks, having Matric / H.S.C. pass with C.T. qualification to get remuneration of Rs.3,700/- per month.
 - (iv) Ganasikshyaks, having +2 / +3 with training qualification to get remuneration of Rs.4,000/- per month.
5. The Ganasikshyaks having no requisite academic/training qualification shall acquire the required academic / training qualification by 31st March, 2015 positively as per the stipulations of RTE Act. No further relaxation shall be considered thereafter.
6. Ganasikshyaks who will not be able to acquire the requisite academic/training qualification by 31st March, 2015 shall be disengaged from 31st March, 2015.
7. Ganasikshyaks belonging to the category of Scheduled Caste, Scheduled Tribe and Physically Handicapped, having requisite academic qualification (+2 and above) to be considered for Zilla Parishad Teachers, after

completion of 6 years as Ganasikshyak. But the regularisation will be deferred till the date of acquiring requisite training qualification. However they may get the benefit of Zillaparishad Teacher with retrospective effect i.e. from the date of completion of 6 years. Nevertheless the date of acquiring training and academic qualification shall not be beyond 31st March, 2015 in view of the provisions of the RTE Act.

- 8.** The untrained Ganasikshyaks shall enrol themselves under Distance Education programme (DEP) to acquire requisite training qualification for compliance of provisions of the RTE Act. The Matric/H.S.C. candidates shall improve their academic qualification to acquire training under DEP. Also, the Matric/H.S.C. with C.T. candidates shall improve their academic qualification to +2 level for compliance of the provisions of the RTE Act.
- 9.** The engagement of Ganasikshyaks / Sr. Ganasikshyaks and Zilla Parishad Ganasikshyaks, Gr.-II shall be made on the basis of annual contract and may be renewed by the Zilla Parishad through the Collector-*cum*-Chief Executive Officer of Zilla Parishad basing on the performance certificate issued by the School Management Committee (SMC) about their attendance and performance in the School. In case the Zilla Parishad decides not to renew the contract, appeals shall lie to the State Project Director, OPEPA.
- 10.** The Ganasikshyaks/Sr. Ganasikshyaks and Zilla Parishad Ganasikshyaks, Gr.-II may be continued against the existing vacancies of Sikshya Sahayaks and their consolidated remuneration etc. shall be borne out of S.S.A. fund. They may be engaged only in the Government Elementary Schools.
- 11.** The Ganasikshyaks/Sr. Ganasikshyaks and Zilla Parishad Ganasikshyaks, Gr.-II shall be responsible for making enrolment drive in the particular educational institution, check drop out rate of the students, bring the out of School children to the School and, assist the regular teachers in teaching work, besides other works as would be entrusted by the Headmaster of the School and senior officer from School & Mass Education Department from time to time. Their career advance depends on their performance indicators.

- 12.** An agreement between the C.E.O., Zilla Parishad-*cum*-Collector and Ganasikshyaks/Sr. Ganasikshyaks/Zilla Parishad Ganasikshyaks Grade-II shall be signed on the prescribed stamped paper.
- 13.** The Ganasikshyaks/Sr. Ganasikshyaks and Zilla Parishad Ganasikshyaks, Gr.-II shall be removed from the engagement within 30 days of prior notice, if she /he violates the conditions as stipulated in the engagement contract or considered unsuitable by the authorities or on the basis of the adverse report of the School Management Committee (SMC) or she/ he is proceeded in criminal cases. In exceptional crimes like sexual harassment to the students, they would be dismissed with immediate effect.
- 14.** The Ganasikshyaks/Sr. Ganasikshyaks and Zilla Parishad Ganasikshyaks, Gr.-II may avail casual leave of 12 days during one calendar year. She/he shall not be entitled to any other authorised absence beyond the above mentioned period. If She/he remains absent with permission and If she/he does not have authorised leave at her /his credit, the proportionate amount from the consolidated remuneration shall be deducted.
- 15.** Unauthorised absence for a continuous period of 15 days or more shall automatically terminate his/her engagement. Also, any unauthorised absence shall be considered under “*no work no pay*” principle, which shall lead to discontinuance of engagement period.
- 16.** Any lady Ganasikshyak/Sr. Ganasikshyak/Zilla Parishad Ganasikshyak Grade-II, who is having less than two surviving children may be entitled to avail maternity leave, as decided by Govt. from time to time.
- 17.** The engagement of the above categories referred is Co-terminus with that of SSA Scheme.
- 18.** The engagement of Zilla Parishad Ganasikshyaks Grade-II as regular Zilla Parishad Teachers shall be guided as per the provisions laid down in School & Mass Education Department Resolution No.17566, dated the 9th November, 2009.. The service conditions including Scale of Pay, provision of pension and other service benefits etc of such teachers shall be as per the provisions laid down in the above Resolution as amended from time to time.

- 19.** All the Ganasikshyaks/Sr. Ganasikshyaks / Zilla Parishad Ganasikshyaks Grade-II are to be superannuated at 58 years of age.
- 20.** This Department Resolutions No.3358/SME., dated the 16th February, 2008, No.22445/SME., dated the 17th November, 2011 and No.22450/SME., dated the 17th November, 2011 are hereby repealed.
- 21.** This has been concurred in by Finance Department vide UOR No.176-SSI., dated the 25th October, 2013.

By Order of the Governor

USHA PADEE

Commissioner-*cum*-Secretary to Government