

GOVERNMENT OF MEGHALAYA.

EDUCATION DEPARTMENT

NOTIFICATION

NO. EDN.36/2010 In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Meghalaya is pleased to make the following rules for regulating the method of recruitment and condition of service of persons appointed to the Meghalaya School Education Service, namely;

THE MEGHALAYA SCHOOL EDUCATION SERVICE: RULES, 2010.

1. Short title and commencement:

- (a) These Rules may be called the Meghalaya School Education Service Rules, 2010.
- (b) They shall come into force from the date of their notification in the official Gazette.

2. Definitions:

In these Rules unless there is anything repugnant ⁱⁿ the subject or context,

- (a) 'Appointing Authority' means the Governor of Meghalaya for Gazette post and Government for Non-Gazette post.
- (b) 'Commission' means the Meghalaya Public Service Commission;
- (c) 'Committee' means the Departmental Promotion Committee constituted under Rule 8;
- (d) 'Governor' means the Governor of Meghalaya.
- (e) 'Government' means the Government of Meghalaya.
- (f) 'Member of the Service' means member of the Meghalaya School Education Service.
- (g) "Rules" means the Meghalaya School Education Service Rules.
- (h) 'Year' means a Calendar Year.

3. Constitution of the Service:

There shall be constituted a Service consisting of the following persons, namely;

- (a) members of the Assam Education Service who were allocated to the State of Meghalaya in accordance with the provision of Section 64 (1) of the North Eastern Areas (Reorganization) Act 1971.
- (b) persons appointed to different posts in the service on or after 21st January 1972 but before the commencement of these Rules.
- (c) persons appointed to different posts in the service in accordance with the provisions of these Rules.

4. Composition of the Services:

(a) The services shall consist of the following Grades, namely,

- (1) Senior Grade
- (2) Grade I
- (3) Grade II
- (4) Grade III

(b) Each of the categories of posts in Clause (1), (ii), (iii) and (iv) of sub-rule (a) (listed in Schedule-1) shall form an independent cadre. Members of the lower cadre shall have no claim for appointment to any of the higher cadre except in accordance with the provisions made in these Rules.

5. Status: The status of the service shall be Gazetted as well as Non-Gazetted.

6. Strength of the Service:

- (1) The strength and composition of the Service shall be such as may be determined by the Governor from time to time.
- (2) At the commencement of these Rules the strength of the service and posts therein shall be as shown in Schedule-I.

7. Method of recruitment:

- (a) Appointment to any post in the Senior Grade of the Service shall be made by promotion from amongst the members of the Service holding the next lower posts in the grade and those belonging to Grade I as specified in the Schedule-II and included in the select list approved under sub-rule (d) of Rule 9.
- (b) Appointment to any post in the Grade I shall be made by promotion from amongst the members of the Service holding the next lower posts in the grade and those belonging to Grade II as specified in Schedule-II and included in the Select list approved under sub-rule (d) of Rule 9.
- (c) Appointment to any post in Grade II shall be made by promotion from amongst the members of the Service belonging to Grade III as specified in Schedule II and included in the Select list approved under sub-rule (d) of Rule 9.
- (d) Appointment to any post in Grade III of the service shall be made by direct recruitment as prescribed by Government from time to time.

S. Departmental Promotion Committee:

(a) For the purpose of appointment by promotion under sub-rule (a) of rule 7 there shall be a Departmental Promotion Committee consisting of the following members:

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|--|-------------------|
| (1) Chief Secretary | -Chairman. |
| (2) Principal Secretary/ Commissioner & Secretary, Finance | -Member. |
| (3) Principal Secretary/ Commissioner & Secretary, Personnel | -Member. |
| (4) Director, School Education & Literacy | -Member. |
| (5) Director, Higher & Technical Education | -Member. |
| (6) Principal Secretary/ Secretary, Education | -Member Secretary |

(b) For the purpose of appointment by promotion under sub-rule (b) and (c) of rule 7 there shall be a Departmental Promotion Committee consisting of the following members:

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|---|---------------------|
| (1) Principal Secretary/ Commissioner & Secretary, Education | - Chairman. |
| (2) Principal Secretary/ Commissioner & Secretary, Personnel
or his representative | - Member. |
| (3) Principal Secretary/ Commissioner & Secretary, Finance
or his representative | - Member. |
| (4) Director, Higher & Technical Education | - Member. |
| (5) Director, School Education & Literacy | - Member Secretary. |

(c) The Committee may invite any other persons to attend its meeting if and when considered necessary.

9. Procedure for preparing the Select List:

(a) At the beginning of each year the Appointing Authority shall refer to the Committee the approximate number of vacancies likely to occur in each cadre of the Service during the year. To enable the Committee to prepare the lists for promotion to those grade, the Appointing Authority shall furnish the Committee with the following documents, namely:

- i. A list of members of the Service drawn up in order of seniority and consisting three times the number of vacancies referred to in sub-rule (a),
Provided that such restriction shall not apply in respect of post where the total number of eligible persons is less than three times the number of vacancies and in such a case the Committee shall consider all the eligible officers.
- ii. The Character Rolls and Service Records of such members.
- iii. Any other documents and information as may be considered necessary by the Appointing Authority or required by the Committee.

- (b) The Committee after examining the Character Roll, Service Records and other documents in respect of all such person, shall prepare a list based on seniority with due regards to individual merit and suitability. The number of persons to be included in the Select List shall be according to the actual number of vacancies available at the particular grade. The list shall be forwarded by the Committee to the Appointing Authority.
- (c) The names of persons in the list shall be placed in order of preference for promotion. In every case where a junior member is selected in preference to his seniors the Committee shall record in writing the reasons for doing so.
- (d) For the purpose of appointment by promotion under rule 7, the Appointing Authority shall consider and approve the list prepared by the Committee along with the Character Roll and Service Records and other documents in respect of each person in the list unless it considers that any change is necessary. If the Appointing Authority considers that it is necessary to make any change in the list received from the Committee, it shall inform the Committee of changes proposed and after taking into account the comments, if any, of the Committee approve the list finally with or without modification as may in its opinion to be just and proper.
- (e) The list approved under rule (d) above shall form the Select List for the purpose of appointment by promotion under Rule 7.

10. Validity of the Select List:

- (a) The Select List shall remain in force for a period of one year unless its validity is extended by the Appointing Authority with the approval of the Commission;
 Provided that such an extension shall not be for a total period exceeding six months;
 Provided further, that in the event of any great lapse in the conduct of duties on the part of any person from the Select List, the Appointing Authority may, if it thinks fit, remove the name of such persons from the Select List in consultation with the Commission. The reasons for doing so shall be recorded in writing.
- (b) The Committee shall meet once a year to review the Select List.

11. Direct recruitment:

- (a) Competitive Examination for direct recruitment under sub-rule (d) of rule 7 shall be held at such interval as the Appointing Authority may decide, in consultation with the Commission from time to time. The date on which and the place at which the examination shall be held, shall be fixed by the Commission.

- (b) The examination shall be conducted by the Commission in accordance with such syllabus as the Appointing Authority may from time to time make in consultation with the Commission.
- (c) Out of the number of vacancies to be filled up on the result of each examination, there shall be reservation in favour of candidates belonging to Schedule Caste and Schedule Tribes to the extent and subject to the conditions as the Government may from time to time prescribed.
- (d) On the basis of the result of the examination, the Commission shall prepare a list of all successful candidates in order of merit which shall be determined in accordance with the aggregate marks obtained by each candidate and if two or more candidates obtain equal marks, the Commission shall arrange them in order of their relative merit which shall be determined in accordance with the general suitability of the candidate for appointment to the post. The number of persons to be included in the list shall be according to the actual vacancies that are likely to occur during the recruitment year plus 10 (ten) percent of the actual vacancies or two names whichever is more. The list shall be forwarded to the Appointing Authority.
- (e) The inclusion of a candidate's name in the list confers no right to appointment unless the Government is satisfied after such-enquiry-as-may be considered necessary that the candidate is suitable in all respect for appointment to the post and that the appointment to any post in the service is subject to availability of vacancy.
- (f) However, Sections 11 (a), (b), (c), 2 (e) shall not apply to Lower Primary School and Upper Primary School teachers for which separate recruitment procedures are being followed.

12. Conditions of eligibility for appearing at the Competitive Examination:

In order to be eligible to compete at the Examination for direct recruitment, a candidate must satisfy the following conditions, namely;

- i. Nationality - He/she must be a citizen of India.
- ii. Age - He/she must have obtained the age of 18 years and must not have exceeded the age of 27 years on the first day of the year in which the advertisement is made;
Provided that in the case of candidate belonging to Schedule Caste and Schedule Tribe, the upper age limit will be subject to relaxation made by the Government from time to time.
- iii. Educational Qualifications - as laid down in Schedule II.

13. Disqualification for appointment to the Service:

- i. No person who, after such medical examination as the Government may prescribe is not found to be in good mental or bodily health and free from any physical defects or infirmity which may render him unfit in the discharge of his duties shall be appointed to the service.
- ii. No person who has been convicted for any offence involving moral turpitude shall be appointed to the service.
- iii. No person who has more than one spouse living shall be eligible for appointment to the service;

Provided that the Governor may if he is satisfied that there are special grounds for doing so, exempt any person from the operation of sub-rule (iii).

- iv. No person who attempts to enlist support for his candidature either directly or indirectly by any recommendation either written or oral or by other means, shall be appointed to a post in the Service.

14. Appointment to posts in the Service:

- i. Appointment to any Gazetted post in the Service under Rule 7 shall be made by the Appointing Authority and shall be published in the Meghalaya Gazette.
- ii. Subject to the provisions of sub-rule (a) and (e) of Rule 11 appointment of direct recruitment under Rule 7 shall be made from time to time in order in which the names of candidates appear in the Merit List prepared under sub-rule (d) of Rule 11.
- iii. A person appointed by direct recruitment shall join within 15 days from the date of receipt of the order of appointment, failing which and unless the Appointing Authority extend the period of joining which shall not in any case exceed three months, the appointment shall be cancelled.
- iv. Appointment under Sub-Rule (a) (b) and (c) of the Rule 7 shall be made in the order the names of candidates appear in the Select List approved under sub-rule (a) of Rule 10.

15. Probation:

Every person appointed under Rule 7 shall be on probation for a period of 2 (two) years;

Provided that the period of probation may for good and sufficient reasons be extended by the Appointing Authority in any individual case by a period not exceeding two years;

Provided further that where a person appointed to the post in the Service could not be placed under probation for want of permanent vacancy, any period which he has rendered in a temporary capacity may, having regard to his performance, be counted towards the period of probation.

16. Departmental Examination and Training:

- (a) Such persons referred to sub-rule (a) of rule 3 who have not passed all the papers of the Departmental Examination prescribed for all service prior to allocation to the State of Meghalaya shall, within a period of two years from the date of commencement of these rules appear at and pass the Department Examination conducted by the Commission in the subject(s) in which he has not passed and shall also be required to successfully undergo, if he has already not done so, such training as the Appointing Authority may prescribe.
- (b) Such persons referred to in sub-rule (b) of rule 3 and who have not passed the Departmental Examination conducted by the Commission and or have not undergone the training prescribed from time to time shall within a period of two years from the date of commencement of these rules shall complete successfully such prescribed training.
- (c) Every person appointed to posts in the Service after commencement of these Rules shall during the period of probation, shall complete successfully such training as may be prescribed by the Appointing Authority.

17. Discharge or reversion of a probationer:

A probationer shall be liable to be discharged from the post he/she holds in the service or reverted to the permanent post in which he holds a lien had he/she not been suspended under the rules applicable to him prior to his appointment to the post as the case may be, if:

- (a) He/she fails to make sufficient use of the opportunities given during the training or fails to give satisfactory performance during the period of probation, or
- (b) He/she fails to pass the Departmental Examination unless the Appointing Authority permits him to sit for re-examination in the subject or subjects in which he failed, or
- (c) On any information received relating to his/her nationality, age, health, character and antecedents, the Appointing Authority is satisfied that the probationer is ineligible or otherwise unfit for being a member of the Service.

18. Seniority:

- (a) The interse seniority of the members of the Service who originally belonged to and appointed by the Government of Assam before 21st January 1972 and who are allocated to the State of Meghalaya in accordance with the provisions of section 64 (1) of the North Eastern Areas (Re-organization) Act 1971 in the respective cadre shall be as it was in the corresponding cadre under the Government of Assam prior to their allocation to the State of Meghalaya.
- (b) Notwithstanding anything contained in sub-rule (a) the interse seniority of the members of the Service appointed by the Government of Meghalaya on the recommendation of the Assam Public Service Commission during the period between 2nd April 1970 and 20th January 1972 (both days inclusive) vis-a-vis those appointed by the Government of Assam under the same recommendation and allocated to the State of Meghalaya in the respective cadre, shall be determined in the order in which their names appeared in the list prepared by the Assam Public Service Commission, such members shall be junior to all the members mentioned in sub-rule (a) above in the respective cadre.
- (c) The interse seniority of the members of the Service in any cadre appointed on or after 21st January 1972 but before the commencement of these Rules, shall be in the order in which their names appeared in the merit list prepared by the Commission or the Select Lists approved by the Appointing Authority or the Commission as the case may be. Such members shall be junior to all members mentioned in sub-rule (a) and (b) above in the respective cadre.
- (d) The seniority in any group, of persons brought from the Central Government or from other State Governments on deputation and subsequently absorbed permanently under the Government of Meghalaya before or after the commencement of these Rules shall be determined with effect from the date such persons started serving continuously in that group as deputationist and will rank junior to the junior most person in position in that particular group at that particular time.
- (e) The interse seniority of the members of the Service appointed to different cadres shall be determined in the order in which their names appeared in the Select List approved under sub-rule (d) of Rule 9 or in the Merit List prepared under sub-rule (d) of Rule 11;

Provided that in any cadre a member appointed by promotion shall be senior to a member appointed by direct recruitment, where such appointment falls in the same year.

If confirmation of any member of the Service is delayed on account of his/her failure to qualify for such confirmation, he shall lost his position in order to seniority in that

cadre vis-a-vis such of his juniors who may be confirmed earlier than him/her. His original position in that particular cadre shall, however, be restored on his/her confirmation subsequently.

19. Confirmation:

(a) Confirmation of member of the Service appointed by promotion to Group 'A', Group 'B', Group 'C' and Group 'D' shall be made in the respective cadre according to his/her seniority in that cadre subject to the following conditions:

- i. that he/she has served not less than one year in the post in which he is to be confirmed.
- ii. that his/her performance is satisfactory (to be judged on the basis of Annual Confidential Reports and other relevant documents).
- iii. that there is no departmental proceedings or vigilance enquiry against him/her.
- iv. that the vacancy is available and no officer holds a lien on it.

(b) Confirmation of a probationer in a cadre shall be made according to his/her seniority in the cadre subject to the following conditions:

- i. that he/she has completed the period of probation to the satisfaction of the Appointing Authority.
- ii. that he/she has passed the Departmental Examination completely and has successfully undergone the training courses as may be prescribed by the Appointing Authority from time to time.

(c) that, he/she is considered otherwise fit for confirmation by the Appointing Authority and that vacancy is available and no officer holds a lien on it.

Provided that where a person is not given an opportunity to undergo the prescribed training during the period of probation his confirmation shall not be held up for reason of not successfully undergoing the said training but such persons shall, when called upon by the Appointing Authority and opportunity given, successfully undergo that said training, failing which he shall be liable to be removed from service unless the Appointing Authority allows him other chances.

Provided further, that the Appointing Authority may, for good and sufficient reasons, exempt a member of the service from passing any one or more of the prescribed Departmental Examination and Training and confirm him in the respective cadre of the Service.

20. Gradation, List:

There shall be prepared and published annually an up-to-date gradation list as on 1st January consisting of the names of all members of the service cadre-wise and drawn up in order of seniority and other particulars relating to the date of birth and appointment to the service and such other details relevant to the service career shall be indicated against each name.

21. Time Scale of Pay:

- (1) Time Scale of pay admissible to the members of the service shall be as shown in Schedule I subject to revision by Government from time to time.

22. Increment:

- (a) The first increment admissible to a probationer shall accrue on the expiry of one year from the date of his joining the post but subsequent increment shall be allowed only on his passing the Departmental Examination completely and on his successful completion of the training courses as may be prescribed.
- (b) Such persons referred to in sub-rules (a), (b) and (c) of Rule 16 who have not passed the Departmental Examination or have not undergone the prescribed training shall be allowed to draw increment becoming due within a period of two years from the date of commencement of these Rules but further increments shall be allowed only on their passing of the Departmental Examination completely and on successful completion of the training course.
- (c) The pay of a member of the Service on his passing the Departmental Examination and/ or the prescribed training course shall be fixed at such a stage as if they had been allowed his usual annual increments due but he shall not be entitled to any arrear in pay on account of withholding of due increment during the period prior to the date of passing the Departmental Examination and/ or the prescribed training course.
- (d) The increment admissible to a member of the Service promoted from one post to another shall accrue on the expiry of each year as admissible under the Rules.

23. Leave, pension etc. and other conditions of service:

Except as provided under these rules, all matters generally relating to leave, pension, discipline and other conditions of service shall be regulated by rules and

orders made by the Government from time to time and applicable to other State Government from time to time and applicable to other State Government servants holding corresponding status.

24. Power of the Governor to dispense with or relax any Rule:

The Governor, if satisfied that the operation of any of the provisions of these Rules causes undue hardship in any particular case or cases or results in any particular post or posts being left unfilled for want of person(s) possessing the minimum experience as specified by these rules for promotion to such post(s), may dispense with or relax the requirement of any of these rules to such extent and subject to such condition as he may consider necessary for dealing with the case in a just and equitable manner, or, for meeting the exigencies of public interest.

25. Interpretation:

If any question arises relating to the interpretation of these rules the decision of the Government in the Education Department with the approval of the Personnel & AR Department shall be final.

26. Repeal and saving:

All rules, orders, or notifications corresponding to an in force immediately before the commencement of these rules are hereby repealed:

Provided that all orders made or action taken under the rules, order or notification so repealed or any action taken in pursuant thereto shall be deemed to have been validly made or taken under the corresponding provisions of these rules.

DIRECTOR-ATE OF SCHOOL EDUCATION & LITERACY

SCHEDULE-1

See rule 4(b), 6(2) & 21.

<u>Name of posts</u>	<u>Time scale of pay</u>	<u>Total strength</u>
Senior Grade		
I. Director, School Education & Literacy	31300-940-37880-1110-46760	1
2. Additional Director	28700-860-35580-1050-43980	1
3. Joint Director	26700-800-33100-1000-42100	2
4. Dy. Director	23300-700-27500-830-32480-970-39270	2
5. Administrative Officer	23300-700-27500-830-32480-970-39270	1
6. Inspector of Schools	23300-700-27500-830-32480-970-39270	6
7. Addl. Inspector of Schools	18300-500-21800-EB-650-27000-810-35100	3
8. Monitoring Officer	18300-500-21800-EB-650-27000-810-35100	1
9. Research Officer	18300-500-21800-EB-650-27000-810-35100	1
10. Special Officer, Science Education	18300-500-21800-EB-650-27000-810-35100	1
11. Principal, Higher Secondary Schools	18300-500-21800-EB-650-27000-810-35100	20
12. Dy. Inspector of Schools	17000-470-20290-EB-560-25330-760-33690	15
13. Headmaster/ Headmistress Secondary/Public School/Special Officer	17000-470-20290-EB-560-25330-760-33690	25
14. District Social/Adult Education Officers	17000-470-20290-EB-560-25330-760-33690	5
Grade I		
1. Asst. Headmaster/ Headmistress	15700-390-18430-EB-510-23020-690-30610	21
2. Asst. DAEO/DSEO	15700-390-18430-EB-510-23020-690-30610	5
3. Vice Principal Higher Secondary Schools	15700-390-18430-EB-510-23020-690-30610	10
4. Vice Principal Pine Mount/Public Schools	15700-390-18430-EB-510-23020-690-30610	4
5. Asst. Lecturer, Higher Secondary Schools	15700-390-18430-EB-510-23020-690-30610	100
6. Planning Officer	14700-370-17290-EB-480-21610-650-28760	1
7. Assistant Research Officer	14700-370-17290-EB-480-21610-650-28760	1
8. Assistant Teacher (Post Graduate)	14700-370-17290-EB-480-21610-650-28760	55
9. Sub- Inspector of Schools	14100-350-16550-EB-460-20690-620-27510	30
10. Statistical Assistant	14100-350-16550-EB-460-20690-620-27510	8
11. Research Assistant	14100-350-16550-EB-460-20690-620-27510	1
12. District Science Supervisor	14100-350-16550-EB-460-20690-620-27510	7
13. Instructor of Physical Training	14100-350-16550-EB-460-20690-620-27510	-
14. Technical Assistant for Science Education	14100-350-16550-EB-460-20690-620-27510	1
15. Assistant Teacher of UPS	14100-350-16550-EB-460-20690-620-27510	402

16. Drill/ Drawing Teacher	14100-350-16550-EB-460-20690-620-27510	
17. Graduate Teacher, Secondary Schools	14100-350-16550-EB-460-20690-620-27510	220
18. SEO (Social Education Organiser) / LSEO (Lady Social Education Organiser)	14100-350-16550-EB-460-20690-620-27510	60
19. District Science Supervisor	14100-350-16550-EB-460-20690-620-27510	3
Grade II		
1. Assistant Teacher of Senior Basic Schools	11300-280-13260-EB-360-16500-500-22000	-
2. Drill cum Drawing Master in UPS/ Senior Basic Schools	11300-280-13260-EB-360-16500-500-22000	-
3. Organizer Scouts & Guide	11300-280-13260-EB-360-16500-500-22000	-
4. District Education Officer	10600-270-12490-EB-340-15550-470-20720	-
Grade III		
5. Hindi Teacher in UPS/ Senior Basic Schools	9900-250-11650-EB-320-14530-440-19370	67
6. Laboratory Assistant	9900-250-11650-EB-320-14530-440-19370	-
7. Craft Instructor	9200-230-10810-EB-300-13510-410-18020	-
8. Craft Teacher	9200-230-10810-EB-300-13510-410-18020	-
9. Hindi Teacher in LPS/ Junior Basic Schools	9200-230-10810-EB-300-13510-410-18020	-
10. Assistant Teacher in LPS/ Junior Basic Schools	9200-230-10810-EB-300-13510-410-18020	6479
11. Pupil Teacher	9200-230-10810-EB-300-13510-410-18020	7
12. Assistant Teacher (Intermediate)	9200-230-10810-EB-300-13510-410-18020	68
13. Workshop Instructor in UPS/ Senior Basic Schools	7700-190-9030-EB-250-11280-340-15020	-

DIRECTORATE OF SCHOOL EDUCATION & LITERACY

Schedule —II (see rule 7, 11 & 12)

S1. No.	Name of posts	Method of recruitment with % of vacancies to be filled up by different methods	Persons eligible for consideration for promotion	Experience and Qualification required	Remarks
1	2	3	4	5	6
1.	Director, School Education &				To be filled up from the IAS/MCS cadre.
2.	Additional Director	Promotion	Joint Director	5 years service	If no suitable person as Joint Director is available, experience is relaxed to 7 years of combined service at Joint Director and Dy. Director level.
3.	Joint Director	Promotion	(1) Dy. Director (2) Inspector of schools	3 years service at their own grade	If no suitable person is available, experience is relaxed to 5 years of combined service at the level of Dy. Director and Monitoring Officer or Inspector of schools and Additional Inspector of Schools or 20 years combined service at the level of Principal & Vice Principal of Higher Secondary Schools.
4.	Dy. Director/ Inspector of schools	Promotion	(1) Addl. Inspector (2) Monitoring Officer (3) Principal, Higher Secondary School. (4) Principal, Pine Mount School or equivalent post in Public Schools.	3 years service at their own grade	If no suitable person is available, experience relaxed to 5 years of combined service at the level of Additional Inspector of Schools and Deputy Inspector of Schools or Monitoring Officer and Deputy Inspector of Schools or Additional Inspector of Schools and Headmaster, Secondary School.
5. (a)	Additional Inspector/ Monitoring Officer/ Additional Inspector, Science/ Principal Higher Secondary School	Promotion	(1) Dy. Inspector of Schools (2) Headmaster, Secondary Schools	3 years service	If no suitable person is available, experience is relaxed to 6 years of combined services of Deputy Inspector of Schools or Headmaster, Sec. Schools with Asst. Headmaster/ Vice-Principal, HSS/ Asst. DAEO/ Asst. DSEO/ Asst. Lecturers. For Additional Inspector, Science, only Science Graduate can hold the post.
(b)	Principal, Pine Mount School	By Selection	(1) Principal of State Govt. Public Schools .(Secondary Level)/Special Officer. (2) Vice-Principal of Pine Mount School/ State	Persons against (1) and (2) should possess minimum 10 years teaching experience in with Master Degree.	Selection committee will be constituted independently in consultation with Personnel & A.R. Department.

			Govt. Public Schools. (3) Asst. Lecturer Asst. Mistress of Pine Mount School.	Persons against (3) should possess minimum 15 years teaching experience in with Master Degree.	
6.	Headmaster, Secondary School/ Dy. Inspector of Schools	Promotion	(1) Asst. Headmaster Secondary School (2) Vice Principal Higher Secondary School (3) Asst. DAEO (4) Asst. DSEO (5) Asst. Lecturers	3 years service at their own grade	If no suitable person is available, the post shall be filled up by promotion from amongst the Graduate teachers of Secondary/ Higher Secondary Schools having at least 10 years of continuous and satisfactory service.
	Principal, Public Schools/Special Officer	Promotion	Vice-Principal, Public Schools	3 years of service	If no suitable person is available, combined service of 10 years of Vice-Principal and Assistant Teacher
7.	Vice Principal Pine Mount/ Public School	Promotion	Asst. Teachers of Pine Mount/Public school concerned	8 years of service	
8.	Asst. Headmaster Secondary School/Vice Principal, Higher Secondary School/ Asst. DEAD	Promotion	(1) Asst. Teachers Secondary/ Higher Secondary Schools (2) SI of Schools (3) Graduate SEO (4) District Science Supervisor	8 years service 8 years of service	
9.	Assistant Lecturer	Direct Recruitment 100%			
10.	(a) Graduate teacher/ Assistant Teacher, Sec.	Direct recruitment 100%		Graduate with B.Ed.	
	(b) Sub-Inspector of Schools	By transfer	Assistant Teachers, Secondary Schools, SEO/ LSEO Headmaster UPS	Who have completed minimum 5 years of satisfactory continuous service 8 years with B. Ed.	The post Sub- Inspector, SEO/LSEO and District Sc. Supervisor shall be filled up by transfer of Graduate teachers who have rendered minimum 5 year-Service.
	(c) Social Education organizer (SEO)/ LSEO	By transfer			

	(d) District Science Supervisor	By transfer	Science Teachers of Secondary Schools/ Higher Secondary Schools	8 years of service	
	(e) Head Master Upper Primary	Promotion 100%	Asst. Teachers, UP Schools		For appointment as Headmasters Upper Primary to be filled up by promotion from only those Asst. Teachers of UP Schools, who should be Graduate & must have rendered at least 5 years of continuous & satisfactory services.
11.	Asst. Teacher, UPS	Direct recruitment- 75% and 25% by promotion from Assistant Teachers, LPS		Graduate	Through promotion, minimum 5 years of continuous and satisfactory service with requisite qualification and graduate degree.
12.	Asst. Teacher, LPS or equivalent posts	Direct Recruitment		10+2	As prescribed by Government from time to time.