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[ No.15107-II-SME(B)-41/2009/SME.]

DEPARTMENT OF SCHOOL & MASS EDUCATION

RESOLUTION

The 1st August, 2011

***Sub: Career Advancement Policy of Sikshya Sahayaks/Jr. Teachers***

In pursuance of Article 243G of the Constitution of India, as inserted by the Constitution (73rd Amendment) Act, 1992 conferring powers to handover the elementary education to the control of Zilla Parishad and other Panchayati Raj institutions, Government have issued this Resolution determining the Career Advancement Policy of Sikshya Sahayaks / Junior Teachers engaged under programme of Elementary Education, Sarva Sikshya Abhiyan (SSA) and for implementation of Right Of Children To Free and Compulsory Education Act,2009 in supersession of all the previous resolutions issued in this regard provided that engagement made, action taken or things done under the provisions of the Resolution, Addendum and Corrigendum so repealed shall be deemed to have been taken, made, issued or done under this resolution.

1. The Sikshya Sahayak (SS) engaged under the programme of Elementary Education, Sarva Sikshya Abhiyan (SSA) and for implementation of Right Of Children To Free and Compulsory Education Act,2009 after completion of **3 years** of continuous satisfactory engagement may be eligible for appointment as Junior Teacher by the Zilla Parishad on contractual basis with consolidated monthly remuneration as decided by the Government from time to time, subject to fulfilment of the following conditions namely:—

- (i) the Sikshya Sahayak (SS) must have rendered **3 years** of continuous service satisfactorily from the date of engagement;

- (ii) the Sikshya Sahayak (SS), must have ensured 90% (at least) attendance of children in respective schools in all classes;
- (iii) the VEC/School Managing Committee must have given positive certificates about attendance and performance of the SS in the schools for the last 3 years;
- (iv) the Sikshya Sahayak (SS) must not have any adverse reports during last **3 years** of service in the school as SS. They must have ensured Minimum Level of Learning (MLL) for the students as prescribed by the Competent Authority; and
- (v) the Sikshya Sahayak (SS) must have reduced the drop out of children of Primary and Upper Primary School to below 10% and they must have performed all other duties assigned to them successfully.

2. Candidates not fulfilling the criteria contained in Para.1 above shall not be considered for appointment as junior teachers by the Zilla Parishad.

3. The vacancies out of the sanctioned posts in Primary and Upper Primary Schools will be filled up by appointment of regular primary school teachers by the Zilla Parishad from among the trained Sikshya Sahayaks / Jr. Teachers. The above vacancies against which regular primary school teachers would be appointed will be transferred to the Zilla Parishad cadre from the existing District cadre as all the schools as per decision of Government would in phases be transferred to Panchayati Raj bodies.

4. The trained Junior Teachers after completion of **3 years** of continuous satisfactory engagement as such under Zilla Parishads may be eligible for appointment as regular primary school teachers by the Zilla Parishads on the basis of the number of vacancies to be transferred from the existing District cadre to the Zilla Parishad cadre and subject to the fulfilment of following conditions.

- (i) The Junior Teachers must have rendered at least **3 years** of service as such satisfactorily with an unblemished records.
- (ii) They must have ensured 90% (at least) attendance of Children in their respective schools in all classes.
- (iii) They must have been given positive certificate by the Village Education Committee/School Managing Committee about regular attendance and satisfactory teaching. They must have ensured Minimum Level of Learning (MLL) for the students as prescribed by the Competent Authority.
- (iv) They must have reduced the dropout of children on the schools below 10%.

**4.1.** Notwithstanding anything to the contrary in Para.-4, a Sikhya Sahayak / Jr. Teacher having training qualification after completion of 6 years of continuous satisfactory engagement as Sikhya Sahayak and Junior Teacher, taken together shall be eligible for appointment as Regular Primary School Teacher.

**5.** Sikhya Sahayak / Jr. Teacher of Zilla Parishads on rendering satisfactorily service as reviewed every 3 years can continue in service but not beyond 58 years of age.

**6.** Funds would be placed with Zilla Parishad for remuneration and pay of SS, Junior Teacher and Regular Primary School Teacher appointed by Zilla Parishad, by School & Mass Education Department. Zilla Parishads shall administer the school administration through respective Panchayat Samiti, Gram Panchayat and VEC / School Managing Committee as decided by them.

**7.** The regular primary school teachers appointed by Zilla Parishad shall be guided as per the service conditions formulated by the Government in the School & Mass Education Department.

**8.** Decision taken in the matter of career advancement policy of Siksha Sahayak (SS)/ Jr. Teacher will also be applied *mutatis mutandis* to the institutions looked after by the ST & SC Development Department.

**9.** The Government in School & Mass Education Department would put in place a strict, concrete, permanent mechanism to evaluate the performance and eligibility of Sikhya Sahayak, Junior Teacher and Regular Teacher by the Zilla Parishad at every level.

**10.** The Competent Authority, for the purpose of this Resolution, means the Government in the School & Mass Education Department.

**11.** This resolution will take immediate effect.

This has been concurred in by Finance Department and Law Department vide UOR No. 266-SS-I, dated the 15th December, 2010 and UOR No.1934/L, dated the 12th November, 2010 respectively.

By order of the Governor

APARAJITA SARANGI

Commissioner-*cum*-Secretary to Government