

Studies in Educational Statistics—No. 1—1978

# PAY SCALES OF SCHOOL TEACHERS IN INDIA

## 1976-77

(As on 1-1-1977)



NIEPA DC



D08192

**STATISTICS** **DIVISION**  
**MINISTRY OF EDUCATION & SOCIAL WELFARE**  
DEPARTMENT OF EDUCATION  
[GOVERNMENT OF INDIA]  
NEW DELHI

1978

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MINISTRY OF EDUCATION AND SOCIAL WELFARE  
GOVERNMENT OF INDIA  
NEW DELHI  
1978

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## I N T R O D U C T I O N

This brochure on 'Pay Scales of School Teachers in India 1976-77' gives information on scales of pay, dearness and various other allowances available to teachers working in Primary, Middle, High and Higher Secondary Schools managed by Government/ Private Bodies in all the States and Union Territories of India as on 1.1.1977.

2. The Ministry of Education & Social Welfare is grateful to the Education Department in States and Union Territories for their help and cooperation in supplying information for this brochure.

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Scales of Pay of School Teachers in India -1976-77(as on 1.1.77)

Age- Group/Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES		
				Dearness	others	
1	2	3	4	5	6	
<b>1. ANDHRA PRADESH</b>						
Government/ Private (aided) Primary Schools	Headmas- ter/Asstt. Teacher	Passed Matric and Secondary grade trained	i) 290-11-400 -15-520 (Selection grade)	Pay Range	Allowance Rates	(1) <u>Head Master's Allowa- nce in Primary Schools</u>
			ii) 250-10-430	For pay upto Rs.300;  Rs.301-900;	50% ;  37% subject to a minimum of Rs. 148 and maximum of Rs.323;	2 teachers school Rs 2/- 3 " " Rs.3/- 4 " " Rs.4/- Five Teachers school and above Rs.5/-
		Passed Middle & Higher Grade Teachers Certificate	180-9-270 10-350	Rs.901-920 ;  Rs.921-2250	Rs.323 with mar- ginal adjustme- nts. Rs.303	(2) <u>Headmaster's allowance in Middle Schools is</u> Rs.15/- in respective of strength of schools.
						(3) <u>Headmaster's allowance in Higher Secondary Schools:-</u> In schools having more than 500 pupils Rs.40/- and in schools having less than 500 Rs.25/-
Government/ Private (aided) High Schools	Headmas- ter	Trained Graduate	320-14-400 15-580	- do -		
			Asstt. Teacher	Passed Matric and Secondary grade trained	i) 250-10-430 ii) 290-11-400 (Selection grade)	House Rent Allowance- (1) 15% of pay subject to a maximum of Rs. 150/- in Hyderabad, Secunderabad, Warangal and Vishakhapatnam.
	Higher Grade Asstt. for clas- ses I-V	Pass in Higher Elementary grade Training	180-9-270- 10-350		(2) 7½% pay subject to a maximum of Rs.75/- at selected towns including district	

Scales of Pay of School Teachers in India -1976-77 (as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation.	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

ANDHRA (CONTD.)

Headquarters  
Sanctioned in Hyderabad  
& Secunderabad  
City Compensatory Allo-  
wance :-

Pay Range	Rate
below 250	6½% of pay subject to minimum of Rs.12/-
above 250	6% of pay subject to maximum of Rs.75/-

Government/ Private (Aided) High/Higher Secondary Schools	Headmaster	Trained Post-Gra- duate	600-30-960- 35-1100
	Headmaster Grade I/ Asstt. Teacher	Trained Graduate	430-20-650- 25-800 (1/3 of the Grade II permanent posts)
	Headmaster Grade II/ Asstt. Teacher	— do —	320-14-460- 15-580

DO



Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-3-

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

2. ASSAM

Government Private (aided) Primary Schools	Headmaster/ Assistant Teacher	Matric Trained	240-5-265-EB-7-335-EB- 9-EB-380	N.A.	<u>Headmaster's allowance</u> Rs. 10 in Primary Schools Rs. 30 in Middle Schools.
		Matric	220-5-270-EB-6-300-EB- 8-340		
Government/ Private (aided) Middle Schools	Headmaster/ Assistant Teacher	Interme- diate	260-7-295-EB-8-375-EB- 10-425	N.A.	<u>Other Allowances</u>
		Graduate	325-15-400-EB-16-560- EB-18-650		
		Matric Trained	240-5-265-EB-7-335-EB- 9-EB-380		
		Matric	220-5-270-EB-6-300-EB- 8-340		
Government/ Private (aided) High/Higher Secondary Schools	Principal	Trained Graduate	525-35-700-EB-40-1100- EB-45-1325		
	Headmaster	do	500-35-745-EB-35-1025 EB-40-1225		
	Assistant Teacher	Post Graduate	475-30-625-EB-30-775- EB-35-1125		

Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

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Management/ Type	Designation	Minimum qualifi- cation	Scales of Pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

ASSAM (CONTD.)

Government/ Private (aided) High/ Higher Secondary Schools	Assistant Teacher	Post Graduate	350-15-425-EB-20-625- EB-25-750		
		Graduate	325-15-400-EB-16-560- EB-18-650		
		Matric (Grade A)	260-7-295-EB-8-375- EB-10-425		
		Matric (Grade B)	240-5-265-7-335-EB- 9-380.		

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/ Type	Designation	Minimum qualifi- cation	Scale of Pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

3. BIHAR

Government/ Private (aided) Primary Schools	Headmaster	Trained	230-5-280-EB-6-340	<u>Private</u> N.A.	Headmaster's allowance
	Asstt. Teacher	Matric	240-6-300-EB-8-396		N.A.
		Middle Trained	205-3-226-EB-4-254-5-284		
Government/ Private (aided) Middle Schools	Headmaster	Trained Graduate	415-15-580-EB-20-720	<u>Govt. :-</u> Rs 36	House Rent allowance (For Patna only)
	Asstt. Teacher	do	387-13-465-EB-15-600		Pay Range allowance Rates
		Passed Inter and Trained	296-8-360-EB-9-423		Rs.1-170 3.00 171-190 4.00 191-209 5.00 210-249 6.00 250-400 7.50
		Matric Trained	230-5-280-EB-6-340 240-6-300-EB-8-396		
Government/ Private (aided) High/Higher Secondary Schools	Principal	Trained Graduate	510-25-610-30-670-EB-30-910-EB-35-1155		City allowance (For Patna only)
	Headmaster	do	do		Pay Range Allowance Rates
	Asstt. Teacher	Trained Post Graduate	415-15-580-EB-20-720		upto Rs.640 Rs.10
		Trained Graduate	387-13-465-EB-15-600		Medical allowance Rs.8.40 per month for all House Rent allowance Other cities N.A.

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.1977)

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1 Management/ Type	2 Designation	3 Minimum qualifi- cation	4 Scale of Pay	5 Allowances		6 Others
				Dearness		
4. GUJARAT						
Government/ Private (aided) primary schools	Headmaster/ Assistant Teacher	SSC and Trained	290-8-330-10-350-	Pay-range Upto Rs 300; above Rs 300	Allowance Rates 28.8% of pay; 21.60% of pay	Headmaster's allowance in primary schools Rs 20
			EB-10-320-12-428-EB- 12-500-15-560			
			400-15-490-EB-15-520-20 600 (Selection Grade)			
		Untrained Matriculates	260-8-308-EB-6- 325-8-350			House Rent Allowance 15% of pay subject to a maximum of Rs. 400/- in Ahmedabad, Surat and Baroda
Government/ Private (aided) higher secondary schools	Principal Headmaster/ Assistant Teacher	Trained Graduate	i) 650-30-740-35-810- EB-880-40-1000-EB- 40-1200	Upto Rs 300; Above Rs 300	11.20% of pay- 8% of pay-	ii) 7 1/2% of pay subject to a maximum of Rs 200 in other cities
			35/ ii) 550-25-700-EB-25- 750-30-900			
			i) 440-15-530-EB-15- 550-20-640-EB-20- 700-25-750			
	Assistant Teacher	-do-	ii) 440-15-530-EB-15- 560-20-640			
		Untrained Graduates	330-8-370-EB- 10-420			Compensatory Local Allowance Pay-range Allowance Rate upto Rs 249; Above Rs 249 6.5% of pay subject to minimum of 12/- 6% of pay subject to a minimum of Rs 16.20 and maximum of Rs 75.00

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.1977) - 7 -

Management/ Type	Designation	Minimum Qualifications	Scale of Pay	Dearness	Allowances Others
1	2	3	4	5	6

Gujarat Contd.

SSC/under graduate and Trained	290-8-330-10-350- <del>EB-10-</del>	BARODA/SURAT	Below Rs 750/-	3.5% of pay subject to a maximum of Rs 10/-
	380-12-428- <del>EB-12-</del> 500-			
Untrained Matriculates	260-6-308- <del>EB-6-</del> 326-8-350		Rs 750 and above	The amount by which pay falls short of Rs 759/-

Scales of Pay of School Teachers in India -1976-77 (as on 1.1.77)

Management/Type	Designation	Minimum qualification	Scales of Pay	ALLOWANCES			
				Dearness		Others	
1	2	3	4	5	6	7	
Government/Primary Schools	Headmaster/Asstt. Teacher.	Passed Matric Middle & J.V./J.T./J.B.T. trained.	i) 250-10-300 (Selection Grade for 15% of posts) ii) 125-5-150-5 (for 85% of posts).	5. HARYANA Pay Range upto Rs. 300 Rs 110-149 Rs 150-209 Rs 210-399 upto 449 452 to 494		Allowance Rate Rs. 71; Rs. 98; Rs. 122; Rs. 146; Rs. 160; Rs. 164; amount by which pay+dearness allowance falls short of Rs. 663/-	HOUSE RENT ALLOWANCE First Class Cities 12½% of pay.  Second Class Cities 7½% of pay for those employees not provided with Government accommodation.

Additional Dearness Allowance  
upto Rs. 300, 50% of pay;  
Rs. 300-2250 37% of pay;  
subject to minimum of Rs. 148/- and maximum of Rs. 258 p.m. subject to marginal adjustment of higher pay levels so that pay+dearness allowance does not exceed Rs. 2400 p.m.

e.e.A  
Information not available

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Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

HARYANA (CONTD.)

Interim Relief

				<u>Pay Range</u>	<u>Allowance Rates</u>
Government Middle Schools	Headmaster	Trained Graduate	(1) 220-8-300-10-400 (85% of posts)	Rs. 125-209;	Rs. 41;
			(2) 400-20-500 (15% of posts)	Rs. 210-499;	Rs. 50;
	Asstt. Teacher	Passed Matric & Trained	(1) 125-5-150/5-250	Rs. 500-585;	Rs. 70;
			(2) 250-10-300	Rs. 585-1250	Rs. 60.
Government High/Higher Secondary Schools	Headmaster/ Principal	Trained Graduate	(1) 300-25-450/25-600	Subject to marginal adjustment so that pay plus adhoc relief does not exceed Rs. 130/-	
			(2) 400-30-640/40-800 (25% of posts)		
			(3) 700-40-980/40-1100 (15% of posts)		
	Lecturer	Post Graduate	300-25-450/25-600		
	Asstt. Teacher	Trained Graduate	(i) 220-8-300/10-400 (85% of posts)		
			(ii) 400-20-500 (15% of posts)		

Private Aided Primary/Middle High-Higher Secondary Schools :- The private managements give the same scale of pay to their teachers as are admissible to their counterparts in Govt. Service

Scales of pay of School Teachers in India -1976-77 (as on 1.1.77)

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Management/ Type	Designa- tion	Minimum qualifi- cation	Scales of pay		ALLOWANCES	
			Dearness			Others
1	2	3	4	5		6

6. HIMACHAL PRADESH

Government Primary Schools	Head- master/ Asstt. Teacher	Passed Matric/ Hr.Sec with 2 years JBT Training	150-7-234-8- 250-10-300.	Pay Range	Allowance Rate	City Compensatory allowance in Group I
				Pay upto Rs .109; Rs .110-150; Rs .151-210; Rs .211-400; Rs .401-450; Rs .451-499;	Rs .71; Rs .98; Rs .122; Rs .146; Rs .160; Rs .164	125% of basic pay sub- ject to a maximum of Rs 250 p.m. (for class II and IV employee), 100% of pay subject to a maximum of Rs .200/-p.m. in respect of others.
				<u>Interin Relief</u> pay upto Rs .84; Rs .85-209; Rs .210-499; Rs .500-575;	Rs .29; Rs .41; Rs .50; Rs .70;	<u>Group II</u> 25% of pay subject to a maximum of Rs .100/-
				<u>Additional Dearness Allowance</u> pay upto Rs .300; Rs .301-1599; Rs .1600-Rs .1640;	43% of pay 32% of emoluments; Amount by which pay falls short of Rs .1640.	<u>Group III</u> 12½% of pay subject to a maximum of Rs. 75p.m.



Scales of pay of School Teachers in India -1976-77(as on 1.1.77)

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Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

HIMACHAL PRADESH (CONTD.)

Government Middle Schools	Headmaster/ Asstt. Teacher	Trained Graduate	220-12-340-15-400-20-500	- do -	<u>House Rent allowance:-</u> 7½% only to the employees posted at Simla town & its suburbs.
		Passed Matric/Hr. Secondary+ 2 years JBT Training	150-7-234-8-250-10-300 (220-10-340-15-430) (Selection Grade)		
Government High/Higher Secondary Schools	Principal	Graduate/ Post Graduate	(i) 400-30-640-40-800 (25% of I class posts)	- do -	
		Trained	(ii) 700-40-980-40-1100 (15% of I class posts)		
	Headmaster	Trained Graduate	300-25-600		
	Lecturers	MA/MSc.	250-20-450-25-600 (with a start of Rs 300/- to Ist class & 2nd class MA/MSc.)		
Asstt. Teacher	Asstt. Teacher	Trained Graduate	220-12-340-15-400-20-500		
		Passed Matric/Hr. Sec.+2 yrs. JBT Trg.	150-7-234-8-250-10-300		

Scales of pay School Teachers in India 1976-77 (as on 1.1.77)

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Management, Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

HIMACHAL PR DESH (CONTD.)

Pay scales in these schools are not uniform but they are generally the same as in Govt. schools

Private  
(Aided)  
Primary,  
Middle,  
High/Hr.  
Secondary  
Schools

7. JAMMU & KASHMIR

Government Primary Schools	Headmaster/ Asstt. Teacher	Matriculate	220-8-260-10-300- 13-430	16% of the basic pay	Special allowance @ 75% of the basis pay in Ladakh Distt, Tehsil Mahore, Niabat Bani, Illaqas of Padder in Kishtwar Tehsil Entire* Niabat Gurez, Niabat Now gam in Kishtwar Tehsil Tangdarsim division and Matchu area. @ 50% of the basic pay in area; in Poonch and Rajouri District excl- uding towns of Poonch Rajouri and Sunderbani and other urban areas.
		Trained Matriculate (Selection Grade)	350-15-470		
Government Middle Schools	Headmaster  Asstt. Teacher	Trained Graduate	340-15-400-EB-25- 600-EB-25-700		
		Matriculate	220-8-260-10-300- 13-430		
Government High/Hr. Secondary Schools	Principal  Headmaster	Trained Post Graduate	700-40-900-EB-50- 1100		
		Trained Graduate	475-25-700-EB-30- 850.		

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of Pay		ALLOWANCES	
					Dearness	Others
1	2	3	4	5	6	7

JAMMU & KASHMIR (CONTD.)

Master	Post Graduate	475-25-700-EB-30-850	(Selection Grade)	Border allowance @ 20% of the basic pay in selected areas.
	Trained Graduate	340-15-400-EB-25-600-EB-25-700		
Asstt. Teacher	Post Graduate	260-10-310-15-400-EB-25-700		

Private(Aided) :- Scales of pay vary from school to school

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	Dearness	ALLOWANCES	
						Others
1	2	3	4	5	6	

8. KARNATAKA

Government/ Private (Aided) Primary Schools	Headmaster/ Assistant Teacher	Passed Matric & Trained	340-15-400-20-	House Rent allowance (city area) Category A	Pay Range	Allowance Rates
			500-25-600-30- 750-Extn-25-800.			
Government Middle Schools	Headmaster	Trained Graduate	300-10-340-15- 400-20-500-25- 600-Extn-20-700.	upto Rs.1000	Above Rs.1000	10% of the basic pay subject to a minimum of Rs.30 p.m.
			500-25-600-30- 750-50-1000-60 1120.			
Government Middle Schools	Headmaster	Non Graduate	400-20-500-25- 600-30-750-50- 900.	upto Rs.1000	Above Rs.1000	8% of the basic pay subject to minimum of Rs.100 p.m. and maximum of Rs.250 p.m.
			400-20-500-25- 600-30-750-50- 900.			
Government Middle Schools	Assistant Teacher	Passed Matric & Trained	340-15-400-20- 500-25-600-30- 750-Extn-35-800.	upto Rs.1000	Above Rs.1000	5% of the basic pay subject to minimum of Rs.15 p.m.
			340-15-400-20- 500-25-600-30- 750-Extn-35-800.			
Government Middle Schools	Assistant Teacher	Passed Matric Middle Trained	300-10-340-15- 400-20-500-25- 600-Extn-20-700.	upto Rs.1000	Above Rs.1000	4% of the basic pay subject to minimum of Rs.50 and maximum of Rs.100 p.m.
			300-10-340-15- 400-20-500-25- 600-Extn-20-700.			
				<u>Non City Areas</u>		
				upto Rs.1000		2% of the basic pay subject to minimum of Rs.10 p.m.

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/Type	Designation	Minimum qualification	Scales of Pay		ALLOWANCES	
			Dearness		Dearness	Others
1	2	3	4	5	6	
<u>K. ERNATAKA (CONTD.)</u>						
Government / High School / Junior Colleges	Principal (Junior colleges) †	Post Graduate	900-50-1000-60-1300-75-1750		<u>City Compensatory allowance</u> <u>City areas</u>	
	Lecturer (Junior colleges) †	do	660-30-750-50-1000-60-1300		<u>Category 'A'</u>	
	Headmaster (Secondary school)	Trained Post Graduate	do		<u>Pay Range</u>	<u>Allowance Rates</u>
	Assistant Teacher	Trained Graduate	600-30-750-50-1000-60-1240.		upto Rs. 500	5% of the basic pay
		do	500-25-600-30-750-50-1000-60-1120.		Rs. 500 to 1060	4% of the basic pay subject to a minimum of Rs. 25 p.m. and maximum of Rs. 40 p.m.
		Graduate	400-20-500-25-600-30-750-50-900			
					<u>Category 'B'</u>	
					upto Rs. 1060	2½% of the basic pay subject to maximum of Rs. 40 p.m.
						<u>Non City Areas</u>
						NIL

† Junior college = +2 stage of 10+2 System / Pattern of Education.

Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

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Government/ Type	Designation	Minimum qualifi- cation	Scale of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

9. KERALA

Government/ Private (aided) Primary and Middle Schools	Headmaster Assistant Teacher	S.S.L.C.& T.T.C. S.S.L.C. & T.T.C.	330-13-395-15- 500-15/2-575 i) 235-7-256-8-296 9-350-9/2-395. ii) 285-13-389-14- 445-15-475-15/2 550	Pay-range Basic Pay upto Rs 300; Basic pay above Rs.300 upto 900.	Allowance Rates DA 53.5% of the pay subject to minimum of Rs.106/- and maximum of Rs.158 p.m. 39.5% of the pay subject to a minimum of Rs.158 and maximum of Rs.342 p.m.	House Rent Allowan- ces 1) H.R.A. is 8% of + basic pay in cities subject to maximum of Rs.30/- 2) H.R.A. is 6% of basic pay in Municipal Towns subject to maxi- mum of Rs.18/- 3) H.R.A. is not given in other places, other than cities and Muni- cipal towns.
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Government/ Private (aided) High/Higher Secondary Schools	Headmaster Assistant Teacher	Trained Gr duate do	535-25-760- 25/2-835 (1) 285-13-389-14- 445-15-475-15/2 550. (2) 405-15-540-20- 560-20/2-660 (Selection Grade)	Pay Range Basic pay upto Rs.300; Basic pay above Rs.300 upto 900.	Allowances Rates DA 53.5% of the pay sub- ject to mini- mum of Rs.106/ and maximum of Rs.158 p.m. 39.5% of the pay subject to a minimum of Rs.158 and a maximum of Rs.342 p.m.
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Scales of pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/ Type	Designation	Minimum qualifi- cation	Scale of pay	ALLOWANCES		
				Dearness	Others	
1	2	3	4	5	6	
<u>10. M.DHYA PR. DESH</u>						
Government/ Private (Aided) Primary Schools	Headmaster/ Assistant Teacher	Passed Matric/ Higher Seco- ndary and Trained	169-4-185-5- 240-EB-6-270 10-300	Pay Range  Pay upto Rs. 144;	Allowance Rates Rs. 32; 43; 48; 58; 65.	Headmaster's allowances Primary schools-Rs.25; Middle schools-Rs.50,  <u>House rent allowance:-</u> i) In Gwalior, Bhopal and Jabalpur: 7½% of pay subject to a minimum of Rs.10; ii) In Bilaspur; Bhilainagar, Barhanpur Raipur, Sagar and Ujjain:- 5% of pay subject to minimum of Rs.7; iii) In towns with a popu- lation between 50 thousands and 1 lakh:- 5% of pay subject to a minimum of Rs.7 for pay upto Rs.620. <u>City Compensatory allowance in Jabal- pur, Raipur, Indore, Bhopal and Gwalior is</u> Rs.10/-p.m.
Government/ Private (Aided) Middle Schools	Headmaster/ Assistant Teacher	Passed B.A./ B.Sc. and Trained pas.	246-6-270- 10-350-EB- 12½-400-20 460	Rs.145-170; Rs.171-230; Rs.231-310; Rs.311-510	Additional Dearness Allowance Pay upto Rs.300; Pay above Rs.300	
Government High/Higher Secondary Schools	Principal	Post Graduate	169-4-185- 5-240-EB- 6-270-10- 300 425-25-500 -30-680- EB-40-800 -50-900	Pay upto Rs.300; Pay above Rs.300	24% of pay; 18% of pay subject to a minimum of Rs.72 and a maximum of Rs.162	
	Lecturer	do	350-12½-400 20-500-EB- 25-600			
	Assistant Teacher	Passed B.A./ B.Sc Trained	246-6-270-10 350-EB-12½- 400-20-460			
		Passed Matric/ Hr.Sec. and Trained	169-4-185-5- 240-EB-6-270 12-300			

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

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1	2	3	4	5		6
				Dearness	Others	

11. MAHARASHTRA

1	2	3	4	5	6		
					Dearness	Others	
Govt/ Private (aided) Primary & Middle Schools	Head- master (more than 200 pupils on roll)	As for Asstt. Teacher	145-4-175-6- 187-EB-6-205 9-250	Pay Range	Allowance Rates	House Rent allowance (1) Bombay Pay Range Allowance Rates	
				Pay below Rs.222/-	25% of pay	Rs.251-Rs.350 - Rs.37 Rs.351-Rs.450 - Rs.50 Rs.451-640 - Rs.55 with marginal adjust- ments upto pay off. 679.	
		Asstt. Teacher	SSC Sr. ITC	120-4-140-5-165 -EB-5-190-6-220	Rs.222-289	(a) 18% of pay + (b) 9%;	
			SSC Jr.FIC	115-4-135-5-160 EB-5-210	Rs.289-332	24% of pay	(2) <u>Mumbai and Nagpur</u> Rs.251-Rs.350 - Rs.30 Rs.351-Rs.450 - Rs.35 Rs.451-Rs.640 - Rs.40 with marginal adjust- ments for pay upto Rs.679.
			PSC & ITC	100-3-122-4-150 EB-4-170-5-185	Rs.332-432	(a) 18% plus (b) 6%	
			SSC	i) 100-3-165 ii) 105-4-125			
		PSC	90-2-48-3-110				
Government/ (aided) High/Hr. Sec Schools	Head- master (Enrol- ment upto 300)	Trained Graduate	250-20-450-25- 475 (or alter- native allowance of 65/- in addition to his pay as Asstt. Teacher)	Rs.432 and above	24% of pay	(3) <u>Other places</u> Rs.251-Rs.350 - Rs.18 Rs.351-Rs.450 - Rs.20 Rs.451-Rs.640 - Rs.25 with marginal adjust- ments for pay upto Rs.679/-	



Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

MAHARASHTRA (CONTD.)

Government/ Private (aided) High/ Higher Secondary Schools	Enrolment 300 to 500	Trained Graduate	300-20-460-25-510 (or alternative allowance of Rs.125/- in addition to his pay as Asstt. Teacher)		
	Enrolment 501 to 1000	___do___	360-20-460-25-560-30-650 (or alternative allowance of Rs.175/- in addition to his pay as Asstt. Teacher)		
	Enrolment above 1000	___do___	400-30-640-45-730-50-830 (or alternative allowance of Rs.225/- in addition to his pay as Asstt. Teacher.)		
Asstt Teacher		Trained Post- Graduate	i) 225-10-260-15-350-EB-410-20-550 ii) 225-10-280-15-340-EB-15-430-20-470		
		Trained Graduate	i) 175-10-265-EB-10-325-15-400 ii) 170-7-205-8-245-EB-8-285-10-325 iii) 165-6-195-7-230-EB-7-265-10-285		
		Untrained Graduate	150-5-170		
		Matric Diploma in Edn.	130-4-150-5-165-EB-5-140-6-220		
		Matric	115-4-135-5-160-EB-5-210 105-4-125		

There is no selection grade for Primary School teachers.

Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES		
				Dearness	Others	
1	2	3	4	5	6	
<b>12. <u>MANIPUR</u></b>						
Government/ Private (Aided) Primary Schools	Headmaster	Under-graduate Matriculate Trained	260-7-316-EB-8- 380-EB-10- 440-12-500	RS.20/-	<u>Compensatory Hill allowance</u> Places beyond 3 kms from nearest motorable Road.	
	Assistant Teacher	Under-graduate/ Trained Matriculate	260-7-316-EB-8- 380-EB-10-440- 12-500		<u>Pay Range</u> <u>Allowance Rates</u> upto Rs.400, 30% of pay; Above Rs.400 25% of pay sub- ject to a minimum of Rs.120 and maximum of Rs.250	
		Matric	240-6-282-EB-7- 338-EB-8-370-10 -390.		Places accessible by a motorable Road	
		Passed Middle & Trained	215-5-250-EB-6- 298-EB-7-340		upto Rs.400, 15% of pay; Above Rs.400 12½% of pay subject to a minimum of Rs 60/- and a maximum of Rs.125 p.m.	
Govt/- Private (Aided) Middle Schools	Headmaster	Passed B.A. and trained	196-3-220-4-260 -5-285 400-20-540-EB-25 -740-EB-30-950	<u>Winter allowance</u>		
	Asstt. Teacher	Trained Graduate	i) 360-15-465-EB- 20-625-EB-25- 800	<u>Pay Range</u> <u>Allowance Rates</u> upto Rs.750, 7% of pay subject to a minimum of Rs 50/- Amount by which total pay falls short of Rs 800/-		

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/ Type	Designation	Minimum qualification	Scale of pay	Dearness	ALLOWANCE Other
1	2	3	4	5	

MADRAS (CONTD.)

Government/ Private (Aided) Middle Schools	Assistant Teacher	Graduate	ii) 325-15-430-EB-17-566 EB-18-710		-do-
		Passed Matric and Trained or Intermediate	iii) 260-7-316-EB-8-380- EB-10-440-12-500		
		Matric	iv) 240-6-282-EB-7-238- EB-8-370-10-390		
Government/ Private (Aided) Higher Secondary Schools	Principal	Passed M.A. B.T. with 5 years teaching experience	500-35-745-EB-40- 1065-EB-45-1200- 50-1350		-do-
	Lecturer	Passed M.A.	i) 450-25-625-EB-30- 865-EB-35-1075		
	Headmaster	Passed B.A. and B.T. with 5 years Teaching Experience	500-35-745-EB-40- 1065-EB-45-1245		
Assistant Teacher		Passed B.A.	i) 360-15-465-EB-20-625-EB-25-800		
		Passed Matric & Normal tra- ined or Interme- diate Passed	ii) 325-15-430-EB-17-566-EB-18-710 260-7-316-EB-8-380-EB-10-440- 12-500 240-6-282-EB-7-338-8-370-10-390		



Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scale of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

13. MEGHALAYA

Government Primary Schools	Head w/ Teacher/ Asstt. Teacher	Non Matric Untrained	195-3-225-4- 265-5-270	Pay Range	Allowance Rates	Head Teacher Allowa- nce
				Pay upto Rs300;	7%of basic pay	<u>Number of</u>   <u>Allowance</u> <u>Teacher</u>   <u>Rates</u>
		Basic Trained/ Matric Untrained	220-5-270-EB-6- -330-EB-340			upto 3 - Rs.5; Above 3 - Rs.10.
		Matriculate Basic Trained/Non Matric Normal passed	240-5-265-EB- 7-335-EB-9- 380.	Rs.301-1600;	5%of the basic pay	<u>House Rent Allowance</u> :- 7½% of . . . basic pay for those not resi- ding in Govt. accomo- dation.
		Non Matri- culate Un- trained Teacher	195-3-225-4- 265-5-270.		<u>Additional Dearness</u> <u>Allowance</u>	<u>Winter Allowance</u> (Oct. to Feb.) For employees appointed upto 13.2.75
				Pay upto Rs300;	7%of basic pay	<u>Pay Range</u>   <u>Allowance</u>   <u>Rates</u>
				Rs.301-1600;	2½% of basic pay	upto Rs500 10%of pay; Rs 500-Rs. 707 Rs.50; 707 Above Rs. 707 Amount by which pay plus winter allowance falls short of Rs.757.



Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

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Management/Type	Designation	Minimum qualification	Scale of pay	Dearness	ALLOWANCES
					Others
1	2	3	4	5	6

MEGHALAYA (CONTD.)

(As on pre-page)

Grade A

Government Middle Schools	Head-master/Asstt. Teacher	(i) Graduate*	(i) 325-15-400-EB-16-560-EB-18-650.
		(ii) Matric/Basic trained/Matriculate Normal passed/Intermediate passed	(ii) 260-7-295-EB-8-375-EB-10-425.

Shillong Compensatory allowance:-

For employees appointed after 13.2.75

(a) Govt. servants appointed on or after 1.12.64 shall continue to draw the same amount of Shillong C.A. of Rs. 7.50 p.m. Subject to the condition that pay plus Shillong C.A. shall not exceed Rs. 544/-p.m.

Pay Range	Allowance Rates
upto Rs 500	10% of pay
Rs 500-568	Rs. 50
Above Rs. 588	Amount by which pay + winter allowance not falls short of Rs. 638

Grade B

Asstt. Teacher	Non Matriculate Basic Trained/Non Matriculate Normal passed/Matriculate Untrained	240-5-265-EB-7-335-EB-9-380
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(b) For those appointed before 1.12.64 shall draw the same amount of Compensatory allowance subject to the condition that pay plus Shillong Compensatory allowance shall not exceed Rs. 602/-P.M.

Revised Hill Allowance:-  
(w.e.f. 1.6.75)

- 10% of basic pay subject to a minimum of Rs. 150/- for employees within a radius of 16 km. from distt. Headquarters.
- 15% of basic pay subject to a maximum of Rs. 150/- for employees outside 16 km. from distt. Headquarters.

\* Non-graduate Teachers will get their own grade pay plus a special pay of Rs. 30 p.m.

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

Management/Designation Type	Minimum qualification	Scale of pay	Dearness	ALLOWANCES	
					Others
1	2	3	4	5	6

MEGHALAYA (CONT D.)

← According to the present Revision of Pay there is no provision for Interim Relief.

Government High Schools	Headmaster	Graduate	500-35-745-EB-35-1025-EB-40-1225
	Assistant Teacher	do	325-15-400-EB-16-560-EB-18-650
Government Higher Secondary Schools	Principal	do	525-35-700-EB-40-1100-EB-45-1325
	Assistant Teacher	With Post Graduate	475-30-625-EB-30-775-EB-35-1125 (Two advance increments for trained)
		Graduate	350-15-425-EB-20-625-EB-25-750 (Two advance increments for trained)

Private (aided)- Scales of pay are not uniform.



Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

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Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6
RS. 14. NAGALAND					
Government Primary Schools	Headmaster/Asstt. Teacher	Trained Graduate	350-20-450-EB-20-650-EB-25-750	Rs.15 for basic pay upto Rs.300; with marginal adjustment upto Rs. 315.	<u>Headmaster/</u> <u>Incentive allowance in Primary School only</u> Rs.50/-
		FU/Higher Secondary/Matric	275-9-320-EB-10-420-EB-11-475.		<u>House Rent Allowance;</u> 17½% of pay: <u>Innerline</u> C.A.: -20% of basic pay subject to minimum of Rs.35 and maximum of Rs.100.
		Under-Matric	240-5-265-EB-7-335-EB-9-380.		<u>Difficult Area Allowance :-</u> 10% of basic pay in some interior areas.
Government Middle Schools	Headmaster/Asstt. Teacher	Graduate	350-20-450-EB-20-650-EB-25-750.		
		FU/Higher Secondary/Matric	275-9-320-EB-10-420-EB-11-475.		
Government High Schools	Headmaster	Trained Graduate	500-35-745-EB-35-1025-EB-40-1225		
	Asstt. Teacher	Graduate	350-20-450-EB-20-650-EB-25-750.		
		FU/Higher Secondary/Matric	275-9-320-EB-10-420-EB-11-475.		
		Under Matric	240-5-265-EB-7-335-EB-9-380		

Private (aided) Primary, Middle, High Schools



scales of pay are not uniform.

Scales of Pay .. of School Teachers in India 1976-77(as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay		ALLOWANCES	
					Dearness	Others
1	2	3	4	5	6	

15. ORISSA

Government/ Private (Aided) Primary Schools	Headmaster/ Assistant Teacher	Matric Trained	255-5-285-7-320- EB-10-360	Pay Range	Allowance Rates	House Rent Allowance in Govt. Schools
		Matric	255-5-285-7-320- EB-10-340	upto Rs.300 Above Rs300	24½% of pay 17½% of pay	Varies from 5% to 7% of pay for various categorie of employees.
Government/ Private (Aided) Middle Schools	Headmaster/ Assistant Teacher	Trained graduate	400-10-15-500-EB- 20-620.			
		Trained Interme- diate/ Under graduate	300-8-344-10-364- EB-12-410-15-500			
		Trained Matric/ Interme- diate	255-5-285-7-320- EB-10-360.			
		Untrained Matric	255-5-285-7-320- EB-10-340.			

Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

ORISSA (CONTD.)

Government/ Private (Aided) High Higher Secondary Schools	Headmaster/ Assistant Teacher	Trained Graduate	500-15-590-EB-20-710-EB- 760-30-790-30-825.		
		Trained Graduate	400-10-15-500-EB-20-620.		
		Trained Intermediate	320-8-344-10-374-EB-12- 410-15-500.		
		Untrained Intermediate or trained Matric.	255-5-285-7-320-EB-10-360.		
		Untrained Graduate	320-3-344-10-374-EB-12- 410-15-500.		
		Untrained Matric	225-5-285-7-320-EB-10-340.		

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay		ALLOWANCES	
					Dearness	Others
1	2	3	4	5	6	

16. PUNJAB

Government/ Primary Schools	Head- master Asstt. Teacher	Trained Graduate	150-7-234/8-250/ 10-300	Pay Range upto 110; Rs 110-149; Rs 150-209; Rs 210-399; Rs 400-449; Rs 450-499	Allowance Rates Rs .71; Rs .98; Rs .122; Rs .146; Rs .160; Rs .164;	House Rent Allowance :- 12½% of basic pay & dearness pay in 'A' class towns; 7½% of basic pay & dearness pay in 'B' class towns.
Government Middle Schools	Head- master Asstt. Teacher	Trained Graduate	220-12-340-15- 400-20-500	Additional Dearness Allowance Pay Range upto Rs .300; Rs 300-2250;	Allowance Rates :- 36% of pay 27% of pay subject to mini- mum of Rs198 sub- ject to marginal adjustment so that pay +DA does not exceed Rs2400	City Compensatory allowance :- 12½% of pay to employees working at Chandigarh.
Government High Schools	Head- master Asstt. Teacher	Trained Graduate	300-25-450-25- 600.			
		Trained Graduate	220-12-340-15- 400-20-500			
		Trained Graduate	150-7-234-8- 250-10-300.			
Government Higher Secondary Schools	Principal	Trained Graduate	(i) 700-40-960- 40-1100. (ii) 400-30-640- 40-800 (Category 'B') (iii) 300-25-450/ 25-600 (Category 'C')	Interim Relief Pay Range upto Rs 84; Rs 85-199; Rs 200-489; Rs 490-1249	Allowance Rates Rs 29; Rs 41; Rs 50; Rs 60;	

Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

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Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

PUNJAB (CONTD.)

Government Higher Secondary Schools	Lecturer	Passed M.A.	250-25450/25-600
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Private(aided) :- Scales of pay are not uniform.

Scales of Pay of School Teachers in India 1976-77 (as on 1.7.77)

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Management/ Type	Designation	Minimum Qualifi- cation	Scales of Pay	Allowances	
				Dearness	Others
1	2	3	4	5	6
RS.					
17. RAJASTHAN					
Pay Scales revised from 1st Sept, 1976					
( Govt/ Private Aided, Primary Schools	Headmaster/ Asstt. Teacher	Passed Metric & Trained	355-10-415-15-550 -20-570 (Starting pay Rs. 300/-fixed for untrained and Rs. 375/-for trained Graduate)	From 1st Sept. 1976 Dearness allowance rer- ged with basic pay.	Headmaster's allowance in <u>Primary Schools</u> Rs.10/- to the Headmaster of a school with five teachers.  Headmaster's allowances in Middle schools: -Rs.25/-
Govt/ Private Aided, Middle Schools	Headmaster	Trained Graduate	450-10-490-20-700 (Starting pay Rs. 390/-fixed for untrained graduate		<u>City compensatory allowance</u> (for Jaipur only) <u>Pay Range:-</u> <u>Allowance</u> <u>Rates</u>
	Asstt. Teacher	Passed Metric & Trained	350-10-415-15-530 -20-570(Starting pay Rs.300/-for un- trained and Rs.375/- for trained Graduate.		Below Rs.300; 2% More than Rs. 300/-but less than Rs.1250/- Rs.10/- More than Rs. 1250/-but not more than Rs.1959/- Rs.9/- <u>Boarder Area Teachers'</u> <u>Allowance</u> Rs.10 in schools with student between 15 to 25 and Rs.15 in schools where enrolment exceeds 25.

Scales of Pay of School Teachers in India 1976-77 ( as on 1.7.77)

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Management/Type	Designation	Minimum Qualification	Scales of pay		Allowances	
			Dearness		Others	
1	2	3	4	5	6	

RS.  
RAJASTHAN (Contd.)

Govt./Private (Aided) Secondary Schools	Headmaster	Trained Graduate with 5 years experience	650-30-1070-40-1270	-do-	House Rent allowance:-	
	Asstt. Teacher (Grade II)	Trained Graduate	450-10-490-20-770		Pay Range	Allowance Rates
	Asstt. Teacher (Grade III)	Passed Matric Trained	355-10-415-15-550-20-570	-do-	Below 350	Rs. 20/-
					350-450	Rs. 30/-
					450-550	Rs. 40/-
					550-700	Rs. 50/-
					700-850	Rs. 60/-
					850-1000	Rs. 70/-
					1000-1200	Rs. 80/-
					Above 1200	8% of pay which may not exceed the actual rent paid by employee or 10% of his salary.
Govt./Private (Aided) Higher Secondary Schools.	Principal	Trained post Graduate with 3 years Adm. Experience.	1000-30-1030-40-1350	-do-		
	Headmaster	Post Graduate (II Class) with 5 years Experience	750-30-1220-40-1350	-do-		
	Senior Teacher	Trained Post-Graduate	550-20-710-25-1010			
			(Rs. 570/- as starting pay to II class Post Graduate			

Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

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Management/ Designation Type	Designation	Minimum qualification	Scales of Pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6
<u>18. SIKKIM</u>					
Government/ Private (aided) Primary Schools	Headmaster	Higher Sec. or SF & Trained	270-6-300-EB-380-EB-10-480-EB-15-555		<u>Headmaster's allowance</u> Rs.20 - Primary Schools Rs.60 - Middle Schools Rs.100 - High Schools
	Assistant Teacher	H.S. or SF	_____do_____	N.A.	<u>House Rent allowance</u> (1)Rs.52.50 p.m. within Gangtok area Rs.35 p.m. outside Gangtok area
Government/ Private (aided) Middle Schools/ Jr. High School	Headmaster	Trained Graduate	400-10-450-EB-15-600-EB-20-800-EB-25-925		<u>For Primary School Teachers</u> (2)Rs.33 p.m. within Gangtok area Rs.22 p.m. outside Gangtok area
Government/ Private (aided) High Schools/ Hr. Sec. Schools	Headmaster	Trained Post-Graduate	500-15-575-EB-20-775-EB-25-1025		<u>City compensatory allowance:-</u> NIL
	Principal	Trained Post Graduate	750-30-900-EB-30-1050-EB-40-1250-EB-40-1450		<u>Difficult area allowance</u> Varies from Rs. 10 to Rs.20.
	Assistant Teacher	Graduate	400-10-450-EB-15-600-EB-20-800-EB-25-925		
		Post Graduate	500-15-575-EB-20-775-EB-25-1025		



Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

Management/Designation Type	Minimum qualifi- cation	Scales of pay	ALLOWANCES				
			Dearness	Others			
1	2	3	4	5	6		
<b>19. TAMIL NADU</b>							
Government/ Private Aided Primary Schools	Headmaster/ Assistant Teacher	Passed Matric & Trained as Secondary grade or Senior Basic T.T.C.	i) 210-5-245-10- 325.	<u>Pay Range</u> Pay Rs 150-210;	<u>Allowance Rates</u> vary from Rs 103.60 to 119.60	<u>House Rent Allowance</u> Madras City and subrubs within 32 kms-15% of pay;	
			ii) 250-10-400 (Selection Grade)	Rs 215-299; Rs 300 to 499; Rs 500 & above.	Rs 120; Rs 140; Rs 145.	Madurai, Coimbatore and Subrubs within 16 kms-10% of pay for pay between Rs. 500/- and Rs. 1000	
		Higher Grade	Passed SSLC & trained Highdr Grade TTC or junior Basic TTC	150-4-170- 5-225. 180-5-260- 10-270 (Selection Grade)			<u>Existing Grade II</u> -6% of pay subject to minimum of Rs. 8/-
			Trained Graduate	300-15-420- 20-500			<u>Existing Grade III</u> 4% of pay subject to minimum of Rs. 8/-
Government/ Private Aided Middle Schools	Headmaster	Secondary Grade or Senior Basic Grade	250-10-400			<u>Madras City &amp; areas around the city at a distance not exceeding 32 kms. from the city limits:-</u> Below Rs. 150/- 10% of pay, Rs. 150/- and above, maximum of Rs. 100/- <u>Madurai and Coimbatore</u>	
	Assistant Teacher	SSLC & trained as Secy.gr.or Sr.Basic TTC	(i) 240-5-245-10 325 (ii) 250-10-400 (Selection Grade)				

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/Type	Designation	Minimum qualification	Scale of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

TAMIL NADU (CONTD.)

Government/ Private (aided) High Schools	Headmaster	Trained Graduate	(iii) 150-4-170-5-225	cities and areas around them at a distance not exceeding 16 kms. from the city limits. Below Rs. 800/- 5% of pay subject to a maximum of Rs. 30/- & Rs. 800/- and above amount by which pay falls short of Rs. 830/-.	
			(iv) 180-5-260-10-270 (Selection Grade)		
			(i) 550-26-600-35-950		
			(ii) 500-25-625-30-745-35-850.		
Assistant Teacher	do	Passed SSLC and trained Secondary Grade or Senior Basic TTC	(i) 300-15-420-20-500	Headmasters of Primary Schools with 300 and less strength and who possess Secondary Grade Teachers qualifications are allowed Rs. 5/- p.m. as special pay provided they are not in selection category and those with more than 300 strength - Rs. 10 p.m.	
			(ii) 400-15-430-20-550-25-650.		
			(iii) 150-4-170-5-225		
			(iv) 180-5-260-10-270		

Scales of Pay of School Teachers in India 1976-77 (As on 1.1.77)

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Management/ Type	Designation	Minimum Qualifications	Scale of Pay	Allowance		
				Dearness	Others	
1	2	3	4	5	6	
<b>20. TRIPURA</b>						
Government/ Private (added) Primary Schools	Headmaster	Trained Graduate	325-15-445-20- -565-25-665	Upto Rs. 300;	10.5% of pay minimum of Rs 21 and maximum of Rs 30;	Compensatory Allowance <u>Pay-range</u> upto Rs 300;
		Trained Matriculate & Non-Matric	240-8-320-10- -440 plus spl. pay of Rs 15/-	Above Rs. 300/-	7.5% of pay minimum of Rs 30/- and maximum of Rs 60/-	18% of pay minimum of Rs 15 and maximum of Rs 50/-
		Untrained Non-Matric	220-8-300-8- -380			6% of pay subject to a maximum of Rs 50/-
	Assistant Teacher	Non-Matric Trained Matriculate & Untrained graduate Non-Matric Untrained	240-8-320-10- -440 220-8-300-8- -380			
Government/ Private (added) Middle Schools	Headmaster Asstt. Teacher	Trained Graduate -do- Untrained graduate	325-15-445-20- -565-25-665 (plus spl. pay of Rs 40) -do- Rs 325 (fixed)			

Pay-range	House Rent Allowance	
	Municipal areas	Other areas
Below Rs 300/-	Rs 25/-	Rs 20/-
Rs 300 and above upto Rs 500/-	Rs 40/-	Rs 30/-
Rs 500/- and above	Rs 60/-	Rs 50/-

Medical Allowances:  
for Govt. Schools  
Rs 10/- p.m.



Sub. National Systems Unit,  
National Institute of Educational  
Planning and Administration  
17-B, Sri Aurobindo Marg, New Delhi-110016  
DOC. No. P. 6192  
Date... 5/7/91

Scales of Pay school teachers in India 1976-77 (as on 1.1.1977) - 36 -

Management/ Type	Designation	Minimum Qualification	Scale of Pay	Dearness	Allowances	Others
1	2	3	4	5	6	
Tripura (Contd.)						
Government/ Private (aided) High Schools	Head-	Trained	425-25-900		Difficult area allowance Pay-range Up to Rs. 300; Above Rs. 300 but below 700	Allowance Ra Rs 35 p.m; 15% of pay subject to a minimum of Rs. 60 and maximum of Rs. 90/-
	master	Graduate				
	Asstt. Teacher	-do-	325-15-445-20- -565-25-665			
		Untrained Graduate	Rs. 325 (fixed)			
		Trained Hons. Graduate/Trained Graduate	325-20-525-25-775			
Government/ Private (aided), Higher Secondary Schools	Headmaster	Post-Graduate	500-40-900- 50-1300			
	Assistant Teacher	Trained Post Graduate	425-25-900			
		Trained Graduate	325-15-445-20- -565-25-665			
		Untrained Graduates	Rs. 325 (fixed)			

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

- 51 -

Management/ Type	Designation	Minimum qualifi- cation	Scales of Pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

*Local Board*

Primary  
Schools

Headmaster

21. UTTAR PRADESH

H.S.B.T.C. 210-5-260-EB-6-290-  
EB-8-330

Pay Range      Allowances  
                                 Rates

Rs.210 to Rs.399; -Rs.18;  
Rs.400 to Rs.499; -Rs.20;  
Rs.500 to Rs.2250 -Rs.24;

N.A.

JHS, BTC 195-3-225-EB-4-245  
EB-6-275

Assistant  
Teacher

H.S.B.T.C. 195-3-225-EB-4-245  
EB-6-275

Additional Dearness  
allowance

JHS, BTC 195-3-225-EB-4-235  
EB-5-260

Pay Range      Allowance  
                                 Rates

upto Rs. 36% of pay;  
300

Above Rs. 27% of pay  
300 minimum of  
Rs.103 and  
maximum of  
Rs.243.

## Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

-38-

Management/ Type	Designation	Minimum qualifi- cation	Scale of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

UTTAR PRADESH (CONTD.)

Government Jr High Schools/ Middle Schools	Head- master	Inter trained	250-7-285-EB-5- 375-EB-10-425		
	Asstt. Teacher	Matric and JTC Trained	200-250-EB-6- 260-EB-8-320		
Private (Aided) Jr.High Schools/ Middle Schools	Head- Master	Trained Graduate	138-8-170-10- 180-EB-10-230- EB-10-260-12-284 EB-12-320-15-380		
			Asstt. Teacher	Inter C.T.	100-5-110-6-128- EB-6-140-7-161- EB-7-168-8-200 EB-10-250
			H.S. JTC	84-3-90-5-105-EB 5-130-EB-5-150-6- 156-EB-6-180	
		F.T.C./ B.T.C.	70-2-80-3-95-EB- 3-110-EB-3-125		
Government/ Private (Aided) High/ Higher Secondary Schools	Principal (Inter College)	Trained	550-30-700-EB-40		
		Post Graduate	900-EB-50-1200 1055-EB-50-1200		
	Head- master (High- School)	Trained Graduate	450-25-850-EB-10 30-800-EB-50-950		

Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

-39-

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

UTTAR PRADESH (CONTD.)

Government/ Private (Aided) High/ Higher Secondary Schools	Lecturer	Post Graduate	400-15-475-EB-20- 575-EB-25-750	— do —	
	Assistant Teacher	Trained Graduate	300-10-350-EB-12- 470-EB-18-550		
		Inter C.T.	250-7-285-EB-9-375 EB-10-425		
		Matric STC Trained	250-7-285-EB-9-375 EB-10-425		
		Matric and JTC Trained	200-5-250-EB-6-260 EB-8-320		

Scales of pay of School Teachers in India : In India 1976-77 (as on 1.1.77)

-40-

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay		ALLOWANCES	
			Dearness		Dearness	Others
1	2	3	4	5	6	7

22. WEST BENGAL

Government Primary Schools	Head- master	Trained Matric	160-3-205-5- 250	Pay Range	D.P.	D.A.	H.R. @ Rs.10% of the basic pay to the officers posted within Calcutta & Howrah, officers posted outside Calcutta & Howrah are entitled to a H.R. @ 10% of the basic pay upto Rs.500/- not exceeding Rs.60 and 80 respectively.
		Trained Non- Matric or un- trained Matric.	145-3-205-5- 230	Pay upto Rs 229- Rs 230-350; Rs 351-630; Rs 651-1475.	31 + 32 + 34 + 39 +	16 16 16 16	
		Untrained non matric.	135-1-137- 2-177-3- 180.	Pay above Rs1475; amount by which pay falls short of Rs.1490+24.			
(2) Govern- ment Middle Schools	Head- master	Trained Graduate	300-10-420- 15-600.				Rural Allowance:- Rs.15 for trained Graduates and Rs.25 for trained Hons. Graduates
	Asstt. Teacher	Under- Graduate	230-475.				
Government & Higher Secondary Schools	Head- master	Trained Post- Graduate	i) 475-30-685-35 1,000-50-1,150 ii) 675-50-1,625				
	Asstt. Teacher	Passed M.A. & Trained	375-10-415-15- 610-20-650				
		Passed B.A./B.Sc. (Hons.)	300-10-420-15- 600				

(Contd.)



Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-41-

Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

WEST BENGAL (CONTD.)

(Private (Aided) Primary Schools)	Headmaster	Trained	230-5-250-7½-	Rs. 32 p.m.	
		Matric	310-10-400 +special pay of Rs.20		
		Matric	220-5-270-8-350 +special pay of Rs.20/-	Rs. 32 p.m.	
		Matric	230-5-250-7½-	Rs. 32/- p.m.	
Asth Teacher		Matric	310-10-400		
		Matric/Primary Trained.	220-5-270-8-350	Rs. 32/- p.m.	
		Non-Matric Un-trained	200-5-260-8-300	Rs. 32/- p.m.	
		Graduate Trained	270-10-320-12-440	Rs. 32+16 p.m.	
Calcutta Corporation Schools	Headmaster	Graduate Trained	15-5+5		
	Assistant Teacher	Matric Trained	250-8-282-10-402-12-450	do	

House Rent allowance:  
10% of the Basic pay.  
Medical allowance:  
Rs. 8.35 p.m.

(Contd.)

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-42-

Management/ Type	Designation	Minimum qualifi- cation	Scales of Pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

WEST BENGAL (CONTD.)

Private (Aided) Middle Schools	Headmaster	Trained Graduate	300-15-375-2-575 25-700-25-750	Rs. 32	P.M.
	Assistant Teacher	Under- Graduate/ Matric Trained	230-5-250-7½-310 400	Rs. 32	P.M.
Private (Aided) High/Hr. Secondary Schools	Headmaster	Trained Graduate or M.A.	480-25-580-30 850-40-1170	Rs. 32/-	P.M.
		Trained Graduate with Hons. degree	350-20-550-25-650 30-800-40-920	Rs. 32/-	P.M.
	Assistant Teacher	do	300-15-375-20-575 20-700-25-750	Rs. 32/-	P.M.
		Matric Trained	230-5-250-7½-310 -10-400	Rs. 32/-	P.M.
		Matricu- lated	220-5-270	Rs. 32/-	P.M.

(Contd.)

Scales of Pay of School Teachers in India -1976-77(as on 1.1.77)

-43-

Management/Type	Designation	Minimum qualification	Scale of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

23. ANDAMAN & NICOBAR ISLANDS

Government Primary Schools	Head Master	Trained Matric/Hr.Sec.	Pay Range	Allowance Rates	Andaman Special allowance :-
		425-15-560- EE-20-640.	Pay upto Rs 300; Rs.300-2250	36% of pay; 27% of pay subject to a minimum of Rs.108 and maximum Rs. 243/-subject to marginal adjust- ments so that pay+dearness allo- wance does not exceed Rs.2400	Main land recrui- ts draw Andaman special allowance ranging from 20% to 30% on basic pay depending on the area of posting
		Trained (i) 330-10-350-EB Matric/ 380-EB-15- Hr.Sec. 500-15-560 trained graduate (ii) 530-20-630 (Selection Grade)			
		Matric 260-6-290-EB- passed 6-320-8-366- 8-390-10-400.			
		Middle & <del>trained</del> 260-6-326-EB- 8-350.	Pay upto Rs 300; Rs 300-900; Rs 900-920; Rs 920-2250	14% of pay subject to a minimum of Rs 28/-and maximum of Rs 40/- 10% of pay subject to a minimum of Rs 40 and maximum of Rs 80 Maximum of Rs 80/- Rs.60 subject to pay+D...includ- ing ADA pay- able under these	

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-44-

Management/Type	Designation	Minimum qualification	Scale of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

ANDAMAN & NICOBAR ISLANDS (CONTD.)

orders does not exceed Rs.2400/-

Special allowance to local recruits:-

Special pay @ given above, if posted to an area other than the area of One's permanent residence and area of recruitment.

Rent free accommodation is provided to mainland recruits. Local recruits also get if posted outside the area of recruitment.

Free Sea Passage:

Free sea passage for self and family once a year and on first appointment.

Persons appointed under the category locally available also get free sea passage as above.

House Rent Allowance:-

House rent allowance in lieu of rent free accommodation (Contd)

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-45-

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

INDIAN & NICOBAR ISLANDS (CONTD.)

Pay Range	Allowance Rates
upto Rs.74;	Rs.7.50;
Rs.75-99;	Rs.10.
Rs.100-199;	Rs.15.
Above Rs.200	7½% of pay

Compensatory allowance:-  
12½% of Basic pay +D.F.subject to maximum of Rs.150/-p.m.

Government Middle Schools	Headmaster	Trained Post Graduate	(i) 550-25-750-EB- 30-900
			(ii) 775-35-880-40- 1000 (Selection Grade)
	Asstt. Teacher	Trained Graduate	(i) 440-20-500-EB-25- 700-25-750.
			(ii) 740-35-850. (Selection Grade)
		Trained Matric/ Hr.Sec.	(i) 330-10-350-380- EB-15-500-15-560
		Trained Graduate	(ii) 530-20-630 (Selection Grade)

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-46-

Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

22. ANDAMAN & NICOBAR ISLANDS (CONTD.)

Government High/Higher Secondary Schools	Principal	Trained Post Graduate	1100-50-1600		
	Asstt. Teacher	do	(i) 550-25-750 EB-30-900. (ii) 775-35-880-40-1000 (Selection Grade)		- do -
		Trained Graduate	(i) 440-20-500-EB-25-700-25-750 (ii) 740-35-850 (Selection Grade)		
		Trained Matric/Higher Secondary/Untrained Graduate	(i) 330-10-350-380-EB-15-500-15-560 (ii) 530-20-630. (Selection Grade)		

Private :- No such school in this area.  
(aided)

Scales of Pay of School Teachers in India 1976-77(as on .1.177)

-47-

Management/ Type	Designation	Minimum qualifi- cation	Scale of Pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

24. ARUNACHAL PRADESH

Government Primary Schools * ‡	Assistant Teacher	Trained	330-560	N.A.	N.A.
		Matric	260-400		
		Under Matric Trained	260-400 225-308		
Government Middle Schools *	Assistant Teacher	Trained Graduate	440-750		
Government High Schools	Headmaster	Trained Post Graduate	650-1200		
	Assistant Teacher	Post Graduate IInd Class Post Graduate	(i) 550-900 (ii) 425-800		
Government Higher Secondary Schools	Principal	Trained Post Graduate	1100-1600		
	Assistant Teacher	Post Graduate	550-900 425-800		

‡ There are no private schools in this area.

\* There is no separate Pay Scale for Headmaster.

Scales of pay of School Teachers in India 1976-77 (as on 1.1.77)

-48-

Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES		
				Dearness	Others	
1	2	3	4	5	6	
<b>25. CHANDIGARH</b>						
Government Primary Schools	Headmaster/Asstt. Teacher	Trained Graduate	220-12-340-15-400-20-500	<u>Pay Range</u>	<u>Allowance Rates</u>	<u>City Compensatory allowance :-</u>
			220-8-300-10-400.	Rs. 75-109; Rs. 110-149; Rs. 150-209; Rs. 210-390	Rs. 71, Rs. 98, Rs. 122, Rs. 146	12% of basic pay & dearness pay
		Trained Matric	125-5-150-5-250	Rs. 391-450;	Rs. 160,	<u>House Rent Allowance</u> 12 1/2% of basic pay and dearness pay.
			250-10-300 (Selection grade) 150-7-234/8-250/10-300	Rs. 451-490; Rs. 491-500; Rs. 501-520; Rs. 521-530; Rs. 531-540; Rs. 540 onward	Rs. 164, Rs. 163, Rs. 143, Rs. 133, Rs. 123, Rs. 120	
Government Middle Schools	Headmaster/Asstt. Teacher	Trained Graduate	300-25-400/25-600	<u>Interim Relief :-</u>		
			do	<u>Pay Range</u>	<u>Allowance Rates</u>	
			220-12-340-15-400/20-500	upto Rs. 84;	Rs. 29;	
			220-8-300/10-400	Rs. 84-205;	Rs. 41,	
				Rs. 206-490,	Rs. 50,	
				Rs. 491-575,	Rs. 70;	
				Rs. 576-580	Rs. 65.	
		Trained Matric	125-5-150/5-250	Rs. 581 onwards	Rs. 60	
			250-10-300 (Selection Grade) 150-7-234/8-250/10-300			

(Contd.)

There are no Private(Aided) Primary and Middle Schools.



Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77) - 40 -

Management/Type	Designation	Minimum qualification	Scales of pay	Dearness	Others
1	2	3	4	5	6

CHANDIGARH (CONTD.)

Management/Type	Designation	Minimum qualification	Scales of pay	Dearness	Others
Government High/Higher Secondary Schools	Principal	Trained Graduate	400-30-640/40-600. 700-40-980/40-1100.	Additional Dearness Allowance Pay Range Rs. 100-Rs. 300; 50% of pay. Rs. 300 onwards. 37% of pay.	Allowance Rates
	Headmaster	do (i) (ii)	300-25-450/25-600 400-30-640/40-800		
	Lecturer	Post Graduate	(i) 250-25-400/25-550 (ii) 300-25-450/25-600		
	Asstt. Teacher	Trained Graduate	(i) 220-8-300/10-400 (ii) 220-12-340/15-600-20-500		
Private (Aided) High/Higher Secondary Schools	Principal	Trained Graduate	400-30/640/40-800	Dearness allowance & Interim Relief -	As in Govt. Schools Additional Dearness allowance:- Pay Range Allowance Rates upto Rs. 300; 20% of pay; Rs. 301 onwards. 15% of pay;
	Headmaster	do	300-25-450/25-600		
	Lecturer	Post Graduate	(i) 300-25-450/25-600 (ii) 250-25-400/25-550		
	Asstt. Teacher	Trained Graduate	(i) 220-8-300/10-400/20-500 (ii) 125-5-250/10-300		

Scale of Pay of School Teachers in India 1976-77 (as on 1.1.77)

- 50 -

Management/Type	Designation	Minimum qualification	Scale of Pay		ALLOWANCES	
			Dearness		Dearness	Others
1	2	3	4	5	6	7

26. DADRA & NAGAR HAVELI

Government/Primary Schools	Designation	Minimum qualification	Scale of Pay	Dearness	Local allowances	
					Pay range	Allowance Rates
Government Primary Schools	Headmaster	BSC/SSC with FTC or JR FTC	425-15-560-EB-20-640.	As per Central Government rules.	Upto Standard V	Rs.15 per month per child
	Asstt. Teacher	BSC Untrained/Matriculate/SSC Untrained/FTC Trained.	290-8-330-10-380-EB-12-500-EB-15-560			
Government High School	Headmaster	Trained Graduate	550-25-750-EB-30-900.	As per Central Government rules.	Standard VI to degree Course	Rs.20 per month per child subject to maximum of Rs.60 p.m.
	Asstt. Teacher	do	440-20-500-EB-25-700-EB-27-750.			
		Graduate with ST. CTD	330-10-350-EB-380-15-500-EB-15-560			
		Trained SSC/Matriculate	290-8-330-10-380-EB-12-500-EB-15-560			

There are no Middle Schools in Dadra & Nagar Haveli.

Private - There are no such schools in this area.

Scales of pay of School Teachers in India 1976-77 (as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6
27. <u>DELHI</u>					
Government/ Private (aided) Primary Schools	Headmaster	Passed Matric & Trained	(i) 425-15-560-EB-20- 640.  (ii) 600-750. (Selection Grade)	As per Central Government Rules.	<u>House Rent Allowance</u>  15% of basic pay.  <u>City Compensatory Allowance</u>
	Asstt. Teacher	do	(i) <del>230-10-380-15-510-15-560</del> 530-630 (Selection Grade)		6% of the basic pay * dearness pay subject to minimum of Rs.12.50 and maximum of Rs.75.
Government/ Private (aided) Middle Schools	Headmaster	Trained Graduate	(i) 550-25-750-EB-30- 900.  (ii) 775-1000 (Selection Grade)		
	Asstt. Teacher	do	(i) <del>440-20-500-EB-25- 750.</del>  (ii) 740-35-880. (Selection Grade)		

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-52-

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

DELHI (CONTD.)

Government/ Private (aided) Higher Secondary Schools	Principal	Trained i, st Graduate	1100-50-1600	-do-	-do-
	Asstt. Teacher	do	(i) 550-25-750-30-900 (ii) 775-35-880-40-1000 (Selection Grade)		
		Trained Graduate	(i) 440-20-500-EB-25-750 (ii) 740-35-880 (Selection Grade)		

53  
Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6
28. GOA, DAMAN & DIU					
Government Primary Schools	Headmaster	S.S.C. Trained	425-15-560- EB-20-640		House Rent allowance - 7½% of the basic pay plus D.P. with minimum of Rs.15/-  As per Central Government Rules. There is no CCA for this territory.
	Asstt. Teacher		330-10-350- EB-380-15- 500-EB-15-560		
Government Middle Schools	Headmaster	Trained Graduate	650-25-750- EB-30-900		do
	Upper Primary Teachers	do	440-20-500- EB-25-700- EB-25-750		
	Teachers	SSC and Trained	330-10-350- EB-380-15- 500-EB-15-560		do
Government High/Higher Secondary Schools	Principal	Trained Post Graduate	1100-50-1300- 60-1600		
	Headmaster	Trained Graduate	650-30-740-35 EB-810-EB-880- 40-1000-EB-40 1200		
	Asstt. Teacher	do	440-20-500-EB- 25-700-EB-25- 700		



Scales of pay of School Teachers in India 1976-77 (as on 1.1.77)

-54-

Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6
<u>GOA, DAMAN &amp; DIU (CONT'D)</u>					
Government High/Higher Secondary Schools	Asstt. Teacher	S.S.C. & Trained	330-10-350- EB-380-15- 500-EB-560.		
(Aided) Private Primary Schools	Head-master	S.S.C. and Trained	220-15-310- 20-430-	Rs. 50	<i>D.A./Interim Relief</i> & Addl. D.A. Rs. 36+36½% of basic pay +DP
	Asstt. Teacher	do	165-10-215- 15-275-EB- 15-350	Rs. 40	Rs. 32+36½% of basic +dearness pay.
(Aided) Private Middle Schools	Head-master	Trained Graduate	300-25-450 EB-25-600	Rs. 50	Rs. 40+36½% of basic pay+dearness pay.
	Asstt. Teacher	S.S.C. & Trained	165-10-215- 15-275-EB- 15-350	Rs. 40	Rs. 32+36½% of basic pay +dearness pay.
(Aided) Private High/Higher Secondary Schools	Head-master	Graduate Trained	400-30-640- EB-40-800	Rs. 50/-	Rs. 40+36½% of basic pay +D.P.
	Asstt. Teacher	do	250-20-450- EB-25-550	Rs. 50/-	Rs. 36+36½% of basic pay +Dearness pay.
		S.S.C. Trained	165-10-215- 15-275-EB- 15-350	Rs. 40/-	Rs. 32+36½% of basic pay + Dearness Pay.
		Inter Trained	165-10-215-15- 275-EB-15-300	-do-	

(Contd.)

Scales of pay of School Teachers in India 1976-77(as on 1.1.77)

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

GOA, DAMAN & DIU (CONTD.)

Private (Aided) High/ Higher Secondary Schools	Asstt. Teacher	Inter- Untrained	126.4-150.5-160. 8-200-EB-8-240- 10-270.		
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Scales of Pay of School Teachers in India 1976-77(as on 1.1.77)

-56-

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay		ALLOWANCES	
			Dearness		Others	
1	2	3	4	5	6	
Rs.			29. LAKSHADWEEP			
Government Primary Schools	Head- master	Passed Matric & trained with knowled- ge of Malayalam	425-15-560- EB-20-640	<u>Pay Range</u>	<u>Allowance Rates</u>	a) Island special pay of 40% to mainland recruits
	Asstt. Teacher	Matric trained	330-10-350- EB-380-15- 500-EB-15- 560	Pay upto Rs.300; Pay above Rs.300;	36% of basic pay; 27% of basic pay subject to a minimum of Rs.108 and a maximum of Rs. 243.	b) 35% of pay to mainland recruits and local recruits working outside their native islands.
		Passed Middle & trained	110-3-131- 4-155-EB-4- 175-5-180 (Pre-revised)	<u>Additional Dearness Allowance</u>	Pay upto Rs.300;	14% of pay subject to a minimum of Rs. 28 and a maxi- mum of Rs.40;
Government Middle Schools	Head- master	Trained Graduate	(i) 550-25-750- EB-30-900, (ii) 775-35-880- 40-1000 (Selection grade)	Pay above Rs.300;	10% of pay subject to a minimum of Rs. 40 and a maxi- mum of Rs.90	d) H.R.A. 7½% or rent free accommodation to all except natives.
	Asstt. Teacher	Passed SSLG and trained	(i) 330-10-350- EB-380-15- 500-EB-15- 560 (ii) 530-20-630 (Selection grade)			

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

-57-

Management/ Type	Designation	Minimum qualifi- cation	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

LAKSHADWEEP (CONTD.)

Government High/ Higher Secondary Schools	Headmaster	Trained Graduate	650-30-740-35-810-EB- 37-880-40-1000-EB-40-1200		
	Assistant Teacher	do (i)	440-15-515-EB-15-560-20- 700-EB-750		

(ii) 740-35-880  
(Selection Grade)

Private (aided)  
Primary  
Middle/High/  
Higher  
Secondary  
Schools

There are no such schools under these managements.

Scales of pay of School Teachers in India 1976-77(as on 1.1.77)

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1	2	3	4	5		6
				Minimum qualification	Scales of pay	
Type	Designation					Others

30. MIZORAM

Government/ Primary Schools	Asstt. Teacher	Matric Trained	330-10-380-EB 12-500-EB-15 560	<u>Pay Range</u>  Pay upto Rs.300; Rs.301-2250	<u>Allowance Rates:-</u>  36% 27% of pay subject to a minimum of Rs.108 and maximum of Rs.243;	<u>Head teacher allowance in Primary Schools</u>  Rs.5/- if the number of teachers in school is upto 3 and Rs.10/- if it is above 3.
		Matric/Under Trained	260-6-326-EB-8-350			
		Under Matric Untrained	225-5-260-6-200-EB-6-308			
Government/ Middle Schools	Head- master	Trained Graduate	440-20-500-EB-25-750-EB-25-750.	Rs.301-920;	Additional D.A.  Pay upto Rs.300;  17½% subject to a minimum of Rs.35 and maximum of Rs.50;  12½% of pay subject to a minimum of Rs.50 and maximum of Rs.100;	<u>Compensatory allowance</u>  Aizawl District 20% of pay subject to maximum of Rs.175/-.
		Graduate	380-12-440-EB-15-560-EB-20-640			
		Asstt. Teacher	IUC/ Intermediate/ Matric Trained			
		Matric Intrained	260-6-296-EB-6-326-8-366-EB-8-390-10-400		Amount by which pay and additional DA falls short of Rs.1700	Lunglei Town and places 25 Km. around it, 25% of pay subject to maximum of Rs.225/-.

Scales of pay of School Teachers in India 1976-77 (as on 1.1.77)

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Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

Rs. MIZORAM (CONTD.)

Town-30% of pay maximum of Rs. 275.

Disturbed Area Allowance

(admissible only when Mizoram is declared as disturbed area)

Pay Range

Pay Range	Allowance Rates
upto Rs.270/-	Rs.40/-
270 to 449;	Rs.50/-
450 to 799;	Rs.60/-
800 and above	Rs.65/-

Government High Schools	Headmaster	Trained Graduate	650-30-740-35-810-EB-35-880-40-1000-EB-40-1200	DO	DO
	Asstt. Headmaster	do	500-20-700-EB-25-900		
	Asstt. Teacher	do	440-20-500-EB-25-700-EB-25-750		
		Graduate	425-15-500-EB-15-560-20-700		

Private Primary, Middle, and High/Higher Secondary schools

1. ~~Definite~~ - as in the case of their counterpart in Govt. Schools.
2. Aided and unaided Scales of pay are not uniform in these school.

Scales of Pay of School Teachers in India 1976-77 (as on 1.1.77)

Management/Type	Designation	Minimum qualification	Scales of pay	ALLOWANCES	
				Dearness	Others
1	2	3	4	5	6

31. PONDICHERY

Management/Type	Designation	Minimum qualification	Scales of pay	Pay Range	Allowance Rates	House Rent Allowance
Government Primary Schools	Senior Grade Teacher	S.S.L.C. trained or equivalent.	330-10-350-EB-380-15-500-EB-15-560-	Pay upto Rs.300;	36% of basic pay;	7½% of the pay subject to a minimum of Rs. 200/-
Government Middle Schools	Headmaster Grade II	Trained Graduate	550-25-750-EB-30-900	Pay above Rs.300;	27% of pay subject to a minimum of Rs. 108 and maximum of Rs.243.	
	Senior Grade Teacher	Passed Matric and Trained	330-10-350-EB-380-15-500-EB-15-560-			
Government High School	Headmaster Grade I	Trained Graduate	650-30-740-35-810-EB-35-880-40-1000-EB-40-1200.	Pay upto Rs.300;	14% of pay subject to a minimum of Rs.28 and maximum of Rs.40	
	Selection/Grade Teacher	do	(i) 550-25-750-EB-30-900 (ii) 440-20-500-EB-25-700-EB-25-750.	Rs 301-1700	10% of pay subject to a minimum of Rs.40 and a maximum of Rs.80	

Additional Dearness Allowance:-

Rs 1700-2400 - Rs.60/- subject to pay and total D.A. (including A.D.A.) payable under these rules) not exceeding Rs.2400/-

PRIVATE :- Scales of pay are not uniform.



NIEPA DC



D06192

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