

Government of Jammu and Kashmir  
School Education Department: Civil Secretariat

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## **PUBLIC NOTICE**

**Subject:- Review of Teacher cadre Structure and recruitment norms.**

**\*\*Spl.Attention: students, parents, Teachers, Teacher Educators, educationists / academics, researchers, educational planners, administrators, officers in the school system, Teacher Forums / Associations.**

Whereas the J and K School Education (Subordinate) Service Recruitment Rules notified vide Notification SRO 308 dated 16.10.2008 prescribe the following eligibility and method of recruitment for selection (by direct recruitment and promotion) against the post of **Teacher** in the School Education Department :-

- a) **75% Direct Recruitment:** 10+2 ; preference will be given to the candidates having higher qualification and those having passed M.Ed/B.Ed and Diploma in ETT/NTT
- b) **25% by promotion** of Lab. Assistants having passed 10+2,with three years service as such.

2. Whereas there has been a raging debate, over the years, on the need for **review** of teacher recruitment eligibility norms and divergent views and perspectives have emerged in the process.

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3. Whereas a new category of **P.G Masters** in five identified subjects/disciplines viz English, Math , Sciences, Urdu/Hindi and Social Sciences (for the secondary segment of school education) has come into being with creation of **3,132** such posts vide Govt. Order No.57-Edu of 2013 dated 15.01.2013, in terms of Cabinet decision No.182/28/2012 dated 05.10.2012.
4. Whereas the revised SSA Framework also provides for placement of three "**Subject-Teachers**" in Upper Primary Schools @ one each for i) Math & Science ii) Social Science and iii) Language (Urdu / Hindi).
5. Whereas **990** posts of subject-Teachers in 330 (upgraded) Upper-Primary Schools were sanctioned in 2011-2012 and eligibility norms for selection against such posts came to be prescribed vide Govt. Order No.615-Edu of 2013 dated 12.06.2013 in terms of Cabinet decision No.143/17/2013 dated 06.06.2013.
6. Whereas the National Council for Teacher Education (**NCTE**) has vide their Notification F.No.61-03/20/2010/NCTE/N7S dated 23.8.2010 prescribed a certain set of qualifications, besides a Teacher Eligibility Test(TET), as the minimum eligibility requirement for appointment of Teachers.
7. Whereas the NCTE-- designated qualifications have since come into force in all other states of the country.

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8. Whereas the issue of revising the Teacher recruitment norms has, yet again, been considered in this Department, taking on board different possibilities and perspectives with particular reference to the state-specific needs.
9. Whereas, in that process, the following formulations have inter alia emerged:-
  - i) instead of a "General-line" Teacher across the school spectrum, a separate cadre each of **Primary** Teacher (with scope for induction of language Teacher at that level) and **Elementary** Teacher be created.
  - ii) the minimum eligibility requirement for the post of Teacher be revised introducing Diploma in Elementary Education and Bachelor's in Education (by whatever name known) as an essential element at the relevant level/s. That would rule out, for future, induction of professionally unqualified persons as Teachers in the school system.

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- iii) Likewise, the cadre of Subject-Teachers created for the Upper Primary Schools consistent with the SSA norms /guidelines be correspondingly reflected in the Recruitment Rules.
  - iv) the category of P.G Masters for the five identified subjects /disciplines (at the Secondary i.e. 9<sup>th</sup> and 10<sup>th</sup> level) be included in the Recruitment Rules.
8. Whereas it is deemed appropriate to roll out these formulations to elicit public opinion, in particular for views and inputs from the stake-holders like students, parents , educationists , academics, experts , officers, educational planners and representative bodies of Teachers.
9. Now, therefore, draft amendments, along the lines cited hereinabove, proposed to be made in relation to Class **III** category **(A)** and Class **II**, category **(A)** in Schedule II to the Jammu and Kashmir School Education (Subordinate) Service Recruitment Rules notified vide SRO 308 dated 16.10.2008 forming Annexure to this Notice are notified for **public comment**, in particular for views of students, parents, teachers, teacher educators, educationist/academics, researchers, educational planners, administrators, officers of the School Education Department and

representative bodies of the Teacher Community. The views /comment so offered should reach this Department by **15<sup>th</sup> October,2013** on the following address:-

Secretary to Government,  
School Education Department,  
Room No. 164 (Ist Floor).  
Civil Secretariat, Srinagar-190011.

e.mail : [jkedu.nic.in@gmail.com](mailto:jkedu.nic.in@gmail.com)

[nakakpore@gmail.com](mailto:nakakpore@gmail.com),

Fax : 0194-2450574,2450738,

Detailed draft rules are available on the departmental  
Website: [www.jkeducation.gov.in](http://www.jkeducation.gov.in)

Sd/=   
**(Hirdesh Kumar Singh)** IAS  
Secretary to Government  
School Education Department

**Annexure “B” (Schedule-II) to the( proposed) J&K Teacher Cadre Structure Subordinate Service Recruitment Rules**

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
III	'A' Teachers (including Teachers of Mobile Schools)	10+2 Preference will be given to the candidates having higher qualification and those having passed M.Ed, B.Ed & diploma in ETT/NTT	75% by direct recruitment and 25% by promotion from class IV, Category 'B' who are 10+2 with 3 years substantive service in that class.	(5200 - 20200) G.P-I.(2400) For undergraduate graduates (5200 - 20200) G.P-I.(2800) for Graduates and above	III	Category 'A'	Teacher (Primary)	i). 10+2 Pass ii). Diploma in ETT/El.Ed (by whatever name known) Preference will be given to the candidates having higher academic and professional qualification.	75% by direct recruitment and 25% by promotion from class IV Category 'B', having passed:- i). 10+2 ii). Diploma in El. Ed./ ETT (by whatever name known) In case of non-availability of eligible candidate

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									es, the vacancies thus left unfilled (by reference to 1 <sup>st</sup> January each year) shall be referred for direct recruitment.
III				(5200 - 20200) G.P-I.(2400) For undergraduate students  (5200 - 20200) G.P-I.(280	III	Category 'B'	Teacher Primary (Language)	i). 10+2 with Urdu/Hindi/Kashmiri/Dogri/Panjabi/Bodhi as one of the subjects at +2 (i.e., 11 <sup>th</sup> and 12 <sup>th</sup> level ii). Diploma in	75% by direct recruitment and 25% by promotion from the officials in class IV Category 'B' who have passed:- i). 10+2 with Urdu/Hindi/Kashmiri/Dogri/

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
				0) for Graduates and above				ETT/El.Ed (by whatever name known) Preference will be given to the candidates having higher academic and professional qualification.	Punjabi/Bodhi as one of the subjects at +2 (i.e., 11 <sup>th</sup> and 12 <sup>th</sup> ) level ii). Diploma in El. Ed./ ETT (by whatever name known). In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1 <sup>st</sup> January



EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									each year) shall be referred for direct recruitment.
				(5200 - 20200) G.P-I.(2800) Graduates and above	III	Category 'C' sub. Category "(i)".	Subject Teacher (Upper Primary): - I).Subject Teacher (Math and Science)	i).B.Sc.( with Physics, Chemistry and Math (PCM) or Physics, Chemistry and Biology (PCB) with additional Math as the Subject combination at +2(i.e., 11 <sup>th</sup> and 12 <sup>th</sup> ) level ii. B.Ed/	75% by direct recruitment and 25% by promotion from the officials in class IV Category 'B' who have passed:- i).B.Sc (with Physics, Chemistry and Math (PCM) or Physics, Chemistry and Biology PCB) with

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
								B.El.Ed (by whatever name known) or M.Ed.  ii. B.Ed/ B.El.Ed (by whatever name known) or M.Ed. In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1 <sup>st</sup> January each	

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									year) shall be referred for direct recruitment.
				(5200 - 20200) G.P-I.(2800) Graduates and above	III	Category 'C' sub. Category "(ii)".	ii). Subject Teacher (Social Science)	i). B.A/B. Com. with B.Ed/ B.El.Ed (by whatever name known) or M.Ed. OR ii). B.Sc with Geography or Geology or Environmental Science as one of the Subjects in	75% by direct recruitment and 25% by promotion from the officials in class IV Category 'B' who have passed:- i).B.A/B.Com. with B.Ed/ B.El.Ed (by whatever name known) or M.Ed. ii).B.Sc with Geogr

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
								B.Sc.	physics or Geology or Environmental Science as one of the subjects in B.Sc. In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1 <sup>st</sup> January each year) shall be referred for direct recruitment.
					III	Category	iii) Subject	i).B.A.	75% by

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
						Category 'C' sub. Category "(iii)"	Teacher (Language(Urdu/Hindi/Dogri/Kashmiri/Panjabi)	with Urdu/Hindi/Dogri/Kashmiri/Panjabi as one of the subjects in B.A ii).B.Ed/ B.El.Ed (by whatever name known) or M.Ed.	direct recruitment and 25% by promotion from the officials in class IV Category 'B' who have passed:- i). B.A. with Urdu/Hindi/Dogri/Kashmiri/Panjabi as one of the subjects in B.A ii).B.Ed/ B.El.Ed (by whatever name known) or

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									M.Ed. In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1 <sup>st</sup> January each year) shall be referred for direct recruitment.
Class -I	Category 'A' Master	100% by promotion from class III Category 'A' holding Gradu		9300-3480 0 G.P-II(4200)	Class -I	Category 'A'			100% by promotion from class III Category 'A' holding Graduate Degree with B. Ed from a recognized

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
		ate Degree with B. Ed from a recognized University with 05 years experience as Sr. teacher							University with five years service as Teacher
				9300-3480 0 G.P.-II(4200)	Class -I	Category 'B' sub category "(i)".	P.G. Master** (in High/Hr. Sec. schools) in the following disciplines/ subjects: - P.G. Master (English)		100% by promotion from class III Category "A", "B" & "C" fulfilling the following criteria:- i. five years service in the relevant Class and Category. ii. P.G degree in the relevant subject. iii. B.Ed (by

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									whatev er name known) or M.Ed. In case of non- availabilit y of eligible candidat es, the vacancie s thus left unfilled (by referenc e to 1 <sup>st</sup> January of each year ) shall be referred for Direct recruitme nt.
					Cl ass -I	Categ ory 'B' sub categ ory '(ii)'. '	P.G Mater (Math)		100% by promotio n from class III Category "A", "B" & "C" fulfilling



EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									<p>the following criteria:-</p> <p>i) five years service in the relevant Class and Category.</p> <p>ii) M.Sc/ M.A. Math.</p> <p>iii) B.Ed/ B.El.Ed (by whatever name known) or M.Ed.</p> <p>In case of non-availability of eligible candidates, the vacancies thus left</p>

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									unfilled (by reference to 1 <sup>st</sup> January of each year) shall be referred for Direct recruitment.
					Class -I	Category 'B' sub category '(iii)'	Science		100% by promotion from class III Category "A", "B" & "C" fulfilling the following criteria:- i) five years service in the relevant Class and Category. ii) M.Sc.

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									(Bio-Sciences/Physical Sciences). iii) B.Ed/ B.El.Ed (by whatever name known) or M.Ed. In Case of non-availability of eligible candidates, the vacancies thus left unfilled (By reference to 1 <sup>st</sup> January of each year) shall be referred for Direct

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									recruitment.
					Class -I	Category 'B' sub category '(iv)'	P.G Master (Social Science)		100% by promotion from class III Category "A", "B" & "C" fulfilling the following criteria:- i) five years service in the relevant Class and Category. ii) P.G degree in any subject in the "Social Sciences". iii) B.Ed/

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									<p>B.El.Ed (by whatever name known) or M.Ed.</p> <p>In Case of non-availability of eligible candidates, the vacancies thus left unfilled (By reference to 1<sup>st</sup> January of each year) shall be referred for Direct recruitment.</p>

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
					Class -I	Category 'B' sub category '(v)'	Language (Urdu/Hindi)		100% by promotion from class III Category "A", "B" & "C" fulfilling the following criteria:- i) five years service in the relevant Class and Category. ii) M.A. Urdu/Hindi iii) B.Ed/ B.El.Ed (by whatever name known) or M.Ed. In Case

EXISTING					P R O P O S E D				
Class	Category	Minimum Qualification for direct recruitment	Method of Recruitment	Pay Band and Grade Pay	Class	Category	Designation	Minimum Qualification for direct Recruitment	Method of Recruitment
									of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1 <sup>st</sup> January of each year) shall be referred for Direct recruitment.

Government of Jammu and Kashmir  
Civil Secretariat, Education Department

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The Director Information,  
Information Department,  
Srinagar.

Subject:-Draft amendment to Recruitment Criteria for Teacher cadre.

No:- Edu/NC/SE/190/2013

Dated:- 26 -09-2013.

Sir,

Enclosed please find draft proposal on the subject, accompanied by a Notice inviting public opinion .I am directed to request that the Notice and the appended draft amendment on the subject may kindly be released as advit. for publication in the "Greater Kashmir", "Kashmir Times", "Daily Excelsior", "Rising Kashmir", Daily Urdu "Kashmir Uzma" and Daily Hindi "Amar Ujala".

Yours faithfully,

Sd/=   
Deputy Secretary to Govt.  
School Education Department.