



No. CBSE/Aff./18/2017/

Dated: 25 .08.2017

To: - The Managers and Heads of all CBSE Affiliated schools.

**Sub : Appointment, Service Conditions and Duties of the Teachers in CBSE Affiliated Schools - reg.**

India is blessed with the demographic dividend where 35% of population is under the age of 14 years. The Constitution of India enshrines free and compulsory education to all the children of 6 to 14 years of age as the integral part of their fundamental rights. It is, therefore, imperative to develop the enabling ambience to motivate and retain the children in the schools and provide them the quality education. Teachers have always been the source of inspirations to the students' right from the ancient times. In modern days, though the students have various options such as internet to get the knowledge, but the factors like preventing the school drop-outs, creating interest among the students in learning, transacting the academic inputs in classrooms in an engaging manner, imparting the value education and thus making them a responsible citizen especially at the secondary and senior secondary level in the schools highlight the importance of teachers in the schools. The teachers, therefore, play a crucial role in shaping the personality of students and pivotal role in the qualitative improvement of overall academic eco-system.

2. The Right of Children to Free and Compulsory Education Act (RTE Act) 2009, stipulates the responsibilities of schools and teachers under Chapter IV to fulfill the constitutional obligations. The quality of education is contingent on the academic competence of the teachers. The National Council for Teacher Education (NCTE) vide notifications dated 23<sup>rd</sup> August 2010 and dated 29<sup>th</sup> July 2011 prescribes the minimum qualification for a person to be eligible for appointment as a teacher which, inter-alia, requires passing of the Teacher Eligibility Test (TET). Further, the NCTE (Determination of Minimum Qualifications for Recruitment of Teachers in Schools) Regulation 2014 read with rule 53 of Affiliation Bye-Laws prescribes the minimum qualification for the teachers upto class XII.

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3. RTE Rules 2010 make it mandatory on the part of the schools that the salary, allowances and service conditions of the teachers are appropriately prescribed and notified. The CBSE in its Affiliation Bye-Laws has also prescribed the same for the teachers of the affiliated schools.
4. It has been noticed that in spite of statutory provisions under RTE Act 2009 and Affiliation Bye-Laws, the appointment of teachers with prescribed procedures and qualifications, service condition of the teachers, their professional development and mechanism for redressal of their grievance are not adhered to by some CBSE affiliated schools. A number of complaints have been received against affiliated schools alleging payment of partial salary, delay in disbursement of salary and allowances, promotion and non-availability of welfare measures for teachers, retaining the teachers after schools hours, engaging them in the non-education activities etc. As a result, the teachers in affiliated schools feel demotivated in pursuing their career in the teaching profession and taking interest in the classroom teaching which adversely affect the overall quality of education and learning outcomes.
5. It is, therefore, reiterated that all CBSE affiliated schools shall frame the service rules and shall ensure appointment of the teachers, their service conditions etc. as per the provisions of RTE Act 2009, respective State Act and CBSE Affiliation Bye-Laws in its entirety. The details of which are enclosed at **Annexure-I**.

(J.P. Chaturvedi)

Deputy Secretary (Affiliation)

Enclosed : As above



**Copy for information and necessary compliances thereon.**

1. The Commissioner, Kendriya Vidyalaya Sangathan, 18-Institutional Area, Shaheed Jeet Singh Marg, New Delhi – 110016
2. The Commissioner, Navodaya Vidyalaya Samiti, A-28, Kailash Colony, New Delhi.
3. The Director of Education, Delhi, Chandigarh, Arunachal Pradesh, Sikkim, Port Blair.
4. The Director, Central Tibetan School Administration, EssEss Plaza, Community Centre, Sector-3, Rohini-85.
5. The Director Secondary Education Departments of all States.
6. All HODs of CBSE.
7. The Director (IT), CBSE, Delhi – For Uploading Circular on CBSE Website.
8. EO to CM.
9. The Joint Secretary (A&L), CBSE, Preet Vihar, Delhi.
10. The Joint Secretary (Co-ordination), CBSE, Delhi.
11. All Regional Offices of CBSE/CoEs of Board
12. The PRO, CBSE, Delhi for due Publicity/Cenbosec.
13. Guard File.

**Deputy Secretary (Affiliation)**

