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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL

School Education Department

Secondary Branch

Bikash Bhawan, Salt Lake, Kolkata- 700 091

NOTIFICATION

No. 231-SE/S/1S-21/19, dated, Kolkata, the 18th February, 2020 – In exercise of the power conferred by sub section (1) of section 17, read with section 8 and clause (d) of sub-section (2) of section 17, of the West Bengal School Service Commission Act, 1997 (West Ben. Act IV of 1997), and in supersession of the West Bengal School Service Commission (Selection for Appointment to the posts of Teachers for Upper Primary Level of School) Rules 2016 issued with this Department notification No 1104-SE/S/1S-26/2010 (Pt-III) dated 20th September, 2016, the West Bengal School Service Commission (Selection for Appointment to the posts of Teachers for classes IX-X in Secondary and Higher Secondary Schools) Rules 2016 issued with this Department notification No 1105-SE /S/ 1S-26 /2010 (Pt-III) dated 20th September, 2016, the West Bengal School Service Commission (Selection for Appointment to the posts of Teachers for Classes XI and XII in Higher Secondary Schools) Rules 2016 issued with this Department notification No. 1106-SE/S/ 1S-26/2010 (Pt-III) dated 20th September, 2016, the Governor is pleased hereby to make the following rules regulating the manner and scope of selection of persons for appointment to the posts of Teachers in Jr. High, Secondary and Higher Secondary Schools:—

Rules

- 1. Short title and commencement.**— (1) These rules may be called the West Bengal School Service Commission (Selection for Appointment to the Posts of Assistant Teachers in Jr. High, Secondary and Higher Secondary Schools) Rules, 2019.
(2) They shall come into force on the date of their publication in the Official Gazette.
- 2. Definitions.** (1) In these rules, unless the context otherwise requires,—
 - (a) "Act" means the West Bengal School Service Commission Act, 1997 (West Ben. Act IV of 1997);
 - (b) "Appointing authority" means any officer of the Board not below the rank of Deputy Secretary as designated by the Board;
 - (c) "Board" means the West Bengal Board of Secondary Education established under the West Bengal Board of Secondary Education Act, 1963 (West Ben. Act V of 1963);

- (d) "category" in relation to a vacant post from upper primary level to Higher Secondary level means and includes its subject/ group wise, pay-wise, medium of instruction wise, gender wise, reservation wise category of vacant post;
- (e) "concerned subject", in relation to a vacant post, means a subject against which a vacancy has been reported for the purpose of selection of a person to the post:

Provided that if any question is arise regarding equivalence of any subject, the Central Commission shall determine equivalence of that subject with the approval of the State Government;

- (f) "Degree" or "Diploma" means Graduation or Post Graduation degree or diploma from a University or institution recognised by the University Grants Commission, or a professional qualification duly recognised by the National Council for Teacher Education (NCTE), as the case may be.
- (g) "final vacancy" means a vacancy in the post of an Assistant Teacher reported by the Board, with the approval of the State Government, to Central Commission for the purpose of direct recruitment before the date of publication of the result of the written examination;
- (h) "NCTE" means the National council for Teacher Education, a body set up under the National Council for Teacher Education Act, 1993 (73 of 1993);
- (2) The words and expressions not defined in these rules but defined in the Act shall have the meaning respectively assigned to them in the Act.

3. The posts to which recruitment is made under these rules are categorized in the group as follows: –

Name of the Post	Group
Assistant Teacher for upper primary level in Schools	Group 1
Assistant Teacher for class IX to X in School	Group 2
Assistant Teacher for class XI to XII in School	Group 3
Assistant Teacher for Physical Education in Upper Primary Level of Schools	Group 4
Assistant Teacher for Work Education in Upper Primary Level of Schools	Group 5

4. **Names of post, qualification and age.** – (1) The name of the post shall be such as mentioned in column (2) of the **Schedule A.**

- (2) The scale of pay, qualifications and the age limit shall be such as specified in columns (3), (4) and (5) of the **Schedule A:**
- (3) A candidate may compete for one or more group(s) subject to fulfillment of. minimum eligibility for such group(s) individually as prescribed herein. However, the candidate is required to submit one application only, indicating choice of group (s) in order of preference in the prescribed form. Female candidates shall indicate choice for girl's school and/or Co-Ed and Boys school in order of preference:

Provided that allotment of service to the candidates shall be made in order of merit and according to the number of vacancies. Due consideration will be given, as far as practicable, to the preferences indicated by a candidate, if any, but the Commission reserves the right to allot the candidate to any service or post for which he/she is a candidate on consideration of his/her suitability and the number of vacancies available.

Explanation: If there are total 30 vacancies in x, y and z category of posts containing 10 vacancies in each category of post. A candidate having minimum qualification for x, y and z categories of posts, applied for the posts indicating his preference. His 1st preference is x category post, 2nd preference is y category of post and 3rd preference is z category of post. Now, in terms of his merit, after selection, he holds 11th rank in x category of post, 7th rank in y category of post and 1st rank in z category post. In x category of post, as he stood in the rank which is below the available vacancies, he cannot opt for 1st preference. As he opted for y category of post as his 2nd option in which he also stands in 7th rank within available vacancies, he will be given allotment of service in y category of post. As his service is allotted to 2nd category post in matching to his merit and preference, although he stood in 1st rank in z category of post, his preference in z category of post shall not be considered.

- 5. Method of recruitment.** – The posts shall be filled up by direct recruitment on the basis of State Level Teachers' Selection Test (SLTST) through the Central Commission in accordance with the procedure laid down in **Schedule B**:
Provided that the State Government may, by order, direct the Central Commission to hold special recruitment drive for reserved category(s) posts in order to ensure adequate representation of such categories in the post of Assistant Teacher in the State.
- 6. Requisition for selection.** – The appointing authority, with the approval of the State Government, shall send the requisition for different categories of posts to the West Bengal Central School Service Commission with the request to initiate recruitment process.
- 7. Advertisement.** – The Central Commission shall, upon receipt of requisition from the West Bengal Board of Secondary Education, issue an indicative advertisement through newspapers in the State in English, Bengali, Hindi and or in any other language(s), as may be decided by the Commission.
- 8. Form and fees for application.**– The form and fees for application for State Level Teachers' Selection Test for appointment to the posts shall be such, as may be determined by the Central Commission. However there shall be no fees to be charged from SC/ST candidates.
- 9. Submission of applications.** – The applications shall be submitted within such time and in such manner as may be specified by the Central Commission in the advertisement.
- 10. Process of selection and preparation of panel.** – (1) The Central Commission shall have the liberty to decide the detailed procedure and the manner of conducting the Selection Test, in consultation with the State Government.
(2) After written examination (in mains), the prescribed weightage as per Schedule B shall be added to the marks obtained in the written examination. On the basis of aggregated marks so obtained in written test as well as weightage as per **Schedule B**, the Central Commission, following the reservation policy of the State Government, shall publish merit based panel of candidates equal to number of vacant posts of concerned subject indicating total marks of each of them secured in the mains examination as in **Schedule B**.
Provided if more than one candidate obtains the same aggregate marks, then a candidate with higher marks in written test shall be preferred. If the position remains same after that, the merit position of the candidates shall be determined according to their date of birth i.e. a candidate with earlier date of birth shall be preferred.
(3) The Commission, at the time of publishing merit based panel of successful candidates equal to the number of vacancies, shall arrange a system to inform each candidate through its website:
(i) His own score in TET and/or PT;
(ii) The cut-off marks in PT for the categories he has applied;
(iii) If he has qualified in the TET/had valid TET certificate on the date of Advertisement and/or secured the cut off marks in a category in PT, the total marks secured by him in the Mains Examination in each group along with the final marks of the last selected candidate(s) in merit based panels of respective categories for which he has qualified in the Mains Examination.
- 11. Validity of panel.** – Panel(s) shall remain valid for one year from the date of publication of the panel(s). The Central Commission shall, however in exceptional cases, after recording the reason in writing, with prior approval of the State Government, may extend the validity of panel(s).
- 12. Appointment.** – The Central Commission shall recommend the candidates from panel(s) to the Board. The Board shall, after due verification of documents, offer appointment following the West Bengal Board of Secondary Education (Requirement of verification of Antecedents and examination of medical fitness for appointment in the posts of teacher and non-teaching staff) Rules, 2018.

Provided that in case of non-joining of such recommended candidates within the stipulated period as may be determined by the Board, the Board may seek further recommendation from the Commission to fill the vacancy against such non-joining. The Central Commission may recommend fresh candidates as per merit from among the remaining candidates of the same selection test, not later than one year from the date of publication of the Panel.

- 13. Invalid appointment.** – In case, the recommendation is obtained on the basis of false statement or forged document, the same shall be deemed void after due enquiry and any appointment if given on such void recommendation shall stand void.
- 14. Preservation of answer scripts of written examination etc.** The written answer scripts / OMRs of examinations may be destroyed by the Central Commission after 3 years from the date of publication of the panel unless the same is required to be produced before any legal proceeding within such time.
- 15.** The Central Commission shall inform about the vacancies which are not filled up for unsuitability of candidates or for any other reasons, to the appointing authority.
- 16. Interpretation.** – (1) If any question arises regarding any decision of the Central Commission, a reference may be made to the State Government and the decision taken by it shall be final.
(2) In regard to the interpretation of any provision of these rules, the decision of the State Government shall be final.
- 17. Savings.** – Nothing in these rules shall affect any selection, if already undertaken, in accordance with the provisions of the earlier rules.
- 18. Power to remove difficulty:** – If any difficulty arises in giving effect to the provision of these rules, the State Government upon reference of the Central Commission or otherwise may take such steps or issue such orders, as it may consider necessary, for removing such difficulties.

Schedule A

Group	Name of the Posts & Group	Initial Pay	Qualification	Age
(1)	(2)	(3)	(4)	(5)
1.	Assistant Teacher for upper primary level in Schools (other than work education or physical education teacher) Group 1	Graduate scale of pay as per rules	(a) The Candidate must be a citizen of India; (b) On the last date of Submission of application he must possess the minimum qualification, as prescribed by the NCTE on the date of advertisement for upper-primary teacher. Note (1).– The minimum qualification as prescribed by the NCTE and relaxation of qualifications if any extended by the Central Government from time to time on the date of publication of advertisement, shall also be considered. Note (2). - The candidates possessing minimum qualification as prescribed by the NCTE for appearing in	Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement. Upper age limit is however relaxable as per Government norms for Scheduled Caste/Scheduled Tribe, OBC and Physically Handicapped candidates. Upper age limit for para-teachers of upper primary level of Government, Govt, aided and sponsored schools shall be guided by relevant notification by State Government applicable on the date of Advertisement.

Group	Name of the Posts & Group	Initial Pay	Qualification	Age
(1)	(2)	(3)	(4)	(5)
			<p>TET but not holding the minimum qualification as prescribed by NCTE for the post of upper primary teacher as stated in para (b) above may appear in the TET as described in sl. No. 1 of schedule B of rule 5, if otherwise eligible, but shall not be considered for selection through subsequent stages of the ongoing recruitment process.</p> <p>Note (3).- The candidates who are perusing the Teachers Training courses but do not have the required minimum qualification at a time of last date of submission of application, may be issued admit card for TET only and he shall not considered for further stage of selection.</p> <p>(c) A candidate willing to be selected as a Teacher in any School must have the specific subject of the medium of instruction of the school as first or second or third language at any of the Secondary or Higher Secondary or Graduation/ post graduation level as elective or optional subject.</p>	

Group	Name of the Posts & Group	Initial Pay	Qualification	Age
(1)	(2)	(3)	(4)	(5)
2.	Assistant Teacher for class IX to X in School Group 2	Graduate scale of pay as per rules	<p>'a) The Candidate must be a citizen of India;</p> <p>(b) On the last date of submission of application, he must possess the minimum qualification, as prescribed by the NCTE on the date of advertisement for Teachers of class IX to X.</p> <p>Note- The minimum qualification as prescribed by the NCTE and relaxation of qualifications if any extended by the Central Government from time to time on the date of publication of advertisement, shall also be considered.</p> <p>(c) A candidate willing to be selected as a Teacher in any School must have the specific subject of the medium of instruction of the school as first or second or third language at any of the Secondary or Higher Secondary or Graduation/ post graduation level as elective or optional subject.</p>	Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement. Upper age limit is however relaxable as per Government norms for Scheduled Caste/Scheduled Tribe, OBC and Physically Handicapped candidates
3.	Assistant Teacher for class XI to XII in School Group 3	Post-Graduate scale of pay as per rules	<p>(a) The Candidate must be a citizen of India;</p> <p>(b) On the last date of submission of application he must possess the minimum qualification, as prescribed by the NCTE on the date of advertisement for Teachers of class XI to XII.</p> <p>Note- The minimum qualification as prescribed by the NCTE and relaxation of qualifications if any extended by the Central Government from time to time on the date of publication of advertisement, shall also be</p>	<p>Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement. Upper age limit is however relaxable as per Government norms for Scheduled Caste/Scheduled Tribe, OBC and Physically Handicapped candidates.</p> <p>Upper age limit for Part Time Contractual Teacher of Higher Secondary level of Government, Govt. Aided and sponsored schools and Govt. Aided Madrasah of State of West Bengal, however, shall</p>

Group	Name of the Posts & Group	Initial Pay	Qualification	Age
(1)	(2)	(3)	(4)	(5)
			considered. (c) A candidate willing to be selected as a Teacher in any School must have the specific subject of the medium of instruction of the school as first or second or third language at any of the Secondary or Higher Secondary or Graduation/ post graduation level as elective or optional subject.	be guided by relevant notification by State Govt applicable on the date of Advertisement.
4.	Assistant Teacher for Physical Education in Upper Primary Level of Schools Group 4	Graduate scale of pay as per rules	(a) The Candidate must a citizen of India; (b) On the last date of submission of application he must possess the minimum qualification, as prescribed by the NCTE on the date of advertisement for Physical Education teacher. <i>Note.</i> — The minimum qualification as prescribed by the NCTE and relaxation of qualifications if any extended by the Central Government from time to time on the date of publication of advertisement, shall also be considered. (c) A candidate willing to be selected as a Teacher in any School must have the specific subject of the medium of instruction of the school as first or second or third language at any of the Secondary or Higher Secondary or Graduation/ post graduation level as elective or optional subject.	Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement. Upper age limit is however relaxable as per Government norms for Scheduled Caste/Scheduled Tribe, OBC and Physically Handicapped candidates.
5.	Assistant Teacher for Work Education in Upper Primary Level of Schools Group 5	Graduate scale of pay as per rules	(a) The Candidate must be a citizen of India; (b) Minimum eligibility <i>Essential:</i> Graduate from a recognised university with Post Graduate	Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement. Upper age limit is however relaxable as per Government norms for

Group	Name of the Posts & Group	Initial Pay	Qualification	Age
(1)	(2)	(3)	(4)	(5)
			<p>Basic Training or Work Education as a subject in Bachelor of Education in regular course from a Teacher's Training Institution duly recognised by the National Council for Teacher Education (NCTE);</p> <p>Or</p> <p>Graduate with Degree or Diploma in Art and Craft from any recognised University/ any recognised educational Institution affiliated to any University;</p> <p>Or</p> <p>Graduate with Degree or Diploma in Tailoring and needle work from any Institution duly recognised by any recognised University/ from any institute recognized by any Department of the Government of West Bengal;</p> <p>Or</p> <p>Graduate from recognised University with at least two years Degree or Diploma in the Work Education curriculum awarded by any recognised University;</p> <p>Or</p> <p>Graduate Degree in Home Science or Agriculture or Graduate in Computer Science or Information Technology or Software systems from any recognized University;</p> <p>Or</p> <p>Graduate in General Stream in Arts/Science/Commerce with Computer Science or Computer Application as a subject of at least 300 marks at the degree level from any recognised University;</p> <p>Or</p> <p>Graduate Degree in Home Science or Agriculture or</p>	<p>Scheduled Caste/Scheduled Tribe, OBC and Physically handicapped candidates.</p>

Group	Name of the Posts & Group	Initial Pay	Qualification	Age
(1)	(2)	(3)	(4)	(5)
			<p>Graduate in Computer Science or Information Technology or Software systems from any recognized University;</p> <p>Or</p> <p>Graduate in General Stream in Arts/Science/Commerce with Computer Science or Computer Application as a subject of at least 300 marks at the degree level from any recognised University;</p> <p>Desirable:</p> <p>Degree in Bachelor of Teaching/Bachelor of Education/Post-Graduate Basic Training from any recognized University or any training recognized by the State Government as equivalent to Bachelor of Teaching/Bachelor of Education/Post Graduate Basic Training from a Teachers' Training Institution duly recognized by the National Council for Teacher Education (NCTE)/ Rehabilitation Council of India (RCI) in the relevant academic session;</p> <p>(c) A candidate willing to be selected as a Teacher in any School, having Bengali or English or Hindi or Nepali or Oriya or Santhali or Telegu or Urdu as the medium of instruction, must have Bengali or English or Hindi or Nepali or Oriya or Santhali or Telegu or Urdu, as the case may be, as first or second or third language at any of the Secondary or Higher Secondary or Graduation/ post graduation level as elective or optional subject</p>	

Schedule B

The Selection procedure consists of following elements

SI No.	Papers/event	Group-wise Marks allotment			
		1 (Upper Primary)	2 (IX-X)	3 (XI- XII)	4 & 5 (Work Education-Physical Education)
1	Teachers' Eligibility Test (hereinafter referred as TET) / Preliminary Test (hereinafter referred as PT)	TET of 150 marks MCQ	PT of 150 marks MCQ		
2	Mains examination (comprise of Written Examination, and weightage)				
Written Examination					
(a)	(i) English Composition and Comprehension (ii) Language on the medium of instruction	100 marks Paper for each Groups [50 marks for (a)(i) and 50 marks for (a)(ii)]			
(b)	Knowledge of Subject/Group in which the candidate is appearing (separate papers for each groups of service)	100	100	100	100
<p>Note.– Conditions precedent for appearing in written examination:</p> <p>(a) Papers as described in 2(a) & (b) shall be evaluated only for the candidates who have secured qualifying/cut-off marks fixed by the Commission for their respective category in TET / PT, as the case may be.</p> <p>Explanation I: All candidates shall be provisionally allowed to appear in the written examination in 2(a)(i) & (ii) and 2(b), if otherwise eligible. However before evaluation of papers as in 2(a)(i) & (ii) and 2(b), the Commission shall determine the cut-off marks for preliminary Test (P.T.) for each category of posts of Group 2,3,4 and 5, as deemed fit.</p> <p>Explanation II: Answer scripts of papers as in 2(a) & 2(b) of only those candidates who qualify in TET/have valid TET certificate on the date of application (for Group 1) and /or secured cut-off marks as fixed above (for other groups) shall be evaluated for respective categories of groups.</p> <p>(b) Candidates having valid TET certificate on the date of Advertisement may opt for appearing in the Main Exam directly.</p> <p>(c) A candidate who has not qualified/secured cut-off marks in a category in TET / PT, as the case may be, shall not be considered for the respective category in the subsequent stage of selection.</p>					
Weightage					
(C)	Weightage for TET/PT (the marks obtained in TET/PT shall be calculated in proportionate manner against the marks given for the weightage)	100	100	100	100
	Total Marks	300	300	300	300

By Order of the Governor,

MANISH JAIN

Principal Secretary to the Government of West Bengal.