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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 700091

No. 1104-SE/S/1S-26/2010 (Pt.-III)

Dated the 20th September, 2016.

NOTIFICATION

In exercise of the power conferred by sub-section (1) of section 17, read with section 8 and clause (d) of sub-section (2) 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 of Persons for Appointment to the Posts of Teachers in Upper Primary Level) Rules, 2015, issued with this Department notification No.485-SE(S)/1S-26/2010 (Part I), dated the 3rd June, 2015, published in the *Kolkata Gazette, Extraordinary*, Part I, dated the 3rd June, 2015, 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 for Upper Primary Level of 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 Teachers for Upper Primary Level of Schools) Rules, 2016.

(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) “Category” means Subject Category, medium of instruction category, reservation category, and gender category in each subject group or in Physical Education or Work Education as the case may be;
- (c) “concerned subject”, in relation to a post, means a subject against which a vacancy has been reported for the purpose of selection of a person to the post:

Provided that the Central Commission shall determine equivalence of any subject with the approval of the State Government as per clause (e) of sub-section (2) of section 17 of the Act;

- (d) “Degree or Diploma” means Graduation or Post-Graduation from a University 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;

- (e) “interview list”, in respect of SLST, means—
- (i) in case of vacancies other than Physical Education/Work Education vacancies, a list of candidates to be called for personality test category-wise on the basis of merit (weightage of TET, academic and professional qualification) in the ratio of 1:1.4 of final vacancies;
 - (ii) in case of Physical Education/Work Education vacancies, a list of candidates to be called for personality test category-wise on the basis of merit (marks in written test, academic and professional qualification) in the ratio of 1:1.4 of final vacancies;
- (f) “merit list”, in respect of SLST, means—
- (i) in case of posts other than Physical Education and Work Education, a list of candidates prepared category-wise on the basis of merit (weightage of TET, academic and professional qualification and marks obtained in personality test) from Interview List;
 - (ii) in case of posts of Physical Education and Work Education, a list of candidates prepared category-wise on the basis of merit (marks of written test, academic and professional qualification and marks obtained in personality test) from Interview List;
- (g) “Panel” means a list of candidates (category-wise) of the merit list equal to the number of final vacancies and includes a panel (region-wise) on the basis of the option exercised by the candidates;
- (h) “waiting list” means a list of candidates from the merit list (category-wise) but not included in the panel;
- (i) “Post” means a whole-time post of Teacher for Upper Primary Level of Schools against declared and sanctioned vacancy in respect of any of the following subjects:—
- (i) Mathematics and Science group (Biological Science and Pure Science);
 - (ii) Social Studies Group (History and Geography);
 - (iii) Language Group (Bengali, English, Urdu, Arabic, Nepali, Santhali, Oriya, Persian, French, Sanskrit, Hindi, Telegu or any other language) notified in the *Official Gazette* for inclusion in this group;
 - (iv) Physical Education;
 - (v) Work Education;
- (j) “Reserved Category” means category of reservation in respect of the Schedule Castes, the Scheduled Tribes, the Other Backward Classes (Group A and Group B) and Physically Handicapped candidates;
- (k) “Schedule” means Schedules appended to these rules;
- (l) “State” means the State of West Bengal;
- (m) “State Government” means the Government of West Bengal in the School Education Department;
- (n) “State Level Selection Test (SLST)” means the test to be conducted by the Central School Service Commission for recruitment of Teachers of the categories stated in these rules;
- (o) “sub-rule” means sub-rule of a rule in which the word or expression occurs;
- (p) “vacancy” means a vacancy in the post of a Teacher for classes of Upper Primary Level caused by—
- (i) creation of a new post;
 - (ii) superannuation;
 - (iii) death;
 - (iv) resignation;
 - (v) transfer;
 - (vi) removal or dismissal;
 - (vii) any other reason, apart from the above, as the State Government may, by order, determine;
- (q) “NCTE” means the National Council for Teacher Education (a statutory body of the Government of India);
- (r) “Teacher Eligibility Test (TET)” means Teacher Eligibility Test of the classes for Upper Primary Level covered under these Rules conducted by the State Government or through its specified agency as per NCTE Guidelines and other notifications issued by the Ministry of Human Resource Development,

Government of India, from time to time in this regard and the State Government or such agency shall issue a Certificate to be known as 'TET Certificate' to the Candidates who have qualified in TET;

- (s) "Upper Primary" means general education above primary level till completion of Elementary Education within the meaning of RTE Act for admission in Secondary Education stage;
- (t) "Physical Education/Work Education vacancy" means vacancy for the post of a teacher in a school for classes covered under these Rules for the purpose of pertaining teaching in Physical Education/Work Education;
- (u) "Professional qualification (except Physical Education or Work Education)" includes as follows:—
- (i) 2-year Diploma in Elementary Education (by whatever name known),
 - (ii) 1-year Bachelor in Education (B.Ed.),
 - (iii) 1-year Bachelor in Education (B.Ed.) in accordance with the NCTE (Recognition norms and procedure) Regulation issued from time to time in this regard,
 - (iv) 1-year B.Ed. (Special Education),
 - (v) 2-year Bachelor in Education (B.Ed.) in accordance with the NCTE (Recognition norms and procedure) Regulation issued from time to time in this regard,
 - (vi) 4-year BA/B.Sc Ed. Or BA Ed/B.Sc. Ed,
 - (vii) 4-year Bachelor in Elementary Education (B. EI. Ed) includes Bachelor Degree along with professional qualification as integrated course,
 - (viii) 2-years B.Ed. Programme through Open Distance Learning (ODL) method conducted by Netaji Subhash Open University and Approved by Rehabilitation Council of India (RCI).

Note 1.— Diploma /Degree Course in Teacher Education recognised by the National Council for Teacher Education (NCTE) only shall be considered. However, in case B.Ed. (Special Education), a course recognized by the Rehabilitation Council of India (RCI) only shall be considered.

Note 2.— B.Ed. (Special Education degree holder) shall have to undergo 6 months training on special programme in Elementary Education in an NCTE recognize institution after appointment.

- (v) "Qualification" includes qualification of the teachers as notified by the NCTE and relaxation of qualifications, if any, extended by the Central Government from time to time up to the date of publication of advertisement;
- (w) "RTE Act" means the Right of Children to Free and Compulsory Education Act, 2009.

(2) Words and expressions used and not defined in these rules but defined in the Act, shall have the same meanings as respectively assigned to them in the Act.

3. Method of recruitment. — The appointment of persons to the posts mentioned in Schedule I shall be made by selection (direct recruitment) through SLST by the West Bengal School Service Commission in the manner as mentioned in rule 7.

4. Name of post, essential qualification and age. — (1) The name of the posts, and its qualification shall, subject to rule 5, be such as specified in Schedule I:

Provided that the candidates possessing valid TET Certificates shall be eligible for appearing in the selection under these rules, in spite of the fact that they have exceeded upper age-limit, subject to the condition that the age of such candidate on first day January of the Year of holding the TET has been within the prescribed age-limit.

Provided further that the qualification for the posts of Teacher includes academic qualification and professional qualification of teachers for Upper Primary Level of Schools notified by NCTE and includes the relaxation of qualification, if any, extended by the Central Government or NCTE, as the case may be, from time to time on the date of advertisement by the Central Commission or in case of Work Education, relaxation of qualification as may be notified by the State Government.

Provided also that certificates received on or before the last date of the application and mentioned in the application form, shall be counted for academic and professional qualification.

(2) The age-limit for the post shall be such as specified in Schedule I:

Provided that a non-teaching staff or a Teacher having post-graduate degree but holding lower category of post, may apply with maximum age of 55 years as on the 1st day of January of the year of advertisement.

5. **Additional essential qualification of candidate.**— A candidate willing to be selected as a Upper Primary Teacher having Bengali or English or Hindi or Nepali or Oriya or Santhali or Telegu or Urdu as the medium of instruction, shall 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 Secondary level of the Board or equivalent or at Higher Secondary level of the Council or equivalent.
6. **Disqualification.**—(1) No person shall be eligible for selection for appointment to the post of teachers for Upper Primary Level of Schools unless he is a citizen of India.
- (2) No person shall be eligible for selection for appointment to the post of teachers for Upper Primary Level of Schools if he/she is convicted by any Court of law or who is under suspension from any school or removed from service from any school or against whom criminal case is pending in any court of law.
7. **Manner of selection.**— (1) Selection to the post of such Teacher (except Physical Education and Work Education) shall be made category-wise on the basis of merit (weightage of TET, academic and professional qualification and marks obtained in personality test), in the manner as specified in Part A of Schedule III.
- (2) Selection to the post of such Teacher in Physical Education and Work Education shall be made on the basis of the results of the written examination conducted by the Central Commission, evaluation of academic and professional qualifications and personality tests of the candidates in the manner as specified in Part B of Schedule III.
- (3) The Central Commission may, in its discretion, fix qualifying marks, to be scored by the candidates, in written examination or in aggregate or in both and/or relax the qualifying marks on reasonable grounds and reasons to be recorded in writing.
8. **Information regarding vacancies.**— (1) The District Inspectors of Schools (Secondary Education) shall, on being asked by the Director of School Education, prepare a report regarding the number of vacancies in posts, Subject group-wise, subject-wise, medium-wise, gender-wise and reservation category-wise for the posts of Teachers and send it to the Directorate of School Education.
- (2) On receipt of report under sub-rule (1), the Directorate of School Education shall, with due approval of the State Government, send the Subject group-wise, subject-wise, medium-wise, gender-wise and reservation category-wise vacancy report compiled region-wise, earmarked vacancies such posts, if any, declared by the State Government for any year, to the Central Commission.
- (3) The report as mentioned in sub-rule (2), shall be sent to the Central Commission in the following manner:—
- firstly, before the date of publication of the advertisement inviting application; and
 - lastly, fifteen (15) days before the date of publication of the result of the written examination or Interview list, as the case may be.
- (4) The State Government may, by notification, earmark upto 10% of the total vacant posts with a view to provide adequate representation of the Para Teachers without disturbing 100 point roster as may be notified from time to time. If there is no notification to earmark the posts or if the posts remain vacant due to non-availability of suitable candidates, the earmarked posts shall be filled up as per general procedures as mentioned in these rules from the qualified eligible candidates.
9. **Advertisement.**— (1) The Central Commission shall, on receipt of the report of region-wise vacancies under rule 8, issue an advertisement through newspapers in the State in English, Bengali, Hindi and/or in any other languages, if necessary, as may be decided by the Commission and also through the website of the Commission.
- (2) Such advertisement shall be issued specifying the vacancies, qualification, age as on the 1st day of January of the year of advertisement and other necessary information relating to such posts, details of which may be obtained through the website of the Central Commission and from the Offices of Central Commission and Regional Commissions.
- (3) While specifying the vacancies in the advertisement, the Central Commission shall, for the said posts of such Teachers, publish a tentative number of vacancy at the time of inviting applications for State Level Selection Test (SLST) that have been reported under clause (a) of sub-rule (3) of rule 8 and a final vacancy list at the time of publication of Interview list except Physical Education and Work Education and in case of Physical Education and Work Education at the time of publication of the result of the written examination declaring the actual vacancies that have been reported under clause (b) of sub-rule (3) of rule 8. Subject-wise vacancies in each group shall be clearly mentioned and candidates may choose hisher subject group which he/she had in TET Examination and the subject chosen shall be a subject in his/her Graduation level for vacancies except Physical Education and Work Education.

- 10. Form of application.**— (1) The form of application for State Level Selection Test (SLST) for appointment to the posts shall be such, as may be determined by the Central Commission from time to time.
- (2) The proforma of the form of application may be published in the Newspapers or the Commission's Website as may be determined by and at the discretion of the Central Commission.
- (3) The fees of SLST shall be such as may be fixed by the Central Commission from time to time.
- 11. 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.
- 12. Method of SLST for selection of candidates and preparation of panel for teachers (except Physical Education and Work Education).**—(1) The Central Commission shall arrange for proper custody of all online applications which may be received by it against the vacancies.
- (2) The Central Commission after receiving application forms shall prepare list of eligible candidates for the purpose of preparation of a computer generated database of all the candidates.
- (3) The Central Commission shall verify the validity of TET Certificate, academic and professional qualification of the candidates having valid TET Certificates and marks obtained in TET and other academic and professional qualification shall be evaluated in the manner mentioned in Part A of Schedule II.
- (4) The Central Commission shall prepare and publish in their website and Interview List with all details of the candidates to be called for personality test, category-wise on the basis of merit as mentioned in Part A of Schedule II in the ratio of 1:1.4 of final vacancies.
- (5) After interview, the Central Commission shall, from Interview List, prepare and publish a merit list category-wise on the basis of merit (weightage of TET, academic and professional qualification and marks obtained in personality test) as per Part A of Schedule III.
- (6) The Central Commission shall also prepare and publish in their website a Panel of candidates (category wise) equal to the number of vacancies and a category-wise waiting list of the rest of the candidates from merit list who were not included in the panel. From the panel the Central Commission shall prepare Region-wise lists of candidates on the basis of the option exercised by the candidates and publish in their website.
- Provided that the Central Commission shall publish in their website the appropriate answers of the Questions for general information.
- Provided further if more than one candidate obtain the same aggregate (total marks) the merit position of the candidates shall be determined according to their date of birth, i.e. candidates with earlier date of birth shall be preferred and if the aggregate and date of birth shall also be same, the candidates obtaining higher academic score shall be preferred and if the aggregate, date of birth and academic score shall be same, the candidates obtaining higher weightage in TET shall be preferred.
- (7) The Central Commission shall publish such panel and waiting list of candidates in the website of the Commission as well as the Offices of the concerned Regional Commissions. A copy of the same will be submitted to the School Education Department and the Directorate of School Education for information.
- 13. Method of SLST for selection of candidates and preparation of panel for Teachers for Physical Education and Work Education.**—(1) The Central Commission shall arrange for proper custody of all online applications which may be received by it against the vacancies.
- (2) The Central Commission after receiving application forms shall prepare list of eligible candidates for the purpose of preparation of a computer generated database of all the candidates.
- (3) The admit cards for written examination shall be issued by the Central Commission by any mode as may be determined by the Central Commission.
- (4) The Central Commission shall arrange written examination.
- (5) The Central Commission shall determine the method of written examinations, contents of paper, duration of examination, time and venue of examination and other matters relating to such State Level Selection Test.
- (6) The Central Commission shall decide the procedure and the manner of conducting the Selection Test.
- (7) The admit cards for written examination shall be issued by the Central Commission by any mode as may be determined by the Central Commission.
- (8) The Central Commission shall arrange written examination.

(9) After the evaluation of the OMR Sheet or answer-sheet of the written examination, the Central Commission shall prepare and publish the Interview List in their website with all details of the candidates to be called for personality test, category-wise on the basis of merit (Marks of written test, Academic and Professional Qualifications as mentioned in Part B and C of Schedule II) in the ratio of 1:1.4 of final vacancies.

(10) The Central Commission shall prepare and publish in their website a merit list of candidates prepared category-wise on the basis of marks obtained in written test, evaluation of academic and professional qualifications and marks of personality test as per Part B and Schedule III.

(11) The Central Commission shall also prepare and publish in their website a Panel of candidates (category-wise) equal to the number of vacancies and a category-wise waiting list of the rest of the candidates from merit list who were not included in the panel. From the panel the Central Commission shall prepare Region-wise lists of candidates on the basis of the option exercised by the candidates and publish in their website.

Provided that written answer script/OMR shall not be reviewed or re-evaluated.

Provided further that the Central Commission shall publish in their website the appropriate answers of the questions for general information.

Provided also that the number of qualified candidates to be called for the personality test shall not exceed 1.4 times the number of actual vacancies published at the time of declaration of the result of written examination under clause (b) of sub-rule (3) of rule 8:

Provided also that if the marks at the last position of the qualified list of candidates shall be same for more than one candidate, all such candidates at that position shall be called for the personality test even if the last candidate exceeds limit of 1.4 times.

Provided also that if any candidate makes omission or commits error or makes any mistake of any nature to fill in the OMR sheet or any defect crept in the OMR sheet of such candidate, the answer script of such candidate will not be evaluated and the candidature of such candidate will not be considered.

(12) If more than one candidate obtain the same aggregate (total marks) the merit position of the candidates shall be determined according to their date of birth, i.e. candidates with earlier date of birth shall be preferred and if the aggregate and date of birth shall also be same, the candidates obtaining higher academic score shall be preferred and if the aggregate, date of birth and academic score shall be same, the candidates obtaining higher marks in written examination shall be preferred.

(13) The Central Commission shall publish such panel and waiting list of candidates in the website of the Commission as well as the Offices of the concerned Regional Commissions. A copy of the same will be submitted to the School Education Department and the Directorate of School Education for information.

14. Duties of the Central Commission in regard to selection.— (1) Save as otherwise provided under these rules, the Central Commission shall perform the following functions in general:—

- (i) to keep liaison with the department to resolve different issues and chalk out the programme for conducting Selection Test;
- (ii) to finalize the details of the programme for Selection Test;
- (iii) to appoint paper setters;
- (iv) to issue notification and/or advertisement for conducting Selection Test;
- (v) to determine the format of application along with brochure (information related to filling Application form) and mode of publication thereof;
- (vi) to appoint district observers for conduct of Selection Test;
- (vii) to constitute Personality Test Board consisting of members as specified in Schedule III;
- (viii) to determine the procedure for preparation of Merit List and Panel;
- (ix) to fix up the mode of publication of notice, merit list, vacancies, etc.;
- (x) to do such other act as may be necessary for proper conduct of the Selection Test;
- (xi) other duties as may be required to perform in connection with the selection test.

(2) The Central commission may assign any of the above functions to the Regional Commissions and may take any assistance of the Regional Commissions in conducting the Selection Test.

15. Duties of the Regional Commissions in regard to selection. – Save as otherwise provided in other provisions of these rules, each Regional Commission shall, in the process of selection of Persons for recommendation, perform the following functions:—

- (i) to assist to process application forms received at the Central Commission;
- (ii) to arrange for counselling and recommend persons for appointment from the concerned region-wise list prepared by the Central Commission;
- (iii) to do such other duties apart from the above, as may be assigned to it by the Central Commission.

16. Validity of panel and waiting list. – (1) Each panel and waiting list shall remain valid for one year from the date of publication of the panel and waiting list, or the date of advertisement for the next Recruitment Process whichever is earlier:

Provided that the names of candidates shall not be recommended against any post other than the post applied for or against any vacancy which has not been notified in terms of sub-rule (3) (b), of rule (8).

(2) Notwithstanding anything contained in sub-rule (1), a panel, waiting list, merit list prepared by each of the Regional Commissions before coming into force of these rules, such panel, waiting list, merit list shall remain valid according to the rules prevalent at that material point of time.

17. Recommendation of candidates for appointment.– (1) The Regional Commission shall hold counselling with a view to recommending the name of the candidate from the list for appointment against each vacancy.

(2) Thereafter, the Regional Commission shall recommend the name of only one candidate against each vacancy depending on his/her position in the panel and availability of requisite vacancy and a copy of the letter recommending the name shall be sent through speed post or in such other mode to the candidate, to the concerned authority of the School as well as concerned District Inspector of Schools (SE) where the particular vacancy exists.

(3) A recommendation letter shall remain valid for a period of ninety days from the date of issue:

Provided that the Regional Commission may, if it thinks expedient to extend the validity of the recommendation beyond the period of ninety days for any reasonable cause, for the reasons to be recorded in writing, extend the period of validity of such recommendation letter for a further period not exceeding sixty days.

(4) The concerned School authority shall on the basis of the recommendation of the Commission, issue the letter of appointment to the candidate allowing joining time of not less than thirty (30) days through registered post with acknowledgement due and upon receipt of appointment letter from the concerned school authority the candidate shall join the post within the stipulated period as mentioned in the appointment letter on verification of original Certificates, Documents of the candidate by Headmaster/ Headmistress or Teacher in Charge.

Provided that if the School authority has any doubt about the vacancy position, it shall intimate the same to the Central Commission/Regional Commission, District Inspector of Schools (Secondary Education) and Director of School Education.

(5) If –

- (a) a candidate refuses to accept his/her allotment of post during counseling, or
- (b) the Central Commission gets information from any school or from the District Inspector of Schools (Secondary Education), or otherwise, that a candidate recommended for appointment has not accepted the offer of appointment or join the post within the stipulated period, or
- (c) such a candidate refuses to accept appointment, or
- (d) on further scrutiny it appears that the candidate has misrepresented the facts,

the Central Commission may do away with his name from the panel and will be deemed to have been depanelled and recommend the name of a candidate from the waiting list strictly within the validity period of the panel and waiting list.

(6) If a candidate, whose name has been recommended by the Regional Commission for appointment, cannot be appointed to the vacancy for which he/she was recommended for the reason that such vacancy ceased to exist, the managing committee, by whatever name it is called, or the *ad-hoc* committee or the administrator or the concerned District Inspector of Schools (Secondary Education), as the case may be, shall send an information in this regard to the Regional Commission and Regional Commission may, on receipt of such information, recommend his/her name for any other appropriate vacancy.

(7) If the managing committee, by whatever name it is called, or *ad-hoc* Committee or the administrator, if any, of any School does not appoint the candidate on the recommendation of School Service Commission having jurisdiction, the Regional Commission shall forward the matter to the School Education Department through the Central Commission for taking action under section 9A of the Act.

(8) Male candidate shall not be recommended for appointment in any girls' school.

- 18. Cancellation or withdrawal of Recommendation.**— If prior to or after recommendation or during the course of selection process, it is found that any candidate concealed or suppressed or misrepresented or made false declaration in his/her application or at any subsequent stage or any mistake or fault committed by the Commission in granting recommendation wrongly to any candidate in contradiction to the provisions of the Act, Rules or other conditions as may be laid down, such candidate will be treated as disqualified and his/her recommendation will be cancelled and/or withdrawn at any stage and further his/her appointment, if any, shall stand terminated/cancelled and in such cases the decision of the Central Commission shall be final. Further the Central Commission may also take steps to fill up such post/s from Waiting List within the validity period of the Panel and Waiting List, by issuing suitable direction to the concerned Regional Commission.
- 19. Carry forward of vacancy.**— The vacancies, which are not filled up for unsuitability of candidates or for any other reasons, as the Central Commission may by order mention, shall be carried forward for the next recruitment/transfer process.
- 20. Interpretation.**— (1) If any question arises regarding any decision of 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.
- 21. Savings.**— (1) Nothing in these rules shall affect reservation, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Other Backward Classes (Group A and Group B) and other special categories of persons and Para Teachers in accordance with the orders issued by the State Government from time to time in this regard.
(2) Nothing in these rules shall affect any act done or cause to be done in accordance with the provisions of the earlier rules made or notifications or orders issued under the Act.
- 22. Preservation of written examination answer scripts.**— The written answer scripts/OMRs of examinations shall be destroyed by the Commission after 1 year from the date of publication of the panel.

SCHEDULE – I

[See rules 3 & 4]

PART A

Educational qualification including professional qualifications for selection of Assistant Teachers for Upper Primary Level Classes in Schools.

Name of post	Educational qualification including professional qualifications	Age limit
	<p><i>Essential:</i></p> <p>(a) Graduation and 2 year Diploma in Elementary Education (by whatever name known);</p> <p style="text-align: center;">OR</p> <p>Graduation with at least 50% marks and 1 year Bachelor in Education (B.Ed.);</p> <p style="text-align: center;">OR</p> <p>Graduation with at least 45% marks and 1 year Bachelor in Education (B.Ed.), in accordance with the NCTE (Recognition Norms and Procedure) Regulations issued from time to time in this regard;</p> <p style="text-align: center;">OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor in Elementary Education (B.El. Ed.);</p>	<p>Minimum 20 years and maximum 40 years. Upper age limit is however relaxable by 5 years for Scheduled Caste/Scheduled Tribe candidates, 3 years for Backward Class candidates and 8 years for the Physically Handicapped Candidates.</p>

Name of post	Educational qualification including professional qualifications	Age limit
	<p style="text-align: center;">OR</p> <p>Senior Secondary (or its equivalent) with at least 50% marks and 4-year BA/B.Sc. Ed. or B.A.Ed./B.Sc. Ed.;</p> <p style="text-align: center;">OR</p> <p>Graduation with at least 50% marks and 1-year B.Ed. (Special Education);</p> <p style="text-align: center;">AND</p> <p>(b) Pass in the Teacher Eligibility Test (TET), to be conducted by the appropriate Government in accordance with the Guidelines framed by the NCTE for the purpose.</p> <p><i>Explanation.</i>— The expression “Diploma or Degree Course in Teacher Education” means—</p> <p>(i) a diploma or degree course in teacher education recognized by the National Council for Teacher Education (NCTE); and</p> <p>(ii) a diploma in Education (Special Education) and B.Ed. (Special Education) recognized by the Rehabilitation Council of India (RCI);</p> <p><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.</p>	

PART B

Educational qualification including professional qualifications for selection of Assistant Teachers for Physical Education and Work Education under for Upper Primary Level Classes in Schools.

Sl. No	Name of posts	Educational qualification including professional qualifications	Age limit
1.	Assistant Teacher for Physical Education in Upper Primary Level of Schools	<p><i>Essential:</i></p> <p>(a) Senior Secondary (Class XII or its equivalent) with at least 50% marks from recognized Board;</p> <p style="text-align: center;">OR</p> <p>Candidates who have passed the Senior Secondary Examination (+2) or its equivalent and have participated in sports/games atleast school/college/district level in accordance with the National Council for Teacher Education (Recognition norms and procedure) Regulations 2007 notified on 10-12-2007;</p> <p style="text-align: center;">OR</p> <p>Senior Secondary (Class XII or its equivalent) with at least 45% marks from recognized Board in accordance with the National Council for Teacher Education (Form of application for recognition, the limit of submission of application, determination of norms and standards for recognition of Teacher Education Programmes and permission to start new course or training) Regulations 2002 notified on 13-11-2002;</p> <p style="text-align: center;">AND</p> <p>(b) Certificate/Diploma in Physical Education of duration not less than 2 years (or its equivalent) from any National Council for Teacher Education recognized Institution;</p>	Minimum 20 years and maximum 40 years. Upper age limit is however relaxable by 5 years for Scheduled Caste/Scheduled Tribe candidates, 3 years for Backward Class candidates and 8 years for the Physically Handicapped Candidates.

Sl. No	Name of posts	Educational qualification including professional qualifications	Age limit
		<p><i>Note.</i>— The minimum qualification as prescribed by the NCTE and relaxation of qualifications if any extended by Central Government or NCTE from time to time on the date of publication of advertisement shall also be considered.</p>	
2.	Assistant Teacher for Work Education in Upper Primary Level of Schools	<p><i>Essential:</i></p> <p>(a) Graduate from a recognised university with Post Graduate Basic Training or Work Education as a subject in Bachelor of Education in regular course from a Teachers' Training Institution duly recognised by the National Council for Teacher Education (NCTE);</p> <p style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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><i>Desirable:</i></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>Minimum 20 years and maximum 40 years. Upper age limit is however relaxable by 5 years for Scheduled Caste/ Scheduled Tribe candidates, 3 years for Backward Class candidates and 8 years for the Physically Handicapped Candidates.</p>

SCHEDULE II

(See rules 7, 12 and 13)

PART A

Manner of evaluation of academic qualification including professional qualification for selection of Assistant Teachers for Upper Primary Level Classes in Schools.					
Sl. No	Examination passed	Full Marks 50	Awarded Marks		
			60% or above	50% and above but below 60%	Below 50%
1.	Madhyamik or its equivalent	10	10	08	06
2.	HS (+2 stage)/Pre-University/Intermediate/University Entrance or its equivalent	10	10	08	06
3.	Bachelor's degree as mentioned under clause (d) of rule 2 of the said rules	20	20	18	16
4.	Professional qualification as mentioned under clause (u) of rule 2 of the said rules	10	10	Below 60% up to 45%	Below 45%
				8	6
Or (3&4) equivalent of 3 and 4 above	4-year Bachelor in Elementary Education (B. EI. Ed.)	30	30	Below 60% up to 45%	22
				26	
5.	TET	40	Marks should be calculated on percentage obtained i.e. 100% = 40 marks and so on.		

PART B

Manner of evaluation of academic qualifications including professional qualification for the selection of pass graduate Assistant Teacher in Physical Education					
Sl. No	Examination	Full Marks 35	Awarded Marks		
1.	School Final/Madhyamik or its equivalent	15	15 [60% and above]	13 [Below 60% to 45%]	11 [Below 45%]
2.	H.S.(+2 stage)/Pre-University/Intermediate/University Entrance or its equivalent	15	15 [60% and above]	13 [Below 60% to 45%]	11 [Below 45%]
Or	Old H.S. [in lieu of School Final/Madhyamik or its equivalent and H.S. (+2 stage)/ Pre University/Intermediate/University Entrance or its equivalent	30	30 [60% and above]	26 [Below 60% to 45%]	22 [Below 45%]
3.	Certificate/diploma in physical education of duration not less than two(02) years (or its equivalent) from any National Council for Teacher Education recognized Institution	5	5 [60% and above]	3 [Below 60% to 45%]	2 [Below 45%]

PART C

Manner of evaluation of academic qualifications including professional qualification for the selection of pass graduate Assistant Teacher in Work Education

Sl. No	Examination	Full Marks 35	Awarded Marks		
			10	8	6
1.	School Final/Madhyamik or its equivalent	10	10 [60% and above]	8 [Below 60% to 45%]	6 [Below 45%]
2.	H.S.(+2 stage)/Pre University/Intermediate/ University Entrance or its equivalent	10	10 [60% and above]	8 [Below 60% to 45%]	6 [Below 45%]
Or	Old H.S. [in lieu of School Final/Madhyamik or its equivalent and H.S.(+2 stage)/Pre-University/ Intermediate/ University Entrance or its equivalent]	20	20 [60% and above]	16 [Below 60% to 45%]	12 [Below 45%]
3.	<p>Bachelor's degree in General Stream in Arts/Science/ Commerce as regular/external/ private candidate or through distance mode of education/ correspondence course;</p> <p>Or,</p> <p>Bachelor's degree in General Stream in Arts/ Science/Commerce as regular/external/private candidate or through distance mode of education/ correspondence course with degree/diploma in Art & Craft from any UGC recognised University/any UGC recognised educational Institution affiliated to any University;</p> <p>Or,</p> <p>Bachelor's degree in General Stream in Arts/ Science/Commerce as regular/external/private candidate or through distance mode of education/ correspondence course with Degree or Diploma in Tailoring and needle work from any Institution duly recognised by any UGC recognised University;/from any UGC recognised University;</p> <p>Or,</p> <p>Bachelor's degree in General Stream in Arts/ Science/Commerce as regular/external/private candidate or through distance mode of education/ correspondence course with degree/diploma in Work Education curriculum awarded by any University or any Department of the State Govt. or, Bachelor's Degree in Home Science or Agriculture or Computer Science/Information Technology/Software Systems from any UGC recognised University;</p> <p>Or,</p> <p>Bachelor's Degree in Arts/ Science/ Commerce with Computer Science/Computer Application as a subject of at least 300 marks from any UGC recognised University</p>	10	10 [60% and above]	8 [Below 60% to 45%]	6 [Below 45%]

Sl. No	Examination	Full Marks 50	Awarded Marks		
			5	3	2
4.	Teachers Trg. (B.T./B.Ed./P.G.B.T/P.G.T. or its equivalent) in regular course or through distance mode of education/correspondence course from a Teachers' Training Institution duly recognized by the National Council of Teachers Education (NCTE) in the relevant academic session/ Rehabilitation Council of India (RCI)	5	5 [60% and above]	3 [Below 60% to 45%]	2 [Below 45%]

Note.—Relaxation of 5% marks in educational qualification shall be allowed in case of reserved candidates.

SCHEDULE III

PART A

Selection to the Post of Teacher (except for teacher of Work Education and Physical Education) for Upper Primary Level of Schools shall be made on the basis of TET, evaluation of qualifications of the candidates and personality tests to be determined by the Commission in the following manner:

- | | | |
|---|---|----------|
| (a) TET weightage | : | 40 marks |
| (b) Academic qualifications including professional qualifications | : | 50 marks |
| (c) Personality Test | : | 10 marks |
- (Appearance before the Personality Test Board is compulsory)

Note 1.—The academic qualifications including professional qualification shall be evaluated in accordance with Part A of Schedule II.

PART B

Selection to the Post of Upper Primary Teacher for Work Education and Physical Education in School shall be made on the basis of written examination, evaluation of qualifications of the candidates and personality tests to be determined by the Commission in the following manner:

- | | | |
|---|---|----------|
| (a) Written Examination | : | 55 marks |
| (b) Academic qualifications including professional qualifications | : | 35 marks |
| (c) Personality Test | : | 10 marks |
- (Appearance before the Personality Test Board is compulsory)

Note 1. - The academic qualifications including professional qualification for selection to the post of Assistant Teacher in Physical Education in School shall be evaluated in accordance with Part B of Schedule II.

Note 2. - The academic qualifications including professional qualification for selection to the post of pass graduate Assistant Teacher in Work Education in School shall be evaluated in accordance with Part C of Schedule II.

Note 3.—TET qualifying certificate is not required for an incumbent to apply for Assistant Teacher in Work Education or Physical Education. However, one TET qualified incumbent can apply for Work Education or Physical Education only if he/she has minimum qualification as laid down in Part B of the Schedule I.

SCHEDULE IV

[See rule 14(vii)]

PROVISIONS RELATING TO CONSTITUTION OF PERSONALITY TEST BOARD

- For the purpose of holding personality test, the Personality Test Board shall be constituted by the Central Commission, with the following members:—
 - One Nominee from the Central Commission not below the rank of Principal/TIC/Professor/Associate Professor/Reader/Lecturer selection grade who shall preside.
 - One member from any Regional Commission to be nominated by the Chairperson of that Regional Commission.
 - One expert of concerned subject having minimum 10 years of teaching experience in a Recognized College/University to be nominated by Central Commission.

SCHEDULE V

[See rules 16, 17 and 18]

Provision relating to counselling for recommendation

1. For the post of Teachers for Upper Primary Level of Schools there shall be Counselling for the purpose of recommendation of a person to the post within the territorial jurisdiction of the School Service Commission after publication of the list on the basis of the combined rank position of the empanelled candidate in relation to the category of vacancy against which they have been empanelled, subject-wise and medium-wise.
2. The Central Commission shall publish the details of each vacancy in schools region-wise, Subject Group wise, subject-wise, medium-wise, gender-wise and reservation category-wise separately on the basis of which panel has been prepared. The Central Commission shall publish such list of vacancies in the Commission's Website. Such relevant list shall be displayed in the counselling venue/s on the respective counselling date with regular updation during counselling for exercising option for selection of School as the case may be, by the candidates at the material point of time as per his/her choice.
3. The empanelled candidates for the post of Teachers for Upper Primary Level of Schools in a Selection Test qualified for counselling shall be informed of their rank region-wise, medium-wise, subject-wise irrespective of gender and reservation category as well as their rank according to merit against which they have been empanelled through speed post mentioning the date, time and venue of counselling and such notice shall be deemed to have been served as soon as it has been sent to the candidate by speed post. Candidates can also obtain such information from the website of the Commission and from the offices of the Central and Regional Commissions. In case a qualified candidate does not receive the counselling letter, the candidate must appear for counselling on the date and time specified in the counselling schedule available on the website of the Commission and from the offices of the Central and Regional Commissions.
4. The candidates called for counselling are required to bring with them the original as well as self-attested copies of valid age-proof document, requisite testimonials, caste certificate (if applicable), Physically Handicapped certificate (if applicable), Para teacher certificate (if applicable) for final verification along with the Intimation Letter for Counselling, Call Letter for Personality Test and Admit Card for the Written Examination.
In case of grave and unavoidable circumstances a candidate may authorize one of his/her near relatives in the manner as will be decided by the Commission to represent him/her at the time of counselling.
5. During counselling the candidate shall exercise option for selection of School in his/her concerned subject, empanelled category and medium for being recommended to a post of Teacher against his/her category-wise rank serial on the basis of the list on availability of vacancies of same nature at the material point of time displayed at the counselling venue on the basis of query regarding allotment of vacancies. The Regional Commission shall arrange to display each allotment of vacancy against empanelled candidates subject-wise, medium-wise, gender-wise and reservation category-wise in the counselling venue.
Further, at the time of counselling the candidates whose names occur in more than one lists i.e., reserved and unreserved lists, vacancies of all the lists will be shown to them for selection. However, if a candidate's name occurs in separate lists for separate regions he/she may choose any region he/she likes.
6. If a candidate appears in the counselling within the day fixed for counselling but not within proper time and misses his/her turn while his/her name is called for selection of schools during the counselling session he/she may not get the opportunity of availing the number of Schools which would have been available to him/her normally in the category, subject and medium against which he/she has been empanelled. But he/she will get his/her turn at the end of the day after completion of counselling of last member attending serially.
7. The candidate shall have to sign a declaration of—
 - (a) selection and acceptance of the School as per his/her choice available at the time of his/her turn during the counselling session; or
 - (b) refusal to exercise his/her option in respect of selection and acceptance of any School available at the time of his/her turn during the counselling session;

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- (c) the qualified absentee candidates will be directed to contact the concerned Regional School Service Commission for getting recommendation letters from the Commission's office within 10 days from the date of issue of letter in this regard failing which his/her candidature shall be treated as cancelled without any further reference in the matter.
8. Absentee candidates shall not be called for any second counselling.
9. The candidates in the waiting list, if necessary, may be recommended for the post on the basis of counselling and in such case, the relevant provisions of this Part shall apply *mutatis mutandis*.

By order of the Governor,

Secy. to the Govt. of West Bengal.