

Government of Himachal Pradesh
Department of School Education

No: EDN-B-A(1)-3/2025 Dated: Shimla-2 19th January, 2026

NOTIFICATION

The Governor, Himachal Pradesh, is pleased to approve the "*Scheme for CBSE Affiliated Schools of Excellence in Himachal Pradesh*" (ANNEXURE- 1) for implementation in Government schools in the State, affiliated with the Central Board of Secondary Education (CBSE) in the public interest.

The Scheme shall come into force with effect from the date of its publication in the *Rajpatra (E-Gazette)*, Himachal Pradesh.

By Order

Rakesh Kanwar (IAS)
Secretary (Education) to the
Government of Himachal Pradesh

Endst. No. As above Dated: Shimla-171002 19th January, 2026

Copy forwarded to the following for information:

1. The Chief Secretary, Government of Himachal Pradesh.
2. All the Addl. Chief Secretaries to the Govt. of Himachal Pradesh Shimla-2.
3. All the Principal Secretaries/Secretaries to the Government of H. P. Shimla-2.
4. The Secretary to the Chief Minister, Himachal Pradesh, Shimla-2.
5. The Secretary to the Governor, Himachal Pradesh, Shimla-2.
6. The Principal Accountant General (Audit)/Pr. Accountant General (A&E). Himachal Pradesh, Shimla-3.
7. The Director School Education, Himachal Pradesh, Shimla-1
8. The Director Higher Education, Himachal Pradesh, Shimla-1.
9. The State Project Director, Himachal Pradesh, Shimla-1.
10. The Joint Secretary (GAD) to the Government of Himachal Pradesh for information w.r.t. decision taken on Item No. 58 in the meeting of CMM held on 30th December, 2025.
11. The Principal Private Secretary-cum-Special Secretary to the Chief Minister, H.P., Shimla-171002.
12. All the Principal Private Secretaries/Special Private Secretaries/Special Private Secretaries/ Sr. Private Secretaries/ Private Secretaries/ Personal Assistant to the Ministers in Himachal Pradesh.
13. The Sr. Private Secretary to the Chief Secretary to the Govt. of Himachal Pradesh-171002.



14. All Deputy Directors of School Education (Secondary/Elementary), Himachal Pradesh
15. Guard file.

Anil Chauhan
Anil Chauhan, HAS 19.1.2026
Addl. Secretary (Education) to the
Government of Himachal Pradesh

A SCHEME FOR CBSE AFFILIATED SCHOOLS OF EXCELLENCE

**CHAPTER I
OBJECTIVE AND REASONS**

The Government of Himachal Pradesh, in conformity with the National Education Policy 2020 and the growing demand for nationally benchmarked schooling, hereby introduces the scheme to establish, strengthen, and upgrade selected Government Schools across the State into modern, high-performing, CBSE affiliated institutions that provide quality education at par with national standards, connecting students of the State with future-ready learning pathways, contemporary pedagogies, strong foundational competencies, advanced skills, and national level opportunities.

This scheme aims to represent a systemic effort to improve Government School infrastructure, academic delivery, teacher quality, school governance, and student learning environments in a holistic and sustainable manner.

The primary objective is to establish a network of world-class Government CBSE affiliated Schools in Himachal Pradesh that ensure excellence, equity and accessibility.

The scheme seeks to provide high-quality academic opportunities to students belonging to all socio-economic backgrounds, including children from Scheduled Castes, Scheduled Tribes, OBCs, EWS families, IRDP/BPL households, orphans, single girl children, CwSN, and those residing in remote, tribal, and educationally backward areas.

Through this initiative, the Government aims to create future-ready schools with modern infrastructure, high professional standards for teachers, optimal classroom facilities, advanced pedagogical tools, scientific laboratories, digital learning centres, sports infrastructure, and safe and well-regulated campuses. The scheme shall be implemented in a phased manner across districts, with priority accorded to aspirational and underserved regions.

**CHAPTER II
PRELIMINARY**

- 1. Name of the Scheme and its Commencement:** (1) This Scheme shall be known as "Scheme for CBSE Affiliated Schools of Excellence".
(2) It shall come into force from the date it is notified in the Rajpatra of Himachal Pradesh or from any date as may be specified by the Department of Education.
- 2. Definitions:**

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- (a) **“Sub Divisional Coordination Committee (SDCC)”** means body of persons constituted by Director School Education on the recommendation of Sub Divisional Magistrate, under whose jurisdiction such school falls. SDCC shall be constituted under the Chairmanship of respective Sub Divisional Magistrate of the area and, shall include Executive Engineer of the JSV, HPSEB, and HP PWD of the area, concerned representative of the BSNL, President of the concerned Gram Panchayat and Secretary/EO/Commissioner or his representative in case of the Urban Local Bodies, President of School Management Committee of the school, not more than two parents duly authorized by parents’ association of the school, an eminent educationist, not more than two alumni of such school, one or two NGO/VO working in the field of education and a renowned person of the area engaged in philanthropic work. Further, Chairman of SDCC can nominate two Sub-Divisional level Officers under his jurisdiction.
- (b) **“CBSE”** refers to the Central Board of Secondary Education, New Delhi;
- (c) **“Affiliation Bye-laws”** refers to the updated CBSE Affiliation Bye-laws, as amended from time to time, governing land norms, infrastructure, safety, staffing, administration, curriculum, and compliance;
- (d) **“CBSE School”** means a Government school affiliated to CBSE and upgraded and operated under this scheme;
- (e) **“competent authority”** means Secretary (Education) to the Government of Himachal Pradesh or as prescribed under the provisions of the Rule of Business of the Government and Standing Orders of the Department, as the case may be.
- (f) **“department”** means Department of School Education, Himachal Pradesh.
- (g) **“deputy director”** means deputy director education posted in the district and working under the control and supervision of directorate.
- (h) **“directorate”** means Directorate of School Education, Himachal Pradesh, Shimla.
- (i) **“director”** mean Director of School Education, Himachal Pradesh.
- (j) **“NCERT”** stands for the National Council of Educational Research and Training, an autonomous organization under the Ministry of Education, Government of India, with its headquarters in New Delhi. It is responsible for developing school curriculum, textbooks, and academic frameworks like the National Curriculum Framework (NCF), conducting educational research and teacher training, and guiding education policy and practice across the country.
- (k) **“Government”** means Government of Himachal Pradesh.

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- (l) **“NCTE”** (National Council for Teacher Education) is a statutory body under the Ministry of Education, Government of India, with its headquarters in New Delhi and regulates and ensures quality standards in teacher education and training programs across the country.
- (m) **“National Education Policy (NEP) 2020”** means a comprehensive framework developed by the Union Government to guide the development of education in the country and aims to transform education system by promoting holistic development, inclusivity, and lifelong learning.
- (n) **“PARAKH”** stands for Performance Assessment, Review, and Analysis of Knowledge for Holistic Development- a new assessment centre and is an independent constituent unit of the NCERT, tasked with setting norms, standards, and guidelines for student assessment, aligned with the National Education Policy (NEP) 2020.
- (o) **“school management committees (SMCs)”** are bodies mandated to be constituted under the Right of Children to Free and Compulsory Education Act, 2009 or Himachal Pradesh Secondary Education Code (Revised-2012).
- (p) **“state”** means State of Himachal Pradesh.

Note:- All words not specifically defined herein shall carry meanings assigned under the CBSE Bye-laws, the Himachal Pradesh Education Code, and other relevant laws and rules.

CHAPTER-III COVERAGE AND TARGET BENEFICAIRIES

3. **Coverage and target beneficiaries:** - (1) The scheme shall be implemented in selected Government Schools by the Government to benefit students from Balvatika to Class XII.
- (2) Students belonging to economically weaker sections, Scheduled Caste & Scheduled Tribes category, Other Backward Classes, students belonging to BPL families, Children of the State, Single Girl Child, specially abled children, CwSN, orphans, ward of freedom fighters, deserted/divorced women, ward of family engaged in profession of sanitation, manual scavenging etc. and students residing in remote or rural areas may be given prioritized benefits under the scheme.
- (3) For opening of such schools, Government may accord priority to educationally backward blocks or constituencies, aspirational districts, tribal areas, areas with high dropout rates or gender disparity in enrolment in the schools.

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(4) Government may establish such schools throughout the State by acquiring land and creating new infrastructure or by upgradation of identified existing schools, if needed.

(5) Directorate with the prior approval of the Government, may, if required, frame or prescribe norms for smooth and uniform implementation of the provisions of this Chapter.

CHAPTER IV ADMISSION GUIDELINES

4. **Admission of Students:-** (1) Admissions in schools in every Grade or Class, in general, shall be on First Come First Serve Basis limited to the available vacancies. However, School Readiness Test through Interaction, Observation or Interview for Entry Level upto Balvatikas, Foundational Literary & Numeracy Test for Grade- 1 to Grade V, Previous Grades Knowledge Test for Grade- VI to X, Admission-Cum-Entrance Test for Grade XI- XII, may be conducted, if deemed necessary by the school.
- (2) Apart from above, admission through lateral entry in every Grade may be entertained subject to available vacancies in each Grade in conformity with the norms of CBSE in this regard.
- (3) In addition to merit, due priority in admission shall be given to categories notified and/or as may be notified by the Government for this purpose, including SC, ST, OBC, IRDP/BPL, Children of the State, CwSN, orphans, single girl child etc. Each school shall comply with the sectional restrictions with regard to number of students in a section prescribed by CBSE from time to time and as per the provisions of the RTE Act. The standard intake for lateral entry in Class I, VI, IX and XI shall be as per the details given in **Annexure-A** of the Sub Scheme namely **“A Sub Scheme for Creation of Sub Cadre of Teachers for CBSE affiliated Schools in Himachal Pradesh”**.
- (4) Subject to provisions of this Chapter and as per available seats, Head of Institution, with the prior approval of the Director School Education may admit students over and above standard norms.
- (5) Directorate with the prior approval of Government may prescribe/formulate detailed guidelines for admissions of students in CBSE schools.

CHAPTER V INFRASTRUCTURE, SCHOOL DESIGN AND AESTHETICS AND OTHER FACILITIES/SECURITY ASPECTS

5. All schools established or upgraded under this scheme shall strictly conform to the CBSE Affiliation Bye-laws, as amended from time to time, National Building Code provisions, the School Safety Policy 2016, and the Rights of Persons with Disabilities Act 2016.

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6. Each school shall have well-designed academic buildings, safe boundary walls, multipurpose halls, modern science laboratories, ICT and Coding Labs, Mathematics Labs, Language Labs, digital libraries, resource rooms for CwSN, sports complexes, music and arts studios, and smart classrooms equipped with digital teaching aids.
7. In view of provisions contained in para 5 and 6 of this Chapter, all infrastructural requirements including class room, laboratory size etc. in such schools shall also meet norms as prescribed under the CBSE Affiliation Bye Laws without any exemption. An indicative and bare minimum infrastructural component in such schools may include: Space to house administrative staff; Adequate space for academic activities; as per standard norms/rules/code and CBSE requirements; Counseling and Wellness Centre; Record Rooms/Store Rooms; Activity Areas and other standard required infrastructure.
8. In order to ensure uniformity throughout the State, Government may, however, notify a standard design, comprehensive architectural plan for these Schools while keeping in view the local demand/need and challenges.
9. The colour scheme of the buildings shall be uniform and shall have distinctive visual identity across all schools and shall be approved by the Director, School Education in consultation with the State Government, from time to time.
10. Each school shall strive to integrate features such as green building, solar passive technology, solar energy devices and systems, rainwater harvesting system, waste management system, LED lighting, and barrier-free campus designs and BaLa (Buildings as Learning Aids) features.
11. Science laboratories shall be compliant with chemical storage norms, with proper waste disposal mechanisms and safety procedures including use of protective equipment. Laboratory Assistants shall maintain inventory registers, safety instructions, and shall also ensure immediate reporting of incidents.
12. Schools shall maintain fully functional ICT laboratories with adequate number of computers, secure high-speed internet, digital boards in classrooms, and periodic equipment maintenance. Digital literacy modules and cyber safety awareness shall be provided to all students and teachers.
13. Schools shall formulate a comprehensive School Safety and Disaster Management Plan including identification of hazards and risk mitigation strategies. School shall also ensure installation of emergency alarms, conduct of regular evacuation drills, and maintenance of fire-fighting equipments. All buildings shall undergo annual structural and electrical safety audits. A Visitor Management System shall regulate all entries to school campus to ensure safety.

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CHAPTER VI
UNIFORMS AND PROFESSIONAL DRESS CODE

14. **Uniforms and professional dress Code:-** (1) Directorate with the prior approval of the Government may notify uniform dress code for the teachers and students (for summer, winters and sports) in view of the detailed instructions/ advisory issued by the Government in the year, 2025.
- (2) Directorate shall enforce mandatory uniform dress code for teachers and students in schools under this scheme.
- (3) Further, Directorate with the approval of Government may review the implementation of provisions of this Chapter and shall be authorized to approve all new color combinations of dresses/uniforms.
- (4) Directorate with the approval of Government may approve logo/emblem for schools under this scheme.

CHAPTER VII
STAFFING NORMS, TEACHER SUB-CADRE AND HUMAN RESOURCES

15. **Creation of Sub Cadre of teaching faculty, creation of new posts and rationalization of existing staff including non-teaching faculty:-** (1) All teaching appointments shall conform to CBSE Bye-laws and NCTE norms, ensuring that teachers are professionally qualified and trained.
- (2) To ensure stability, specialization and continuity, a dedicated CBSE Teachers Sub-Cadre shall be created under this scheme and shall be treated a sub scheme of this scheme, containing detailed rules relating to selection/recruitment/appointment, tenure, transfer, career progression and performance evaluation. Separate framework/Sub scheme for this is annexed as **Annexure- I**.
- (3) Standard requirement for creation of sub cadre and creation of new posts/ sub-cadre, based on target enrolment up to 1200 students for these CBSE affiliated schools is annexed as **Annexure- A & B** of the said framework/Sub Scheme. However, this requirement is merely indicative and suggestive in nature; actual requirement i.e nature and number of posts in particular cadre shall be rationalized/created/sanctioned, as per need and if required as prescribed by CBSE norms on the basis of enrolment of students by Directorate of School Education with the prior approval of the Government from time to time.
- (4) Sufficient cadre of ministerial staff shall be provided by upgradation/ internal rationalization of existing cadre/posts or as may be prescribed by Government from time to time. An indicative standard requirement of ministerial staff is specified in **Annexure-C** of the above-mentioned framework.

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(5) Heads of Schools and all Teachers shall undergo induction and refresher programs on academic leadership, teaching skills, community engagement, crisis management, financial prudence, human resource administration, and school improvement planning.

(6) All teachers shall undergo annual training as per the prescribed training calendar covering pedagogy, inclusive education, technology integration, assessment literacy, classroom management, and subject enrichment. Teachers shall participate in CBSE training modules, NISHTHA courses and school-based workshops. Training portfolios shall be maintained and reviewed annually.

CHAPTER VIII CURRICULUM, PEDAGOGY, ACADEMIC DELIVERY AND CO- CURRICULAR ACTIVITIES

16. **Curriculum etc.:-** (1) All the schools covered under this scheme shall adopt NCERT textbooks and follow the curricular frameworks as adopted and notified under NCF, 2023 by CBSE, from time to time.
- (2) The medium of instruction shall be as prescribed by CBSE. However, the medium of instruction shall be shifted to English progressively, and by the commencement of the Academic Session 2031–32, all such schools shall impart instruction exclusively in the English medium.
- (3) Directorate shall emphasize on competency-based education, experiential learning, foundational literacy and numeracy, problem-solving ability, creativity, and the integration of vocational and skill-based education as per National Skill Qualification Framework (NSQF) standards and as adopted by CBSE.
- (4) Director with the prior approval of the Government may introduce additional skill subjects in such schools and ensure all students throughout the State in these schools shall be offered variety of skill/vocational subjects to opt from with the aim to ensure self-employability in future.
- (5) Schools shall mandatorily establish clubs in science, innovation, mathematics, literature, arts, environment, social services, robotics, coding, and sports to ensure holistic student development.
- (6) Special emphasis shall be given in improving English language and Mathematics proficiency, for which dedicated English Language and Mathematics Teachers will be engaged in these schools for filling the gaps in learning levels and achieving the desired learning level of students.
17. Schools shall establish Innovation Corners or Labs encouraging robotics, coding, design thinking and project-based learning. Students shall be guided to participate in national innovation contests and collaborate with experts and institutions for mentorship.
18. Career awareness programs, aptitude assessments, counseling sessions, university outreach, educational tours, and career fairs shall be conducted

regularly for students of classes 8th to 12th. Information on vocational pathways and higher education opportunities shall be made available to all students.

19. Schools shall organize annual sports meets, arts exhibitions, music and theatre festivals, inter-house competitions and literary events. Clubs shall function throughout the year with activity calendars and teacher mentors. Students with exceptional talent shall receive advanced coaching and opportunities to participate in district, state and national events.
20. It shall be ensured that students are enrolled in co-curricular activities in accordance with their natural talents, interests, and aptitudes, and that such activities are planned and organized keeping in view the interests and inclinations of the students. Similarly, sports activities shall not be confined to one or two games solely with the objective of securing positions in tournaments; rather, a wide range of sports activities catering to the diverse interests and choices of students shall be organized. The Principal shall ensure that all sports and co-curricular activities are conducted in the school in accordance with the available resources.
21. The Principal shall ensure that Physical Education Teachers and the DPE train students in physical fitness and sports in a planned, structured, and systematic manner. Physical training periods shall not be treated as intervals from academic work, nor shall students be permitted to engage in random or disorderly play. The DPE and Physical Education Teachers shall remain present with the students at all times, whether in the classroom or on the playground, to provide proper supervision, instruction, and guidance. They shall prepare and implement day-wise lesson plans for developing students' skills in physical fitness and various sports. Under no circumstances shall students be left idle during physical training periods, either in the classroom or on the ground. The Principal shall also periodically review and monitor the learning outcomes related to physical fitness and sports.
22. In order to improve the academic performance of students, the Principal shall ensure that no class remains idle during teaching hours. The Principal shall further ensure that teachers who are on leave, tour, deputation, or are otherwise unavailable are substituted by other available teachers for the conduct of teaching work. The substitution and assignment schedule shall be prepared in advance, preferably one or two days ahead, and shall be displayed on the notice board.
23. Lecturers or PGTs appointed in CBSE schools shall primarily teach classes from IX to XII in accordance with their respective subject specializations. However, the Principal may, if required, assign any teacher or lecturer teaching responsibilities for any class from I to XII, in addition to the teacher's substantive subject(s).



CHAPTER IX
ASSESSMENT, EXAMINATION AND LEARNING MONITORING

24. Assessment in these schools shall be fully aligned with the 360-degree evaluation model under PARAKH and CBSE's competency-based assessment structure.
25. Schools shall conduct periodic formative assessments, structured summative assessments, diagnostic tests, portfolio evaluations and practical assessments in accordance with CBSE guidelines including Holistic Progress Cards (HPCs)
26. Each student shall maintain a digital academic portfolio. Schools shall publish an Annual Performance Report summarizing academic achievements, board results, co-scholastic performance and school development indicators etc.
27. The Directorate shall undertake the annual ranking of CBSE-affiliated schools. Indicators for overall assessment of a school shall include attendance benchmarks, improvement in foundational literacy and numeracy, teacher training completion rates, classroom observation scores, health and safety compliance, ICT usage indicators, parental feedback ratings, co-curricular participation, and student learning outcomes. Directorate shall ensure quarterly performance tracking and annual school review shall be mandatory.
28. All provisions of CBSE relating to curriculum, co-curriculum and extra co-curriculum assessment/examinations, monitoring mechanism and other guidelines/instructions issued by CBSE in this regard shall be followed strictly by schools established under this scheme.

CHAPTER X
WELFARE OF STUDENTS AND COMMUNITY MOBILIZATION

29. Under this scheme, every CBSE Model Government School shall establish a Student Welfare and Support Centre to ensure the academic, emotional, and physical well-being of learners. The Centre shall coordinate counseling services, career guidance, remedial instructions and bridge courses for academically weaker students, and psychosocial support, particularly for vulnerable and disadvantaged children.
30. Regular health check-ups, nutrition monitoring under PM-POSHAN, and record-keeping of students' health indicators will be mandatory. Schools shall integrate joyful and stress-free learning days, promote co-curricular engagement, and maintain a safe, inclusive environment for all learners.
31. The Directorate, with Government approval, shall issue Standard Operating Procedures for child safety, bullying prevention, grievance redressal, and behavioural protocols.
32. Directorate shall ensure that schools are also linked with advanced institutions and organizations for student exposure and motivation through structured interaction programs with reputed national and international bodies such as

ISRO, IITs, IIMs, AIIMS, St. Stephen's College, Cambridge University and other eminent institutions, as approved by the Government.

33. Participation in cultural exchange and community learning activities under the "*Ek Bharat Shreshtha Bharat*" initiative shall be encouraged to strengthen national integration and cultural awareness.
34. Community participation shall form an essential part of school functioning. Schools shall involve School Management Committee, parents, alumni, local PRI members, volunteers, and civil society organizations for mentoring students, supporting academic programs, and contributing to school improvement activities.
35. Regular Parent-Teacher Meetings, community interaction events, open school days, and volunteering opportunities shall be organized to build trust and foster partnership. The Head of School shall serve as the Nodal Officer for all community engagement initiatives.
36. Schools shall establish committees including the School Safety Committee, Academic Committee, Purchase Committee, Transport Committee, Child Protection Committee, Internal Complaints Committee, and Grievance Redressal Committee. Each committee shall meet periodically and maintain proper records.
37. Schools shall maintain Alumni Registers, organize alumni meets, and encourage former students to support mentorship, resource mobilization and student development activities. Alumni may assist with internships, career talks and educational exposure.
38. Schools shall conduct orientation programs for new parents, awareness sessions on child safety etc., digital behaviour and mental well-being. Parent Advisory Groups may be formed to strengthen school community partnerships.

CHAPTER XI MONITORING, INSPECTIONS, ACCOUNTABILITY AND SUSTAINABILITY

39. A clear and practical system of monitoring and review shall be followed in all schools under this scheme. Every school shall be supervised daily by the Head of Institution, who will keep proper records of teaching, attendance, student progress, cleanliness, safety measures and overall functioning. At the district level, the Deputy Director (Secondary) shall visit schools every month to check academic work, infrastructure, teacher performance, and whether the school is following all instructions issued by Directorate/Government and provisions of this scheme. At the State level, the Directorate shall examine quarterly reports, conduct field visits, and prepare an annual performance review of all schools.
40. School performance will be judged on simple and measurable indicators such as student enrolment and regularity, learning levels, teacher attendance and classroom work, use of laboratories and other facilities, community

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participation, and timely handling of complaints. Student feedback on teaching may also be collected to improve quality. To make monitoring easier and transparent, the Directorate may set up an online system where schools will regularly update information on attendance, results, infrastructure, resources, and activities. This system may be linked to the State's Vidya Samiksha Kendra for real-time tracking and quick action wherever required.

41. To strengthen oversight, a Monitoring Cell called ***EduTrack-360*** may be created in the Directorate. The Cell will be managed by senior officers and support staff who will analyze reports from all schools, highlight problem areas and suggest improvements.
42. For long-term sustainability, schools shall adopt environment-friendly practices such as solar power, water conservation and clean campus initiatives. Schools shall also build their own capacity through regular training, self-assessment, and planning for improvement. Ensuring equal opportunities for girls, SC/ST children, CwSN, Children of the State, children belonging to the minorities and students from remote areas shall remain a priority. Schools that perform exceptionally well may be identified as model institutions for others to learn from.

CHAPTER XII GOVERNANCE, MANAGEMENT AND ACCOUNTABILITY

43. Each school shall constitute a Sub Divisional Coordination Committee (SDCC) chaired by the Sub-Divisional Magistrate as per the Para 2 (a) of this scheme or any officers notified by the Government.
44. The SDCC shall oversee academic functioning, infrastructure development, safety compliance, staffing, financial utilization including approval of all financial sanctions, quality of all civil works and adherence to CBSE norms etc.
45. The Directorate shall monitor each school through monthly compliance reporting, digital dashboards, biometric-based attendance analytics, inspection teams and school grading tools as may be prescribed by the Government.

CHAPTER XIII FINANCIAL PROVISIONS AND AUDIT

46. Financial resources/budgetary allocation for schools under this scheme shall be provided under separate Heads of Accounts of the Department of Education, which shall be notified by the Government.
47. Funds may be utilized for infrastructure strengthening, ICT facilities, teacher recruitment/salaries/honorarium, training, administrative support, sports facilities, procurement of laboratory materials and other essential components.
48. All expenditure shall be made after observing the required codal formalities and shall be subject to audit by office of the Accountant General and internal audit mechanisms of the Department.

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49. Schools shall digitize records, maintain student files, secure confidential information, update school websites with mandatory disclosures, and publish annual school reports. Directorate may ensure to develop a proper Management Information System for academic and administrative data.
50. Schools shall ensure daily cleanliness, periodic water testing, pest control and organizing medical and menstrual hygiene awareness camps etc.
51. Schools shall conduct annual green audits, promote water conservation, organize plantation drives, reduce plastic usage, and adopt renewable energy measures like solar power. Eco Clubs shall lead environment-awareness campaigns and competition-based activities.
52. Directorate with the prior approval of Government may collaborate with corporate bodies, NGOs, VOs and educational institutions and MoUs specifying objectives, duration, resource contributions, and monitoring mechanisms for the larger interest of the State and students may be executed.
53. Each school shall prepare an annual financial plan covering infrastructure maintenance, ICT upgradation, teacher training, safety audits, academic resources, and co-curricular activities etc.

CHAPTER XIV MISCELLANEOUS

54. All the facilities and concessions, as admissible to students of Government existing schools in the State under various schemes, rules, Act, guidelines, executive instructions etc. shall also be extended to all such schools and students under this scheme.
55. The Government may prescribe SOP/Guidelines for proper and timely utilization of schools funds like Building Fund, Amalgamated Fund, Sport Funds etc., and delegation of authority to Head of the Institution.
56. The Government may issue supplementary instructions, operational guidelines and clarifications to ensure effective implementation of this scheme.
57. All CBSE circulars, safety guidelines, academic instructions and regulatory norms shall be binding upon the schools established under this scheme.
58. Any difficulty arising in implementation of this scheme may be addressed by issuance of appropriate executive orders or instructions, as may be required.
59. Department may notify Operational Guidelines or SOPs for architectural designs of the school building, staffing norms, admission procedures, fee to be charged from the students, scholarships, transport facilities for the students, allowances for the teachers etc. and other miscellaneous Guidelines with the approval of the Government as per the requirement.
60. The Department may, with the prior approval of the Government, make such changes or amendments to the scheme as may be required to achieve the broader objectives of the scheme.

**A SUB SCHEME FOR CREATION OF SUB CADRE OF TEACHERS FOR CBSE
AFFILIATED SCHOOLS IN HIMACHAL PRADESH**

1. INTRODUCTION:

In pursuance of the announcement made by Hon'ble Chief Minister, in his speech on 15th August 2025, on the occasion of Independence Day Celebrations to affiliate selected 100 schools with the CBSE Board, the Department of School Education, Government of Himachal Pradesh has drafted this scheme to provide quality, equitable, and holistic education to the students enrolled in the Government Schools including those located in rural and remote areas of the State. This scheme will further strengthen the existing Government Schools including Rajiv Gandhi Government Model Day Boarding Schools, PM SHRI Schools, Institution of Excellence (Schools) and Atal Adarsh Vidhyalayas having good infrastructure and enrolment by affiliating with Central Board of School Education (CBSE).

2. In order to ensure high academic standards in conformity with CBSE curriculum/bye laws and NCTE norms, there is a need for a dedicated separate Sub-Cadre of teachers for all such CBSE Schools, distinct from the general State Cadre of teachers but within the respective parent cadre.
3. The sub scheme seeks to create a dedicated Sub Cadre of qualified and selected teachers by way of selection from amongst the state cadres of teachers with the limited transfer options within such CBSE schools only and, if required, by way of creation of new posts, as may be approved by the Government, from time to time.

4. DEFINITIONS:

4.1 "CBSE School" means a Government school in Himachal Pradesh that has been granted affiliation by the Central Board of Secondary Education (CBSE) and notified by the State Government for coverage under this Sub Scheme.

4.2 "Sub-Cadre" refers to a distinct category of teaching posts within the existing parent cadres of the Education Department for exclusive deployment in CBSE affiliated Government Schools, comprising teachers selected through a competitive process.

4.3 "Parent Cadre" means original and substantive cadre of teaching faculty (JBT, C&V, TGT, Lecturer/PGT and Principal etc.) as per Government of Himachal Pradesh Recruitment and Promotion Rules, from which the Sub-Cadre shall be carved, for the time being.

4.4 "Teaching Faculty" means all categories of teachers including Principals, Vice Principals, Post Graduate Teachers, Trained Graduate Teachers, C&V Teachers and Primary Teachers (JBTs) etc. and deployed for teaching and academic duties in CBSE Schools but shall not include the English and

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Mathematics teachers engaged temporarily under the sub scheme of main Scheme.

- 4.5 **“Balvatika”** mean pre-primary classes under the School Education System, corresponding to foundational stage learning (3-6 years) as per the National Education Policy, 2020.
- 4.6 **“Competitive Examination”** means a selection process comprising written test, skill/aptitude assessment, as may be approved/prescribed by Government, conducted by an authorized Government agency for induction of teachers into the Sub-Cadre for the time being.
- 4.7 **“Vocational/Skill Teachers”** means teachers or trainers appointed as per Central Government/Government norms for providing skill-based, vocational, technical, or NSQF-aligned education in CBSE Schools.
- 4.8 **“Co-Curricular Specialists”** means experts or instructors engaged for sports, arts, music, physical education, yoga, or similar co-curricular and enrichment activities as may be approved by Government from time to time.
- 4.9 **“TPDP (Teacher Professional Development Plan)”** means the structured annual training and capacity-building framework mandating professional development of teachers in ICT integration, inclusive education, subject pedagogy, and NEP 2020 reforms.
- 4.10 **“Student Learning Outcomes”** means class-wise, subject-wise measurable indicators of academic achievement and competencies as defined by NCERT/SCERT or Government and used for performance evaluation of teachers under this sub scheme.
- 4.11 **“Underperformance”** shall include consistent failure to meet prescribed academic, administrative, or professional benchmarks for consecutive two years, including but not limited to poor student results, repeated negative appraisals, or violation of CBSE/Departmental norms, as per existing rules/policy of the Government.
- 4.12 **“Government Authorized Agency”** means any institution or agency notified by the State Government to conduct competitive examinations, evaluations, verification, or related processes for selection of teachers under this sub scheme.
- 4.13 **“Standard Teachers Staffing Norms”** refers to the indicative teacher-strength and subject-wise deployment pattern applicable to CBSE Schools based on enrolment, class-section ratio, and CBSE Affiliation Bye-Laws, as provided in **Annexure-A**.
- 4.14 **“NEP-2020 Reforms”** means provisions of the National Education Policy, 2020 applicable to school education, including competency-based learning, foundational literacy and numeracy, multidisciplinary teaching, and digital learning standards etc.
- 4.15 **“Government or State Government”** means Government of Himachal Pradesh.

5. SCOPE OF THE SUB SCHEME, COVERAGE AND APPLICABILITY

- 5.1 This Scheme shall be called “*A Sub Scheme for Creation of Sub Cadre of Teachers for CBSE affiliated Schools in Himachal Pradesh*” and shall apply to select Government Schools, affiliated with CBSE in Himachal Pradesh.
- 5.2 The sub cadre shall cover teaching faculty from Pre-Primary (Balvatika) to Senior Secondary level.
- 5.3 There shall not be any sub cadre of non-teaching faculty and category wise posts shall be created or sanctioned separately, over and above the existing sanctioned strength, if required in view of functional needs of each institution, by way of internal rationalization/upgradation of posts etc. or by way of recruitment, if required and as may be approved by the Government.

5.4 CADRE STRUCTURE

- 5.4.1 The sub cadre of teaching faculty shall include Principal, Vice-Principal, Post Graduate Teachers (Lecturers-SN), DPEs, Trained Graduate Teachers, C&V, PETs and Primary Teachers i.e JBTs etc. but shall not include the English and Mathematics Teachers engaged temporarily for these schools under a separate sub scheme. Existing R&P Rules, as applicable to the teachers working in parent cadre of different posts of teaching faculty shall continue to be applicable to all such teachers.
- 5.4.2 NTTs, Special Educators, Wellness Teachers/Instructor, Vocational/Skill Teachers, and Co-curricular Specialists Teachers etc. shall be recruited or engaged under the Government Policy in vogue and shall be appointed/deputed/engaged in such schools on priority basis.
- 5.4.3 Since English and Mathematics Teachers engaged under a separate sub scheme will not be the part of the sub cadre, therefore, their services shall be governed by the respective sub scheme under which they are recruited.
- 5.4.4 Selection of teachers shall be done keeping in view the requisite Pupil Teacher Ratio and Teacher Section Ratio in conformity with the provisions contained in the Right to Education Act, 2005 and CBSE Affiliation Bye Laws, as notified/amended from time to time.
- 5.4.5 Standard norms for staffing (teaching) in such schools with 1200 students are prescribed in **Annexure A**. Based on these standard norms and considering the actual enrolment of students in each class actual requirement of teaching faculty for the creation of sub cadre shall be assessed and maintained.
- 5.4.6 Subject to the provisions of the standard requirement of teaching faculty and subject coverage, on the basis of actual enrolment in each class/section in such schools, Government may, by

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notification, increase or decrease numbers of teaching and non-teaching faculty in the sub-cadre from time to time.

- 5.4.7** Standard requirement for creation of new posts/cadre, based on target enrolment upto 1200 students for these CBSE affiliated schools is specified in **Annexure-B**, subject to the approval/sanction of posts by the Government, from time to time and as per the actual need of the institutions.
- 5.4.8** Sufficient cadre of ministerial staff shall be provided by rationalization/upgradation of existing cadre/posts and as prescribed by the Government from time to time. An indicative standard requirement of ministerial staff is specified in **Annexure-C**.
- 5.4.9** Government may create a separate dedicated cadre of teaching faculty for schools under this sub-scheme, and may notify recruitment and promotion rules for determining the service conditions of teachers of such cadre.

5.5 SELECTION AND APPOINTMENT

- 5.5.1** Selection of teachers for creation of sub cadre within their respective parent cadre shall be made by authorized Government Agency, as approved by the Government, by way of screening through a Competitive Examination for which applications from the interested eligible teachers shall be invited by the Directorate of School Education or authorized Agency. Standard format of Application Form shall be devised by the Directorate or authorized Agency.
- 5.5.2** Only those existing/in-service teachers who have a minimum of three years of service remaining at the time of application shall be eligible for posting in CBSE-affiliated schools and for induction into the CBSE sub cadre. Other terms and conditions including eligibility criteria and procedure of selection process may be specified by the Government.
- 5.5.3** In case the Directorate decides to receive the applications for competitive examination, after scrutiny of applications at Directorate level, a list of eligible applicant teachers shall be supplied to the exam conducting agency otherwise the exam conducting agency may directly invite applications as per the terms and conditions finalized by the Government.
- 5.5.4** Syllabus for competitive examinations, for each post of the sub cadre shall be finalized by Director School Education (or by the authorized agency, in consultation with the Director School Education).

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5.5.5 Teachers applying for selection to the sub cadre of CBSE Schools shall be required to exercise their option for posting in CBSE-affiliated school(s) in order of preference. Selection shall be made on the basis of a written examination followed by counseling. The allotment of schools shall be made strictly in order of merit, as determined on the basis of the overall score obtained in the written examination and counseling, subject to the candidate qualifying the competitive examination. Any vacancies remaining unfilled after completion of the selection process shall be filled through stop-gap arrangements, i.e., by retention of the existing incumbent or by transfer of teachers from other schools. The process for filling such posts through Direct Recruitment shall be initiated simultaneously. The screening/written test for teachers may be conducted more than once, as may be decided by the Education Department.

5.5.6 Any teacher retained in or transferred to a CBSE-affiliated school against a vacancy as a stop-gap arrangement shall not be entitled to any additional incentive or special allowance admissible to teachers of the sub-cadre. Such stop-gap arrangement shall remain operative only until the post is filled through Direct Recruitment or through a selection process for the sub cadre.

5.5.7 Eligibility criteria shall conform to the NCTE regulations and CBSE byelaws or as may be specified by the Government. However, the Government may prescribe higher standards than the standards prescribed in the existing Recruitment & Promotion Rules for selection of such teachers:

Provided that the teachers engaged on outsource, honorarium or Grant in Aid basis or teachers appointed under any Government policy or scheme temporarily, by whatever name called, shall not be eligible for selection to sub cadre.

5.6 SERVICE CONDITIONS

5.6.1 The teachers appointed to the CBSE affiliated schools (existing teachers after the screening test and those who will be recruited by way of direct recruitment) will be appointed to a particular school and shall not be transferred for a period of 10 years in the first instance. The transfer of these teachers within the CBSE schools will be governed and subject to predefined guidelines and approval after 10 years. However, under exceptional circumstances, such teachers may be considered for transfer before 10 years within the CBSE schools under the five percent transfer quota system to be specified by the Government.

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5.6.2 Existing teachers, who will join CBSE Schools after screening test, will have to give their option to join CBSE teacher sub cadre before joining and shall not have any lien in the parent cadre.

5.6.3 Government may specify other service conditions of the sub cadre.

6. FINANCIAL INCENTIVE TO TEACHERS OF CBSE SCHOOLS

6.1 The teachers of this sub cadre shall be entitled for Special Allowance, as under:-

i.	Principal	₹ 4500 per month
ii.	Vice Principal	₹ 4000 per month
iii.	All Other Teachers	₹ 3500 per month

(Lecturers, DPEs, TGTs, C&V and JBTs, PETs, etc)

iv.	Other categories	As may be approved and notified by the Government
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6.2 The Special Allowance shall be admissible to the teachers appointed under this sub scheme subject to the fulfillment of conditions, as may be prescribed by the Government.

6.3 The Special Allowance shall not be admissible to those teachers, whose services have been retained in CBSE affiliated schools or posted by way of transfers in these schools as a stop-gap-arrangement due to vacancies remaining after the selection process for sub cadre.

6.4 The rate of Special Allowance and its periodic enhancement shall be determined by the Government from time to time, taking into account measurable improvements in student learning outcomes in CBSE schools as well as the additional efforts undertaken by teachers. The Special Allowance may be withdrawn or reduced as a penalty in cases of consistently poor performance or under performance.

7. **PROFESSIONAL DEVELOPMENT:** Each teacher shall undergo annual compulsory training under a Teacher Professional Development Plan (TPDP). Training will include ICT integration, inclusive practices and NEP 2020 reforms. Government may institutionalize partnerships with NCERT, CBSE, IITs and IIMs Central Government, SSA for professional development of teachers.

8. **PERFORMANCE EVALUATION:** Performance appraisal shall be based on student learning outcomes and CBSE Board results, pedagogical innovation, contribution to co-curricular and vocational clubs etc. High performers shall be eligible for awards and exposure visits for advanced training.

9. **FEE STRUCTURE, SCHOLARSHIPS, TRANSPORT ALLOWANCE AND OTHER FACILITIES/ALLOWANCES FOR THE STUDENTS:** The

Department of School Education, with the approval of competent authority, shall notify, amend, modify, review the fee structure, scholarship schemes, various allowances etc. for the students enrolled in these CBSE Schools from time to time. Standard Operating Procedures will be notified for this purpose.

10. MISCELLANEOUS:

10.1 The Department of School Education, after approval of Government, shall be empowered to issue clarifications/instructions to implement the objectives of this sub scheme, from time to time.

10.2 The staffing structure of CBSE Schools shall be reviewed every year before the start of academic session.



STANDARD NORMS FOR SELECTION OF EXISTING TEACHING FACULTIES/POSTS INCLUDING PRINCIPAL FOR SCHOOLS HAVING ENROLMENT OF UPTO 1200 STUDENTS FOR CBSE SCHOOLS IN THE STATE.

STAGE / CLASS	TOTAL STRENGTH OF THE STUDENTS			PTR	Teachers required as per PTR (RTE & CBSE BYE LAWS)/as per Need	CATEGORY OF TEACHERS PROPOSED	REMARKS
	Section proposed	Student / Section	Total Students				
Balvakita-I	2	30	60	1:30	6	6 NTTs	<ul style="list-style-type: none"> Admissions in schools in every Grade or Class, in general, shall be on First Come First Serve Basis limited to the available vacancies. However, School Readiness Test through Interaction, Observation or Interview for Entry Level upto Balvatikas, Foundational Literary & Numeracy Test for Grade- 1 to Grade V, Previous Grades Knowledge Test for Grade- VI to X, Admission-Cum-Entrance Test for Grade XI- XII, may be conducted, if deemed necessary by the school. Apart from above, admission through lateral in every Grade may be entertained subject to available vacancy in each Grade.
Balvatika-II	2	30	60				
Balvaitka-III	2	30	60				
Section- 6			180			06	
Grade-I	2	30	60	1:30	11	11 –JBTs	
Grade-II	2	30	60				
Grade-III	2	30	60				
Grade IV	2	30	60				
Grade-V	2	30	60				
Section-10			300			11	
Grade-VI	2	35	70	1:35	13	<ul style="list-style-type: none"> ✓ 4 TGT (A) ✓ 2 TGT (M) ✓ 2 TGT (NM) ✓ 2 LT ✓ 2 Shastri ✓ 1 DM 	
Grade-VII	2	35	70				
Grade-VIII	2	35	70				
Section-6			210			13	
Grade-IX	2	40	80	1:40	31	<ul style="list-style-type: none"> ✓ Lecturer (SN-English)- 05 ✓ Lecturer (SN-Hindi)- 02 ✓ Lecturer (SN-History)- 02 ✓ Lecturer (SN-Pol. Science)- 02 ✓ Lecturer (SN-Geography)- 01 ✓ Lecturer (SN-Sociology)- 01 ✓ Lecturer (SN- Pub. Adm.)-01 ✓ Lecturer (SN- Psychology)-01 ✓ Lecturer (SN-Sanskrit)- 01 	
Grade-X	2	40	80				
Section-4			160				
From Grade-VI to X			370				
Grade- XI (Arts)	2	40	80				
Grade-XI (Medical)	1	40	40				
Grade-XI (Non Medical)	1	40	40				
Grade-XI (Commerce)	1	40	40				
			200				
Grade- XII	2	40	80				

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NUMBER AND DESIGNATION OF TEACHING FACULTIES/POSTS, REQUIRED TO BE CREATED/APPOINTED, PROPOSED MODE OF THEIR RECRUITMENT FOR CBSE SCHOOLS IN HIMACHAL PRADESH, HAVING ENROLMENT OF 1200 STUDENTS FOR CBSE SCHOOLS IN THE STATE.

Sr. No.	Name and designation of the post	No. of instructor required	Mode of requirement	Remarks
1.	Vice Principal	01	Regular /Trainee	Senior most Lecturers will act as Vice Principal.
2.	English Language Instructor	01	Outsourced	Temporary
3.	Fine Arts Teacher	02	Regular/Trainee	1 per 500 students.
4.	Lecturer (Music- Vocal & Instrumental)	01	Regular / Trainee	R&P Rule in place; Very few schools have Lecturer (Music) at present.
5.	Special Educator	01	Regular / Trainee	R&P Rules in place; Need to revive posts under DSE.
6.	Counselor-Cum-Wellness Teacher	01	Part-time	For Grade IX to XII; 1:300
7.	Yoga Teacher	01	Regular / Trainee	R& P Rule in place; Need to revive, 1 per 500 students.
8.	Aaya	03	Outsourced	NA
9.	Catering Supervisor	01	Outsourced	JNV Pattern. 1:60 norms but being proposed at rationalized rate.
10.	Cook	02		
11.	Mess Helpers	06		
12.	PT-MTWs – Cleaning, Security, Gardening etc.	06	Outsourced/Part Time	Other works will be performed by them as may be assigned by Head of the Institute
TOTAL		26	NA	NA

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RATIONALIZATION OF EXISTING MINISTERIAL STAFF FOR CBSE SCHOOLS IN THE STATE

Sr. No	Category of post	Sanctioned posts	Requirement for CBSE Schools	Rationalization/creation	Remarks / Function
1.	Superintendent Grade-I	00	01	<i>Rationalization and conversion of existing posts of Grade-II or Senior Assistant to Grade-I</i>	May act as DDO.
2.	Superintendent Grade – II	01	01	NA	All establishment matters and other non teaching work, at present being performed by the teachers will be assigned to them.
3.	Senior Assistant	01	01	NA	
4.	Clerk/JOA (IT)	01	04	<i>03 posts are proposed to be filled by rationalization of existing filled posts.</i>	
5.	Laboratory Assistant	Nos. different in all schools	05	<i>By way of rationalization.</i>	
6.	Peon-Cum-Chowkidar	3 or 4	05	<i>By way of rationalization</i>	
			17		



**SUB SCHEME FOR THE ENGAGEMENTS AS PROFESSIONAL ENGLISH
AND MATHEMATICS TEACHER WITH FIXED "HONORARIUM"
/CONSOLIDATED AMOUNT.**

1. **INTRODUCTION:-** The State Government's decision to make English a compulsory subject from Class 1 to Class 12 is a significant step towards improving education standards.

The State's education system is facing an acute shortage of professionals in school education. It has also been observed that, in the past, the state government formulated various policies to recruit teachers at the PTA, SMC and sub-division levels, yet talented professionals could still not be appointed.

The Government has now decided to end such ad-hoc policies and to frame a new policy that ensures recruitment is carried out in accordance with Articles 14 and 16 of the Constitution of India, while staying within the state's financial resources.

Moreover, it has been noted in the public sector that when appointments are made on a regular basis, efficiency and professional ethics tend to decline, causing loss to the education system.

To ensure a robust and equitable education system, the state must prioritize merit-based, transparent recruitment while safeguarding its financial stability—thereby restoring confidence in our schools and securing a brighter future for all students.

To achieve this goal, the government plans to formulate a special policy for engaging "English Teachers and Mathematics Teachers" with higher educational standards than those prescribed in the Recruitment and Promotion rules for TGT/PGT positions.

After careful deliberation, the State Government has now decided to introduce a new scheme for the engagement of English Teachers and Mathematics Teachers in the Government schools of the state of Himachal Pradesh.

2. **AIMS AND OBJECT OF THE SCHEME**

- a) **To Bring Professionalism in Education:** Shifting from routine learning to competency-based learning, where students are encouraged to explore and learn through practical activities.
- b) **Student-Centric Approach and Experiential Learning:** Focusing on developing critical thinking, problem-solving, and life skills among students.
- c) **Professional Development:** Establishing National Professional Standards for Teachers to improve pedagogical skills, enhance subject knowledge, and promote continuous professional development.



3. DEFINITIONS:

- a) **“Authorizing Authority/Agency”** means an authority or agency authorized by the Government to select candidates for engagement under this scheme and to make recommendations to the requisitioning Department.
- b) **“Competent Authority”** means an authority competent to make Engagement under this scheme.
- c) **“Engagement”** means selection as an English Teacher and Mathematics Teachers, on Temporary basis without the creation of posts.
- d) **“English Teacher ”** means a person engaged for imparting English Language Skills (spoken and written as well as soft skills in English Language) from Foundational Stage to Secondary Education Stage (*Balvatika* I to Class 12) and shall also teach additional subject(s) as per his/her qualification as and when directed by the head of the institution in the interest of students.
- e) **“Mathematics Teacher”** means a person engaged for imparting basic fundamental mathematical knowledge and skills to improve the mathematic proficiency of the students and to fill the existing gaps in fundamental knowledge of mathematics in the school, as required from students in particular grade. These teachers shall be engaged from Foundational Stage to Secondary Education Stage (*Balvatika* I to Class 12) and shall also teach additional subject(s) as per his/her qualification as and when directed by the head of the institution in the interest of students.

4. **APPLICABILITY OF THE SCHEME:** - This Scheme is applicable to for engagement of English and Mathematics Teachers in the educational institutions of the State Government Affiliated to CBSE and Rajiv Gandhi Day Boarding Schools and other Government Schools as per the requirement / need under the Directorate of School Education. The English and Mathematics Teachers under this scheme are not to be engaged against any sanctioned post of TGT/PGT but are specifically engaged under this scheme only and shall be entitled for such benefits as prescribed under this scheme or may be prescribed from time to time, as the case may be.

5. EDUCATIONAL QUALIFICATION AND AGE FOR ENGLISH TEACHER:-

EDUCATIONAL QUALIFICATIONS;

- A. MA English with 50% marks in Graduation with B.ED and Teaching of English as compulsory subject in B.Ed (BA-B.Ed/B.Com- B.Ed/BSc -B.Ed will be eligible).

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B. The applicant must have passed the Graduation and B.ED with minimum 50% marks and 55% marks in English Subject at Graduation level.

C. SC, ST and OBC candidates should have 45% marks in Graduation and B.ED and 50% marks in English Subject at Graduation level.

AGE;

A person shall be eligible for engagement under this scheme if he is not less than 25 years or not more than 45 years of age as on the last date of submission of application.

6. EDUCATIONAL QUALIFICATION AND AGE FOR MATHEMATICS TEACHERS:

EDUCATIONAL QUALIFICATIONS;

A. MA/MSc. Mathematics with 50% marks in Graduation with B.ED and teaching of Mathematics as compulsory subject in B.Ed (BA-B.Ed/B.Com -B.Ed/B.Sc -B.Ed will be eligible).

B. The applicant must have passed the Graduation and B.ED with minimum 50% marks and 55% marks in Mathematics Subject at Graduation level.

C. SC, ST and OBC candidates should have 45% marks in Graduation and 45% marks in B.Ed and 50% marks in Mathematics Subject at Graduation level.

AGE;

A person shall be eligible for engagement under this scheme if he is not less than 25 years and not more than 45 years of age as on the last date of submission of application.

7. FIXED HONORARIUM

The teachers engaged under this Scheme shall be entitled for fixed honorarium of ₹30,000 (INR) per month payable for 10 months in an academic year with yearly increase, as may be approved by the Government from time to time.

8. MODE OF ENGAGEMENT/SELECTION: Candidates shall be selected through open competitive examination and shall be engaged in any CBSE affiliated schools and other Government Schools through merit-based counseling system, for which guidelines may be prescribed by the Government.

9. TERMS AND CONDITIONS OF APPOINTMENT

i. All the persons engaged under this scheme shall be given monthly consolidated fixed honorarium for 10 months only in an academic year.

ii. The English and Mathematics Teachers shall not be deemed to be government employee in any manner and shall be governed by the terms and condition of this scheme only. Any benefit available to

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- Government employees on regular basis shall not be given to a candidate engaged under this scheme.
- iii. The English and Mathematics teacher shall be engaged for a total period of 5 years and are liable to be posted in any CBSE affiliated Government Schools as well as in other Government schools, as per the requirement of the department.
 - iv. The person engaged under this scheme shall be paid consolidated fixed amount subject to such enhancement as may be approved by the Government from time to time.
 - v. The Reservation policy (Horizontal/Vertical) of the State Government shall be strictly followed for engagements under this scheme.
 - vi. Engagements shall be made through the H.P Rajya Chayan Aayog, Hamirpur or any other recruiting agency specified by the Government.
 - vii. If, at any stage, it is found that the person engaged under this scheme does not fulfill the criteria for the post or is otherwise ineligible, the person shall be removed from service/engagement, after issuing prior and in accordance with the terms of the conditions specified in the agreement.
 - viii. In the event of dereliction of duty, misbehavior, embezzlement of funds, any criminal offence, moral turpitude, involvement in sexual harassment at work place etc. or any other misconduct, the engaged teacher shall be terminated by following the principles of Natural Justice by competent authority. The criminal proceedings can also be initiated against the teacher under in accordance with law.
 - ix. Incumbent engaged on fixed "Honorarium" under this sub scheme will be entitled for TA/DA, for tours in connection with his/her official duties, as assigned by the Head of the Institute, at the rate as prescribed by the State Government.
 - x. The person engaged under this sub scheme shall have to perform such duties as directed by their Controlling Officers (Principal/Headmaster) or higher authorities; any violation shall amount to termination of engagement after giving reasonable opportunity of hearing.
 - xi. The general terms and conditions of the engagement of the English and Mathematics Teacher, in addition to conditions specified in this scheme, may be prescribed by the Government, if required, and same shall also be mentioned in the advertisement and engagement order of the person to whom the engagement is offered.
 - xii. The persons engaged under this sub scheme shall be eligible for Medical benefit schemes under HIMCARE/Ayushman Bharat, as applicable and such persons shall become the member of the scheme. The Government medical rules for reimbursement claims shall not be applicable to such teachers.

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- xiii. All the engagements on monthly consolidated fixed amount are to be made according to the specified recruitment procedure.
- xiv. The incumbent engaged under this scheme shall have to pass the prescribed pre-engagement examination. In case the Government decides to recruit these English and Mathematics Teachers against vacant sanctioned posts then such teachers shall have to pass a pre selection examination prescribed for that post. No right shall accrue in favour of teachers for selection against vacant sanctioned posts.
- xv. It shall be compulsory to obtain prior approval of the Appropriate Authority/Finance Department before initiating engagement of such Teachers under this scheme on monthly consolidated fixed amount.
- xvi. The Competent Authority while requesting to the Himachal Pradesh Rajya Chayan Aayog, Hamirpur or any other recruiting authority notified by the Government for selection as English and Mathematics Teachers, the authority shall specify the eligibility criteria mentioned in this sub scheme and selection process as prescribed in this Scheme. The request to recruiting agency shall be made through the Directorate of Recruitment, if made applicable by the Government.
- xvii. In the interest of students, if required, teachers shall arrange for extra classes. Such extra efforts by teachers shall be recorded in their yearly performance appraisal. They may be assigned any other subject for teaching as may be directed by the Head of the Institutions.
- xviii. The teachers engaged under this scheme shall be entitled for 12 Casual Leaves in a year.
- xix. The service Rule (including CCS/CCA/Leave Rules/Pension Rule or any other rules as applicable to Government servants) shall not be applicable to the persons engaged under this scheme. The period of engagement under this scheme shall not be counted for any purpose/service benefits and teachers shall be entitled only for the benefits as mentioned in this sub scheme.
- xx. New engagements shall be made only in selected Schools in the first phase under the State Government. All these engagements shall be under this sub scheme and no engaged teacher can claim regularization against vacant sanctioned posts and no such right shall accrue to such teachers.
- xxi. Teachers engaged under this sub scheme shall also function as substitute teachers during the leave period of any teacher or against any vacant post. The Head of the Institution shall assign teaching duties in respect of any teacher who proceeds on leave, deputation, or is otherwise unavailable. Such teachers may also be deputed to primary schools or to any school within the cluster, or, where required, to

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nearby Government schools outside the cluster for short durations, in order to support improvement in the learning levels of students.


19.1.2026