

<sup>1</sup>[CHAPTER XXVI**SCALES OF PAY OF AIDED SCHOOL TEACHERS**

1. <sup>2</sup>[(1) Teachers of Aided Lower Primary, Upper Primary, High and Training Schools shall be paid the scale of pay applicable to teachers of Government Lower Primary, Upper Primary, High and Training Schools. The Headmaster of an Aided Lower Primary School, or the Headmaster of an Aided Upper Primary school shall be given the scale of pay applicable to the Headmaster of Government School only if he has put in a minimum of 15 years continuous service as teacher in schools recognised by the Department. Those Headmasters who have not put in this minimum service shall be given their grade pay and supervision allowance as may be fixed by Government until they complete the prescribed minimum service].

<sup>3</sup>[(2) There shall be two scales of pay for teachers of aided primary schools, as in the case of teachers of Government Primary Schools. All categories of Primary school teacher who have completed 15 years of continuous service shall be given the higher scale of pay and others shall be given the lower scale of pay] <sup>4</sup>[Boys service i.e., in the service rendered before 18 years of age shall not count for the grant of higher scale of pay.].

<sup>5</sup>[(3) In Aided Primary schools where managers expect undue delay in getting the seniority lists approved, the Managers may promote as Headmasters a qualified teacher temporarily until a teacher is promoted in accordance with the rules, subject to the condition that he shall not be regarded as a probationer in higher category or entitled by virtue of such promotion to any preferential claim to future promotion to such category, when such a person is subsequently promoted to the higher category.

(4) When the provisional promotes are promoted on a regular basis, later on in accordance with the rules, after the approval of the seniority list by competent authority, they will commence probation in such category from the date of such promotions or from the dates of their earlier temporary promotions whichever is regular, according to seniority.

(5) The persons will be eligible to draw increments in the time scale of pay applicable to them from the date of commencement of probation but shall not be entitled to arrears of pay.

(6) The teachers promoted temporarily will be paid either the minimum of the higher time scale of pay or the pay admissible to

them in the higher time scale based on the pay in the lower time scale applicable to them under the rules regularising fixation of pay from time to time which ever is higher.]

<sup>6</sup>[1A. (1) The Government or the Director <sup>7</sup>[or <sup>8</sup>[Deputy Director (Education) concerned] <sup>9</sup>[or the Educational Officer concerned] shall have the power to order refund in appropriate cases of salary paid to teachers in excess of the amount legally due or payment made irregularly.

(2) The refund referred to in sub rule (1) may be effected either by adjustment in pay bills or in any other manner as the Government or the Director <sup>10</sup>[or <sup>7</sup>[Deputy Director (Education) concerned] <sup>11</sup>[or the Educational Officer concerned] may deem fit].

<sup>12</sup>[(3) An appeal from an order of refund of salary by the Educational Officer or the Deputy Director (Education) shall lie to the Director.

(4) No appeal under sub-rule (3) shall be entertained unless it is submitted within a period of one month from the date of receipt of the Order:

Provided that the Director may entertain the appeal after the expiry of the said period, if it is satisfied that the appellant had sufficient reason for not submitting the appeal in time].

<sup>13</sup>[2. There shall be two scales of pay for High School Assistants including H.S.As (Languages) of Aided Schools as in the case of High School Assistants including High School Assistants (Languages) in Government Schools. Those who have completed 12 years of continuous service as High School Assistants shall be given the higher scale of pay and the other shall be given the lower scale of pay. <sup>14</sup>[Boys service ie., the service rendered before 18 years of age shall not count for the grant of Higher scale of pay]

**Explanation:-** For the purpose of calculating 12 years continuous service as High School Assistants, service, rendered as Graduate Head masters of complete Upper Primary Schools shall also be reckoned. The higher and lower scales of pay referred to in this Chapter shall be such as may be fixed by Government from time to time. The conditions, the mode of fixation and the nature of service to be reckoned for sanctioning the higher scale of pay shall also be such as may be specified by the Government from time to time.]

<sup>15</sup>[3. The Headmaster of an Aided complete Secondary School Training School shall be given the Departmental Headmaster's scale of pay only if he has put in a minimum of 16 years of continuous service as graduate teacher in schools recognised by the department. Those

Headmasters with a minimum continuous qualifying service of 12 years as graduate teachers shall be given such allowance as may be fixed by Government.

Provided that the Head master appointed on a regular basis prior to the coming into force of these Rules shall be allowed to continue in their existing scale of pay].

4. In the case of incomplete High Schools, graduate teachers functioning as Headmasters may be given such allowance as may be fixed by Government.
5. The incumbents now holding the posts of Headmasters who do not have the qualifications prescribed in these rules may be allowed to continue in the scale of pay which applied to them prior to the issue of these rules in cases where such scale of pay is higher than what is admissible under these rules.

<sup>16</sup>[6. x x x x]

<sup>17</sup>[7. Specialist teachers and craft teachers in Aided Primary and High Schools shall be eligible for the lower and the higher scales of pay of the Specialist Teachers and Craft Teachers in Government Primary <sup>18</sup>[x x x] Schools. Such of the specialist or other teachers in High Schools as were receiving pay scales higher than the Primary Grade on the date of coming in to force of these rules shall continue on such higher scales.]

1. Added by G. O. (MS) 307/61/ Edn. Dt. 29-5-61 published in Gazette dt. 30-5-61.
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16. Omitted by G. O. (P) No. 146/71/ dated 22- 10- 1971 in gazette dated: 9-11-71
17. Substituted by notification G. O. (P) No. 146/71 dated: 22- 10-71 in gazette dated 9-11-71 for "7 Specialist Teacher and Craft Instructors in Aided Primary and Secondary Schools shall be eligible for the scale of the Specialist Teachers and craft instructors in Government Primary Schools. Such of the specialist or other teachers in Secondary Schools as may be receiving pay scales higher.
18. The words "and high" occurring at the end of the first sentence omitted by G.O (P) 81/72/Edn. dated: 14-06-72 published in Gazette dated: 27-06-72.