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GOVERNMENT OF TAMIL NADU

Abstract

SCHOOL EDUCATION - Recognised Private Schools - Revision of norms for assessment of grant for Teaching Posts - Orders issued.


SCHOOL EDUCATION (D1) DEPARTMENT.

G.O.Ms.No.525

Dated: 23.12.97

1. G.O.Ms.No.250, Education, dated 29.2.64.
2. G.O.Ms.No.573, Education, dated 20.3.73.
5. From the Director of Elementary Education letter No.31761/M1/95, dated 25.2.97-
6. From the Director of School Education letter No.102671/93/03, dated 23.2.97.

Urgent:

The fixation of staff strength in Elementary/High/Higher Secondary Schools for purpose of State aid was governed by the following order/rules:

1. Elementary Schools
   G.O.Ms.No.250, Education, dated 29.2.64.

2. High Schools
   Rules 17 and 18 of Madras Educational Rules.

3. Higher Secondary Schools
   G.O.Ms.No.573, Education, dated 20.3.73.

2. The establishment of new schools and increase of enrolment in the existing institutions made it difficult for Government to support these schools with grants with its financial and budgetary constraints since 1930. The requirement of additional posts by such schools as such could not be accommodated within the annual sanction of additional posts allowed by the State Legislature. Hence while giving recognition to Opening/Upgradation of the schools, they were informed that no State aid would be extended. Most of these managements, after accepting recognition without aid, started filing Writ Petitions in the High Court, Madras claiming the sanction of teaching grant for all the posts in their schools.
3. In view of the pressure from these institutions for sanction of grants, the government studied the entire issue in depth with reference to availability of resources. In order to provide teaching grant to the schools opened up to 1937-38 and also to formulate revised norms, orders were issued in G.O. Ms. no. 340, Education, dated 1.4.92 accepting the norms recommended by the Committee constituted for this purpose. These norms superseded the aforesaid earlier norms. However, these norms did not satisfy the private Aided Schools, as they were considered stringent and hence they started another round of litigation in 1992 against the implementation of the new norms issued in G.O. Ms. No. 340, Education, dated 1.4.92. Certain institutions were also successful in getting interim orders of the high Court, Madras against the new norms. However the government obtained an interim stay from the Apex Court in September 1993 on the Madras High Court's Orders in the batch cases in which one of the aspects relate to the obligation for grant-in-aid to the petitioners' institutions. With this, the norms issued in G.O. Ms. No. 340, Education, dated 1.4.92 have become applicable to all private aided schools. This create a sense of apprehension among the managements of the aided schools regarding large scale redeployment of teachers who would be rendered surplus as per the new norms. Hence the managements of several Aided Schools represented to government to revise the norms issued in G.O. Ms. No. 30, Education, dated 1.4.92 which was considered to be stringent by them. The government therefore constituted a High Power Official norms Committee in G.O. 4 (III) No. 1, Education, dated 16.3.95 with the Secretary to Government Education Science and Technology Department (now School Education Department) as Chairman and Secretary to government, Finance Department or his nominee, Director of School Education and Director of Teacher Education, Research and Training as members and the Director of Elementary Education as member- Secretary to formulate and suggest revised norms for sanction of teaching posts to Aided Schools.

4. Taking note of the changes in teaching methodology, improved availability of teaching and learning materials, a reappraisal of the teacher-pupil ratio has been made. Consultations with educationists were also held to obtain a clear picture of the norms that would be conducive for effective teaching.

5. In the light of discussions and deliberations held the High Power Official norms Committee has suggested the following recommendations for sanction of posts in schools:

4. Aided Schools (standards I to V)

a) The teacher-pupil ratio of 1: 40 will be followed. Minimum of 2 Secondary Grade Teachers up to a strength of 80 will be sanctioned. In respect of new schools, first post will be created in the first year and second post in the second year. One of the two posts will be in the grade of Headmaster.
b) For every additional strength of 40, one post of Secondary Grade teacher will be sanctioned i.e., the third post at 100, the fourth post at 140, the fifth post at 180 and so on.

c) Regarding the bifurcation of a standard, additional sections will be created when the strength exceeds 60 and so on in slabs of 40.

ii. Middle Schools (standards VI to VIII)

a) The teacher-pupil ratio of 1:40 will be followed. The same norms suggested for Elementary Schools will be followed. One of the posts will be in the grade of Middle School Headmaster.

b) When a Middle School is upgraded as High School, the post of Middle School Headmaster will be converted into High School Headmaster. In respect of Elementary Schools, one post of Headmaster will be sanctioned as per existing orders.

III. High Schools (standards IX to X)

a) The Teacher-pupil ratio of 1:40 will be followed. On this basis the following norms will be followed:

<table>
<thead>
<tr>
<th>Average attendance</th>
<th>No. of posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upto 30</td>
<td>1 Head Master and 2 B.T. Assistants</td>
</tr>
</tbody>
</table>

The third post will be given when the strength exceeds 60 and additional sections will be permitted in the slab of 40.

b) Eligibility for Language teachers will be as follows:

<table>
<thead>
<tr>
<th>Total of Sections in standards VII to X</th>
<th>No. of Language Teachers Post</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Upto 5</td>
<td>1</td>
</tr>
<tr>
<td>ii) 6 to 10</td>
<td>2</td>
</tr>
<tr>
<td>iii) 11 and above</td>
<td>3</td>
</tr>
</tbody>
</table>

c) When the strength in classes VII to X in High Schools exceeds 250, one post of Physical Education Teacher will be sanctioned and for every additional strength of 300, one additional post of Physical Education Teacher will be sanctioned subject to a maximum of 3.
The norms will be based on work-load i.e. 24 hours of teaching per week.

b) The post of Graduate Assistant will be sanctioned depending on the strength exceeds 60 as in the case of High Schools.

c) A second section will be formed when the strength exceeds 60 and so on in the case of High Schools.

d) For vocational stream, 2 posts of teachers (full time) will be sanctioned irrespective of the number of courses.

e) The post Graduate Assistant for language in the main stream will handle the language classes of vocational stream students also.

f) For schools with a strength of over 400, one post of Physical Director will be given by the existing post of Physical Education Teacher.

6. The Government have considered the recommendations of the High Power Official Norms Committee in detail and have decided to accept the revised norms mentioned in para 5 above.

7. The above norms will be in supersession of Rule 17 and 18 of Madras Educational Rule and G.O.Ms. No.250, Education, dated 29.12.64, G.O.Ms.No.573, Education, dated 26.3.78 and G.O.Ms.No.340, Education, Science and Technology, dated 1.4.32. These norms for assessment for grant will be applicable to the schools opened and recognised upto 1990-91. Schools opened and recognised after 1990-91 will not be eligible for any grant (including minority schools) and they will be only on self-financing basis.

8. A fresh assessment of grant for posts as per these orders shall be done on the basis of average attendance. The staff strength shall be fixed by the District Educational Officers concerned for High and Higher Secondary Schools and by the District Elementary Educational Officer in respect of Elementary Middle Schools. Those who may be rendered surplus due to application of these norms shall, as far as possible, be redeployed to the needy schools. The redeployment of staff in schools shall be done by the Director of School Education and the Officers to be by them. This will be in accordance with the orders issued in G.O. Ms.No.392, Education, dated 24.6.96. In case where such deployment is felt difficult, the surplus staff shall be allowed to continue in the same school till
their retirement and the staff strength refixed as per norms. So also whenever necessary, additional posts shall be sanctioned only after taking into account the number of staff deployed to such schools. The Director of School Education and Director of Elementary Education should report the additional posts to be sanctioned as per the new norms after which formal permission in the first year alone shall be granted by Government for filling up of the posts. Subsequent fixation of staff strength shall be done by the District Elementary Educational Officer in respect of Elementary and Middle Schools. Regarding High and Higher Secondary Schools, this shall be done by the Joint Directors in the Education Department at the rate of 4 Revenue Districts per Joint Director and permission from Government to fill up the posts is not necessary.

9. The expenditure on the additional posts newly to be sanctioned in respect of High Schools and Higher Secondary Schools shall be debited to "2202. General Education - 02. Secondary Education - 110. Assistance to Non-Government Secondary Schools - Schemes in the Ninth Five Year Plan-II. State Plan - 01. Assistance to aided High Schools and Higher Secondary Schools". (UPC 2202 02 110 JL 0004). The expenditure on the additional posts newly to be sanctioned in respect of Elementary/Middle Schools shall be debited to a new sub-head of account to be opened under Demand No. 17, Education as detailed below: --

"2202 General Education - 01. Elementary Education - 102. Assistance to Non-Government Primary Schools - Schemes in the Ninth Five Year Plan-II. State Plan - JL. Grants to Non-Government Elementary/Middle Schools".

(UPC. 2202 01 102 JL 0004).

10. The Director of Elementary Education (Code No. 0701) is the estimating reconciling and controlling authority for the above new head of account. The Pay and Accounts Officer/ Treasury Officer are requested to open the above new head of account in the accounts. The Director of School Education and Director of Elementary Education are directed to send necessary proposals for inclusion of this expenditure in budget estimates 1998-99.

11. These orders shall take effect on 1.6.1998.

12. The Director of School Education and Director of Elementary Education are requested to communicate this order to all their subordinate Officers and their control with suitable supplemental instructions.

13. This order issued with the concurrence of Finance Department vide its U.O.No. 93002/III/97, dated 22.12.97.

(SY OHAM OF THIS GOVERNOR)

Secretary to Government

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for Director of School Education.