

**MAJOR COMPONENT** - Salary of Teachers

**SUB-COMPONENT** - Teacher Salary (HMs/Teachers)

**ACTIVITY MASTER** - Teacher Salary – (Elementary)

**ACTIVITY** - Teacher Salary – (Elementary)

## **1. Progress Report in r/o Salary of Teachers -2018-19**

### **112, 113 Salary of Teachers-**

- Teachers' salary (Elementary)- Primary teachers existing in position (Contractual). Total expenditure incurred was **Rs.3318.57000 lakh.**
- Teachers' salary (Elementary) - Upper Primary teachers existing in position (Contractual). Science, Mathematics, Social Studies, Languages. Total expenditure incurred **was Rs.2142.88000 lakh.**

## **2. Proposal for Salary of Teachers in AWP& B-2019-20**

In order to fill up the gap of teachers available and teachers required as per RTE mandate 1518 TGTs + 2318 Assistant Teachers are required to be re-engaged by SSA for 12 months. 126 Upper Primary Subject Teacher and 457 Primary Teachers, i.e. total of 583 teachers are to be engaged for 6 months during 2019-20.

<b>Sl. No.</b>	<b>Activity</b>	<b>Sanctioned Post</b>	<b>Filled Post</b>	<b>Existing Salary</b>	<b>Total proposed salary for 12 months (Rs. In lac)</b>
1	Primary Teachers (Assistant)	2775	2318	15000	4172.40
2	TGT	1644	1518	25000	4554.00
3	PRT (for 6 months against vacant post)		457 (Vacant)	15000	411.30
4	TGT (6 month against vacant posts)		126 (Vacant)	25000	189.00
<b>Total</b>		<b>4419</b>	<b>4419</b>		<b>9326.7</b>

**Total proposed funds for teachers' salary (TGTs & PRTs) = Rs.9326.70 Lac**

An expenditure of **Rs.35,87,66,582/-** (Rupees Thirty Five Crore Eighty Seven Lakh Sixty Six Thousand Five Hundred Eighty Two Only) was not admitted by Govt. of India on account of teachers salary in the year 2016-17. The said teachers were engaged on contract basis on the understanding that Govt. of India, Ministry of Human Resource Development had in-principle agreed for the said engagement of teacher at the time of submission of Annual Work Plan & Budget for the year 2016-17. The matter was taken up with Govt. of India as the teacher were facing financial hardship on account of non-payment of salary Under the compelling circumstances, we had released the payment amounting to **Rs.35,87,66,582/-** (Rupees Thirty Five Crore Eighty Seven Lakh Sixty Six Thousand Five Hundred Eighty Two Only) out of available funds.

Further, an amount of **Rs.4,75,12,000/-** (Rupees Four Crore Seventy Five Lakh Twelve Thousand Only) duly approved by PAB 2015-16 was shown as liability of primary teachers' salary payable to EDMC in balance sheet of **2015-16** while the liability was discharged in **2016-17**. The expenditure was also declined by MHRD.

The Govt. of India vide Under Secretary, Ministry of Human Resource Development letter dated 19/03/18 had not acceded to our request and have considered the said payment as irregular expenditure.

Further, the Govt. of India, Ministry of Human Resource Development in the Utilization Certificate submitted have also disallowed the said amounts of  $Rs.35,87,66,582+Rs.4,75,12,000 =Rs.40,62,78,582/-$  (Rupees Forty Crore Sixty Two Lakh Seventy Eight Thousand Five Hundred Eighty Two Only) on the grounds that the said amount were not the part of the approved PAB 2016-17.

In order to remove the mismatch between the accounts maintained by Ministry of Human Resource Development and UEEM a sum of **Rs.40,62,78,582/-** (Rupees Forty Crore Sixty Two Lakh Seventy Eight Thousand Five Hundred Eighty Two Only) may be approved and released as additional grant under recurring head of Samagra Shiksha during the year 2019-20.

#### **a) Issuance of Identity Cards to Teachers**

SSA is engaging contact Teachers as per the approval of MHRD on year to year basis. These Contact Teachers must be issued photo identity cards bearing details like

name, designation, name of school in which deployed, U-DISE code of school including dept/organization (DoE/LB), Blood Group, Mobile No, residential address etc for security reasons/interest of students.

The cost involved is worked out as under:-

(i) No. of Contact Teachers posts sanctioned (Asst. Teachers/ Primary Teacher & TGTs): **4419**

(ii) Estimated cost of laminated/plastic photo I-card with lead: **Rs.50 per card**

Total cost involved: **Rs.220950**

### Summary of Proposal: Teacher Salary (HM/Teachers)

Sl. No.	Activity	Total proposed Budget (Rs. In lac)
1	Teachers Salary	9326.70
2	Issuance of Identity Cards to Teachers	2.20950
<b>Total</b>		<b>9328.9095</b>

### 3. Recommendation of Technical Support Group (TSG) -2019-20

Activity	Proposal			Recommendation			Remarks
	Phy	Unite Cost	Finance	Phy	Unite Cost	Finance	
Primary Teachers- Existing, in position (Contractual)	2775	1.8	4995	2775	1.8	4995	Considered as proposed
Upper Primary Teachers (Contractual) – (Elementary) Science and Mathematics	565	3	1695	565	2.4	1356	Considered as per norm @ Rs. 20000/month
Social Studies	266	3	798	266	2.4	638.4	Considered as per norm @ Rs. 20000/month
Languages	813	3	2439	813	2.4	1951.2	Considered as per norm @ Rs. 20000/month

## Costing of Technical Support Group (TSG) Ed-CIL

Salary of Teachers	Teacher Salary (HMs/Teachers)	130	Teacher Salary - (Elementary)								
		130.b	Primary Teachers- Existing, in position (Contractual)	2775	1.8	4995	2775	1.8	4995	Considered as proposed	
		Total of Teacher Salary - (Elementary)					4995			4995	
		131	Upper Primary Teachers (Contractual) - (Elementary)								
		131.a	Science and Mathematics	565	3	1695	565	2.4	1356	Considered as per norm @ Rs. 20000/month	
		131.b	Social Studies	266	3	798	266	2.4	638.4	Considered as per norm @ Rs. 20000/month	
		131.c	Languages	813	3	2439	813	2.4	1951.2	Considered as per norm @ Rs. 20000/month	
		Total of Upper Primary Teachers (Contractual) - (Elementary)					4932			3945.6	
		Total of Teacher Salary (HMs/Teachers)					9927			8940.6	
		Total of Salary of Teachers					9927.00			8940.60	

## 4. Approval of Plan Approval Board 2019-20

### SUPPORT FOR SALARY OF TEACHERS

- a) **Elementary:** An amount Rs.8940.60 lakh was estimated as support for teacher salary as per norms of the Scheme. UT was advised to relook at the requirement of teacher/headmaster posts and rationalize deployment of teachers as all teachers are the responsibility of the UT. There is no dual cadre of teachers - only financial support for additional teacher salary would be provided under the Samagra Shiksha. Any additionally as per terms and conditions for recruitment of teachers in the UT is to be borne by the UT.

(Rs. In lakh)

Activity Master	Physical (Teachers)	Unit Cost	Financial
<b>Teacher Salary - (Elementary)</b>			
Primary Teachers- Existing, in position (Contractual)	2775	1.8	4995
<b>Total of Teacher Salary - (Elementary)</b>			<b>4995</b>
<b>Upper Primary Teachers (Contractual) - (Elementary)</b>			
Science and Mathematics	565	2.4	1356
Social Studies	266	2.4	638.4
Languages	813	2.4	1951.2
<b>Total of Upper Primary Teachers (Contractual) - (Elementary)</b>			<b>3945.6</b>
<b>Total of Teacher Salary</b>			<b>8940.6</b>

**Outcome:** Teacher's role is central and their deployment & rationalization would help in maintaining appropriate teacher -pupil ratio and is covered under PGI 2.1.7, 2.1.8, 2.1.9,2.1.11a, 2.1.21, 2.1.22 and 2.1.23.

### 5. Costing Sheet of Plan Approval Board

Salary of Teachers	Teacher Salary (HMs/Teachers)	131	Teacher Salary - (Elementary)						
		131.b	Primary Teachers- Existing, in position (Contractual)	2775	1.80000	4995	2775	1.80000	4995
			<b>Total of Teacher Salary - (Elementary)</b>			<b>4995</b>			<b>4995</b>
		132	<b>Upper Primary Teachers (Contractual) - (Elementary)</b>						
		132.a	Science and Mathematics	565	3.00000	1695	565	2.40000	1356
		132.b	Social Studies	266	3.00000	798	266	2.40000	638.4
		132.c	Languages	813	3.00000	2439	813	2.40000	1951.2
			<b>Total of Upper Primary Teachers (Contractual)</b>			<b>4932</b>			<b>3945.6</b>

Particulars				Proposal			Final Approved Outlay		
Major Component	Sub Component		Activity Master	Physical	Unit Cost	Financial	Physical	Unit Cost	Financial
			1) - (Elementary)						
			<b>Total of Teacher Salary (HMs/Teachers)</b>			9927			8940.6
			<b>Total for Salary of Teachers</b>			9927.00			8940.6