

The

Kolkata Gazette
सत्यमेव जयते
Extraordinary
Published by Authority

JYAISTHA 08]

THURSDAY, MAY 29, 2025

[SAKA 1947

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL
SCHOOL EDUCATION DEPARTMENT
SECONDARY BRANCH
BIKASH BHAVAN, SALT LAKE, KOLKATA - 700 091

NOTIFICATION

No.: 764-SE/S/10M-03/2025

Dated : 29th May, 2025

In exercise of the power conferred by sub-section (1) of section 17, read with section 8 and clause (d) of sub-section (2) of section 17 of the West Bengal School Service Commission Act, 1997 (West Ben. Act IV of 1997), and in supersession of the West Bengal School Service Commission (Selection for Appointment to the Posts of Assistant Teachers in Jr. High, Secondary and Higher Secondary Schools) Rules, 2019 issued with this Department notification No. 231-SE/S/1S-21/19 dated 18th February, 2020, the Governor is pleased hereby to make the following Rules regulating the manner and scope of selection of persons for appointment to the posts of Assistant Teachers in Upper Primary, Secondary and Higher Secondary Level of Classes in Government Aided / Sponsored Schools:—

Rules

1. Short title and commencement - (1) These Rules may be called the West Bengal School Service Commission (Selection for Appointment to the Posts of Assistant Teachers for Upper Primary Level of Classes [except Work Education and Physical Education], Classes IX-X and Classes XI-XII) Rules, 2025.

(2) They shall come into force on the date of their publication in the *Official Gazette*.

2. Definitions - (1) In these Rules, unless the context otherwise requires—

(a) “Act” means the West Bengal School Service Commission Act, 1997 (West Ben. Act IV of 1997);

(b) “Assistant Teachers” means Assistant Teachers for Upper Primary Level of Classes (except Work Education and Physical Education), Classes IX-X and Classes XI-XII;

(c) “Appointing Authority” means any officer of the Board not below the rank of Deputy Secretary as designated by the Board;

-
- (d) “Board” means the West Bengal Board of Secondary Education established under the West Bengal Board of Secondary Education Act, 1963 (West Bengal Act V of 1963);
 - (e) “category” in relation to a vacancy reported, means and includes its subject/ group wise, medium of instruction wise, gender wise, reservation wise category of vacancy reported;
 - (f) “Central Commission” means the West Bengal Central School Service Commission;
 - (g) “concerned subject”, in relation to a vacant post, means a subject against which a vacancy has been reported for the purpose of selection of a person to the post; **Provided that if any question arises regarding equivalence of any related subject, the Central Commission shall determine equivalence of that subject with the prior approval of the State Government;**
 - (h) “Degree” or “Diploma” means Graduation or Post Graduation degree or diploma from a University recognised by the University Grants Commission, or a professional qualification duly recognised by the National Council for Teacher Education (NCTE), as the case may be;
 - (i) “Director” means the Director of School Education, West Bengal and includes the Commissioner of School Education, West Bengal;
 - (j) “Final Vacancy” means a vacancy in the post of an Assistant Teacher reported by the Board with the approval of the State Government to the Central Commission before the date of publication of Interview List for the purpose of recruitment under these Rules;
 - (k) “Interview List”, in respect of the SLST (State Level Selection Test), means in case of vacancies in the post of Assistant Teacher, a list of candidates prepared by the Central Commission, to be called **on merit** for oral interview and lecture demonstration, category wise, on the basis of **preliminary merit score** (i.e. score from written test and/or TET [for Upper Primary] and academic score) in the ratio of 1.6:1 of final vacancies;
 - (l) “Merit List”, in respect of the SLST (State Level Selection Test), means in case of posts, a list of candidates prepared category wise on the basis of merit, which shall mean in addition to what has been stated in Rule 2(1)(k), marks obtained in oral interview, lecture demonstration and prior teaching experience and shall include all the eligible candidates who have appeared for interview;
 - (m) “NCTE” means the National Council for Teacher Education, a body set up under the National Council for Teacher Education Act, 1993 (73 of 1993);
 - (n) “Panel” means a list of finally selected candidates for appointment (category wise) strictly in accordance with the Merit List equal to the number of Final Vacancies;
 - (o) “Qualification” includes qualifications (including educational and professional qualifications) of Assistant Teachers as notified by the NCTE and relaxation of qualifications, if any from time to time up to the date of publication of advertisement;
 - (p) “Regional Commission” means the West Bengal Regional School Service Commissions;
 - (q) “RTE Act” means the Right of Children to Free and Compulsory Education Act, 2009 as amended up to date;
 - (r) “Reserved Category” means a category of reservation in respect of Scheduled Castes, Scheduled Tribes, Other Backward Classes and Physically Handicapped Candidates and other categories of reservation, if any, in force by an order of a competent authority as at the last date of receiving online applications as may be notified pursuant to advertisements to be issued hereunder;
 - (s) “Schedule” means the Schedules appended with these Rules;
 - (t) “State Government” means the Government of West Bengal in the School Education Department;
 - (u) “State” means the State of West Bengal;

- (v) “State Level Selection Test (hereinafter referred as SLST/ Selection Test)” means the test to be conducted by the Central School Service Commission for recruitment of Assistant Teachers as stated in these Rules;
- (w) “Waiting List” means a list of candidates from the Merit List (category wise) but not included in the Panel;
- (x) “Website” means the official website(s) of the Central Commission;
- (y) “Vacancy” means and includes the vacancy forwarded to the Central Commission by the Board with due approval of the State Government under Rule 7(1).
- (Z) The words and expressions not defined in these rules but defined in the Act or in the National Council for Teacher Education Act, 1993 shall have the meaning respectively assigned to them in those Acts.

3. Names of post, qualification, age and disqualification -

- (i) The name of the post: Assistant Teacher.
- (ii) Scale of pay: As per existing State Government norms.
- (iii) The qualification shall be such as specified in the Schedule –I below.
- (iv) **Age limit:** Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement.

Upper age limit is however relaxable as per State Government norms for Scheduled Castes/Scheduled Tribes, OBC and Physically Handicapped Candidates.

N.B. - Age relaxation in connection with fresh selection process for recruitment of candidates for the posts of Assistant Teachers for Classes IX, X, XI and XII, commenced pursuant to the directions contained in the judgment and order of the Hon’ble Supreme Court in Civil Appeal No. 4800 of 2024 dated 3rd April, 2025 read with order dated 17th April, 2025 in M.A. No. 709 of 2025, shall be given in accordance with the directions contained therein and to be passed in connection therewith from time to time.

(v) **Disqualification -**

- (a) No person shall be eligible for selection for appointment unless he is a citizen of India.
- (b) No person shall be eligible for selection for appointment if he is convicted by any Court of law.

4. Duties of the Central Commission in regard to selection-

Save as otherwise provided under these Rules, the functions and duties of the Central Commission shall include:

- (i) to liaise with the State Government to resolve different issues and chalk out the programme for conducting Selection Test;
- (ii) to determine, frame and finalize the nature and manner of the Selection Test, details of the programme for Selection Test, including the syllabus for such Test and all aspects arising out of or in connection with such Selection Test or in connection therewith or arising therefrom or consequential thereto;
- (iii) to appoint paper setter/moderator and the Expert Committee as referred to in Rule 11 (vi);
- (iv) to issue notification and/or advertisement for conducting the Selection Test;
- (v) to determine the format of application along with brochure (information related to filling application form) and mode of publication thereof;
- (vi) to appoint district observers for conduct of Selection Test;
- (vii) to constitute Interview Board consisting of members as specified in Schedule III;
- (viii) to determine the procedure for preparation of Merit List and Panel;
- (ix) to fix up the mode of publication of notice, Merit List, Vacancies, etc.;

- (x) to do such other act as may be necessary for proper conduct of the Selection Test;
- (xi) to maintain close coordination with the Regional Commissions for proper conduct of the Selection Test and supervise the functions of the Regional Commissions;
- (xii) to fix fees in relation to the selection process;
- (xiii) to carry on such other duties as may be required to be performed in connection with the Selection Test.

The Central Commission may assign any of the above functions to the Regional Commissions and may take any assistance of the Regional Commissions in conducting the Selection Test in any manner it deems fit and appropriate and in such cases, the Central Commission shall monitor and supervise the duties being performed by any respective Regional Commission.

5. Duties of the Regional Commissions in regard to selection -

Save as otherwise provided in other provisions of these rules, the functions and duties of each Regional Commission shall, in the process of selection of Assistant Teachers, include the following:-

- (i) to assist in the processing of application forms received by the Central Commission, if and whenever required by the Central Commission;
- (ii) to verify the testimonials / documents / credentials of the candidates before Interview;
- (iii) to conduct and hold counselling;
- (iv) to recommend persons for appointment from the concerned category-wise list prepared by the Central Commission; and
- (v) to do such other duties and discharge such other functions apart from the above, as may be assigned to it by the Central Commission.

6. Manner of selection -

Selection shall be made category-wise on the basis of merit in the manner as specified in Part A of Schedule II.

Provided that the State Government may, by order, direct the Central Commission to hold special recruitment drive for reserved categories of post in order to ensure adequate representation of such categories in the post of Assistant Teacher in the State.

7. Information regarding vacancies -

- (1) The Commissioner of School Education shall, on being intimated by the West Bengal Board of Secondary Education as and when deemed appropriate by the Board, prepare a vacancy statement of Assistant Teachers and with the approval of the State Government, send the same to the Board. The Board shall, with the prior approval of the State Government, send a category-wise vacancy report, to the Central Commission.
- (2) The report as mentioned above shall be sent to the Central Commission in the following manner:-
 - (a) Firstly, before the date of publication of the advertisement inviting application. This shall be termed as **indicative vacancy**; and
 - (b) Finally, before the date of publication of the Interview List. This shall be termed as the **final vacancy**, which may increase or decrease in comparison to the indicative vacancy.

Provided That the State Government shall take steps prior to sending report on final vacancy to the Board to freeze and/or de-notify such vacancies from transfer process of Assistant Teachers.

8. Advertisement -

The Central Commission may, on receipt of report of indicative vacancies under Rule 7(2)(a), issue a short advertisement through newspapers in the State in English, Bengali, and Hindi and in any other languages, if necessary, as may be decided by the Central Commission and also through the website of the Commission.

The details regarding the recruitment process, that is, the number of vacancies, qualification, age and other necessary information relating to such posts, shall be made available on the website of the Commission subsequently.

- 9. Form of application -** The form of application for appointment shall be such as may be determined by the Central Commission from time to time and the mode of submission of such forms shall be exclusively online.

Proforma of the application shall be published in the Central Commission's Website.

Fees shall be as specified by the Central Commission.

10. Submission of applications -

- (a) Applications shall have to be submitted online within such time and in such manner as may be specified by the Commission in advertisements for such purpose.
- (b) The educational and professional qualifications as referred to in the advertisement shall have to be obtained by all candidates on or before the last date of receiving of online applications.

11. Method of SLST for selection of candidates and preparation of Panel -

- (i) Once applications have been submitted in terms of Rule 10, the Central Commission shall arrange for proper and secure custody of online applications which may be received by it against the vacancies.
- (ii) The Central Commission after receiving application forms shall prepare a list of candidates for the purpose of preparation of a database of the candidates, after making a preliminary scrutiny of the age and qualification of the candidates, which make them eligible to appear in the OMR based written test.
- iii) The Central Commission shall appoint paper setters / moderators, who shall not be below the rank of Assistant Professor of any UGC-recognised college or university.
- iv) The Central Commission shall conduct an OMR based written test in duplicate, the duplicate of which OMR Sheet shall be retained with the applicants.
- v) The Central Commission shall publish in its official website preliminary model answer keys after the written test and may invite suggestions and/or objections from the applicants.

Provided that suggestions / objections must be submitted within 5 (five) days after publication of such model answer keys and should be supported by at least two authentic academic publications.

- vi) The Central Commission shall form a subject-wise Expert Committee comprising not less than 2 (two) members in the rank not lower than Professors of College/University. The Expert Committee shall deal with suggestions/objections, if any, received from any applicants. The decision of the Committee shall be accepted by the Central Commission, and shall be binding upon all, including all applicants.
- vii) The Central Commission shall finalize and upload, on its website, the final model answer key based on the decision of the Expert Committee and shall evaluate the OMR Sheets on the basis of this final model answer key after uploading the final model key on its website.

Provided that the Central Commission may, allow candidates to view the image of their own OMR Sheet online on payment of fees as fixed by the Central Commission and specified in its website.

- viii) The Central Commission shall prepare and publish in its website a preliminary list with details of the candidates to be called for interview, subject to verification of credentials and eligibility, category-wise on the basis of preliminary merit score as defined in Rule 2(1)(k) in the ratio of 1.6:1 of final vacancies, that is, 1.6 times as many candidates as there are final vacancies, as far as practicable.

- ix) In order to prepare the preliminary list as referred above, the marks obtained by the candidate who has secured last position on the basis of 1.6:1 ratio of final vacancy, shall be the **cut-off** marks for a particular category. If, however, the said cut-off mark is obtained by more than one candidate, all such candidates who obtain the said cut-off mark shall be called for interview.

Unless a candidate secures the cut-off marks in the particular category, he shall not be considered for that particular category in any subsequent stage of selection for that category, irrespective of his merit score obtained after interview in any other category.

- x) The preliminary list of the shortlisted candidates prepared by the Central Commission shall be forwarded to the respective Regional Commissions.
- xi) Thereafter, the Regional Commission shall verify the credentials and eligibility of the shortlisted candidates appearing for interview vis-a-vis their applications prior to conducting the interview. Applicants whose credentials have been checked and found incorrect by the Regional Commissions and candidates who are found ineligible to participate in the selection process shall not be allowed to appear for interview. Absence of a candidate during verification will automatically disqualify a candidate from any further participation in the selection process.
- xii) The Regional Commission, during document verification, in case of any doubt about the disability level of any physically handicapped candidate, may refer the matter to the competent medical authority constituted as per the provision of the West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1999. The final decision as to the eligibility of such candidate shall be taken as per the decision of the said competent medical authority.
- xiii) The Regional Commission may, during verification of documents, in case of any doubt about the authenticity and veracity of any testimonials of any applicants, verify such testimonials from the concerned issuing authorities and shall take a final decision in this regard.
- xiv) Upon verification, the respective Regional Commissions shall submit reports to the Central Commission as to the outcome of the verification process.
- xv) Thereafter, the Central Commission shall prepare a consolidated Interview List which shall be published and be forwarded to the Interview Board as specified in Schedule III.
- xvi) After interview, the Interview Board shall forward a detailed report to the Central Commission which shall, from the Interview List and on the basis of the report of the Interview Board, prepare and publish a Merit List category-wise, on the basis of merit as per Schedule II. The Merit List shall contain the names of all eligible candidates who have appeared for interview.
- xvii) The Central Commission shall also prepare and publish in their website a Panel of candidates (category-wise) equal to the number of vacancies and a category-wise Waiting List from the rest of the candidates from the Merit List who have not been included in the Panel but included in the Merit List.
- xviii) The Central Commission, at the time of publishing merit-based panel of successful candidates equal to the number of vacancies, shall arrange to inform each candidate through its website:
- (a) His own score in each segment of merit;
 - (b) The cut-off marks for the categories he has applied;
 - (c) The final marks obtained by the candidate.

Provided that, if more than one candidate obtain the same aggregate (total marks), the merit position of the candidates shall be determined according to the marks they have obtained in the written test and if the scores are still tied, the candidate with higher academic score will be preferred and even after such exercise if the scores are tied, then the date of birth, that is, the candidates with earlier date of birth shall be preferred;

Provided further that inclusion in the Waiting List does not confer any right to a candidate for being recommended or appointed.

12. Validity of Panel -

Each Panel and Waiting List shall remain valid for 1 (one) year from the date of the first counselling.

The Central Commission, may, however, with prior approval of the State Government, by a written order, extend the validity of each panel for a maximum period of 6 (six) months after the expiry of the one year period.

13. Counselling and recommendation of candidates for appointment -

- (1) The Panel and the Waiting List shall be forwarded by the Central Commission to the respective Regional Commissions for counselling and recommendation.
- (2) The Regional Commissions shall hold counselling with a view to allotting vacancies to candidates from the Panel and Waiting List in accordance with **SCHEDULE IV** hereunder.
- (3) Thereafter, the Regional Commission shall recommend the name of only 1 (one) candidate against each vacancy depending on his position in the Merit List and availability of requisite vacancy. The letter recommending the name shall be forwarded in hard copy to:
 - (a) the candidate,
 - (b) the Board,
 - (c) the concerned authority of the School,
 - (d) the concerned District Inspector of Schools (Secondary Education) where the particular vacancy exists, and
 - (e) the Commissioner of School Education.

- (4) A recommendation letter shall remain valid for a period of 90 (ninety) days from the date of issuance.

Provided that the Regional Commission, may, with the prior approval of the Central Commission, if it thinks it appropriate for any reasonable cause to be recorded in writing, extend the validity of the recommendation beyond the period of 90 (ninety) days for a further period not exceeding 60 (sixty) days.

- (5) The Board shall, on the basis of the recommendation of the Regional Commission, issue the letter of appointment to the candidate allowing joining time of not less than 30 (thirty) days but not exceeding 60 (sixty) days from the date of issuance of the letter of appointment and upon receipt of the appointment letter, the candidate shall have to join the post within the period as stipulated in the appointment letter, on verification by the Headmaster/ Headmistress or the Teacher-in-Charge, as the case may be.

Provided however that, if:-

- (a) a candidate refuses to accept his allotment of post during counselling, or
- (b) the Regional Commission receives information from any School or from the District Inspector of Schools (Secondary Education), or otherwise, that a candidate recommended for appointment has not accepted the offer of appointment or has not joined the post within the stipulated period, or
- (c) on further scrutiny, it appears that the candidate has misrepresented facts, the Central Commission or the Regional Commission may remove the name of the candidate from the Panel or Waiting List, as the case may be,

and such candidate shall be deemed to have been de-panelled or de-waitlisted and the next candidate as per the Panel or the Waiting List, as the case may be, shall be considered in his place and stead within the period of validity of the Panel and Waiting List.
- (6) No male candidates shall be recommended for appointment in any Girls' Schools.
- (7) There shall be no counselling after the expiry of the Panel and the Waiting List.

- 14. Appointment –** (1) The Board shall, on the basis of the recommendation of the Regional Commission, issue the letter of appointment to the candidate allowing joining time of not less than 30 (thirty) days through registered/speed post or any other convenient method, duly notified on its website, and upon receipt of the appointment letter from the Board, the candidate shall have to join the post within the stipulated period as mentioned in the appointment letter, when verification of the original credentials/ documents of the candidate by Headmaster/ Headmistress or Teacher-in-Charge of the School concerned.

Provided that the Board shall issue the appointment letter by following the provisions of the West Bengal Board of Secondary Education (Requirement of Verification of Antecedents and Examination of Medical Fitness for Appointment in the Posts of Teachers and Non-teaching Staff) Rules, 2018.

- (2) The appointment letter shall contain the details of the School where the candidate is to join, the subject/group, medium of instruction, reservation category etc. and a clause that the teacher may be transferred to any other school in the interest of education or in the interest of public service or for other administrative reasons.
- (3) In case of non-joining of such recommended candidates within the stipulated period as may be determined by the Board, the Board, upon intimation from the Schools through respective District Inspectors of Schools (SE), may seek further recommendation from the Regional Commission to fill the vacancy against such non-joining. The Regional Commission may recommend fresh candidates as per merit from the Panel or Waiting List, as the case may be, within the validity period of the Panel and Waiting List.

15. Cancellation or Withdrawal of Recommendation –

- (1) If, prior to or after recommendation or during the course of selection process, any candidate is found to have concealed or suppressed or misrepresented or made false declaration in his application or at any stage, if any mistake or fault is found to have been committed by the Central Commission or the Regional Commission in granting recommendation to any candidate contrary to the provisions of the Act, Rules or otherwise, such candidate will be treated as disqualified and his recommendation shall forthwith be cancelled and his appointment, if any, shall stand terminated without further enquiry or proceedings. In all such cases, the decision of the Regional Commission (or the Central Commission, if the matter has been referred to the Central Commission) shall be final.

The Regional Commission may also take steps to fill up such post/s by recommending candidates from the Waiting List within the validity period of the Panel and Waiting List.

- (2) **Invalid Appointment-** In case any recommendation is found to be obtained on the basis of a false statement or false or forged document or by undue or unfair means, the recommendation shall be deemed void ab initio and any appointment given on such void recommendation shall be declared void by the Regional Commission (or the Central Commission, if the matter is referred to the Central Commission).

16. Preservation of OMR Sheets -

The OMR Sheets of the written examinations shall be destroyed by the Central Commission after 2 (two) years from the date of expiry of the Panel. The scanned images of the OMR Sheets shall be preserved for 10 (ten) years from the date of expiry of the Panel.

17. Carrying forward of vacancies -

The vacancies, which are not filled up for lack of availability of candidates or for any other reasons, shall be carried forward for the next recruitment or transfer, as deemed appropriate by the State Government.

- 18. Interpretation-** (1) If any question arises regarding any decision of the Central Commission, a reference may be made to the State Government and the decision taken by it shall be final.

(2) In regard to the interpretation of any provision of these Rules, the decision of the State Government shall be final.

19. Savings-

Nothing in these Rules shall affect any act done or caused to be done in accordance with the provisions of the earlier Rules made or notifications or orders issued under the Act.

SCHEDULE - I**[See Rule 3]****A. Educational qualification including professional qualifications for selection of Assistant Teachers for Classes IX & X.**

Educational qualification including professional qualifications	Age limit
Essential: (a) The Candidate must be a citizen of India; (b) On or before the last date of receiving online application, he/she must possess the minimum qualification, as prescribed by the NCTE for Assistant Teachers of Classes IX & X. [(a) Graduate / Post Graduate from a recognized University with at least 50% marks in either Graduation or Post Graduation (or its equivalent) and Bachelor of Education(B.Ed.) from a National Council for Teacher Education recognized institution, or (b) 4-year degree of B.A. Ed/B.Sc. Ed. from any National Council for Teacher Education recognized institution.] Note - A candidate willing to be selected as an Assistant Teacher for Classes IX & X in any Government aided or Government sponsored school having Bengali or English or Hindi or Nepali or Oriya or Santhali or Telugu or Urdu as the medium of instruction, as the case may be, shall have passed Bengali or English or Hindi or Nepali or Oriya or Santhali or Telugu or Urdu, as the case may be, as first or second or third language at Secondary/ Higher Secondary/ Graduation/ Post Graduation level examination conducted by the Board or other concerned bodies. Note - A candidate applying for a subject must have passed at least the graduation level examination with a minimum of 300 full marks in the relevant or concerned subject or post graduate examination in the concerned or relevant subject.	Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement. Upper age limit is however relaxable as per State Government norms for Scheduled Castes/ Scheduled Tribes, OBC and Physically Handicapped Candidates. N.B. - Age relaxation in connection with fresh selection process for recruitment of candidates for the posts of Assistant Teachers for Classes IX, X, XI and XII, commenced pursuant to the directions contained in the judgment and order of the Hon'ble Supreme Court in Civil Appeal No. 4800 of 2024 dated 3rd April, 2025 read with order dated 17th April, 2025 in M.A. No. 709 of 2025, shall be given in accordance with the directions contained therein and to be passed in connection therewith from time to time. N.B. - For consideration of applications in SC/ ST/ OBC / PH Categories, certificates issued by the competent authorities of only the Government of West Bengal, as on or before the last date of receiving online application, shall be treated as valid documents. Candidates belonging to such categories from other States will have to appear as General Candidates only without any corresponding concession / relaxation in respect of age, fees and qualifying marks.

B. Educational qualification including professional qualifications for selection of Assistant Teachers for Classes XI & XII.

Educational qualification including professional qualifications	Age limit
Essential: a. The candidate must be a citizen of India; b. On or before the last date of receiving online application, he/she must possess the minimum qualification, as prescribed by the NCTE for Assistant Teachers of Class XI & XII.	Minimum 21 years and maximum 40 years as on 1st January of the year of advertisement. Upper age limit is however relaxable as per State Government norms for Scheduled Castes/ Scheduled Tribes, OBC and Physically Handicapped Candidates.

Educational qualification including professional qualifications	Age limit
[(a) Post Graduate with at least 50% marks (or its equivalent) from a recognized University and Bachelor of Education (B.Ed) from a National Council for Teacher Education recognized institution; Or Post Graduate with at least 50% marks (or its equivalent) from recognized University and B.A. Ed/ B.Sc. Ed. from any NCTE recognized institution.] Note - A candidate willing to be selected as an Assistant Teacher for Class XI & XII in any Government aided or Government sponsored School having Bengali or English or Hindi or Nepali or Oriya or Santhali or Telugu or Urdu as the medium of instruction, as the case may be, shall have passed Bengali or English or Hindi or Nepali or Oriya or Santhali or Telugu or Urdu, as the case may be, as first or second or third language at Secondary/Higher Secondary/ Graduation/ Post-Graduation level examination conducted by the Board or concerned Bodies. Note - A candidate applying for a subject must have passed at least the Post-Graduation level examination in the relevant or concerned subject.	N.B. - Age relaxation in connection with fresh selection process for recruitment of candidates for the posts of Assistant Teachers for Classes IX, X, XI and XII, commenced pursuant to the directions contained in the judgment and order of the Hon'ble Supreme Court in Civil Appeal No. 4800 of 2024 dated 3rd April, 2025 read with order dated 17th April, 2025 in M.A. No. 709 of 2025, shall be given in accordance with the directions contained therein and to be passed in connection therewith from time to time. N.B. - For consideration of applications in SC/ ST/ OBC / PH Categories, certificates issued by the competent authorities of only the Government of West Bengal, as on or before the last date of receiving online application, shall be treated as valid documents. Candidates belonging to such categories from other States will have to appear as General Candidates only without any corresponding concession / relaxation in respect of age, fees and qualifying marks.

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

Educational qualification including professional qualifications	Age limit
Essential: (a) The candidate must be a citizen of India; (b) On or before the last date of receiving online application, he/she must possess the minimum qualification, as prescribed by the NCTE for Assistant Teachers for Upper Primary Level of classes. (c) Pass in Teacher Eligibility Test (TET), to be conducted by the appropriate State Government in accordance with the Guidelines framed by the NCTE for the purpose. Note - A candidate willing to be selected as an Assistant Teacher for Upper Primary Level of classes in any School having Bengali or English or Hindi or Nepali or Oriya or Santhali or Telugu or Urdu as the medium of instruction, as the case may be, shall have passed Bengali or English or Hindi or Nepali or Oriya or Santhali or Telugu or Urdu, as the case	Minimum 21 years and maximum 40 years as on 1st. day of January of the year of publication of advertisement. Upper age limit is however relaxable as per existing State Government norms for Scheduled Castes/ Scheduled Tribes, OBC and Physically Handicapped Candidates. N.B. - For consideration of applications in SC/ ST/ OBC / PH Categories, certificates issued by the competent authorities of only the Government of West Bengal, as on or before the last date of receiving online application, shall be treated as valid documents. Candidates belonging to such categories from other States

Educational qualification including professional qualifications	Age limit
may be, as first or second or third language at Secondary/ Higher Secondary/ Graduation/ Post Graduation level examination conducted by the Board or equivalent Bodies. Note - A candidate applying for a subject must have passed at least the Graduation level examination with a minimum of 300 full marks in the relevant or concerned subject.	will have to appear as General Candidates only without any corresponding concession / relaxation in respect of age, fees and qualifying marks.

SCHEDULE - II

- A. Selection to the post of Assistant Teacher for **Classes IX & X** shall be made on the basis of marks obtained in written examination, educational qualification, prior teaching experience, oral interview and lecture demonstration, determined by the Central Commission, in the following manner:

(1) Written Examination (OMR-based): 60 marks

(2) Academics

(a) Educational Qualification: 10 marks

[Based on marks of Graduation or Post Graduation in the subject for which applied, whichever is higher, according to the following formula:

Percentage obtained	Merit Score
60% and above	10 marks
Below 60% to 50%	8 marks
Below 50%	6 marks

No rounding off of percentage is allowed]

(b) Prior Teaching Experience: 10 marks

[At the secondary level in a government or government aided or government sponsored school, calculated on the basis of 2 marks for each year of service in a substantive post (as permanent or on contractual basis)]

(3) Oral Interview: 10 marks

(4) Lecture demonstration: 10 marks

[Appearance before the Interview Board is compulsory]

- B. Selection to the post of Assistant Teacher for **Classes XI & XII** shall be made on the basis of marks obtained in written examination, educational qualification, prior teaching experience, oral interview and lecture demonstration, determined by the Central Commission, in the following manner:

(1) Written examination (OMR-based): 60 marks

(2) Academics

(a) Educational Qualification: 10 marks

[Based on marks of Post Graduation in the subject for which applied, according to the following formula:

Percentage obtained	Merit Score
60% and above	10 marks
Below 60% to 50%	8 marks
Below 50%	6 marks

No rounding off of percentage is allowed]

(b) Prior Teaching Experience: 10 marks

[At the secondary level in a government or government aided or government sponsored school, calculated on the basis of 2 marks for each year of service in a substantive post (as permanent or on contractual basis)]

(3) Oral Interview : 10 marks

(4) Lecture demonstration : 10 marks

[Appearance before the Interview Board is compulsory]

C. Selection to the Post of Assistant Teacher for **Upper Primary Level** of Classes shall be made on the basis of marks obtained on academic score, TET weightage, marks in written examination and marks in oral interview, marks for lecture demonstration and marks for prior teaching experience, to be determined by the Central Commission in the following manner:

(1) Academic Score: 10 marks (based on marks of Graduation)

Percentage obtained	Merit Score
60% and above	10 marks
Below 60% to 50%	8 marks
Below 50%	6 marks

(2) TET weightage : 40 marks

(3) Written Examination (OMR-based): 25 marks

(4) Oral Interview: 15 marks

(5) Lecture demonstration: 5 marks

[Appearance before the Interview Board for (4) and (5) is compulsory]

(6) Prior teaching experience: 5 marks

[At the Upper Primary level in a government or government aided or government sponsored school, calculated on the basis of 1 mark for each year of service in a substantive post (as permanent or on contractual basis)]

SCHEDULE - III**PROVISIONS RELATING TO CONSTITUTION OF INTERVIEW BOARD**

1. For the purpose of holding Interview, the Interview Board shall be constituted by the Central Commission, with the following members:-
 - (a) Two members from the Central Commission, one of whom must not be below the rank of Associate Professor of a College or University, who shall preside. The other member shall not be below the rank of Assistant Professor of a College or University. There must be at least one subject expert among the two members. In the absence of an Associate Professor, the member nominated by the Central Commission, shall preside.
 - (b) Two members from the Regional Commission, not below the rank of Assistant Professor of a College or University. There must be at least one subject expert among the two members.
2. Quorum shall be three members.

SCHEDULE - IV**PROVISIONS RELATING TO COUNSELLING FOR RECOMMENDATION**

The process of counselling is based on the principle that the higher ranked candidate in a particular category shall get a greater number of vacancies of that category to choose from as compared to a lower ranked candidate of that category.

1. Process

A Combined Merit List (CML hereafter) will have to be published for each subject simultaneously with the publication of the Panel and the Waiting List for that subject. The purpose of publishing the said CML is only to conduct the counselling process in a fair manner. The CML shows the rank of each candidate in accordance with his total score (in descending order), irrespective of his category. The principle is to prioritise the choices of the candidates based on their merit every time, subject to availability of suitable matching vacancies.

Thus, at any point of time during the counselling process, the topmost candidate remaining to be offered a choice till then shall be offered the available suitable matching vacancies, if any. All the vacancies which remain to be chosen by higher ranked candidates, and are thus available for him, if at all, shall be available for him at his turn.

Once a candidate chooses a particular vacancy or refuses to choose a vacancy at his turn in counselling, he relinquishes his right to take any part what ever in the counselling process subsequently.

The counselling ends when (i) all the notified vacancies are chosen by candidates called for counselling, or (ii) at the expiry of the panel, or (iii) all the merit listed candidates have been called for counselling, whichever is earlier.

Provided, However, that if a recommended candidate is not allowed to join his chosen school for reasons beyond his control, such as absence of any vacancy in reality, he shall be re-recommended to another school, as received from the Board.

Provided Also That if a recommended candidate does not join his chosen school for his own reasons, the vacancy may be allotted to the next ranked candidate who is yet to be recommended at the material point of time. The said recommendation should be done by a proper counseling process after duly notifying the same in the website, and the said counseling must be conducted within the lifetime of the Panel.

-
- (a) The empanelled candidates for the post of Assistant Teacher qualified for counselling will be informed of their rank category-wise mentioning all relevant information in respect of counselling through website notification. Website publication shall be the only mandatory obligation on the part of the Commission.
- (b) The candidate shall have to submit a declaration of
- (i) Selection and acceptance of the School as per his/her choice available at the time of his/her turn during counselling or
 - (ii) Refusal to exercise his/her option in respect of selection and acceptance of any School available at the time of his/her turn during the counselling.

By order of the Governor,

BINOD KUMAR

Principal Secretary to the Government of West Bengal