

CHAPTER-IX

53. MINIMUM QUALIFICATIONS FOR HEADS AND TEACHERS

The Board has prescribed the following minimum qualifications for Heads of Sr. Sec./Sec Schools and for teachers to teach various subjects in Classes IX to XII

Heads

i) Senior Secondary Schools:

A. 1. Masters Degree or Honors Degree of a Foreign University recognized as equivalent to the Master's Degree of an Indian University by the U.P.S.C. or Honors Degree of such Indian Universities as may be recognized equivalent to the Master's Degree by the U.P.S.C.

2. A teaching Degree or a Diploma in Education or its equivalent.

3. Experience as required under anyone of the following clauses:

a) At least 3 years experience of administrative charge of a recognized College having Intermediate or higher classes.

b) At least 5 years experience of administrative charge of a recognized High School.

c) At least 5 years experience of teaching in a recognized college or Higher Secondary School or an equivalent teaching experience in a Teachers Training Institute.

d) At least 8 years teaching experience in a recognized High School.

e) At least 5 years experience including 3years educational administrative experience and 2 years teaching experience in a recognized High or Higher Secondary School or a Teachers Training Institute.

OR

B. Bachelor of Engineering with 5 years teaching experience in a recognized College or Hr. Sec. School
(Given effect from 1.1. 1977).

Note: Degree / Diplomas /Certificates issued by Maithily University, Bihar, Mahila Vishwa Vidyalaya, Varanasi; Varanasi Sanskrit Viswavidyalaya and Central Board of Higher Education, Uttam Nagar, New Delhi are not recognised as per UGC Notification published on 21.12.1988

- C. Trained Graduate Heads of recognized High Schools who have attained the age of 45 years and possess at least 15 years teaching experience of Secondary classes in a recognized High/Higher Secondary School (including at least 5 years administrative experience as Head of a recognized High School.)

OR

- D. Persons possessing Masters Degree with at least 15 years teaching experience in a recognized Higher Secondary School and/or a recognized college having attained the age of 45 years.

OR

- E. Persons possessing Masters Degree in Education and having the requisite experience as provided for in anyone of the forgoing clauses A to D.

Note: Two or more categories of experiences can be proportionately combined.

ii) **Secondary Schools:**

At least Master's Degree (or its equivalent) with a teaching degree or its equivalent with 5 years experience of teaching of High or Higher Secondary/Intermediate classes.

OR

- i) At least Bachelor's Degree from a recognised University;
- ii) B.Ed. from a recognized University/Institute; and
- iii) 8 years experience of teaching Secondary School classes (up to class X) or 12 years of teaching experience of Middle and Secondary classes of which minimum 5 years being experience of teaching the Secondary classes; or 5 years experience as Head-master of Middle School or other equivalent administrative experience.

Teachers

1. **PGT (To teach classes XI-XII)**

- i) English
- a) Master's Degree in the subject;

Note: Persons having post graduate qualifications with specialization in a branch of the subject with graduation in the subject concerned be treated on par with the M.A /M.Sc. in the subject concerned provided it is proceed by Graduation in the subject of teaching.

- b) Degree or recognized Diploma in education

OR

Three years experience of teaching Intermediate or higher classes.

OR

Diploma in teaching of English from the Central Institute of English and Foreign Languages, Hyderabad.

ii) Modern Indian Languages and Classical Languages:

- a) Master's Degree in the subject or equivalent degree from a recognized Institution;

- b) Degree or recognized Diploma in Education.

OR

Three years experience of teaching Intermediate or Higher Classes.

iii) Mathematics :(Either 1 or 2)

1

- a) Master's Degree in the subject;

- b) Degree or recognized Diploma in Education.

OR

Three years experience of teaching Intermediate or Higher Classes.

- 2 M.Sc. Ed. in the subject from the Regional college of Education, NCERT

iv) Physics and Chemistry:(Either 1 or 2)

1

- a) Master's Degree in the subject; OR

Post-graduate Diploma in the subject concerned awarded by the University of Delhi;

Note: i) Post Graduation in Statistics or Operational research be treated on par with M.A/M.Sc. Mathematics provided it is preceded by graduation in mathematics.

ii) Post Graduation in Pharma-Chemistry or other disciplines related to Chemistry be treated on par with M.Sc. Chemistry provided it is preceded by graduation in chemistry.

OR

M.Sc Degree in Bio-Chemistry from a recognized University after doing a minimum of 6 years study after matriculation (For Chemistry teachers only)

- b) Degree or recognized Diploma in Education

OR

Three years experience of teaching Intermediate or higher classes.

- 2 M.Sc. Ed. in the subject concerned from Regional College of Education, NCERT

- v) **Biology (Either 1 or 2)**

- 1 Graduate in Medicine

- 2 a) A Master's degree in Botany or Zoology with Zoology or Botany respectively as one of the subject in the B.Sc. examination.

OR

Post-Graduate Diploma in Botany or Zoology from University of Delhi.

OR

M.Sc. Life Science of Regional College of Education, NCERT

- b) A Degree or Diploma in Education or three years teaching experience of Intermediate or higher classes

- vi) **Economics, History, Geography,
Sociology and Elements of Philosophy**

- a) Master's Degree in the subject concerned;
b) Degree or a recognized Diploma in Education.

OR

Three years experience of teaching Intermediate or higher classes.

46

vii) Political Science

- a) Master's Degree in Political Science/ Public Administration /International Relations;
- b) A Degree or recognized Diploma in Education.

OR

Three years experience of teaching Intermediate or higher classes.

viii) Accountancy and Business Studies

- a) Master's Degree in Commerce M.Com/M.A.(Com)
- b) A Degree or a recognized Diploma in Education OR

Three years experience of teaching Intermediate or higher classes.

ix) Psychology (Either 1 or 2)

- 1 a) Master's Degree in the subject;
- b) A Degree or a recognized Diploma in Education

OR

Three years experience of teaching Intermediate or higher classes.

- 2 Master's degree in Education with Psychology as a subject.

x) Home Science

- a) M.Sc. (Home Science) from a recognized University.
- b) A Degree or a recognized Diploma in Education.

OR

Three years experience of teaching Intermediate or higher classes.

xi) Engineering Drawing

Anyone of the following:

1. Master's Degree in Drawing and Painting with a recognised Diploma / Certificate of minimum one-year duration provided the person has studied Geometrical and Mechanical Drawing in his course.
2. Graduate in engineering from a recognized University or Institute established by law or an equivalent degree.
3. Graduate in Architecture from a recognized University or Institute established by law, provided he/she had offered Geometrical and Mechanical Drawing as one of the subjects in Higher Secondary or equivalent course.
4. Graduate from a recognized Universities Drawing IFine Arts, and possessing Drawing Teacher Diploma Certificate of minimum 2 years duration out of the following provided he has studied Geometrical and Mechanical Drawing in graduation and /or Teachers Diploma Certificate:
 - i) Teacher's Training Diploma or Certificate of the Mayo School of Art,Lahore.
 - ii) Drawing Teachers Training Certificate of the Government School of Art and Craft, Lucknow(Art Masters, Training Certificate of the Government College of Art and Craft, Lucknow w.e.f the year 1959.
 - iii) Drawing Teacher's Training *Certificate*/ Diploma in Fine Art and Craft awarded by Registrar, Departmental Examinations, Government of Rajasthan, Bikaner:
 - iv) Drawing Teacher's Diploma of the Government College of Art, Calcutta.
 - v) Drawing Master's Certificate of N.W.F.P (Peshawar)
 - vi) Three year Full-time Diploma Course (or five year part time) of the Art Department of the erstwhile Delhi Polytechnic or of any other Art Institute of equivalent standard provided they had taken up the Refresher Course in the Delhi Polytechnic, Delhi.
 - vii) National intermediate/ National Diploma of the A .I.C.T.E
 - viii) Four Year Art Master's Course from the Government School of Arts, Punjab, Chandigarh .
 - ix) Drawing and Painting Certificate (3 year Full time Course) from the Government Industrial Training Institute, Jammu.
 - x) Diploma in Drawing and Painting awarded by the Government of Bombay (Maharashtra State).
 - xi) Five years diploma in Drawing and Painting from Government School of Art, Punjab, Chandigarh.

- xii) Two years Art and Craft Certificate of Directorate of Industrial Training Punjab, Chandigarh.
 - xiii) Holders of Diploma in Mechanical Engineering (3 years Course) from any State Board of Technical Education.
 - xiv) B.Tech. Education from Regional College of Education (N.C.E.R.T)
5. Graduate from a recognized University possessing Drawing Teachers, Diploma/Certificate of minimum 3 years duration out of the following, provided he had studied Geom. and Mech. Drawing in the Graduation and or Drawing Teachers' Diploma/Certificates:
- i) Three years full time Diploma Course(or five-year-part-time) of the Art Department of the erstwhile Delhi Polytechnic or of any other Art institution of equivalent standard provided he had taken up the Refresher Course in the Delhi Polytechnic, Delhi.
 - ii) Four year Art Master's Course from the Government School of Arts Punjab, Chandigarh.
 - iii) Drawing and Painting Certificate (3-years full time course) from the Government Industrial Training Institute, Jammu
 - iv) Diploma in Drawing and Painting awarded by the Maharashtra State Government.
 - v) Five years Diploma in Drawing and Painting from Government School of Art from Punjab, Chandigarh.
 - vi) Holder of Diploma in Mechanical Engineering (3-years Course) from any State Board of Technical Education.
6. Holders of the five years degree of Bachelor of Fine Arts of the University of Delhi in the disciplines of Painting, Sculpture and Applied Art.
7. The existing teachers who possess 5 years National Diploma of A.I.C.T.E and have taught Geometrical and Mechanical Drawing to Hr.Sec. Classes (i.e upto class XI) in the member Schools of the Board for a period of 10 years.
8. The existing teachers who possess 5 years recognized Diploma viz.
- i) Drawing Teachers Training Certificate/ Diploma in Fine Arts and Crafts awarded by the Registrar, Departmental Examinations, Government of Rajasthan, Bikaner;(ii) Diploma in Drawing and Painting from Government School of Art, Punjab, Chandigarh, and have taught Geometrical and Mechanical Drawing to Hr. Sec. Classes i.e. upto class XI for a period of 10 years in the member school of the Board.

xii) Music (Either 1 or 2)

- 1. M.A. (Music) or M. Music of any recognised University.
- 2. Hr. Sec./Sr. Sec. with any of the following:
SangeetAlankar (M.Music), All India Gandharva Mahavidyalaya Mandai, Bombay 8 years.

Or

Sangeet Kovid (M. Music) Indira Kala Sangeet Viswavidyalaya, Khairagarh 8 years

Or

Sangeet Praveen (M. Music) The Prayag Sangeet Samiti, Allahabad 8 years.

Or

Sangeet Nipun (M. Music) The Bhatkhande Sangeet Vidyapeeth Lucknow 8 years.

Or

B.A. in Music followed by a minimum of 2 years Diploma/ Certificate in Music from an Institute recognised by State/ Central Government.

Or

Hr. Sec./Sr.Sec. with a minimum of 7 years/8 years Diploma Certificate in Music from an Institute recognised by State/Central Government.

Or

Sangeet/Nritya Visharad of Prachin Kala Kendra, Chandigarh with graduation in any discipline.

xiii) Fine Art

Painting: (Either of two)

- 1 Master's degree in Fine Art (with Painting Specialization).
- 2 Higher Secondary/intermediate/ Sr. Sec. School Certificate Examination with minimum 5 years (full time)/7years Part time diploma in Fine Art/ Painting / Drawing and Painting from a recognized Institute /University.
- 3 Graduate with Fine Art/Art/Drawing and Painting as one of the subjects with minimum 4 years Diploma from a recognized Institute /University .

xiv) Applied Art

Commercial Art: (Either 1 or 2)

1. Master's Degree in Fine Art (with Commercial Art or Applied Art. Specialization)
2. Higher Secondary/ Intermediate / Sr. School Certificate Examination with minimum 5 years (full time)/ 7 years Part time Diploma in Commercial Art from a recognised Institute/ University.

Graphics: (Either 1 or 2)

1. Master's degree in Fine Art (with Graphic Specialization)

2. Higher Secondary /Intermediate/ Sr. School Certificate Examination with minimum 5 years (full time) / 7 years part time Diploma in Painting /Commercial Art with Graphics as one of the subjects.

Sculpture: (Either 1 or 2)

1. Master's Degree in Fine Art (with specialization in Sculpture).
2. Higher Secondary/intermediate / Sr. School Certificate Examination with minimum 5 years (full time) Diploma in Sculpture from a recognized Institute/ University.

Recognised Institute

For Five Years Diplomas:

1. National Diploma of a A.I.C.T.E
2. Bachelor in Fine Arts Degree from a recognized University.
3. Government College of Fine Art and Architecture, Hyderabad (State Board of Technical Education and Training, Andhra Pradesh)
4. Government School/College of Art and Craft, Lucknow (Directorate of Industries, Uttar Pradesh /Cultural Affairs and Scientific Research, U.P).
5. Sir. J.J. School of Art, Bombay (Government of Maharashtra) ,
6. College of Art and Craft, Calcutta (Directorate of Public Instruction, West Bengal)
7. College of Art and Craft, Madras (Director of Industries, Madras)
8. School/College of Art and Craft, Patna
9. Viswa Bharti (West Bengal) Shanti Niketan
10. School/ College of Art and Craft (Punjab) Chandigarh
11. Registrar, Departmental Examinations, Bikaner(Government of Rajasthan)

For Four Years Diplomas:

1. School/College of Art and Craft, Lucknow.
2. College of Art and Craft, Chandigarh
3. Sir. J.J School of Art, Bombay
4. Viswa Bharti (West Bengal) Shanti Niketan.

For Three Years Diplomas:

1. Women's Polytechnic, Maharani Bagh, New Delhi
2. Sharda Ukil School of Art, Delhi
3. Delhi Polytechnic, Delhi
4. Government Industrial Training Institute, J and K, Jammu.
5. Drawing Teachers Training Certificate in Fine Art and Craft awarded by Registrar, Departmental Examinations, Government of Rajasthan, Bikaner.
6. B.A./B.A Hons. In Art and Art Education, Jamia Millia Islamia, New Delhi.

For Two Years Diplomas:

1. School/College of Art and Craft, Lucknow.
2. Directorate of Industrial Training Punjab, Chandigarh
3. Jamia Millia Islamia, New Delhi
4. Directorate of Industrial Training, Haryana, Chandigarh
5. B.ED., Degree/Diploma in Fine Arts from Regional College of Education.

xv) Insurance (Either of 1, 2, 3, and 4)

1. Graduate with F.F.1.1. (FELLOWSHIP) or equivalent with at least 5 years experience in Insurance with specialization in the subject concerned.
2. Graduate with A. F.I.I (ASSOCIATION) or equivalent in the subject with at least 7 years experience in Insurance with specialization in the subject concerned.
3. Graduate with at least 7 years experience in Insurance of which at least 5 years spent on training staff and with specialization in the subject concerned.
4. M.Com with Insurance as one of the subjects from a recognized University with B.Ed or at least 2 years experience on training staff.

xvi) Physical Education

Masters Degree in Physical Education from a recognized University.

xvii) Teachers for Introductory Computer Science

- 1 a) Master's Degree from a recognized University.
- b) Three months full time or six months part time course from an Institute of National importance such as:
 - i) I.I.Ts
 - OR
 - ii) Regional Engineering Colleges
 - OR
 - iii) Universities
 - OR
 - iv) Regional Computer Centers run by the State Governments
 - OR
 - v) Any other nationally approved professional Organization that caters to the Computer Science Discipline with particular emphasis on the course! Syllabus laid down by C.B.S.E.
- c) Certified by any of the Institutes:
 - i) That he is capable of handling the hardware required to teach Introductory Computer Science Course.
 - ii) That the institution/Agency is willing to assist the teacher to further training /competencies.

xviii) Teachers for subjects of Internal Examination i.e. Physical and Health Education, Work Experience and Art Education.**Notes: 1**

A person holding first class Master's degree in a subject with 60% marks or above be considered qualified to teach respective subject(s) in class XI and XII provided he/she gets training/degree within a period of three years from the date of his/her joining the school.

2. NCERT's correspondence-cum contact course of one year's duration for the training of in-service untrained graduate teachers is recognized as equivalent to B.Ed. degree course of a university for appointment in the member schools of the Board.

2. T.G.Ts (To teach classes VI-X)

- i) English: (Either of the two)
- i) a) Graduate in/with the subject;
 - b) A recognized Degree /Diploma in education
 - ii) B.A. B.Ed with English of the Regional College of Education.
- ii) Modern Indian Languages and Classical Languages (Either of the two)
- i) a) Graduate in/with the subject concerned or its equivalent.
 - b) A recognized Degree /Diploma in education.
 - ii) B.A.Ed with language concerned of the Regional College of Education.
- iii) Mathematics (Either of the two)
- i) a) Graduate in/with the subject
 - b) A recognized Degree/Diploma in Education
 - ii) B.A. Ed. with Mathematics of the Regional College of Education.
- iv) Physics and Chemistry (Any of the following)
- i) a) Graduate with Physics and Chemistry as a subject (either honors or subsidiary level)
 - b) A recognized Degree/Diploma in Education
 - ii) B.Sc. Ed of Regional Colleges of Education
 - iii) B.Tech (Education) of Regional Colleges of Education, N.C.E.R.T (eligible to teach Physics only)
- v) Life Sciences (either of the following)
- i) a) Graduate with Botany and Zoology (either honors or subsidiary level)
 - b) A recognized Degree/Diploma in Education
 - ii) B.Sc. Home Science from any University with B.Ed

vi) Social Science (either of the two)

- i) a) Graduate with two subjects out of History, Pol.Science, Economics, Sociology and Geography.

OR

- Hons. Graduate with History or Political Science or Geography as a main subject.
 - b) A recognized Degree / Diploma in Education.
- ii) B.A. Ed. with Social Sciences of the Regional Colleges of Education.

vii) Economics (Either of the two)

- i) a) Graduate in/ with Economics subject.
- b) A recognized Degree /Diploma in Education
- ii) B.A. Ed . with Economics of the Regional Colleges of Education.

viii) Teachers of Commerce (Either of the two)

- i) a) Graduate in/with Commerce
- b) A recognized Degree/Diploma in Education
- ii) B.A. Ed. with Commerce of the Regional Colleges of Education.

ix) Home Science

- a) Graduate in Home Science.
- b) A recognized Degree / Diploma in Education.

x) Teachers of Physical and Health Education (any of the following)

- i) Graduate in Physical Education or B.P.Ed
- ii) D.P. Ed. awarded by a recognized University /Institution after training of minimum one academic session provided that the admission qualification for the Diploma is at least a university degree.
- iii) Bachelor of Sports, Humanities and Physical Education of Haryana Agricultural University, Hissar.

xi) Music (Vocal and Instrumental)

Graduate in/with Music from a recognized University or Higher Sec.! Senior Secondary with anyone of the following:

1. Sangeet Visharad Examination of the Gandharva Mahavidyalaya Mandai, Bombay.
2. Sangeet Vid.Examination of the Indira Kala Sangeet Viswavidyalaya, Khairgarh(M.P)
3. Sangeet Prabhakar Examination of the Prayag Sangeet Samiti (Academy of Music) Allahabad.
4. Sangeet Visharad Examination of Bhatkhande Sangeet Vidyapeeth, Lucknow(Previously Marris College of Hindustani Music, Lucknow)
- *5. Final Examination of the Madhava Sangeet Mahavidyalaya, Lashkar, Gwalior.
- *6. Highest Examination of Baroda School of Music
- *7. The final Examination of Sanskar Gandharva Vidyalaya, Gwalior.
- *8. Sangeet Ratna Diploma awarded by the Director, Department of Education, Madhya Pradesh.

or

*The new Diploma /Degrees awarded by the concerned agencies / institutions in lieu of 5 to 8 above.

9. Sangeet Bhaskar of Prachin Kala Kendra with Graduation in any discipline of Prachin Kala Kendra.
10. Sangeet/Nritya Bhushan / with Graduation in any Discipline

Note: In the case of blind Music Teachers, exemption from academic qualifications may be granted by the Chairman on the recommendation of the Director of the Education/ Administrative authority concerned ..

xii) Painting: (Either of the three)

- i) Graduate with Drawing and Painting/Art/Fine Art with minimum two years full time diploma from a recognized institute.
- ii) M.A. in Drawing and Painting/Fine Art from a recognized University.
- iii) Higher Secondary /Intermediate /Senior Secondary examination with minimum 4 years full time diploma in painting / fine arts from a recognized institute.

xiii)

Teachers of Work Experience:

Any of the following as per requirements of the subject:

- i) B.Sc.(Tech) Ed. From Regional College of Education, NCERT.
- ii) Degree in Electrical or Electronics Engg. Or concerned trade from a recognized University.
- iii) Three years Diploma after Higher Sec./Sr. Secondary in Electrical/Electronics / Engg ./ concerned trade from an institution recognized by the Government

xiv)

Creative Dance as Work Experience

- i) Matriculation or equivalent examination.
- ii) Two years expo in recognized Ballet Troupe as a performing artist.
- iii) Two years expo in Dance work with children in a recognized Dance School.

xv)

Theatre Craft as Work Experience

- i) Matriculation or equivalent examination.
- ii) Diploma from a recognized Drama Institute.
- iii) Two years experience with children in Drama.

xvi)

Puppetry as a Work Experience

- i) Matriculation or equivalent examination
- ii) Diploma in Puppetry from a recognized Institute.
- iii) Two years experience in Puppetry with children in a school.

xvii)

Librarian: Graduate with diploma in Library Science from a recognized institute.

xviii)

Junior Librarian: Matriculation or equivalent with Certificate in Library Science from recognized Institute.

Note:

Persons having 15 years teaching experience of Middle/ Secondary classes in recognized institutions shall be exempted from obtaining teaching degree/diploma and they shall be treated equivalent to those having obtained a teaching degree/ diploma for appointment in the schools affiliated with the Board.

3.

Primary Teachers (To teach Classes I-V) Higher

Secondary with JBT (Two years)

OR

Intermediate/Senior Secondary with JBT (One year) Preference should, however, be given to trained graduates.

4. **Vocational subjects Teachers**

A person possessing post graduate degree in the concerned area e.g. M.Com. for Commerce based vocational courses, M.Sc. (Agriculture) for Agriculture based vocational courses, M.Sc. (Home Science) for Home Science based vocational courses, five years Arts Diploma in the area concerned for Fine Art based Vocational Courses. M.Music/Dancing for Music/ Dancing will be qualified to teach the concerned subject. For those vocational subjects where Master's Degree holders are not available, a person having 4/5 years education in the concerned area after doing Hr. Sec / Intermediate as the case may be, may be allowed to teach classes XI and XII as recommended in the N.C.E.RTs paper on 'Higher Secondary and its vocationalisation'

For technological subjects, a person having 3 years diploma course of a Polytechnic with 2 years experience, or a Bachelor of Engineering may be treated as qualified to teach the subject.

Masters Craftsmen may also be engaged by the schools as part time instructors for practical training.

The Services of the existing staff be utilized fully. It would be advisable to entrust the teaching of the General Foundation Course under core course to the existing postgraduate teachers as follows:

Science and Society	
Contemporary India	PGT Physics/Chemistry/Biology
Culture of India	PGT History/Pol. Sc.
Problems of Rural	-00-
Development	PGT Eco./Agri./Sociology
	Commerce/Geography

5. **Counsellor in Schools**

The schools are advised to appoint a person on full time basis for performing the duties of a Counselor in the Sr. Sec. School preferably he/she may be BA with Psychology or Graduate with having a Certificate of Diploma in Counseling.

6. "The School has to provide adequate number of non-teaching staff members preferably with minimum qualifications and experience as have been prescribed for the corresponding categories of the posts for schools run under Central Govt./State/UT.

54 **The Administrative Authorities running the school may keep higher qualifications than the minimum if they so desire.**

CHAPTER-X**55. Exemption from Minimum Qualifications**

The Board has laid down minimum qualifications in respect of Heads and teachers for teaching subject/classes. Generally no exemption from minimum qualifications is considered by the Board. However, in case there is a shortage of teachers in a particular subject or qualified teachers are not available in a remote area, the Board may consider requests for exemption from minimum qualifications under special circumstances for some years.

The Board will consider such requests only in case of private unaided schools run by Government, autonomous bodies like K.V.S., Navodaya Vidyalaya Samiti, Sainik Schools Society etc. may take decision in this regard at their own end.