



PBC No. 214 / 2025



दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी कार्यालय
Office of the Principal Chief Personnel Officer
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 33 / Re-engagement / Vol.II

दिनांक/Dated: 27.10.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS, Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD, DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub :Engagement of Contractual Teachers in Railway Schools.

A copy of the Railway Board's letter No. E(W)2007/SC-2/7 dated 15.10.2025 along with copy of Kendriya Vidyalaya Sangathan letters dated 01.03.2017 and 30.06.2025 on the above subject is enclosed for information, guidance and necessary action.

Copy of Railway Board's letters dated 02.11.2007, 22.05.2009, 16.03.2012, 30.07.2014 and 26.11.2024 referred therein is enclosed for reference.

संलग्नक/Encl. 10 pages

सहायक कर्मचारी संबंधी अधिकारी/Asst.Personnel Officer / IR & Trg.
कृते प्रमुकाधि/For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU
The General Secretary / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.



भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड) (RAILWAY BOARD)



No. E(W)2007/SC-2/7

New Delhi, dated/ 5.10.2025

The General Managers (P)
Zonal Railways & PUs.

Sub: Engagement of Contractual Teachers in Railway Schools.

Ref.: (i) Board's letters of even No. dated 02.11.2007, 22.05.2009, 16.03.2012, 30.07.2014 & 26.11.2024.
(ii) KVS' letters No. 11029/39/2017-KVS(HQ)Acad/TS/226-50 dated 01.03.2017 and No. 11-Acad/16/2024-Academic/27030 dated 30.06.2025.

Please refer Board's abovementioned letters, wherein guidelines were issued regarding engagement of Contractual Teachers in Railway Schools.

2. In this context, it may be noted that vide Board's letters under Ref (i) above, Railways/PUs were permitted to engage Contract Teachers in Railway Schools in line with the policy followed by Kendriya Vidyalaya Sangathan (KVS).

3. In line with the provisions contained in KVS' letters under Ref(ii), (copies enclosed) it is advised that one day per month can be sanctioned as a paid leave to all Contractual Teachers engaged in Railway Schools. Further, Contractual Teachers are entitled to salary for intervening Second Saturdays, Sundays, Closed Holidays and Discretionary Holidays, even if they avail themselves of sanctioned leave that prefixes or suffixes these holidays. Salary Deduction should be made only for the actual number of days of leave availed. The other terms and conditions of their engagement shall remain unchanged.

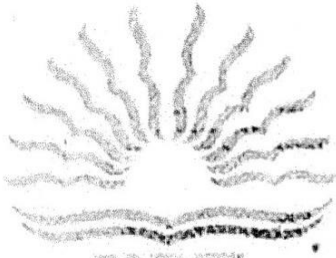
4. Zonal Railways/PUs re requested to follow above instructions.

Encl:- As stated.

Rajesh Sehra
15.10.2025
(Rajesh Sehra)

Dy. Director Estt. (Welfare)-II
Railway Board

E-mail : rajesh.22sehra@gov.in
Tele No. : 011-23047230



केन्द्रीय विद्यालय संगठन

केन्द्रीय विद्यालय संगठन (मुख्यालय)

शिक्षा मंत्रालय भारत सरकार के अधीन स्वायत्त संस्थान

18 संस्थागत क्षेत्र, शहीद जीत सिंह मार्ग, नई दिल्ली-110016

KENDRIYA VIDYALAYA SANGATHAN (HQs)

An Autonomous Body under Ministry of Education, Govt. of India

18, Institutional Area, S.J.S Marg, New Delhi-110016

Tel.: 011-26521841

Website: www.kvsangathan.nic.in

F.N. 11-Acad/16/2024-Academic/27030

Date: 30.06.2025

Sh. Rajesh Sehra
Deputy Director Estt. (Welfare)-II
Ministry of Railways
Railway Board
Rail Bhawan, Raisina Road
New Delhi - 110001

Subject: Clarification regarding paid leave and holiday salary for contractual teachers.

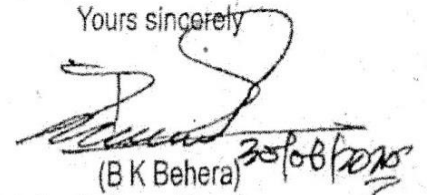
Sir,

With reference to your letter No. E(W)2007/SC-2/7 dated 02.05.2025, the following clarifications are provided as desired:

1. Contractual teachers are entitled to one day of paid leave for each completed month of service, in accordance with KVS (HQs) letter dated 01.03.2017 (copy enclosed). All other terms and conditions of engagement, including pro-rata salary deduction for any absence beyond the entitled leave, shall remain as per the existing orders issued vide KVS letters dated 21.03.2013 and 08.10.2013 (copies enclosed).
2. A clarification issued by the Deputy Commissioner, KVS Chandigarh Region, vide letter dated 06.11.2019, states that contractual teachers are entitled to salary for Intervening Second Saturdays, Sundays, Closed Holidays, and Discretionary Holidays, even if they avail themselves of sanctioned leave that prefixes or suffixes these holidays. Salary deduction should be made only for the actual number of days of leave availed. This clarification by the Chandigarh Region is in consonance with the directions issued by KVS (HQs).

This issues with the approval of competent authority.

Yours sincerely



(B K Behera)

Deputy Commissioner (Acad)

Encl.:

1. KVS (HQs) Letter dated 21.03.2013, 08.10.2013 and 01.03.2017



केन्द्रीय विद्यालय संगठन / KENDRIYA VIDYALAYA SANGATHAN

Min. of HRD, Deptt. of Education, Govt. of India)

18-संस्थागतक्षेत्र/18-Institutional Area

शाहीदजीतसिंहमार्ग /ShaheedJeeet Singh Marg

नईदिल्ली-110016 /NEW DELHI - 110016

Tel. 26858566-211, Fax No.26514179

WWW.KVSANGATHAN.NIC.IN

F.11029/39/2017-KVS(HQ)Acad/TS /226-250.

Dated: 01.03.2017

The Deputy Commissioner
Kendriya Vidyalaya Sangathan
All Regional Office

Subject: Engaging teachers on Contractual Basis in KVs.

Sir/Madam,

As per KVS HQ Letter No F.11029/39/2011/KVS/HQ/Acad dated 08.10.2013 on above mentioned subject, the teacher who is appointed on Contractual basis will not be entitled for pay, if remains absent on working day. In case of absence from duty payment will be calculated on Pro- rata basis.

In this regard, many queries have been received from different stake holders.

Now, the competent authority has decided that one day per month can be sanctioned as a paid leave to all Contractual teachers. The other content of the letter remains unchanged.

The above information may be communicated to all concerns.

Yours faithfully,

(Dr. V. Vijayalakshmi)

Joint Commissioner(Acad.)

भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
रेलवे बोर्ड (Railway Board)

No.E(W)2007/SC2/7

New Delhi, dated 30-07-2014

The General Managers(P),
 All Indian Railways &
 Production Units.

Sub: Enhancement of remuneration to contractual teachers engaged in Railway Schools.

Ref: Board's letters of even number dated 02-11-2007, 22-05-2009 & 16-03-2012.

Please refer to Board's above mentioned letters, wherein guidelines were issued regarding engagement of part time teachers on contract basis against short term vacancies of teachers in Railway Schools.

2. Terms and conditions applicable to appointment of such contractual teachers were also detailed in above referred letter including the remuneration admissible to them. These remuneration are made in line with payments made to contractual teachers in Kendriya Vidyalayas.

3. Kendriya Vidyalaya Sangathan vide letter No. 11029/39/2011/KVS(HQ)/ Acad dated 21-03-2013 has revised remuneration being paid to contractual teachers in Kendriya Vidyalayas. In line with aforesaid, Ministry of Railway has decided that contractual teacher who has served in a railway school in a year may be considered in subsequent year(s) by the Selection Committee for a fresh appointment as contractual teacher by following due procedure. **Consolidated monthly remuneration** to be paid to different categories of teachers appointed in contract basis will be as under:-

S.N.	Designation	Consolidated monthly Pay (in Rupees)
1	PGT all subjects	27,500/-
2	TGT all subjects	26,250/-
3	PRT	21,250/-

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Pl issue fair
30/7/14

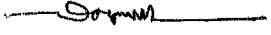
-: 2:-

Consolidated payment on monthly basis may be made to the contractual teachers for the duties performed including invigilation/exam related work instead of per period basis hitherto in force in the Railway Schools. However, the contractual teachers appointed for a period of less than a month will be paid on pro rata basis only. The pro rata payment to the teachers may be regulated as under:-

Consolidated Pay X Number of days worked.
30 Days

5. Teachers appointed on contractual basis will not be entitled for vacation pay and during Autumn / Winter Break, payment should be calculated on the pro rata basis.

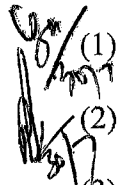

This issues with the concurrence of Finance Directorate of Ministry of Railways.


(Debasis Mazumdar)
Director Estt.(Welfare)
Railway Board

No. E(W)/2007/SC-2/7

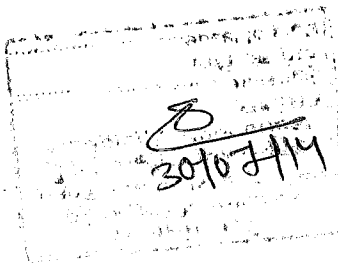
New Delhi, dated: 30-07-2014

Copy to:

-  (1) The General Secretary, AIRF, 4, State Entry Road, New Delhi, with 35 spares.
(2) The General Secretary, NFIR, 3, Chelmsford Road, New Delhi, with 35 spares.
(3) All members of Departmental Council/National Council and Staff Secretary, National Council, 14-C, Ferozeschah Road, New Delhi with 90 spares.
 (4) The Secretary General, FROA & IRPOA, Room No. 256A & 268, Railway Board (5 spares).
(5) The Secretary General, AIRPF Association, Room No. 549, Rail Bhawan, New Delhi -1, with 5 spares.


For Secretary/Railway Board

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भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
रेलवे बोर्ड (Railway Board)

No.E(W)2007/SC2/7

New Delhi, dated: 16-03-2012

The General Managers(P),
All Indian Railways &
Production Units.
(As per standard mailing list)

Sub: Enhancement of remuneration to contractual teachers engaged in Railway Schools.

Ref: Board's letters of even number dated 02-11-2007 & 22-05-2009.

Please refer to Board's above mentioned letters, wherein guidelines were issued regarding engagement of part time teachers on contract basis against short term vacancies of teachers in Railway Schools.

2. Terms and conditions applicable to appointment of such contractual teachers were also detailed in above referred letter including the remuneration admissible to them.

3. In modification of existing instructions, Ministry of Railway has now decided to enhance the remuneration admissible to contractual teachers, appointed on contract basis in Railway Schools at the rates indicated as under:-

Post Graduate Teacher	- Rs. 220/- per period subject to maximum of five periods in a day.
Trained Graduate Teacher	- Rs. 210/- per period subject to maximum of five periods in a day.
PRT	- Rs. 170/- per period subject to maximum of five periods in a day.

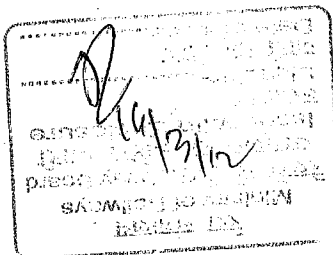
Contractual teachers once engaged in a school will not be renewed in the next academic session and the revised remuneration will be effective from 20-10-2011.

The existing terms and conditions would remain the same.

This issues with the concurrence of Finance Directorate of Ministry of Railways.


(Debasis Mazumdar)
Joint Director Estt.(Welfare)
Railway Board

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Government of India
Ministry of Railways
(Railway Board)

No.E(W)2007/SC2/7

New Delhi, dated 22-05-2009

The General Managers(P),
All Indian Railways &
Production Units.
(As per standard mailing list)

**Sub: Enhancement of remuneration to contractual teachers
engaged in Railway Schools.**

Ref: Board's letter of even number dated 02-11-2007.

Please refer to Board's above mentioned letter, wherein guidelines were issued regarding engagement of part time teachers on contract basis against short term vacancies of teachers in Railway Schools.

2. Terms and conditions applicable to appointment of such contractual teachers were also detailed in above referred letter including the remuneration admissible to them.

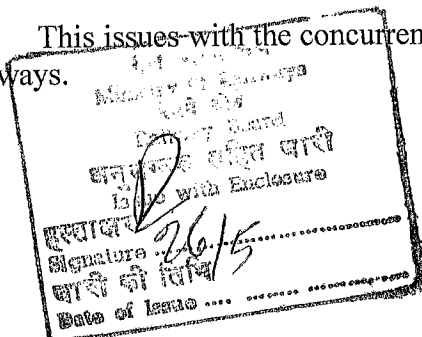
3. In modification of existing instructions, Ministry of Railway has now decided to enhance the remuneration admissible to contractual teachers, appointed on contract basis in Railway Schools at the rates indicated as under:-

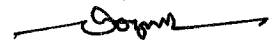
Post Graduate Teacher	- Rs. 120/- per period subject to maximum of five periods in a day.
Trained Graduate Teacher	- Rs. 110/- per period subject to maximum of five periods in a day.
PRT	- Rs. 100/- per period subject to maximum of five periods in a day.

Contractual teachers once engaged in a school will not be renewed in the next academic session and the revised remuneration will be effective from the session 2009-10.

The existing terms and conditions would remain the same.

This issues with the concurrence of Finance Directorate of Ministry of Railways.




(Debasis Mazumdar)
Joint Director Estt.(Welfare)
Railway Board

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**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.E(W)/2007/SC-2/7

New Delhi, dated 2 .11.2007

**The General Manager(P),
All Indian Railways/PUs.
(As per standard mailing list)**

Sub:-Engagment of Railway School teacher on contract basis.

Engagement of part time teachers on contract basis against short terms vacancies to improve the over all performance of Railway school in line with Kendriya Vidyalaya has been under consideration of Board for some time. It has now been decided by the Ministry of Railways(Railway Board) to permit teachers on contract basis on following terms and conditions:-

- i) Part time teacher will be engaged on contract basis for teaching academic subjects from classes I to XII for which regular teachers are not available or short terms vacancies exist.
- ii) Engagement of Part time teachers on contract basis may be done for a period of not less than 07 days and not more than 200 working days. In exigencies the maximum working days can be extended only with the approval of Railway Board. Such arrangements can be discontinued at any time without any prior notice and without assigning any reason.
- iii) The maximum teaching periods allotted to such teacher should not exceed five in number in a day;
- iv) The part time teacher would perform all jobs related to academics including evaluation work for which no payment over and above the one for taking periods will be made;
- v) The candidate should fulfill the requisite educational qualification prescribed for the post and other eligibility conditions;
- vi) He or she should be between the age of 18 and 65 years (As per KVS rules);

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vii) A panel of part time teachers will be prepared by a committee consisting of Chairman, Principal/Headmaster of the School along with an eminent educationist of the area. The committee should give wide publicity to the part time vacancy through local news paper. Copy of advertisement should be put on school notice board and local colleges also;

viii) Part time teacher would be paid Rs. 90/- for PGT, Rs. 80/- for TGT and Rs. 70/- for PRT per period upto a maximum of five periods in a day;

ix) Part time teacher would not be entitled to any other facility like leave, medical, passes, PTOs, transportation etc.;

x) Part time teacher will have no claim or right for appointment on regular basis and will not form part of the cadre of railway teachers.

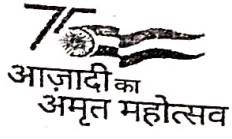
2. Zonal Railway in consultation with school administration must ensure that vacancies of teacher of Railway schools are immediately indented and filled up through Railway Recruitment Board(RRB) concerned so that situation of arising of even short term vacancies do not emerge.

3. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

Please acknowledge receipt.


(Mahavir Singh)
Director Establishment(N)II
Railway Board.

Contd.../-



भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड) (RAILWAY BOARD)



No. E(W)2007/SC-2/7

New Delhi, dated 26.11.2024

The General Managers (P)
Zonal Railways & PUs.

Sub: Relaxation in CTET in case of Contract Teachers in Railway Schools.

Ref.: (i) Board's letters of even No. dated 02.11.2007 & 30.07.2024.

(ii) KVS's letter No. 11029/39/2011/KVS(HQ)/Acad dated 08-10-2013.

It has been brought to the notice of Board that in the absence of RRB recruited regular Teachers, they are facing difficulties in engaging Contract Teachers in Railway Schools, especially in Hindi, Social Science and Science subjects due to insufficient numbers of eligible candidates with CTET/State TET certification, applying for contractual postings.

2. In this context, it may be noted that vide Board's letter under Ref (i) above, Railways/PUs were permitted to engage Contract Teachers in Railway Schools in line with the policy followed by Kendriya Vidyalaya Sangathan (KV). In order to handle the situation stated in Para (1), guidelines already exists in KVS's letter cited under Ref (ii) above, which is reproduced below:-

'In the absence of CTET qualified candidate, candidate without CTET qualification may be considered if otherwise eligible as per KVS recruitment rules'.

3. Accordingly, Railways/PUs are advised to follow the above guidelines till RRB recruited Teachers become available in Railway Schools.

Rajesh Sehra
26/11/2024
(Rajesh Sehra)

Dy. Director Estt. (Welfare)-II
Railway Board

E-mail : rajesh.22sehra@gov.in
Tele No. : 011-23047230