

Panaji, 18th December, 2025 (Agrahayana 27, 1947)

SERIES I No. 38

OFFICIAL GAZETTE GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

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GOVERNMENT OF GOA

Department of Archives

Memorandum

5/200/Society/2025/GSMM/DA-1536

Date : 09-Dec-2025

Registered No. 163/Goa/2025

The Memorandum of Association, Rules & Regulations of The Goa State Mission for Manuscripts which is a Society registered under the Society's Registration Act, 1860 (Act 21 of 1860) on 19th November, 2025 duly approved by the Government is hereby published for the General information of the public.

MEMORANDUM OF ASSOCIATION

- Name of the Society:-* THE GOA STATE MISSION FOR MANUSCRIPTS (GSMM).
- Address of the Society:-* Alcon House, Kadamba Plateau, Ribandar, Tiswadi Goa.
- Object of the Society:-*
 - To undertake survey, documents and catalogue of Manuscripts of historical importance and compile State data base for Goa.
 - To facilitate conservation and preservation of Manuscripts through training programmes, awareness campaign and capacity building initiatives and providing financial assistance to the Private and Government institutions having manuscripts of historical importance in the State of Goa.

3. To promote research in the study of Manuscriptology and Paleography.
4. To setup state manuscript library.
4. Names, Designations, Addresses of the members of the Managing Committee

Name	Designation	Address
Dr. Pramod Sawant	President	Office of Chief Minister, Mantralaya, Porvorim Goa
Shri Prasad V. Lolayekar	Vice President	Office of Secretary Archives, Secretariat, Porvorim Goa
Shri Arvind B. Khutkar	Secretary	Department of Archives, Alcon House, Ribandar, Tiswadi, Goa
Smt. Sandhya Bhandankar	Member	Department of Archives, Alcon House, Ribandar, Tiswadi, Goa
Dr. Vasu M. Usapkar	Member	Directorate of Museums, Old Secretariat, Panaji Goa
Dr. Pranab G. Bhat	Member	Office of Joint Secretary, Finance (Budget), Government of Goa, Secretariat, Porvorim Goa
Dr. Balaji Shenvy	Member	Department of Archives, Alcon House, Ribandar, Tiswadi, Goa

5. We, the following persons, being desirous of forming ourselves into a Society under the Societies Registration Act, 1860 have subscribed our names to this Memorandum on dated 04-11-2025.

Name	Designation	Signature
Dr. Pramod Sawant	President	
Shri Prasad V. Lolayekar	Vice President	
Shri Arvind B Khutkar	Secretary	
Smt. Sandhya Bhandankar	Member	
Dr. Vasu M. Usapkar	Member	
Dr. Pranab G. Bhat	Member	
Dr. Balaji S. Shenvy	Member	
Smt. Kruttika K. Sawant	Member	

RULES AND REGULATIONS

1. *Name of the Society.*— The name of the society shall be “The Goa State Mission for Manuscripts” (GSMM).
2. *Address of the Society.*— The registered office of the society shall be at Department of Archives, Old IPHB Building, Altinho, Panaji Goa. 403001
3. *Short title.*— These rules and regulations shall be called ‘The Rules and Regulations of The Goa State Mission for Manuscripts.’
4. *Definition.*— In these rules and regulations, unless the subject or context otherwise requires:-

- (a) “Act” means the Societies Registration Act, 1860 (Act 21 of 1860);
 - (b) “Committee” means the Executive Committee of the Society;
 - (c) “Council” means the Governing Council of the Society;
 - (d) “Director” means the Director of the society appointed by the State Government from time to time;
 - (e) “Financial year” means budget year commencing on first day of April and ending on thirty first day of March of the subsequent year;
 - (f) “Member Secretary” means the Director of the Society appointed by the State Government from time to time;
 - (g) “President” means the chairperson of the Governing Council;
 - (h) “Society” means The Goa State Mission for Manuscripts;
 - (i) “State Government” means the Government of Goa.
 - (j) “Secretary” means the Secretary of the Governing Council.
 - (k) “Vice-President” means the Vice-President of the Governing Council;
5. *The authorities of the society.*— The authorities of the society shall be
- (i) The Governing Council;
 - (ii) The Executive Committee; and
 - (iii) Such other committees as may be constituted by the Council.
6. *General Body and Membership.*— The members of the Council shall constitute the General Body of the Society and shall consist of not more than fifteen members.
7. *Roll of members.*— The society shall maintain a register of members giving their names, occupations and address and every member shall sign the register. Any change in such address shall be promptly notified to the Secretary.
8. The Council may co-opt more members, from time to time, for such specific periods, as it deems desirable and necessary subject to the limit prescribed in rule 6.
9. Tenure of the non-official members of the Council shall be five years from the date of appointment.
10. When a person, including the President is a member of the Council by virtue of his office or appointment, he shall cease to be such member when he relinquishes or vacates the said office and the vacancy so arising shall be filled up by his successor in that office. Such member shall, however, be eligible for re-nomination in another vacancy, if any, on the Council.
11. *Cessation of membership.*— Notwithstanding anything contained in these Rules and Regulations, a member of the Council shall cease to be such member if, during his tenure of office he resigns or becomes insolvent or otherwise unable or incompetent to hold office or his membership is terminated by the Government.
12. *Resignation.*— A member of the Council, other than an ex-officio member, may resign his membership by a letter addressed to the President and such resignation shall take effect from date of its acceptance by the President.
13. *Casual vacancies.*— Any casual vacancy arising on the Council by resignation, death or otherwise of a non-official member, may be filled up by the Government by appointing a new member and the

member so appointed shall hold office so long as the member in whose place he is appointed would have held it, if the vacancy had not occurred.

14. The Council shall function notwithstanding any vacancy on the Council, and any defect in the appointment or nomination of any of its members or change of designation of its ex officio members and no act or proceedings of the Council shall be invalidated, nullified or called in question merely by reason of the existence of any vacancy on the Council or by reason of any defect in the appointment or nomination of any of its members.
15. Subject to the provisions of the Act and subject to any general directives issued by the State Government in furtherance of the objectives of the society or in public interest, the Council shall be ultimate authority for the conduct of the affairs of the Society.
16. *Meetings of the Council.*— Subject to the provisions of the Act, the Council shall meet at least twice in a year, of which one shall be the Annual General Meeting.
17. *Annual General Meeting.*— The President shall convene Annual General Meeting within four months of the closure of the financial year:—
 - (i) to receive and consider the annual report and audited accounts of the society of the preceding financial year;
 - (ii) to appoint auditors and fix their remuneration;
 - (iii) to review progress of work during the year ended and consider and approve generally the budget demands and programmes for the ensuing year; and
 - (iv) to discuss any other business as may be necessary.
18. *Special meetings.*— The President may convene special meetings to discuss any matter of special importance or urgency or on written requisition of not less than six members of the Council specifying the purpose for which the meeting is proposed to be called.
19. *Venue of the meeting.*— Meeting of the Council shall ordinarily be held at the registered office of the society. However, a meeting may be held at other place also as may be deemed expedient or necessary by the Council.
20. *Notice of the meeting.*— (1) every meeting of the Council shall be convened by a notice issued by the Secretary or any other officer of the society so authorized in this behalf by the Secretary.

(2) Every notice calling for a meeting of the Council shall be issued to every member not less than fifteen days before the day scheduled for the meeting, except in the case of a special meeting, when the notice shall be issued at least seven days before the day fixed for the meeting. A summary of the business to be transacted at the annual general meeting shall be communicated to the members at least seven days before the day of the meeting.

(3) The accidental omission to give notice to or non receipt of the notice of any meeting by any member shall not invalidate the proceedings of that meeting.
21. *Presiding Officer.*— The President shall ordinarily preside over all meetings of the Council. In the absence of the President, the members present shall choose one amongst them to preside over that meeting.
22. *Quorum.*— Six members including the presiding officer shall constitute the quorum for any meeting of the Council, provided that, if a meeting is adjourned for want of quorum, a subsequent meeting called on the basis of same agenda shall not be required to have a quorum.

23. *Attendance.*— No member shall attend a meeting of the Council otherwise than in person, provided that a member who is an ex-officio representative of Government of India or an organization is unable to attend the meeting, such member may authorize his substitute to attend that meeting on his behalf who shall have the rights and privileges of a member for that meeting.
24. *Invitation to attend the meeting.*— The President may invite any person other than a member of the Council to attend a meeting of the Council but such person shall not be entitled to vote at the meeting.
25. *Voting.*— In case of any difference of opinion amongst the members on any matter under discussion in a meeting, the opinion of the majority present at the meeting shall prevail. Every member present at the meeting including the President shall have one vote and if there be an equality of votes, the Presiding Officer shall have second or casting vote.
26. *Voting by circulation.*— Any business, which may be necessary for the society to perform and which is of an urgent nature and cannot be held over till the next meeting of the Council, may be transacted by circulation among all members of the Council and any resolution so circulated and approved by a majority of the members forming quorum shall be as effective and binding as if such resolution had been passed at a meeting of the Council; provided, that any business so transacted shall be reported at the subsequent meeting of the Council.
27. *Service of notice.*— A notice may be served upon any member of the Council in person or through post addressed to such member at the address mentioned on the roll of members. Any notice so served through post shall be deemed to have been served on the day following that on which it was posted.
28. *Executive Committee.*— Subject to the overall superintendence and policy directions of the Council, the Committee shall be responsible for the management, administration and control of the affairs of the society and its income and properties in accordance with these Rules and Regulations, orders and instructions issued by the Government from time to time and shall have and exercise powers which may be necessary, incidental, conducive or expedient for the said purpose.
29. *Composition of the Executive Committee.*— The Committee shall comprise of not more than fifteen members including the Member Secretary of the Committee, as may be nominated by the Government. Committee consists of:—
- | | |
|---|-------------------|
| 1. Secretary Archives | Chairperson |
| 2. Joint Secretary Finance (Budget) | Ex-officio Member |
| 3. Director (Archives) | Ex-officio Member |
| 4. Director Museums | Ex-officio Member |
| 5. Three Members nominated by the Government from the field of Manuscripts and Historical Research and allied subject | |
| 6. Director, The Goa State Mission for Manuscripts | Member Secretary |
30. *Tenure.*— The tenure of the non-official members of the Committee shall be five years from the date of appointment.
31. *Meetings of the Executive Committee.*— The Committee shall meet at least once in every three months. The meetings of the Committee shall ordinarily be held at the Registered Office of the Society. However, a meeting may be held at any other place also as may be deemed expedient or necessary by the Committee.
32. *Notice of the meeting.*— (1) Every meeting of the Committee shall be convened by notice issued by the Member Secretary or any other official so authorized on the behalf of the Committee.

(2) Every notice calling for a meeting of the Committee shall set the date, time and venue of the meeting and shall be issued to every member not less than seven days before the day scheduled for the meeting, provided that the Chairperson may, for reasons to be recorded, convene a meeting at such shorter notice as he may deem it fit. A summary of the business to be transacted at the meeting shall be communicated to the members not less than five days before the day of the meeting.

(3) The accidental omission to give notice to or non-receipt of the notice of any meeting by any member shall not invalidate the proceedings of that meeting.

33. *Presiding Officer.*— Every meeting of the Committee shall ordinarily be presided over by the Chairperson. In the absence of the Chairperson, the senior most member shall preside over the meeting. The Chairperson may invite any person or persons to attend a meeting but such person or persons shall not have the right to vote.

34. *Quorum.*— Four members including the Presiding Officer shall constitute the quorum for any meeting of the Committee, provided that, if a meeting is adjourned for want of quorum, a subsequent meeting called on the basis of the same agenda shall not be required to have a quorum.

35. *Voting.*— In case of any difference of opinion amongst the members on any matter under discussion in a meeting of the Committee, the opinion of the majority present at the meeting shall prevail. Every member present at the meeting including the Chairperson shall have one vote and if there be an equality of votes, the Presiding Officer shall have second or casting vote.

36. *Voting of circulation.*— Any business of an urgent nature may be transacted by circulation among all members of the Committee and any resolution so circulated and approved by a majority of members shall be as effective and binding as if such resolution had been passed at a meeting of the Committee; provided that at least the number of persons constituting a quorum had recorded their views on the resolution; and provided further that any business so transacted shall be reported at the subsequent meeting of the Committee.

37. *Powers of the Committee.*— The Committee shall have the following powers, namely:- (i) to prepare and execute detailed plans and programmes for establishment and development of the society and for carrying out its administration and management;

(ii) to receive grants-in-aids and accept other grants of money, gifts, donations, securities, negotiable instruments and other forms of assistance from the State Government and the Government of India and from other sources, Indian and foreign Government and private and enter into any agreement or arrangement for receiving such assistance which are not inconsistent or in conflict with or repugnant to the objectives of the Society; provided that in respect of external sources of assistance prior approval of the State Government and the Government of India shall be obtained;

(iii) to impose and recover fees and charges for the services rendered by the society; raise moneys and funds as deemed fit and necessary for accomplishment of the objectives of the Society;

(iv) to keep custody of and expand the funds and moneys, invest, deal with and appropriate account for such funds and moneys and manage that income and properties, movable and immovable, according to the bye-laws formulated in this behalf, provided that for all capital expenditure exceeding rupees fifty lakhs at a time, prior sanction of the State Government shall be obtained;

(v) to receive, acquire, take over and hold movable and immovable property of any kind by means of purchase, transfer, hire, lease, gift, donation or other lawful means from Government, public or private bodies or individuals and to construct, build, alter, improve, maintain, repair, equip, furnish any building, develop lands and execute works necessary or convenient for purposes of the society, and suitably manage and deal with property of any kind in the best interests and for purposes of the Society;

Provided that no movable properties costing more than rupees five lakhs and no immovable properties shall be transferred by sale, mortgage or otherwise without prior sanction of the State Government;

(vi) to enter into agreements/contracts with national and international organizations, corporations, foundations and research institutions and other agencies, governmental or private, for technical assistance, for the development of sectors and for undertaking projects on their behalf, for training and development and research in the fields of tribal research: Provided that in respect of arrangements with foreign governments or international organizations, prior approval of the State Government and the Government of India, as the case may be, shall be obtained;

(vii) to pay all preliminary or incidental costs, charges and expenses of study, training and for undertaking research and consultancy in pursuance of the objectives enunciated in the Memorandum of Association;

(viii) to recommend to the Council the grant of degrees, diplomas, certificates, distinctions and prizes to students and participants, who have successfully completed the research and training;

(ix) to institute and award fellowships, scholarships, stipends, free ships, loans and other forms of financial assistance to participants to facilitate their research and training;

(x) to approve the nomination of faculty for research work, for participation in conferences etc. in India.

(xi) to provide for and supervise the residence, health amenities, discipline and the general well-being of participants in research and training programmes;

(xii) to print, publish, issue, acquire and circulate books, papers, periodicals, exhibits, films, slides, CDs, pamphlets and other audio-visual materials dealing with or having a bearing upon the activities and programmes of the Society;

(xiii) to create academic, administrative, technical and other posts (other than the Director) for which the prior sanction of the State Government shall be obtained;

(xiv) to appoint, retain, engage for the time being, professional and technical advisers, consultants, experts to further the objectives and programmes of the society and to pay them such honorariums, fees, remuneration or compensation as may be deemed fit and commensurate with performance;

(xv) to invite scholars and eminent professionals from any part of the country or abroad to take advantage of the facilities offered by the society in order that the society may benefit by their knowledge, wisdom and experience; provided that prior approval of the State Government shall be obtained for inviting guest faculty from outside India;

(xvi) to establish contributory provident fund, pension fund and gratuity schemes, welfare fund and other financial assistance schemes for the benefit and welfare of the staff of the society and their families provided that prior approval of the State Government shall be obtained for the purpose;

(xvii) to prepare annual reports, financial statements of accounts, financial estimates of the society and submit them at the Annual General Meeting for the approval of the Council, approve expenditure within the limits of sanctioned budget subject to the bye-laws framed in this behalf;

(xviii) to appoint sub-committees for the disposal of any business of the society or for tendering advice in any matter pertaining to the conduct of the affairs of the society and to delegate to such Committee such powers as it may deem necessary and expedient;

(xix) to enter into agreement for and on behalf of the Society with any Government or authority, municipal, local or otherwise, and to obtain from such authority any rights, privileges or concessions fiduciary or otherwise that the society may deem necessary and desirable;

(xx) to sue and defend all legal proceedings on behalf of the society;

(xxi) to make, frame and adopt rules, byelaws and regulations for the proper and effective administration and management of the affairs of the Society and amend, vary, add or rescind such rules, bye-laws from time to time as may be deemed necessary. Such bye-laws may provide for matters such as:—

(a) norms and guidelines for the conduct of research and training and standards of proficiency;

(b) norms and procedures for nomination of researchers;

(c) levy of fees, commissions and charges for service;

(d) maintenance of accounts, audit and other financial regulations regarding custody and operation of funds;

(e) budgeting;

(f) recruitment rules, the terms and conditions of service of the staff;

(g) the pay and allowances and other benefits to be given to the staff and other officers of the society;

(h) rules of discipline and code of conduct for the employees and researchers of the society;

(i) maintenance of library;

(j) purchase and maintenance of stores, stocks and ledgers;

(k) delegation of powers;

(l) such other matters as may be necessary; and

(xxii) to do all other acts as may be appropriate and necessary for the achievements of any or all of the objectives of the Society.

38. *Powers and functions of the Director, The State Mission for Manuscripts (Member Secretary).*— The Director shall be appointed by the Government of Goa and shall carry out the duties of the Member Secretary. He shall:—

(i) oversee the day-to-day working of the society as head;

(ii) be the appointing and the disciplinary authority for the Group “C” employees through selection for posts in these categories shall be made by the recruitment committee nominated by him and the final approval shall be accorded by the Committee;

(iii) incur expenditure within the sanctioned budget, as delegated to him by the Committee;

(iv) submit proposals for creation and appointment to Group “A” and “B” posts to the State Government;

(v) oversee the working of both the administrative staff and the academic faculty;

(vi) recommend specific research projects to the Committee; and

(vii) approve the organization of various seminars and workshops.

39. *The powers of the Chairperson of the Executive Committee.*— The Chairperson shall have all such as may be delegated to him by the Committee.

40. *Duties of the Member Secretary.*— The Secretary shall be responsible for:—

(i) Maintenance of the records of the meetings and their circulation to members;

- (ii) Maintenance of the register of the roll of members of the society; and
- (iii) Performance of such other duties as may be authorized by the Council or the Committee or the Director.
41. *Funds, accounting and audit.*— The funds of the society shall consist of:—
- (i) Grants-in-aid received from the State Government and/or Government of India;
- (ii) donations and contributions from other sources; and
- (iii) other incomes and receipts;
- (iv) the funds and the income of the society shall be solely utilized for achievement of the objects of the Society and no payment shall be made to the members by way of profit, interest, dividends etc.
- (v) The Utilization Certificate of the Grant-in-Aid shall be submitted from time to time to the Department of Archives being the Nodal Department.
42. *Books of Accounts of the Society.*— The society shall maintain such books of accounts and other related records in such form and in such manner as may be necessary and prescribed in consultation with the auditors of the Society and in accordance with the bye-laws framed in this behalf by the Committee. The accounts of the society shall be audited annually by the auditors who shall be qualified Chartered Accountants appointed for the purpose and the audited statement of accounts shall be submitted along with the annual report at the Annual General Meeting for the consideration and approval of the Council. After approval of the audit report by the Council, it shall be submitted to the State Government and issued along with the annual report to members of the Council, State Government and other concerned. The accounts of the society shall be open to inspection by the Director of Accounts, Goa and the Comptroller and Auditor General of India or their authorized representatives. The accounts shall be closed by 31st March of every year.
43. *Suits by and against the society.*— Subject to the provisions of the Act, the person in whose name the society may sue or be sued shall be the Director, The Goa State Mission for Manuscripts (Member Secretary).
44. *Remuneration of the non-official members of the Council and Committee.*— The non-official members of the Council and of the Committee or of any sub-committee shall not be entitled to any remuneration from the Society for their services as such members, but they shall be paid such travelling and daily allowances as may be provided in the byelaws to be framed in this behalf by the Council for the journeys, for attending meeting or in connection with other business of the society.
45. *Bank account.*— The bank account of the society shall be opened in any reputed bank and shall be operated jointly by the Director, Goa State Mission for Manuscripts (Member Secretary) who shall act as the “Drawing and Disbursing Officer” and the Accounts Officer/Assistant Accounts Officer. The funds of the Society shall be invested in the modes specified under the provisions of Section 13(1) (d) read with Section 11(5) of the I.T. Act, 1961, as amended from time to time.
46. *Amendments.*— Any amendment to the Memorandum of Association and/or Rules and Regulations may be made by the Council at the Annual General Meeting or Special Meeting by three-fifth majority after giving a minimum 24 of ten days notice of the proposed amendment(s) in writing to the members of the Council and in confirmatory of Society Registration Act, 1860. The amendment to the Memorandum of Association and/or Rules and Regulations approved by the Council shall be submitted the State Government for its concurrence. Such amendments as concurred to by the State Government shall be notified to the Registrar of Societies. Provided that no amendment to the Memorandum of Association/Byelaws/Rules & Regulation shall be made which may prove to be repugnant to the provisions of Section 2(15), 11, 12 & 13 and 80G of the I.T. Act, 1961, as amended from time to time.

Further no amendment shall be carried out without the prior approval of the Director of Income-tax/Commissioner of Income-tax.

47. Until the bye-laws are framed by the Committee, the corresponding rules and customs adopted by the State Government shall be followed by the society.
48. *Removal of difficulties.*— In the event of any doubt or difficulty to give effect to any of the provisions of these Rules and Regulations, the Committee shall take appropriate decision keeping in view the overall objectives of the society.
49. Notwithstanding any of the provisions of the Memorandum of Association or these Rules and Regulations, it shall be lawful for the State Government to give any directions to the Council in the overall interest of the society and it shall be incumbent upon all the societies to comply with such directions with due diligence.
50. *Dissolution.*— Dissolution or merger shall be carried out as per the provisions of the Societies Registration Act, 1860 (Act 21 of 1860). On dissolution of the society, the assets remaining as on the date of dissolution shall under no circumstances be distributed among the members of the Committee or Council but the same shall be transferred to the State Government or another society as directed by the State Government whose objects are similar to those of this society and which is duly registered under the Act and which enjoys recognition u/s 80G of the I.T. Act, 1961, as amended from time to time.

CERTIFICATE

Certified that this is a true copy of the original Rules and Regulations of the Society-**The Goa State Mission for Manuscripts (GSMM)**.

Sr. No.	Name	Designation	Signature
1.	Dr. Pramod P. Sawant Hon'ble Chief Minister of Goa/ Hon'ble Chief Minister for Archives	President	
2.	Shri. Prasad V. Lolayekar, IAS Secretary, Archives, Government of Goa	Vice-President	
3.	Shri Arvind B. Khutkar, Director Archives, Department of Archives, Government of Goa	Secretary	

This order is issued with the approval of the Government vide U.O. No. 417/F dated 25-11-2025.

By order and in the name of the Governor of Goa.

Arvind Khutkar, Director of Archives & ex officio Joint Secretary.

Ribandar.



Department of Education

Directorate of Education

Notification

GSS/EST/MSDY/307/2025-26/3604

Date : 16-Dec-2025

The Government of Goa is pleased to formulate the “Mukhyamantri Dnyanparva Yojana” - Scheme to reinforce the implementation at various stages & interdisciplinary sectors envisaged in the NEP 2020 in Goa.

1. *Short title, commencement and extent of the scheme*

- I. This scheme shall be termed as “Mukhyamantri Dnyanparva Yojana”.
- II. It shall be applicable to all the Government and Government-aided Schools under the Directorate of Education, Government of Goa.
- III. The scheme shall come into force from the date of its publication in the Official Gazette and shall exist up to academic year 2035-36 and shall be reviewed thereafter.

2. *Introduction*

The Government of Goa is implementing various schemes through the Directorate of Education to achieve universalization of Education with quality education and all-round development of school children.

With the introduction of National Educational Policy (NEP) 2020, the need to address implementation of interdisciplinary subjects and other additional subjects like Performing Art, Vocational Education, and Physical Education etc. at various stages of school education has arisen. Prior to the National Educational Policy (NEP) 2020, the scope of the Directorate of Education in Goa was limited from Std. I to Std. XII, however since the inception of National Educational Policy (NEP) 2020, the pre-primary comprising of Nursery, Balvatika 1 and Balvatika 2, has been included in the purview of the Directorate of Education. One of the major implications of National Educational Policy (NEP) 2020 is addressing the needs of pre-primary stage which is a major part of the foundational stage. The Directorate of Education presently requires additional manpower for implementing National Educational Policy (NEP) 2020 in toto at various stages as envisaged in the said policy. The shortage of faculties & manpower at various stages poses a major challenge in implementing said policy at various stages, such gaps in human resources that have been identified and needs to be filled urgently.

3. *Aims*

The scheme “Mukhyamantri Dnyanparva Yojana”, aims at utilizing services of trained manpower effectively. The new scheme is introduced to facilitate implementation of National Educational Policy (NEP) 2020 at various stages as envisaged in the said policy by imparting quality education at various stages in school education including pre-primary grades of foundational stage by appointment of required staff possessing requisite qualification purely on contract basis in through Government and Government aided schools (only to the extent of posting of instructors) in Goa.

4. *Objectives*

- Facilitating implementation of National Educational Policy (NEP), 2020 at various stages as envisaged in the said policy.
- Providing well-trained, competent, and motivated teachers/instructors for Foundational Stage (Pre-Primary to Grade 2), Preparatory stage (Grade 3 to Grade 5, Middle Stage (Grade 5 to Grade 8) & Secondary Stage (Grade IX to XII) in Government schools.
- Providing well-trained, competent, and motivated teachers/instructors for Preparatory stage, Middle Stage & Secondary Stage in Government aided schools.
- Promote child-centred learning through play-based, activity-based, and inquiry-based pedagogy.
- Facilitate recruitment by the Directorate of Education through agencies like Goa Samagra Shiksha. (purely on contract basis) of teachers/instructors with multidisciplinary and bilingual proficiency, as recommended by NEP-2020.

- Hereinafter, the term ‘school/s’ will include all Government Schools and Government aided schools imparting education at Foundational Stage, Preparatory Stage, Middle Stage and Secondary Stage in Goa.

5. *Eligibility Criteria-Essential Minimum Qualification/Desirable Qualifications for Teachers/Instructors:*

[Knowledge of Konkani-essential & Knowledge of Marathi desirable for all]

A. At Foundational stage:

Essential Minimum Qualifications:

- XII pass/HSSC or equivalent from a recognised board.
- Diploma in Early Childhood Care and Education (ECCE) or Pre-Primary Teacher Education (PPTT)/D. El. Ed.

or

B.Ed. in Early Childhood Education (once introduced as per NEP-2020).

or

Diploma in Special Education + valid RCI registration (for inclusive classrooms).

- One year of teaching or Apprenticeship experience.

Desirable Qualification:

- Four-year integrated B.Ed. (Foundational Stage) as per NCTE’s new framework.
- Master’s degree in Child Development/Psychology/Education.

Bridge Course Requirement:

Existing teachers without an ECCE/B.Ed. (FS) degree must complete bridge course as may be required.

B. At Preparatory stage:

Essential Minimum Qualification:

- XII pass/ HSSC or equivalent from a recognised board.
- D. El. Ed.

or

Diploma in Special Education + valid RCI registration (for inclusive classrooms).

- One year of teaching or Apprenticeship experience.

C. At Middle stage:

Essential Minimum Qualification:

- Degree or equivalent from a recognised University.
- B.Ed. degree from a recognised University.

or

Bachelor degree in Special Education + valid RCI registration (for inclusive classrooms).

D. At Secondary stage:

1. Educational Qualifications

Essential Minimum Qualification:

- Post Graduate Degree or equivalent from a recognised University.

ii. B.Ed. degree from a recognised University.

or

Bachelor degree in Special Education + valid RCI registration (for inclusive classrooms).

E. Eligibility Criteria for NSQF Instructors:

As prescribed by the Government of India for instructors of respective Sectors of NSQF and revised from time to time.

F. Eligibility Criteria for Performing Art Instructors:

1. Qualifications for Instructors in- Indian Classical Music; Western Music; Fine Arts; Indian Classical Dance

Essential minimum qualifications:

Bachelor Degree in the relevant discipline from the recognized University (Grade 5 in Western Music for instructors in western music).

2. Qualifications for Instructors in Theatre Arts:

Essential minimum qualifications:

Bachelor Degree in the relevant discipline from the recognized university/Diploma in Theatre Arts from school of Drama (Kala Academy)

Minimum competencies required for Instructors.

a) Excellent communication skills (written and oral).

b) Minimum computing skills.

6. Age Limit:

Age limit for staff employed under this scheme shall be same as prescribed by Government for its employees from time to time.

7. Sanctioned Strength:

Total Sanctioned strength works out to 1385 as detailed below:

A. Sanctioned strength of teachers = 1008

Foundational stage and Preparatory Stage = 600, Middle Stage = 58, Secondary Stage = 350

B. Sanctioned strength of instructors = 377

- instructors appointed for Art Education- 300 and instructor appointed for NSQF- 77.

8. Recruitment Process:

- i. The appointments, purely on contract basis under this scheme shall be made for a period of 12 months (11 months for teaching + 1 month for training).
- ii. There will not be any commitment for the regularization of service, an affidavit in this regards will be obtained from the selected candidate.
- iii. Preference will be given to the Teachers having teaching experience and apprenticeship experience.
- iv. The teachers working on lecture basis in Government schools/the teachers who have worked on lecture basis in Government schools for atleast last 3 years (duly certified by the Head of said school) shall be eligible for appointment on contract basis under this scheme directly without following the above said recruitment process, however all other terms & conditions for contractual appointment under this scheme are applicable to them. Preference shall be given to

such lecture basis teachers which are displaced due to regular appointment in Government schools.

9. *Implementing Agency*

The scheme will be implemented by the Directorate of Education, Government of Goa through Goa Samagra Shiksha.

10. *Procedure for Implementation*

The staff to be appointed in government and government aided schools under this scheme shall be:-

- a. Appointed purely on contract basis initially for the period of 5 years without any claim for permanent/regular appointments.
- b. The recruitment process shall be done by the Directorate of Education through Goa Samagra Shiksha and the staff recruited/appointed on contract basis under this scheme shall be posted/transferred in various government and government aided schools as per requirement of said schools subject to the assessment done by this directorate.
- c. Each employee appointed on contract basis under this scheme shall sign an 'agreement for contract appointment' with the Directorate of Education, through Goa Samagra Shiksha.
- d. The contract will be renewed annually based on the performance of the teacher/instructor.

11. *Remuneration Structure:*

i. Remuneration structure for teachers—

- a. Consolidated remuneration of Rs. 20,000/-* per month for 12 months in a year per teacher.
- b. 3% increase per year in consolidated remuneration shall be granted to deserving candidates based on the appraisal.
- c. Consolidated remuneration of Rs. 5,000/- per month will be increased after continuous and satisfactory completion of service for a period of five years.
- d. Additional consolidated remuneration of Rs. 5,000/- per month will be increased after continuous and satisfactory completion of service for a period of 10 years.

ii. Consolidated Remuneration for instructors (NSQF)—

- a) Consolidated remuneration of Rs. 20,000/- per month for 12 months in a year per instructor for first year of appointment.
- b) 3% increase per year in consolidated remuneration may be granted to deserving candidates based on the appraisal.
- c) Consolidated remuneration of Rs. 25,000/- per month per instructor for 12 months in a year for subsequent re-appointment for instructors appointed on Skill-based Education in high schools under NSQF/at par with the consolidated salary paid to instructors appointed as per the PAB approval as approved by the Ministry of Education, Government of India and as revised from time to time.
- d) Consolidated remuneration of Rs. 5,000/- per month will be increased after continuous and satisfactory completion of service for a period of five years.
- e) Additional consolidated remuneration of Rs. 5,000/- per month will be increased after continuous and satisfactory completion of service for a period of 10 years.

iii. Consolidated remuneration to the teachers appointed to teach Art Education (Performing Art) subjects' instructors—

- a) Consolidated remuneration of Rs. 20,000/- per month for 12 months in a year per instructor for first year of appointment.
- b) 3% increase per year in consolidated remuneration may be granted to deserving candidates based on the appraisal.
- c) Consolidated remuneration of Rs. 5,000/- per month will be increased after continuous and satisfactory completion of service for a period of five years.
- d) Additional consolidated remuneration of Rs. 5,000/- per month will be increased after continuous and satisfactory completion of service for a period of 10 years.

12. Termination of Service of Staff Appointed on Contract Basis under this Scheme:

The services of staff appointed under this scheme shall stand terminated in accordance with the 'terms and conditions' of the contract agreement of said Employee. Further, the services of the staff appointed shall be terminated with immediate effect if it is found that the said employee has violated any of the code of conduct in terms of Rule 99; Rule 100; and Rule 101 of the Goa School Education rules 1986.

13. Evaluation and Monitoring:

Evaluation & monitoring of staff appointed under this scheme shall be carried out on:

- **Annual performance review based on:**
 - Student learning outcomes & FLN progress.
 - Classroom observation reports.
 - Parent and peer feedback.
- **Underperforming teachers:**
 - Receive mentorship and re-training.
 - Will not get annual increment in the remuneration.
 - Contract may not be renewed for subsequent year.

14. Pattern of Assistance:

- a. The Directorate of Education shall release the funds to Goa Samagra Shiksha in four equal instalments; from the budget head 2202—General Education; 01—Elementary Education; 106—Teachers and other services; 20—Mukhyamantri Dnyanparv Yojana; 00—General; 35—Grant-in aid (Salary).
- b. The instalment of grants for the subsequent years will be released only after the submission of Utilisation Certificate of the previous year.
- c. The amount shall be drawn from the Directorate of Accounts on presentation of the bill in Form GAR-32 duly countersigned by drawing and disbursing officer, Directorate of Education.
- d. The release of grants will be subject to availability of funds and grants shall be sanctioned as per Rule 17 of D.F.P.R. 2008 and solely for the payment of salaries purpose.
- e. Any portion of the grants which remains unutilised will be refunded/adjusted in the next financial year.

15. Framing of Guidelines

For better implementation of this scheme the Director of Education may frame guidelines from time to time, if required.

16. Relaxation

The Government shall be empowered to relax any or all clauses or conditions of the scheme including the relaxation in the qualifications and the other eligibility conditions of the teachers/instructors to be appointed wherever deemed fit.

17. Interpretation

If any question arises regarding interpretation of any clause, word, expression of the scheme, the decision about the interpretation shall lie with the Government, which shall be final and binding on all concerned.

18. Redressal of Grievances

Grievances if any, arising out of the implementation of the scheme, shall be heard by the Secretary of Education, Government of Goa.

The scheme is administratively approved by the Government vide U.O No. 7929/F dated 05 November, 2025. The pattern of assistance to release financial assistance under the scheme has been approved by the Finance (Expenditure) Department vide U.O. No. 6167/F dated 22 September, 2025.

By order and in the name of the Governor of Goa.

Shailesh R. Sinai Zingde, Director of Education and ex officio Jt. Secretary.

Porvorim.