

**Rashthriya Madhyamik Shiksha Abhiyan – Karnataka**

**“TENDER NOTIFICATION”**

**To provide services of**

**Teaching and Non-teaching Human Resources**

**for Model Schools (Adarsha Vidyalayas)**

**in Educationally Backward Block(s) in 74 taluks of 22 districts**

**(package-wise) in 3 packages in the State of Karnataka.**

***TENDER DOCUMENT***

Address for communication

**Office of the State Project Director, Rashtriya Madhyamik Shiksha Abhiyan,**

**New Public Offices Building Annex, Nrupatunga Road, K.R.Circle.**

**Bangalore 560 001**

Phone No (+STD code) : 080

Office : 22113773, 22113770, 22118994

Officers concerned : 9480695408, 9480695474, 9480695477, 9448999417

## Rashtriya Madhyamik Shiksha Abhiyan - Karnataka

Office of the State Project Director, New Public Offices Building Annex,

Nrupatunga Road, K.R.Circle, Bangalore 560 001

**Invitation for “Expression of Interest”** to Provide the services of

Teaching and Non-teaching Human Resource for Model Schools (Adarsha Vidyalayas) situated

in 74 Educationally Backward Blocks in 22 districts (package-wise) in 3 packages in the State.

1 An “Expression of Interest” is invited in the prescribed format from firms/

companies/Organizations with experience in providing Human Resource services for (Model

Schools) Adarsha Vidyalayas (Avs) situated in 74 Educationally Backward Blocks in 22 districts

(package-wise) in 3 packages in the State.

Package-1 – Belgaum division; consists of (6) educational districts of Belgaum, Chikkodi,

Bagalakote, Bijapura, Gadag and Dharwar and there by 19 Avs.

Package-2 –Gulbarga division; consists of (6) education districts of Gulbarga, Yadgir, Bidar,

Raichur, Koppal and Bellary and there by 29 AVs.

Package-3 –Mysore and Bangalore divisions; consists of (10) education districts of Chitradurga,

Davanagere, Madhugiri, Chikkaballapura, Kolar, Ramanagaram, Hassan, Mysore,

Chamarajanagara, Mandya and there by 26 AVs.

2 The document is available on the website <https://www.eproc.karnataka.gov.in> which

can be downloaded. All subsequent notifications, changes and amendments on the document, if

any, would be posted only on the same website.

3 The service providers / bidders will be required to register themselves with the Centre

for E-Governance to participate in the bidding process and get necessary digital signature

certificates. The details of the process of registration and obtaining the digital signature

certificates are available on the same website: <https://www.eproc.karnataka.gov.in> Necessary

training and hands on experience in handling e-procurement system could be obtained from the

centre for E- Governance at Bangalore. Details on help on this aspect could be sought on

telephone number 080-22485867.

	Tender reference and Date	
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	<p>Amount put to tender</p>	<p>Approximately Rs. In Lakhs in each package</p> <p>Package-1 Belgaum, 80.00</p> <p>Package-2 Gulbarga, 120.00</p> <p>Package-3 Mysore and Bangalore, 110.00</p>
	<p>Date of commencement of tender</p> <p>downloading on web site</p>	<p>12-04-2011</p>
	<p>Pre-bid meeting on</p>	<p>25-04-2011 11 am</p>

	Last date and time for submission of bid	03-05-2011 3 pm
	Date and time of opening of Technical Bid	05-05-2011 3 pm
	Date and time of opening Financial Bid	To be informed
	EMD amount payable electronically only	<p>Approximately Rs. In Lakhs in each package</p> <p>Package-1 Belgaum, 1.5 lakhs.</p> <p>Package-2 Gulbarga, 2.5 lakhs.</p> <p>Package-3 Mysore and Bangalore, 2.25 lakhs.</p>

5 For further details towards facilitation of tender document related issues please contact

Office of the State Project Director, New Public Offices Building Annex, Nrupatunga Road,

K.R.Circle, Bangalore 560 001 during office hours or call office phone numbers 080-22113773,

22113770, 22118994 or Mobile numbers 9480695408, 9480695474, 9480695477,

9448999417

- For any help on uploading of tender/bid submission contact e-procurement help desk

080-25501216/25501227 or e-mail to [hphelpdesk.blr@intarvo.com](mailto:hphelpdesk.blr@intarvo.com)

**State Project Director**

**RMSA-Karnataka**

**Bangalore**

Name  
Designation  
Seal of the Bidder

## Rashtriya Madhyamik Shiksha Abhiyan - Karnataka

Office of the State Project Director, New Public Offices Building Annex,

Nrupatunga Road, K.R.Circle, Bangalore 560 001

### A Brief information on “REQUEST FOR PROPOSAL” (RFP)

1 This is RFP by State Project Director, RMSA, Karnataka to obtain teaching and non-teaching human resource on monthly and yearly basis (as indicated in the annexure -1) for Adarsha Vidyalayas in 74 taluks (=Educationally Backward Blocks) in

22 Districtsto any or all the three (3) packages (Package-1 Belgaum division; Package-2

Gulbarga division and Package-3 Mysore and Bangalore divisions) established under

Centrally Sponsored Scheme of Ministry of Human Resource Development (MHRD),

Government of India.

2 Particulars of teaching and non –teaching resource to be provided per (Model

School) Adarsha Vidyalaya by the service provider / bidder is indicated in the table (1)

below.

Table-1

	Cadre	2011-12 (Standards 6,7)			2012-13 (Standards 6,7,8)		
		Number(s) Proposed	Full Time	Part- time	Number(s) Proposed	Full Time	Part- time
1	Head Teacher (To be deputed by the Department)	1	1		1	1	
2	TGT – English	1	1		1	1	
3	TGT- Language 2 – Kannada	1	1		1	1	
4	TGT- Language 3 – Hindi	1	1		1	1	
5	TGT – Maths / PCM	1	1		2	2	
6	TGT – Science / CBZ	1	1		1	1	
7	TGT – Social science	1	1		2	2	

8	Physical Education	1		1	1	1	
9	Craft /Horticulture	1		1	1		1
10	Music	1		1	1		1
11	Drawing	1		1	1		1
12	Office Support staff	1	1		1	1	
13	Multi-tasking attendant (group-D)	1	1		1	1	

**Note:** The position mentioned at serial number 1, i.e., Head Teacher would be provided by the department of public instruction.

3 Proposals in Electronic Form are invited from Firms/ Companies/

Organizations with experience in providing human resource services to participate in

the tender for providing the services of teaching and non-teaching human resource for

Adarsha Vidyalayas in 74 Educationally Backward Blocks to any or all the three (3)

packages (Package-1 Belgaum division; Package-2 Gulbarga division and Package-3

Mysore and Bangalore divisions).The proposal shall be for services of teaching and non-

teaching staff on monthly and year/yearly basis is as indicated in Table-1 (supra).

4 The proposal is to be submitted along with Earnest Money Deposit (EMD) /Bid

security of Rs.1.5lakhs for Package-1, Rs.2.5 lakhs for Package-2 and Rs.2.25lakhs for

Package-3.The EMD shall be kept valid for at least 90 days in addition to the Proposal

Validity Period. In case if the proposal validity period is extended by the tendering

authority, the EMD shall be extended for such extended period.

5 The Tender Processing and Bid Security / EMD should be credited to the account

of Centre for E-Governance

a) Through Credit Card

b) Internet Banking using debit card

c) National Electronic Fund Transfer(NEFT)

d) Remittance over the counter (OTC)

6 The Bidders' bid will be evaluated only on confirmation of receipt of the payment

(EMD) in the GoK's central pooling a/c held at Axis Bank.

7 EMD amount will have to be submitted by the Bidder taking into account the

following conditions:

- a) EMD will be accepted only in the form of electronic cash (and not through Demand Draft or Bank Guarantee) and will be maintained in the Govt.'s central pooling account at Axis Bank until the tendering process is concluded.
- b) The entire EMD amount for a particular tender has to be paid in a single transaction.
- c) The EMD will be returned to the unsuccessful Bidders within a period of eight (8) weeks from the date of announcement of the Successful Bidder.

- d) The EMD submitted by the Successful Bidder will be released upon furnishing the Performance Security in the required form and manner as stipulated in the Agreement.

8 The EMD shall be forfeited in the following cases:

- a) If the Bidder modifies or withdraws the Proposal;
- b) If the Bidder withdraws the Proposal during the intervening period of the Proposal due date and expiration of the Proposal Validity period;
- c) If the Successful Bidder fails to provide the Performance Security within the stipulated time or any extension thereof provided the Tendering Authority;
- d) If any information or document furnished by the Bidder turns out to be misleading or untrue in any material respect;

12 The letter of invitation, terms of reference and information for Firms/

Companies/ Organizations are enumerated in this request for proposal.

\_\_\_\_\_ End of RFP \_\_\_\_\_

Name  
Designation  
Seal of the Bidder

## **LETTER OF INVITATION**

**Sir,**

**Sub** Invitation for “Expression of Interest” to Provide the services of Teaching

and Non-teaching Human Resource for Model Schools (Adarsha

Vidyalayas) in in 74 taluks (=Educationally Backward Blocks) in 22

Districtsto any or all the three (3) packages (Package-1 Belgaum

division; Package-2 Gulbarga division and Package-3 Mysore and

Bangalore divisions); Reg.

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1. You are hereby invited to submit Technical and Financial proposal for providing

services of human resource to work as teaching and non-teaching resource in 74

Adarsha Vidyalaya to any or all the three (3) packages (Package-1 Belgaum

division; Package-2 Gulbarga division and Package-3 Mysore and Bangalore

divisions). The service is proposed to be obtained initially upto **30.04.2012** from

date of execution of MOU. This may also be extended to another year on mutual

acceptance without any revision of terms and conditions, including the pricing.

2. Introduction

2.1 “Rashtriya MahdymaikShiskha Abhiyan Samithi (RMSA Samithi)” is

implementing the programme of establishing Model School (named Adarsha Vidyalaya)

through district and block offices of Department of Public Instruction in Karnataka. The

main objectives of this Centrally Sponsored Scheme are :

i) To establish Adarsha Vidyalayas with infrastructure and other facilities on par with Kendriya Vidyalayas together with emphasis on pupil teacher ratio (PTR), ICT usage, holistic educational environment, appropriate curriculum and emphasis on input –output & outcome.

ii) AV's to begin with will be established in Educationally Backward Blocks (EBBs) and may be further extended to any other blocks in PPP or any other alternative mode.

iii) AV will function to be a pace setter for secondary schools in the geography of its immediate region.

2.2 At the State level, the project is being implemented under the leadership of the

State Project Director, RMSA – Karnataka assisted by a team of officers. “Rashtriya

MahdymaikShiskha Abhiyan Samithi (RMSA Samithi)”will monitor the functioning of

Model Schools (Adarsha Vidyalayas).

2.3 “Rashtriya MahdymaikShiskha Abhiyan Samithi (RMSA Samithi)”intends to

procure the services of teaching and non-teaching human resource for 74 Adarsha

Vidyalayas. Services so obtained will have to be available at respective Adarsha

Vidyalaya on all daysduring the school hours and if required before &after school hours

depending on the assignments to be discharged by the concerned person. The list of 74

Adarsha Vidyalayas in 3 packages (Package-1 Belgaum division; Package-2 Gulbarga

division and Package-3 Mysore and Bangalore divisions) is provided in Annexure-1.

3. The request for proposal contains the following documents.

i. Terms of References

ii. General conditions of contract

iii. Appendices and attachments to enclosed along with the technical and financial proposal

iv. Annexure for reference of the bidders

v. Chart of qualification, responsibilities and performance indicators for human resources to be deployed

4 In order to obtain more information on the assignment, it is considered desirable

that a representative of your Firm/ Company/ Organization visits the office of the State

Project Director (SPD), RMSA, Karnataka, Bangalore before the proposal is submitted.

Bidder's or their representative(s) may meet the Director, RMSA in the office of the SPD

and obtain the required information.

5 The Prospective Firms/ Companies/ Organizations who would like to obtain

clarification regarding the scope of work, terms of reference, contract conditions and

any other pertinent information may mail such queries to [modelschoolskar@gmail.com](mailto:modelschoolskar@gmail.com)

three clear working days prior to closing date for bid submission. In the subject line of

the mail, please indicate "Query on AV Human Resource Outsourcing" in the subject line.

6 **Eligibility for bidder**

6.1 The bidder must be a Firm / Company/ Organization registered under the provisions of the relevant Act and registered with the competent Registrar which indicates its legal status, place of registration and principal place of business which is valid during the period of bidding. A scanned copy of the registration certificate shall be enclosed as part of the technical proposal.

6.2 Firm / Company/ Organizations should have been in the business of providing qualified human resources in the field of education, engineering, health and administration and such other skilled professions at least for the last **three** years i.e., from **2007-08 to 2009-10** shall be enclosed as in appendix-E along with documents like tax returns and IT returns acknowledgement.

6.3 Firm / Company/ Organizations should have an average annual turnover (as indicated in audited balance sheet certified by Chartered Accountant) of at least Rs.1.5crores during each of the immediate past two audited years (2008-09 and 2009-10).

6.4 Firm / Company/ Organizations should have a Service tax Registration and Service tax returns filed in the last two financial years 2008-09 to 2009-2010.

6.5 Firm / Company/ Organizations should have an acknowledgement of Income tax returns filed in the last two Financial Years i.e. 2008-09 to 2009-10.

6.6. The “TECHNICAL PROPOSAL” should include the following.

i. Letter of proposal Appendix-A

ii. Power of Attorney Appendix-B

iii. Details of

bidder/service provider Appendix-C

iv. Anti-

collusion certificate Appendix-D

v. Past

performance certificate(s) issued by clients and certified by

chartered accountant Appendix-E

vi. Statutory

auditor certificates Appendix-F

vii. Registrati

on Certificate

viii. Acceptanc

e of implementation Appendix-G(to be enclosed)

ix. IT returns

acknowledgement for ITY2008-09 to 2009-10.

x. Audited

balance sheet certified by Chartered Accountant (2008-09 and 2009-10).

xi. Net worth

of the firm/company/organization /Bidder certified by Chartered Accountant

xii. Assets and

Liabilities statement certified by Chartered Accountant (2008-09 and 2009-10).

xiii. Service

Tax registration issued by appropriate authority.

xiv. Selection

process plan.

xv. Back-up

plan

6.8 The Financial proposal will be the total contract value of the human resource services for all teaching and non-teaching staff of all the categories for the entire contract period as per **Appendix-H**.The financial proposal shall be inclusive of all duties, and all types of taxes etc. as applicable under the statutory obligations.

## 7 Opening of Proposal

The proposals containing technical proposal will be opened by the State Project

Director, RMSA, Karnataka or their authorized representative in their office on 05-05-

2011 after 3 pm in the e-form. It may please be noted that the Financial Proposal

containing the detailed price offer will be opened after completion of technical

evaluation.

## 8 Evaluation

8.1 A two -stage procedure will be adopted in evaluating the proposals with the

technical evaluation being completed prior to any financial proposals being opened.

A two – stage Procedure will be adopted in evaluating the Proposals with the Technical Evaluation being completed prior to Opening of Financial Proposals. The Technical Proposals will be evaluated using the following Criteria.

Sl No		Description	Minimum numbers expected	Maximum Weightage in points
1		Number of Human Resource provided		26
	1a	Number of years in Business; Minimum 3 years; One point per year; hence minimum is 3 points; one point for additional year in business; maximum of 5 years and hence maximum is 5 points	3	5
	1b	Number of HR supplied as average per year for number of years indicated in 1a above and considered under four categories as under; Weightage= number supplied /minimum indicated *100, in each category.	350	21
	1b.1	Engineers (B.E.s +MCAs +Diplomas) and if any PGs, Doctorates?	100	6
	1b.2	Medics- Allopathy, AYUSH, Dental; Paramedics	100	6
	1b.3	IT, ITeS, BPO, KPO, etc excluding unskilled category	150	9
	1b.4	Unskilled, housekeeping, menial, drivers, cleaners, etc.		
	1b.5	TOTAL	350	21
2		Teachers provided		40
	2a	One mark per year; maximum of 5 years; hence maximum is 5 marks	0	5
	2b	Number of Teachers provided to teach for the standards indicated below	100	35
		1 to 5th standards	25	10
		6th to 10th standards	50	20
		11 and 12 standards	25	5
3		Process of Selection		34
	3a	Maintains a live register (manual or we based) that has current entries in each category a minimum number as under		10
	3a.1	Engineers (B.E.s+MCAs+Diplomas) and if any PGs, Doctorates ?	300	2
	3a.2	Medics- Allopathy, AYUSH, Dental; Paramedics	300	2
	3a.3	IT, ITeS, BPO, KPO, etc excluding unskilled category	450	2
	3a.4	Teachers	300	4

3b	How does bidder proposes to select HR in the present instance. To provide details as under		24
3b.1	Proof of <b>Testing tools-Technical</b> for selection of each category of HR as under.		18
	Engineers (B.E.s+MCAs+Diplomas) and if any PGs, Doctorates ?		3
	Medics- Allopathy, AYUSH, Dental; Paramedics		3
	IT, ITeS, BPO, KPO, etc excluding unskilled category		2
	Teachers		10
3b.2	Proof of HR testing and evaluation tool to be conducted before sponsoring candidates.		6

Calculation for evaluation of technical proposal (QCBS method).

$$Sf=(100*Fm) /F$$

where Sf = Financial score for 100 points (= normalised value)

F = Price offer of each bidder

Fm = lowest financial proposal(=L1)

$$S=St*T\%+Sf*P\%$$

where

S=Combined score

St= Technical score that is scored actually against the Maximum score (may be 50 or 75)

T = Maximum score set apart for Technical evaluation

T% = Maximum score set apart for Technical evaluation divided by 100

P = Maximum score set apart for Financial evaluation

P = Maximum score set apart for Financial evaluation divided by 100

The Firm/ Company/ Organization's relevant experience for the assignment as detailed

in appendix-E.

8.2 All duly certified documents required as per appendices from A to H being enclosed.

## 9 Deciding Award of Contract

9.1 The Lowest Financial Proposal ( $F_m$ ) will be given a Financial Score ( $S_f$ ) of 100

Points. The Financial Scores ( $S_f$ ) of the other Financial Proposals will be computed as  $S_f = 100 \times F_m / F$  in which  $S_f$  is the Financial Score,  $F_m$  is the Lowest Price Offer and  $F$  is the Price Offer of the Proposal under consideration. Proposals will be ranked according to their Combined Technical ( $S_t$ ) and Financial ( $S_f$ ) Scores using the weights ( $T = 0.75$  and  $P = 0.25$ )  $S = S_t \times T\% + S_f \times P\%$ . The Consultant Firm securing the Highest Combined Technical and Financial Score will be invited for Negotiations.

9.2 The Tendering Authority will notify the names of the Firm / Company/

Organization, whose proposal did not meet the minimum qualifying requirement of 40

points out of 100 maximum points assignable or were considered non-responsive to the

letter of invitation and terms of reference, which means that their financial proposals

will be kept unopened. The Tendering Authority will simultaneously notify the Bidders who have qualified in their technical proposal indicating the date and time set for opening of financial proposals.

9.3 The financial proposal shall be opened in the electronic form of only those bidders who are technically qualified.

## 10 Negotiations with the successful bidder

The aim is to reach an agreement on all points and sign a contract. Negotiations will include

- a) discussion on the Technical proposals

- b) methodology for selection of human resource,
- c) working days,
- d) working hours,
- e) willingness of staff deployed to participate in training programs,
- f) implementing inputs received in the training program in school and classroom  
transaction,
- g) leave conditions,
- h) penalty conditions in case of not fulfilling the terms of reference,
- i) methodology to avoid attrition of staff deployed,
- j) methodology to evaluate performance of staff deployed,

- k) methodology to replace below optimal performers and any suggestions made by the firm to improve the terms of reference.

The tendering authority may agree to the suggestions made by the successful bidder provided such suggestions are found beneficial to enhance the objectives of the program, if not the terms of reference mentioned in the tender document shall be final and binding on the successful bidder.

11 It is to be noted that the Tendering Authority is at full liberty to reject the RFP without assigning any reason. Further, as quality is the principal selection criterion, the Tendering Authority is not bound in any way to select the firm offering the lowest price and will have all the right to reject RFP though the firm has offered the lowest price.

12 The successful service provider/Bidder will be required to furnish Performance

Security in the form of **Bank Guarantee** to the tune of **5%** of the annual **transaction** value.

Successful service provider/bidder are required to execute an agreement with

Tendering Authority.

13 The service providers /bidders are expected to hold their proposal valid for

90days from the date of opening of the financial proposal without changing the

proposed price for the assignment. The Tendering Authority will make best efforts to

select a Bidder within this period.

14 The payment payable under this assignment will be subject to normal tax

liability in India.

Yours faithfully,

**State Project Director**

**RMSA-Karnataka, Bangalore**

Enclosures

- 1 Terms of References
- 2 General conditions of contract
- 3 Appendices and attachments to enclosed along with the technical and financial proposal
- 4 Annexures for reference of the bidders

5 Chart of qualification, responsibilities and performance indicators for human

resources to be deployed

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**TERMS OF REFERENCE**

FOR PROVIDING TEACHING AND NON-TEACHING HUMAN RESOURCES  
AT BLOCK AND DISTRICT LEVELS, STATE-WIDE FOR ADARSHA VIDYALAYAS.

**1. BACKGROUND**

“Rashtriya MahdymaikShiskha Abhiyan Samithi (RMSA Samithi)” is a society registered

for implementing the Model Schools (named Adarsha Vidyalaya) component of the centrally sponsored scheme of Ministry Human Resource Development (MHRD), Government of India. As per the guidelines issued by Ministry of Human Resource Development (MHRD), Government of India under para 4(3) it is emphasized that these schools will be run by State Government societies similar to Kendriya Vidyalaya Samitis. It is further emphasized under para 6(i) of the guidelines that these schools will be set up and managed by the State through a society set up for this purpose. These model schools are established to attain the goal of Universalization of elementary and Secondary education in selected Educationally Backward Blocks of Karnataka state for which funds are provided by Government of India and Government of Karnataka in the ratio of 75:25, respectively.

**2. OBJECTIVES**

2.1 Karnataka Adarsha Vidyalaya Samiti, Karnataka, is implementing the programme “Model Schools” in Karnataka. The concept of Adarsha Vidyalaya intends to have infrastructure and other facilities of the same standard as in the case of Kendriya Vidyalayas. The main objective of this centrally sponsored scheme is;

- i) To establish Adarsha Vidyalayas with infrastructure and other facilities on par with Kendriya Vidyalayas together with emphasis on pupil teacher ratio (PTR), ICT usage, holistic educational environment, appropriate curriculum and emphasis on input – output & outcome

ii) AV's to begin with will be established in Educationally Backward Blocks (EBBs) and may be further extended to any other blocks in PPP or any other alternative mode.

iii) AV will function to be a pace setter for secondary schools in the geography of its immediate region.

### 3. Authority

3.1 Karnataka Adarsha Vidyalaya Samiti, Karnataka, is the apex body registered under the Karnataka Societies Registration Act, holds the right to establish, manage and to outsource some of its functions to any other agency, organizations or authority as it deems fit.

3.2 The project is being implemented under the leadership of the State Project Director, RMSA, Karnataka, Bangalore. She/He is assisted by a team of officials, Officers at district, block and cluster level.

### 4. Implementation

4.1 As a first phase of the programme, 74 Educationally backward blocks are identified where Adarsha Vidyalayas have become functional from 2010-11 onwards. These Adarsha Vidyalayas have English as the medium of instruction with English offered as first language. The list of Adarsha Vidyalayas is shown as Annexure- 1.

4.2 Presently these schools are functional within existing accommodation available in the location. The process to identify suitable sites for construction of permanent building is in progress. These schools have become functional with commencement of sixth standard from the academic year 2010-11 and organic growth will follow in the years ahead. The academic process in these schools is by using services of teachers on deputation basis from nearby schools in the block.

4.3 These schools follow Karnataka state syllabus with class X (ten) and examination to be conducted by Karnataka Secondary Education Examination Board (KSEEB). These schools are expected to function as schools of excellence and pace setters for the other schools in the geography. Hence, these schools may adopt varied teaching learning methodologies but adhere to the state syllabus and pattern of examination.

4.4 Since the medium of instruction followed is English, it is not just desired but it is essential that the teaching human resource proposed to be obtained on outsourcing must have studied in English medium from 8<sup>th</sup> standard onwards.

4.5 The requirement of teaching and non-teaching human resource in each of the Model School (Adarsha Vidyalaya) is as follows (same as table-1 on page 3).

Cadre	2011-12 (Standards 6,7)			2012-13 (Standards 6,7,8)		
	Number	Full	Part-	Number	Full	Part-

		Proposed	Time	time	Proposed	Time	time
1	Head Teacher *	1	1		1	1	
2	TGT – English	1	1		1	1	
3	TGT- Language 2 – Kannada	1	1		1	1	
4	TGT- Language 3 – Hindi	1	1		1	1	
5	TGT – Maths / PCM	1	1		2	2	
6	TGT – Science / CBZ	1	1		1	1	
7	TGT – Social science	1	1		2	2	
8	Physical Education	1		1	1	1	
9	Craft /Horti	1		1	1		1
10	Music	1		1	1		1
11	Drawing	1		1	1		1
12	Office Support staff	1	1		1	1	
13	Multi-tasking attendant (group-D)	1	1		1	1	

\*Note : Head Teacher will be provided from the Department and is not open for out sourcing.

4.6 The number of teachers to be engaged each year would vary depending upon the number of classes and the work load per teacher. The teachers to be engaged as part-time could become full time as the work load progresses. \*The Head Teacher engagement will happen from within the education system and hence the decision to this effect will be taken at appropriate juncture.

4.7 The list of Adarsha Vidyalayas with their existing location and the likely locations of these institutions as and when these institutions are moved to permanent building is provided in Annexure-1.

4.8 Brief description of the educational requirements of each category of teaching and non-teaching staff, attendant responsibilities and performance indicators to be reviewed every month for release of payment towards the services is provided in Annexure -2 to this document.

## 5. Selection Process

Bidder is expected to follow logically tenable and scrupulous methods of selection and adherence to the qualifications to achieve the academic environment of teaching in the class room of AVs. It is for the bidder to visualize such a process. However, they shall inform the detailed process flow to the tendering authority, not later than while entering into agreement with tendering authority.

## 6. Working days and working hours

6.1 The school calendar followed by government schools would be applicable. Adarsha Vidyalaya being a pace setter school, the activities to be followed would be varied and rigorous, demanding more time and days from the staff. The staff shall be willing to work before and beyond working hours, if so required during the vacation period. Derelictions would be reported in the reporting format that will attract penalties.

## 7. Training programmes

7.1. The out sourced human resource shall be sent to select training programmes and experience sharing workshops to empower for better performance, mostly during vacation period. They shall not only be willing to participate in such training programmes/ workshops, but also implement the contents of the learning experiences received in the work situation.

## 8. Leave

8.1 The human resource would be eligible for 10 casual leave during the year subject to one day per every completed month. They are permitted to avail casual leave with prior approval of Head Teacher and after effecting necessary adjustments in the time table. In case of emergency s/he should intimate by sms /e-mail /fax or messenger, whichever is possible, stating the reason for such absence. However the discretion to grant or reject casual leave shall rest with the head teacher. The casual leave if accumulated cannot be availed for more than three days at one time. Availing half day CL is allowed on days other than Saturday. Half day leave would be charged off against late coming in case the leave is at credit. Otherwise, it would be treated as one day absence.

## 9. Attrition

9.1 The service provider shall have a back-up plan in terms of reserve list and reserved sources to fall back upon in case of their staff staying away from work or being removed from work for dereliction. The mechanism shall be such that the service provider arranges for replacements within 7 days or before the end of the following month whichever is less. The back-up plan shall be shared with the tendering authority along with the technical proposal. In case the bidder fails to provide replacements within 7 days the bidder shall be levied a penalty of Rs. 500 per day per person for each category of the posts.

## 10. Reporting format

The reporting format in Annexure-3 shall be filled in on the last working day of the month and shall be duly signed by the human resource concerned, the head teacher and the service provider. The reporting format provides details of the staff outsourced, activities performed and not performed, leave and unauthorized absence, reporting late to work, absence during working hours, results in the form of outcomes, compensation to be paid for services/performance and penalties for not providing services/performance etc., The details to be filled in the reporting format is further explained in Annexure-3.

1	Child profile completed, checked & approved by Head Teacher	y/n	n = penalty Rs. 500
2	Power point presentations (.ppt) in the unit lesson plan; prepared; used; certified by Head Teacher	y/n	n= penalty Rs. 350
3	.ppt of the lesson plan posted on RMSA / school web portal; Certified by Head Teacher	y/n	n= penalty Rs. 500
4	Demonstrations / Experiments conducted (class room / laboratory) as per lesson plan; Certified by	y/n	n = penalty Rs. 150

	Head Teacher		
--	--------------	--	--

The parameters identified in Annexure-3 may be further modified to add on other spheres of responsibilities and the outsourced Human Resource and service provider shall be bound by such modifications.

### 11. Penalties

Reporting matrix (Annexure-3) itself would declare / compute the compensation to be paid for the month and the penalties levied. The reporting matrix is prepared in such a way that it includes several parameters including those mentioned in para10(*supra*).

### 12. Payments

The prescribed reporting matrix in Annexure-3 shall be sent by the service provider in an Excel sheet on the first of day of the following month to the State Project Office, Rashtriya Madhyamik Shiksha Abhiyan. This is to be followed by hard copy duly signed by the human resources, head teacher and the service provider to be reached before the 3<sup>rd</sup> of every month. Soft copy entails facilitation of computations and necessary processing stopping short of fund transfer processing. Signed hard copy(ies) are a must for effecting fund transfer. The reporting matrices would be duly scrutinized by the State Office and payments would be released to the service provider on quarterly basis as detailed in general conditions of contract. The record of payment and penalties shall also be shared with the respective school.

Notwithstanding the procedure to release the payments, the service provider shall release the compensation due to their outsourced persons before 5<sup>th</sup> of every month after deducting statutory obligations as governed at that point of time. All types of financial releases from the State Office to the service provider and further releases from the service provider to its outsourced persons shall be through electronic banking. The service provider shall also ensure that duly signed compensation particulars are issued to all its outsourced persons engaged in this project with details of compensation paid, particulars of statutory deductions, penalties for nonperformance and amount transferred to individual amount, etc.

### 13. Variation in human resource requirement:

The tendering authority/client has the authority to reduce or increase the number of

human resources required subject to the following :

a) Required number of human resource not being provided by the service

provider.

b) The qualification of the human resource is not as prescribed in the RFP.

c) The quality of deliverables is not as per responsibility and performance

indicators.

d) Availability of better human resource from within the system.

e) In case of variation in the number of students enrolled.

f) The service provider shall be communicated in writing of any such change

with clear notice to reach till the end of that month or 30 days' notice

whichever is less.

\_\_\_\_\_ End of TOR \_\_\_\_\_

## GENERAL CONDITIONS OF CONTRACT

### 1 GENERAL PROVISIONS

#### 1.1 Definitions

a) Unless the context otherwise requires, the following terms whenever used in this

contract have the following meanings;

b) “Applicable Law” means the laws and any other instruments having the force of

law in India, as they may be issued and in force from time to time;

c) “Contract” means the contract signed by the parties, to which these general

conditions of contract (GC) are attached;

- d) “Effective Date” means the date on which this contract comes into force and effect pursuant of Clause GC 2.1.
- e) “Contract Price” means the price to be paid for the performance of the services, in accordance with clause 6;
- f) “GC” means these General conditions of contract;
- g) “Government” means the Government of Karnataka;
- h) “Local Currency” means Indian Rupee;
- i) “RMSA” means Rashtriya Madhyamik Shiksha Abhiyan Samiti-Karnataka
- j) “RMSA Samithi” means “Rashtriya MahdymaikShiskha Abhiyan Samithi”
- k) “SPD” means State Project Director

l) “SPO” means State Project Office”

m) “Party” means the client/tendering authority or the Service provider /bidder as

the case may be, and parties mean both of them;

n) “Personnel” means persons hired by the Service provider /Bidders and assigned

to the performance of the services or any part hereof;

o) “Services” means the work to be performed by the Service provider /Bidders

pursuant to this contract as described in Terms of Reference.

## 1.2 Law Governing the contract

This contract, its meaning and interpretation, and the relation between the parties shall be governed by the Applicable Law.

### 1.3 Language

The contract has to be executed in English language, which shall be binding and controlling language for all matters relating to the meaning or interpretation of this contract.

### 1.4 Notices

Any notice, request or consent made pursuant to this contract shall be in writing and shall be deemed to have been made when delivered in person to an authorized

representative of the party to whom the communication is addressed, or when sent by registered mail, telex, telegram or facsimile to such party at the address specified in the agreement.

## 1.5 Taxes and Duties

The Service provider /Bidder and their personnel shall pay taxes, duties, fee and other impositions as may be levied under the applicable law, the amount of which is deemed to have been included in the contract price.

## 2. COMMENCEMENT, COMPLETION, MODIFICATION AND TERMINATION OF

### CONTRACT

#### 2.1 Effectiveness of Contract

This contract shall come into effect on the date the contract is signed by both parties or

such other latter dates as may be stated by the clients.

## 2.2 Commencement of Services

The successful Bidder shall begin carrying out the services within Thirty (30) days after

the date the contract becomes effective, or at such other date as may be specified by the

clients.

## 2.3 Modification

Modification of the terms and conditions of this contract, including any modification of the scope of the services and consequent revision of contract price, may only be made by written agreement between the parties.

## 2.4 Force Majeure

### 2.4.1 Definitions

For the purpose of this contract “Force Majeure” mean an event which is beyond the reasonable control of a party, and which makes a party’s performance of its obligations under the contract impossible or so impractical as to be considered impossible under the circumstances.

#### 2.4.2 No Breach of contract

The failure of a party to fulfill any of its obligations under the contract shall not be considered to be a breach of, or default under this contract insofar as such inability arises from an event of force majeure, provided that the party affected by such an event (a) has taken all reasonable precautions, due care and reasonable alternative measures in order to carry out the terms and conditions of this contract, and (b) has informed the other party as soon as possible about the occurrence of such an event.

#### 2.5 Termination

##### 2.5.1 By the Client

Name  
Designation  
Seal of the Bidder

The client may terminate this contract, by not less than thirty (30) days' written notice

of termination to the Bidders and sixty (60) days' in the case of the event referred to in

(b):

a) If the successful Bidder do not remedy a failure in the performance of their

obligations under the contract, within thirty(30) days of receipt after being

notified or within such further period as the client may have subsequently

approved in writing;

b) If the client, in its sole, discretion and for any reason whatsoever, decides to

terminate this contract.

### 2.5.2 By the service provider /Bidder

Name  
Designation  
Seal of the Bidder

The service provider / bidder shall be bound by the contract for the entire period of academic year or the contract period whichever is more; however, there shall be a notice of not less than 120 days which shall be co-terminus with completion of the academic year i.e., 10<sup>th</sup> Of April, for termination of the contract.

The Bidder may terminate this contract, by not less than one hundred and twenty (120) days' written notice to the client, such notice to be given after the occurrence of the event specified in paragraph (a) of this clause.

- a) If the client fails to pay any monies due to the bidder pursuant to this contract with in one hundred and thirty(130) days after submission of claims subject to have satisfied all conditions under 5 to 13 of TOR and clause 6 of GC.

### 2.5.3 Payment upon Termination

Upon termination of this contract pursuant to clauses GC 2.5.1 or GC 2.5.2 hereof, the client shall make the following payments to the service providers / bidders (after offsetting against these payments any amount that may be due from the service providers / bidders to the client.

- a) Remuneration pursuant to clause GC 6 hereof for services satisfactorily performed prior to the effective date of termination.
  
- b) Reimbursement expenditures pursuant to clause GC 6 hereof for expenditures actually incurred prior to the effective date of termination; and

c) Except in the case of termination pursuant to paragraphs (a) through (b) of

clause GC 2.5.1 hereof, reimbursement of any reasonable cost incident to the

prompt and orderly termination of the contract.

#### 2.5.4 Disputes about events of termination

If either party disputes whether an event specified in paragraphs of clause GC 2.5.1 or in

clause GC 2.5.2 hereof has occurred, such party may, within forty-five (45) days after

receipt of notice of termination from the other party, refer the matter to arbitration

pursuant to clause GC 7 hereof, and this contract shall not be terminated on account of

such event except in accordance with the terms of any resulting arbitral award.

### 3. OBLIGATIONS OF THE SERVICE PROVIDERS / BIDDERS

#### 3.1 General

The service providers / bidders shall perform the services and carry out their obligations here under with all due diligence, efficiency and economy in accordance with generally accepted professional techniques and practices. The service providers / bidders shall always act, in respect of any matter relating to this contract or to the services, as faithful advisers to the client, and shall at all times support and safeguard the client's legitimate interests.

### 3.2 Conflict of Interests

#### 3.2.1 Service providers / bidders not to benefit from commissions, discounts, etc.

The remuneration of the service providers / bidders pursuant to clause GC 6 and appendix-I hereof shall constitute the service providers / bidders sole remuneration in connection with this contract or the services and the service providers / bidders shall not accept for their own benefit any trade commission, discount or similar payment in connection with activities pursuant to this contract or to the services or in the discharge or their obligations here under, and the service providers / bidders shall use their best efforts to ensure that they or their partner or personnel or agents shall not receive any such additional remuneration.

### 3.2.2 Prohibition of conflict activities

The service providers / bidders shall not engage, and cause their personnel or agent or partner to engage, either directly or indirectly, in any of the following activities.

- a) During the term of this contract, any business or professional activities in GOK

which would conflict with the activities assigned to them under this contract.

### 3.3 Confidentially

The service providers / bidders and their personnel of either of them shall not, either during the term or within two (2) years after the expiration of this contract, disclose any proprietary or confidential information relating to the project, the services, this

contract or the client’s business or operations without the prior written consent of the client.

#### **4. BIDDER’S PERSONNEL AND PARTNERS**

##### **4.1 General**

The Bidders shall engage and provide such qualified and experienced personnel as are required to carry out the services as per the Terms of Reference.

#### **5. PAYMENT TO THE HUMAN RESOURCE**

The service provider / bidders shall pay once in a month towards the services of Teaching and Non - Teaching human resources, during the contract period based on the

reporting matrix in Annexure-3 obtained from the Adarsha Vidyalaya to whom the services are provided. The charge becomes due on satisfactory completion of service every month and shall be paid during the succeeding month, not later than by 10<sup>th</sup> of that month, irrespective of the status of monthly transactions between the bidder and the tendering authority.

**6. PAYMENTS TO THE BIDDERS:**

**6.1 Cost Estimates**

The compensation to be paid; shall be **Rupees Fourteen thousand** (Rs. 14,000 only) to the outsourced full time teachers; shall be **Rupees Seven thousand** (Rs. 7,000 only) to the

outsourced part time teachers; shall be **Rupees Six thousand** (Rs.6,000 only) to the

outsourced Office Assistant and shall be **Rupees Six thousand** (Rs.6,000 only) to the

Multi-tasking Assistant(inclusive of penalties that accrued due to deficiency in service

as explained in Annexure-3 and including the contributions and deductions).

The bidder should quote the charges on monthly and annual basis and this shall include

all statutory contributions of both employer and employee and deductions to be made

as per the labor and tax laws prevalent in the area where the programme is

implemented. Deductions, if any, towards income tax of the teaching an non-teaching

human resource shall be the responsibility between the bidder and the human resource.

The cost estimate in the price proposal shall include the cost towards facility management over and above the payment to be made to the out sourced human resource.

Service provider must provide the break-up of costing worked out to arrive at the cost estimates.

6.2 The client shall make payment to the service provider on monthly basis subject

to the service provider submitting the following :

- a) The outsourced human resource has discharged all the responsibilities of the assignment and the same is as reflected in the stated performance indicators

prescribed in Annexure-2. The head teacher shall certify to this effect in the

prescribed reporting format in Annexure -3.

6.3 The service provider / bidder shall provide proof of more than sufficient

revolving / corpus fund which is 15% of annual tender value, to meet the expenses for

the next quarter in the form of irrevocable bank guarantee for the contract period.

#### 6.4 Currency of payment

All payments shall be made in Indian Rupees.

6.5 Statutory deductions obligated on the part of tendering authority will be deducted before releasing payment accrued to bidder at any or all or appropriate stages of transactions.

## **7. SETTLEMENT OF DISPUTES**

### **7.1 Amicable settlement**

The parties shall use their best efforts to settle amicably all disputes arising out of or in connection with this contract or the interpretation thereof.

### **7.2 Dispute Settlement**

Any dispute between the parties as to matters arising pursuant to this contract, which cannot be settled amicably within thirty (30) days after receipt by one of the party's request for such amicable settlement may be submitted by either party for settlement to arbitration mutually agreed by either parties.

If either parties fail to arrive at an agreement on the arbitration, the same may be submitted for arbitration in accordance with the existing Arbitration Laws of the country.

\_\_\_\_\_ End of GCC \_\_\_\_\_

**APPENDIX - A**

**TECHNICAL PROPOSAL - STANDARD FORM**

Format for

**Letter of Proposal**

(On the Letter head of the Service provider/Bidder)

Date :

To,

The State Project Director

Name  
Designation  
Seal of the Bidder

Rashtriya Madhyamik Shiksha Abhiyan – Karnataka

New Public Offices Building Annex,

Nrupatunga Road, K.R.Circle,

Bangalore 560 001

Sir,

Re :Providing services of Teaching and Non-teaching Human Resource; Reg.

Being duly authorized to represent and act on behalf of..... (hereinafter

referred to as “the Service provider/Bidder”), and having reviewed and fully

Name  
Designation  
Seal of the Bidder

understood all of the Proposal requirements and information provided, the undersigned

hereby submits the Proposal for the project referred above.

We confirm that our Proposal is valid for a period of 120 days from .....

(Proposal Due Date)

Yours faithfully,

.....

(Signature of the

Service provider /Bidder)

.....

(Name and designation of the

Service provider /Bidder)

Name  
Designation  
Seal of the Bidder

\*\*\*

**APPENDIX - B**

Format for Power of Attorney for Signing of Proposal

(On stamp paper of appropriate value)

**POWER OF ATTORNEY**

Know all men by these presents, we ..... (name and

address of the registered office) do hereby constitute, appoint and authorise Mr./Ms.

..... (name and residential address) who is

Name  
Designation  
Seal of the Bidder

presently employed with us and holding the position of ..... as our attorney, to do in our name and on our behalf, all such acts, deeds and things necessary in connection with or incidental to our bid to provide services of Teaching and Non-teaching Human Resource for Adarsha Vidyalayas in Educationally Backward Blocks in \_\_\_\_\_ District. He/she shall provide all documents, information and responses to the State Project Director, RMSA, Karnataka representing us in all matters before RMSA, and generally dealing with RMSA in all matters in connection with our bid for the said Project.

Name  
Designation  
Seal of the Bidder

We hereby agree to ratify all acts, deeds and things lawfully done by our said attorney

pursuant to this Power of Attorney and that all acts, deeds and things done by our

aforesaid attorney shall and shall be deemed to have been done by us.

These powers are granted by us and shall remain in force till the end and expiry of all

the contract period and the fulfillment of contractual obligations and liabilities.

For

.....

Name  
Designation  
Seal of the Bidder

.....

(Signature)

.....

(Name, Title and Address)

Accepted

.....

(Signature)

Name  
Designation  
Seal of the Bidder

(Name, Title and Address of the Attorney) contd on next page . .

Note:

1. The mode of execution of the Power of Attorney should be in accordance with the procedure, if any, laid down by the applicable law and the charter documents of the executant(s) and when it is so required the same be under common seal affixed in accordance with the required procedure. The Power of Attorney should be on a stamp paper of appropriate value.
2. Also, wherever required, the Service provider/Bidder should submit for verification the extract of the charter documents such as a resolution/power of

attorney in favour of the Person executing this Power of Attorney for the

delegation of power hereunder on behalf of the Service provider/ Bidder.

3. In the event of PA holder leaves his employment, the power of attorney should

be given to the person filling his place without lapse of time.

4. The Power of Attorney should be notarized.

\*\*\*

Name  
Designation  
Seal of the Bidder

Name  
Designation  
Seal of the Bidder

Name  
Designation  
Seal of the Bidder



a. Name :

b. Designation :

c. Company :

d. Address :

e. Telephone Number :

f. Fax Number :

g. Mobile Number :

h. E-Mail Address :

6. Details of individual (s) who will serve as the point of contact / communication

for the Tendering Authority:

a. Name :

b. Designation :

c. Company :

d. Address :

e. Telephone Number :

f. Fax Number :

g. Mobile Number :

h. E-Mail Address :

\*\*\*

**Format for Anti-Collusion Certificate**

(On the Letterhead of the Service provider/Bidder or Lead Member)

We hereby certify and confirm that in the preparation and submission of our

Proposal to provide services of Teaching and Non-teaching Human Resource for Adarsha

Vidyalayas in Educationally Backward Blocks in

Package-1 Belgaum division

Name  
Designation  
Seal of the Bidder

Package-2 Gulbarga division

Package-3 Mysore and Bangalore divisions in the state.

We have not acted in concert or in collusion with any other Service provider/ Bidder or

other person(s) and also not done any act, deed or thing which is or could be regarded

as anti-competitive.

We further confirm that we have not offered nor will offer any illegal gratification in

cash or kind to any person or agency in connection with the instant Proposal.

Dated this ..... Day of ....., 2011

.....

(Name of the Service provider/Bidder)

Name  
Designation  
Seal of the Bidder

-----

(Signature of the Authorised Person)

-----

(Name and designation of the Authorised Person)

Name  
Designation  
Seal of the Bidder

\*\*\*

Name  
Designation  
Seal of the Bidder

**APPENDIX - E**

**Format for Statement of Experience**

Experience No 1	
Name of the project	
Name, address and contact details of  Client	
Scope of the project	

Name  
Designation  
Seal of the Bidder

Scope of work of Service provider /  Bidder	
Date of commencement of the project	
Date of completion of the bidders  scope of work	
Total billings from project for Bidder	

**The above statement shall be supported by..**

1. Separate Annexure- E shall be attached for each one of the past experience.

2. A certificate in each case /experience issued by the Client clearly stating the

scope of the project, cost of the project and date of successful completion.

3. Certificate from statutory auditor certifying date of successful completion of

service provided/bidder's scope of work in the project and total billings till such

date.

\*\*\*

**Format for Statutory Auditor Certificates**

Date :

We have verified the relevant statutory and other records of M/s.....

(Name of the Service provider / Bidder) and certify that M/s..... had

been appointed for the purpose of ..... (name of the project)

Name  
Designation  
Seal of the Bidder

We have also scrutinized the documents made available to us for the said project and

certify the following:

Serial Number	Date of commencement of the project	Date of completion of the project / Current status of the project	Billings for the bidder from the project (Rs Lakhs)

Name  
Designation  
Seal of the Bidder

Signature and seal

And Registration Number of Statutory Auditor

Name  
Designation  
Seal of the Bidder

Name  
Designation  
Seal of the Bidder

\*\*\*\*\*

**Appendix-G**

**FORMAT OF ACCEPTANCE OF IMPLEMENTATION SCHEDULE**

To

The State Project Director,  
Rashtriya Madhyamik Shiksha Abhiyan,  
New Public Offices Annex Building, K.R. Circle,  
BANGALORE - 560 001.

Sir,

We M/s..... (Name of the bidder) here in after called " the  
Service Provider " have furnished the BID to provide teaching and non-teaching human  
resource to \_\_\_\_ (indicate number) Adarsha Vidyalaya (list the names of locations)  
\_\_\_\_\_ in the districts of (list the names of  
districts) \_\_\_\_\_. We do here by agree to provide teaching and non-teaching human  
resource services to \_\_\_\_ (indicate number) Adarsha Vidyalaya (list the names of locations)  
\_\_\_\_\_ in the districts of (list the names of  
districts) \_\_\_\_\_, for the year 2011-12 and if required for 2012-13 as per the price  
proposal submitted. We M/s \_\_\_\_\_ agree to abide to this BID by  
all the terms, conditions and specifications given in the Bid document while performing the  
contractual obligations. We undertake to provide the required teaching and non-teaching  
human resource to implement the said project within 30 days from the date of receipt of  
intimation from the State project Director, Rashtriya Madhyamik Shiksha Abhiyan, Karnataka,  
failing to provide the complete services, the tendering authority may at its discretion reject and  
cancel the contract agreement.

Your's faithfully,

**Place**

**Date**

**Signature and seal of the tenderer**

Name  
Designation  
Seal of the Bidder

**APPENDIX-H uploaded separately****Annexure-1****List of Model Schools (Adarsha Vidyalayas) with location (Temporary and Permanent)**

Sl. No.	District Name	Block Name	Name and Address of School (Temporary)	Name and Address of School (Permanent)
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**PACKAGE – 1 ( 6 Districts – 19 Schools )**  
**Total Full Time teachers=114; Part-time teachers=76;**  
**Office Support Staff=19; Multi tasking assistants=19**

1	Belagaum	Ramadurga	VidhyaChetana Ground, Near Old Bus Stand, Ramadurga-591123	Turanur, 2 km from Ramadurga-
2	Belagaum	Soudatti	Naviluthirta Dam site Savadattitaluk	NaviluTirtha 10 km from Savadatti
3	Bijapur	Bijapur	Kaggoda, Bijapura city	Bijapur City
4	Bijapur	BasavanaBagewadi	C/O BasaveswaraGovt.P.U.C,CollegeBasavanaBagewadi	HunsalPB, 5 km from BasavanaBagewadi,
5	Bijapur	Indi	Adarsha Vidyalaya. Indi, C/o. Urdu Girls Model Primary School, Indi, (near BEO Office)	Halagunaki, 4 km from Indi
6	Bijapur	Muddebihal	Mukkam, Dhosta, Bhidharakundi, Muddebihal	Bidarakundi, 1 km from Muddebihal,
7	Bijapur	Sindhagi	Sindhagi Camp, Rampur, P.A,	Sindagi town
8	Bagalkot	Badami	Badami, Model Primary School ground, Killaoni, Badami	Keruru, 10 km from Badami,
9	Bagalkot	Jamakhandi	c/o ShakuntalaMarati Primary School, Jamakhandi-587301	Algur, 3 km from Jamakhandi,
10	Bagalkot	Mudhol	c/o RannaMadhari School, Mudhol-587313	Mudhol
11	Bagalkot	Hungund	Vidhyanagar, Hungund-587118.	Hungund

12	Bagalkot	Bagalkot	Sector No-1, Navanagar, Bagalkot.	Bagalkot Town
13	Bagalkot	Bilagi	Govt. Urdu High School Ground, Basaveswaranagar, Ward No:II, Bilagi-587116.	Bilagi
14	Gadag	Mundargi	C/o., Model Centre School Ground, Mundaragi.	Bagewadi, 18 kms from Mundaragi -
15	Gadag	Rona	Adarsha Vidyalaya. (RMSA), Gajendragad, Rona, Gadag.	Gajendragad, 20 kms from Rona
16	Dharawad	Dharwad	ELTC Ground, Opp. R.N. Shetty Stadium, Dharwad.	Thimmapura, Saadhanakeri, Dharwad.
17	Dharawad	Kalghatagi	Govt. Girls High School Ground, Kalghatagi, Dharwad-581204.	Dastikoppa, 2 kms from Kalghatagi
18	Chikkodi	Gokak	(Kanagav) Govt. New Middle School, Gokak.	Kangav, 20 kms from Gokak
19	Chikkodi	Rayabhag	C/o., G.H.S, Rayabhag.	Mekali, 10 kms from Rayabhag

**PACKAGE – 2 ( 6 Districts – 29 Schools )**  
**Total Full Time teachers=174; Part-time teachers=116;**  
**Office Support Staff=29; Multi tasking assistants=29**

1	Raichur	Raichur	G.H.P.S, KEB Colony Ground, Raichur	Diet Eramaus, 7 kms from Raichur.
2	Raichur	Lingasur	c/o Govt. Polytechnic College, Lingasur	Karadakal (Junior College Ground), 2 kms from Lingasur.
3	Raichur	Devadurga	Govt. Boys High School Building, Arakera, Devadurga.	Arakera, Devadurga
4	Raichur	Manvi	Manvi, GHPS, Kumbanavadi. Manvi.	Nirmanvi, 5 kms from Manvi
5	Raichur	Sindhanur	C/o., GHPS, PWD Camp, Sindhanur,	Govt Junior College Campus, 1 km from Sindhanur
6	Bidar	Humanabad	Central Model School, Bemalakeda, Humanabad, Bidar	Humnabad
7	Bidar	Bidar	c/o Govt. Old MaratiDED College, Janavada Road, Bidar.	Janawada 7 km from Bidar
8	Bidar	Basava Kalyana	New Panchayat Building, Central Model School, Rajola, Basavakalyana	Rajola, 15 kms from Basavakalyana
9	Bidar	Aurad	Junior College Premises, Aurad(B) Area	Aurad Town, Bidar
10	Koppal	Koppal	SardarGalli School Ground, Koppal-583231	Bhagyamasa (MHS Premises)
11	Koppal	Yelburga	Itagi Post, Yelburga.	Itagi, 25 kms from Yelburga -

12	Koppal	Kustagi	Govt. Junior College (boys), Kustagi,	Hanumasagara, Badami Road, 12 kms from Koppal
13	Koppal	Gangavathi	G.P.U.C Ground, Kanakagiri, Ganagavathi,	Hiriganakal, 4 kms from Gangavathi
14	Yadagiri	Yadagiri	Govt. Model H.P.S, Yadagiri.	Junior College Ground.
15	Yadagiri	Shahpur	Shahpura, Yadagiri.	I Grade Junior College, Shahpur.
16	Yadagiri	Surpur	Vajjala Post: Vajjala, Surpur.	Vajjal, 25 kms from Surpur
17	Bellary	Hagaribomma nahalli	K.V.O.R. School Ground, Hagaribommanahalli.	KhitaPalli Road, Mandegalli, 3kms from Hagaribommanahalli
18	Bellary	Siriguppa	High School Ground, Bellary Road, Siriguppa.	Siddappanagar, 1 km from Siriguppa
19	Bellary	Hosapete	Vinobabhawe. G.H.P.S. Ground, Chittavadi, Hosapete	Amaravathi Village 1/2 km from Hosapete,
20	Bellary	Kudlgi	Adarsha Vidyalaya. Ashraya Colony, G.P.Grade College opp., Kudlgi.	AmaraDevaraGudda, 3 kms from Kudlgi
21	Bellary	Sandur	Govt. Junior College(Boys) (APMC) Bellary.	Krishnanagar HS, Sandur
22	Bellary	Bellary West	2nd Cross, Parvatinagar, Bellary.	Hiralakodam, 2 kms from Bellary -
23	Gulbarga	Gulbarga (North)	G.H.P.SAsipeganji ground, Gulbarga (North)	Jeevargi Colony, Gulbarga (Govt Printing Press)
24	Gulbarga	Aland	Govt. P.U.C for Boys, Aland	Korahalli, 6 kms from Aland
25	Gulbarga	Afzalpur	M.G. Nagar, Afzalpur,	AgganurAfzalpur -
26	Gulbarga	Chittapura	Adatabazar, Chittapura,	Chittapura
27	Gulbarga	Jevargi	Jevargi,	Chennur, 7 kmsfromJevargi
28	Gulbarga	Chincholi	Chincholi, Gulbarga.	Pathapalli, Chincholi
29	Gulbarga	Sedam	Kodla Cross, BRC, Sedam,	Bibballi (In the name of HPS), Sedam

**PACKAGE – 3 ( 10 Districts – 26 Schools )**  
**Total Full Time teachers=156; Part-time teachers=104;**  
**Office Support Staff=26; Multi-tasking assistants=26**

1	Hassan	Holenarasipura	G.H.P.S, Pet School Ground, Holenarasipura-573211	Peddenalli, Holenarasipura
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2	Madugiri	Pavagada	GuruBhavan Ground, Bellary Road, Pavagad	Bommakkanahalli, 4 kms from Pavagad
3	Chitradurga	Challakere	Kasturba Gandhi Girls Residential School, Challakere-577522	Opp. Morarji Desai School, 2 kms from ChallakereParashurmpura road
4	Chitradurga	Molkalmuru	Near Kasturba Gandhi Girls Residential School, Molkalmuru Town-5775351	Between Molakalmuru and Hanagal, 3 kms.
5	Chikkaballapura	Bagepalli	Adarsha Vidyalaya., (RMSA),next to B.E.O Office, Bhagepalli-561207, Chikkaballapura	Devaragudipalli, Chikkaballapura -
6	Chikkaballapura	Gudibande	Adarsha Vidyalaya., , C/o., Urdu Model Primary School, Gudibandenagar, Gudibande, Chikkaballapura	Beechaganahalli, Chikkaballapura - 8 kms.
7	Chikkaballapura	Chintamani	Adarsha Vidyalaya., Nekkundi pete, Chintamani Town, Chikkaballapura Dist.	Bhoomishettyhally (Identified), Chikkaballapura -
8	Chikkaballapura	Gowribidanur	Kote High School premises, Gowribidanur-561208	Karekallahalli, 3 kms from Gowribidanur
9	Kolar	Mulabagilu	Shiva Keshava Nagar, Muthyalapet, Mulabagilu (P) & (T)	Thathikal, GHPS, Mulabagilu - 6km or 4km Govt. Land.
10	Kolar	Bangarpet	Bangarpet,	Govt Junior College Premises, Bangarupete
11	Kolar	Srinivasapur	G.M.H.P.SSarojini Road, Srinivasapura,	Kallur, 4 kms from Srinivasapura
12	Chamarajnar	Yelandur	BRC Centre, Yelandur Town, Yelandur	Mellalli, 3 kms from Yelandur
13	Chamarajnar	Chamarajnar	G.H.T.P.S, Behind BEO Office, Satti Road, Chamarajanagar.	Huttuvalli,(Gundlupete Road), 3 kms. From Chamarajanagar
14	Chamarajnar	Kollegala	G.H.P.S Ground, Mudigunda, Kollegala-571440.	Mudigunda, 3 kms from Kollegala
15	Chamarajnar	Gundlupet	Kanakadasa Colony, Gundlupet, Chamarajnar	Chikkatippur, 3 kms from Gundlupet
16	Mysore	Nanjangud	Dhalavahi School Ground, Bazaar Road, Nanjanagud.	Devur, 4 kms from Nanjanagud
17	Mysore	K.R. Nagar.	G.M.S Ground, Old market Ground, K.R. Nagar.	Kalenahalli, 2 kms from K.R. Nagar
18	Mysore	Hunasuru	Kallahalli, HunasuruTq.571105	Chikkunsur, HunsurTq.
19	Mysore	Mysore	Vinayakanagar-1, Mysore North zone.	Mysore Local
20	Mysore	T. Narasipura	Sosale, T. NarasipuraTq.571120.	Sosale, 6 kms from .T.Narasipuratq,
21	Mysore	H.D. Kote	G.B.S, Mathikuppe Road, H.D. Kote, Mysore.	Beechanahalli 14 kms from H.D. Kote
22	Ramanagar	Chennapatna	Adarsha Vidyalaya., Mattikere, Shettyhalli, Shettyhalli Post, Chennapatna	Shettyhalli, 7 kms from Chennapatna
23	Ramanagar	Kanakapura	KodihalliHobli Post, Kodihalli, Kanakapura,	Garalapur, 12 kms from Kanakapura

24	Mandya	Malavalli	Purigali, MalavalliTq.	Malavalli
25	Mandya	Pandavapura	Junior College Premises, Pandavapura	Beerashettyhalli, 1 km from Pandavapura
26	Davanagere	Harapanahalli	Harapanahalli	AnanthanaHalli, 2 kms from Harapanahalli

Annexure – 2

## Educational Qualifications and brief description of responsibilities for the teaching and non-teaching human resource on outsourcing

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
<b>1 Head Teacher</b>		
<p>1. <b>Degree (B.A./ B.Sc.)</b> : The candidate should have studied in English medium at least from 8<sup>th</sup> std.; should have scored 50 percent as an average of all the years studied; should have studied any of the three (3) subjects indicated here under as optional; English, Math, Physics, Chemistry, Botany, Zoology, Geography, History, Sociology, Economics, Statistics, Political Science, Electronics, Computer Science.</p>	<p>He/she shall provide academic and administrative leadership.</p>	<p>Must be a sought after school in the block.</p>
<p>In case candidate has studied only two subjects as Optional in the final year among the ones indicated supra, they must be the subjects that are taught in Adarsha Vidyalaya. Those who have obtained B.Sc.(Hons.) or B.A.(Hons.) degree should have studied that optional subjects in the final year and the optional studied in first and second years that are taught in Adarsha Vidyalaya.</p>	<p><b>Administrative</b></p>	<p><b>Administrative</b></p>
<p>2. <b>B.Ed.</b>, The candidate should have studied in English medium; should have studied as a regular candidate in and scored 60 percent marks (excluding the internal assessment marks); should have studied two subjects as methods in B.Ed. that are taught in Adarsha Vidyalaya.</p>	<p>1. Vision statement for the school.</p>	<p>1. Vision statement should be visible to all stake holders viz., students. Parents, teachers and visitors.</p>
<p>3. <b>B.Sc.Ed. / B.A.Ed.</b> :In case of candidates with these degree obtained from Regional Institute of Education, a subsidiary of NCERT, they must have studied the subjects taught in Adarsha Vidyalaya as the optional subject and obtained an average of 60% as an aggregate of</p>	<p>2. Mission statement for the school.</p>	<p>2. Mission statement should be visible to all stake holders viz., students. Parents, teachers and visitors.</p>

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
all the years.		
<b>4. Post-Graduation</b> : Should have studied in English medium; obtained a minimum of 55 % marks; studied as a regular student any of the following subjects – English, Math, Physics, Chemistry, Botany, Zoology, Geography, History, Sociology, Economics.	3. School Improvement Plan (SIP)	3. Plan of action in terms of What it should have? What it has? What it does not have? How the gaps to be filled? When it is to be filled? Resources required & strategies to be adopted should be available in SIP supported by documents.
<b>Should have obtained degree at sl no. 1,2 and 4 or 3 &amp;4.</b>	4. Discipline of staff and students, leading by example.	4. Well maintained premises with school garden; Children and staff, turned out spic & span; School assembly on time in straight column and rows, marching to class in line;
	5. Providing all facilities required for laboratory, library, drinking water, bath room & toilets, school playground for both games and field & track events, school and kitchen garden with organic farming,	5. Facility commensurate with PTR, CTR, SCR; all equipment, chemicals, models, charts, maps required to transact the syllabus; At least 300 reference books for each of the subject taught, together with books on general areas of interest, catalogued
		Potable water as per definition in a commonly accessible place; no water spilled over on floor;
		Clean, stain free, odour free, flushed toilets with running water availability.
		Composting, vermi-composting in practice for use in organic farming; landscaped school garden; kitchen garden to supply for MMS.
		Sports field measuring not less than 200 x 100 feet, with adequate spaces for track events.
	6. Monitoring and optimal utilization of provided / procured resources, including man power.	6. Formats to monitor progress & resource utilization for the above activities.
	7. Establishing and ensuring community participation, beginning with parents.	7. Records to substantiate- Participation of stake holders in SIP; Proceedings of PTM;  Resource mobilization from stake holders;
	8. Maintenance of records /data base (& MIS) that includes teacher performance & delivery of objectives; and also students' performance, on continuous basis.	8. Appraisal reports of staff to reflect performance and delivery of objectives;

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
		Academic progress reports to pin point outstanding and below optimal performance.
		Remedial measures adopted to address below optimal performance and the progress achieved.
	9. Should be well versed with accounts and service procedures.	9. There should not be any audit objections on violation of rules and guidelines.
	<b>Academic</b>	<b>Academic</b>
	1. Should have minimum know how of all the subjects to be transacted in the school.	1. Maintain classroom observation, lesson plan and programme of work monitoring record with suggestions for improvement and follow up action initiated on a weekly basis.
		Maintain master time table to enable optimal learning instruction time for the children.
	2. Should be an effective class room practitioner.	2. Shall be handling at least 12 periods related to core curriculum; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
	3. Willingness to accept, practice and propagate newer learning methodologies.	3. Record of innovative learning methodologies adopted in different subject during the current academic year.
	4. Must be ICT practioner .	4. Must have an ICT lab/enabled class room; All open source / free softwares related to curriculum to be on the system;
		All teachers to use ICT lab by turns to provide virtual learning experiences to children;
		All children - to have e-mail accounts; to have worked on projects incorporating content available on web sites;
	5. Must supervise the classroom transactions and mentor the teachers for effectiveness.	5. Record of fort-nightly orientation programmes for teachers to share learning experiences and exposing them to innovations in the world of learning.

**2 Trained Graduate Teacher (TGT)  
-English**

1. <b>Degree (B.A.)</b> : The candidate should have studied in English medium at least from 8 <sup>th</sup> std.; should have scored 50 percent in aggregate of all the years studied; should have studied English and any of the two (2) subjects <i>infra</i> as optional; Geography, History, Sociology, Economics, Political Science.	1. Should have complete know how of the subjects assigned for transaction.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioural changes.
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Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
In case candidate has studied only two subjects as Optional in the final year among the ones indicated supra, one must be English and the other must be any of the subjects that is taught in Adarsha Vidyalaya.	2. Should be an effective class room practitioner.	2. Should be an effective class room practitioner.
Those who have obtained B.A.(Hons.) degree should have studied English and those optional subjects listed <i>supra</i> in the final year and the optional studied in first and second years need to be the ones that are taught in Adarsha Vidyalaya.	3. Should have effective English communication skill.	3. Speak and write flawless, simple English both inside and outside the classroom.
<b>2. B.Ed.</b> , The candidate should have studied in English medium; should have studied as a regular candidate and scored 60 percent marks (excluding the internal assessment marks); should have studied two subjects as methods in B.Ed. that are taught in Adarsha Vidyalaya and of them one should be English.	4. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	4. Knowledge of / about Open source software / websites; be a member of at least two teacher networking related to their teaching across the globe; Must possess a live e-mail account. Shall be handling at least 24 periods of English as a first language; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
3. B.A.Ed. :In case of candidates with this degree obtained from Regional Institute of Education, under the aegis of NCERT, they must have studied the subjects taught in Adarsha Vidyalaya as the optional subject and one of the subjects should be English and obtained an average of 60% as an aggregate of all the years.		Record of innovative learning methodologies adopted in different subject during the current academic year.
<b>Should have obtained degree at sl no. 1 and 2 or 3</b>	5. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	5. Recordings by HM during class observation will provide such information.
	6. Ability to incorporate life skills in the subjects transacted	6. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>3 Trained Graduate Teacher (TGT) – Kannada</b>		
<b>1. Degree (B.A.)</b> : The candidate should have scored 50 percent as an average of all the years studied; should have studied Kannada as an optional subject and any of the two (2) subjects indicated <i>infra</i> as optional - Geography, History, Sociology, Economics, Statistics, Political Science.	1. Should have complete know how of the subjects (Kannada and Social Science) assigned for transaction.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioural changes.
In case candidate has studied only two subjects as Optional in the final year among the ones indicated supra, they must be the subjects that	2. Should be an effective class room practitioner.	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
are taught in Adarsha Vidyalaya.		experiences, wherever possible.
In case two candidates have the same score, the fact that any of them have studied in English medium would be given the preference for selection.	3. Should have an effective Kannada and English communication skill, in spite of being a Kannada teacher.	3. Speak and write flawless Kannada and English both inside and outside the classroom.
<b>2. B.Ed.</b> , The candidate should have studied in English medium; should have studied as a regular candidate and scored 60 percent marks (excluding the internal assessment marks); should have studied Kannada as one of the two subjects as methods in B.Ed.	4. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	4. Knowledge of / about Open source software / websites
		be a member of at least two teacher networking related to their teaching ;
		Must possess a live e-mail account.
		Shall be handling at least 24 periods of Kannada as Second language; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	5. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	5. Recordings by HM during class observation will provide such information.
	6. Ability to incorporate life skills in the subjects transacted.	6. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>4 Trained Graduate Teacher – (TGT) Hindi</b>		
1. <b>Degree (B.A.)</b> : The candidate should have scored 50 percent as an average of all the years studied; should have studied Hindi as an optional subject and any of the two (2) subjects indicated <i>infra</i> as optional - Geography, History, Sociology, Economics, Statistics, Political Science.	1. Should have complete know how of the subjects (Hindi) assigned for transaction.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioural changes.
In case candidate has studied only two subjects as Optional in the final year among the ones indicated supra, they must be the subjects that are taught in Adarsha Vidyalaya.	2. Should be an effective class room practitioner.	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning experiences, wherever possible.
In case two candidates have the same score, the fact that any of them have studied in English medium would be given the preference for selection.	3. Should have an effective Hindi and English communication skill, in spite of being a Hindi teacher.	3. Speak and write flawless Hindi and English both inside and outside the classroom.

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
<b>2. B.Ed.</b> , The candidate should have studied in English medium; should have studied as a regular candidate and scored 60 percent marks (excluding the internal assessment marks); should have studied Hindi as one of the two subjects as methods in B.Ed. OR	4. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	4. Knowledge of / about Open source software / websites
Should have obtained “Hindi ShikshakPaarangat” degree from Government Hindi Teachers Training Institute, Mysore with a minimum of 60% excluding the internal assessment.		be a member of at least two teacher networking related to their teaching ;
		Must possess a live e-mail account.
		Shall be handling at least 24 periods of Hindi as Third language; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	5. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	5. Recordings by HM during class observation will provide such information.
	6. Ability to incorporate life skills in the subjects transacted.	6. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>5 Trained Graduate Teacher (TGT) – Math, Physics and Chemistry</b>		
<b>1. Degree (B.Sc.)</b> : The candidate should have studied in English medium at least from 8 <sup>th</sup> std.; should have scored 50 percent as an average of all the years studied in degree; should have studied Math, Physics as optional in all the years and any one of the subjects indicated <i>infra</i> as optional; Chemistry, Botany, Zoology, Electronics, Computer Science.	1. Should have complete know how of the subjects (Maths, physics and Chemistry) assigned for transaction.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioural changes.
<b>2. B.Ed.</b> , The candidate should have studied in English medium; should have studied as a regular candidate in and scored 60 percent marks (excluding the internal assessment marks); should have studied Math and Physics as methods in B.Ed.	2. Should be an effective class room practitioner	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning experiences.
<b>3. B.Sc.Ed.</b> : In case of candidates with this degree obtained from Regional Institute of Education, a subsidiary of NCERT, they must have studied Math and Physics as	3. Should have an effective English communication skill.	3. Speak and write flawless English both inside and outside the classroom

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
optional & methods and obtained an average of 50% as an aggregate of all the years.		
<b>Should have obtained degree at sl no. 1 and 2 or 3</b>	4. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	4. Knowledge of / about Open source software /websites; be a member of at least two teacher networking related to their teaching ; Must possess a live e-mail account.
		Shall be handling at least 28 periods of Math /Physics & Chemistry; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	5. Must be able to use laboratory, effectively	5. - Practical records of students for having conducted experiments; - Day-wise entries in the laboratory log sheet. - Records to demonstrate participation in science exhibitions at various levels.
	6. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	6. Recordings by HM during class observation will provide such information.
	7. Ability to incorporate life skills in the subjects transacted.	7. Observed through participation records maintained for project work and school programmes / group / community activities
<b>6 Trained Graduate Teacher (TGT) –Chemistry, Biology / English</b>		
1. <b>Degree (B.Sc.)</b> : The candidate should have studied in English medium at least from 8 <sup>th</sup> std.; should have scored 50 percent as an average of all the years studied; should have studied Chemistry as optional and either Botany or Zoology.	1. Should have complete know how of the subjects (Chemistry and Biology) assigned for transaction.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioural changes.
2. <b>B.Ed.</b> , The candidate should have studied in English medium; should have studied as a regular candidate in and scored 60 percent marks (excluding the internal assessment marks); should have studied Math and Physics as methods in B.Ed.	2. Should be an effective class room practitioner.	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning experiences.
3. <b>B.Sc.Ed.</b> : In case of candidates with this degree obtained from Regional Institute of Education, a subsidiary of NCERT, they must have studied Chemistry and Biology as optional & methods and obtained an average of 50% as an aggregate of	3. Should have an effective English communication skill	3. Speak and write flawless English both inside and outside the classroom.

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
all the years.		
<b>Should have obtained degree at sl no. 1,2 or 3</b>	4. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	4. Knowledge of / about Open source software / websites; be a member of at least two teacher networking related to their teaching ; Must possess a live e-mail account.
		Shall be handling at least 28 periods of Biology and Chemistry; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	5. Must be able to use laboratory, effectively.	5. - Practical records of students for having conducted experiments; - Day-wise entries in the laboratory log sheet. - Records to demonstrate participation in science exhibitions at various levels.
	6. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues	6. Recordings by HM during class observation will provide such information.
	7. Ability to incorporate life skills in the subjects transacted.	7. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>7 Trained Graduate Teacher (TGT) –Social Science/ Kannada</b>		
1. <b>Degree (B.A.)</b> : The candidate should have studied in English medium at least from 8 <sup>th</sup> std.; should have scored 50 percent as an average of all the years studied; should have studied any of the two (2) subjects listed <i>infra</i> as optional – History, Economics, Geography, Political Science, Sociology.	1. Should have complete know how of the subjects (Social Science and Kannada) assigned for transaction.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioral changes.
2. <b>B.Ed.</b> , The candidate should have studied in English medium; should have studied as a regular candidate in and scored 60 percent marks (excluding the internal assessment marks); should have studied any of the two (2) subjects <i>infra</i> as method - History, Economics, Geography, Political Science, Sociology, English and Kannada.	2. Should be an effective class room practitioner.	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning experiences, wherever possible
3. <b>B.A.Ed.</b> : In case of candidates with this degree obtained from Regional Institute of Education, a subsidiary of NCERT, they must have studied any two subjects <i>infra</i> as	3. Should have an effective English communication skill.	3. Speak and write flawless English both inside and outside the classroom.

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
optional & methods - History, Economics, Geography, Political Science, Sociology, English and Kannada ; obtained an average of 50% as an aggregate of all the years.		
<b>Should have obtained degree at sl no. 1,2 or 3</b>	4. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	4. Knowledge of / about Open source software / websites; be a member of at least two teacher networking related to their teaching ; Must possess a live e-mail account.
		Shall be handling at least 28 periods of Social science and Kannada / English; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	5. Must be able to draw outline maps, use globe as teaching aid.	5. i) Socials classwork book must have at least 5 maps drawn with labels; ii) when asked, at least 75% children must be able to draw any map that they have been taught. iii) Every child must be able to locate the six continents in the globe; iv) Locate at least one country in each continent.
	6. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	6. Recordings by HM during class observation will provide such information.
	7. Ability to incorporate life skills in the subjects transacted.	7. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>8 Physical Education</b>		
1. Degree (B.A./B.Sc.); Should have studied in English medium at least from 8 <sup>th</sup> std.; should have scored minimum 50% marks as an aggregate of all the years.	1. Should have complete know how of Physical Education that includes Physical exercises (including Yoga and Aerobics), field and track events, in-door and out-door games.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioral changes.
2. B.P.Ed., Should have studied in English medium; should have scored minimum 60% marks excluding internal assessment	2. Should be an effective class room / playground practitioner.	2 Lesson plan should be in the form of power point presentation (.ppt) and also integrating down loads from web sites to provide virtual learning experiences, wherever possible. Must turn out children in spic & span uniform with fitness of physical form; At least 3 trophies / awards / certificates won by students at different levels (tq/dist/state/national) in field &

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
		track events, in-door and out-door games.
	3. Should be able to address non-cognitive area of the child.	3. Children must be able to participate in mass PT with ease; behave themselves in assembly, playground; sing National Anthem as per standard norms; able to practice yoga.
	4. Should have an effective English communication skill.	4. Speak and write flawless English both inside and outside the classroom.
	5. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	5. Knowledge of / about Open source software / websites
		be a member of at least two teacher networking related to their teaching ;
		Must possess a live e-mail account.
		Shall be handling at least 20 periods of Physical education related classes; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	6. Must be able to take up projects and mentor students for participation in events.	6. Record of projects taken up, participation of students at school, block, district and state level events.
	7. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	7. Recordings by HM during class observation will provide such information.
	8. Ability to incorporate life skills in the subjects transacted.	8. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>9 Work Experience Teacher</b>		
1) Electrical Gadgets and Electronics: i) 3 year diploma after higher secondary (puc) in electrical / electronic engineering from an Institution recognized by State /Central Government.	1. Should have complete know how of crafts as a subject.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioral changes.
OR Degree in Electrical or Electronic Engineering from a recognized univeristy	2. Should be an effective class room practitioner.	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning experiences, wherever possible. Number of trophies / awards / certificates won by children at different levels (tq/dist/state/national).

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
OR B.Sc.(Tech.) / B.Ed. from Regional college of Education, Bhoopal / Bhuvaneshwar / Mysore / Ajmeer.	3. Should have ability to identify potential / non-cognitive talent in children.	3. Children must be able to participate in different competitions at various levels as evidenced by awards /certificates / exhibits & projects prepared by them.
Desirable : 1 year practical experience in a recognized work shop or institution.	4. Should have an effective English communication skill.	4. Speak and write flawless English both inside and outside the classroom.
2. Sewing, needle work and embroidery. A 3 year diploma in Sewing, Tailoring / Sewing, Needle work and embroidery after higher secondary (puc) from an Institution recognized by State /Central Government.	5. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	5. Knowledge of / about Open source software / websites
OR 3 year diploma after higher secondary in Home Science from an Institution recognized by State /Central Government.		be a member of at least two teacher networking related to their teaching ;
OR B.Sc. (Home Science), B.Ed. from a recognized university.		Must possess a live e-mail account.
		Shall be handling at least 16 periods of craft related classes; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
Desirable: 1 year practical experience in a recognized workshop / institution /factory.		Record of innovative learning methodologies adopted during the current academic year.
	6. Must be able to take up projects and guide for participation in events.	6. Record of projects taken up, participation and conduct of events.
	7. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	7. Recordings by HM during class observation will provide such information.
	8. Ability to incorporate life skills in the subjects transacted.	8. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>10 Music Teacher</b>		
Degree in Music from a recognized university or Higher Secondary with any of the following viz., a proficiency / Praveena / Vidwat / Vidwan examination in Classical Music conducted by the Government;	1. Should have complete know how of Music as a subject.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioral changes.
Should have good communication skill in English	2. Should be an effective class room practitioner	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
		experiences, wherever possible. Number of trophies / awards / certificates won by children at different levels (tq/dist/state/national).
	3. Should have ability to identify potential / non-cognitive talent in children.	3. Children must be able to participate in different competitions at various levels as evidenced by awards /certificates / exhibits & projects prepared by them.
	4. Should have an effective English communication skill.	4. Speak and write flawless English both inside and outside the classroom.
	5. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	5. Knowledge of / about Open source software / websites; be a member of at least two teacher networking related to their teaching
		Must possess a live e-mail account.
		Shall be handling at least 16 periods of Music related classes; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	6. Must be able to take up projects and guide for participation in events.	6. Record of projects taken up, participation and conduct of events.
	7. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	7. Recordings by HM during class observation will provide such information.
	8. Ability to incorporate life skills in the subjects transacted.	8. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>11 Drawing</b>		
1. pre-university / Class XII (twelve)	1. Should have complete know how of drawing as a subject.	1. Possess lesson plan and programme of work, with details of child profiles indicating performance of students and measures adopted to remedy learning gaps, including behavioral changes.
2. Must have passed Diploma in Drawing and Painting or Art Master examination conducted by the Govt.;	2. Should be an effective class room practitioner.	2 Lesson plan should be in the form of power point presentation (ppt) and also integrating down loads from web sites to provide virtual learning experiences, wherever possible. Number of trophies / awards / certificates won by children at different levels (tq/dist/state/national).

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
3. Should have good communication skill in English.	3. Should have ability to identify potential / non-cognitive talent in children.	3. Children must be able to participate in different competitions at various levels as evidenced by awards /certificates / exhibits & projects prepared by them.
	4. Should have an effective English communication skill.	4. Speak and write flawless English both inside and outside the classroom.
	5. Willingness to accept, practice and propagate newer learning methodologies and also must be ICT practitioner.	5. Knowledge of / about Open source software / websites; be a member of at least two teacher networking related to their teaching ; Must possess a live e-mail account
		Shall be handling at least 16 periods of drawing & related classes; must allow colleagues to observe his/her classes to draw learning /improvement points, mutually.
		Record of innovative learning methodologies adopted during the current academic year.
	6. Must be able to take up projects and guide for participation in events.	6. Record of projects taken up, participation and conduct of events; number of children appeared in drawing competitions / examinations; quality of diagrams drawn in science & social science subjects.
	7. Must be able to relate with the children and establish rapport that is fearless and be sensitive to gender and social equity issues.	7. Recordings by HM during class observation will provide such information.
	8. Ability to incorporate life skills in the subjects transacted.	8. Observed through participation records maintained for project work and school programmes / group / community activities.
<b>12 Office Assistant</b>		
1. Must have studied in English medium and obtained a degree as a regular college student.	1. Must have good communication, drafting skill in English and Kannada.	1. Quality of records maintained and keeping them up to date.
	2. Must have computer knowledge in Word, Excel and accounts packages.	2. The documents maintained must be computer print outs and up to date accounts /records.
	3. Must have good, legible hand writing (English and Kannada).	3. Readability of hand written records maintained.
	4. Familiarity with banking transactions	4. Related record maintenance.
<b>13 Multi-tasking office assistant</b>		
Must have passed pre-university / Class XII (twelve) standard.	1. Must have good communication.	1. Neat and clean premises.

Educational Qualification(s)	Brief description of responsibilities to be discharged	Performance Indicators
	2. Must be punctual to work.	2. Early to office and remain in office till all members leave office / school.
	3. Must be able to handle /operate and maintain all gadgets, equipment (computers, photocopier, fax, telephone, etc.).	3. All the gadgets will be in working condition.
	4. Must be able to sweep, swab and dust school premises.	4. Entire premises will be clean and neat without cob webs, washable stains and removable dirt.
	5. Must be able to dig, weed, water school garden.	5. Garden will be a live one with watered, manicured plants and lawn (if any) without weeds.
	6. Must be able to support all the staff members; willing to work outside the school premises.	





**PACKAGE-I (19 Schools)**

**APPENDIX-H**

**FINANCIAL PROPOSAL (PRICE BID)**

From

To

The State Project Director,  
Rashtriya Madhyamik Shiksha Abhiyan,  
New Public Offices Annex Building,K.R. Circle,  
BANGALORE - 560 001.

Sir,

We the undersigned offer to provide the services of teaching and non-teaching

human resource in accordance with your 'Request for Proposal' and our Technical

Proposal. Our financial proposal is as follows for each AV:

**All money units are in Rupees.**

**Year 2011-12**

Sl no.	Cadre	2011-12 (classes 6,7)			Proposed Price includes remuneration, all deductions & contributions towards taxes, service charges and other statutory obligations of the service provider to the State & Central governments or any other organisation, if any, for providing teaching & non-teaching human resource including facility management charges			
		Strength Proposed	Full Time	Part-time	For Every month	Number of Personnel	For the year (FxGx12) in Rs.	Proposed Price in words
A	B	C	D	E	F	G	H	I
1	Head Teacher*	1	1	-	-	-	-	-
2	TGT - English	1	1	-				
3	TGT- Lang. 2 - Kannada	1	1	-				
4	TGT- Lang. 3 - Hindi	1	1	-				
5	TGT - Maths / PCM	1	1	-				
6	TGT - Science / CBZ	1	1	-				
7	TGT - Social	1	1	-				

	science							
8	Physical Education	1	-	1				
9	Craft /Horti	1	-	1				
10	Music	1	-	1				
11	Drawing	1	-	1				
12	Office Support staff	1	1	-				
13	Multi-tasking attendant (group-D)	1	1	-				
14	<b>TOTAL AMOUNT PER SCHOOL</b>	-	-	-	-	-		
15	<b>TOTAL AMOUNT PER PACKAGE</b>	-	-	-	-	-		

- **Note:** Total Amount per Package can be calculated as follows

Total amount per package = Total Amount per school \*No of schools in this package.

- Service Provider/Bidder is requested to fill the Total amount per package in e-procurement portal.

\* Do not quote for serial number 1 which is not offered for bidding in this instance.

\* The number of positions mentioned from sl. no. 2 to 13 in the table above, may vary to the extent of not-more-than 30% for the year 2012-13 depending upon the schools' requirement.

Total Price for the year 2011-12 is as follows:

**Total amount Per school - Rs.\_\_\_\_\_ (Rs. in words \_\_\_\_\_**

\_\_\_\_\_ ) only.

**Total amount for Package I - Rs.\_\_\_\_\_ (Rs. in words \_\_\_\_\_**

\_\_\_\_\_ ) only.

Total cost of providing human resource (teaching & non-teaching, excluding serial number

one (1) listed as above for the year 2011-12 (including all taxes, levies and all other

statutory contributions and deductions)

**Signature of the Authorized Signatory.**

**Name and Designation**

**Address**

Note:

1. Proposed Price includes remuneration, all deductions & contributions towards taxes,

service charges and other statutory obligations of the state & centre, if any and any others for providing teaching & non-teaching human resource

2. The rates quoted shall be inclusive of all taxes, service charges and other charges.

3. In case of discrepancy between amounts quoted in price proposal, the amount quoted in

words is taken as final price for evaluation.

\_\_\_\_\_ End of Price Bid \_\_\_\_\_

**PACKAGE-II (29 Schools)**

**APPENDIX-H**

**FINANCIAL PROPOSAL (PRICE BID)**

From

To

The State Project Director,  
Rashtriya Madhyamik Shiksha Abhiyan,  
New Public Offices Annex Building,K.R. Circle,  
BANGALORE - 560 001.

Sir,

We the undersigned offer to provide the services of teaching and non-teaching

human resource in accordance with your 'Request for Proposal' and our Technical

Proposal. Our financial proposal is as follows for each AV:

**All money units are in Rupees.**

**Year 2011-12**

Sl no.	Cadre	2011-12 (classes 6,7)			Proposed Price includes remuneration, all deductions & contributions towards taxes, service charges and other statutory obligations of the service provider to the State & Central governments or any other organisation, if any, for providing teaching & non-teaching human resource including facility management charges			
		Strength Proposed	Full Time	Part-time	For Every month	Number of Personnel	For the year (FxGx12) in Rs.	Proposed Price in words
A	B	C	D	E	F	G	H	I
1	Head Teacher*	1	1	-	-	-	-	-
2	TGT - English	1	1	-				
3	TGT- Lang. 2 - Kannada	1	1	-				
4	TGT- Lang. 3 - Hindi	1	1	-				
5	TGT - Maths / PCM	1	1	-				
6	TGT - Science / CBZ	1	1	-				
7	TGT - Social	1	1	-				

	science							
8	Physical Education	1	-	1				
9	Craft /Horti	1	-	1				
10	Music	1	-	1				
11	Drawing	1	-	1				
12	Office Support staff	1	1	-				
13	Multi-tasking attendant (group-D)	1	1	-				
14	<b>TOTAL AMOUNT PER SCHOOL</b>	-	-	-	-	-		
15	<b>TOTAL AMOUNT PER PACKAGE</b>	-	-	-	-	-		

- **Note:** Total Amount per Package can be calculated as follows

Total amount per package = Total Amount per school \*No of schools in this package.

- Service Provider/Bidder is requested to fill the Total amount per package in e-procurement portal.

\* Do not quote for serial number 1 which is not offered for bidding in this instance.

\* The number of positions mentioned from sl. no. 2 to 13 in the table above, may vary to the extent of not-more-than 30% for the year 2012-13 depending upon the schools' requirement.

Total Price for the year 2011-12 is as follows:

**Total amount Per school - Rs.\_\_\_\_\_ (Rs. in words \_\_\_\_\_)**

\_\_\_\_\_ ) only.

**Total amount for Package II - Rs.\_\_\_\_\_ (Rs. in words \_\_\_\_\_)**

\_\_\_\_\_ ) only.

Total cost of providing human resource (teaching & non-teaching, excluding serial number

one (1) listed as above for the year 2011-12 (including all taxes, levies and all other

statutory contributions and deductions)

**Signature of the Authorized Signatory.**

**Name and Designation**

**Address**

Note:

1. Proposed Price includes remuneration, all deductions & contributions towards taxes,

service charges and other statutory obligations of the state & centre, if any and any others for providing teaching & non-teaching human resource

2. The rates quoted shall be inclusive of all taxes, service charges and other charges.

3. In case of discrepancy between amounts quoted in price proposal, the amount quoted in

words is taken as final price for evaluation.

\_\_\_\_\_ End of Price Bid \_\_\_\_\_

**PACKAGE-III (26 Schools)**

**APPENDIX-H**

**FINANCIAL PROPOSAL (PRICE BID)**

From

To

The State Project Director,  
Rashtriya Madhyamik Shiksha Abhiyan,  
New Public Offices Annex Building,K.R. Circle,  
BANGALORE - 560 001.

Sir,

We the undersigned offer to provide the services of teaching and non-teaching

human resource in accordance with your 'Request for Proposal' and our Technical

Proposal. Our financial proposal is as follows for each AV:

**All money units are in Rupees.**

**Year 2011-12**

Sl no.	Cadre	2011-12 (classes 6,7)			Proposed Price includes remuneration, all deductions & contributions towards taxes, service charges and other statutory obligations of the service provider to the State & Central governments or any other organisation, if any, for providing teaching & non-teaching human resource including facility management charges			
		Strength Proposed	Full Time	Part-time	For Every month	Number of Personnel	For the year (FxGx12) in Rs.	Proposed Price in words
A	B	C	D	E	F	G	H	I
1	Head Teacher*	1	1	-	-	-	-	-
2	TGT - English	1	1	-				
3	TGT- Lang. 2 - Kannada	1	1	-				
4	TGT- Lang. 3 - Hindi	1	1	-				
5	TGT - Maths / PCM	1	1	-				
6	TGT - Science / CBZ	1	1	-				
7	TGT - Social	1	1	-				

	science							
8	Physical Education	1	-	1				
9	Craft /Horti	1	-	1				
10	Music	1	-	1				
11	Drawing	1	-	1				
12	Office Support staff	1	1	-				
13	Multi-tasking attendant (group-D)	1	1	-				
14	<b>TOTAL AMOUNT PER SCHOOL</b>	-	-	-	-	-		
15	<b>TOTAL AMOUNT PER PACKAGE</b>	-	-	-	-	-		

- **Note:** Total Amount per Package can be calculated as follows

Total amount per package = Total Amount per school \*No of schools in this package.

- Service Provider/Bidder is requested to fill the Total amount per package in e-procurement portal.

\* Do not quote for serial number 1 which is not offered for bidding in this instance.

\* The number of positions mentioned from sl. no. 2 to 13 in the table above, may vary to the extent of not-more-than 30% for the year 2012-13 depending upon the schools' requirement.

Total Price for the year 2011-12 is as follows:

**Total amount Per school - Rs.\_\_\_\_\_ (Rs. in words \_\_\_\_\_**

-----) only.

**Total amount for Package III- Rs.\_\_\_\_\_ (Rs. in words \_\_\_\_\_**

-----) only.

Total cost of providing human resource (teaching & non-teaching, excluding serial number

one (1) listed as above for the year 2011-12 (including all taxes, levies and all other

statutory contributions and deductions)

**Signature of the Authorized Signatory.**

**Name and Designation**

**Address**

Note:

1. Proposed Price includes remuneration, all deductions & contributions towards taxes,

service charges and other statutory obligations of the state & centre, if any and any others for providing teaching & non-teaching human resource

2. The rates quoted shall be inclusive of all taxes, service charges and other charges.

3. In case of discrepancy between amounts quoted in price proposal, the amount quoted in

words is taken as final price for evaluation.

\_\_\_\_\_ End of Price Bid \_\_\_\_\_