

**GOVERNMENT OF MEGHALAYA  
EDUCATION DEPARTMENT**

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No.EDN.9/2026/7

Dated Shillong, the 12<sup>th</sup> February, 2026.

**NOTIFICATION**

**Subject: Introduction of Structured Pay Framework for Fixed-Pay Teachers under the Education Department.**

The Governor of Meghalaya is pleased to notify the introduction of a Structured Pay Framework (SPF) for fixed-pay teachers under the Education Department, with effect from 1<sup>st</sup> April 2026, with the objective of ensuring a transparent, equitable, and sustainable remuneration system while providing social security, strengthening service conditions, and enhancing administrative efficiency in the school education sector.

**1. Applicability**

The Structured Pay Framework shall apply to the following categories of teachers presently receiving fixed remuneration under various grants and arrangements:

- (1) SSA Teachers (LP & UP).
- (2) RMSA Teachers (Secondary & Higher Secondary).
- (3) Adhoc Teachers (LP, UP, Secondary, Higher Secondary, Secondary Morning/Night).
- (4) 4<sup>th</sup> Teachers (UP).
- (5) Science Grant Teachers (Secondary).
- (6) Hindi Grant Teachers (Secondary).
- (7) Pre-Primary Teachers (Pre-school) vice conditions, and enhancing administrative efficiency in the school education sector.

**2. Components of the Structured Pay Framework**

The Framework shall consist exclusively of the following components:

- (1) Base Pay, fixed based on verified years of service;
- (2) Composite Annual Increment (CAI) at the rate of 3% of Base Pay; and
- (3) Centralised Provident Fund (CPF) with contributions of 8% by the Employer and 8% by the Employee.

The approved Structured Pay Framework is annexed herewith at Annexure-1.

Provided that there shall be performance appraisal of teachers by Headmaster/Headmistress/Principal for the purpose of granting Composite Annual Increment (CAI).

**3. Service Protection**

SSA and RMSA teachers shall be provided continuity of service up to the age of superannuation (58 years), subject to satisfactory performance, medical fitness, and compliance with prescribed service conditions.

Such continuity shall not be construed as regularisation or conferment of Government employee status.

#### **4. Formal Agreement**

Teachers covered under this Framework shall not claim parity with Government Pay Scales or allowances. All such teachers shall execute a formal agreement with the designated authority (SDSEO for LP & UP teachers; and DSEO for Secondary and Higher Secondary Teachers) as a condition of their engagement under the Framework.

#### **5. Role of State Education Mission Authority of Meghalaya (SEMAM)**

The State Education Mission Authority of Meghalaya (SEMAM) shall be responsible for:

- Managing and disbursing salaries under the Framework;
- Executing agreement with teachers;
- Maintaining CPF accounts; and
- Undertaking related administrative functions.

The Memorandum of Association (MoA) of SEMAM shall be amended accordingly wherever required.

#### **6. Direct Bank Transfer**

Pay of SSA and RMSA teachers, including 4<sup>th</sup> Teachers, shall be credited directly to their individual bank accounts. For other categories of teachers, pay shall be released directly to individual bank accounts only upon receipt of a No Objection from the concerned School Management Committee (SMC); otherwise, the pay shall continue to be released to the SMC account as per the existing practice.

#### **7. Rationalisation of Schools and Teachers**

The Government reserves the right to rationalise the schools and teachers to ensure optimal teacher-student ratios and efficient utilisation of human resources.

#### **8. Power to Issue Guidelines**

The Education Department may issue detailed guidelines, operational instructions, pay fixation methodology, and agreement formats for effective implementation of this Notification.

#### **9. Interpretation**

In case of any doubt regarding interpretation of this Notification, the decision of the Education Department, Government of Meghalaya, shall be final.

***By order and in the name of the Governor of Meghalaya,***

*Sd/-*

**(Vijay Kumar Mantri, IAS)**

Commissioner & Secretary to the Govt. of Meghalaya  
Education Department



**Copy to:-**

1. The P.S. to the Hon'ble Chief Minister, Government of Meghalaya for kind information of the Hon'ble Chief Minister.
2. The P.S. to the Hon'ble Education Minister, Government of Meghalaya for kind information of the Minister.
3. The P.S. to the Chief Secretary, Government of Meghalaya Shillong for kind information of the Chief Secretary.
4. The P.A. to the Commissioner & Secretary to the Government of Meghalaya, Finance Department for kind information of the Commissioner & Secretary.
5. The P.A. to the Commissioner & Secretary (VKM/RR) to the Government of Meghalaya, Education Department for kind information of the Commissioner & Secretary.
6. The P.A. to the Secretary to the Government of Meghalaya, Education Department for kind information of the Secretary.
7. The State Project Director, SSA-SEMAM, Meghalaya, Shillong.
8. The Cabinet Affairs Department with reference to their I/D No.11, dated 5<sup>th</sup> February, 2026
9. The Director of School Education & Literacy, Meghalaya, Shillong for information and necessary action.
10. The Director of Printing & Stationary, Meghalaya for favour of publication in the Official Gazette.
11. All Deputy Commissioners.
12. All District School Education Officers.
13. NIC, Meghalaya for uploading on the official website.

By Orders etc.,



Special Officer to the Govt. of Meghalaya  
Education Department

**Government of Meghalaya**  
**Education Department**  
 Structure Pay Framework (SPF)

**Annexure-1**

Stage	Years of verified service	Revised Pay (in Rs.)	CPF (in Rs.)	Total (in Rs.)	CAI (in Rs.)
<b>Lower Primary</b>	>28 years	25000	2000	27000	810
	19-28 years	24000	1920	25920	777.6
	11-19 years	23000	1840	24840	745.2
	5-11 years	22000	1760	23760	712.8
	0-5 years	21000	1680	22680	680.4
<b>Upper Primary</b>	>28 years	28750	2300	31050	931.5
	19-28 years	27500	2200	29700	891
	11-19 years	26500	2120	28620	858.6
	5-11 years	25300	2024	27324	819.72
	0-5 years	24250	1940	26190	785.7
<b>Secondary</b>	>28 years	40500	3240	43740	1312.2
	19-28 years	38750	3100	41850	1255.5
	11-19 years	37250	2980	40230	1206.9
	5-11 years	35750	2860	38610	1158.3
	0-5 years	34250	2740	36990	1109.7
<b>Higher Secondary</b>	>28 years	43000	3440	46440	1393.2
	19-28 years	41250	3300	44550	1336.5
	11-19 years	39750	3180	42930	1287.9
	5-11 years	38000	3040	41040	1231.2
	0-5 years	36500	2920	39420	1182.6

Sd/-  
 (Vijay Kumar Mantri, IAS)