

GAHC020000192025

2025:GAU-NL:530



**THE GAUHATI HIGH COURT
(HIGH COURT OF ASSAM, NAGALAND, MIZORAM AND ARUNACHAL
PRADESH)
KOHIMA BENCH**

Case No. : WP(C)/7/2025

SMTI. KETHONO SAVINO
D/O LATE W.SAVINO
PRESENTLY SERVING AS GRADUATE TEACHER AT DIMAPUR TOWN
GOVT. MIDDLE SCHOOL, DIMAPUR, NAGALAND

VERSUS

STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVT. OF NAGALAND
NAGALAND KOHIMA 2:THE PRINCIPAL SECRETARY
DEPT. OF SCHOOL EDUCATION
NAGALAND KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION
NAGALAND KOHIMA

4:THE STATE MISSION DIRECTOR
NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN (NOW SAMAGRAH SHIKSHA)
NAGALAND KOHIMA

5:THE UNION OF INDIA
REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPT. OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN

NEW DELHI-110115

Advocate for the Petitioner : T. B. JAMIR, MEYIREN JAMIR, KILEM JAMIR, TERCHILA JAMIR, I JAMIR, PETER SERTO

Advocate for the Respondent : GOVT ADV NL,

Linked Case : WP(C)/46/2023

SHRI. MUGHAKA YEPHOMI AND 22 ORS
AGED ABOUT 33 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
KEYAKE
KOHIMA
NAGALAND

2: SMTI. MENOSANO KROSE
AGED ABOUT 37 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
VIPHOMA
KOHIMA
NAGALAND

3: SHRI. NEIZHAU KROSE
AGED ABOUT 41 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
MEZO BASA
KOHIMA
NAGALAND

4: SMTI. VISEDENUO KESIYIE
AGED ABOUT 41 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TEICHUMA BASA
KOHIMA
NAGALAND

5: SMTI. SEYIEVI THEYO
AGED ABOUT 47 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
OFFICERS HILL
KOHIMA
NAGALAND

6: SMTI. SEBUNUO

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER

AT GOVT. HIGH SCHOOL
TASAZHU
KOHIMA
NAGALAND

8: SMTI. LOVINI SWU

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
PR HILL LOWER
KOHIMA
NAGALAND

9: SMTI. JOLENE ZINYU JASOKIE

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER AT GOVT. MIDDLE SCHOOL
CHUZIEMA
KOHIMA
NAGALAND

10: SMTI. H. NCHENO KIKON

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
OFFICER HILL
KOHIMA

NAGALAND

11: SMTI. KEKHRIENGUNUO KISO

AGED ABOUT 38 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
OFFICER HILL

KOHIMA

NAGALAND

12: SHRI. VICHZO TASE

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVT. MIDDLE
SCHOOL

KEZO TOWN

KOHIMA

NAGALAND

13: SMTI. TRAYILA TRAKHA

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
SEPFUZOU

KOHIMA

NAGALAND

14: SHRI. LORHEVI MEKRO

AGED ABOUT 38 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
K.KHEL VISWEMA

KOHIMA

NAGALAND

16: SMTI. VITSEITUONUO KIKHO

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KIJUMETUOMA
KOHIMA
NAGALAND

17: SMTI. NIKALI SUMI

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
PHEZPUCHA NEW/SECTT
KOHIMA
NAGALAND

18: SMTI. VITSEINUO KIRHA

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
NERHE PHEZA
KOHIMA
NAGALAND

19: SMTI. TSIATSU NYUTHE

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TOUPHE PHEZOU
KOHIMA
NAGALAND

20: SMTI. KEVILENUO THEUNUO

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVT. MIDDLE
SCHOOL
KIJUMETUOMA
KOHIMA
NAGALAND

21: SMTI. KHRIEPHRETUONUO SOLO

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
MEZO BASA
KOHIMA
NAGALAND

22: SHRI. KEVI TASE

AGED ABOUT 43 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVT. HIGH
SCHOOL
ZHADIMA
KOHIMA
NAGALAND

23: SMTI. PEZALHOUNUO KESIYIE

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TEICHUMA BASA
KOHIMA
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION

NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SANAGRAH)

NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY

MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SHASTRI BHAVAN

NEW DELHI - 110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/54/2023

SMTI. LHINGBOI HANGSING AND 21 ORS
PRESENTLY SERVING AS PRIMARY TACHER AT GOVT. HIGH SCHOOL
LILEN
PEREN
NAGALAND

2: SHRI. MANGKHOLEN
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
ATHIBUNG
PEREN
NAGALAND

3: SMTI. ABUILE

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
JALUKIE
PEREN
NAGALAND

4: SHRI. KEDALAK NAMDOU
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
NZAU VILLAGE
PEREN
NAGALAND

5: SMTI. LOVITOLI S AWOMI
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KIYEVI
PEREN
NAGALAND

6: SMTI. KETOUNEINUO CATHERINE PIENYU
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVT. HIGH SCHOOL
MHAIKAM
PEREN
NAGALAND

7: SMTI. VEZOVOLU NYEKHA
PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVT.MIDDLE
SCHOOL
JALUKIELO
PEREN
NAGALAND

8: SHRI. JAMES CHAWANG
PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVT. PRIMARY
SCHOOL
BONGKOLONG
PEREN
NAGALAND

9: SMTI. MARY CHEWANG
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
SAMZUIRAM
PEREN
NAGALAND

10: SHRI. SAMEUL NRING
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
SAIJANG(IRB)
PEREN
NAGALAND

11: SMTI. ASENLI
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVT. HIGH SCHOOL
DUNGKI
PEREN
NAGALAND

12: SMTI. LHINGKHOLAM
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
SAIJANG(IRB)
PEREN
NAGALAND

13: SHRI. KILINBO NGAMTA
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
BEISAMLWA VILLAGE
PEREN
NAGALAND

14: SHRI. GEMPOIBE CHUILO
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. HIGH SCHOOL
MHAIKAM
PEREN
NAGALAND

15: SMTI. AKULE HAU
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
GAILI
PEREN
NAGALAND

16: SMTI. VEDUSULU TETSEO
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLESCHOOL
JALUKIELO
PEREN
NAGALAND

17: SMTI. YIEVELU VADEO

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
JALUKIELO
PEREN
NAGALAND

18: SHRI. RAMKUIGONG TEILIA
PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVT. MIDDLE
SCHOOL
NGAM VILLAGE
PEREN
NAGALAND

19: SMTI. VIZOTUONUO KEYHO
PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE)AT GOVT. MIDDLE
SCHOOL
NEW NKIO
PEREN
NAGALAND

20: SMTI. LUIDAULIE KEREKING
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
HEUNAMBE VILLAGE
PEREN
NAGALAND

21: SMTI. LUCY NEWMAI
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TENING VILLAGE
PEREN
NAGALAND

22: SMTI. IZIGAILE RINGDY
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
NGAULONG LODI
PEREN
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVT. OF NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVT. OF NAGALAND
DEPARTMENT OF SCHOOL EDUCATION

NAGALAND KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION
NAGALAND KOHIMA

4:THE STATE MISSION DIRECTOR
NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA) NAGALAND
KOHIMA

5:THE UNION OF INDIA
REPRESENTED BY ITS SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI-110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/64/2023

SHRI. MEDEMYANGER JAMIR AND 18 ORS
AGED ABOUT 43 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

MANGKOLEMBA - III
MOKOKCHUNG
NAGALAND

2: SHRI. NUNGSANGTEMSU

AGED ABOUT 43 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
IMPANG CHUCHUYIMLANG

MOKOKCHUNG
NAGALAND

3: SMTI. TIAKUMLA OZUKUM
AGED ABOUT 34 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
AOPENZU
MOKOKCHUNG
NAGALAND

4: SHRI. SUNGJEMKABA

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
LIDEN
UNGMA
MOKOKCHUNG
NAGALAND

5: SMTI. NUKSHIRENLA T. JAMIR

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
CHAKPA - A

MOKOKCHUNG
NAGALAND

6: SMTI. MOATILA S. IMCHEN

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
NOKON

MOKOKCHUNG
NAGALAND

7: SMTI. TIALEMLA K

AGED ABOUT 43 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
NOKZABA

MOKOKCHUNG
NAGALAND

8: SMTI. RONGSENPOKLA N JAMIR

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
MEDICAL COLONY
MOKOKCHUNG
NAGALAND

9: SMTI. TEMSUKUMLA

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
LAKHUNI
MOKOKCHUNG
NAGALAND

10: SMTI. TEMSULILA

AGED ABOUT 40 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
YIMSENCANG
MOKOKCHUNG
NAGALAND

11: SHRI. ODILEMTET

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

KANGTSUNG - A
MOKOKCHUNG
NAGALAND

12: SMTI. IMSUNARO

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

AOPENZU
MOKOKCHUNG
NAGALAND

13: SMTI. M. SENTINARO PONGEN

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

LUYIMLENDEN
MOKOKCHUNG
NAGALAND

14: SHRI. ATENJENBA

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT MIDDLE SCHOOL

ANAKIYIMSEN
MOKOKCHUNG
NAGALAND

15: SHRI. NGANGSHITIBA IMCHEN

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL
KELINGMEN
MOKOKCHUNG
NAGALAND

16: SHRI. IMOTEMJEN LONGKUMER

AGED ABOUT 38 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVERNMENT
MIDDLE SCHOOL
ANAKIYIMSEN
MOKOKCHUNG
NAGALAND

17: SHRI. METENSHIBA

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL
SENKALEMBA
MOKOKCHUNG
NAGALAND

18: SMTI. YEMNOKTILA

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL
NOKPU
MOKOKCHUNG
NAGALAND

19: SMTI. IMSANGLA LONGCHAR

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL

AONOKPU
MOKOKCHUNG
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION

NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH)

NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND

4 ORS

Linked Case : WP(C)/53/2023

SHRI. KIHOMONG YIMCHUNGER AND 6 ORS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
YAYE BRIDGE
SHAMATOR
NAGALAND

2: SHRI. R KHUMKIUMONG
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KEWONGTHU
SHAMATOR
NAGALAND

3: SMTI. K. KHERILA
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TUJINGRU KHEL
SHAMATOR
NAGALAND

4: SHRI. M. NIUJI YIMCHUNGER
PRESENTLY SERVING AS GRADUATE TEACHER (SCIENCE) AT GOVT. MIDDLE
SCHOOL
CHESSORE-A
SHAMATOR
NAGALAND

5: SMTI. TOUNGKIUCHI YIMCHUNGER
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KIUMEHAN KHEL
SHAMATOR
NAGALAND

6: SMTI. C. SOMILA YIMCHUNGER
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
K WONGTHU
SHAMATOR
NAGALAND

7: SNTI. THSATONGSELA SANGTAM
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
YAYE BRIDGE
SHAMATOR
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIF SECRETARY TO THE GOVT. OF NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVT. OF NAGALAND
DEPARTMENT OF SCHOOL EDUCATION
NAGALAND KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION
NAGALAND KOHIMA

4:THE STATE MISSION DIRECTOR
NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND KOHIMA

5:TH UNION OF INDIA
REPRESENTED BY ITS SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASTRI BHAVAN NEW DELHI-110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/61/2023

SMTI. NUSHEKHOLU VESE AND 9 ORS
AGED ABOUT 35 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
INDUSTRIAL VILLAGE RAZHUPHE
DIMAPUR

NAGALAND

2: SMTI. SENDONGKALA

AGED ABOUT 48 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

TOWN PRIMARY

DIMAPUR

NAGALAND

3: SMTI. VISIELENO YHOKHA

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

DIMAPUR WARD - 2

DIMAPUR

NAGALAND

4: SMTI. AKALI I. SWU

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT MIDDLE SCHOOL

KHEHOKHU

DIMAPUR

NAGALAND

5: SMTI. S. TOLI

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

DOSHEHE

DIMAPUR

NAGALAND

6: SHRI. VESAKHO TETSEO

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

WARD - 23

DIMAPUR

NAGALAND

7: SMTI. KHETOLI H. SUMI
AGED ABOUT 42 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
SAMAGURI
DIMAPUR
NAGALAND

8: SMTI. PETEVINO DOLIE
AGED ABOUT 43 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
BAMUMPUKHURI
DIMAPUR
NAGALAND

9: SMTI. ATOHOLI H. CHOPHY
AGED ABOUT 38 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
SEMATILA
DIMAPUR
NAGALAND

10: SMTI. K. CHUMRENI YANTHAN
AGED ABOUT 39 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
DIPHUPA LOTHIA
DIMAPUR
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2: THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND
DEPARTMENT OF SCHOOL EDUCATION
NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION
NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SHASTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/66/2023

SHRI. Y. TSALIMEW YIMCHUNGER AND 17 ORS
AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
FOREST WARD
PUNGERO TOWN
KIPHIRE
NAGALAND

2: SHRI. ARIMONG S. SANGTAM
AGED ABOUT 43 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT HIGH
SCHOOL

PHELUNGRE
STATION - B
KIPHIRE
NAGALAND

3: SMTI. ASOLA H
AGED ABOUT 33 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
KHONGSA
KIPHIRE
NAGALAND

4: SMTI. MUWALILY T. SANGTAM

AGED ABOUT 42 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
LONGMATRA STATION - B
KIPHIRE
NAGALAND

5: SHRI. LICHUMSE SANGTAM
AGED ABOUT 31 YEARS
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVERNMENT MIDDLE
SCHOOL
PHED
KIPHIRE
NAGALAND

6: SMTI. ASELA T. SANGTAM
AGED ABOUT 40 YEARS
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVERNMENT MIDDLE
SCHOOL
OLD MONGER
KIPHIRE
NAGALAND

7: SHRI. LONGTISE SANGTAM
AGED ABOUT 31 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

TSONGPHONG
KIPHIRE
NAGALAND

8: SHRI. AMENTO SEMA
AGED ABOUT 44 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
SANGTSOZE
KIPHIRE
NAGALAND

9: SMTI. VIXULI
AGED ABOUT 41 YEARS
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVERNMENT MIDDLE
SCHOOL
ZHIMKIUR
KIPHIRE
NAGALAND

10: SHRI. NZANTHONG ODYOU
AGED ABOUT 42 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
LONGYA WARD
KIPHIRE
NAGALAND

11: SHRI. SHUKHEMTHONG QUEENKER
AGED ABOUT 38 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL
LONGTSUNGER
KIPHIRE
NAGALAND

12: SMTI. ASELA
AGED ABOUT 29 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL
NATSAMI
KIPHIRE
NAGALAND

13: SMTI. VURILA YIMCHUNGER
AGED ABOUT 44 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL
MOYA
KIPHIRE
NAGALAND

14: SHRI. AOTEMJEN AO
AGED ABOUT 34 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER AT GOVERNMENT MIDDLE
SCHOOL
THANAMIR
KIPHIRE
KIPHIRE
NAGALAND

15: SHRI.T. SEKHABA
AGED ABOUT 30 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL
OLD MONGER
KIPHIRE
NAGALAND

16: SMTI. SETSALA
AGED ABOUT 33 YEARS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
TSONGPHONG
KIPHIRE
NAGALAND

17: SMTI. MEDONUO
AGED ABOUT 35 YEARS
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVERNMENT MIDDLE
SCHOOL
ZHIMKIUR

KIPHIRE

NAGALAND

18: SMTI. T. CHONGLIUSHI

AGED ABOUT 31YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT HIGH SCHOOL

KUISAM

KIPHIRE

NAGALAND

VERSUS

THE STATE OF NAGALAND AND 4 ORS

REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF NAGALAND

KOHIMA

NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND
DEPARTMENT OF SCHOOL EDUCATION

NAGALAND

KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION

NAGALAND

KOHIMA

4:THE STATE MISSION DIRECTOR
NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)

NAGALAND

KOHIMA

5:THE UNION OF INDIA
REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY

SASHTRI BHAVAN

NEW DELHI - 110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : I.A.(Civil)/108/2024

SHRI DIEZEVILIE CHUCHA AND ANR
AGED ABOUT 43 YEARS

S/O SHRI NEICHURIAZO CHUCHA
PRESENTLY SERVING AS GRADUATE TEACHER
GOVT. MIDDLE SCHOOL
MENGUJUMA
KOHIMA
NAGALAND

2: SMTI. NEIPHREVINUO
D/O SHRI VINGUSA MOR

PRESENTLY SERVING AS GRADUATE TEACHER AT GOVT. MIDDLE SCHOOL
MENGUJUMA
KOHIMA
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND.

2:THE PRINCIPAL SECRETARY
TO THE GOVERNMENT OF NAGALAND
DEPARTMENT OF SCHOOL EDUCATION
NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION
NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIGYAN (NOW
SAMAGRAH SHIKSHA) NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI
110115

Advocate for : I JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/45/2023

SHRI. PANKATHUNG EZUNG AND 20 ORS
AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT.PRIMARY SCHOOL
IND.KHEL BAGHTY
WOKHA
NAGALAND

2: SHRI. ABEMO MOZHUI

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
RUCHAN
WOKHA
NAGALAND

3: SMTI. LIBENI PATTON

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
LAKHUTI - B
WOKHA
NAGALAND

4: SMTI. ELIYANI TUNGOE

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
LIPHI
WOKHA
NAGALAND

5: SMTI. N. EMILO JAMI

AGED ABOUT 41 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY TEACHER
UPPER N.S.T WARD
WOKHA
NAGALAND

6: SMTI. EMILO M. KIKON

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
SARON
KOHIMA
NAGALAND

7: SHRI. N. MHONCHI

AGED ABOUT 38 YEARS

PRIMARY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
LIO/WOKHA
WOKHA
NAGALAND

8: SMTI. T. MONGRHONI ODYUO

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. HIGH SCHOOL
ENGLAN
WOKHA
NAGALAND

9: SHRI. H. MOTSUTHUNG JAMIO

AGED ABOUT 41 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
LONGTSIRI
WOKHA
NAGALAND

10: SMTI. LIYANI HUMTSOE

AGED ABOUT 40 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVT. HIGH
SCHOOL
AIETPYONG
WOKHA
NAGALAND

11: SHRI. CHICHAMO KIKON

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
MORAKJO
WOKHA
NAGALAND

12: SMTI. GRACE EZUNG

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
MAKHARUNG
WOKHA
NAGALAND

13: SHRI. BENRI TUNGOE

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
SERIKA
WOKHA
NAGALAND

14: SHRI. MHONTHUNG

AGED ABOUT 41 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KORO NEW
WOKHA
NAGALAND

15: SMTI. LOPONI ODYUO

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER AT GOVT. HIGH SCHOOL
SUNGRO
WOKHA
NAGALAND

16: SHRI. MHONBEMO TSANGLAO

AGED ABOUT 40 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KORO
WOKHA
NAGALAND

17: SMTI. NZANO KITHAN

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
CHANGPANG
ONGC

WOKHA
NAGALAND

18: SMTI. VERONICA J. KITHAN

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVT. MIDDLE
SCHOOL
YIMPARASA
WOKHA
NAGALAND

19: SMTI. MEREBENI ENNYIE

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVT. MIDDLE
SCHOOL
LIPHI
WOKHA
NAGALAND

20: SHRI. TIMOTHY ODYUO

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
DOYANG
WOKHA
NAGALAND

21: SMTI. T. ROSYLIN LOTHAN

AGED ABOUT 43 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. HIGHER SECONDARY
SCHOOL
WOKHA
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF

NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION

NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)

NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY

MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT

DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SHASTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/62/2023

SHRI. P. TANGSOI AND 5 ORS
AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
YAKAO
NOKLAK
NAGALAND

2: SHRI. N. CHANGLEMBA
AGED ABOUT 31 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
NEW PESHU
NOKLAK
NAGALAND

3: SMTI. RELISHI MARY
AGED ABOUT 32 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVERNMENT
HIGH SCHOOL
CHIPHUR
NOKLAK
NAGALAND

4: SMTI. CHAANG

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
KUSONG
NOKLAK
NAGALAND

5: SMTI. N. THOKPOA

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY

SCHOOL
DAN(ITC)
NOKLAK
NAGALAND

6: SHRI. PONSANG KHIAMNIUNGAN

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
CHILLISO
NOKLAK
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION
NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION
NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH)
NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY

MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/65/2023

SMTI. VEKHOLU NYEKHA AND 2 ORS
AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT HIGH
SCHOOL
NAGA UNITED
DIMAPUR
NAGALAND

2: SMTI. Y. PHENLA

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
TONGPEN
LONGLENG
NAGALAND

3: SMTI. RUKULU NYEKHA

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
PIGGERY FARM
SUTHOZU
PHEK

NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION
NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)

NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/47/2023

SHRI. KHONGWANG KONYAK AND 16 ORS
AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
YONGHONG - A
TOBU
MON
NAGALAND

2: SHRI. CHINGWANG KONYAK

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
CHENLOISHO LONGKHAO
MON
NAGALAND

3: SMTI. ETHEL

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
OLEA SHANGSA
MON
NAGALAND

4: SHRI. C. WANGKA KONYAK

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
CHANGLANG - A
MON
NAGALAND

5: SMTI. TAIYA KONYAK

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVT. MIDDLE SCHOOL

NYAHNYU
MON
NAGALAND

6: SMTI. MOIE

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(GENERAL) AT GOVT. MIDDLE SCHOOL
LONGZHANG
MON
NAGALAND

7: SHRI. C. MOBA

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(GENERAL) AT GOVT. MIDDLE SCHOOL
CHANGLANG - A
MON
NAGALAND

8: SMTI. T. NGEMPO KONYAK

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
CHENLOICHO - A
MON
NAGALAND

9: SMTI. Y. SHIKLONG

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
T/CHINGNYU - A
MON

NAGALAND

10: SHRI. B. KOSSAM

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVT. MIDDLE SCHOOL

YONGKHAO

MON

NAGALAND

11: SMTI. YANGHON KONYAK

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL SOWA - B

MON

NAGALAND

12: SMTI. MINNGEAM KONYAK

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL CHANGLANGSHU CHANGSA

MON

NAGALAND

13: SMTI. PONGMEI KONYAK

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL CHANGLANGSHU CHANGSA

MON

NAGALAND

14: SHRI. NYEIWANG L. KONYAK

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
MONYAKSHU - A
MON
NAGALAND

15: SMTI. Y. MONGNGAM KONYAK

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
CHINGKAO WATOK
MON
NAGALAND

16: SHRI. NOKKAH KONYAK

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS)AT GOVT. MIDDLE
SCHOOL
TIZIT TOWN - B
MON
NAGALAND

17: SHRI. K. HONKAI KONYAK

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
NGANGCHING - B
MON
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION

NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT

DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SHASTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/52/2023

SMTI. HENNYEI AND 7 ORS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TONGPEN
LONGLENG
NAGALAND

2: SMTI. T. HENMEILA PHOM
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL

YAONGYIMCHEN
LONGLENG
NAGALAND

3: SHRI. HAMLONG PHOM
PRESENTLY SERVING AS GRADUATE TEACHER (SCIENCE) AT GOVT. MIDDLE
SCHOOL
SHETAP LONGLENG
NAGALAND

4: SMTI. NOKLEI JEMPHANG
PRESENTLY SERVING AS GRADUATE TEACHER (ENGLISH) AT GOVT. MIDDLE
SCHOOL
PONGCHING
LONGLENG
NAGALAND

5: SMTI. H. BANGJEI PHOM
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
LEINAK LONGLENG
NAGALAND

6: SMTI. H. SHOMEI PHOM
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
YAONGYIMCHEN LONGLENG
NAGALAND

7: SMTI. O.D. SHARON PHOM
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
YANGCHING
LONGLENG
NAGALAND

8: SMTI. HENAOK PHOM
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
AUCHING
A

LONGLENG
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS

REPRESENTED BY THE CHIEF SECRETARY TO THE GOVT. OF NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVT. OF NAGALAND
DEPARTMENT OF SCHOOL EDUCATION
NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION
NAGALAND KOHIMA

4:THE STATE MISSION DIRECTOR
NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND KOHIMA

5:THE UNION OF INDIA
REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/48/2023

SMTI. WANENYA MAGH AND 2 ORS
AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
TSOSINYU
TSEMINYU
NAGALAND

2: SMTI. ROSE MAGH

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. MIDDLE SCHOOL
RENGMAPANI
TSEMINYU
NAGALAND

3: SHRI. AMON APON

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TSONSA
TSEMINYU
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE SECRETARY TO THE GOVERNMENT OF NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION
NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY

MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT

DEPARTMENT OF SCHOOL EDUCATION AND LITERACY

SHASTRI BHAVAN

NEW DELHI -110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/63/2023

SHRI. VIZATHO NYUTHE AND 21 ORS

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL

MELURI TOWN

PHEK

NAGALAND

2: SMTI. ZIVI VENUH

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL

TSUPFUME

PHEK

NAGALAND

3: SHRI. YIKARU

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

WEZIHO

PHEK

NAGALAND

4: SHRI. DELO KAPFO

AGED ABOUT 41 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

ENHULUMI

PHEK

NAGALAND

5: SHRI. VERATO NAKRO

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER AT GOVERNMENT HIGH
SCHOOL

PHOLAMI

PHEK

NAGALAND

6: SMTI. TRAYIFI TRAKHA

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL

YIYISOTHA

PHEK

NAGALAND

7: SHRI. K. SIPIRU

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

YISISOTHA

PHEK

NAGALAND

8: SMTI. SERHO POJAR

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL

ZHUPU

PHEK

NAGALAND

9: SHRI. MAKHUCHU TRAKHA

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

CEMENT FACTORY

PHEK

NAGALAND

10: SHRI. ZUVETSOYI TETSE-O

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

VELHUBA THUVOPISU

PHEK

NAGALAND

11: SMTI. KHRUTOLU KHUSOH

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

PHUYOBA

PHEK

NAGALAND

12: SHRI. DIRHOTH POJAR

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
YISISOTHA
PHEK
NAGALAND

13: SMTI. CHETELE WETSAH

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
SATHERI
PHEK
NAGALAND

14: SHRI. MALUCHU

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
WEZIHO
PHEK
NAGALAND

15: SHRI. SHEVOTO NYEKHA

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL
YISISOTHA

PHEK
NAGALAND

16: SMTI. TANUSI

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVERNMENT
MIDDLE SCHOOL

YISISOTHA
PHEK
NAGALAND

17: SHRI. SOSHI

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
MOKE
PHEK
NAGALAND

18: SHRI. TIRASIE

AGED ABOUT 41 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
INDUSTRY COLONY
PHEK
NAGALAND

19: SMTI. Z. TALI

AGED ABOUT 43 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
AVAKHUNG
PHEK
NAGALAND

20: SHRI. VEMHAZO
AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
SURHOBA
PHEK
NAGALAND

21: SHRI. MEWETSO SEKHAMO

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
ZION COLONY
PHEK
NAGALAND

22: SMTI. NEISATOLU KHAMO

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT HIGH
SCHOOL
PHEK TOWN
PHEK
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION

NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/55/2023

SHRI. NEISAKUO ASAKUO AND 21 ORS
PRESENTLY SERVING AS PRIMARYT TEACHER AT GOVT. PRIMARY SCHOOL
PEDUZHA COLONY
CHUMOUKEDIMA
NAGALAND

2: SMTI. MOARENLA AO

AGED ABOUT 45 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
VIHOSHE
CHUMOUKEDIMA
NAGALAND

3: SMTI. LHAIHOINENG CHONGLOI

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KHAIBUNG
CHUMOUKEDIMA

NAGALAND

4: SMTI. ZHAPUKHRIENO KERA

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TSIEPAMA M/VILLAGE
CHUMOUKEDIMA
NAGALAND

5: SHRI. SAMLAMGUMBE

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
PUSHITO
CHUMOUKEDIMA
NAGALAND

6: SMTI. TEMJENRENLA

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
RUZAPHEMA BLOCK - III
CHUMOUKEDIMA
NAGALAND

7: SHRI. S. SOLOMON

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
RUZAPHEMA BLOCK - III
CHUMOUKEDIMA
NAGALAND

8: SHRI. KEZEVITUO THAPRU

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL

BADE UPPER KHEL
CHUMOUKEDIMA
NAGALAND

9: SMTI. K. NISSI SWU

AGED ABOUT 40 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
ALATO
PHERIMA
CHUMOUKEDIMA
NAGALAND

10: SMTI. VISIELHOUNO CHASE

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TSUUMA
CHUMOUKEDIMA
NAGALAND

11: SMTI. KHROKEDU-U KEPFOH

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
CHATHE
CHUMOUKEDIMA
NAGALAND

12: SMTI. NILOTOLI SWU

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
AGRI COLONY
CHUMOUKEDIMA
NAGALAND

13: SMTI. SUNGJEMKALA LEDEN

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVT. MIDDLE SCHOOL

KHEKIHO

CHUMOUKEDIMA

NAGALAND

14: SMTI. THUJOVELU

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVT. MIDDLE SCHOOL

BADE

CHUMOUKEDIMA

NAGALAND

15: SHRI. WEKHOHI AKAMI

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL XEKIYE

CHUMOUKEDIMA

NAGALAND

16: SMTI. TSHUVIJU

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL SOVIMA

CHUMOUKEDIMA

NAGALAND

17: SMTI. LUCY KENT

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL SHIKUTO

CHUMOUKEDIMA

NAGALAND

18: SMTI. MEKHRIEME-U KEYHO

AGED ABOUT 42 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
PEDZHA
CHUMOUKEDIMA
NAGALAND

19: SHRI. TOKITO KAPO

AGED ABOUT 43 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVT. MIDDLE
SCHOOL
DEF
ZUNHEBOTO
NAGALAND

20: SHRI. OTOBO P. SHOHE

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
MISHIKITO
DIMAPUR
NAGALAND

21: SHRI. MULUNEYI

AGED ABOUT 45 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
TOULAZOUMA
DIMAPUR
NAGALAND

22: SHRI. TITUS SHEMBENTHUNG LOTHIA

AGED ABOUT 43 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KIRHA
DIMAPUR
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVT. OF NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL EDUCATION

NAGALAND
KOHIMA

4:THE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)

NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY

MINISTRY OF HUMAN RESOURCES AND DEVELOPMENT

DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND

4 ORS

Linked Case : WP(C)/51/2023

SHRI. H. DOKHANGBA CHANG AND 4 ORS
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
CHINGMELLEN A
TUENSANG
NAGALAND

2: SHRI. THUNGTICHOLLEN CHANG
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
MOMCHING
TUENSANG
NAGALAND

3: SHRI. BUMAT CHUMIKAM CHANG
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
KESHAI
TUENSANG
NAGALAND

4: SMTI. M.K. ACHILA
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
LONGRA
TUENSANG
NAGALAND

5: SMTI. N. ANTIMOLA CHANG
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. HIGH SCHOOL
NGINGCHUNG
TUENSANG
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVT. OF NAGALAND

2:THE PRINCIPAL SECRETARY
DEPARTMENT OF SCHOOL EDUCATION
NAGALAND KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION
NAGALAND KOHIMA

4:THE STATE MISSION DIRECTOR
NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIGYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND KOHIMA

5:THE UNION OF INDIA
REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI-110115

Advocate for : T. B. JAMIR
Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/56/2023

SHRI. LOVITO TUCCU AND 14 ORS
PRESENTLY SERVING AS GRADUATE TEACHER(MATHS)
AT GOVT. MIDDLE SCHOOL
HEVIKHE
NIULAND
NAGALAND

2: SMTI. JOYCE YEPHO
PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVT.
MIDDLESCHOOL
NIKHEKHU
NIULAND NAGALAND

3: SMTI. SULIVI SUU
PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVT. MIDDLE
SCHOOL
HAKHIZHE
NIULAND NAGALAND

4: SHRI. ABOKA K AWOMI
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
NIKIHE VILLAGE
NIULAND NAGALAND

5: SMTI. TOLITO YEPTHOMI
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
LUHEZHE VILLAGE
NIULAND NAGALAND

6: SMTI. LIVI AWOMI
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
AHOTO
NIULAND NAGALAND

7: SMTI. Z. EYINGBENI KIKON
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVT. MIDDLE SCHOOL
HOKHEZHE
NIULAND NAGALAND

8: SHRI. KEZUWE AKAMI
PRESENTLY SERVING AS GRADUATE TEACHER AT GOVT. PRIMARY SCHOOL
ZUKIHEVILLAGE
NIULAND NAGALAND

9: SMTI. CHUSENI MAGH
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
HENITO
NIULAND NAGALAND

10: SMTI. RHULIA MOVI
PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVT. MIDDLE
SCHOOL
NIKIHE
NIULAND NAGALAND

11: SHRI. DAVID MEDEO
PRESENTLY SERVING AS GRADUATE TEACHER (MATHS)AT GOVT. MIDDLE
SCHOOL
HUKAI
NIULAND NAGALAND

12: SMTI. ILINO L
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
HOKHEZHE
NIULAND NAGALAND

13: SMTI. NENCHU KATH
PRESENTLY SERVING AS GRADUATE TEACHER (SCIENCE)AT GOVT. MIDDLE
SCHOOL
S. HETOI
NIULAND NAGALAND

14: SHRI. JETHRO JEMU RENGMA
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
QHUHOI VILLAGE
NIULAND NAGALAND

15: SHRI. HEKATO N SUMI
PRESENTLY SERVING AS PRIMARY TEACHER AT GOVT. PRIMARY SCHOOL
XEKIYE VILLAGE
NIULAND NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVT. OF NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVT. OF NAGALAND
DEPARTMENT OF SCHOOL EDUCATION
NAGALAND KOHIMA

3:THE PRINCIPAL DIRECTOR
DIRECTORATE OF SCHOOL EDUCATION KOHIMA NAGALAND

4:THE STATE MISSION DIRECTOR
NAGALAND EDUCATION MISSION SOCIETY
SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA) NAGALAND
KOHIMA

5:THE UNION OF INDIA
REPRESENTED BY THE SECRETARY
MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN- NEW DELHI-110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

Linked Case : WP(C)/67/2023

SHRI. KITOKA ZHIMOMI AND 41 ORS

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL
SATAKHA VILLAGE
ZUNHEBOTO
NAGALAND

2: SHRI. KAVIKHE CHISHI

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL
SUTEMI
ZUNHEBOTO
NAGALAND

3: SMTI. VILIKA G. CHISHI

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL
SETTSU
ZUNHEBOTO
NAGALAND

4: SHRI. PIKETO SUMI

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

KULHOPU

ZUNHEBOTO
NAGALAND

5: SMTI. HEKALI CHISHI

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL
ASUKHUTO
ZUNHEBOTO
NAGALAND

6: SMTI. HOVITOLI ZHIMO

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
IGHANA(GHANJI)
ZUNHEBOTO
NAGALAND

7: SHRI. DOVITO K. CHISHI

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL
AT GOVERNMENT MIDDLE SCHOOL
ITTOVI
ZUNHEBOTO
NAGALAND

8: SHRI. VIKAS V. YEPHTO

AGED ABOUT 30 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
LITTA NEW

ZUNHEBOTO

NAGALAND

9: SMTI. MUGHAKALI T. AYE

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL
CHISHOLIMI
ZUNHEBOTO
NAGALAND

10: SMTI. NAROJUNGLA JAMIR

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL
SASTAMI
ZUNHEBOTO
NAGALAND

11: SHRI. BOKAVI H. CHOPHY

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL
SHOIPU
ZUNHEBOTO
NAGALAND

12: SHRI. KIVIHO CHISHI

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
KHUNGBO

ZUNHEBOTO
NAGALAND

13: SHRI. ALOTO K. ZHIMO

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
OLD TOWN

ZUNHEBOTO
NAGALAND

14: SMTI. INALI KIBA

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVERNMENT
MIDDLE SCHOOL
VEKUHO NEW
ZUNHEBOTO
NAGALAND

15: SHRI. HOKUGHA ACHUMI

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT
MIDDLE SCHOOL
AIZUTO
ZUNHEBOTO
NAGALAND

16: SHRI. BOTO AYE

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
LOKOBO

ZUNHEBOTO
NAGALAND

17: SMTI. LEVIKALI T. KIBA

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

NAGHUTO
ZUNHEBOTO
NAGALAND

18: SMTI. GHUVILI Z. AWOMI

AGED ABOUT 41 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL
SAPTIQA

ZUNHEBOTO
NAGALAND

19: SMTI. ROSY YEPTHO

AGED ABOUT 38 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL
ASUKHUTO

ZUNHEBOTO
NAGALAND

20: SHRI. TOKI ZHIMOMI

AGED ABOUT 29 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL
PHUYE OLD

ZUNHEBOTO
NAGALAND

21: SMTI. TOLIVI V. AWOMI

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVERNMENT
HIGH SCHOOL
ASULOTO
ZUNHEBOTO
NAGALAND

22: SMTI. EDNA ACHUMI

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT HIGH
SCHOOL
AKULOTO

ZUNHEBOTO
NAGALAND

23: SMTI. LIVI S. AYE

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
HIGH SCHOOL
SOUTH POINT
ZUNHEBOTO
NAGALAND

24: SHRI. PIKETO AWOMI

AGED ABOUT 38 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
SURU

ZUNHEBOTO
NAGALAND

25: SMTI. ASHIBO H. YEPTHOMI

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

SURUHUTO
ZUNHEBOTO
NAGALAND

26: SMTI. VEHUTOLU RHAKHO

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVERNMENT MIDDLE SCHOOL

NGOZUBO
ZUNHEBOTO
NAGALAND

27: SHRI. PULOKA N.
AGED ABOUT 29 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(SCIENCE) AT GOVERNMENT MIDDLE SCHOOL

ACHIKUCHU
ZUNHEBOTO
NAGALAND

28: SHRI. HOLO K. YEPTHO

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

VIYIHO

ZUNHEBOTO
NAGALAND

29: SHRI. HEKAHO T. AWOMI

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY SCHOOL

LUVISHE OLD

ZUNHEBOTO
NAGALAND

30: SMTI. P. IKKELI ZHIMO

AGED ABOUT 33 YEARS

PRESENTLY AS SERVING PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
TOKIZHE

ZUNHEBOTO
NAGALAND

31: SHRI. ALOTO H. AYE

AGED ABOUT 32 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(ENGLISH) AT GOVERNMENT
MIDDLE SCHOOL
SUKOMI
ZUNHEBOTO
NAGALAND

32: SHRI. KEENETH K. CHOPHY

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
HOSHEPU - A

ZUNHEBOTO
NAGALAND

33: SMTI. ROLLY ZHIMOMI

AGED ABOUT 31 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL

KHUKIYE
ZUNHEBOTO
NAGALAND

34: SHRI. AKATO SEMA

AGED ABOUT 39 YEARS

PRESENTLY SERVING AS GRADUATE TEACHER(MATHS) AT GOVERNMENT
MIDDLE SCHOOL
SURUHUTO M
ZUNHEBOTO
NAGALAND

35: SMTI. KHUVILI SWU

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
IGHANU(GHAJI)

ZUNHEBOTO
NAGALAND

36: SHRI.MUGHAVI D. SWU

AGED ABOUT 33 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
PHISHU - B

ZUNHEBOTO
NAGALAND

37: SMTI. ABOLI

AGED ABOUT 37 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
KHUKISHE

ZUNHEBOTO
NAGALAND

38: SHRI. HINATO V. SHOHE

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

ROTTA NEW
ZUNHEBOTO
NAGALAND

39: SHRI. TOKIVI SUMI

AGED ABOUT 34 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

TUZUHUMI

ZUNHEBOTO
NAGALAND

40: SMTI. KIHOLI ASUMI

AGED ABOUT 36 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT MIDDLE
SCHOOL

PHULESHETO

ZUNHEBOTO
NAGALAND

41: SMTI. HINA K. AWOMI

AGED ABOUT 28 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL

VIYIXE

ZUNHEBOTO
NAGALAND

42: SMTI. LIHOLI CHISHI

AGED ABOUT 35 YEARS

PRESENTLY SERVING AS PRIMARY TEACHER AT GOVERNMENT PRIMARY
SCHOOL
KHRIMTOMI

ZUNHEBOTO
NAGALAND
VERSUS

THE STATE OF NAGALAND AND 4 ORS
REPRESENTED BY THE CHIEF SECRETARY TO THE GOVERNMENT OF
NAGALAND
KOHIMA
NAGALAND

2:THE PRINCIPAL SECRETARY TO THE GOVERNMENT OF NAGALAND

DEPARTMENT OF SCHOOL EDUCATION

NAGALAND
KOHIMA

3:THE PRINCIPAL DIRECTOR

DIRECTORATE OF SCHOOL OF EDUCATION

NAGALAND
KOHIMA

4:THE STATE MISSION DIRECTOR

NAGALAND EDUCATION MISSION SOCIETY

SARVA SHIKSHA ABHIYAN(NOW SAMAGRAH SHIKSHA)
NAGALAND
KOHIMA

5:THE UNION OF INDIA

REPRESENTED BY THE SECRETARY

MINISTRY OF HUMAN RESOURCE AND DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION AND LITERACY
SASHTRI BHAVAN
NEW DELHI - 110115

Advocate for : T. B. JAMIR

Advocate for : GOVT ADV NL appearing for THE STATE OF NAGALAND AND
4 ORS

BEFORE

HON'BLE MRS. JUSTICE SUSMITA PHUKAN KHAUND

Advocates for the petitioner : Mr. T.B. Jamir, Advocate

Advocate for the respondents : Ms. V. Suokhrie, Addl. Advocate
General

Ms. Livika, Government Advocate
Mr.Yangerwati, CGC

Date on which judgment is reserved : 31.07.2025

Date of pronouncement of Judgment : 03.11.2025

Whether the pronouncement is of the
Operative part of the judgment ? :

Whether the full judgment has been
Pronounced ? :Pronouncement of

JUDGMENT AND ORDER (CAV)

Case of the petitioners.

1. The aforementioned writ petitions are taken up together and are disposed of by this common Judgment & Order. The petitioners of all the writ petitions are aggrieved by the order dated 30.11.2022 more particularly, Annexure-6 of the WP(C) No. 7/2025 (similar order annexed with the other writ petitions). It is submitted that all the petitioners were appointed on ad-hoc basis as Primary/ Graduate Teachers on fixed pay against SSA vacancy sanctioned posts and are presently serving at various Government Primary/Middle/High/Higher Secondary Schools under the Directorate of School Education, Nagaland, Kohima. Initially, the petitioners were appointed for a period for six months/one year but their services were extended from time to time and they are still serving as Primary/Graduate Teachers.

2. Vide Notification dated 02.09.2022, the Department of School Education notified mainstreaming of 2290 educationally and professionally qualified teachers as per NCTE norms appointed under Sarva Siksha Abhiyan (SSA) and Rastriya Madhyamik Shiksha Abhiyan (RMSA) of 2010 & 2013 batches into the State Education Cadre. As the petitioners were appointed against SSA sanctioned posts, they submitted

representations to the respondents praying for mainstreaming of their services into the State School Education cadre and also for grant of regular Scale of pay. Vide Letter No. DSE/SSA/ESTT/4-11/2022/613 dated Kohima the 30th of November, 2022 the representation for main streaming and 'Scale of Pay' by the petitioners was not considered and thereby rejected. The aforementioned letter is extracted herein below verbatim :- (Page 125 Annexure-25 of WP(C) No. 45/2023)

"To,

1. Shri. Pankathung Ezung, President Nagaland Sarva Shiksha Abhiyan Adhoc Trained Teachers Association

2. Smt. Tolika 1. Zhimomi, Secretary Nagaland Sarva Shiksha Abhiyan Adhoc Trained Teachers Association

Sub: Mainstreaming and Scale of Pay-regarding.

Madam/Sir,

With reference to your letter No. NIL dated 10 October 2022, I am directed to convey regret on your request for mainstreaming into the State School Education Cadre as the condition in your appointment letter states that "does not confer any right to claim regularization" and scale of pay cannot be granted as your pay and allowances is drawn against SSA fund (CSS) depending on the norms of Government of India."

3. Aggrieved by the discriminatory treatment by the respondent authorities, the petitioners are before this Court as their counter parts SSA/RMSA Teachers were mainstreamed into the State Education Cadre.

4. The petitioners were appointed by the Directorate of School Education, Nagaland, and as per the terms and conditions of their appointments the petitioners were to undergo Pre-service Teacher

Education (PSTE) course/Bachelor of Education (B.ed) training. The petitioners have successfully acquired the requisite qualification within the stipulated period of time.

5. Vide OM No. ED/EL/WKA/5/10-1 dated 27.01.2015 the fixed pay of Primary and Graduate Teachers were enhanced to Rs. 20,080/- and Rs. 27,400/- respectively, with immediate effect, but some of the Primary/Graduate Teachers were not accorded the enhanced fixed pay in terms of the OM dated 27.01.2015 (Annexure 233 of WPC 45/2023) and they approached this Court by way of writ petition. Thereafter, the Department of School Education, vide Notification dated 02.09.2022, notified mainstreaming of 2290 Educationally & Professionally qualified teachers as per NCETE norms appointed under the erstwhile Sarva Siksha Abhiyan (SSA) and Rastriya Madhyamik Shiksha Abhiyan (RMSA) of 2010 & 2013 batched into the School Education Cadre w.e.f. 21.04.2022 (Notification No. DSE/SSA-RMSA/COM/S18/86/2021) dated 02.09.2022.

6. All the petitioners were appointed as teachers by the respondent authorities and the date of appointment and post to which they were appointed are summarised hereinbelow :-

6.1 {WP (C) no.7/ 2023} The petitioner Smti Kethono Savino was appointed as primary teacher vide Order dated 11.02.2011.

6.2. (WP (C) no.45/ 2023) The petitioner Sri Pankathung Ezung and others except petitioner nos.10, 15, 18 and 19 were appointed as Primary Teachers whereas petitioner nos.10, 15, 18 and 19 were appointed as

Graduate teachers, respectively vide Orders dated 04.02.2015, 03.08.2015, 18.02.2015, 04.08.2015, 17.03.2015, 16.08.2015, 13.03.2015, 10.01.2013, 04.09.2015 and 22.04.2015, issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.3. {WP (C) no.46/ 2023} The petitioners Sri Mughaka Yepthomi and others except petitioners nos.9,12, 15, 20 and 22 were appointed as Primary teachers while petitioner nos. 9,12, 15, 20 and 22 were appointed as Graduate teachers by Orders dated 06.04.2016, 06.07.2015, 29.07/2015, 06.07.2011, 08.08.2011, 30.09.2015, 29.04.2016, 27.07.2015, 24.06.2015, 09.12.2014, 25.06.2012, 18.06.2015, 07.07.2015, 14.09.2015, 15.07.2019, 22.09.2014 and 19.08.2015 issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.4. {WP (C) no.47/ 2023} The petitioners Sri Khongwang Konyak and others of WP (C) no.47/ 2023 except petitioners nos. 5, 6, 7, 10 and 16 were appointed as Primary teachers whereas the petitioners nos. 5, 6, 7, 10 and 16 were appointed as Graduate teachers by Orders dated 27.08.2015, 06.06.2016, 31.08.2015, 20.01.2015, 01.06.2016, 18.06.2015, 21.04.2015, 07.11.2015, 03.09.2015 and 09.01.2015 issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.5 {WP (C) no.48/ 2023} The petitioners Smti Wanenya Magh and 2 others were appointed as Primary teachers vide Orders dated 07.07.2015, 11.12.2015 and 15.01.2015 respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.6 {WP (C) no.51/ 2023} The petitioners Sri H. Kokhangba Chang and

46 others of WP (C) no.51/ 2023 were appointed as Primary teachers vide Orders dated 12.03.2015, 30.09.2015, 03.08.2015 and 20.08.2015 issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.7 {WP (C) no.52/ 2023} The petitioners Smti Hennyei and 6 others of WP (C) no.52/ 2023 except petitioner nos. 3, 4 were appointed as Primary teachers whereas petitioner nos. 3, 4 were appointed as Graduate teachers vide Orders dated 02.07.2015, 07.07.2015, 24.06.2015, 21.06.2015, 19.04.2016, 02.07.2015 and 11.02.2015 respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.8. {WP (C) no.53/ 2023} The petitioners Sri Kihomong Yimchunger and others of WP (C) no.53/ 2023 were appointed as Primary teachers whereas petitioner no.4 was appointed as Graduate teachers vide Orders dated 05.02.2016, 31.02.2016, 14.04.2016 and 30.09.2016 respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.9 {WP (C) no.54/ 2023} The petitioners Smti Lhingboi Hangsing of WP (C) no.54/ 2023 and petitioner nos. 2, 3, 4, 5, 9, 10, 12, 13, 14, 15, 16, 17, 20, 21 and 22, were appointed as Primary teachers whereas petitioner nos. 6, 7, 11, 18, 19 were appointed as Graduate teachers vide Orders dated 18.06.2015, 27.01.2015, 29.07.2016, 15.01.2015, 14.10.2015, 11.08.2015, 28.10.2015, 20.04.2015, 16.11.2015, 04.12.2015, 30.09.2015, 20.02.2015, 26.02.2015 and 13.08.2015 respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.10. Out of 22 petitioners in WP (C) no. 55/2013, the petitioner nos., 13, 14 and 19 were appointed as Graduate teachers whereas other petitioners were appointed as Primary teachers vide Orders dated 18.08.2015, 03.08.2015, 27.07.2015, 22.09.2015, 11.08.2015, 05.02.2015, 27.07.2015, 04.03.2016, 07.07.2014, 11.08.2015, 24.09.2015, 13.06.2011, 23.06.2015, 13.08.2015, 08.01.2015, 21.09.2015, 10.02.2015, 09.12.2014 and 22.07.2015 respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.11. Out of 15 petitioners in WP(C) no. 56/2023, petitioner nos. 4, 5, 6, 9, 12, 14 and 15 were appointed as Primary teachers and the remaining petitioners were appointed as Graduate teachers vide orders dated 18.06.2015, 20.07.2015, 29.07.2016, 15.01.2015, 14.10.2015, 11.08.2015, 28.10.2015, 20.04.2015, 16.11.2015, 04.12.2015, 30.09.2015, 20.02.2015, 26.02.2015, 13.08.2015 issued by the by the Directorate of School Education, Nagaland, Kohima on Ad- hoc, fixed pay basis.

6.12. Out of 10 petitioners of WP(C)/61/2023, petitioner no. 4, Smti Akali I.Swu was appointed as Graduate Teacher vide Order dated 14.06.2016, whereas the other remaining petitioners were appointed as Primary Teachers by Orders dated 11.08.2015, 12.02.2014, 16.05.2016, 17.06.2014, 14.10.2015, 27.10.2015, 13.08.2015 and 27.01.2016 issued by the Directorate of School Education, Nagaland, Kohima on Ad-hoc, fixed pay basis.

6.13. Out of 6 petitioners of WP(C)/62/2023, petitioner no. 3, Smti Relishi Mary was appointed as Graduate Teacher vide Order dated 14.04.2016, whereas the other remaining petitioners were appointed as Primary Teachers by Orders dated 30.09.2015, 12.09.2013, and 05.02.2016

respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad-hoc, fixed pay basis.

6.14. Out of 22 petitioners of WP(C)/63/2023, petitioner nos. 2, 5, 8, and 16 were appointed as Graduate Teachers, whereas the other remaining petitioners were appointed as Primary Teachers by orders dated 14.03.2016, 20.01.2015, 02.02.2015, 18.08.2015, 19.12.2014, 04.09.2015, 27.07.2015, 29.03.2016, 31.01.2015, 22.02.2016, 11.08.2015, 23.06.2015, 06.04.2016, 17.11.2015, 30.09.2015, 29.10.2015 and 16.03.2015 respectively.

6.15. Out of 19 petitioners of WP(C)/64/2023, petitioner nos. 14, 15, 16, 17, 18 and 19 were appointed as Graduate Teachers whereas the remaining petitioners were appointed as Primary Teachers by Orders dated 03.08.2015, 04.08.2015, 29.06.2013, 03.09.2015, 29.10.2015, 20.06.2015, 19.04.2016, 04.04.2016, 21.08.2015 and 26.07.2011, 06.07.2015, 22.04.2016 and 11.06.2015 respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad-hoc, fixed pay basis.

6.16. (WP(C)/65/2023) The petitioners, namely, Smti. Vekholu Nyekha, Smti. Y. Phenla and Smti. Rukulu Nyekha of WP(C)/65/2023 were appointed as Primary Teachers by Orders dated 27.07.2015, 02.07.2015 and 21.05.2015 respectively issued by the Directorate of School Education, Nagaland, Kohima on Ad-hoc, fixed pay basis.

6.17. Out of 18 petitioners of WP(C)/66/2023, petitioner nos. 5, 9, 14 and 17 were appointed as Graduate Teachers whereas the other remaining petitioners were appointed as Primary Teachers by Orders dated

27.07.2015, 30.09.2015, 17.11.2015, 31.05.2016, 17.07.2015, 18.07.2014, 28.03.2016, 14.03.2016, 26.02.2015, 18.04.2016, 22.08.2014, respectively, issued by the Directorate of School Education, Nagaland, Kohima on Ad-hoc, fixed pay basis.

6.18. Out of the 42 petitioners of WP(C) no. 67/ 2023, petitioner nos. 4, 6, 8, 12, 13, 16, 17, 18, 19, 20, 22, 24, 25, 28, 29, 30, 32, 35, 36, 37, 38, 39, 40, 41 and 42 were appointed as Primary Teachers whereas, the remaining petitioners were appointed as Graduate Teachers by Orders dated 31.08.2015, 30.06.2016, 11.12.2015, 10.11.2015, 30.09.2015, 03.08.2015, 29.04.2016, 18.08.2015, 12.03.2015, 26.02.2015, 20.04.2015, 30.05.2016, 16.10.2015, 04.02.2015, 24.02.2015, 30.06.2016, 14.03.2016, 27.10.2015, 01.04.2015, 23.05.2016, 23.03.2016, 21.02.2016, 15.07.2015 and 08.06.2016 respectively.

7. Petitioner Nos.7 and 15 have withdrawn from WP(C)/ 46/2023, as they were not appointed against SSA. All the petitioners were appointed under SSA and they are thus entitled to same benefits as extended to others who were also appointed and under SSA. The petitioners are entitled for regularization by mainstreaming them into the State Education Cadre, under the Department of School Education. Moreover, as the petitioners are all qualified trained teachers, they are also entitled to scale of pay as granted to regular Primary/Graduate teachers under the Department of School Education. Therefore, the petitioners' Association in the name and style of 'Nagaland Sarva Shiksha Abhiyan Adhoc Trained

Teachers Association' (hereinafter referred to as the 'Association'), through its President and Secretary submitted representation on 10.10.2022 to the respondent no.2, Principal Secretary to the Government of Nagaland, Department of School Education, praying for mainstreaming their services to the State School Education Cadre and also to grant regular 'scale of pay'. Their prayers were rejected and communicated to the President of the Association vide Order No.DSE/SSA/Estt/4-11/2022/616 dated 30.11.2022 (Annexure-25 of the WP (C)45/2023).

8. It is submitted that the petitioners were appointed against sanctioned posts and therefore are entitled to be encadred into the services of the School Education Department. They are all trained teachers with the same qualification at par with their counterparts who are regularized as Primary/ Graduate teachers. The action of the State Respondents in rejecting the prayer of the petitioners for mainstreaming their services into the State School Education Cadre and for grant of regular scale of pay is highly arbitrary, discriminatory and unconstitutional and is liable to be set aside and quashed. The nature and quality of the work discharged by the petitioners are identical to their counterparts who are enjoying the scale of pay after regularization. This discriminatory act of the respondent authorities is thereby unconstitutional and the order dated 30.11.2022 is hereby liable to be set aside.

9. The petitioners being employed and engaged for the same work as regular employees cannot be paid less than the latter who performs equivalent duties with equivalent responsibilities. Such an action being demeaning strikes at the very foundation of human dignity which is

against the principles of 'equal pay for equal work' and, it is a blatant act of oppression, suppression and coercion giving rise to involuntary subjugation resulting in exploitative, enslavement, emerging out of a domineering position. The petitioners are aggrieved as being Primary and Graduate teachers, they are being paid only Rs.20,080/- and Rs. 27,400/- respectively. The petitioners have thus prayed:-

- i) to set aside and quash the order dated 30.11.2022,
- ii) direct the respondent authorities to encadre the services of the petitioners in the Department of School Education, Nagaland as regular primary/graduate teachers by mainstreaming their services in the Department of School Education,
- iii) direct the respondent authorities to grant 'Scale of pay' to the petitioners with all consequential benefits as granted to the regular primary/graduate teachers serving under the Department of School Education and to pass such orders as this court may deem fit and proper in the interest of justice.

Case of the respondents.

10. The State of Nagaland, represented by the Chief Secretary to the Government of Nagaland; The Principal Secretary to the Government of Nagaland, Department of School Education, Kohima; The Principal Director, Directorate of School Education, Kohima; The State Mission Director, Nagaland Education Mission Society, SSA (now Samagra Shiksha)

and the Union Of India, represented by the Secretary, Ministry of Human Resource and Development, Department of School Education and Literacy, New Delhi are arrayed as respondent Nos. 1 to 5 respectively.

11. The respondent nos. 1, 2, 3 and 4 have jointly filed an affidavit in opposition. The Additional Secretary to the Department of School Education on behalf of all the respondents have admitted the appointment of the petitioners and have stated that as per the terms and conditions of their appointments, the petitioners have to undergo PSCE course/ B.Ed training within a specific period from the date of appointment as mandated under the RTE Act 2009. All teachers are required to be professionally qualified and trained. Therefore, on humanitarian ground, since the petitioners did not possess the mandatory professional qualifications, approval was accorded to them to undergo PSTE/B.Ed training course, which does not confer any right to the petitioners to claim for regularization.

12. It is contended that the petitioners having been appointed against SSA posts (CSS) scheme, and after availing all the benefits sanctioned by SSA, centrally sponsored scheme under the erstwhile scheme of the Government of India, they have no right to seek mainstreaming/ regularization of their service from the State Government.

13. Moreover, the pre-conditions in the appointment orders of the petitioners does not in any way impliedly/ expressly state that the petitioners would be mainstreamed and/or would be regularized in service based on the scheme under the SSA scheme.

It is further submitted that the fact that the services of the petitioners were extended, also does not imply that their services would be mainstreamed and/ or regularized. The respondents have not conceded to the contention of the petitioners that, as they have been appointed

against SSA, they are entitled to the benefits as extended to the others who were appointed under the SSA and regularized after mainstreaming into the State Education cadre. It is again contended that the batches 2010-2013 of SSA teachers who were mainstreamed into the State cadre were appointed after undergoing open recruitment process and through open advertisements.

14. On the contrary, the petitioners were well aware and they have also admitted that they were appointed on Ad-hoc basis purely for a specific scheme under the SSA/ RMSA.

15. It is averred that the petitioners were never selected in any selection / recruitment / examination process but were appointed on Ad-hoc basis against CSS scheme due to requirement at that particular period of time with terms and conditions purely under CSS scheme of SSA and as such the service of the petitioners cannot be mainstreamed under the State Education cadre. Further, the prayer of the petitioners for 'Scale of pay' cannot be granted as the Government of India under whose scheme the petitioners were engaged does not provide for 'Scale of pay'. Therefore, the Government has rightly rejected the representation of the petitioners. Furthermore, the prayer for scale of pay cannot be granted as the their pay and allowances is drawn on SSA funds (CSS) depending upon the norms of Government of India.

16. It is a settled principle of law that that even if any post is sanctioned with reference to the scheme, such sanction is Ad-hoc or temporarily co-terminus with the scheme and not of permanent post and therefore, one cannot seek permanency or regularization. In the instant case, the petitioners were appointed purely on Ad-hoc basis, specifically under the

SSA/ RMSA scheme and as such, their services are purely governed by the policies set forth in the schemes of SSA/ RMSA by the Government of India. Moreover, the Government of India has not provided for grant of scale of pay but provides only a fixed amount under the scheme. Thus, there is no arbitrariness or discrimination in the rejection order passed by the respondent authorities which could be termed as unconstitutional as the scale of pay was not granted to the petitioners.

17. It is argued that the petitioners were appointed under the scheme and their pay and allowances are as per the sanction of the Ministry of Human Resource Development (MHRD), Government of India. The appointment of the petitioners was further subjected to notifications/ policies issued by the State Government, MHRD relating to SSA/ RMSA from time to time. This being so, the petitioners cannot claim pay at par with the State regular Primary/Graduate teachers merely on the basis of similarity of quantum of work or designation. The policy of 'equal pay for equal work' is not applicable where the nature of their appointment is totally different. In the absence of any directions/ policies from the MHRD, the petitioners are not entitled to 'Scale of pay'. This is the reason why the petitioners were paid the fixed amount of Rs. 20,080/- and Rs.27,400/- respectively. The petitioners having understood the nature of their appointment, thereby accepting the sanctions by the Ministry cannot be allowed to approbate and reprobate at the same time. The only recourse available to them is to challenge the financial norms laid down in the integrated scheme of the Government of India. However, the same is found lacking in the instant case, as the question of mainstreaming the petitioners into the services of the Education Department does not arise at all. Moreover, the pay/ salaries of the petitioners are drawn as per the specifications of the Government of India and the Ministry does not

provide for 'Scale of pay' to the teachers appointed under the scheme of the SSA/RMSA. As such, there is no ground for the petitioners to be granted 'Scale of pay'.

18. It is further submitted by the respondents that the State Government is struggling to even provide 10% of funds matching Centrally Sponsored Scheme (CSS) owing to paucity of funds. These problems have escalated on the decision of the Central Government to reduce the salary support of all teachers engaged under the CSS. Over the years, the salary support to States by the Government of India has been declining. Plagued by these problems, the condition of the State finances remains critical. Salaries/ remuneration for CSS appointees are governed by the financial norms and funds sanctioned and amounts released by Government of India. In such a scenario the State with its meager resources will not be in a position to pay the petitioners. For a resource constrained State like Nagaland, retrenchment/ termination may be necessary as given in the appointment order to avoid serious negative financial implications on the State exchequer. It is submitted that the petitioners have failed to make out a case for invoking the extraordinary jurisdiction of this court and the same is liable to be dismissed.

19. Respondent no.5 five has also filed an affidavit- in-opposition. The Under Secretary, Ministry of Human and Resource Development, Department of Education has submitted objections in connection with Writ petitions (C) No. 45 up to 48, Writ petitions (C) No. 51 up to 56 and Writ petitions (C) No. 61 up to Writ petitions (C) 67, all of the year 2023.

20. The learned counsel on behalf of respondent No. 5 has highlighted through the argument, the objects and reasons for enactment of the Right of Children to Free and Compulsory Education Act 2009, (the RTE Act for short), and also on the provisions of the RTE Act. It is submitted that the

RTE Act mandates that every child of the age of 6 to 14 years shall have the right to free and compulsory education in a neighbouring school, on completion of his or her elementary education. It is further submitted that section 2(a) of the RTE Act 2009 defines Appropriate Government as:-

(i) in relation to a school established, owned or controlled by the Central Government, or the administrator of the Union Territory, having no legislature, the Central Government;
(ii) in relation to a school, other than the school referred to in sub-clause (i), established within the territory of:-

(A) a State, the State Government,

(B) a Union Territory having legislature, the Government of that Union Territory.

Section 23 of the RTE Act provides for the qualifications for appointment and terms and conditions of service of teachers and it is amply clear that the teachers have to be academically and professionally qualified. The Central Government authorizes the National Council for Teacher Education (NCTE for short), as the academic authority to lay down the minimum qualifications for a person to be eligible for appointment as a teacher vide Notification dated 31.03.2010. The copy of the notification dated 31.03.2010 is marked as Annexure R/1 of the affidavit submitted by respondent No. 5.

21. It is further emphasized through argument that in accordance to the provisions of Section 23 of the RTE Act, the NCTE vide Notification dated 23.08.2010 and 29.07.2011 laid down that one of the essential qualifications for a person to be eligible for appointment as a teacher in any of the 'school' referred to in Clause(n) of Section 2 of the RTE Act is that he/she should pass the Teachers Eligibility Test (TET) which will be conducted by the Appropriate Government in accordance with the guidelines framed by the NCTE. Accordingly, NCTE vide its Notification

dated 23.08.2010 (as amended from time to time), has prescribed the minimum qualifications for a person to be eligible as a teacher for Class 1 to 8. The Notification is marked as Annexure-R/2 of the counter-affidavit. It is thus submitted that the terms and conditions of service of all the teachers are governed and regulated by the concerned State Government as stipulated in the State Rules/Regulations/Notifications. It is submitted that the Schedule-2 of the RTE Act, 2009 (read with Sections 19 and 25) provides the number of teachers required.

22. It is further submitted on behalf of the respondent No. 5 that the Department of School Education and Literacy is implementing an integrated centrally sponsored scheme for school education, i.e., 'Samagra Shiksha.' The scheme provides support for implementation of the RTE Act and has now been aligned with the recommendations of the National Educational Policy (NEP), 2020. It aims to ensure that all children have access to quality education with an equitable and inclusive classroom environment which should take care of the diverse background, multilingual needs, different academic abilities and make them active participants in the learning process.

23. It is further submitted that under the scheme, funds are provided as per the fund sharing pattern decided by the Ministry of Finance, which is in the ratio of 60:40 between the Centre, States and Union Territories with legislature except for the eight north-eastern States and two Himalayan states and U.T. of Jammu and Kashmir which is 90:10. It is 100 percent centrally sponsored for Union territories without legislature. Furthermore, as per chapter 6 of 'Samagra Shiksha' framework under point "6.9, 14.1-teacher recruitment, provides that the recruitment and other service matters of teachers are under the domain of State/ U.T. Governments and 'Samagra Shiksha' will only provide lump sum (aggregate) support as per the availability of funds, as per the norms given under programmatic and

financial norms in appendix.” However, such support would be based on certain desirable guiding principles and required to be followed by the State/Union territories. While recruiting teachers and head teachers/principal, State and U.T.'s should fill the vacancies preferably on an annual basis. Provisions have to be made for subject specific teacher recruitment for upper primary, secondary and senior secondary classes.

Decision

24. Heard learned counsel Mr. T. B. Jamir for the petitioners; learned Additional Advocate General, Ms. V. Sukhorie; learned Government Advocate, Ms. Livika for the State respondent and learned CGC, Mr. Yangerwati.

25. I have given my thoughtful consideration to the submissions at the Bar.

26. It is submitted on behalf of all the petitioners that the petitioners were appointed as primary teachers and graduate teachers and the last extension order was w.e.f. 01.01.2023 up to 31.12.2023. The petitioners were appointed against sanctioned posts. Annexure-24 of W.P.(C) 45/2023, which is common to all the petitioners is the Notification dated 02.09.2022, relating to the mainstreaming of 2290 educationally and professionally qualified teachers as per NCTE norms appointed under the erstwhile SSA and RMSA batches of 2010 and 2013 into the state education cadre w.e.f. 21.04.2022, i.e., the date of cabinet approval and Annexure-25 is the impugned Notification dated 30.11.2022 of the W.P.(C) No. 45 of 2023 which is common to all the other writ petitions.

27. It is contended that the statement of objects and reasons of the RTE Act, 2009 starts with a prelude that the crucial role of universal

elementary education for strengthening the social fabric of democracy through provision of equal opportunities to all has been accepted since inception of our Republic as the essence of equal opportunities to all and this is entrenched in the Act. Section 23(3) of the Act deals with the salary and allowances payable to and the terms and conditions of service of teachers as prescribed. Thus, it is manifest that salary and allowances cannot be construed as fixed pay. Section 38 deals with power of appropriate Government to make rules and Section 38(2)(l) indicates that the salary and allowances payable to and the terms and conditions of service of teachers, as per sub-section-3 of Section 23 of the RTE Act. Right of children to free and compulsory education rules, 2010 (the RTE Rules, 2010 or the Rules of 2010 for short) through Rule 20 provides for salary and allowances and conditions of service of teachers which reads as:-

"1. The Central Government or appropriate Government or the local authority, as the case may be, shall notify terms and conditions of service and salary and allowances of teachers of schools owned and managed by them in order to create a professional and permanent cadre of teachers.

2. In particular and without prejudice to sub-rule-1, the terms and conditions of service shall take into account the following namely:-

(a) accountability of teachers to the school management committee,

(b) provisions enabling long-term stake of teachers in the teaching profession, and

3. The scales of pay and allowances, medical facilities, pension, gratuity, provident fund, and other prescribed benefits of teachers shall be at par for similar qualification, work and experience.

28. Drawing the attention of this Court to Section 23(3) of the RTE, Section 38(2)(l) of the RTE and the Rule 20 of the Rules of 2010, the learned counsel for the petitioners laid stress in his argument that the appointment of the petitioners on fixed pay is contrary to the RTE Act and Rules and also contrary to the policy of MHRD. The order of appointments of all the petitioners at Sl. No. 6 clearly indicates, "the appointment is further subject to-

(i) notifications/policies issued by the State Government and MHRD relating to SSA/RMSA from time to time,

(ii) verification of academic documents by competent authority.

29. It is contended that as per the criterion No. 6 of the appointment orders, fixed pay appointment is also contrary to the guidelines. Annexure-6 of the affidavit-in-opposition against WP(C)/45/2023 is the DO No. 11-2/2017-EF-13, issued by the Ministry of Education which includes the guidelines of the MHRD. Annexure-6 is common for all the petitions.

30. On the contrary, the learned counsel for Union of India laid stress in his argument that the primary and graduate teachers were appointed on SSA and RMSA scheme, which is a Central scheme and 90% of the funds are allocated by the Central Government, whereas 10% of funding of the scheme is allocated by the State Government. At present, the allocation of funds has been diversified to 75:25, where 75% is allocated by the Central Government, and 25% is allocated by the State Government. Thus, it is apparent that it is a scheme and not a sanctioned post. The appointment orders from page 32 to page 88 of the W.P.(C) 45/2023 and other similar appointment orders in all the analogous writ petitions, clearly indicates that the petitioners were selected on ad-hoc basis and not through recruitment process which are at par with the petitioners/appellants of

W.A. 9/2020 (which the petitioners have relied upon).

31. The posts of the petitioners against which they were appointed are co-terminous with the scheme and the petitioners cannot pray for mainstreaming, even though the petitioners were appointed against sanctioned posts. The teachers recruited on 2010-2013 under the SSA and RMSA schemes were recruited through open advertisement and they are not at par with the present petitioners. They were selected on 16.08.2021 by the Ministry of Education. The scheme is about to be closed and the scheme will not continue. Uncertainty is looming large on the future of the scheme. Thus, under the scheme, the question of regularization does not arise at all. Further, it is submitted that although the learned counsel for the petitioners has assiduously projected the RTE Act of 2009, Rules were framed in the State of Nagaland and the Rules have to be followed. The petitioners can participate in the recruitment process which will be more feasible for the appointment on vacancies as well as on funds available. It is submitted that the petitioners do not have the requisite qualification.

32. It is further contended that the petitioners have tried to project the illegality of the recruitment process by drawing the attention of this Court to the RTE Act, but surprisingly, the petitioners have never challenged the Office Memo dated 27.01.2015 at page 123 of the W.P.(C) 45/2023 and similar annexures on other Writ petitions. This Office Memo was issued by the Ministry and the petitioners' grievances on irregularity of their appointment has not been challenged as this Office Memo has not been challenged. The appointment of the present petitioners is not at par with the regular employees and thus there is no discrimination. It is further submitted that the petitioners are entitled to minimum of the pay scale and not the 'Scale of pay' as Union and State have to allocate funds, as quantified to their respective shares.

33. The respondents have also relied on the decision of the Hon'ble

Apex Court in ***Muhammad Abdul Qadir and Anr vs. Director General of Police, Assam and Ors, (2009) 6, SCC 611***, wherein it has been held that:-

“The fact that the Scheme had been in operation for some decades or that the employee concerned has continued on ad hoc basis for one or two decades would not entitle the employee to seek permanency or regularisation. Even if any posts are sanctioned with reference to the Scheme, such sanction is of ad hoc or temporary posts coterminous with the Scheme and not of permanent posts.”

It has been stated that the petitioners are not entitled to mainstreaming into the State cadre.

34. Per contra, the petitioners have contended that the respondents are also relying on the government policies and they have made it clear through their counter-affidavits. It is an undisputed fact that “Association” of the petitioners had submitted a representation apprising that they were appointed against SSA and as such they are entitled to the same benefits as extended to others who were also appointed against SSA and for regularization by mainstreaming them into the state education cadre.

35. In the instant case, the only dispute between both the parties is that the respondents have claimed that the batches of 2010 and 2013 are not at par with the petitioners as they have been appointed after undergoing recruitment process through open advertisement/competition. This has not been denied by the petitioners. Nevertheless, it has not been clarified by the petitioners that they are willing to take part in any recruitment process through open advertisement. If the petitioners are aggrieved on the mainstreaming of the batches of 2010 and 2013, their grievance is not justified as they have not stated with clarity that their counterparts who were regularized, participated in open recruitment process which was

advertised. Representation for mainstreaming of teachers serving on ad-hoc basis for regularization cannot be compared to regularization on recruitment process on open advertisement. In that case, parity cannot be considered to be a ground if the petitioners are anticipating that on their representation, their services will be regularized at par with the teachers of 2010 and 2013 batches, despite the principles of equal pay for equal work.

36. The petitioners have relied on the decision of the **Hon'ble Supreme Court in State of Punjab and Ors vs. Jagjit Singh and Ors reported in (2017) 1 SCC 148**, wherein it has been held that:-

"In our considered view it is fallacious to determine artificial parameters to deny fruits of labour. An employee engaged for the same work cannot be paid less than another who performs the same duties and responsibilities. Certainly not in a welfare State. Such an action besides being demeaning, strikes at the very foundation of human dignity. Anyone who is compelled to work at a lesser wage does not do so voluntarily. He does so to provide food and shelter to his family at the cost of his self respect and dignity at the cost of his self worth, and at the cost of his integrity. For he knows that his dependants would suffer immensely, if he does not accept the lesser wage. Any act of paying less wages as compared to others similarly situated constitutes an act of exploitative enslavement emerging out of a domineering position. Undoubtedly, the action is oppressive, suppressive and coercive as it compels involuntary subjugation".

37. The petitioners have also relied on a decision of this Court in **Amos Seb and 434 Ors vs. The State of Nagaland and 6 Ors in W.A. 09/2020**, wherein vide order dated 16.03.2022, it has been held that:-

"16. In the case in hand, it is an admitted fact that the

eligibility, nature and quality of the work, duties and effort, need and responsibilities of the post of Graduate Teachers are identical, be that of the petitioners or their counterparts, who are getting the regular scale of pay. It is not the case of the respondent State that the skills and responsibilities of the petitioners and their counterparts who are getting the regular scale of pay are substantially different, rather it is already established that their functions are absolutely similar.

17. A comparative evaluation of the job and the posts, makes its absolutely clear that the petitioners are having similar qualifications, they are posted and appointed in similar Schools managed by the State authorities and its instrumentalities and the students whom they are teaching are similar to that of their counterparts who are getting the regular scale of pay. In fact some of the petitioners are serving and teaching in the same Schools and same students but getting lesser scale of pay than their counterparts.

18. In view of the given facts, the pleading by the petitioners and the counter pleadings by the respondent authorities and the admission of the respondent State, it is abundantly clear that the petitioners are doing equal work and duties and efforts. Both the petitioners and their counterparts were also selected by similar selection process, the posts were temporarily sanctioned in both the cases by the State authorities, they were posted in similar Schools and in such a situation, this Court is left with no option but to hold that the petitioners all entitled for similar scales of pay like their counterparts who are getting the regular scale of pay doing similar work. Therefore, it will not be permissible for the State respondents to treat the two classes of teachers differently so far relating to their scales of pay.

19. While deciding the issue, the learned Single Judge failed to appreciate the aforesaid facts that the petitioner and their counter parts who were getting scales of pay are equally placed and there is whole-

some equality between them. The learned Single Judge rejected the prayer on the basis of the contract bond signed by the petitioners and delay in approaching the Court inasmuch as the date of advertisement, the posts were not created and scales were not given. Accordingly, in view of the aforesaid discussions, findings and decisions, this Court holds that the petitioners are entitled for scales of pay at Pay Band of Rs. 9300-34800/- with Grade Pay of Rs.4200/- p.m. Accordingly, it is directed the State respondents to grant such scales of pay to the petitioners forthwith.

20. It is made clear that this Court is not determining the issue regarding the decision of the State whereby the other teachers excluding the petitioners were brought under State cadres with benefit including NPS, same being not under challenged in the writ petition and not determined."

38. Reverting back to this case, it is held that the case of the petitioners is not similar to the case referred to by the petitioners in W.A.09/2020. The ratio of the decision in **Jagjit Singh (Supra)** is also not applicable to this case. In the instant case, the petitioners cannot be held to be at par with the batches of 2010 and 2013. It is amply clear that the petitioners were initially not qualified when they were inducted as primary teachers and graduate teachers. During their service tenure, the petitioners were sent for training and they have successfully qualified as B.Ed./B.E.teachers. Moreover, it is also not clear why the petitioners did not participate in the open advertisement and it is not clear if their age, qualification, experience and other criteria were not sufficient for the petitioners to participate in the recruitment process through open advertisement. It is relatively opaque if there are sufficient quotas for fresh candidates as well as for the candidates who were serving on ad-hoc basis.

39. Apart from the submission of the petitioners that they are discharging similar duties and they have served the department for a prolonged period, the petitioners have not once disputed that their counterparts have been selected through open advertisement. This difference in situation between the petitioners and their counterparts of 2010-2013 batch debars the petitioners to claim for regularization on the ground of parity. The petitioners cannot claim for parity on this simple distinction with their counterparts. It is true that the petitioners were appointed against sanctioned posts but such sanction on ad-hoc or temporary basis is coterminous with the scheme and not with permanent posts. Therefore, the petitioners prayer for regularization at par with the counterparts is without a strong foundation when their counterparts, as submitted by the respondents have been selected through open recruitment process. No wholesome equality between the petitioners and their encadred counterparts is discernible.

40. It is submitted by the learned counsel for the petitioners that when the selection of the petitioners were not on proper procedure, the respondents cannot claim regularization to be conducted through proper procedure i.e., selection through recruitment by open advertisement.

41. On the contrary, the respondents have submitted that if the petitioners are aggrieved by the selection procedure which was allegedly illegal and not as per the norms of the RTE Act, the petitioners ought to have challenged the financial norms laid down in the integrated scheme of the Government of India, which is however lacking in the instant case. The petitioners, if so aggrieved by the mode of payment, the only recourse available to them is to challenge the financial norms laid down in the integrated scheme of the Government of India.

42. I find force in the argument of the respondents. Nevertheless, the principles of equal pay for equal work cannot be ignored in toto. The

respondents could not refute that the petitioners are discharging similar duties as their counterparts who have been regularized. It appears that equity will prevail if the petitioners are accorded an opportunity for regularization within the existing norms.

43. The Order No. DSE/SSA/ESSTT/4-11/2022/613 dated Kohima the 30th November, 2022 is hereby set aside.

44. Thereby, the respondents are directed to :-

Consider the representation of the petitioners dated 10.10.2022 afresh, and,

Consider the prayer of the petitioners for regularization and their prayer for 'scale of pay' as expeditiously as plausible and to allow them to participate in the recruitment process in the event of any vacancies as per the existing norms and in accordance with law.

The age of the petitioners who have crossed their upper age limit may be relaxed.

45. In terms of the above observations, the writ petition stands disposed of.

46. No order as to costs.

Sd/-

JUDGE

Comparing Assistant