

Discussion Paper

Consolidation of Multiple Grant in Aid Schemes for Educational Institutions in Meghalaya

Education Department

May 2025

Circulation: Stakeholders (School Managing Committees, Governing Bodies of Colleges, Educators, Teacher Associations, Parents, Students, Media, Community Leaders, Government Officials)

Performance Grading Index (PGI) - Introduction

- Developed by the Govt of India to evaluate States/UTs in **quality of education**
- Provides grades, not ranks, but scores allow for comparison.

1000 Points

73 Indicators across **6** Domains

- 1. Learning Outcomes**
- 2. Access**
- 3. Infrastructure & Facilities**
- 4. Equity**
- 5. Governance Processes**
- 6. Teacher Education & Training**

Meghalaya's PGI Performance

Rank	State/UT	PGI Score
25	Manipur	513.0
26	Assam	512.7
27	Jammu & Kashmir	506.5
28	Jharkhand	503.7
29	Uttar Pradesh	502.0
30	Tripura	485.7
31	Telangana	479.9
32	Nagaland	471.5
33	Bihar	465.0
34	Arunachal Pradesh	458.5
35	Mizoram	453.3
36	Meghalaya	420.6

Meghalaya's Performance Across PGI Domains

Domain	Meghalaya Score	MAX Score
Learning Outcomes and Quality	31.6	240
Access	43.4	80
Infrastructure & Facilities	46.6	190
Equity	205.6	260
Governance Processes	55.2	130
Teacher Education & Training	38.2	100
TOTAL	420.6	1000

Unsustainable Number of Schools - A Comparison

State	Population (2011)	Schools	Teachers	Govt.	Aided
Tripura	36,73,917	4,929	36,433	4,262	43
Meghalaya	29,66,889	14,582	55,160	7,783	4,172
Manipur	25,70,390	4,617	42,684	2,889	583
Nagaland	19,78,502	2,718	31,402	1,960	0
Arunachal Pradesh	13,83,727	3,603	23,707	2,985	68
Mizoram	10,97,206	3,911	23,366	2,563	230

All Schools (Total Schools = 14,582)

206 Schools with **0** enrolment

2269 Schools with **Single Digit** enrolment

Deficit & Adhoc Schools

18 Schools with **0** enrolment

1141 Schools with **Single Digit** enrolment

SSA Schools

30 Schools with **0** enrolment

268 Schools with **Single Digit** enrolment

Govt. Schools

11 Schools with **0** enrolment

132 Schools with **Single Digit** enrolment

Schools

- 1) Deficit
- 2) Deficit Pattern
- 3) Adhoc
- 4) Night/Morning Adhoc SS
- 5) Science grant
- 6) Hindi Grant
- 7) 4th teacher
- 8) IE Volunteers
- 9) Pre-Primary
- 10) SSA Private
- 11) Non - Govt

Colleges

- 1) Deficit GIA
- 2) People's Colleges
- 3) Adhoc GIA
- 4) Lumpsum GIA

Complexity of Multiple GIA Schemes

- Administrative complexity and fragmentation.
- Time spent on management and coordination.
- Limited capacity to focus on Quality of Education

Multiple Schools on the Same Campus -

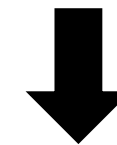
Total Schools	14582
Standalone Schools	7880
Schools in Groups	6702 (3029)

How it Affects PGI?

XYZ LP SSA School	SSA
XYZ UP School	Adhoc
XYZ Secondary School	Deficit
XYZ Higher Secondary School	Private



$$\frac{1 \text{ Computer Lab}}{4 \text{ Schools}} = 25\%$$



$$\frac{1 \text{ Computer Lab}}{1 \text{ School}} = 100\%$$

Challenges to Consolidation

- Multiple independent SMCs within the same premises
- Consultations with SMCs and Consensus is the way

Govt. Funding of **Private Schools & Private Colleges**

School Education

Category	No. of Teachers	Annual Salary
Govt. Schools	7,996	₹ 6,86,85,98,587
GIA to Private Schools	17,289	₹ 9,27,79,83,529
SSA	14,666	₹ 3,66,05,43,744
TOTAL	39,951	₹ 1980,71,25,860

Higher Education

Category	No. of Lecturers	Annual Salary
Govt. College	243	₹ 37,08,05,212
GIA to Private Colleges	1156	₹ 180,19,39,648
TOTAL	1,399	₹ 216,67,44,860

Disparity in Pay - Schools

Category	Teachers	Annual Salary	Avg. Salary (p.m.)
Govt. Schools	7,996	₹6,86,85,98,587	₹ 71,584
Deficit System	7,355	₹ 6,60,88,46,736	₹ 74,879
SSA+Adhoc+others	24,600	₹ 6,32,96,80,537	₹ 21,442



Why Deficit Teacher's Salary is more than the Government Teacher, on average?

Disparity in Pay - Colleges

Category	Lecturers	Annual Salary	Average Pay
Govt. Colleges	243	₹ 37,08,05,212	₹ 1,27,163
Private Colleges of Deficit	554	₹ 121,66,06,252	₹ 1,83,004
Private Colleges of People's	519	₹ 46,07,22,528	₹ 73,976
Private Colleges of Adhoc	83	₹ 11,86,10,868	₹ 1,19,088
Private Colleges of Lumpsum	-	₹ 60,00,000	



Why Deficit Lecturer salary is more than the Government Lecturer, on average?

Source of All Agitations

Category	Teachers	Annual Salary	Avg. Salary (pm)
Govt. Schools	7,996	₹6,86,85,98,587	₹ 71,584
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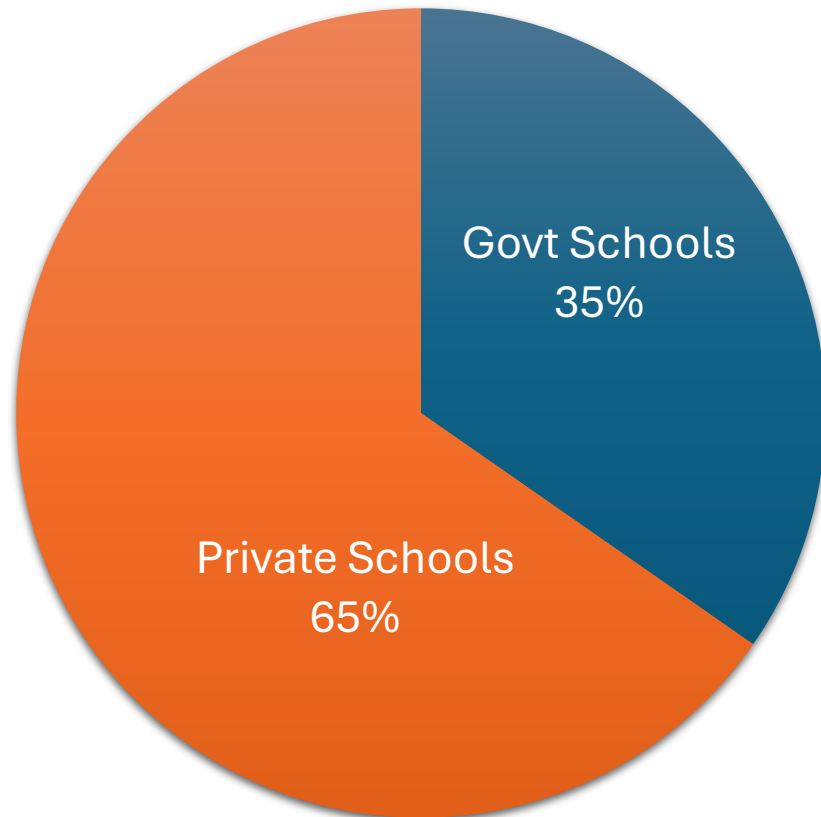
SSA+Adhoc+others	24,600	₹ 1771,20,00,000	₹ 60,000
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Funds required to fulfill demands of 24,600 teachers

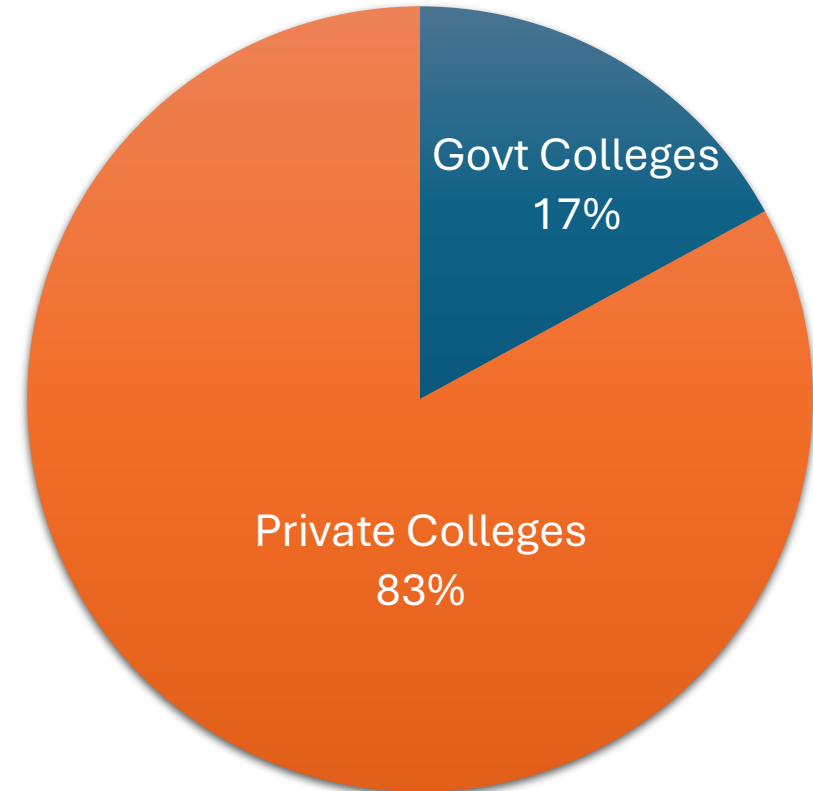
Rs. 1771 – Rs. 633 = Rs. 1138 Crore

Government funding of Salaries

Schools



Colleges



Assured Minimum Facilities (AMF)

AMF	Coverage
Electricity Coverage	26%
Drinking Water	56%
Boys Toilets	73%
Girls Toilets	69%
Ramps	31%
ICT	16%

Percentage Schooling Facilities- Government

No. of Govt. Schools - 2023-24			Total Schools	Schools with Facilities	Percentage
Primary Schools	5,425	Electricity	7,779	1,570	20.2
		Internet	7,779	1,784	22.9
Upper Primary Schools	2,209	Drinking Water	7,779	4,165	53.5
		Girls Toilet	7,776	6,691	86.0
Secondary Schools	88	Boys Toilet	7,754	7,131	92.0
		Hand Wash	7,779	3,137	40.3
Sr. Secondary Schools	57	Playground	7,779	3,444	44.3
		Boundarywall	7,779	1,297	16.7
Sr. Secondary Schools with Science Stream	31	Library/Book bank/Reading Corner	7,779	2,486	32.0
		Ramp for CWSN	7,779	3,663	47.1
Total	7,779	Solar Panel	7,779	317	4.1
		ICT/Computer lab	145	74	51.0
		Smart Classroom	145	43	29.7

Associations connected to **Education Department**

1. All Meghalaya SSA School Teachers' Association (AMSSASTA)
2. All Garo Hills SSA School Teachers' Association (AGHSSASTA)
3. Meghalaya SSA Schools Association (MSSASA)
4. All Meghalaya 4th Teachers Association
5. All Meghalaya SSA Non- Teaching Staffs' Association (AMSSANTSA)
6. All Meghalaya Primary School Teachers' Association
7. Federation of All Meghalaya Adhoc School Teachers Association (FAMASTA)
8. Meghalaya College Teachers' Association (MCTA)
9. Meghalaya Upper Primary School Teachers Association (MUPSTA)
10. Federation of All School Teachers of Meghalaya (FASTOM)
11. Meghalaya Government College Teachers' Association (MGCTA)
12. Joint Action Committee of All Teachers' Association of Meghalaya (JACATAM)
13. Meghalaya Government Lower Primary School Contractual Teachers' Association (MGLPSCTA)
14. Khasi Jaintia Deficit School Teachers' Association (KJDSTA)
15. Garo Hills Deficit School Teachers' and Employees Association (GHDSTEA)
16. All Jaintia Mid-Day Meal Workers Union
17. SSA MTET Passed Association
18. All Garo Hills Pre-Primary Teacher Association (AGHPPTA)
19. All Garo Hills Primary School Non-Teaching Staff Association (AGHPSNTSA)
20. The Meghalaya Secondary School Service Association (MeSSA)
21. The Meghalaya Higher Secondary School Service Association (MeHSSA)
22. All Meghalaya Government Upper Primary School Teachers Association (AMGUPSTA)
23. Meghalaya College Non-Teaching Employees Association
24. Meghalaya College Principals Council (MCPC)
25. Meghalaya Schools Welfare and Development Association

Teacher Absenteeism, Proxy Teachers, & Salary Disparities

Limiting the **authority of SMCs** to regulate teacher accountability.

Absenteeism and proxy teachers—especially in the Deficit system.

Salary disparity among teachers within the same school - creates **dissatisfaction** and undermines **morale of teachers**.

Empowering SMCs to manage salary disbursement – accountability, promote fairness and stronger school-level governance.

Disconnect Between Grant-in-Aid and Fees, School Performance, etc.

- GIA is not linked to key performance indicators such as **student enrolment, academic outcomes, fees collected, or infrastructure quality.**
- Government investments not translated into **measurable improvements in PGI scores or student learning outcomes.**
- **Grant-in-Aid is not reaching the students (8 Lakhs) and parents (16 Lakhs)** as there is no Fee Regulating Mechanism in the Aided Schools.
- It is essential to ensure that **public funding yields tangible benefits.** A performance-linked funding model would incentivize improvements and foster a more outcome-oriented approach to education delivery in the state.

Lack of Infrastructure Funding in the Present System

- The significant ₹ **1,473.45 crore** allocated to private institutions is solely for **salary payments**.
- No dedicated funding for basic infrastructure improvements, especially challenging in rural areas with limited fee collection.
- A flexible GIA structure that allows for infrastructure enhancement, particularly in underserved areas.

Limited Autonomy for Private Schools

- SMCs and GBs require approvals from the Education Department for every administrative decision—from **job advertisements** to **teacher appointments** and **retirements**.
- This process not only delays decision-making but also overburdens the Department.
- Granting more autonomy to SMCs and GBs would streamline operations, empower local leadership, and free up Department resources for core policy and quality improvement efforts.

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Proposal for Consultation with Stakeholders

Meghalaya Education Grant
(MEG)

CORE PRINCIPLES *of* MEG

No Reduction in Existing Funding

Unified Scheme – Funds released to SMCs and SMCs to submit UC

Performance Based Enhancement

Simplified Fund Disbursement

Enhanced *Autonomy* to School Managing Committee

Continuity of existing T&Cs for already approved Deficit Teachers

Centralised Provident Fund

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of
MEG

Number of Associations will **Reduce**

Absenteeism and **Proxy** will disappear

Resolution of “fragmented loyalty of Teachers
:**Association Leadership, School and Government**”

Rich Teacher & **Poor** Teacher

Teachers will **comply** to SMC

Depts can focus on its **Original Work**

Improve **Performance Grading Index (PGI)**

Will **Reduce Litigation**

Government Funds will benefit **Students & Parents**

Thank You | Khublei | Mitela