

# केन्द्रीय माध्यमिक शिक्षा बाड CENTRAL BOARD OF SECONDARY EDUCATION

(शिक्षा मंत्रालय, भारत सरकार के अधीन एक स्वायत्त संगठन)  
(An Autonomous Organization under the Ministry of Education, Govt. of India)

CBSE/AFF/2130391/2026/100/24

18.02.2026

## ORDER

The present order is being passed in compliance of the order passed by the Hon'ble High Court of Allahabad in Writ –A No. 10033/2025 vide order dated 17.10.2025 whereby the Hon'ble High Court while disposing of the petition filed by the aggrieved ex-teachers of the Uttarakhand Public School, Sector-56, Noida, Gautam Budha Nagar, Uttar Pradesh (Affl.No. 2130391) against their illegal termination of services and the complaints of mental harassment and mismanagement of the school was in issue.

The Hon'ble High Court has passed the following order in Para No.6 & 7 of order dated 17.10.2025:

*"6. I have considered the above submissions and is of the opinion that so far as order of termination is concerned, writ petition is not maintainable since it is between petitioners and Respondent-School. However, still Court takes note that a notice was issued by Central Board of Secondary Education against Respondent-School that certain irregularities were found on an inspection of a two Member Committee and a notice was issued on 22.08.2025 to Respondent-School. Outcome of it is not on record. Therefore, Central Board of Secondary Education can also look into the matter about any irregularity or illegality committed during procedure adopted to terminate services of petitioners though the same is not part to the notice issued to the School.*

*7. In view of above, without issuing notice to Respondent-School, the writ petition is disposed of with an observation that inquiry so initiated by Central Board of Secondary Education against the Respondent-School be concluded within a period of four weeks from today after considering the stand of the Respondent-School and in case said School does not submit any reply to notice within stipulated time, an ex parte decision can be taken. Respondent-CBSE while considering the aforesaid issue, will also consider the representations so filed by petitioners with regard to their termination from service".*

The school's reply to the show cause notice dated 22.08.2025, the inspection committee report of the DIOS and the grievances/complaints previously made by the complainant teachers are taken on record and accordingly, the following order has been passed by the competent authority of the Board: -

"At the outset, it is pertinent to note that all schools affiliated with the Board are mandatorily required to comply with the affiliation grant conditions as prescribed under the Affiliation Bye-Laws of the Board. As stipulated under Clause 14.1 of the Affiliation Bye-Laws, 2018, "Every school is bound to follow the Affiliation Bye-Laws of the Board mutatis mutandis." An affiliated school is expected to maintain a peaceful, healthy, and conducive working environment for its staff, enabling them to contribute effectively towards the academic growth and excellence of the institution. Non-payment of salaries to teaching staff as per the prescribed norms, coupled with persistent mental harassment, amounts not only to a violation of the personal dignity and rights of teachers and staff but also constitutes an offence against the statutory provisions enacted for their social and economic protection. Such acts, therefore, amount to a gross violation of the Affiliation Bye-Laws of the Board and adversely impact the overall academic ambience and functioning of the school. To arrive a final conclusion, the matter is being analyzed in the light of the available records.



**A. Background of the Case:**

Uttarakhand Public School, Sector-56, Noida, Gautam Budha Nagar, Uttar Pradesh (Aff. No. 2130391) was given provisional affiliation with the Board up to Senior Secondary and the affiliation was renewed from time to time subject to compliance of the provisions of the Affiliation Bye-Laws of the Board vide affiliation number 2130391 with Conditions that the school shall abide by the provisions of The Affiliation Bye Laws of the Board.

The Board received various complaints from the teaching staff, particularly, female teachers of the school regarding mental harassment, deduction of a portion of salaries, irregularities in school management, indecent behaviour of the School Manager and the Principal towards teachers and the calling of teachers on holidays. Looking into the nature of the complaints, the Board forwarded the matter to the concerned State Education Authorities/DEO on 13.05.2025 for inquiry into the allegations and related issues, and to furnish their recommendations. The State Authorities were also requested to take further necessary action, as the school is recognized by the State Government. The District Inspector of Schools (DIOS), District Gautam Buddha Nagar, submitted a detailed report dated 09.06.2025, based on an inquiry conducted by a two-member committee comprising the District Inspector of Schools and the City Magistrate. The Inspection Committee found the allegations to be substantiated. It was reported that female teachers of the school were subjected to harassment by the school management and that a substantial portion of their salaries was illegally taken back by the management.

The Committee further confirmed that an amount of ₹68,00,000/- (Rupees Sixty-Eight Lakh only) was returned to the teachers after objections were raised during the inquiry. The report also noted that most administrative decisions are being taken by the Manager, and that the Principal is not functioning independently or effectively. Additionally, the Committee observed that female teachers are working in an unhealthy and hostile environment, and it was reported that teachers are forced to resign if they oppose or resist the harassment practices of the management.

Based on the detailed report of the District Education Authorities, highlighting severe lapses and violations of the Affiliation Bye-Laws and other statutory provisions relating mental harassment of teachers, non-compliance of service conditions, non-payment of salary as per norms, harassment at workplace etc, a Show Cause Notice dated 22.08.2025 was issued to the school, granting a period of 30 days to submit its explanation along with supporting documents. To ensure the fairness and the Principles of Natural Justice, copy of the state inquiry report and the findings were furnished to the school.

During the time, it seems that some of the teachers were removed from the services and they had approached before the Hon'ble High Court by presenting a Writ Appeal (No. 10033/2025), challenging their illegal termination from service without following the due procedure, their harassment and other alleged irregularities committed by the school management. The Board was also impleaded as a party respondent in the said matter. The said writ petition was disposed of on 17.10.2025, with directions to the Board to take necessary action in light of the findings of the inquiry committee report, the allegations contained in the Show Cause Notice, the reply submitted by the school, and also to examine



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the issue relating to termination of services of petitioner teachers by the school. The school submitted its reply to the Show Cause Notice dated 22.08.2025 on 12.10.2025.

## **B. School's reply to Show Cause Notice:**

The school submitted its reply on 12.10.2025 through e-mail wherein the School has refuted the findings of the sate inquiry and has tried to explain the points raised in the Show Cause Notice dated 22.08.2025 and inter-alia made the following submissions:

- I. That the school is running since last 38 years by a registered society which is running the school under the provisions of the RTE, Act and the education to the poor and nearby needy students is being imparted without any profit making object.
- II. The Inspection report of the District Inspector of School (DIOS) is biased and one sided as no copy of complaints was provided by the DIOS nor any chance to participate in the inquiry process was given which is a violation of the principles of Natural Justice. CBSE should not act on such biased report.
- III. that the school has constituted the POCSO and POSH committees which are functional as per norms. The teachers who have alleged about deduction of salary have taken the money back which comes under extortion as the said teachers were putting unnecessary pressure without any right. The school management is looking for filing the criminal complaint against the teachers. It is also submitted that the teachers have also given some part of salary on their own for the financial benefit of the school.
- IV. That the then DIOS has collected the affidavits from the 25 teachers who have admitted to return the part of the salary on their own as the financial conditions of the school was not good. As far as deduction of salary amount in the year 2019 by the Manager, Sh. Harish Papne is concerned, he was not having any managerial post during the said period;
- V. That the teachers and the staff had conspired to make false allegations against the Manager with mala-fide intentions and that signature of some of the teachers were not genuine but forged to get undue benefit;
- VI. that the school management has right to take action against any teacher or staff which is found to be involved in the acts of indiscipline and in violation of duties assigned to him or her. The school management acts against such teachers in compliance of the established norms and the service conditions. The report of the DIOS is one sided and has not considered the submissions of the school.
- VII. The school has claimed that it is paying salary to the teachers as per norms and has also constituted the committees on grievance, POSH and POCSO and the copies of the committees' constitution and list of teachers with salary statement have been attached.

## **C. Analysis of School's reply:**

- i. This submission is not satisfactory, as the allegations raised in the complaints directly relate to the safety and healthy working environment in the school. The female teaching staff have specifically alleged an unsafe and hostile environment arising from the indecent behaviour and acts of Shri Harish





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Papne, Manager, and the conduct of the Principal, Smt. Mohini Negi, who is stated to have supported such acts.

The fact that the school has been running for several years does not absolve the school management or the responsible office bearers from complying with statutory provisions relating to women's safety, a safe and healthy workplace, payment of salaries as per prescribed norms, adherence to grievance redressal mechanisms, and prevention of mental harassment where staff function without fear. The school has failed to justify or rebut the allegations, as well as the findings recorded by the Inquiry Committee. A school is required to function as a safe and secure workplace for its teaching staff, and any act of indecent behaviour towards female employees constitutes a gross violation of the statutory provisions of the POSH Act, as well as Clauses 2.4.8 and 14.17 of the Affiliation Bye Laws, 2018 of the Board;

- ii. The submission of the school alleging that the report of the District Inspector of Schools (DIOS) is biased, unfair, and that any action based thereon is unwarranted, is neither correct nor acceptable. The school is recognized by the concerned State Government and is governed under the applicable State regulatory framework. Accordingly, the State Authorities conducted the inquiry in accordance with the established norms and procedures and found the violations to be substantiated, including unauthorized deduction of salaries, mental harassment of teachers, maintenance of an unhealthy work environment, and acts of the school management in violation of prescribed norms.

Further, the school management was a party to the writ petition before the Hon'ble High Court and was afforded ample opportunity to place its submissions before the Hon'ble High Court also. In these circumstances, the school's contention that the actions of the State Authorities are biased and that the Board has no authority to act upon the State Inquiry Report is untenable. The school gets affiliation following the NOC and recognition only from the concerned state Govt. The recommendations of the state to withdraw the affiliation or action against the school is a proper ground for action by the Board under the statutory provisions of the Affiliation Bye Laws. The DIOS and the Inspection Committee interacted with and consulted the school staff and examined relevant records, which revealed irregularities in school management and undue harassment of the teaching staff.

- iii. The submission of the school that no part of the salary was ever taken by the management and that the teachers voluntarily returned the amounts for the benefit of the school is without any justification and is unsupported by documentary evidence. On the contrary, the District Inquiry Committee has recorded clear findings that the teachers were working under undue pressure and mental harassment, and were forced to part with a portion of their salaries. All the findings of the Inquiry Committee are on record and substantiate the allegations made by the teachers. The fact that an amount of ₹68,00,000/- (Rupees Sixty-Eight Lakh only) was returned to the teachers by the school



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management conclusively establishes that such amounts were not paid voluntarily by the teachers.

Further, the issuance of notices to teachers by the Manager *without following the procedure*, also indicates that the teachers were subjected to *harassment* when they attempted to raise their grievances. *There is no document on record to demonstrate that the school had any functional grievance redressal mechanism in place. The findings of the State Inquiry Committee clearly establish that the affairs of the school were not being conducted in compliance with the Affiliation Bye Laws and the established norms of the State.*

- iv. *The submission of the school alleging that the signatures of some teachers on the affidavits submitted by 25 teachers to the Inquiry Committee were forged, and that the teachers and staff conspired to falsely implicate the Manager, is not correct and is devoid of any merit. There is no document on record from the school to show that any criminal complaint regarding alleged forgery of signatures was ever lodged, nor is there any evidence to indicate that such an alleged conspiracy involving false documents and signatures was reported to any law enforcement agency.*

*On the contrary, the harassment of teachers and the absence of a proper system and redressal mechanism stand duly established from the submissions and statements made by the teaching staff before the DIOS Inquiry Committee. No teacher would have made affidavit about their prolonged harassment, indecent behavior against the management when their primary duty is teaching. The complaints were made by many teachers which shows that the complainants were completely aggrieved which has been specifically found by the committee.*

- v. *The school has failed to submit any documentary evidence relating to the actions allegedly taken against the teachers, including copies of memoranda, show-cause notices, disciplinary committee proceedings, or related records. Had the school taken action in good faith and in accordance with the established procedures, such records would have been produced before the Committee.*

*Mere assertions by the school that it complied with the principles of natural justice while taking action against the teachers are insufficient in the absence of any supporting documents on record. Furthermore, in its order dated 17.10.2025, the Hon'ble High Court has recorded that the petitioner teachers were terminated without following due procedure, and this aspect is required to be duly considered by the Board while passing the final order.*

- vi. *It is notable that there is no document on record to indicate that the grievances of the teachers were ever addressed or processed in accordance with the established norms. Additionally, no bank statements or evidence of salary payments to the teachers have been submitted. Further, no documents have been produced to show that the teachers whose services were terminated were provided any opportunity of hearing or compliance with the principles of natural*



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- justice. In view of the above, the findings of the State Inquiry Committee and the allegations raised by the teachers are fully substantiated, and the school has failed to refute or justify the complaints made by the teachers.
- vii. On the issue of calling teachers to work on holidays and female teachers, particularly, school has not submitted any document in response to the Show cause notice no any document was placed before the DIOS Committee to refute the allegations.

## D. Conclusion :

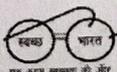
It is pertinent to note that teachers and staff constitute the most essential and integral functionaries of a school. Teachers are the backbone of school functioning, as they not only directly interact with, teach, and shape students, but also play a pivotal role in the day-to-day administrative and academic activities of the institution.

The joint complaint submitted to the Board clearly reflected instances of mental harassment of teachers, along with non-compliance with various statutory provisions, including non-payment of proper salary, grant of holidays, and provision of a safe and healthy working environment, particularly for female teaching staff. The Affiliation Bye-Laws, 2018, under Chapter 5, mandate adherence to prescribed service conditions and implementation of statutory guidelines in consonance with the service norms of the State Government.

In view of the nature of the allegations, which directly pertained to recognition conditions and fell within the regulatory domain of the State Government, the complaint was forwarded to the concerned State Education Authorities for inquiry. The State Government, which had granted recognition to the school and issued the No Objection Certificate for CBSE affiliation, constituted a two-member committee under the District Inspector of Schools (DIOS).

The findings of the committee report clearly establish the authenticity of the violations committed by the school management. It was found that the management had been arbitrarily deducting a portion of teachers' salaries without any justification. The committee further observed that teachers, particularly female staff members, were working in an unhealthy office environment and were unable to effectively discharge their duties due to persistent harassment by the management. Additionally, the allegation regarding calling staff to work on holidays was also found to be substantiated.

The reply submitted by the school to the Show Cause Notice is not acceptable, as the school has incorrectly questioned the jurisdiction of the District Inspection Committee on the ground that the inspection was conducted by the State authorities and not by the CBSE. This contention is untenable. It is reiterated that the school remains under the regulatory control of the State Government at all times, as CBSE affiliation is granted solely for examination and academic purposes, whereas recognition of the school is accorded by the concerned State Authorities. Consequently, inspections conducted by the State authorities fall well within their lawful jurisdiction. The District Inspector of Schools (DIOS) has forwarded the inspection committee's report to the Board for further action in light of the established findings. The violations recorded in the report stand duly substantiated and, inter alia, reveal that female teaching staff do not feel safe and secure in the prevailing school





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environment. Such conditions constitute a violation of the teachers' right to work with dignity and are in contravention of the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act).

As directed by the Hon'ble High Court, the issue relating to examination of any alleged irregularity or illegality in the procedure adopted for termination of services of the petitioners has also been duly considered in accordance with the prevailing norms. In this regard, it is observed that under Chapter 5 (Staff) of the Affiliation Bye-Laws, 2018, schools are mandated to frame service conditions and rules in consonance with the rules and regulations of the concerned State Government Education Department for proper regulation of service matters, including the procedure to be followed while initiating disciplinary action against delinquent employees. The Board does not have any independent regulatory mechanism or jurisdiction to conduct an inquiry, directly or indirectly, into service disputes between the school management and its employees. However, since the school is recognized by the concerned State Government and falls within its regulatory jurisdiction, issues relating to adoption of due procedure, alleged irregularities, or illegality in actions

taken against teachers or staff are governed by the applicable State regulatory framework. Accordingly, such matters are liable to be examined and inquired into by the competent authorities of the respective State Government. The aggrieved teachers and staff are, therefore, at liberty to approach the concerned State authorities or the appropriate judicial or quasi-judicial forums for redressal of their grievances pertaining to service matters and the procedure adopted by the school management.

The cumulative effect of the findings recorded herein, read in conjunction with the inspection committee's report, available records, and the reply submitted by the school, clearly establishes that the school has committed gross and persistent violations of the mandatory provisions of the Affiliation Bye-Laws, 2018, as well as other applicable statutory requirements. In particular, the violations are in contravention of Clauses 2.4.4, 5.3, 8.4.13, 8.4.14, 14.17, and 24.25 of the Affiliation Bye-Laws, 2018. Such violations strike at the very foundation of the affiliation framework and warrant strict and immediate regulatory action.

Accordingly, the matter calls for consideration of the imposition of an appropriate penalty as prescribed under Clause 12.1 of the Affiliation Bye-Laws, 2018. Compliance with the Affiliation Bye-Laws is mandatory for all affiliated schools and is intended to safeguard the interests of students, teachers, and other stakeholders.

No school can be permitted to continue functional as affiliated with Board when statutory provisions are being flagrantly and repeatedly violated. Non-payment of salaries to the teaching staff, complete insecurity and breakdown of safety provisions for the female staff also establish the violations of the clause 12.3.13 of the Affiliation Bye Laws also and in such a grievous scenario, continuation of affiliation of the school shall be prejudicial to the interests and therefore, the disaffiliation of the school is the only penalty which is held to be imposed.

Hence, the following orders are made:

1. The affiliation granted to the school up to Senior Secondary School Examination Level be withdrawn with immediate effect.



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2. Student in class X to XII are permitted to appear from the same school for session 2025-26.
3. However, the students who are presently in class IX and XI shall be shifted to nearby school by Regional Officer, CBSE, Noida by 31.03.2026 for session 2026-27. The school shall not take any new admissions or promote the students of lower classes in IX and XI by natural progression, hereafter
4. The school may seek restoration of affiliation upto secondary level after lapse of two academic year i.e. from 2027-28 after complying with the mandatory and essential safety and service conditions including the provisions of the Affiliation Bye-Laws.
5. The school may seek restoration of affiliation upto senior secondary level only at least after 02 academic years of restoration upto secondary level, if so sought and granted.
6. The DIOS/ DEO on the basis of its report may take such further necessary action on the continuation of the school from class 1st to 8th standard at their own level.

As regards the violation of the service conditions and illegal termination of services of the teachers, they may approach the concerned state authorities or appropriate forum for redressal of their grievance as has been discussed above."

This issues with the approval and orders of the Chairman, CBSE.

Joint Secretary (Affiliation)

**THE MANAGER,  
UTTARAKHAND PUBLIC SCHOOL,  
SECTOR-56, NOIDA, GAUTAM BUDHA NAGAR,  
UTTAR PRADESH – 201301.**

Copy to:

1. The Principal, Uttarakhand Public School, Sector-56, Noida, Gautam Budha Nagar, Uttar Pradesh – 201301 – for information.
2. The Regional Director, CBSE, Regional Office, Noida –for information and further necessary action;
3. The CVO, CBSE, Integrated Office Complex, Sector-23, Dwarka, Delhi -110077- for information please;
4. The Joint Secretary (Coord.) – CBSE Integrated Office Complex, Sector-23, Dwarka, Delhi - 110077- for information and further necessary action;
5. The Joint Secretary (IT Unit), CBSE Integrated Office Complex, Sector-23, Dwarka, Delhi - 110077- for information and further necessary action;
6. The Joint Secretary (Admin & Legal), CBSE Integrated Office Complex, Sector-23, Dwarka, Delhi -110077- for information;
7. The Deputy Secretary, PR & Media Unit, CBSE Integrated Office Complex, Sector-23, Dwarka, Delhi -110077- for information;
8. D.S to Chairman, CBSE – for information;
9. Sr. PPS to Secretary, CBSE – for information;
10. Ms. Avneet Kaur W/o Gujrmeet Singh Bindra, R/o - G 2, Jangpura Extension, New Delhi, 110014 – for information;
11. Ms. Anshuma Aggrawal W/o Vijay Aggrawal R/o – D-220, Gaur Greenvista Nyaykhand-1, Indirapuram, Ghaziabad, UP, 201014 – for information;