

PROCEEDINGS OF THE COMMISSIONER OF SCHOOL EDUCATION
ANDHRA PRADESH :: AMARAVATHI

PRESENT: K. SANDHYA RANI, I.Po.S.,

Rc.No.4102/Estt-III/2015

Date:13/12/2016

Sub:- School Education - Teachers working under various managements viz.,
Government, Zilla Parishad, Mandal Parishad - Work Adjustment of
Surplus Teachers - Reg.

- Read:-1. G.O.Ms.No.55 Education (Ser.III) Department, Dated:23.04.2011.
2. G.O.Ms.No.61 Education (SE-SER.III) Department, Dated:16.05.2011.
3. G.O.Ms.No.39 Edn., Dept, Dt:07.08.2015 to G.O.Ms.No.51 Edn. Dept.,
Dt:7.8.2015.
4. Memo.No.14022/27/2016-SERVICES.2.SECT S.E. Dept, Dt:27.10.2016.

The attention of all the District Educational Officers in the State are invited to the reference 1st and 2nd read above, wherein Government have issued norms and rules for Rationalization of Schools / Posts and Teachers working under Government / M.P.P / Z.P.P. schools. Proposals are submitted to government for revising the said norms. And the issue is under examination.

Now, Government in the reference 4 cited have permitted the Commissioner of School Education to take up work adjustments of surplus teachers for the year 2016-17 duly following the rationalization norms.

There are certain schools with surplus and deficit teachers compared to the enrolment in those schools. Consequently, there is workload burden in schools with high enrolment but low TPR, while there are surplus teachers in some schools with low enrolment.

Optimum deployment and utilization of surplus teachers will ensure availability of subject teachers as per the requirements, helps to improve the learning outcomes in schools, increase pass percentage in the coming academic year in Government / Z.P.H. Schools and also helps to increase the enrolment of students in Government Schools.

In view of the above, all the District Educational Officers are instructed to identify surplus Headmasters and Teachers. They are also instructed to take up work adjustment of Headmasters and Teachers working in Primary School, Upper Primary Schools and High Schools duly constituting a Committee at District Level. The Committee may be comprised of the following:

- District Educational Officer - Chairman
- Deputy Education Officer (Concerned Division) - Member
- Mandal Educational Officer (Concerned Mandal) - Member.

(I) The following criteria is to be adopted for providing surplus teachers on work adjustment basis duly arriving at need as per priority given below:

- (a) For this exercise, Aadhar Seeded Integrated U-DISE with cut off date as of 30.11.2016 may be utilized for arriving at justification of staff.
- (b) Teacher Pupil Ratio as per Right to Education Norms i.e. Primary Schools 1:30, Upper Primary Schools 1:35 and High Schools 1:40. The surplus teachers may be adjusted keeping this in view.
- (c) Availability of subject teachers in all High Schools and U.P. Schools (to the extent possible).

- (d) For Success Schools allot 7+7 teachers provided enrolment at 240 for each media.
- (e) Provide Five teachers in Primary Schools with over above 80 enrolment in line with Govt. orders referred 3 above. Proposals for redesign at ingredients such schools as Model Primary School may be submitted
- (f) Surplus teachers may also be utilised in Model Schools, if they are qualified and capable of teaching in English Medium.
- (II) All the District Educational Officers are instructed to take up the following steps for Work Adjustment.
- (a) Identify the Surplus Teachers on above criteria, category & School wise.
- (b) Salaries should be drawn at their original places of postings only
- (c) In the current work adjustment it is not proposed to close down any non viable Primary, Upper Primary and High School and it will also not to affect 10th class performance of the schools from where surplus teachers are to be sent to needy schools as they are identified as Surplus and the services of such surplus teachers are very much needed in the proposed schools for best utilization.
- (d) All surplus teachers should work on work adjustment till the end of this academic year 2016-17 and shall go back to their original places of post on the last working day of the said Academic Year.
- (e) All the needy vacancies are to be filled with surplus teachers within the Mandal or neighboring Mandals that to within the division, exception if required out of division.
- (f) The work adjustment exercise should be completed on or before 31-12-2016 without fail.

Therefore, all the District Educational Officers are instructed to adhere to these instructions scrupulously. They shall not give any scope for any kind of delay in the process. Regional Joint Directors of School Education shall monitor closely the above process with the District Educational Officers under their jurisdiction and report compliance promptly.

This reference should be treated as Most Urgent.

Sd/- K. SANDHYA RANI
COMMISSIONER OF SCHOOL EDUCATION

To:

All the Regional Joint Directors of School Education in the State.

All the District Educational Officers in the State.

I.T. Cell of this office for information and necessary action in the matter.

Copy the Principal Secretary to School Education Department for information.

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22/12/16