

**PROCEEDINGS OF THE COMMISSIONER OF SCHOOL EDUCATION  
ANDHRA PRADESH :: HYDERBAD**

Rc.No.25/Estt-2-1/2014

Date:20/10/2014

-----Sub:-School Education - Providing of subject teachers in needy Schools on work  
adjustment - Instructions issued - Reg.-----

Read:-1. G.O.Ms.No.55 Education (Ser.III) Department, Dated:23.04.2011.  
2. G.O.Ms.No.61 Education (Ser.III)Department, Dated:23.04.2011.

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The Regional Joint Directors of School Education are informed that the preliminary exercise of Rationalization was taken up by them during June of this year as per the norms reveals that there are 1,906 English Medium High Schools which are having less than the strength of 100 in the State and there are 15,766 surplus teachers and 34,908 deficit teachers in the State. The net surplus arrived at 1,193 and net deficit is 20,335 and there is a need to take up the rationalization exercise as per provisions of Right to Education Act, 2009 and also as per the orders issued by the Government in G.O.Ms.NO.55 Education, Dated:23.04.2011 & G.O.Ms.No.61 Education, Dated:16.05.2011.

Further, they are informed that it is always endeavor of the department to ensure quality of Education to the Children to achieve better results.

As per Right to Education ACT (RTE) 2009, it should be ensured that, the teacher pupil ratio as specified is maintained in each schools interms of Government Orders in the reference cited.

In order to ensure the availability of subject teachers in schools to continue regular instruction and in the interest of school children, the following instructions are issued to provide teachers on work adjustment basis on temporary basis.

**(1) IDENTIFICATION OF SURPLUS TACHERS**

- (i) The junior most Teacher in the seniority in category working in the School shall be identified as surplus Teacher(s). In case senior teacher(s) prefers to leave the school senior teacher (s) shall be identified as surplus.
- (ii) The teachers identified as surplus shifted to needy school in the previous of rationalization exercise, need not be shifted again in the present work adjustment basis.
- (iii) If a teacher was transferred and not put in two years service and whose post is now rendered surplus, such teacher shall not be identified for work adjustment. Instead, other teacher who have completed two years shall be identified.
- (iv) If a teacher transferred during the transfer counseling held in 2013 and is not relieved yet, even his post now identified as surplus, such teacher may be retained in the same place.

**(2) IDENTIFICATION OF VACANCIES:**

- a. Identify the schools where the teachers are rendered surplus.
- b. Identify the schools where the teachers are deficit.
- c. Identify the schools which require teachers completely based on priority the backward Mandals shall get sufficient teachers.
- d. List out all the surplus teachers.
- e. Prepare the district wise seniority list of teachers identified surplus.
- f. Vacancies in Teacher less schools.
- j. Priority shall be given to the vacancies where there is no teacher as per subject requirement.

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- k. After following the above priorities, number of vacancies equal to the number of identified surplus teachers shall be provided on work adjustment basis

**(3) POSITING OF TEACHERS ON WORK ADJUSTMENT**

Surplus teachers identified shall be provided on work adjustment basis as per requirement on the basis of seniority by the District Level Committee.

**(4) DISTRICT LEVEL COMMITTEES FOR PROVIDING TEACHERS ON WORK ADJUSTMENT.**

- (A) Collector / Joint Collector - Member  
(B) Chief Executive Officer, Z.P. - Member  
(C) District Educational Officer - Member Secretary

**Note:**

- (i) The District Educational Officer concerned shall be competent authority to issue orders to all the teachers working in the Government Schools and ZPP / MPP Schools after approval by the Committee.

**(5) CRITERIA FOR PROVIDING OF TEACHERS ON WORK ADJUSTMENT**

- a. Those who are identified as surplus teacher as on 01.10.2014 shall be deputed  
b. Working adjustment shall be effected from within the Management, within Agency Area and within Plain Area.

Further, it is informed to all the District Educational Officers that the deputation shall be made on Work Adjustment Basis and their salaries shall be paid from the schools where they are working at present.

The above instructions should be followed scrupulously and the District Educational Officers and Regional Joint Directors of School Education shall complete the process for working arrangements and issue orders to teachers immediately after complete of Janmabhoomi Manavooru and see that no High School / PS/ UPS suffers with lack of teachers.

**Sd/- V. USHA RANI**  
Commissioner of School Education

To  
All the Regional Joint Directors of School Education and the District Educational Officers in the State.  
Copy submitted to Principal Secretary to Government, School Education Department for information.

//true copy attested//

  
JOINT DIRECTOR (SERVICES)

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