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Government of Andhra Pradesh
ABSTRACT

Rationalisation of Schools, Posts and Staff under various managements
Government, Zilla Parishad, Mandal Praja Parishad, Municipal and Private
Schools – Orders - Issued.

Education (Ser.V) Department

G.O.Ms.No.103

Dated:5th August,2005,

Read the following:

- 1.G.O.Ms.No.39, Education(Ser.V) Dept., dated:03.05.2002
2. G.O.Ms.No.96-Edn.(Ser.II) Deptt., dt.25-7-2005
3. From the DSE, Hyd., Lr.Rc.No.1200/C3-1/2005, dt.28-6-2005.

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ORDER:

In the G.O read above, certain norms have been prescribed for staffing pattern for the purpose of rationalization of staff under various managements viz., Government, Zilla Parishad, Mandal Parishad, Municipal, Private aided Schools.

The Director of School Education, Hyderabad has reported in his letter 3rd cited, some District Educational Officers that there is a need to rationalize the schools and posts in Primary, Upper Primary and High Schools as there are some schools with over strength of students and less sanctioned teaching posts and some schools with uneconomic strength of students with more teachers.

The Government after careful consideration hereby issue the following norms of staff pattern for rationalization of staff under various managements in supercession of the orders issued in the reference 1st read above.

1. CONSTITUTION OF COMMITTEE:

The Committee consists of the following:-

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| 1. | District Collector | – Chairman |
| 2. | Chief Executive Officer, Zilla Parishad | – Member |
| 3. | Municipal Commissioner/
Correspondent of the Aided
Management concerned | – Member |
| 4. | District Educational Officer. | – Member-Secretary |

The Committee is the competent to rationalize the school and staffing pattern under various managements i.e., Government (including Zilla Parishad & Mandal Praja Parishad Schools), Municipal and Private Aided Schools.

2. NORMS FOR RATIONALIZATION OF SCHOOLS:

Schools with same medium of instruction (Government/Zilla Parishad/Mandal Praja Parishad / Muncipal & Private Aided).

- i) If two or more Primary Schools are functioning in the same premises both/all the schools shall be amalgamated into a single Primary School.

- ii) If two or more Upper Primary Schools are functioning in the same premise both/all the schools shall be amalgamated into a single Upper Primary School
- iii) If two or more High Schools are functioning in the same premises both/all the schools shall be amalgamated into a single High School.
- iv) If two or more Primary and Upper Primary Schools are functioning in the same premises both/all the schools shall be amalgamated into a single Upper Primary School.
- v) If two or more Primary and High Schools are functioning in the same premises they shall be amalgamated in such a way, that only one Primary School and one High School shall function in the same premises.
- vi) If two or more Upper Primary Schools and High Schools are functioning in the same premises, then the Primary School of the Upper Primary School shall be separated as a Primary School with classes I to V and the Upper Primary sections of 6th and 7th class shall be amalgamated with High School. Therefore there shall be one Primary School and one High School which shall function in the premises.
- vii) If Primary, Upper Primary and High School are functioning in the same premises, then the Primary sections of Upper Primary School shall be amalgamated with the primary school and the Upper Primary sections (Class VI + VII) shall be (class VI + VII) amalgamated with the High School and only the whole two schools i.e. one Primary and one High School shall only function.
- viii) In case of two or more schools running in the same premises with different media of instruction then, the schools with same medium shall be amalgamated such that there shall be schools with single medium only.
- ix) The Girls High Schools shall not be amalgamated with co-education (Co-ed) Boys High Schools.

3. NORMS FOR SHIFTING OF POSTS DUE TO AMALGAMATION OF SCHOOLS:

- i) The posts would be allotted to the schools as per the prescribed staff pattern.
- ii) The surplus posts shall be shifted to the needy schools, in order of gravity of need as per locality of schools and strength. The surplus posts shall be shifted to the schools located in Category IV area first and then to III, II & I areas. Even in the Category IV area the order of allotment shall be made based on strength only. **(The strength as on 30th September of the previous year shall be taken for this purpose).**
- iii) The surplus teachers shall be transferred under rationalization through counseling as per G.O.Ms.No102, S.E (Ser.VI) Department, dt: 05-08-2005.

4. NORMS FOR STAFF PATTERN:

i) Primary Schools:

A minimum of 2 Secondary Grade Teachers could be provided to a Primary School having a strength upto 100. One additional teacher may be provided for every 40 students over and above the strength of 100.

Example:- For a strength of 101 to 140 - 3 SGTs for a strength of 141 to 180 - 4 S.G.Ts and so on

ii) Upper Primary Schools:

a) Classes I to V: Secondary Grade Teachers could be provided as per the norms prescribed for Primary Schools.

b) Classes VI & VII: The optimum strength of a class/ Section is 40. The second section of a class is formed if the strength of class exceeds 60. Third section could be formed if the strength of the class exceeds 100. Similarly 4th, 5th sections etc., could be formed.

c) The following minimum number of teachers could be provided to every Upper Primary School.

- School Assistant (Social Studies) - One
- School Assistant (Mathematics/ Sciences (Biological Sciences/Physical Sciences) - One
- Language Pandit (1st Language) - One
- Language Pandit (2nd Language) - One

d) If the number of sections is more than two, additional post of School Assistants could be provided @ one per section. The following order could be followed for providing School Assistants for additional sections:

1. School Assistant (Social Studies)
2. School Assistant (Science[Biological Sciences/ Physical Sciences]) (If School Assistant (Mathematics) is already working)

OR

- School Assistant (Mathematics) (If School Assistant (Science) is already working)

e) One Additional Language Pandit shall be provided if the workload exceeds 30 periods per week. Two Additional Language Pandit could be provided if the workload exceeds 60 periods per week and so on.

iii) High Schools:

a. Classes VI to X : The optimum strength of a class/ section is 40. The second section of a class could be formed if the strength of class exceeds 60. Third section could be formed if the strength of the class exceeds 100 similarly 4th, 5th sections etc., shall be formed.

b. The following minimum number of Teachers could be provided for every

High School:

Head Master	- 1
School Assistant (Mathematics)	- 1
School Assistant (English)	- 1
School Assistant (Physical Science)	- 1
School Assistant (Biological Science)	- 1
School Assistant (Social Studies)	- 1
School Assistant (Language)/ (1 st Language)	- 1 or 2
School Assistant (Language)/ (2 nd Language)	- 1
School Assistant (Physical Education/PET)	- 1

c. If the number of sections in a School are more than five (5) the additional teachers could be provided for non-language subjects and English in the following order of priority.

School Assistant (Mathematics)
School Assistant (English)
School Assistant (Physical Science)
School Assistant (Biological Science)
School Assistant (Social Studies)

d. One Additional School Assistant (Language) could be provided if the workload exceeds 30 periods per week. Two Additional School Assistants (Language) shall be provided if the workload exceeds 60 periods per week and so on.

e. One Additional School Assistant (Physical Education/ Physical Education Teacher) could be provided if the strength exceeds 400. Two additional School Assistants (Physical Education)/ Physical Education Teacher shall be provided if the strength exceeds 800 and so on.

Teachers in (Arts, Music, Dance, Drawing etc.) may be provided as per requirement i.e., One teacher for a work load of 30 periods per week.

Note:- Primary School sections shall be detached from High Schools.

5. NORMS FOR SHIFTING OF SURPLUS POSTS DUE TO UNECONOMIC STRENGTH:

i) Government/ Zilla Parishad / Mandal Praja Parishad Schools:

7. If the sanctioned posts of teachers are more than the above norms posts shall be shifted as follows:-

a. Secondary Grade teacher posts in Primary / Upper Primary Schools shall be shifted to other Primary / Upper Primary Schools within the Mandal. If the posts are not required in the same Mandal, the posts shall be shifted to other needy Mandals giving preference to backward Mandals.

b. Posts other than Secondary Grade Teachers shall be shifted to the needy High Schools/ Upper Primary Schools giving preference to the Schools located in category IV, III, II, I areas in that order.

c. Schools with single digit strength shall be closed, provided there is a school within a radius of one kilometer or convert the same schools into alternative school under Sarva Siksha Abhiyan programme by shifting the posts to a needy school.

ii) Municipalities / Municipal Corporations:

The posts shall be shifted to other Schools of the same Municipality / Municipal Corporation if there is a need. If not, the posts shall be shifted to Government/ Zilla Parishad/ Mandal Parishad Schools located in category IV, III, II, I areas in that order in the district.

iii) Aided Schools

The posts shall be shifted to other Schools under the same management within the District if there is a need. If not, the posts shall be shifted to Government/ Zilla Parishad/ Mandal Parishad Schools located in category IV, III, II, I areas in that order if there is a need.

The surplus man power in the aided schools will only be transferred against the sanctioned and vacant posts in another aided school of the same management or of a different management.

6. IDENTIFICATION OF SURPLUS TEACHERS:

The junior most Teacher in the School shall be identified as a surplus Teacher. In case senior teacher (s) prefers to leave the school senior teacher(s) shall be identified as surplus.

7. POSTING OF SURPLUS TEACHERS:

surplus teacher identified shall be posted in the available vacancies through counseling on the basis of seniority as per G.O.Ms.No...102, School Education (Ser.VI)Department, dt:05-08-2005.

8. This orders issued with the concurrence of Finance (ESE) Department, U.O.No.7520/355/ESE/2005, dated.04-08-2005.

9. A copy of this G.O.is available in www.aponline.gov.in.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**P.KRISHNAIAH,
SECRETARY TO GOVERNMENT**

To:
The Director of School Education, Hyderabad.
All the District Collectors
All the District Educational Officers in the State.

All the Chief Executive Officer, Zilla Parishad in the State.
All the Regional Joint Directors of School Education in the State.
The Pay and Accounts Officer, Hyderabad.
The Accountant General, Andhra Pradesh, Hyderabad.
The Finance Department
The Chief Minister's Peshi
The P.S.to M(SE) / P.S.to Secretary to Government.
SF/SCs.

// Forwarded :: By Order//

Section Officer