

//BY SPEED POST//

//MOST URGENT//

PROCEEDINGS OF THE COMMISSIONER OF SCHOOL EDUCATION

ANDHRA PRADESH::AMARAVATHI

Present: K.Sandhya Rani, I.Po.S.,

Rc.No.13/15/2019-EST3-CSE05/08/2019

Sub:- School Education Department – Work adjustment of teachers in the State – Certain Instructions Issued - Reg.

Read:- 1.Vidya Navarathnalu – Ensuring School Wise and Class Wise Pupil – Teacher – Ratio.

2.This Office Proc.Rc.No.13/15/2019-EST3-CSE, dt.09.04.2019.

3.This Office Proc.Rc.No.1882/Estt.III/2017, dt.21.06.2018 & 22.06.2018.

4. Media Reports and complaints of Teacher Unions from certain districts that guidelines are not followed in filling needy vacancies on work adjustment basis

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The attention of all the Regional Joint Directors of School Education and District Educational Officers in the State is invited to the reference read above, they are aware that this Government is committed to improving overall quality of education in Schools in the State, especially improving standards in Government Schools. One of the key step towards this is to ensure that there is School and Class wise Pupil Teacher Ration (PTR), apart from providing infrastructure, recruitment of teachers, etc.

The attention of the Regional Joint Directors of School Education and District Educational Officers is also drawn to the decision of the Government not to undertake any rationalization or teacher transfer during 2019-20 as academic year has already started.

As seen from the U-DISE & Child Info, it is reported from different areas in the State that Student enrolment in Government and Zilla Parishad Schools is increasing during the current admissions period. Amma Vodi, Rajanna Badi Bata, allocation of funds for infrastructure improvement in Government Schools, etc. has led to increased student enrolments in Government managed Schools. As on date, district wise status of net enrolment increase in Government/ZP Schools can be seen in the Table below.

Sl.No.	District	No. of Students Shifted from Private to Govt
1	SRIKAKULAM	9,644
2	VIZIANAGARAM	7,786
3	VISAKHAPATNAM	11,875
4	EAST GODAVARI	21,226

5	WEST GODAVARI	135,73
6	KRISHNA	13,639
7	GUNTUR	17,463
8	PRAKASAM	9,714
9	NELLORE	5,890
10	KADAPA	10,236
11	KURNOOL	17,642
12	ANANTAPUR	15,384
13	CHITTOOR	8,860
	Total	1,62,932

In the above context, due to changing enrolment trends, **there is need to review the current teacher deployment at school point and redeploy teachers to needy school on work adjustment basis**, depending on enrolment.

In this connection, all the Regional Joint Directors of School Education and District Educational Officers in the State are instructed to take action for deployment of teachers on work adjustment. The following steps regarding work adjustments.

1. Utilise the drill down reports on [https://cse.ap.gov.in/DSE/total Reports](https://cse.ap.gov.in/DSE/total%20Reports) and review school wise admissions status **as on 1.8.2019** and arrive at school wise need and scope for SGT and Subject Teacher deployment.
2. Review all the work adjustment based on the enrolments in the Schools.
3. Prepare a list of such schools, with details of enrolment, existing SGT, Subject teachers, surplus and short as per dates indicated below.
4. The Needy list of Schools with descending order of enrolment, subject etc. must be displayed online prior to taking up counselling.
5. Review the work adjustment of individual teacher issued during 2018-19 and 2019-20 along with the current need in the School where work adjustment was given and adjust the teacher in the most needy school.
6. If any teacher (SGT/SA) are found surplus, place the teacher in the needy School as per enrolment (2019-20).
7. If the cadre strength in the school is as per enrolment, then there is no need to disturb the existing teacher from that school.
8. Where adequate School Assistants are not available, surplus SGT with related methodology may be deployed to needy school.
9. Preference must be given for deploying School Assistants to needy High Schools with enrolment when compared to Upper Primary School. If required surplus SGTs may be posted to needy Upper Primary Schools.
10. SGT or SA is District Cadre. While work adjustment of teachers may be done within Mandal / Division or near by Mandal/Division, as far as possible, where

there are no adequate SGTs or Subject Teachers within the Mandal / Division, they may be deployed on work adjustment basis from other Mandals/Divisions.

11. Junior most teacher in the cadre should be deputed on work adjustment. If the Senior is willing to go, then he / she may be given preference.
12. Counselling for work adjustment in needy schools shall be taken up based on Service Seniority for teachers found to be surplus in any School.
13. All effort must be done to ensure deployment of teachers on work adjustment to all needy Schools.
14. The most needy vacancies in such schools should be put up for counselling of teachers for work adjustment or for posting of DSC 2018 candidates.
15. After the whole exercise is done, where it is found that there are still needy schools and vacant posts, proposals may be submitted for hiring of Academic Instructors, with appropriate justification. The district wise proposals so received will be further examined in CSE and if found justified, will be taken up with Government for Finance approval and further necessary action.
16. If any deputation / work adjustment is done other than need basis will be viewed seriously.
17. Schedule of dates given below may be noted and further necessary action taken accordingly

Sl.No.	Job To be Completed	Target Date
1.	Online display of List of needy schools, with enrolment, surplus and short	14.08.2019
2.	Counselling for Work Adjustment exercise	16.08.2019 to 17.08.2019
3.	Submission of Compliance Report	19.08.2019
4.	Submission of Proposals for Academic Instructors with proper justification	22.08.2019

Therefore, all the Regional Joint Directors of School Education and District Educational Officers in the State are requested to follow instructions strictly without any deviation and complete the exercise immediately.

Complete the Work Adjustment of teachers exercise and submit compliance report by 20.08.2019 without fail.

This should be treated as **MOST URGENT.**

SANDHYA RANI KANNEGANTI
Commissioner of School Education

To

All the District Educational Officers in the State.

1. Copy to all the Regional Joint Directors of School Education in the State.
2. Copy to IT Cell, CSE to make provision for DEOs to display list of needy schools with vacancies to be filled on work adjustment, with auto preloaded child info/enrolment data.
3. Copy to PS to Minister for Education, Government of Andhra Pradesh, Velagapudi.

Signature valid

Digitally signed by
KANNEGANTI SANKHYA
RANI
Date: 2019.08.05 14:22:40 IST
Reason: Approved

