

**GOVERNMENT OF ANDHRA PRADESH**  
**A B S T R A C T**

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

EDUCATION (SER.III) DEPARTMENT

G.O.Ms.No.55

Dated: 23-04-2011.  
Read the following:

1. G.O.Ms.No.103, Edn. (Ser.V) Dept., dated 5<sup>th</sup> August, 2005.
2. G.O.Ms.No.28, Edn.(SE.Ser.III) Dept., dt. 21.06.2010
3. Govt. Memo.No.25182/SE.Ser.III/2010, dated 03.12.2010.
4. Minutes of the Committee dated 05.02.2011



**ORDER:**

Under Right to Education (RTE) Act 2009, the Right to Education is accorded the same legal status as the Right to Life as provided by Article 21 (a) of Indian Constitution. Every child in age group of 6 to 14 years will have to be provided upto 8 years of Elementary Education on admission to an age appropriate class in the vicinity of his / her neighborhood.

Right to Education Act 2009 at Section 25(1) reads:-

***“Within six months from the date of commencement of this Act, the appropriate Government and the local authority shall ensure that the Pupil-Teacher Ratio, as specified in the Schedule, is maintained in each school.”***

2. Accordingly, this exercise of Rationalization of staff in schools is taken up strictly in accordance with norms and standards given in the schedule of the Act to implement this provision of the Act. In this regard, the Government have constituted a committee to submit a report on the modalities for rationalization of teachers working in Primary, Upper Primary and High Schools (Govt./ZP/MP) in the State based on the data available as on 01.12.2010

3. Accordingly, the Committee has reported in its minutes in the reference 4<sup>th</sup> read above that there is a need to rationalize the staff in schools and posts in Primary, Upper Primary and High Schools as there are some schools with over strength of students vis-à-vis the sanctioned teaching posts and on the other hand some schools with uneconomic strength of students with more teachers.

4. To rectify this imbalance, the Government after careful consideration hereby issue the norms of staff pattern for rationalization of staff under various managements in supercession of the orders issued in the reference 1<sup>st</sup> read above, as given in the annexure I, II & III appended showing staffing pattern for Primary School, Upper Primary School and a High School respectively. Further the norms of shifting of surplus posts on the basis of this staff pattern now notified are given in Annexure –IV.

**CONSTITUTION OF COMMITTEE AT DISTRICT LEVEL:**

The Committee consists of the following:-

- |    |   |                    |
|----|---|--------------------|
| 1. | District Collector                      | – Chairman         |
| 2. | Chief Executive Officer, Zilla Parishad | – Member           |
| 3. | P.O.I.T.D.A                             | --Member           |
| 4. | Municipal Commissioner                  | – Member           |
| 5. | District Educational Officer.           | – Member-Secretary |

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5. The Committee is competent to rationalize the teaching staff in schools following the staffing pattern as detailed in the Annexures under various managements i.e., Government, Zilla Parishad, Mandal Parishad, Municipal & Tribal Welfare / ITDA Schools in the District.
6. This exercise of rationalization of teaching staff in schools shall commence immediately after completion of SSC spot valuation of April, 2011 and teachers on redeployment / reposting in consequence of this exercise shall be in position in new places by the time of reopening of the schools in June, 2011 for the academic year 2011-12.
7. Rationalization shall be done every year before commencement of Academic year.
8. It is further clarified that of account of this rationalization there shall be no creation of any new post or reduction in sanctioned posts in a District, with District taken as a unit for each management.
9. The Commissioner and Director of School Education is requested to issue further guidelines on implementation of this exercise.
10. This orders issues with the concurrence of Finance (ESE) Department vide their U.O.No.6061/136/ESE/2011, Dated: 15-04-2011.

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

**DR. D. SAMBASIVA RAO**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

To:

The Commissioner & 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 ORDERS//

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**ANNEXURE – I to G.O.Ms.No.55, dated: 23-04-2011**

Primary School (I to V Classes)  
Staff Pattern

Enrolment range (I to V Classes) (See Note (ii))	Head Master	No. of SGTs	Total
Upto 19	----	1	1
20 – 60	-----	2	2
61 – 90	-----	3	3
91 – 120	-----	4	4
121 – 150	-----	5	5
151 – 200	1	5	6
201 – 240	1	6	7
241 – 280	1	7	8
281 – 320	1	8	9
321 – 360	1	9	10
361 - 400	1	10	11

**NORMS FOR RATIONALIZATION OF SCHOOLS:**

- a) Head Master of a Primary School should be of School Assistant cadre in terms of Scale though it is an S.G.T post.
- b) There shall be no separate LFL post of H.M. Existing LFL posts will be rationalized as per the above enrollment table showing H.Ms post for a Primary School

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**ANNEXURE – II to G.O.Ms.No.55, dated: 23-04-2011**

Upper Primary School (I to VII Classes)

Staff Pattern

1. For I to V Classes of an Upper Primary School, same staff pattern as stated in Annexure - I (for a primary school) is to be followed. However the post of Head master of Primary School, if sanctioned already is treated as S.G.T when the school is upgraded into a Upper Primary School.
2. For classes VI to VII, additional subject teachers (posts) are to be added according to enrollment for handling various curricular subjects, as given in the Table given below.

a) Staff Pattern for an Upper Primary School for VI & VII Classes keeping in view weightages for 6 subjects (including three languages under three language formula) and activity subjects & Co-Curricular Activities (CCAs).

Enrolment range in VI & VII	Total no. of permissible sections in VI & VII Classes ↓ No. of periods per week →	No. of eligible Posts							Total Posts
		S.A. (Maths) (8)	S.A. (Bio. Sci.) (5)	S.A. (S.S) (6)	S.A. (English) (6)	S.A. (Phy. Sci) (5)	Gr. II Pandit (I Lang.) (6)	Gr. II Pandit (II Lang.) (3)	
Upto 120	2	1	---	1	---	---	1	1	4
121-150	3	1	1	1	-	-	1	1	5
151 - 180	3	1	1	1	1	---	1	1	6
181 – 240	4	1	1	1	1	1	1	1	7
241 – 280	5	2	1	1	1	1	1	1	8
281 – 315	According to need	2	1	1	2	1	1	1	9
316-350	--do--	2	1	2	2	1	1	1	10
351-385	--do--	2	1	2	2	1	2	1	11

b) The senior most School Assistant in the Upper Primary School shall be Head Master of that school.

c) School Assistants / Language Pandits are supposed to handle their subjects specifically and other subjects in general for other classes also if allotted by the Head Master according to need.

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**ANNEXURE – III, to G.O.Ms.No.55, dated: 23-04-2011**

**Staff pattern of a High School (VI to X Classes)**

(Since in Andhra Pradesh, a secondary School (High School) includes Elementary Education classes VI to VIII it is covered under Right to Education ACT). The staff pattern for a High School is given as follows.

Enrollment in VI to X Class	No. of permissible sections in VI to X Classes (Total)	H.M	S.A. Maths	S.A. Phy. Sci	S.A. Bio. Sci	S.A. Eng	S.A S.S	S.A (Ist Lang)	S.A. (II nd Lang)	PET/ SA (PE)	Craft/ drawing / music teacher	TOTAL
		Periods per week	(8)	(5)	(5)	(6)	(6)	(6)	(3)			
Up to 280	5	1	1	1	1	1	1	1	1	1	-	9
281-340	6	1	2	1	1	2	1	1	1	1	-	11
341-400	7	1	2	1	1	2	1	2	1	1	-	12
401-460	8	1	2	1	2	2	1	2	1	1	1	14
461-520	9	1	2	2	2	2	2	2	1	1	1	16
521-580	10	1	3	2	2	2	2	2	2	1	1	18
581-640	11	1	3	2	2	2	2	3	2	1	1	19
641-700	12	1	3	2	3	3	2	3	2	1	1	21
701-760	13	1	3	3	3	3	3	3	2	1	1	23
761-820	14	1	4	3	3	3	3	3	2	1	1	24
821-880	15	1	4	3	3	3	3	4	2	2	1	26
881-940	16	1	4	3	4	4	3	4	2	2	1	28
941-1000	17	1	4	4	4	4	4	4	2	2	1	30
1001-1060	18	1	5	4	4	4	4	4	2	2	1	31
1061-1120	19	1	5	4	4	5	4	5	2	2	1	33
1121-1180	20	1	5	4	4	5	5	5	3	2	1	35
1181-1240	21	1	5	4	5	5	5	5	3	2	1	36

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**ANNEXURE – IV, to G.O.Ms.No.55, dated: 23-04-2011**

**NORMS FOR SHIFTING OF SURPLUS POSTS / PERSONS DUE TO  
UNECONOMIC STRENGTH**

**I. GOVERNMENT / ZILLA PARISHAD / MANDAL PRAJA PARISHAD  
SCHOOLS:**

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

- a) Secondary Grade teacher posts in Primary / Upper Primary Schools shall be shifted to other needy 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 according to subject need as per staffing patterns giving preference to the schools located in category IV, III, II, I areas in that order.

**II. IDENTIFICATION OF SURPLUS TEACHERS**

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

**III. POSTING OF SURPLUS TEACHERS:**

Surplus teacher identified shall be posted in the available vacancies through counseling on the basis of seniority.

If the number of sanctioned posts is less than the number of eligible posts given in the staff pattern table in Annexure-III, then the sanctioned posts given under "Total Posts" in that table should be followed. For example: (a) suppose a High School has enrolment 401 and number of sanctioned HM & SA posts is 12. In that case the staff pattern meant for total 12 posts of Annexure-III only is to be followed instead of total eligible 14 posts. Suppose in the same school number of School Assistants for Maths working is 3, In that case the surplus Maths SA is to be replaced by a needy subject School Assistant. However, this school is eligible to receive 2 more posts on rationalization if there are surplus posts identified.

**IV. Matching of the total eligible posts of Annexure-III with sanctioned posts for a High school.**

If the number of sanctioned posts of a school is less by one than the total eligible posts, then that single post is to be considered as per examples given below:

First example: Suppose a High School has enrolment 402 and number of sanctioned posts is 13 while eligible posts is 14. The previous enrolment slot has total eligible posts as 12. Then the question is which School Assistant is to be counted for 13<sup>th</sup> post. In the enrollment slab for 14 eligible posts (over and above previous slab of 12 eligible posts) the 2 posts added are 1 Bio. Sci. and 1 PET. In this case it is to be decided which post is to be retained as 13<sup>th</sup> post. Since enrollment has crossed 400, the 2<sup>nd</sup> PET post can be retained if person is working, if not one SA of Bio. Sci. is to be counted against 13<sup>th</sup> post.

Second Example: If a High School has enroll 302, and number of School Assistant posts sanctioned is 10, then which School Assistant is to be considered for 10<sup>th</sup> post (because 1<sup>st</sup> enrollment slab has 9 eligible posts and 2<sup>nd</sup> enrollment slab in the table has 11 eligible posts). First slab has 9 posts and in the next slab the two posts added are one English post and one Maths Post. Then the question is whether Maths post is to be retained or English post against 10<sup>th</sup> (School Assistant) POST. Since Maths post has workload 48 periods and English post has work load of 36 periods, Maths post is to be counted against 10<sup>th</sup> post but not English School Assistant post.

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