

GOVERNMENT OF TELANGANA
ABSTRACT

School Education - Guidelines for Rationalization of Teacher Posts and Staff under various managements viz., Government, Zilla Parishad, Mandal Praja Parishad Schools-Orders -Issued.

SCHOOL EDUCATION (Ser.II) DEPARTMENT

G.O.Ms.No.25

Dated: 12. 08.2021
Read the following:

1. Right to Education Act 2009 read with Rules issued in 2010.
2. G.O.Ms.No.55 Education (Ser.III) Department, dated:23.4.2011.
3. G.O.Ms.No.61 Education (SE-SER-III) Department, dated:16.05.2011.
4. G.O.Ms.No.11 Education (SE-SER-III) Department, dated:15.06.2015.
5. G.O.Ms.No.17 Education (SE-SER-III) Department, dated: 27.6.2015.
6. From the DSE, Hyd., Lr. No. Spl/Ser.IV-1/2021, Dated. 31.07.2021

* * * * *

ORDER:

1. Government in the reference 4th & 5th read above issued Orders to take up the exercise of Rationalization of staff in the schools in the year 2015, strictly in accordance with the norms and standards given in the Schedule of the Right to Education Act, in order to implement the provisions of the Act.

2. The Director of School Education, Telangana, Hyderabad, in her letter 6th read above has submitted proposals in view of the large number of vacancies in the schools and to provide minimum number of staff and explaining the need to take up rationalization of posts based on UDISE - 2019-2020, for providing qualitative education to the children.

3. After careful examination of the proposals of the Director of School Education, Telangana, Hyderabad and in supersession of the norms and guidelines issued in the reference 4th and 5th read above, Government hereby issue the norms and guidelines in the Annexures I to VII appended to this Order to take up Rationalization of the staff based on UDISE data, 2019-2020.

4. The Government also hereby constitutes Committee at the District level as follows:-

The Committee shall consist of the following Members:

1.	District Collector	...	Chairman
2.	Addl. Collector (Local Body)	...	Member
3.	Chief Executive Officer, Zilla Parishad	...	Member
4.	P.O., I.T.D.A.	...	Member
5.	District Educational Officer	...	Member Secretary

5. The Committee is competent to Rationalize the teaching staff and posts in schools as detailed in the Annexure I to VII under various managements i.e., Government, Zilla Parishad, Mandal Parishad Schools in the District, based on the enrolment in the schools as per UDISE 2020-21. Surplus teachers identified shall be posted in the vacancies notified through transfer counseling.

6. An appeal against the Orders of Rationalization of teacher posts by District Educational Officer shall lie with the Director of School Education, Telangana, Hyderabad. The appeal should be made within 10 days from the date of the Orders of the District Educational Officer.

7. The schedule for undertaking this exercise of rationalization of teaching staff and posts in schools and also amalgamation of schools within the same premises, as per the Annexures I - VII appended to this Order shall be given by the Director of School Education, Telangana, Hyderabad.

8. It is further clarified that on account of this rationalization there shall be no creation of any new post or reduction in the sanctioned posts.

9. The Director of School Education, Telangana, Hyderabad shall take further necessary action, accordingly.

10. This orders. issues with the concurrence of Finance (HRM) Department vide their U.O.No.1200375-A/313/A1/HRM-1/2021, Dated. 12.8.2021.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

SANDEEP KUMAR SULTANIA
SECRETARY TO GOVERNMENT

To
The Commissioner of Printing and Stationery, Telangana State, Hyderabad for publication in the Telangana State Gazette and furnish 1000 copies to the Government.

The Director of School Education, Telangana, Hyderabad.

All the 33 District Collectors in the State.

All the Project Officers, ITDA in the State.

All the District Educational Officers in the State.

All the Chief Executive Officers, Zilla Parishad in the State.

The Regional Joint Directors of School Education, Hyderabad and Warangal.

The Pay and Accounts Officer, Hyderabad.

The PS to Secretary to CM(RR).

The PS to Chief Secretary to Govt.

The P.S. to Minister for Education.

The PS to Secretary, Education.

Copy to:

The Finance (HRM) Department

The PR & RD Department / Law Department.

The Commissioner, Panchayat Raj.

SF/SCs.

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ANNEXURE-I

G.O.Ms.No.25, Dated. 12.8.2021.

Primary School (I to V Classes) Staff Pattern

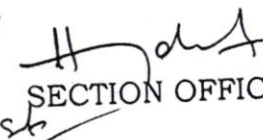
Enrolment Slab	Head Master of Primary School	No. of SGTs	Total
0-19	0	1	1
20-60	0	2	2
61-90	0	3	3
91-120	0	4	4
121-150	0	5	5
151-200	1	5	6
201-240	1	6	7
241-280	1	7	8
281-320	1	8	9
321-360	1	9	10
361-400	1	10	11

NORMS FOR RATIONALIZATION:

- a) The Headmaster of Primary Schools posts to the Primary Schools having strength of 151 and above may be provided. The LFL HM posts having strength of 150 and below may be adjusted against the SGT posts in the Schools.
- b) Posting on rationalization is subject to post(s) sanctioned for the school as per the above staff pattern.
- c) In view of the large number of vacancies in SGT Category, only 1 SGT is proposed in 0 to 19 enrolment slab so as to prevent closure of Schools for want of staff. Further, it is to be ensured that at least one regular Teacher is posted in every School.

SANDEEP KUMAR SULTANIA
SECRETARY TO GOVERNMENT

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ANNEXURE - II

G.O.Ms.No.25, Dated. 12.8.2021.

Upper Primary School (I to VII / VIII 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, shall be shifted to the needy Primary School when the school is upgraded into an Upper Primary School.
2. For classes VI to VII / VIII, additional subject teachers (posts) as per table given below are to be added according to enrollment for handling various curricular subjects, as given in the Table given below:

Enrolment Slab VI to VII / VIII	S.A(Maths)/ Science	SA (SS)	S.A(English)	LP-I	LP-2	Total
Up to - 100	1	1	0	1	1	4
101-140	1	1	1	1	1	5
141-175	2	1	1	1	1	6
176-210	3	1	1	1	1	7
211-245	3	1	1	2	1	8
246-280	3	2	1	2	1	9
281-315	4	2	1	2	1	10
316-350	4	2	1	2	2	11
351 to 385	5	2	1	2	2	12

Note:

- a. For I to V Classes in a Upper Primary School, same norms (staff pattern) of a Primary School given in Annexure I will be applicable for provision of SGTs.
- b. The senior most School Assistant in the Upper Primary School shall be Head Master of that school.
- c. School Asst. (Maths / Science) can be occupied by School Asst. (Maths) or School Asst. (PS) or School Asst. (BS) as per the subject post sanctioned for UPS.
- d. Time Table should be prepared as per the subjects studied by the Teacher in X class (SSC) / Inter / Degree and subject methodology in B.Ed / D. Ed / Language Pandit Training. Teacher cannot refuse to handle classes as per the Time Table so prepared.
- e. School Assistants / Language Pandits are supposed to handle their subjects specifically and other subjects in general for other classes including Primary Sections according to need.

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ANNEXURE - III.

G.O.Ms.No.25, Dated. 12.8.2021

High School (VI to X Classes) Staff Pattern

Enrolment in VI to X	HM	S.A. (Maths)	S.A. (Phy.Sc i.)	S.A. (Bio. Sci.)	S.A. (Eng.)	S.A. (S.S.)	S.A. (1st Lang.)	S.A. (2nd Lang.)	S.A. / (PET)	Craft/ Drawing / Music	TOTAL
Up to 220	1	1	1	1	1	1	1	1	1	0	9
221 to 250	1	2	1	1	1	1	1	1	1	0	10
251 to 280	1	2	1	1	2	1	1	1	1	0	11
281 to 310	1	2	1	1	2	1	2	1	1	0	12
311 to 340	1	2	2	1	2	1	2	2	1	0	14
341 to 370	1	2	2	1	2	2	2	2	1	0	15
371 to 400	1	2	2	2	2	2	2	2	1	0	16
401 to 430	1	3	2	2	2	2	2	2	1	1	18
431 to 460	1	3	2	2	3	2	2	2	1	1	19
461 to 490	1	3	2	2	3	2	3	2	1	1	20
491 to 520	1	3	3	2	3	2	3	2	1	1	21
521 to 550	1	3	3	2	3	3	3	2	1	1	22
551 to 610	1	3	3	3	3	3	3	2	1	1	23
611 to 640	1	4	3	3	3	3	3	3	1	1	26
641 to 670	1	4	3	3	4	3	3	3	1	1	26
671 to 700	1	4	3	3	4	3	4	3	1	1	27
701 to 730	1	4	4	3	4	3	4	3	1	1	28
731 to 760	1	4	4	3	4	4	4	3	1	1	29
761 to 790	1	4	4	4	4	4	4	3	1	1	30
791 to 820	1	5	4	4	4	4	4	3	1	1	31
821 to 850	1	5	4	4	5	4	4	3	2	1	33
851 to 880	1	5	4	4	5	4	5	3	2	1	34
881 to 910	1	5	4	4	5	4	5	4	2	1	35
911 to 940	1	5	5	4	5	4	5	4	2	1	36
941 to 970	1	5	5	4	5	5	5	4	2	1	37
971 to 1000	1	5	5	5	5	5	5	4	2	1	38
1001 to 1030	1	6	5	5	5	5	5	4	2	1	39
1031 to 1060	1	6	5	5	6	5	5	4	2	1	40
1061 to 1090	1	6	5	5	6	5	6	4	2	1	41
1091 to 1120	1	6	6	5	6	5	6	4	2	1	42
1121 to 1150	1	6	6	5	6	6	6	4	2	1	43
1151 to 1180	1	6	6	6	6	6	6	4	2	1	44
1181 to 1210	1	6	6	6	6	6	6	5	2	1	45

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ANNEXURE - IV

G.O.Ms.No.25, Dated. 12.8.2021.

Additional Sections required for parallel English Medium sections

Enrolment in VI to X (Eng. Med)	S.A. (Maths)	S.A. (Phy.Sci.)	S.A. (Bio.Sci.)	S.A. (S.S)	Total
Up to 50	Not viable				
51 to 220	1	1	1	1	4
221 to 250	2	1	1	2	6
261 to 300	2	1	2	2	7
301 to 340	2	1	2	2	7
341 to 380	2	2	2	2	8
381 to 420	2	2	2	2	8

Note:

1. Where there are 2 or more media in a High School, with one medium as English, Teachers cannot refuse to handle English Medium classes when allotted in the Time Table.
2. For counting the teachers for parallel media High School Annexure III is to be followed for main medium enrolment and Annexure IV for English medium enrolment in general. However, for purpose of Language Teachers total enrolment slab of Annexure - III shall be taken into account for arriving at the requirement of teachers. The following example will make the point clear.

Example: If a parallel media High School has two media enrolment as follows:

Telugu Medium enrolment	: 200
English Medium enrolment	: 76
Total Enrolment	: 276

For Telugu Medium enrolment (200) Annexure - III is to be followed for counting posts, Teachers (SAs except English) and for English Medium enrolment (76), Annexure-IV is to be followed for additional posts (SA-Maths, SA-Phy. Sci, SA-Bio. Sci and SA-SS) and for counting School Asst. English, other Language Teachers and Specialist Teachers total enrolment of the School (200 + 76= 276) is to be taken in to account as per Annexure - III, though, for the sake of Rationalization exercise, School Assts. (Non-language subjects) are shown separately for English and Telugu Medium, all (8) teachers have to handle subject classes, whether English or Telugu medium according to the Time Table prepared.

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ANNEXURE - V

G.O.Ms.No.25, Dated. 12.8.2021.

Parallel Medium High School - Minor medium Staff pattern i. e. Additional posts required (i.e. for Urdu / Hindi / Kannada / Marathi / Oriya / Tamil Medium / media)

Enrolment in VI to X	S.A. (Maths)	S.A. (Phy.Sci)	S.A. (Bio.Sci)	S.A. (SS)	Total
Up to 220	1	1	1	1	4
221 to 250	2	1	1	2	6
251 to 310	2	1	2	2	7
311 to 340	2	1	2	2	7
341 to 370	2	2	2	2	8
371 to 430	2	2	2	2	8

Note:

1. **For Example:** If a High School (with Two Media) has enrolment in VI to X classes as follows:

Telugu Medium = 165

Urdu Medium = 56

For 165 Tel. Medium enrolment, Annexure III is to be followed for counting of posts/teachers, and for 56 Urdu Medium enrolment, Annexure - V is to be followed. For the purpose of counting language teachers posts (Like English, Telugu, Urdu etc), the number of teachers are to be counted as per total enrolment (165+56 = 221 against enrolment slab of Annexure - III).

2. Language Teachers and Specialist Teachers are common for both media (2 or more). Hence, these teachers cannot refuse to handle classes of different media if allotted in the time table.

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ANNEXURE - VI

G.O.Ms.No.25, Dated. 12.8.2021.

Schools with same medium of instruction and Management
(Government/Zilla Parishad / Mandal Praja Parishad)

- 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 premises 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 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 amalgamated with class VI and VII of the High School and on 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 / different Managements, then the schools with same medium / Management shall be amalgamated such that there shall be schools with single medium / Management only.
- ix) The Girls High Schools shall not be amalgamated with co-education or Boys High Schools.

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ANNEXURE - VII

G.O.Ms.No.25, Dated. 12.8.2021

1) **NORMS FOR SHIFTING OF SURPLUS POSTS / PERSONS DUE TO RATIONALIZATION:-**

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 / Primary Sections of Upper Primary Schools shall be shifted to other needy Primary/ Upper Primary Schools within the same management.
- b. Posts other than Secondary Grade Teachers shall be shifted to the needy High Schools / Upper Primary Schools in the same management according to subject need as per staffing pattern given according to enrolment slabs (descending order).
- c. Parallel English Medium sections in the High Schools with enrolment upto 50 shall be identified and the students should be admitted in English Medium sections of the nearby Schools. The sections where such students are adjusted shall be continued provided strength is more than 50. If, even after adjustment, the strength in the parallel sections is less than 50, those sections in the Schools shall not be continued. While adjusting the students, as far as possible, students may be shifted to nearby Schools where there are more number of students and there is sufficient accommodation. While assessing surplus posts of such Schools where sections are closed and students are adjusted in the neighboring Schools, the posts which were sanctioned for the parallel English Medium sections become surplus and surplus staff shall be shifted to the needy Schools under the same Management.

2. **IDENTIFICATION OF SURPLUS TEACHERS:-**

The junior-most teacher in the seniority in category working in the school shall be identified as a surplus teacher(s). In case senior teacher(s) prefers to leave the school, senior teacher(s) shall be identified as surplus and if the teacher is a Visually Handicapped and not completed (8) years shall not be identified as surplus teacher(s) against his willingness. However, if no post exists after rationalization, Visually Handicapped teacher shall also participate in the counseling.

3. Identification of surplus teachers, notification of vacancies, publication of seniority list and posting of surplus teachers shall be as per the Transfer Guidelines to be issued by the Government.

SANDEEP KUMAR SULTANIA
SECRETARY TO GOVERNMENT

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