

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

School Education - Norms for re-apportionment of teaching staff under various managements viz., Government, Zilla Parishad and Mandal Praja Parishad Schools – Orders - Issued.

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SCHOOL EDUCATION (SER.II) DEPARTMENT

G.O.MS.No. 53

Dated: 12-10-2020.

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:23.04.2011.
3. G.O.Ms.No.61 Education (SE-SER-III) Department, dated: 16.05.2011.
4. G.O.Ms.No.29 School Education (SER.II) Department, dt.22.05.2017.
5. G.O.Ms.No.33 School Education (SER.II) Department, dt.04.06.2017.
6. G.O.Ms.No.42 School Education (SER.II) Department, dt.30.06.2017.
7. From the CSE, A.P., Lrs.Rc.No.36/Estt.III/2019, Dt: 08.06.2020.

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ORDER:-

Government of India have enacted the Right of Children to Free and Compulsory Education Act 2009 and Government of Andhra Pradesh have issued Rules in 2010. As per Section 19 read with the Schedule of the Act, Government have set the norms of number of teachers to be positioned from Class I to Class VIII based on the student strength.

2. Government vide G.Os 2<sup>nd</sup> and 3<sup>rd</sup> read above have issued norms for rationalization of schools, posts and staff under various managements. During the year, 2016, a Committee was constituted to study and revision of rules issued in G.Os at 2<sup>nd</sup> and 3<sup>rd</sup> read above. Based on the report, Government have issued detailed guidelines vide reference 4<sup>th</sup> read above.

3. The D.S.E., A.P., has brought to the notice of Government that the norms issued for positioning of teachers vide G.O. 4<sup>th</sup> read above were found to be in violation of RTE norms. He further informed that in the State, the schools are functioning as Primary ( Class I to V ) , Upper Primary ( Class I to VII) and High schools ( Class VI to X) but not as Elementary ( I to VIII ) and Secondary Schools ( Class IX to XII). The Government have framed certain norms for Primary, Upper Primary and High Schools based on the recommendation made by the Committee and that there is inconsistency between the norms of RTE and the norms framed by Government vide GO 4<sup>th</sup> read above.

4. He further informed that during the year 2019-2020, the enrollment in the Government schools increased due to implementation of Ammavodi program and further because of the thrust given by the Government for improvement of the infrastructure facilities in the Government Schools by implementation of Nadu-Nedu Program, the enrollment is further going to increase in 2020-21.

5. Due to the norms framed vide G.O. 4<sup>th</sup> read above, a number of schools have become single teacher schools, which is against the norms set in by the Right to Education Act 2009. Further a number of schools were closed during the year 2017 on the ground of uneconomic strength. But the Right to Education Act has nowhere mentioned the minimum economic strength for a school. As per the norms of the RTE, every school that has a strength up to 60 children shall have two teachers.

6. The D.S.E., has therefore, requested the Government to issue orders for setting up of new norms for re-apportionment of teachers in super-session of the orders issued by the Govt. vide G.Os 4<sup>th</sup> to 6<sup>th</sup> read above and recommended two sets of norms to be followed for schools up to Upper Primary level and for High Schools respectively.

7. Government after examining the matter, above and in super-session of the earlier orders issued by the Government vide G.Os 4<sup>th</sup> to 6<sup>th</sup> read above, hereby issues the **guidelines for re-apportionment of teaching staff among various managements** viz., Government, Zilla Parishad and Mandal Praja Parishad Schools as appended to this order. The re-apportionment of the Posts / Teachers of Government/ Zilla Parishad and Mandal Parishad Schools shall be taken up by the Director School Education duly fixing a suitable cut-off date.

8. The District Educational Officer, at district level shall prepare two statements showing the Mandal wise, School wise, students strength and the number of teachers required as per the norms appended to this order.

9. After preparation of the statements he shall place before the District Level Committee chaired by the District Collector consisting of the members as mentioned below:

- |  |   |               |
|--|---|---------------|
| 1. Collector & District Magistrate           | - | Chairman      |
| 2. Joint Collector (V,WS&D)                  | - | Vice Chairman |
| 3. Chief Executive Officer, Zilla Parishad   | - | Member        |
| 4. APC Samagra Siksha                        | - | Member        |
| 5. Project Officer, ITDA<br>scheduled areas) | - | Member (for   |
| 6. District Educational Officer              | - | Convenor      |

10. The Committee shall undertake the exercise of the re-apportionment of teachers. The Committee is competent to re-apportion the teacher posts / teachers in the Schools under Government / Zilla Parishad / Mandal Parishad as per the norms and guidelines issued as part of this Order.

11. The criteria for identification of re-apportionment of teachers shall be as follows:

- When a post is found surplus and proposed for shifting to a teacher deficit place, those teachers who have completed 8 years of service at that particular school shall be shifted;
- If any teacher who has not completed 8 years but happens to be a senior teacher in the school and if he/she is willing to work at the new school he/she may be shifted;
- In case of non availability of (a) & (b) junior most teacher as per the service rendered in the cadre shall be shifted.

12. The Director of School Education, A.P., shall issue further instructions with time frame to implement the above orders and shall complete the entire exercise of re-apportionment, within the time frame allowed. The Director of School Education, A.P., is the competent authority to issue such orders of clarifications / modifications, if any required, in this regard, in order to achieve proper implementation of the above orders.

13. The Municipal Administration/Tribal Welfare Department may also issue necessary guidelines in this regard.

14. This order issues with the concurrence of Finance Department vide their U.O.No:HRDPDP(TRPO)/2/2020 (C.No.1068673), dated 15.07.2020.

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

**B Rajsekhar I A S  
Principal Secretary To Government**

**To**

The Director, Printing, Stationery and Stores Purchases, AP, Hyderabad for publication in the AP extra-ordinary Gazette, and for supply of 1500 copies)

The Director of School Education, A.P., Vijayawada.

All the District Collectors in the State.

All the Regional Joint Directors of School Education in the State.

All the District Educational Officers in the State

All the Chief Executive Officers in the State

All the Project Officers of Sarva Siksha Abhiyan in the State

The Pay and Accounts Officer, A.P., Ibrahimpatnam, Vijayawada.

The Director, State Council of Educational Research and Training, Ibrahimpatnam.

The State Project Director, Sarva Siksha Abhiyan, Andhra Pradesh, Ibrahimpatnam.

Copy to:-

The Director of Treasuries & Accounts, A.P., Ibrahimpatnam, Vijayawada.

The Accountant -General, AP & Telangana.

The Finance [HR-I] Department, A.P.Secretariat, Velagapudi.

The P.S to Prl.Secretary to Hon'ble Chief Minister

The O.S.D to to Hon'ble Minister for School Education.

The PS to Law

The PS to Prl Secretary to Govt, School Education.

SF / SCs.

//FORWARDED :: BY ORDER//

SECTION OFFICER

**ANNEXURE TO G.O.MS.NO.53, SCHOOL EDUCATION DEPT, DATED:-12-10-2020**

**(A) PRIMARY SCHOOLS - TABLE – I**  
**Primary School (I to V Classes) – Staff Pattern**

Enrolment range (I to V Classes)	Head Master	No. of SGTs	Total
151 - 200	1	5	6
121 - 150	-	5	5
91 - 120	-	4	4
61 - 90	-	3	3
Up to 60	-	2	2

1. Apportionment of Teachers to Primary Schools shall be on the basis of RTE norms indicated in Table-1.
2. After **200 student enrolment**, for **every 40 additional students**, one additional SGT will be provided.
3. On completion of the entire Re-apportionment exercise, if any working SGTs are found surplus (rendered without work due to above norms given) in the district, such teacher shall be allotted to needy schools on work adjustment as per norms given above. In previous reapportionment, if any posts kept under DEO Pool, the same should be included in the cadre strength as per the reapportionment guidelines.
4. The LFL HM posts shall be provided to the Primary Schools having student enrolment of 151 and above. Where LFL H.Ms are working in the schools having 150 and below the strength and not covered under compulsory transfer, such LFL HM post may be adjusted against the justified SGT post in that school. Such LFL H.M. may be considered on par with SGT in that school.
5. After arriving reapportionment as per the guidelines, if any sanctioned vacant posts are available, they may be treated as unfilled vacancies in the cadre strength of the school. The unfilled vacancies shall be allotted on the basis of enrolment in descending order.

**(B) UPPER PRIMARY SCHOOLS**

**TABLE – II-A**  
**Upper Primary Schools - Staff pattern**  
 (For classes VI & VII)

Sl.No.	Range	SA	SA	SA	SA	LP/SA	LP/SA	Total Posts
	VI to VII Classes	M/PS	BS	Eng	SS	I Lang	II Lang	
1	386-420	5	1	2	2	2	2	14
2	351-385	4	1	2	2	2	2	13
3	316-350	4	1	2	2	2	1	12
4	281-315	4	1	1	2	2	1	11
5	246-280	4	1	1	1	2	1	10
6	211-245	4	1	1	1	1	1	9

7	176-210	3	1	1	1	1	1	8
8	141-175	2	1	1	1	1	1	7
9	101-140	1	1	1	1	1	1	6
10	Up to 100	1	0	0	1	1	1	4

**TABLE II-B**  
**Upper Primary Schools - Staff pattern**  
(For class VI to VIII)

Sl.No.	Range VI to VIII classes	SA M/PS	SA BS	SA Eng	SA SS	LP/SA I Lang	LP/SA II Lang	Total Posts
1	386-420	5	2	2	2	2	2	15
2	351-385	4	2	2	2	2	2	14
3	316-350	4	2	2	2	2	1	13
4	281-315	4	1	2	2	2	1	12
5	246-280	4	1	1	1	2	1	10
6	211-245	4	1	1	1	1	1	9
7	176-210	3	1	1	1	1	1	8
8	141-175	2	1	1	1	1	1	7
9	Up to 140	1	1	1	1	1	1	6

1. Minimum staff to be provided for Upper Primary sections up to 100 enrolment in classes VI – VII shall be 4 subject teachers.
2. Minimum staff to be provided for Upper Primary sections up to 140 enrolment in classes VI – VIII shall be 6 subject teachers.
3. In Upper Primary Schools with enrolment slabs crossing over and above 386-420 student enrolment, one additional school assistant post for every 35 additional enrolment of Students may provided in the order of SA(Maths), SA(English), SA(First Language), SA(SS), SA(BS) and SA(PS).
4. Recommended Staff Pattern for Upper Primary Schools shall be on the basis of norms indicated in Table II-A & B.
5. In case required SA posts are not provided to U.P. Schools as per Table II A & B due to non availability of surplus sanctioned posts, **surplus SGT post may be allotted** to ensure comprehensive instructions in the school. Against those deployed SGT posts, SGTs having academic and training qualification in Science, Mathematics and English shall be preferred.
6. Similarly, in case required School Assistants posts are not provided to High Schools as per table III-A due to non availability of surplus sanctioned posts, School Assistants posts from UP schools may be shifted to High Schools. While shifting such posts, posts from lower enrolment i.e. (i) below 20 in the case of UP schools having 6th and 7th classes(ii) below 30 in the case of UP schools having 6<sup>th</sup> to 8th classes schools may be considered in the first instance.



**Note:- C/D/M : Craft, Drawing, Music Teacher:-**

1. The staffing pattern for High School shall be as indicated in Table III-A above, including Success Schools.
2. Minimum staff to be provided to High Schools up to 200 enrolment will be 9 subject teachers.
3. A High School with enrolment slab crossing over and above 1201 student enrolment 1 additional School Assistant post for every 40 additional enrolment of Students may be provided in the order of SA( Maths), SA(English), SA(First Language), SA(SS), SA(BS), SA(PS) and SA (Hindi).
4. If the enrolment in English Medium in Success Schools is >50 to 200, 4 Teachers (i.e. 1 S.A. (Maths), 1 S.A (P.S), 1 S.A (B.S) and 1 S.A. (SS)) shall be provided, in addition to the staffing pattern defined in Table IIIA.
5. If the enrolment in English Medium is >=201 the staff will be additionally provided as a separate Unit as per the Table – IIIA, except Head Master Post, School Assistant (PE) / Physical Education Teacher Post and School Assistant Languages.
6. Total enrolment should be taken as criteria in the case of SA Languages if more than one medium in the School.

**TABLE III-B**

**Minor medium, enrolment of a Parallel Medium HS - Staff pattern**  
(Urdu/Hindi/Kannada/Marathi/Oriya/Tamil etc.)

SI.No.	Range VI to X Minor Medium	SA M	SA PS	SA BS	SA SS	Total Posts
1	361-400	2	2	2	2	8
2	321-360	2	1	2	2	7
3	281-320	2	1	1	2	6
4	241-280	2	1	1	1	5
5	Up to 240	1	1	1	1	4

1. There shall be minimum of one School Assistant for 1<sup>st</sup> Language in Minor Medium.
2. The recommended staff pattern for additional provision of subject teachers in Minor Medium/Parallel Medium High Schools is as per Table III-B in addition to Table III-A.
3. For major medium enrolment for calculation of requirement of Teacher posts Table III-A and for Minor Medium enrolment Schools Table III-B are to be followed in the Minor medium / Parallel Medium High Schools.

**B RAJSEKHAR I A S**  
**PRINCIPAL SECRETARY TO GOVERNMENT**