

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION

A P: VIJAYAWADA.

Present: Dr.Pola Bhaskar, I.A.S.

Rc.No.10/Ser.I -B/2022-1

Dt:22.06.2022

Sub:-Collegiate Education-Engaging of Contract Lecturers by renewal in Government Degree Colleges for the academic year 2022-23 – Orders – Issued.

Read:-1) G.O.Ms.No.142, Higher Education (HE) Department, dt. 09.10.2000.

2) G O Rt.No.435 HE Dept Dt. 27-6-2012 ( 2012-13)

3) CCE's Procs Rc.No.522/OP.1/2022,dt. 27-4-2022.

4) G.O.Rt.No.94, Fin (HR-I-PLG & Policy (CE) Dept, dt 21.04.2022

5) G O Rt No.99 HE Dept Dt.20-6-2022

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In the reference 1<sup>st</sup> read above, Government have issued orders for making contract arrangement in the vacant posts of Lecturers in Government Degree Colleges during the academic year 2000-01. Since then, the vacant posts of Lecturer in Government Degree Colleges are being filled with Contract Lecturer after obtaining Government orders from time to time.

2. In the reference 2<sup>nd</sup> read above, orders were issued to renew the services of the Contract Lecturers who worked in the previous year shall be with the involvement of Additional Joint Collector in selection procedure of contract lectures from the academic year 2012-13.

3. In the reference 3<sup>rd</sup> read above, certain Government Degree Colleges in the state have been notified as Identified Colleges due to Restructuring and Formation of New Districts and authorized such Principals as DDO for the College came into existence in the new Districts.

4. In the reference 5<sup>th</sup> read above, the Government have issued orders for renewal of services of Contract Lecturers working in Government Degree Colleges in the state for a further period of ten( 10) months from 01-6-2022 for the academic year 2022-23 (or) till the posts filled on regular basis whichever is earlier to enable to run the College effectively.

5. In pursuance of the orders issued by the Government in the reference 5<sup>th</sup> read above, the Commissioner of Collegiate Education, A.P., Vijayawada hereby accords permission to the Regional Joint Directors of Collegiate Education/Principals of Identified Government Degree Colleges/Principals of all Government Degree Colleges in the State to renew the services of the 676 (six hundred and seventy six) Contract Lecturers working in Government Degree Colleges ,who were working as on 31.03.2022 for the academic year 2022-23 duly entering into a fresh contract from June, 2023, subject to condition that the contract agreement period should not be exceeded ten (10 ) months till the posts are filled on regular basis whichever is earlier or until further orders from the Commissioner of Collegiate Education, A.P., Vijayawada by duly following the guidelines given in Annexure-I.

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6. Further, the Regional Joint Directors of Collegiate Education/Principals of Identified Government Degree Colleges and Principals of Government Degree Colleges are requested to engage the services of 676 Contract Lecturers by way of renewal for the academic year 2022-23 in their respective zone basing on the following priorities.

All renewals must be strictly made on need based criteria taking into consideration of workload/student strength. Further the transfer of Contract Lecturers who have completed the service of five (5) academic years shall be made in accordance with the work-load/students strength. A preference shall also be given to place where all the posts in a particular subject are vacant .The transfer shall be made in the order of preferences as follows :-

- GDCs located in ITDA areas
- GDCs going for NAAC reaccreditation and fresh accreditation during 2022-23
- Autonomous College (Candidates with PhD/NET/SLET only)
- GDCs located interior and remote areas.

Any deviation in renewing the contract lecturers, the Principals of Government Degree Colleges (ID) concerned are held responsible and follow the procedure and guidelines scrupulously in renewal of contract faculties.

Allotment of posts

Zone-I	Zone-II	Zone-III	Zone-IV	Total
147	164	35	330	676

7. The following is the proposed action plan for engaging the services of Contract Lecturer by renewal in Government Degree Colleges for the academic year 2022-23.

1. All the Principals of Government Degree Colleges, Principals of Identified Government Degree Colleges and all the Regional Joint Directors of Collegiate Education in the State are permitted to engage the services of Contract Lecturers who worked in the last academic year by renewal in Government Degree Colleges for the academic year 2022-23.
2. The Regional Joint Directors concerned are directed to frame timelines i.e., publishing in leading news papers by publication of dates for receiving applications, date of counseling etc., for the renewal of the

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Contract Lecturer for the academic year 2022-23. They are further informed that before renewing the Contract Lecturer, performance appraisal reports which were submitted by the Contract Lecturer shall be scrutinized by the District Selection Committee.

8. The District Selection Committees shall be constituted for renewal of contract arrangement with the following members:

- |    |                                    |             |
|----|------------------------------------|-------------|
| 1) | Collector and District Magistrate  | – Chairman  |
| 2) | Principal, Govt Degree College(ID) | -- Convener |
| 3) | Principal of GDC concerned         | --- Member  |

9. Further, the Contract Lecturer who could not be renewed by the District Selection Committee shall be renewed by the respective Regional Joint Director of Collegiate Education. The entire process shall be completed within 10 days from the date of receipt of these orders.

10. The guidelines (Annexure-I) and agreement (Annexure-II) are enclosed to these Proceedings for engaging Contract Lecturer by renewal in Government Degree Colleges for 2022-23.

11. The Regional Joint Directors of Collegiate Education/Principals of Government Degree College (ID) are requested to furnish the number of Contract Lecturer renewed along with copies of minutes and report compliance.

Sd/- Pola Bhaskar  
Commissioner of Collegial Education

Encl: Annexure I & II

To  
The Regional Joint Directors of Collegiate Education, Rajahmundry, Guntur and Kadapa.

Copy to the Principals of Government Degree Colleges in the State.  
Copy forwarded to the Collector & Dist Magistrate of all the Districts  
Copy submitted to the Principal Secretary to Government, Higher Education Department for favor of information.

//True Copy Attested//

  
Assistant Director of Collegiate Education

*Madhure*  
*22/6/22*



## ANNEXURE-I

### Renewal of Contract Lecturers for the academic year 2022-23

#### GUIDELINES:-

- (A) The Regional Joint Director of Collegiate Education/ Principals of Identified Government Degree Colleges /Principals of the Government Degree Colleges in the State shall fill the clear vacant sanctioned posts.
- (B) The Principals concerned shall renew only those Contract Lecturers, who were working as on 31.03.2022 and applied for clear vacancy in the institution for current academic year 2022-23 without interview, by entering into a fresh agreement subject to the satisfactory performance of Contract Lecturers, during the year 2021-22 as per the existing norms i.e., through the District Committee for renewals.

#### With regard to past performance of the Contract Lecturers: -

- (i) The Principals of Government Degree Colleges should report the adverse remarks if any against the Contract Lecturers, during the last academic year itself.
- (ii) If the performance of the contract Lecturer is found not satisfactory or not up to the mark, the Principal of the College shall bring such cases to the notice of the above committee in advance with relevant material which may decide on merits.
- (C) The posts, in which Part Time Lecturers are working on Court orders, shall be examined and if the Court Orders prescribe continuation, they shall not be disturbed. If not, the posts shall be deemed to be vacant due to discontinuation of the Part time Lecturers on dismissal of Court orders filed by them.
- (D) The Principals are informed that no Contract Lecturers, should be renewed wherever there is un-economic strength in the subject causing inadequate work-load and the same lecturers, may be renewed in the nearby needy College with adequate work-load under the jurisdiction of the present Committee and such cases should be brought to the notice of the Committee concerned.
- (E) In case, the services of any Contract Lecturer, cannot be renewed for want of vacancies in the district, their cases may be considered within the zone. As per the Govt.Memo.No.2955/CE.I.1/2011-1, HE(CE. I) Department, dt. 07.07.2011, Contract Lecturer from one Zone to another Zone cannot be considered for renewals.
- (F) While renewing the services of an existing Contract Lecturer should be reviewed whether he/she recorded at least 40 pass percentages in the concerned paper in the University results during the last academic year and the Principal must certify to that effect. **The Contract Lecturers who have registered less than 40 pass percentage should not be renewed.** If any Contract Lecturer is renewed contrary to the above specification, the Principal of the College will be held responsible and would be liable for disciplinary action


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- (G) Preference should be given to accommodate the women candidates in women colleges. Male Contract Lecturer should not be posted as far as possible in women colleges. Where there are no women candidates, male contract Lecturer may be posted in Women Colleges but they should mandatorily be above 50 years of age.
- (H) Request transfers i.e., for renewal in other colleges may be considered only in respect of spouse cases, Women Contract Lecturer and disabled categories keeping in view of their academic performance and length of service in the college.
- (I) The entire process should be monitored by the Committee of Collector and Dist Magistrate, Regional Joint Director of Collegiate Education and Principals of ID College and Principals of Government Degree Colleges concerned.
- (J) If their performance falls short of the established bench marks i.e., basing on the students feedback API scores of each quarter, their service renewal ship shall be extinguished.

Sd/- Pola Bhaskar  
Commissioner of Collegiate Education

//True Copy Attested//

  
Assistant Director of Collegiate Education

Madhuri  
22/6/22

## ANNEXURE-II

### Agreement for Contractual Services for the year 2022-23

An agreement made on ----- day of -----  
between College Planning and Development Council (CPDC) of -----  
----- College, represented by President (First part) and -----  
(Second Part).

### NOW, THEREFORE THIS AGREEMENT WITNESS AS FOLLOWS:

1. That the party to the second part agrees to perform the teaching work in accordance with the curriculum of the University for the course from (date of permission) ----- to ----- or the last day of instruction of University concerned whichever is earlier and that the party to the second part shall carry out further instructions given to him by the College Planning and Development Council (CPDC) from time to time in the discharge of his/her duties as a teacher, mentioned in Para 1 above.
2. That the part to the second part agrees after being informed that he/she is fully aware of the fact that his/her service is being taken not to fill any vacancy either on temporary or permanent basis, that he/she will be paid a consolidated amount per month during the contract period and that his/her contract shall automatically come to an end on expiry of the said period or on report of a regular Lecturer to duty in that subject whichever is earlier. The contract shall not be treated as continuing from the past but as new contractual arrangement for limited duration.
3. That the contract is terminable by the part to first part, i.e., College Planning and Development Council at any time during the said period and the party to the second part in such case is entitled to only prorated amount till such time. In case of termination during the said period for any reasons, the party to the second part is not entitled to question the correctness of the decision of College Planning and Development Council.
4. That the part to the second part is not entitled for any other perks, allowances or any other facility except for the consolidated amount payable monthly mentioned in condition 3<sup>rd</sup> read above.
5. That if the part to the second part is not willing to continue as Contract Lecturer, he/she should give a prior notice of one month to the party to the first part.

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6. That the part to the second part shall work under the supervision of the Principal of the College.
7. That the work performance of the part to the second part will be assessed by the Head of the Department of the concerned subject/faculty as well as the Principal of the College.
  - a. That he/she is not entitled to any renewal or extension or continuation of the contract on any ground whatsoever.
  - b. That the service rendered during the contract will not be construed or reckoned as part of any regular appointment for any post in the Government and therefore no credit or weightage will be given for the service rendered in the contract period.
  - c. That if he/she registers less than 40% pass percentage in their subject(s) taught during the last year shall be terminated.
8. Teacher Evaluation by the students that the part to the first part shall take students evaluation of the party to the second part in the prescribed format circulated to all colleges in the first quarter of the contract period and if performance of the Contract Lecturer is not satisfactory, he/she shall be terminated.
9. That any dispute arising out of this contract shall be subject to the jurisdiction of the competent court.
10. That the relationship between the two parties is purely contractual and strictly as per the terms mentioned above.

Signature of the Party to the first  
Part represented by the President CPDC

Signature-----  
Name-----

Witnesses to the signature of  
the party of the first part

1.( )  
2.( )

Signature of the party of the  
Second Part

Signature-----  
Name-----

Witness to the signature of  
the party of the Second Part

1.( )  
2.( )

President  
College Planning and Development Council.