SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE

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PART- ONE

Thursday, the 11th September, 2025

DIRECTION

No. : 67/2025. Date :- 11/09/2025

Direction for appointment of contractual teacher in the University Teaching Departments and Constituent Colleges, 2025.

Whereas, Regulation for appointment of teaching associate purely on temporary basis in the University Teaching Departments and conducted Colleges, 2019 (Regulation No.5/2019) is in existence.

AND

Whereas, to fulfil the mandate of section 5 of the Act, it is incumbent on the University to appoint adequate and quality human resource of teachers in order to impart quality teaching;

AND

Whereas, in view of the inadequate teaching staff in the university because of which students-teacher ratio in the departments and constituent colleges of the university is significantly low than the ratio prescribed by the apex bodies.

AND

Whereas, large number of sanctioned posts of teachers in various teaching departments, constituent colleges of the university are lying vacant because of the mandate of State Government;

AND

Whereas, recognizing that there is an urgency of bridging the deficiency in the prescribed students-teacher ratio in the teaching departments/ constituent colleges of the university.

AND

Whereas, it is necessary to make necessary changes in the existing Regulation by way of appointing contractual basis;

AND

Whereas, instead of making amendments to a great extent in the existing Regulation No.5/2019, it is necessary to make a fresh Regulation for appointment of contractual teacher in the University Teaching Departments and constituent colleges by repealing Regulation No.5/2019.

AND

Whereas, It is imperative to appoint Contractual Teacher in University Teaching Departments in order to discharge all the functions of Contractual Teachers in view of the mandate of NEP instead of Clock Hour Basis Teachers.

AND

Whereas, prescribing the regulation on the above subject, shall take time.

Therefore I, Dr. Milind Barhate, Vice-Chancellor, Sant Gadge Baba Amravati University, Amravati in exercise of powers conferred upon me under Sub-section (8) of Section 12 of the Maharashtra Public Universities Act, 2016 do hereby direct as under :-

1. This Direction may be called " Direction for appointment of contractual teacher in the University Teaching Department & Constituent Colleges, 2025".

2. The provisions of this Direction shall be in addition but not in derogation of any other Regulation, Statute or an Ordinance of the University in existence.

3. This Direction shall come into force with effect from the date of its issuance.

4. In this Direction, unless the context otherwise requires, the words or phrases shall have the following meaning-

   i) 'Constituent College' means and includes Sant Gadge Baba Amravati University's Model Degree College, Buldhana.

   ii) 'Contractual Appointment' means an appointment of teacher in the University/ constituent college (s) made for a period not more than 6 months (180 days) in one academic session under the provisions of this Direction.

   Explanation: The appointment being contractual in nature, shall create no enforceable right on an appointee for continuation in the succeeding academic session. Every appointment under this Direction being based on comparative merit and being strictly for limited period, the University shall be under no obligation to reappoint the same person in the next academic session. However, the person appointed in the last academic session may apply and compete with others for being selected on the basis of comparative merit in the next academic session, whenever teaching posts are advertised by the University. The appointment in the next academic session of an appointee of the earlier session shall be deemed to be a fresh appointment and it shall not be considered as continuation in service of whatsoever manner.

   iii) 'Department' means a department teaching a particular subject or a group of subjects in a college or an institution as prescribed in the Statutes.

   iv) 'Pro Vice-Chancellor' means the academic and executive officer, next to the Vice-Chancellor having purview of the entire university.

   v) 'Selection committee` means the selection committee constituted under the provision of this direction for making appointment under this Direction.

   vi) 'Contractual Teacher' means a fulltime teacher appointed on the contractual basis for a period not more than 6 months (180 days) in one academic session in the University teaching departments and constituent colleges.

   vii) ‘Tenure’ means the normal term of appointment of contractual teacher purely on temporary basis as prescribed by the University.

   viii) 'University' means the Sant Gadge Baba Amravati University including its Departments, Study Center, Research Center, University Institution and constituent colleges.

5. At the end of each academic year, the establishment section of the University shall call from each teaching department, constituent college of University the information regarding the total teaching workload, the number of full time teachers and their workload and the requirement of Contractual Teacher, to be appointed for the next academic session keeping in mind the prescription regarding students-teacher ratio from the relevant regulatory bodies, wherever applicable.

6. On the basis of the information received from various teaching departments, constituent colleges of the University the establishment section shall prepare the proposal for appointment of contractual full time teachers in the university and submit the same to the Pro Vice-Chancellor. The Pro Vice-Chancellor shall convene the meeting of the Board of Deans, immediately to consider the proposal submitted by the establishment section for appointment of contractual teachers in University. The Pro-Vice Chancellor shall strictly verify and certify actual teaching workload of departments.

7. The Board of Deans shall determine the total number of required contractual teaching posts as per the UGC guidelines/ regulations and also the Government Resolutions issued by the State Government from time to time.

8. Based on the decision of the Board of Deans, the Pro Vice-Chancellor shall prepare the proposal for appointment of Contractual Teachers spelling out the number of teachers to be appointed in each department/ constituent college of the University.

9. The fixed emoluments such Contractual Teacher should not be less than the monthly basic pay of a regularly appointed Assistant Professor i.e. Rs.57700/- per month as prescribed by the UGC regulation without any allowances whatsoever.

10. The minimum qualifications for appointment of Contractual Teacher shall be as per the UGC / AICTE / NCTE norms for the post of Assistant Professor in University, as the case may be.

11. The Management Council of the university shall approve the proposal for appointment of Contractual Teachers as prepared by the Board of Deans.

12. On approval of the proposal for appointment of Contractual Teachers in the University by the Management Council, the establishment section of the University shall prepare the roster of Contractual Teachers and the roster of the Contractual Teacher shall be get approved by the B.C.Cell of Sant Gadge Baba Amravati University.

13. The establishment section of the University shall issue the advertisement in two local newspapers having national circulation giving minimum fifteen days' time for applying in the prescribed format.

14. Immediately after receiving the application forms and in no case later than seven day after the last date for making the application all the application forms shall be subjected to scrutiny by one or more subject wise scrutiny committees constituted by the Vice-Chancellor. The scrutiny committees shall complete the scrutiny, as far as possible within three days from starting the scrutiny, period to be extended by the Vice-Chancellor for good cause.

15. The Selection Committee for making contractual appointment under this Regulation shall be as per below-

1) Vice-Chancellor	…..	Chairman
2) One Teacher Member from Management Council nominated by the Vice-Chancellor	…..	Member
3) One Principal who is the Member of Management Council nominated by the Vice-Chancellor	…..	Member
4) One Member who is the Member of Management Council from Graduate Constituency, nominated by the Vice-Chancellor	…..	Member
5) One Subject Expert nominated by the Vice-Chancellor	…..	Member
6) Dean, Concerned Faculty	…..	Member
7) Head of concerned Teaching Department	…..	Member
8) Registrar	…..	Member Secretary

The quorum to hold the meeting of above selection committee shall be of minimum of Three members. It is imperative to have the presence of Subject Expert to fulfil the quorum of the committee for holding the meeting.

16. All the selected candidates shall be made to sign and submit the standard form of contract of appointment of Contractual Teachers on the Stamp Paper of Rs.500/- as may be prescribed by the University. On behalf of the University the contract shall be signed by the Registrar and HOD/Coordinator/Director of the university. The original copy of the contract shall be retained by the Registrar and the copy of the same may be provided to the appointee, on demand.

17. The entire process, contemplated in this Direction shall be organised in such a manner that the appointee joins the duty as far as possible before the commencement of the academic session.

18. Appointment of Contractual Teacher is initially for 3 months (1st half of Academic Session) of the Academic Session. After receiving satisfactory performance appraisal report from the Heads of the Departments/college, the Contractual Teacher to be appointed for next 3 months (2nd half of Academic Session) of the Academic Session with the prior approval of Vice-Chancellor. If the performance appraisal report is not found satisfactory, next candidate from waiting list shall be appointed by preference for that session.

19. The Heads of the Departments/college shall submit the performance appraisal report about the Contractual Teacher appointed under this Direction in the prescribed format in the sealed envelope to the Pro Vice-Chancellor for his review. The Registrar shall put all these reports along with the observations/ remarks of the Pro Vice-Chancellor before the selection committees appointed for making recommendations for contractual appointment in the next academic session, if the same candidate appears again for the interview.

20. While preparing the performance appraisal reports of the Contractual Teacher appointed under this Direction, the Head of the Department / college shall also take into account the feedbacks from the students in the format prescribed by the university.

21. University shall make adequate provision in its budget for payment of salary to the Contractual Teachers to be appointed under this Direction. The pay of the Contractual teachers shall be paid from the university general fund.

22. The workload of Contractual Teacher shall be 27 hours per week.

23. Remaining workload, if any, after appointment of Contractual Teacher shall be completed by appointing CHB Teachers.

24. The Contractual Teacher shall work directly under the supervision and guidance of the concerned Head / Co-ordinator of the Department / Director as the case may be.

25. The Contractual Teacher shall not have any claim for regular appointment and shall submit undertaking accordingly in prescribed format.

26. If the services of the Contractual Teacher are found unsatisfactory, the University can terminate his/her services without any notice. Moreover, if there is no adequate teaching workload in the department by any reason, the services of Contractual Teacher shall be terminated without any notice.

27. Contractual Teacher shall be entitled for leave of 8 days in proportion to their services in an Academic Session.

28. On and from the date of commencement of "the Direction for appointment of Contractual Teachers in the University Teaching Departments & Constituent Colleges, 2025", "the Regulation for appointment of Teaching Associate purely on temporary basis in the University Teaching Departments and Conducted Colleges, 2019 (Regulation No.5/2019)" shall stand repealed.

Sd/-
(Dr. Milind Barhate)
Vice-Chancellor

Place : Amravati
Dated : 03/09/2025

AGREEMENT

This agreement is made and executed today on this ..... day of..... 20... at Amravati.

BY AND BETWEEN

Dr./Shri./Smt./Ku.....

Age ..... years Occupation : .....

R/o. - .....

(Hereinafter called the EMPLOYEE/PARTY OF THE FIRST PART which expression shall unless repugnant to the context or meaning thereof mean and include all his/her legal heirs. successors and executors)

AND

SANT GADGE BABA AMRAVATI UNIVERSITY, AMRAVATI having its principal office at University Campus, Amravati through its Registrar.

Dr. .....

Age. ..... Occupation - .....

R/o. .....

(Hereinafter called the 'UNIVERSITY/PARTY OF THE SECOND PART which expression shall unless repugnant to the context or meaning thereof and include all University, its officials, authorities and executors etc.)

WHEREAS the Employee/party of the first part has joined as an Contractual Teacher on contract basis in Sant Gadge Baba Amravati University for the term of not more than 6 months (180 days) in one Academic Session. After appointment the party of the first part is came to be appointed in ---------- Department of the University. The term of party of first part will be started from ---------- to till ---------- During this term, his/her services will be governed by the University Direction No. 67/2025 (Hereinafter referred to as "the said Direction, a copy which is annexed herewith) which is sanctioned a scheme for contractual appointments of teachers in University Department.

AND WHEREAS Employee/party of the first part agreeing to accept and duly comply with the terms and conditions laid down by the University in his/her appointment contract and provided in said Direction.

Now this Agreement witness and it is hereby agreed and decided by and between parties hereto as follows:

1. The both parties agree, accept and duly comply with the terms and Conditions specified in the said direction.

2. The both parties agree that, they are bound to follow all the terms and contract, decisions of Management Council of this University and Authorities.
3. The both parties agree that in the event of failure by party of the first part to follow the contract condition or provisions of Direction, he/she shall ceased to derive benefits of consolidated pay.
   Hence this Agreement

Signed and delivered by

Contractual Teacher
Dr./Shri./Smt./Ku. .....

Registrar
Sant Gadge Baba Amravati University

HOD/Coordinator/Director
Sant Gadge Baba Amravati University

In the presence of

1. .....

2. .....

Appointment Order

With reference to your application as per Advt No.---------- and Interview held with the Selection Committee, the Hon'ble Vice-Chancellor is pleased to appoint you as a Contractual Teacher on the consolidated pay of Rs. 57700/- per month (fixed) in the Deptt. of .---------- on the following terms and conditions. Your appointment is purely on temporary on contractual basis for a period of 3 months (1st half of Academic Session) of the Academic Session and may be extended as per exigency / need of the university and on the basis of satisfactory performance and progress report.

The terms and conditions of appointment are as follows:

1. You are directed to bring all original educational and relevant documents for verification at the time of joining.
2. The nature of your work, duties and responsibilities will be determined by the concerned Head of the Department and you shall be working under him/her.
3. Your appointment is of full-time nature. Working hours of university will be ----------. However, you will be required to work beyond the said time as per requirement.
4. You shall have to submit activity carried out per day per month progress report of your work through your HOD to the Registrar for placing the same before Hon'ble Vice-Chancellor.
5. You shall make all correspondence with your designation through concerned HOD.
6. You will be entitled for leave of 8 days in proportion to their services in an Academic Session.
7. During the period of appointment you shall follow strict discipline, ethical academic values and or if you failed to carry out your duties and responsibilities, you shall be liable for disciplinary action.
8. You will have to submit a No Dues Certificate, at the end of contract in order to release the salary of the last month.
9. Your services shall be governed by the provisions of Regulations/Directions of Sant Gadge Baba Amravati University.
10. You should join on or before ---------- and submit your joining report in two copies to the Registrar's Office through the concerned HOD. In case, if you fail to join within stipulated time it shall be decided by the Hon'ble Vice-Chancellor
11. If you agree to the terms and conditions you should furnish the undertaking in the specified format as notarised agreement on stamp paper of Rs. 500/- at the time of joining

Registrar
Sant Gadge Baba Amravati University

To,

Copy to-

1) HOD concerned Department, Sant Gadge Baba Amravati University.
2) P.A. Hon’ble Vice-Chancellor