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THE ANDHRA PRADESH GAZETTE

PART IV-A EXTRAORDINARY

PUBLISHED BY AUTHORITY

No. 15] AMARAVATI, WEDNESDAY, 19th AUGUST, 2026.

**ANDHRA PRADESH BILLS
ANDHRA PRADESH LEGISLATIVE ASSEMBLY**

The following Bill was introduced in the Andhra Pradesh Legislative Assembly on 19th August, 2026.

L. A. Bill No. 24 of 2026

**A BILL FURTHER TO AMEND THE ANDHRA PRADESH STATE
EDUCATIONAL INSTITUTIONS (RESERVATION IN TEACHERS' CADRE)
ACT, 2021.**

Be it enacted by the Legislature of the State of Andhra Pradesh in the Seventy-seventh Year of the Republic of India as follows :-

1. (1) This Act may be called the Andhra Pradesh State Educational Institutions (Reservation in Teachers' Cadre) (Amendment) Act, 2026. Short title and commencement.

(2) It shall come into force on such date as the State Government may, by notification, in the Andhra Pradesh Gazette, appoint.

2. In the Andhra Pradesh State Educational Institutions (Reservation in Teachers' Cadre) Act, 2021 (Act No. 19 of 2021) (hereinafter referred to as the Principal Act), in section 3, after sub-section (3), the following provisos and sub-sections shall be inserted, namely,- Amendment of Section 3.

“Provided that, the Government shall, by rules, provide for the adjustment of the existing faculty prior to filling up of entire sanctioned strength in the department.

Provided further if the existing faculty, cannot be adjusted based on the reservation assigned to the posts in a particular department he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.

(3A) Notwithstanding anything contained in section 3 above, judgement (or) order of any court and any other law for the time being in force, upon filling

the entire Sanctioned Strength where every reserved category is not represented in any department or subject of a State Educational Institution, the Government shall frame such rules, from time to time, as may be necessary to ensure representation of every reserved category in every department or subject,

(3B) For the purpose of determining seniority and promotions, each department shall be considered as a unit.”.

STATEMENT OF OBJECTS & REASONS

The Andhra Pradesh State Educational Institutions (Reservation in Teachers' Cadre) Act, 2021 provides for treating a State Educational Institution as a single unit for implementing reservation in appointments by direct recruitment to the teachers' cadre. The said legislative policy is consistent with the approach adopted by Parliament in the Central Educational Institutions (Reservation in Teachers' Cadre) Act, 2019, under which a Central Educational Institution is regarded as one unit for the purpose of reservation in direct recruitment to the sanctioned strength of the teachers' cadre. Such an institutional-unit system enables the prescribed percentages of reservation to be effectively implemented by providing an adequate cadre base and by avoiding the fragmentation of the roster into very small departmental cadres.

The Allahabad High Court in *Vivekan and Tiwari vs Union of India* observed that the object of reservation must be meaningfully achieved by ensuring that every reserved category is afforded an opportunity for representation in each department of the University. In this context, it is necessary for the State to formulate appropriate rules, regulations or other suitable modalities to secure such departmental representation, particularly where the limited cadre strength of individual departments prevents the ordinary roster from providing an opportunity to every reserved category, while maintaining the constitutionally prescribed reservation percentages.

It is, therefore, considered necessary to retain the State Educational Institution as the principal unit for implementing reservation in direct recruitment, while empowering the Government to frame appropriate rules to ensure equitable and progressive representation of the reserved categories in individual departments or subjects. Such rules shall operate subject to the constitutionally permissible percentages of reservation and shall not result in the overall reservation applicable to the institution being exceeded.

The State Public Universities have a total sanctioned faculty strength of 4,123, against which only 972 faculty members, constituting 23% of the sanctioned strength, are presently in position, resulting in a vacancy of 77%. The continued shortage of teaching faculty has adversely affected the quality of teaching and research, academic standards and institutional performance, resulting in a decline in University rankings and causing serious prejudice to the interests of students.

Under the existing statutory framework, there is no specific enabling provision for taking into account and suitably adjusting the representation of the faculty already in position while filling vacancies in departments having limited cadre strength. The adjustment of such faculty has also become administratively complex due to subsequent changes in the applicable reservation framework,

including the implementation of reservation for women as horizontal reservation and the sub-classification of the Scheduled Castes. Consequently, the roster applicable at the time of an earlier appointment may not correspond with the roster or category classification presently in force. Any retrospective and mechanical adjustment may, therefore, create artificial excesses or deficiencies, disturb settled appointments and adversely affect seniority and other accrued service rights.

As the recruitment process presently undertaken covers only 1523 vacancies, constituting 48% of the total vacancies, it is proposed to take into account and suitably adjust the faculty already in position in each department during subsequent recruitment processes, before the entire sanctioned cadre strength of the respective department is filled. This would facilitate the expeditious filling of vacant teaching posts, improve academic quality and progressively secure due representation of the reserved categories, subject to the overall constitutional limits governing reservation.

It is, accordingly, considered necessary to empower the Government to prescribe, by rules, a fair and uniform transitional mechanism for the adjustment of existing faculty against the sanctioned strength. Such mechanism may provide for the treatment of appointments made through grouped departments or subjects, identification of the applicable roster points, application of horizontal reservation and Scheduled Caste sub-classification, and protection of settled appointments, seniority and other accrued service rights.

It is also necessary to clarify that the department shall be treated as the unit for determining seniority and promotions. Unlike direct recruitment, which may be administered through an institution-level roster to maintain the prescribed reservation percentages, promotion ordinarily takes place within the same subject or discipline from an identified feeder category to the corresponding higher teaching post. Faculty belonging to different and unrelated departments are neither interchangeable nor part of a common promotional channel.

A University-wide seniority or promotional unit may result in employees from unrelated disciplines being compared with one another even though they do not compete for the same promotional post and do not possess the qualifications required for appointment in each other's departments. Treating each department as the unit for seniority and promotions would therefore reflect the actual cadre structure, preserve discipline-specific promotional avenues and prevent anomalous or inequitable claims across unrelated subjects.

The proposed amendment thus seeks to preserve the institutional- unit system for the implementation of reservation in direct recruitment, while introducing a statutory mechanism for securing departmental representation, adjusting the existing faculty and treating the department as the functional unit for seniority and promotions.

The Bill seeks to achieve the above objects.

NARA LOKESH

Minister for Human Resources
Development & IT, Electronics &
Communications; RTG

MEMORANDUM REGARDING DELEGATED LEGISLATION

Clauses 1(2) of the Bill authorize the Government to issue notification in respect of the matters specified therein and generally to carryout the purposes of the Act.

NARA LOKESH

Minister for Human Resources
Development & IT, Electronics &
Communications; RTG

**MEMORANDUM UNDER RULE 95 OF THE RULES OF PROCEDURE
AND CONDUCT OF BUSINESS IN THE ANDHRA PRADESH
LEGISLATIVE ASSEMBLY.**

The Andhra Pradesh State Educational Institutions (Reservation in Teachers' Cadre) (Amendment) Bill, 2026, after it is passed by the Legislature of the State may be submitted to the Governor for his assent under article 200 of the Constitution of India.

NARA LOKESH

Minister for Human Resources
Development & IT, Electronics &
Communications; RTG

PRASANNA KUMAR SURYADEVARA

Secretary-General to Legislature.