

spell, save in very exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

(iv) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

(v) Study leave may be granted not more than twice during one's career.

Provided that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.

(vi) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty immediately on the conclusion of such course of study, unless a prior approval of the Executive Council to treat the period of shortfall as ordinary leave has been obtained.

(vii) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation,

provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

(viii) A teacher granted study leave shall on his/her return and re-joining the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on

study leave. No teacher shall however, be eligible to receive arrears of increments.

- (ix) Study leave shall count as service for contributory provident fund and retiral benefits etc., provided the teacher joins the university on the expiry of his/her study leave.
- (x) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

- (xi) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.
- (xii) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause above and give security of immovable property to the satisfaction of the Finance Officer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xi) above.
- (xiii) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave.

15.21 SABBATICAL LEAVE:

- (i) Permanent and whole-time teachers who have completed seven years of service as Reader/Associate Professor or Professor may be granted sabbatical leave to under take study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to

- the institution and higher education system.
- (ii). The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
 - (iii). A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave.

Provided that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.

- (iv). A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organization in India or abroad. He/she may be allowed to accept a fellowship or a research scholarship or adhoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies.
- (v). During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of provident fund and retiral benefits,

provided that the teacher rejoins the institution on the expiry of his/her leave.

15.22 Half-pay Leave

Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on the basis of medical certificate from a registered medical practitioner, for private affairs or for academic purposes.

Explanation:

A "completed year of service" means continuous service of specified duration under the university or the college and includes periods of absence from duty as well as leave including

extraordinary leave.

15.23 Commuted Leave

Commutated leave, not exceeding half the amount of half pay leave due, may be granted on the basis of medical certificate from a registered medical practitioner to a permanent teacher subject to the following conditions:

- (a) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (b) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and
- (c) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time.

Provided that no commuted leave shall be granted under these statutes unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

15.24 Leave Not Due

- (i) Leave not due, may, at the discretion of the Vice Chancellor, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice Chancellor is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (ii) A teacher to whom 'leave not due' is granted shall not be

permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

Provided that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

15-25 Maternity Leave

- (a) Maternity leave on full pay may be granted to a permanent woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (b) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

15.26 Child Care Leave

- (i). Women teachers having minor children may be granted leave on full pay upto two years (730 days) for taking care of their minor children. The leave shall be regulated on the same terms and conditions

	<p>as are applicable to the State Government employees from time to time.</p> <p>(ii). In the cases, where the child care leave is granted for more than 45 days, the Institution may appoint a part time /guest substitute teacher with intimation to the UGC.</p> <p>(iii) In the event of any doubt about the applicability of the leave, the decision of the State Government, shall be final.</p> <p>15.27 Other leaves Other leaves may be prescribed as per the Rules of the State Government.</p>
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PART-III
AGE OF SUPERANNUATION OF TEACHERS OF THE UNIVERSITY

<p>15.23. In this Part, the expression 'new scale of pay' means the scale of pay admissible to a teacher in accordance with the G.O. No. Shiksha-XI-9045/XV-(7)-73 dated December 28, 1974, as amended from time to time.</p> <p>15.24. (1) deleted (2) The age of superannuation of a teacher of the university shall be sixty two years. (3) No extension in service beyond the age of superannuation shall be granted to any teacher after the date of commencement of these Statutes : <i>Provided</i> that a teacher whose date of superannuation does not fall on June 30, shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following -- <i>Provided</i> further that such physically and mentally fit</p>	<p>15.23. Omitted</p> <p>15.24. (1) The age of superannuation of a teacher of the University shall be sixty two years. (2) No extension in service beyond the age of superannuation shall be granted to any teacher-- <i>Provided</i> that a teacher whose date of superannuation does not fall on June 30, shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following -- <i>Provided</i> further that a teacher, who is treated to be on re-employment from the date immediately following date of his superannuation till June, 30</p>
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<p>teachers shall be re-appointed for a further period of 2 years, after June 30 following the date of their superannuation, as were imprisoned for taking part in freedom struggle of 1942 and are getting freedom fighter's pension;</p> <p><i>Provided</i> also that a teacher, who is treated to be on re-employment from the date immediately following date of his superannuation till June, 30 following, will be entitled to pay and other benefits admissible to a Government employee of equal status.</p>	<p>following, will be entitled to pay and other benefits admissible to a Government employee of equal status.</p>
<p>15.25. Every teacher of the University who on August 1, 1975 was serving on extension beyond the age of superannuation specified in Statute 15.24 and such extension was granted before the said date, shall retire on the expiry of the period of extension in accordance with the provisions of the Statutes and Ordinances in force on the said date but such teacher shall not be entitled to avail the new scale of pay.</p>	<p>15.25. Omitted.</p>
<p>15.26. The date of superannuation of a teacher of the University shall, subject to the provisions of Statute 15.24 be the date immediately preceding the 60th birthday of such teacher.</p>	<p>15.26. Omitted..</p>

PART IV
OTHER PROVISIONS

15.32 COUNTING OF PAST SERVICES (new)

15.32.01 Previous regular service, whether national or international, as Lecturer/Assistant Professor, Reader/Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature. These posts are described as per Table No. II shall be governed by the relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010. after due verification by the prescribed authority:

provided that:

