IN THE HIGH COURT OF JUDICATURE AT BOMBAY

CIVIL APPELLATE JURISDICTION

WRIT PETITION NO. 6521 OF 2025

Sunetra Rajendra Pawar ...Petitioner

Versus

The State Of Maharashtra Thr. Principal Secretary,
Department Of Higher And Technical Education & Ors. ...Respondents

WITH

WRIT PETITION NO. 10485 OF 2025

Amol Nivrutti Bandal & Anr. ...Petitioners

Versus

Sinhagad Technical Education Soc. Thr.
Its Secretary & Ors. ...Respondents

AND

CONTEMPT PETITION NO. 76 OF 2026

IN

WRIT PETITION (ST) NO. 6104 OF 2022

Dr. Poonam G. Sawant ...Petitioner

Versus

Maruti Nivrutti Navale Thr. Its President,
The Sinhgad Technical Education Society & Ors. ...Respondents

WITH

CONTEMPT PETITION NO. 349 OF 2026

IN

WRIT PETITION NO. 6765 OF 2018

Rohini Aniruddha Mohekar ...Petitioner

Versus

Maruti Nivrutti Navale ...Respondents

WITH

CONTEMPT PETITION NO. 77 OF 2026

IN

WRIT PETITION NO. 14687 OF 2023

Meenakshi Dhar ...Petitioner

Versus

Maruti Nivrutti Navale ...Respondents

WITH

CONTEMPT PETITION NO. 78 OF 2026

Roopa Dudhankar ...Petitioner
Versus
Maruti Nivrutti Navale ...Respondents

WITH
CONTEMPT PETITION NO. 79 OF 2026
IN
WRIT PETITION NO. 6767 OF 2018

Gajanan Vishvambharrao Patil ...Petitioner
Versus
Maruti Nivrutti Navale ...Respondents

WITH
WRIT PETITION NO. 3914 OF 2016

Sinhgad Technical Education Society ...Petitioner
Versus
Pune Municipal Corporation And Ors. ...Respondents

WITH
INTERIM APPLICATION NO. 17381 OF 2023
IN
WRIT PETITION NO. 3914 OF 2016

Sinhgad Technical Education Society And Anr. ...Applicants
Versus
Pune Municipal Corporation And Ors. ...Respondents

WITH
WRIT PETITION NO. 3913 OF 2016

Sinhgad Technical Education Society ...Petitioner
Versus
Pune Municipal Corporation And Ors. ...Respondents

WITH
INTERIM APPLICATION NO. 17739 OF 2023
IN
WRIT PETITION NO. 3913 OF 2016

Sinhgad Technical Education Society ...Petitioner
Versus
Pune Municipal Corporation And Ors. ...Respondents

WITH
INTERIM APPLICATION NO. 17380 OF 2023
IN
WRIT PETITION NO. 3913 OF 2016

Sinhgad Technical Education Society And Anr. ...Petitioners
Versus

Pune Municipal Corporation And Ors. ...Respondents

WITH
CONTEMPT PETITION NO. 105 OF 2026
IN
WRIT PETITION NO. 14889 OF 2023

Mahesh Shashikant Deshpande ...Petitioner
Versus
Maruti Nivrutti Navale ...Respondents

WITH
CONTEMPT PETITION NO. 107 OF 2026
IN
WRIT PETITION (ST) NO. 215 OF 2021

Rahul Chandrakant Salunkhe ...Petitioner
Versus
Maruti Nivrutti Navale ...Respondents

WITH
CONTEMPT PETITION NO. 103 OF 2026
IN
WRIT PETITION NO. 6081 OF 2021

Sandesh Shantaram Gaonkar ...Petitioner
Versus
Maruti Nivrutti Navale ...Respondents

WITH
CONTEMPT PETITION NO. 106 OF 2026
IN
WRIT PETITION (ST) NO. 209 OF 2021

Pankaj Subhash Desle ...Petitioner
Versus
Maruti Nivrutti Navale ...Respondents

WITH
CONTEMPT PETITION NO. 108 OF 2026
IN
WRIT PETITION (ST) NO. 6104 OF 2022

Prashant Bhavarlal Chordiya ...Petitioner
Versus
Maruti Nivrutti Navale ...Respondents

WITH
WRIT PETITION NO. 1738 OF 2016

Sinhgad Technical Education Society ...Petitioner
Versus

Pune Municipal Corporation And Ors. ...Respondents

WITH

CIVIL APPLICATION NO. 803 OF 2016

IN

WRIT PETITION NO. 1738 OF 2016

Pune Municipal Corporation Thr. The Commissioner ...Petitioner

Versus

Sinhgad Technical Education Soc. Through President
Prof. M. N. Navale ...Respondents

WITH

INTERIM APPLICATION NO. 18229 OF 2023

IN

WRIT PETITION NO. 1738 OF 2016

Sinhgad Technical Education Soc Thr.
Its Duly Authorized Signatory ...Petitioner

Versus

The Pune Municipal Corporation Thr.
Its Commissioner And Ors. ...Respondents

WITH

CONTEMPT PETITION NO. 104 OF 2026

IN

WRIT PETITION NO. 14887 OF 2023

Suchitra Shailesh Sasane ...Petitioner

Versus

Maruti Nivrutti Navale ...Respondents

WITH

WRIT PETITION NO. 2886 OF 2026

Adwait Madhav Godse ...Petitioner

Versus

The State Of Maharashtra Thr. The Sec.
Dept Of Medical Education And Drugs Dept & Ors. ...Respondents

WITH

CONTEMPT PETITION NO. 113 OF 2026

Yadurao Ananda Kakade ...Petitioner

Versus

Vinod M Mohitkar ...Respondents

WITH

CONTEMPT PETITION NO. 135 OF 2026

Aaishwaryadevi B Deshmukh ...Petitioner

Versus

Maruti Nivrutti Navale ...Respondents

WITH

CONTEMPT PETITION NO. 136 OF 2026

Aarti Amod Agarkar ...Petitioner

Versus

Maruti Nivrutti Navale ...Respondents

WITH

CONTEMPT PETITION NO. 142 OF 2026

IN

WRIT PETITION (ST) NO. 6144 OF 2022

Abhijeet V Jadhav ...Petitioner

Versus

Maruti Nivrutti Navale ...Respondents

WITH

CONTEMPT PETITION NO. 134 OF 2026

IN

WRIT PETITION NO. 4410 OF 2024

Mayura Vishal Shelke ...Petitioner

Versus

Maruti Nivrutti Navale ...Respondents

WITH

CONTEMPT PETITION NO. 157 OF 2026

IN

WRIT PETITION NO. 7428 OF 2024

Dr. Pankaj Birajlal Miniyar ...Petitioner

Versus

Maruti Nivrutti Navale Thr Its President Sinhgad
Technical Education Society ...Respondents

WITH

WRIT PETITION NO. 4447 OF 2019

Sinhgad Technical Education Soc. Thru Auth.
President Mr. M. N. Navale ...Petitioner

Versus

Pune Municipal Corp. Thru The Commissioner & Ors. ...Respondents

WITH

CONTEMPT PETITION (ST) NO. 6664 OF 2026

Suman Sachin Jain ...Petitioner

Versus

Maruti Nivrutti Navle ...Respondents

WITH

WRIT PETITION NO. 4731 OF 2026

Sharad S/o Santosh Patil ...Petitioner
Versus
The State Of Maharashtra Thr Its Secretary Higher And
Technical And Ors ...Respondents

WITH

WRIT PETITION NO. 3009 OF 2012

Sinhagad Technical Education Society ...Petitioner
Versus
Pune Municipal Corporation Through
The Commissioner Corporation Bhavan, And Ors. ...Respondents

WITH

CIVIL APPLICATION NO. 803 OF 2016

IN

WRIT PETITION NO. 1738 OF 2016

Pune Municipal Corporation Thr. The Commissioner ...Petitioner
Versus
Sinhgad Technical Education Soc. Through
President Prof. M.N. Navale ...Respondents

WITH

WRIT PETITION NO. 4786 OF 2026

Shrikant Shrimant Barkade ...Petitioner
Versus
The State Of Maharashtra Thro. Principal Secretary ...Respondents

WITH

WRIT PETITION NO. 4917 OF 2026

Anita Manoj Patki ...Petitioner
Versus
The State Of Maharashtra Throu. Principal Secretary,
Ministry Of Higher And Technical Education & Ors. ...Respondents

WITH

WRIT PETITION NO. 3983 OF 2019

Sinhgad Technical Education Society Thr.
Mr. M. N. Navale And Ors. ...Petitioners
Versus
State Of Maharashtra Thru. GP & Ors. ...Respondents

WITH

CONTEMPT PETITION NO. 225 OF 2026

Mayur Vishwas Chavan ...Petitioner

Versus
Maruti Nivrutti Navale
The Sinhagad Technical Education Society Through
Its President ...Respondents

WITH
WRIT PETITION NO. 5049 OF 2026

Sunita S Shintre And Ors. ...Petitioners
Versus
The President/Secretary
Sinhgad Tenchinal Education & Ors ...Respondents

WITH
WRIT PETITION NO. 8439 OF 2026

Deepali Tanaji Chikane ...Petitioner
Versus
The State Of Maharashtra Thru Secretary & Ors. ...Respondents

WITH
WRIT PETITION NO. 8437 OF 2026

Popat Tippana Patil ...Petitioner
Versus
The State Of Maharashtra Thr. The Secretary
Higher And Technical Education & Ors. ...Respondents

WITH
WRIT PETITION NO. 8438 OF 2026

Rajkumar Shivaji Jadhav ...Petitioner
Versus
The State Of Maharashtra Thru Secretary & Ors. ...Respondents

WITH
WRIT PETITION NO. 8474 OF 2025

Singhad Technica Education Society ...Petitioner
Versus
The City Engineer, Pune Municipal Corporation ...Respondents

WITH
WRIT PETITION NO. 8435 OF 2026

Raghvendra Prakash Gade ...Petitioner
Versus
The State Of Maharashtra Thr. The Secretary
Higher And Technical Education & Ors. ...Respondents

WITH
WRIT PETITION NO. 8433 OF 2026

Vijay Balasaheb Dhole ...Petitioner
Versus
The State Of Maharashtra Thr The Secretary & Ors. ...Respondents

WITH

WRIT PETITION NO. 8431 OF 2026

Jyoti Rajendra Deshmukh Alias Jyoti Nilesh Irabattin ...Petitioner
Versus
The State Of Maharashtra Thro. The Secretary ...Respondents

WITH

WRIT PETITION NO. 6407 OF 2026

Hitesh Kishor Muzumdar …Petitioners
Versus
The State Of Maharashtra Thro. The Secretary
Higher And Technical Education ...Respondents

WITH

WRIT PETITION NO. 6941 OF 2026

Chetna Abhishek Joel ...Petitioner
Versus
The State Of Maha. Thr. Principal Secretary
Ministry Of Higher And Technical Education & Anr. ...Respondents

WITH

WRIT PETITION NO. 8534 OF 2026

Maruti Govind Tupe ...Petitioner
Versus
The State Of Maharashtra ...Respondents

WITH

WRIT PETITION NO. 7082 OF 2026

Sachin Rajaram Kulkarni ...Petitioner
Versus
The State Of Maharashtra Thr.
Principal Secretary & Ors ...Respondents

WITH

WRIT PETITION NO. 6435 OF 2019

Sinhgad Technical Education Society Thr.
President And Trustee Mr. M. N. Navale & Ors. ...Petitioners
Versus
State Of Maharashtra Thr. GP High Court & Ors. ...Respondents

WITH

INTERIM APPLICATION NO. 2038 OF 2025

IN

WRIT PETITION NO. 6435 OF 2019

Sujata Sandip Agarwal & Ors. ...Petitioners
Versus
Sinhgad Technical Education Society & Ors. ...Respondents

WITH

WRIT PETITION NO. 8669 OF 2026

Shalini Rangnath Pradhan And Ors. ...Petitioners
Versus
Sinhgad Technical Education Society
Thr. Secretary & Ors. ...Respondents

WITH

WRIT PETITION NO. 8664 OF 2026

Mohan Bhimrao Yelpale ...Petitioner
Versus
The State Of Maharashtra Thr. The Secretary Higher
And Technical Education And Employee Dep. & Ors ...Respondents

WITH

WRIT PETITION NO. 8685 OF 2026

Reshma Sachin Shinde And Ors. ...Petitioners
Versus
Sinhgad Technical Education Society And Anr. ...Respondents

WITH

WRIT PETITION NO. 10702 OF 2022

Mr. Anant Ragunath More And Ors. ...Petitioners
Versus
State Of Maharashtra And Ors. ...Respondents

WITH

WRIT PETITION NO. 14440 OF 2025

Anjali Milind Pendse ...Petitioner
Versus
Sinhagad Technical Educaion Society And Ors. ...Respondents

WITH

INTERIM APPLICATION NO. 17381 OF 2023
IN
WRIT PETITION NO. 3914 OF 2016

Sinhgad Technical Education Society And Anr. ...Petitioners
Versus
Pune Municipal Corporation And Ors. ...Respondents

WITH

INTERIM APPLICATION NO. 17380 OF 2023
IN
WRIT PETITION NO. 3913 OF 2016

Sinhgad Technical Education Society And Anr. ...Petitioners
Versus
Pune Municipal Corporation And Ors. ...Respondents

WITH
INTERIM APPLICATION NO. 18229 OF 2023
IN
WRIT PETITION NO. 1738 OF 2016

Sinhgad Technical Education Soc Thr.
Its Duly Authorized Signatory ...Petitioner
Versus
The Pune Municipal Corporation Thr.
Its Commissioner And Ors. ...Respondents

WITH
CONTEMPT PETITION NO. 13 OF 2026
IN
WRIT PETITION NO. 6767 OF 2018

Ms. Kavita Tryambakrao Rangari ...Petitioner
Versus
Rajendra Ubale (the Joint Director Of Higher Education) ...Respondents

AND
CONTEMPT PETITION NO. 226 OF 2026

Reena Partha Nath ...Petitioner
Versus
Maruti Nivrutti Navale Thr. Its President
Sinhgad Technical Education Society ...Respondents

AND
WRIT PETITION NO. 2019 OF 2026

Rashmi Vishal Patil Alias Rashmi Kishor Patil ...Petitioner
Versus
The State Of Maharashtra Thr The Secretary
Higher And Technical Education And Ors. ...Respondents

AND
WRIT PETITION NO. 6252 OF 2026

Punam W/o Sunil Raskar ...Petitioner
Versus

The State Of Maharashtra Thr. Its Secretary
Higher And Tech. Education And Ors. ...Respondents

AND

WRIT PETITION NO. 6734 OF 2026

Sunil S/o Shivaji Raskar ...Petitioner

Versus

The State Of Maharashtra Thr. Its Secretary
Higher And Tech. Education And Ors. ...Respondents

AND

WRIT PETITION NO. 9150 OF 2026

Yogesh Laxman Nimbalkar And Ors. ...Petitioners

Versus

The President / Secretary, Sinhgad
Technical Education Society And Ors. ...Respondents

AND

WRIT PETITION (ST) NO. 12153 OF 2026

Dr. Aniruddha S. Kulkarni And Ors ...Petitioners

Versus

The State Of Maharashtra Thru Secretary And Ors. ...Respondents

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Mr. Vaibhav Ugle a/w Mr. Vikas Somawanshi, Mr. Prashant Mahajan for Petitioner in WP/6521/2025, WP/4786/2026, WP/4917/2026, WP/6941/2026.

Mr. Vaibhav Kulkarni a/w Prathmesh K. Deshpande for Petitioner in WP/10485/2025, WP/14440/2025, CP/225/2026, WP/5049/2026, WP/8669/2026, WP/8685/2026, CP/226/2026, 9150/2026.

Mr. Suresh Pakale, Sr. Adv. a/w Mr. Saurabh Pakale, Mr. Nilesh Desai i/b Padmaja Malgaonkar for Petitoner in CP/76/2026, CP/349/2026, CP/77/2026, CP/78/2026, CP/79/2026, CP/13/2026, CP/103/2026, CP/104/2026, CP/105/2026, CP/106/2026, CP/107/2026, CP/108/2026, CP/134/2026, CP/135/2026, CP/136/2026, CP/142/2026, CP(ST)/6664/2026, WP/2019/2026 and WP(ST)/12153/2026.

Mr. Pranav Bhoite for Petitioner in WP/6407/2026, WP/8431/2026, WP/8433/2026, WP/8435/2026, WP/8437/2026, WP/8438/2026, WP/8439/2026, WP/8534/2026, WP/8664/2026.

Mr. Maheshkumar S. Sonawane for Petitioner in WP/4731/2026.

Mr. Amar Chavan for Petitioner in WP/10702/2022 and 7926/2023.

Mr. Nandkumar Jiwade for Petitioner in WP/6252/2026 and 6734/2026.
Mr. V. P. Sawant, Sr. Adv. a/w Mr. Nitin Dhumal for Respondent STES and Mr.

M. N. Navale for in Contempt Petitions in all matters.

Ms. Anjali Helekar a/w Ms. Anu C. Kaladharan for R. No. 3 AICTE in WP/6407/2026, WP/8431/2026, WP/8433/2026, WP/8435/2026, WP/8437/2026, WP/8438/2026, WP/8439/2026, WP/8534/2026, WP/8664/2026.
Mrs. Neha Bhide, GP a/w K. B. Dighe, Addl. GP and Aditya Deolekar, AGP for State in WP No.6521 of 2025.
Mrs. Neha Bhide, GP a/w O. A. Chandurkar, Addl. GP and Aditya Deolekar, AGP for State in CP No.76 of 2026.
Mrs. Neha Bhide, GP a/w K. B. Dighe, Addl. GP and S. P. Kamble, AGP for State in CP No.77 of 2026.
Mrs. Neha Bhide, GP a/w P. P. Kakade, Addl. GP and Pooja Joshi Deshpande, AGP for State in CP No.78 of 2026.
Mrs. Neha Bhide, GP a/w P. P. Kakade, Addl. GP and V G. Badgujar, AGP for State in WP No. 6252 of 2026.
Mrs. Neha Bhide, GP a/w O. A. Chandurkar, Addl. GP and P. N. Diwan, AGP for State in WP No. 6734 of 2026.
Mrs. Neha Bhide, GP a/w O. A. Chandurkar, Addl. GP and P. B. Chavan, AGP for State in WP No. 9150 of 2026.
Mrs. Neha Bhide, GP a/w O. A. Chandurkar, Addl. GP and D. S. Deshmukh, AGP for State in WP (St.) No. 12153 of 2026.

CORAM: G. S. KULKARNI & AARTI SATHE, JJ.

DATE: 27 JULY 2026

P.C.

1. These are batch of petitions filed by the employees of the respondent - Sinhgad Technical Education Society (for short the "STES"). Also contempt petitions are filed by the employees alleging intentional disobedience of the orders passed by this Court by the STES.

2. In pursuance of an order dated 13 July 2026 passed by this Bench, the proceedings were placed before the Hon'ble the Acting Chief Justice for clubbing and assignment of the matters pertaining to the STES before one Bench. We are informed that the Hon'ble the Acting Chief Justice has assigned all these matters

to be heard by this Bench.

3. We have heard learned counsel for the parties for quite some time. There are large number of proceedings, namely the petitions filed by the employees. There are also proceedings which are filed by the institution against the State Government also there are number of contempt petitions filed by the employees. We however wish to give priority to the petitions which are filed by the employees whose grievances are in regard to non payment of the salaries for a very long period. The issues in such category of cases directly affect their livelihood. These are employees who are teaching and non-teaching employees.

4. In our order dated 13 July 2026, we had also made a brief reference to the litigation as resorted by the institution against the State Government in regard to the release of outstanding amounts towards the tuition fees of students belonging to the reserved categories, whose fees are reimbursed by the State Government. The STES is stated to have raised demand for such amounts in respect of the students who were admitted by its educational institutions and is asserting the reimbursement of amounts due and entitled to the institution in that regard. We are informed that the pattern is that either such amounts are credited to the account of the students who have paid the fees to the institution, or sometimes it is the institution which is directly paid by the State Government.

5. As urged at the Bar, in fact, all such issues were gone into by a co-ordinate Bench of this Court in the proceedings of Writ Petition No. 6765 of 2018 (Suman Sachin Jain and Ors. Vs. The State of Maharashtra and Ors.) and other connected matters, on which an order dated 17 July 2025 came to be passed. By such order,

this Court appointed the Joint Director of Education to delve on all such issues and take an appropriate position insofar as the payment of such outstanding amounts are concerned. From what has been informed to us, it appears that there were serious issues due to non-cooperation of the STES before the Joint Director. This is however disputed by Mr. Sawant, learned senior advocate appearing for the STES. We however, find that such non-cooperation was the subject matter of consideration in the subsequent orders passed by the coordinate Bench of this Court. Later in the present proceedings, we shall delve on all such issues so as to ascertain the actual scenario, but only after the Joint Director of Education who has been assigned the task and who is seized with the proceedings, places on record an affidavit setting out all details as to what had happened from 17 July 2025 till date on compliance with the Court's orders and the Court being explained why the issues could not be resolved despite one year having already passed, as expected in the said orders passed by this Court. We shall also examine the compliances of the orders passed by this Court, and more particularly, the order dated 18 March 2025, passed by a coordinate Bench of this Court and as modified.

6. Today Mr. Sawant has placed before us a list of 19 Writ Petitions and the companion contempt petitions which were filed in these matters to state that these petitions pertain to 772 employees who are no more in service i.e., either they have resigned or they have been terminated. According to the petitioner, 110 of them were terminated. It is stated that an amount of approximately 21 crores is due and payable to these employees / petitioners. Mr. Sawant, on instructions

states that STES would disburse such amounts to the said petitioners by 31 August 2026. The statement of Mr. Sawant is accepted. Mr. Pakale, learned senior counsel for the petitioner, however submits that although such amounts are payable, such amounts need to be accepted to have crystallized during the month of February 2026.

7. We find that there are contempt petitions pending on which show cause notices have been issued against the STES and its founders. As the Court is seized with the contempt proceedings, the statements on instructions as made by Mr. Sawant need to be placed on record by way of an undertaking on affidavit to be filed by the contemnor that such amounts would be paid to the 772 petitioners by 31 August 2026. Such affidavit be filed before the adjourned date of hearing and served on all the parties.

8. Insofar as the other petitioners who are presently in the employment of the STES and who have not been paid salary for more than 22 months, we shall consider the rival contentions on the adjourned date, after the affidavit of the Joint Director of Education is placed on record, which be filed on or before Monday (3 August 2026) as we propose to list these matters on 5 August 2026. Let the affidavit be served on all the parties not later than 3 August 2026. There shall not be any further extension for the Joint Director of Education to file such an affidavit. In this regard, we also sound a note of caution that the affidavit has to be a proper affidavit and which ought not to have any lacunae for any reason whatsoever, so that any shortcomings in the affidavit are not required to be attributed to concealing of any materials from the Court. Similarly, we permit the

petitioners to place on record an up-to-date, compilation of all the orders which the petitioners intend to rely on and any other materials in support of the respective contentions. A statement of the amounts due and payable to each of the petitioners be prepared in a separate sheet, incorporating the date from which the amounts had become due and payable and of any amounts which the committee appointed by this Court of Hon'ble Mr. Justice Rajesh Ketkar (Retired) has considered to be due and payable by the STES to the petitioners/employees.

9. Let all the relevant information in regard to the petitioners who as on date are in the service of the STES be furnished to the advocate appearing for the institution, so as to apprise the Court of the appropriate amounts payable to the petitioners. We would also want the advocate for the petitioners to prepare a consolidated statement of such amounts that are due and payable, which would correspond to the individual calculations for each petitioner.

10. We shall proceed to hear these proceedings on a day-to-day basis after the adjourned date and make an endeavour to put a quietus to this whole issue. We cannot countenance that employees who are supposed to be in educational institutions are required to spend their time in Court struggling to receive their salaries, the basic source of their livelihood/survival.

11. The parties are put to notice that not only the petitions which are filed by the employees for receipt of salary shall be taken up, but also the contempt proceedings. If the Court is satisfied that the payment of salary to the teaching and non-teaching staff, who are before the Court, is in any manner connected with and/or related to the receipt of the amounts from the State Government then

in such event the petitions filed by STES would also be required to be considered. If, after hearing the first set of petitions filed by the employees, we are of the opinion that the conduct of the proceedings filed by the institution and the proceedings relating to payment of salaries have no nexus whatsoever with the amounts which were to be received by the STES from the State Government, then an independent view would be required to be taken in the petitions filed by the teaching and non-teaching staff/petitioners, as also in the contempt petitions, while postponing the hearing of the petition filed by the institution against the State Government.

12. In this view of the matter, we direct that the contemnor shall remain present before the Court on the adjourned date of hearing, as he has already responded to the show cause notice issued under the Contempt of Courts Act, 1971 read with Article 215 of the Constitution of India.

13. Before parting, we find that the issues raised herein are quite serious, as they directly touch the livelihood of a large number of employees who are working with the institution. We also deeply regret to note the petitioners' submission that many employees including Class IV employees have committed suicide merely because they were not paid salaries by the STES, and in respect of which Criminal proceedings are stated to be pending.

14. It is on such backdrop, we may observe that the present proceedings cannot be considered to be any ordinary proceedings, as the issues involved, affect the livelihood of the employees of the institution. We believe that no institution can function in a manner which is prejudicial to the interest of its employees

and/or exploitative of the employees by not paying salaries. Fortunately, in the State of Maharashtra, although there are a large number of institutions, in our judicial journey, we are yet to come across any institution where employees have been perpetually subjected to hardship in regard to the non payment of their salaries. The non-payment of salaries is something which directly breaches the very basic fundamental rights guaranteed to the petitioners under Article 14 and 21 of the Constitution read with Article 19(1)(g) of the Constitution. No person or institution having regard to the rule of law, can so brazenly violate the rights of the employees in such a manner. This cannot be expected from any educational institution which is managing its affairs as per law. We shall delve on all such issues when we intend to pass final orders in the present proceedings bearing in mind the settled principles of law as laid down in the decisions of the Supreme Court.

15. With the aforesaid observations, stand over to **5 August 2026** at 3.00 p.m. To be listed along with Interim Application (St.) No.19373 of 2026 in WP No.10378 of 2022, WP No.20628 of 2026, WP No.20594 of 2026 and WP No.20518 of 2026.

16. Parties to act on an authenticated copy of the order.

17. The Joint Director shall also remain present in the Court.

18. All other matters which are required to be listed as assigned to this Bench be accordingly listed. The numbers of such matters be provided by the learned advocates, so that all these petitions can be listed on the adjourned date of hearing.

19. Insofar as Writ Petition No.4731 of 2026 is concerned, we direct the petitioner to approach the management within a period of two days from today. The institution shall thereafter take an appropriate decision to release part of the salary to the petitioner, as petitioner is in a precarious financial condition.

(AARTI SATHE, J.) **(G. S. KULKARNI, J.)**

Signed by: Kiran Kawre
Designation: PA To Honourable Judge
Date: 28/07/2026 21:35:41 **Kiran Kawre**