



केन्द्रीय विद्यालय संगठन  
KENDRIYA VIDYALAYA SANGATHAN  
18-संस्थागत क्षेत्र,  
18, INSTITUTIONAL AREA  
शहीद जीत सिंह मार्ग,  
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फ़ा. 11083-4/2018/KVS(HQ) (Admn.1)/ 2873

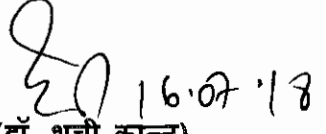
दिनांक: 13.07.2018

विषय : दिनांक 03.05.2018 को द्रोणाचार्य कक्ष में सम्पन्न केन्द्रीय विद्यालय संगठन की संयुक्त परामर्शदात्री तंत्र (Joint Consultative Machinery) बैठक का कार्यवृत्त ।

दिनांक 03.05.2018 को सम्पन्न केन्द्रीय विद्यालय संगठन की संयुक्त परामर्शदात्री तंत्र (Joint Consultative Machinery) की बैठक का कार्यवृत्त अध्यक्ष, संयुक्त परामर्शदात्री तंत्र, केन्द्रीय विद्यालय संगठन द्वारा अनुमोदनोपरांत संलग्न है ।

यदि कोई टिप्पणी हो तो दिनांक 25/07/2018 तक अधोहस्ताक्षरी को प्रेषित की जा सकती है ।

संलग्न : उपरोक्त

  
(डॉ. शची कान्त)

संयुक्त आयुक्त (कार्मिक) एवं सदस्य सचिव

वितरण:-

1. Sr. PPS to the Special Secretary (SE), MHRD & Vice-Chairperson, KVS.
2. PS to Joint Secretary & FA, MHRD, New Delhi.
3. PS to Chairperson, Central Board of Secondary Education, New Delhi.
4. Director & CWO, Deptt. of Personnel & AR, Room No.385, Lok Nayak Bhawan, New Delhi.
5. PS to Commissioner, KVS.
6. PS to Addl. Commissioner (Admn.), KVS.
7. Sh. M.B. Agarwal, General Secretary, AIKVTA.
8. Sh. Priyavart Chhikara, General Secretary, KVPSS.
9. Sh. S.K. Biswas, General Secretary, KEVINTSA.
10. Sh. S. R. Tiwari (KV OF Khamaria), President, AIKVTA & Member, JCM.
11. Sh. M. Murlikrishna, Member JCM, AIKVTA.
12. Sh. Yograj Chandeliya, President, KEVINTSA & Member JCM.
13. Deputy Commissioner, (EDP) KVS with the request to upload on KVS website.



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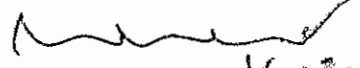
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Sub: Minutes of the meeting of the JCM of KVS held on 03/05/2018 in Daronacharya Kaksh , KVS(HQ) New Delhi

A Copy of the minutes of the JCM meeting held on 03/05/2018 duly approved by the Chairperson, JCM, KVS is enclosed.

Comments if any may be forwarded to the undersigned by 25/07/2018 positively.

Encl. As stated above

  
(Dr. Shachi Kant) 16.07.18

Joint Commissioner (Pers.) and Member Secretary

वितरण:-

1. Sr. PPS to the Special Secretary (SE), MHRD & Vice-Chairperson, KVS.
2. PS to Joint Secretary & FA, MHRD, New Delhi.
3. PS to Chairperson, Central Board of Secondary Education, New Delhi.
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11. Sh. M. Murlikrishna, Member JCM, AIKVTA.
12. Sh. Yograj Chandeliya, President, KEVINTSA & Member JCM.
13. Deputy Commissioner, (EDP) KVS with the request to upload on KVS website.

**Kendriya Vidyalaya Sangathan**  
**(Admn-ISection)**

**ATR ON THE MINUTES OF THE PREVIOUS JCM MEETING HELD ON 20.02.2017**

**Special Agenda: Discussion on Para 5(D) of KVS Transfer Guidelines**

Sl. No.	Agenda Point	Comments of KVS / ATR	Decision taken in JCM meeting held on <b>22.08.2017</b>
	<p>Kendriya Vidyalaya Non-Teaching Staff Association (KEVINTSA) has challenged para 5(d) of KVS transfer guidelines before the Hon'ble CAT, Ernakulam Bench vide OA No. 180/00214/2015.</p> <p>Hon'ble CAT, Ernakulam Bench, has passed the following order dated 06-12-2016 in OA No.180/00214/2015 filed by KEVINTSA:</p> <p><b>“Condition of service and work is a matter which comes under the scope of JCM. Hence applicants are directed to submit within 30 days an agenda item on the matter of transfer of non-teaching staff for discussion in JCM meeting. The respondents are directed to hold the JCM meeting within 60 days of receiving the agenda note and discuss and arrive at a mutually agreeable decision on the matter. This would be the best way in which both parties can state their case and arrive at a decision.”</b></p> <p>In compliance of Hon'ble CAT, Ernakulam Bench order dated 06-12-2016, General Secretary , KEVINTSA has</p>	<p>KVS has examined the issue as directed by the Chairperson in the light of circulars issued by the CVC and DoPT.</p> <p>KVS has withdrawn the Para 5(d) of KVS Transfer Guidelines which was challenged in the CAT Ernakulam Bench. Now, on the direction of the Central Vigilance Commission and orders issued by the DOPT <b>“to frame the transfer policy in all cadres”</b>, KVS has made the following provision in its transfer guidelines in Para 5(d):</p> <p><b>“Rotational transfer of employees working in sensitive posts in pursuance with the instructions issued by the Central Vigilance Commission circular no. 03/09/13 vide letter no. 004/VGL/090 dated 11.09.2013.”</b></p>	Discussed and dropped.

	<p>submitted agenda on para 5(d) of KVS transfer guidelines on 23-12-2016, which reads as follows:</p> <p><b>“Transfer of Non-teaching staff up to Assistant in KVs and other offices of KVS after completion of a tenure of 05 year in a KV and /or 10 years continuously on a station in the same post. Not more than 1/3<sup>rd</sup> of such employees shall be transferred in a year and further that the longest serving employee against this norm shall be transferred first.”</b></p>		
02	<p><b>The issues discussed during last two or more JCM and forcibly dropped may please be taken to <u>Compulsory arbitrations per proviso appended in Clause 14 of Appendices XLII(B) of KVS Education code. KEVINTSA demand these Six issues to be transferred to arbitration:</u></b></p> <p><u>Changing of Recruitment rule of non-teaching posts at par with DOPT norms as decided during 103<sup>rd</sup> BOG dated 30.11.2015 appended in Article 6(2). But the RR for the posts of LDC, UDC, Assistant and Section Officer are not being prepared / changed at par with DOPT till date. The same issue has been taken up five consecutive JCMs but of no use. <i>So the matter may be taken up to arbitration as per RSA Rules of KVS appended in Article 14 Appendix XLII (B) of KVS Education Code.</i></u></p>	Noted for compliance.	Discussed and dropped.

**Kendriya Vidyalaya Sangathan**  
**(Admn-I Section)**

**ATR ON THE MINUTES OF THE PREVIOUS JCM MEETING HELD ON 22.08.2017**

**A. AGENDA POINTS OF AIKVTA**

S.No.	Agenda points	KVS Comments	Decision taken in JCM meeting held on 03.05.2018
	<p><b><u>Implementation of 7<sup>th</sup> CPC and Bonus in KVS</u></b></p> <p>There is as great dissatisfaction and disappointment amongst all KVS employees for non implementation of VII CPC so far.</p> <p>It is strongly requested to strengthen the efforts for an early implementation of the same.</p> <p>The employees of the Sangathan are also waiting for the Bonus for year of 2015-16 which needs appropriate attention too.</p>	<p>(i) The matter has been pursued with MHRD. It is intimated by US, MHRD vide letter No.F.3-60/2016-UT-2 dated 4.10.17 that payment of ad-hoc bonus to employees of KVS would be admissible only after issue of specific orders by the Department of Expenditure extending these benefits to the autonomous bodies.</p> <p>So far no order regarding bonus has been received.</p> <p>(ii) As regards payment of allowances as per 7<sup>TH</sup> CPC, KVS has implemented the same vide letter No. 110115-3/2017-KVS (Admn-I)/Vol. III dated 03.11.2017.</p>	<p>(i) The Chairperson directed the KVS to take up the matter regarding grant of Adhoc Bonus with Financial Advisor of the Ministry of HRD and Joint Secretary (Department of Expenditure). The Commissioner, KVS to accompany the Special Secretary (SE) to expedite the matter with Department of Expenditure.</p> <p><b>Action by: JC (Pers.)</b></p> <p>(ii) Discussed &amp; dropped.</p>
	<p><b><u>Transfer Policy-2017 &amp; Re-organization of Regions for Zonal System</u></b></p> <p>Every year transfer guidelines are announced and the schedule for transfer is released which is hardly adhered to.</p>	<p>KVS has already created a dedicated email ID for transfer related matters i.e. kvsonlinetransfer@gmail.com</p>	<p>Discussed &amp; dropped.</p>

- An employee must be transferred to a KV where there is a clear vacancy irrespective of transfer counts and overriding condition of one year tenure. The one year tenure must be abolished.
- The grievance redressal (PR Cell) with regards to transfer representations must be one of proactive rather than retributive.
- For counting displacement counts the 100 Km radius of the working spouse has not been mentioned in the New Transfer guidelines-2017 which must be incorporated to.
- The condition for the request transfer of an employee under para 9 sub para II must not be enforced in respect of the employees who have not got their First place of choice though 05 (Five) choices have been filled in by the employee.
- During the formation of Zones the Socio-Geographical conditions have not been paid adequate attention which needs an early redressal /reorganisation. In such formation the neighbouring KVs have been left out and another far-flung KVs have been irrationally included.

<p><b><u>Grant of 30 % HRA to KV AFS Wadsar (Ahmedabad Region) &amp; 20 % HRA to KV Sevoke Road (New Jalpaiguri) Guwahati Region.</u></b></p> <p>At both the stations the employees of other Central Govt. Establishments (Civil &amp; Defence) are in receipt of HRA at said rates. The KVs &amp; Regional Offices have already submitted the requisite papers. AIKVTA has also submitted the necessary papers in this regards for an early decision.</p>	<p>1. Approval for drawl of HRA at par with Ahmedabad City rate has been granted by competent authority and conveyed vide letter dated 26.04.2018.</p> <p>2. As regards Sevoke Road, the proposal along with required documents such as Dependability Certificates issued by concerned District Magistrate has been received from Regional Office Kolkata. Some clarification has been asked from Regional Office Kolkata.</p>	<p>1. Discussed and dropped.</p> <p>2. The Chairperson directed to take up the matter on priority and resolve the issue.</p> <p><b>Action by: JC (Fin.)</b></p>
<p><b><u>EL against long programmes like Bharat Scout &amp; Guide Training, Extra Classes, CPPDPT, Seminars &amp; workshops</u></b></p> <p>There is a prejudiced term for the teachers as 'Vacational Staff ' but their Breaks &amp; vacations are hindered and spoiled on the name of such programmes every year, i.e., Bharat Scout &amp; Guide Training progrmmes are organized for seven days (why seven days only) . In the same way many other activities organized for less than 10 days. Some Principal are engaging the teachers for the extra classes deliberately for less than 10 days. AIKVTA requests that such</p>	<p>1. The duration of Scout &amp; Guide Courses is fixed by BS&amp;G Headquarter. KVS can neither reduce nor increase the duration. Therefore, BS&amp;G Courses cannot be made for 10 days, just to entitle the teachers for proportionate earned leave.</p>	<p>1. The Chairperson directed the KVS to place the matter for grant of Compensatory Leave before the Finance Committee/BoG for consideration (if the duration of workshop/course is less than 10 days).</p> <p><b>Action by: AC (E-II/III)</b></p> <p>2. Discussed and dropped.</p>

<p>programmes should be either for 10 days so that the teachers can get proportionate EL or KVS should amend the Accounts /Education code to improvise the admissibility of EL for the duties rendered by the teachers for 05 days or more than 05 days.</p> <ul style="list-style-type: none"> <li>• The teachers attended CPPDPT programme during the Breaks &amp; Vacations have not been credited EL by so many Principals.</li> <li>• Similarly, the teachers going for the examinations of the said programme must be given TA/DA as per KVS Rules since the said programme is conducted by KVS.</li> </ul> <p>It is strongly requested that a clear guidelines regarding the entry of EL &amp; TA/DA against the CPPDPT training during Breaks &amp; Vacations should be circulated promptly.</p>	<p>2. As regards CPPDPT Programme, the teachers are entitled for proportionate earned leave. Instructions to this effect are already in vogue. However, instructions afresh were issued vide KVS letter dated 25.04.2018 with the direction to credit proportionate earned leave to all such teachers who have attended the CPPDPT Course. The above letter dated 25.04.2018 also contains instructions to the effect that the teachers shall be granted Compensatory Leave for attending term end examination of CPPDPT.</p>	
<p><b><u>CHILD CARE LEAVE &amp; Vacation Salary</u></b></p> <p>The GOI has introduced "CHILD CARE LEAVE" in the pattern of Maternity leave to encourage women employees to continue with their jobs alongwith their prime duty of Child rearing since, their representation in Govt. Jobs are still meager.</p>	<p>Instructions were again issued on 21.08.2017. Since KVS has not put any over-riding conditions, the matter discussed and dropped.</p>	<p>1. <b><u>CHILD CARE LEAVE</u></b> Discussed and dropped.</p> <p>2. <b><u>VACATION PAY</u></b> The Chairperson directed <b>the KVS</b> to examine the matter on file and submit the same for perusal of the Chairperson. <b>Action by: JC (Pers.)</b></p>



<p>No department should unnecessarily frame any overriding conditions dissuading the women employees to forgo their Jobs at their time of child rearing. In fact Maternity Leave and Child Care Leave are identical in nature and granted for the same purpose and objectives. Hence, both leaves are at par with each other. It is acceptable that no women employees should sit on Child Care Leave without prior sanction of the same but it is not proper to withhold their vacation salary on the grounds of availing Child Care Leave during the year.</p> <p>“There is no such overriding condition in any other Center Govt. establishment / Departments. “ Hence, said overriding condition must be amended instantly.</p>		
<p><b><u>Summer Vacation in Raipur, Bhubaneswar Region etc</u></b></p> <p>The summer vacations in the said Regions were in consonance with the extreme climatic conditions in the past but for 2-3 years the same has been disturbed in an illogical and irrational manner. In the said Regions the month of June is much hotter than April but due to administrative haughtiness the</p>	<p>KVS vide its letter No. F. 110334/1/2016-KVS (HQ)/ Acad dated 09.04.2018 has requested India Meteorological Department to provide inputs in this regard.</p>	<p>Discussed and dropped.</p>

<p>Vidyalayas in the said Regions are closed in the month of April for Summer Vacations and reopened in scorching unbearable heat waves of June.</p> <p>AIKVTA has been requesting to shift the Summer Vacation from April – May to May-June which has not been heeded to so far.</p> <p>In this regard, AIKVTA again requests to kindly get the factual data from the Metrological Deptt. of the said Regions and decide to shift of Summer Vacation on actual heat wave conditions.</p>		
<p><b><u>Victimization of AIKVTA Office Bearers</u></b></p> <p>The harassment of AIKVTA Office bearers by the Principal and KVS authorities should be stopped immediately. In fact, these Office Bearers are the real teachers too who are doing their best in their Classrooms alongwith helping the smooth and harmonious relationship between the teachers and administration.</p> <p>It has been observed that the Principal and authorities initiate a negative assessment even on the false and fake complaints by the Principals or arranged by the</p>	<p>Already discussed in the previous meeting held on 22.08.2017.</p>	<p>No action is required.</p>

Principal through the parents when such Office Bearers do not succumb to their illegal pressures to hide the truth and irregularities committed by the Principals.

It has been observed that the Office bearers are penalized and transferred without proper inquiry and imputation of Charges which is highly objectionable i.e

- The President AIKVTA Jabalpur Region was CENSURED without serving any Charge sheet four hours prior to her own retirement by Mrs. H Sanhotra, The then Deputy Commissioner KVS RO Jabalpur where the illegal order of CENSURE has not been withdrawn in spite of Appeal.

- In the same manner, The General Secretary AIKVTA of Jammu Region has been transferred under para 7 (e) of the transfer guide lines without any inquiry / Charge sheet.

AIKVTA strongly Appeals that before invoking such harsh punishments to the Office Bearers of AIKVTA, The General Secretary AIKVTA HQ must be taken in confidence.

<p><b><u>Conduct of RJCM Meetings</u></b></p> <p>The Deputy Commissioners who are supposed to implement the provisions of Education Code and the decision of KVS are themselves seen flouting the rules and regulation regarding constitution of RJCM and smooth conduct of RJCM meeting as per the provisions of Education Codes.</p> <ul style="list-style-type: none"> <li>• As Education Code envisages, RJCM is a body at Regional level that can fruitfully be used to develop a smooth and harmonious relationship between the Administration and the staff.</li> <li>• In previous JCM meetings there was a clear direction to all the Deputy Commissioners to conduct RJCM meeting as per the provisions of Education/ Accounts Code of KVS.</li> <li>• It has been noticed that in many Regions, i.e, Raipur/ Kolkata/ Bhubaneswar/ Bhopal / Bangalore etc. RJCM meetings are not at all called for.</li> </ul> <p>AIKVTA requests that the Deputy Commissioners of the Regions should be instructed clearly to conduct the RJCM meetings at regular intervals with proper</p>	<p>Already discussed in previous meeting held on 22.08.2017.</p>	<p>No Action is required.</p>
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<p>intimation to KVS HQ and GS AIKVTA HQ.</p> <p>It is also requested to circulate ATR after the such meetings with its proper implementations.</p>		
<p><b><u>Timely Advance / payments of personal Claims i.e. TA/DA Bills, Medical Bills, Payment of CEA, LTC Bills, Salary Slips etc.</u></b></p> <p>Despite of clear guidelines given by KVS HQ for timely payment of personal claims it is still not passed timely and delayed up to 10-12 months.</p> <ul style="list-style-type: none"> <li>• Each Office must maintain a receipt register of all personal claims.</li> <li>• All personal claims must be passed as per sequence of its deposit date. AIKVTA Requests that a clear direction to all KVS must be issued and its compliance be ensured.</li> <li>• Many KVs are still not issuing salary slips to their employees in spite of repeated direction given to them by KVS Authorities. Salary slips, if given by the KVs, are given in the chit-size. AIKVTA requests that the salary slips should be given in A4 size/ half of A4 paper size instead of Chit- size with round seal</li> </ul>	<p>Instructions were issued to all ROs/ZIETs vide Office Order No. F.11044/4/21/2008-KVS (Estt.1) dated 08.07.14. The same has been reiterated vide letter dated 05.04.18. or strict compliance.</p>	<p>The Chairperson directed the KVS to prepare the final statement of requirement of funds for reimbursement of RTE, TA/DA and Medical claims, CEA, LTC bills and take up the matter for obtaining sufficient funds out of total grant of MHRD. Specific cases of personal claims of employees pending, if any, may be reported to KVS by all Service Associations.</p> <p>Regarding issue of salary slips to the staff, the Chairperson directed the KVS to issue salary slips to its employees every month.</p> <p><b>Action by: JC (Fin.)</b></p>

<p>of Vidyalaya.</p> <ul style="list-style-type: none"> <li>• There should be a declaration by the office in the end of the month that S.No..... to ..... No. have been settled in this month.</li> </ul>		
<p><b><u>Distribution of Annual Subscriptions of AIKVTA as per Bye-laws/ Memorandum of AIKVTA.</u></b></p> <ul style="list-style-type: none"> <li>• As per Bye Laws of AIKVTA, the amount of membership deduction from the salary of July every year should be divided into three equal parts i.e 1/3<sup>rd</sup> share each in three ways. 1/3<sup>rd</sup> part should be disbursed to the Unit Secretary of the concerned Vidyalaya and 1/3<sup>rd</sup> part should be sent to the Regional Gen. Secretary of the Region &amp; remaining 1/3<sup>rd</sup> part should be sent to the Central Body of AIKVTA.</li> <li>• It is very relevant to mention that Association should know the number of its members of each KV every year as per the membership deduction in the month of July. It has been experienced that many KVs do not provide their information even after repeated requests by the Gen. Secretary. Therefore, AIKVTA suggests that the</li> </ul>	<p>The issue has been examined. Standing instruction is already there. However, associations may bring specific cases to the notice of KVS Hqrs. For the needful.</p>	<p>Discussed and dropped.</p>

soft copies of the pay bill in the month of July by quoting the membership deduction and the name of Association should be sent to all General Secretaries of concerned Association by E-mail.		
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**B. AGENDA POINTS OF KEVINTSA**

S.N..	Agenda point	KVS Comments	Decision taken in JCM meeting held on 03.05.2017
	<p><b>Transfer of office bearers without any inquiry amounts to Victimisation for joining KEVINTSA and obeying RSA Rules 1994 of KVS. Seeking an independent departmental fact finding inquiry with a member from KEVINTSA in the team on priority basis.</b></p> <p>In KVS democracy is apparent but dictatorship by few is reality. Two instances can prove the statement.</p> <p>1. Forced transfer of <b>Shri Yograj Chandelia</b>, Sub-Staff who is the National Vice President of KVS and sole representative from KVS Non-teaching staff posted in New Delhi, has been sudden displaced from KV Preet Vihar to KV DL Meerut without assigning any reason to the employee/ Association. <b>When the whim of a Principal is final verdict in KVS democracy cannot sustain.</b> Whenever Non-teaching cadre handling any responsibility, points towards any irregularities committed by a Principal, the gentleman lodge complaint against his subordinate and that poor fellow is transferred. These actions are hampering inter personal relation between employee and Officers in KVS.</p> <p>2. Forced transfer of RJC Member of Jaipur region Shri Ajay Kaushal, SSA. The honest employee has been transferred only for his daring action he has taken by raising objection on installing CCTV in ladies staff room when he was at KV No.2 Ajmer. The peculiar thing about the instant case is that the note sheet of KVS HQ by which the employee has been transferred from KV 2 Ajmer to KV Anoopgarh bears the mention that the employee is asking RTI too much. Is it not</p>	<p>Already discussed and dropped in previous meeting held on 22.08.2017.</p> <p>Cases of transfer of Yograj Chandelia, Substaff and Ajay Kaushal, SSA were examined and put up for the perusal of the Commissioner, KVS. Both the employees have been transferred on administrative ground and transfer orders have been found in order.</p>	<p>No action is required.</p> <p><b>1 &amp; 2</b> Discussed and dropped.</p>



	<p>the restriction of Fundamental Rights??? As on date there is a post of SSA is lying vacant in <b>KV Nasirabad under Ajmer Station.</b></p> <p><b>KEVINTSA demands</b></p> <p><b>a. An independent inquiry to both the cases. The committee should have a representation of KEVINTSA.</b></p> <p><b>b. Restoration of the employee to the same KV or nearby from where they have been transferred in violation of all norms.</b></p> <p><b>c. The Principal, KV PushpVihar, New Delhi whose action is under the frame of doubt may be put out of all sorts of committees of KVS.</b></p>		
	<p><b>Redesignation/renaming of ministerial posts at par with DOPT request for analogous pay for ASO &amp;SO working in KVS. Pay structure and RR needs urgent amendments. The same matter is being assured since JCM dated 27.06.2015.</b></p> <p>Pay structure of ASO and SO in KVS and parity with CSS cadre /DOPT.</p> <p>a. As per the pay structure developed for CSS cadre the grade pay of ASO is 4600/- and Section Officer is Rs.4800/-. When KVS in its 103RD BOG (Agenda point No. 6(2)) has accepted to the RRs of posts in KVS would be at par with DOPT the pay structure should also be taken care of. KEVINTSA demands to initiate immediate steps to grant higher pay scale for ASO and SO of KVS.</p>	<p>a). KVS vide its Office Memorandum F.11029-17/2010-KVS/(HQ)/(Admn.I) dated 26.12.2016 has re-designated the post of Assistant, UDC &amp; LDC as ASO, SSA &amp; JSA without any financial upgradation.</p>	<p>a). Discussed and dropped.</p>

<b>Recruitment rules of ASO and SO in KVS and parity with CSS cadre / DOPT.</b>			b) Tentative schedule of promotion for the year 2018-19 has been prepared. The matter pertaining to Recruitment Rules is under consideration with the Recruitment Rules Review Committee, KVS.	The Chairperson directed the KVS to complete the process of revision of Recruitment Rules by September, 2018. <b>Action by: JC (Admn.)</b>
<b>Name of the post in KVS</b>	<b>As per the Recruitment Rule (Existing RRs)</b>	<b>As per the Rules in DOPT</b>		
Junior Secretariat Assistant	10% by promotion from Sub-staff 90% by direct recruitment	85% Direct Recruit 10% LDE from Sub-Staff 5% Seniority cum-fitness		
Senior Secretariat Assistant	50% by Direct 50% Promotion	33.1/3% Direct 33.1/3% Limited Departmental from JSA. 33.1/3% Seniority cum-fitness		
Assistant Section Officer	66 2/3% by promotion. 33 1/3% by Direct Recruitment through open competition.	33.1/3% by Direct 33.1/3% by Promotion 33.1/3% by Limited Departmental Examination		
Section Officer	100% by Limited Departmental Competitive Examination.	20% - Direct Recruitment 80%- Seniority cum-fitness.		
<b>Transfer guidelines to be read with Reorganization of ZONES - Seeking amendments</b> KVS has again taken a good step in a wrong manner. The Zonal system of transfer and appointment policy is an appreciable act but acted in adverse manner against its			Already discussed and dropped in the meeting held on 22.08.2017.	No Action is required.



<p>employee. The following proposals with justification</p> <p><b>1. KEVINTSA demands to keep the Regions as it was before the formation of notional zone.</b></p> <p><b>2. The notional zone as created should also have a Zonal Seniority list and on changing the zone on request he/she would have to sacrifice seniority to the post.</b></p> <p>3. Today after reorganization of Zones had imposed 71 KVs under Jaipur Region (proposal for another 4KVs is waiting for opening), 62KVs under Kolkata, Hyderabad, Mumbai and 55 under Chandigarh 56 KVs under Guwahati in comparison to 20KVs under Silchar Region and 29KVs under Tinsukia Region. The distribution or reorganization is not at all scientifically done and must be stalled.</p>	<p><b>1 to 3</b></p> <p>On 21.01.2018, KVS has forwarded a proposal to the MHRD regarding creation of four Regional Offices, one each at Shimla, Jodhpur, Amaravati &amp; Nagpur.</p>	<p><b>1 to 3</b></p> <p>Discussed and dropped.</p>
<p>4. The provision of 10 years stay on getting the Request transfer may be cut short to 5years.</p>	<p>4. With a view to provide more stability to employees to serve at place of choice for longer period, the proposal is found encouraging.</p>	<p>4. The Chairperson directed that if an employee is transferred to a Vidyalaya of his/her first choice, he/she may not be transferred from there on request up to 10 years.</p> <p>The Chairperson, further, directed that from the Academic Year 2019-20, the</p>

			number of choice stations should be reduced from 05 to 03. <b>Action By: AC (E-II/III)</b>
	5. It is now confusion state of policy how the 5d and 9(ii) of the same transfer guidelines. Both the clauses are ambiguous and requested for set aside.	5. Para 5(d) talks about rotational transfer of those employees who are dealing with sensitive matters. Whereas, Para 9(ii) deals with the period of request transfers. Therefore, there is no ambiguity/contradiction in these two paras.	<b>Points No. 5 to 8</b> Discussed and dropped.
	6. Now, at the present scenario of KVS Current Transfer guidelines how can Article 8 (under 40) and 9(ii) (no transfer within 10years on getting requested place of posting) can run concurrently. It has been demanded to make 3-5Years in lieu of 10years.	6. Para 8 deals with the administrative transfer of employees to hard stations who have not completed a tenure in hard station. Whereas, Para 9(ii) deals with the period of request transfers. Therefore, there is no clash/contradiction in these paras.	

	<p>7. No transfer should be allowed to any employee who has been transferred under Clause 9 (iii) not even under Clause 7(a-e).</p>	<p>7. Para 9(iii) deals with the transfer of newly appointment staff, they are not eligible for applying request transfer before completion of 3 years at the place of first posting.</p>	<p style="text-align: right;">6</p>
	<p>8. As per the direction of Hon'ble CAT the decision on Clause 5(d) may be arrived only after judicious decision and mutual agreement in JCM. But since KEVINTSA neither thinks the Clause 5(d) as a judicious decision nor any mutual agreement has been arrived at JCM dated 20.02.2017. But KVS has implemented the Clause in the forthcoming Transfer Guideline which is sheer case of <b>contempt of Hon'ble CAT direction and JCM decision as well given on 06th Day of Dec 2016 and 20th Day of Feb 2017 respectively.</b></p>	<p>8. KVS has already withdrawn the Para 5(d) of KVS Transfer Guidelines which was challenged in the Hon'ble CAT. Therefore, there is no need of discussion or mutual agreement between associations and official sides in the JCM. New Para 5(d) is totally different and has no relation with the old Para 5(d).</p>	
<p>4.</p>	<p><b><u>Status of KVS needs to be decided - Whether a KVS employee is a Government Employee or not. KVS should develop its own pay structure and generate fund. But rather Education as imparted by KVS is not a business hence it is proposed to make KVS a Central Government Organisation</u></b></p>	<p>Already discussed and dropped in meeting held on 22.08.2017</p>	<p>No Action is required.</p>

The employee of an Autonomous body organization are not the Government Employee, has been pinpointed by Govt. of India while declaring 7<sup>th</sup> CPC for Autonomous Body Organization. KVS is a leading Educational Organisation spreading length and breadth of our country caters to the educational need of Central Government Employee and to general citizen of India as well. But aspect differ a KVS Employee from a Central Government Employee?? With the analogous designation and lower pay scale KVS either should initiate steps to decide KVS as a purely Central Government Organization or should decide with a separate Pay scale as being done by organization like CBSE, NCERT, CSIR etc. **In the present scenario**

**a.** KVS employee are following CCS (CCA) Rules 1965, CCS (Conduct) Rules 1964 getting the fund of payment from Central Government Consolidated fund / exchequer. All pay rules are being followed at par with Central Government Rules.

**b.** As per the statement of KVS, Ministry of HRD/MOF has refused certain benefits like NFSG, timely payment of VIith CPC and Adhoc Bonus which are being paid to KVS employee at par with Central Government employee till 2015.

**c.** All sort of duties being imposed on KVS Non-teaching employee are far more responsibilities apart from similarly placed Central Government employee of CSS / CSSS cadre.

**d.** Today when KVS is not bothering to impose duty of a non-teaching staff employed in KVS at par with similarly placed employee of CSS/CSSS then either duties be made at par or pay would be decided at par with duty being done by a non-teaching staff of KVS.

**It is proposed that**

1. Please initiate steps to make **KVS** a purely Central Government department.
2. Develop pay scale and duty chart at par with CSS/CSSS cadre.
3. Quash all the orders / rules exclusively developed by KVS like from 81(a to d) which are having ambiguity and need further discussion.

OR

4. If the above points be unacceptable please arrange to develop separate pay structure of KVS of its own to pay MACP to Teaching staffs of KVS and NFSG for Non-teaching.
5. Overtime or Extra Duty Allowance as described in Labour Law and Article 43A of Constitution of India may be enacted in KVS as well. **Article 43A of the Constitution, inserted by the Forty-second Amendment of the Constitution of India in 1976, created a right to codetermination by requiring the state to legislate to "secure the participation of workers in the management of undertakings".**

5. **Re-employment of Retired KVS employee- Since the matter is pending in KVS since 2012 the issue may be taken up in the next BOG.**

**KVS employee can be distributed in three main categories a. Officer Cadre b. Teaching cadre c. Non-teaching cadre. Whenever there are vacancies in teaching posts the teachers on contract being deployed. KVS non-teaching employee also works for the students though, indirectly. But when the non-teaching vacancies are not being filled with part time which KEVINTSA is demanding since long. KVS has stalled all appointment process for non-teaching cadre. The in system is insisting to violation of labour law by**

Already Discussed and dropped in a meeting held on 22.08.2017

No Action is required.

	<p>double duty.</p> <p><b>a. The Apprentices Act, 1961 states that</b> the daily hours of work of an apprentice shall not be more than 8 hours per day and weekly hours not less than 40 hours but not more than 45 hours. However, a short term apprentice may however be engaged to work up to a maximum limit of 48 hours per week.</p> <p><b>b. Under Sec. 33 of Minimum Wages Act, 1948 it is mentioned that for overtime wages are to be paid at the rate of twice the ordinary rates of wages of the worker.</b></p> <p>The basic duty hour of KVS has been developed on this module but violated in many instances.</p> <p>When the system is not being followed in KVS, the formulae for reemployment of retired experienced hands of KVS may be allowed to be deputed on contract basis on fixed pay of Rs. 30,000.00. During the last JCM the same matter was discussed and Honorable Commissioner, KVS appreciated the proposal whole heartedly. But till date no action has been taken yet. The matter has been discussed in JCM dated 25.07.2012 KEVINTSA Agenda Point No.7 and even in the last JCM as well. But action is pending since then. The system already prevails in KVS HQ New Delhi and other orders are being given on pick and choose method</p>		
6.	<p><b><u>Revised Seniority list for all the posts especially for Sub-staffs and other Non-teaching posts</u></b></p> <p>KVS is granting promotion to Sub-staffs on the basis of Seniority list prepared / released on 22.02.2012, LDC and UDC(renamed as JSA&amp;SSA) – 31.03.2013. In the age of e-governance sincere effort of extending benefits and welfares to KVS employee is lacking behind. Immediate direction may be issued for updating of seniority list for all the posts of</p>	<p>The seniority list of UDC, LDC, Stenographer Grade-I, Stenographer Grade-II and Sub-Staff as on 01.01.2016 and seniority list of Hindi Translator as on</p>	<p>Discussed and dropped.</p>





	teaching as well as Non-teaching staffs.	01.01.2017 have been uploaded on KVS website.	
7	<p><b><u>Framing of a committee headed by Secretary MHRD or Hon'ble Chairperson JCM to assess all the court cases decided by Court but implementation deferred by KVS. Humbly demanding time from Hon'ble Chairperson for the purpose.</u></b></p> <p>1. The OA 60/2008 which was disposed of by Hon'ble CAT, the decision therein, has been upheld by Hon'ble High Court of Kerala by dismissing the Writ Petition WP(c ) 8495/2009 filed by KVS under Article 226. Dismissal of WP(C)8495/2009 filed by KVS before the Hon'ble High Court of Kerala against the decision on OA 60/2008- regarding granting of 1st and 2nd ACP to illiterate erstwhile Group Ds – Request for issue of orders.</p>	<p>1. Approval of the Commissioner, KVS for compliance of Hon'ble High Court of Kerala at Ernakulam order dated 24.05.2016 has already been conveyed to the DC, KVS, RO Ernakulam vide letter No. F. 17065/39/2008-KVS(L&amp;C) dated 06.06.2017. The DC, KVS, RO, Ernakulam has already implemented the above order and accordingly the Arrears of Pay &amp; Allowances and revised terminal benefits have been released to the applicants through the concerned Principal.</p>	<p>The Chairperson desired that the Service Association may be advised to provide the copy of judgment passed by Hon'ble High Court of Kerala.</p>
	<p>2. Implementation of direction given by Hon'ble CAT Madras while disposing OA 310/00912/2015 dated 21.10.2016. But KVS is waiting for getting a contempt case filed against them for some mysterious reasons.</p>	<p>2. In compliance of Hon'ble CAT Madras Bench order dated 21.10.2016 in OA No. 310/00912/2015, the DC, KVS, RO Chennai</p>	<p>Discussed and dropped.</p>

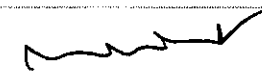
		<p>vide its Memorandum No. F. 17065//OA 310/00912/2015 /KVS (CHER)/2016-17 dated 13.02.2017 considered the representation of the applicant i.e. Smt. M. Padmavati, ASO, KV, OCF Avadi regarding grant of financial upgradation under ACP scheme but the same could not be acceded to in the light of the decision conveyed by the Ministry of HRD in consultation with DoP&amp;T and Department of Legal Affairs vide their letter dated 20/23.12.2016.</p>	
	<p>3. Other cases like Seniority list of Assistant filed by KEVINTSA in CAT Ernakulum has been decided in favour of KEVINTSA against which KVS has moved on to Kerala HC which is illegal.</p>	<p>3. In OA No. 1048/2011 filed by KEVINTSA &amp; Other Vs. KVS regarding seniority of Assistants, the Hon'ble CAT Ernakulam Bench vide order dated 18.12.2012 has allowed the OA with the direction to continue to</p>	<p>Discussed and dropped.</p>

maintain seniority of the applicants and further to grant all consequential benefits emanating there from including promotion.

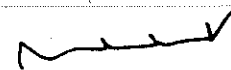
KVS challenged the Hon'ble CAT order dated 18.12.2012 by filing an appeal (O.P./CAT 2315/2013 before the Hon'ble High Court of Kerala and the Hon'ble High Court, after hearing, admitted the case and ordered to maintain status quo as on date.

KVS has taken up the matter from time to time with the KVS Counsel and our Counsel has filed application before the Hon'ble High Court of Kerala for early hearing and get final disposal since the issue is pending for more than three years keeping in view of the interest of the legitimate employees due for

		promotion but due to not filing of reply statement from KEVINTSA side, the matter could not be heard and is still lying pending.	
8.	<p><b><u>Seeking time bound solution on implementation of agreed agenda points. Request to allot specific dates for implementation of the orders / decisions taken in JCMs</u></b></p> <p>1. Implementation of TA/DA to the KVS employee attending LDE and other examinations conducted by KVS. Pre-JCM dated 15.09.2015 minutes vide letter no.F.11029-3/2011-KVS (Admn.)R.S.No13 (S.No. 14) appeared on page 11. But till date no action has been issued. Date on which KVS will issue the order.</p>	1. Already discussed and dropped in the meeting held on 22.08.2017	1. No action is required. However, the Chairperson directed KVS to examine the matter on file regarding payment of TA/DA (2 <sup>nd</sup> Class Sleeper Railway fare) to its employees appearing for Limited Departmental Examination. <b>Action by: JC (Fin.)</b>
	2. Conversion from CPF to GPF- KVS should reach to finality to the issue for the welfare of KVS employee which all is in very few numbers. When KVS can develop its own KVSEWS away from CGEGIS why the pay scale or other should be	2. The eligible cases of CPF optees are being considered for conversion from CPF to	2. The Chairperson directed the KVS to provide a list of



	developed. KEVINTSA POINT NO. 8 of KVS JCM AGENDA DATED 04.02.2014. JCM dated 25.07.2012 ( KEVINTSA Point No.10), JCM dated 18.10.2012(Point No.10), JCM dated 04.10.2013 (Point No. 9(10))	GPF as per Ministry of HRD letter dated 08.12.2016. <b>61 cases</b> have been settled up to 01.05.2018. 203 cases as on 01.05.2018 are yet to be scrutinized.	cases disposed and under examination to all Service Associations by 30 <sup>th</sup> June, 2018. Assistant Commissioner (Fin) to complete the task by 30 <sup>th</sup> June, 2018. <b>Action by: JC (Fin.)</b>
	3. Payment of honorarium for additional duties like preparation of Annual Accounts, Duties related to Appointment of teachers/ NTS in KVS, deputation duties. It has been decided to consider these cases on case to case basis. JCM Dt. 28.10.2014 KEVINTSA Point No. 13.	3. Already discussed and dropped in the meeting held on 22.08.2017	3. No Action is required.
	4. Display of lists on KVS Website has been decided during Pre-JCM dated 15.09.2015 and thereafter 20.02.2017	4. Already discussed and dropped in the meeting held on 22.08.2017.	4. No Action is required.
	5. Defense Assistant in KVS – To exempt the provision for taking defense Assistant compulsorily from KVS employee. Decided in JCM dated 27.05.2016 (point No. 5 of KEVINTSA) but no action has been intimated.	5. Already discussed and dropped in the meeting held on 22.08.2017.	5. No Action is required.
	6. All decisions taken on KEVINTSA points during JCM dated 20.02.2017	6. Already discussed and dropped in the meeting held on 22.08.2017.	6. No Action is required.



9.

**Sharing of power in KVs - duties along with responsibilities that would create a perfect match**

In KVS all the duties has been officially imposed upon the KVS JSA, SSA and ASO but powers has been showered on Principals. The Principals of a Kendriya Vidyalaya has been entrusted with powers of handing Academic, Administration and Financial powers. But due to this heavy work load the Principals cannot pay full attention on the Academic interest of the Vidyalaya. Their attention gets deviated for which they should not be held responsible. KEVINTSA suggests that the Principals may be retained with the powers of Academic, Administration of the Vidyalaya and **financial** responsibilities may be entrusted to the ASO of the Vidyalaya. Today a JSA/SSA/ASO is handing fund for some of the Vidyalaya amounting to about **30-50 million** but absolutely without any power. In KVS there is literally no option for a worker to give any suggestion to his boss handling millions of Government fund. All this is creating a huge difference in action and rules. Thousands of Audit paras are lying pending in KVs only due to poor knowledge on financial aspects of the DDOs. The fund is handled by a Principal whereas the reply to the action taken for poor management of KVS fund is to be prepared by the JSA/SSA/ASO of the Vidyalaya. **This is unbalanced.** KEVINTSA thus demands

A. that Principals may please be left with the powers to handle Administration (after good amount of Training) and Academics. The Academic environment will also be benefitted, if this is implemented, in true spirit.

B. that the entire responsibilities of Accounts should be left with the specialized group of people called Administrator or Accounts Officer posted out of all Senior Secretariat Assistants, Assistant Section Officer or Section Officers in

Already discussed and dropped in the meeting held on 22.08.2017

No Action is required.

	<p>every vidyalayas. They may be held responsible for all the financials actions of a Vidyalaya. Accordingly the Salary of those officers should also be taken care of, at par with his/her duties and responsibilities.</p> <p>C. <b>Or if</b> both the above policies are not acceptable to your kind self, then, please issue clear instruction about the fact that NO Junior Secretariat Assistant, Senior Secretariat Assistant and Assistant Section Officer be forced by any DDO of KVS to draft replies of Audit paras. He / She can take the help of JSA to get the replies typed and send the same to competent person.</p> <p>D. that all the Junior Secretariat Assistant, Senior Secretariat Assistant and Assistant Section Officer should be exempted from preparation of Annual Accounts of KVs/ROs – the expenditure which has been incurred by the Principals, Deputy Commissioners or even higher ranked officers.</p>		
<p><b>10.</b></p>	<p><b><u>A separate e-mail id should be developed correspondences with Service Associations of KVS. The replies may also be posted through the same mail to GS/Presidents of Service Association. It was already accepted during the Pre-JCM dated 15.09.2016 on the agenda of KVPSS. Regional Councils has been defunct in some Regions.</u></b></p> <p>1. Even after hundreds of Assurances KVS has always violated Article 66A of Manual of Office Procedure developed by DOPT. From last JCM dated 20.02.2017 till date 45 letters has been drafted and posted online to Hon'ble Commissioner, Addl. Commissioner (Admn.) and Jt. Commissioner(Pers.), Jt. Commissioner(Admn.) and Jt. Commissioner(Fin). But it is sorry to state that full pen down has been observed by KVS and not a single response has been received from KVS side till date. <b>During the last JCM Hon'ble Chairperson</b></p>	<p>1. Already discussed and dropped in the meeting held on 22.08.2017.</p>	<p>1. No action is required.</p>

	<p>directed KVS to acknowledge the receipts of letters of Service Association but the same has been defied. This is highly objectionable.</p> <p>2. <b>Regional JCM has been stalled in Regions like Silchar, Tinsukia, Lucknow, Jabalpur, Bhopal, Bangaluru, Hyderabad and Kolkata where only single JCM has been conducted for the Region, in lieu of, scheduled four JCM of Regional Counsels.</b></p> <p><b>So, it is respectfully suggested from KEVINTSA that</b> either this proviso of RSA be followed in KVS in proper manner or please delete the entire chapter of RSA Rules 1994 so that energy wasted on drafting letters to KVS authority by the Service Association can be minimized and be utilized in more positive purpose. <b>It seems as a clear strategy of KVS to wind off Service Association from KVS, strongly condemned.</b></p>	<p>2. Already discussed and dropped in the meeting held on 22.08.2017.</p>	<p>2. No action is required.</p>
<p>11.</p>	<p><b><u>Special Agenda of Grant of Adhoc Bonus for the year 2016 and VIIth CPC to KVS employee</u></b></p> <p>Even after several notifications and correspondences representations of KEVINTSA has been remaining unanswered on the issue of grant of <b>Adhoc Bonus for the year 2016 and VII CPC to KVS employee.</b></p> <p>1. What steps KVS has taken be briefed to house.</p> <p>2. Some seems to be in news that KVS has assured to bore the responsibility of sharing 30% of liability of non-plan grants (Pay &amp; allowance). How KVS is going to manage this 30% without hiking the fee of KVS Students.</p>	<p>The matter has been pursued with MHRD. It is intimated by US, MHRD vide letter No.F.3-60/2016-UT-2 dated 4.10.17 that payment of ad-hoc bonus to employees of KVS would be admissible only after issue of specific orders by the Department of Expenditure extending these benefits to the autonomous bodies.</p>	<p>(i) The Chairperson directed the KVS to take up the matter regarding grant of Adhoc Bonus with Financial Advisor of the Ministry of HRD and Joint Secretary (Department of Expenditure). The Commissioner, KVS to accompany</p>



		<p>So far no orders have been received.</p> <p>As regards payment of allowances as per 7<sup>TH</sup> CPC, KVS has implemented the same vide letter No. 110115-3/2017-KVS(Admn-1)/Vol. III dated 03.11.2017.</p>	<p>the Special Secretary (SE) to expedite the matter with Department of Expenditure.</p> <p><b>Action by: JC (Pers.)</b></p> <p>(ii) Discussed &amp; dropped.</p>
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*[Handwritten signature]*

**C. AGENDA POINTS OF KVPSS**

S.No.	Agenda Point	KVS comments	Decision taken in JCM meeting held on 03.05.2018
	<p>Delay in the implementation of the recommendations of the 7<sup>th</sup> Central Pay Commission and payment of bonus for the year 2015-16. Both the payments should be immediately given to the KVS staff. If not possible to pay immediately, kindly explain reason behind the delay. Whether KVS is ready to accept the issue of 30% generation of funds, if yes, kindly try to explain the source from where it will be obtained?</p>	<p>(i). The matter has been pursued with MHRD. It is intimated by US, MHRD vide letter No.F.3-60/2016-UT-2 dated 4.10.17 that payment of ad-hoc bonus to employees of KVS would be admissible only after issue of specific orders by the Department of Expenditure extending these benefits to the autonomous bodies. So far no orders have been received.</p> <p>(ii). As regards payment of allowances as per 7<sup>TH</sup> CPC, KVS has implemented vide letter No. 110115-3/ 2017-KVS (Admn-I)/Vol. III dated 03.11.2017.</p>	<p>(i) The Chairperson directed the KVS to take up the matter regarding grant of Adhoc Bonus with Financial Advisor of the Ministry of HRD and Joint Secretary (Department of Expenditure). The Commissioner, KVS to accompany the Special Secretary (SE) to expedite the matter with Department of Expenditure.</p> <p><b>Action by: JC (Pers.)</b></p> <p>(ii) Discussed &amp; dropped.</p>
	<p>(a) Selection of KV teacher for posting to KV, Moscow, Kathmandu and Tehran should be based completely on the basis on written test only rather than on the basis of interview.</p>	<p>KVs established in abroad are functioning in self financing mode. Therefore, miscellaneous categories of teachers are appointed locally by the VMC of these Vidyalayas.</p>	<p>Discussed and dropped.</p>
	<p>(b) KVS National awardees should be granted one year extension in service on the lines of President's awardees.</p>	<p>KVS had proposed the issue for the consideration of BOG in its 109<sup>th</sup> meeting held on 06.03.2018 to grant two years extension to KVS National Incentive Awardees. BOG in its meeting has directed that KVS should take up the matter with the MHRD.</p>	<p>Discussed and dropped.</p>

	<p>(a) APAR points are generally unfair and create dissatisfaction among teachers as some Principals and ACs being biased discriminates among teachers and do not give points in accordance to the performance level of teachers. Hence, APAR points should not be considered in effecting transfers or selection for awards etc.</p>	<p>Decision to grant weightage of excellent APAR of employees for consideration of his/her request transfer or for the selection of award etc. is an employee friendly decision which rewards their outstanding contribution.</p>	<p>Discussed and dropped.</p>
	<p>(b) Senior scale TGTs should be allowed to take LDE for posts of Principal and Vice Principal. All the TGTs (ART, P&amp;HE, WE) should be eligible to take LDE for the post of Vice-Principal and Principal as there is no provision of PGT post in their respective categories</p>	<p>Already discussed and dropped in the meeting held on 22.08.2017.</p>	<p>No Action is required.</p>
	<p>(i) Defence spouse is given 40 points whereas spouse working in project that sponsors KV is given 20 points. In both cases the points should be same as both are Sponsoring authorities for the KVS.</p>	<p>The matter was examined. It is observed that providing 40 transfer counts to the Spouses of Defense forces or Central Paramilitary Police Forces is not related with the benefits to be given to those working in projects schools of the Sponsoring Authorities. This is given to the spouses of the defence forces only because of their frequent postings across the country and their service conditions also. Service conditions of civilians cannot be equated with the Defence forces. (ii) The pay fixation has been done</p>	<p>i. Discussed and dropped.</p>

	<p>(ii) Entry scale of teachers should be as per VI CPC as on 01/01/2006 for those who joined prior to 01/01/2006</p>	<p>correctly as per the provisions of sixth pay commission and further clarification issued by MHRD vide letter No. F.3-43/2008/UT-2 dated 20.03.2009.</p> <p>Since the Pay fixation has been done on the basis of the clarification issued by MHRD letter dated 20.03.2009, KVS has issued letter dated 02.02.2018 to MHRD for seeking the clarification on the issues mentioned in the letter dated 20.03.2009 of MHRD. The issue pertains to giving the entry pay scale to those teachers who were recruited before 01.01.2006 and whose pay was less than entry pay scale.</p>	<p>ii. DoPT, GoI has not issued any O.M. in this regard. As such, no action is required at this stage.</p>
	<p>For promotion of PGT (CS), B. Ed. Degree is required but as on date no university is ready to give admission to BE/B.Tech. and MCA in the correspondence course or distance mode. Face to face D.Ed. is made the essential qualification for Admission in correspondence courses. IGNOU can be asked to relax eligibility for KVS PGTs (CS).</p>	<p>KVS vide its letter dated 09.04.2018 has requested the IGNOU, New Delhi to provide information about "the provision of acquiring BE qualification" for the post of PGT (Computer Science). Reply is awaited.</p>	<p>The Chairperson directed that some higher officer may be deputed to IGNOU to get the matter resolved. <b>Action by: JC (Acad.)</b></p>
	<p>Teachers having differently abled children are denied Children Allowance as articles needed in schools for special children are not included in the list of items for</p>	<p>Central Govt. Rules on the subject are being followed by the KVS.</p>	<p>Discussed and dropped.</p>

<p>which reimbursement is given. These teachers are struggling hard to bear the expenses of schools of their wards. Expenditure on education of these children is high, hence teachers having differently able wards should be allowed children allowance at par with normal entitlement limits so that the teachers are not under financial strain.</p>		
<p>(a) In-service course for teaching staff should be carried out in one go instead of two spells and should be carried out in working hours restricted to 6 hours only. Holiday should be given for important festivals during these courses.</p>	<p>Chairperson advised to avoid major holidays.</p>	<p>Discussed and dropped.</p>
<p>(b) Whenever a letter is sent by an Association to KVS R.O. or H.Q. on behalf of an Association, a proper response should be given within one month. There is distinct guideline in the DOPT Govt of India regarding the same.</p>	<p>As directed by the Chairperson the point has been noted by All Divisional Heads for compliance.</p>	<p>The Chairperson directed the KVS to acknowledge the letters of Service Associations and send the reply wherever possible. <b>Action by: All Divisional Heads.</b></p>
<p>AIKVTA Gurugram Region conducted its Regional Convention in the library of K.V. Hisar on a working day. Holding a Regional Convention during school hours is illegal and unjustified. Even the quorum was not complete as hardly</p>	<p>As directed by the Chairperson the point has been noted for compliance.</p>	<p>Discussed and dropped. No action is required.</p>

	<p>15 to 20 teachers from 4 to 5 KVs attended the Convention. This issue was also raised and discussed in the JCM meeting but it is not mentioned in the minutes of the meeting. Kindly initiate action against D.C. who gave permission for such meeting.</p>		
	<p>Delay in the implementation of the recommendations of the 7<sup>th</sup> Central Pay Commission and payment of bonus for the year 2015-16. Both the payments should be immediately given to the KVS staff. If not possible to pay immediately, kindly explain reason behind the delay. Whether KVS is ready to accept the issue of 30% generation of funds, if yes, kindly try to explain the source from where it will be obtained?</p>	<p>(i) The matter has been pursued with MHRD. It is intimated by US, MHRD vide letter No.F.3-60/2016-UT-2 dated 4.10.17 that payment of ad-hoc bonus to employees of KVS would be admissible only after issue of specific orders by the Department of Expenditure extending these benefits to the autonomous bodies. So far no orders have been received.</p> <p>(ii) As regards payment of allowances as per 7TH CPC, KVS has implemented the same vide letter No. 110115-3/2017-KVS (Admn-I) /Vol. III dated 03.11.2017.</p>	<p>(i) The Chairperson directed the KVS to take up the matter regarding grant of Adhoc Bonus with Financial Advisor of the Ministry of HRD and Joint Secretary (Department of Expenditure). The Commissioner, KVS to accompany the Special Secretary (SE) to expedite the matter with Department of Expenditure.</p> <p><b>Action by: JC (Pers.)</b></p> <p>(ii) Discussed &amp; dropped.</p>
	<p>KVS has recently conducted interviews for various categories of teaching staff. Teachers serving at hard and very hard station should be first transferred to their choice stations and then letter of appointment to be issued.</p>	<p>The matter has already been considered in 2016-17.</p>	<p>Discussed and dropped.</p>

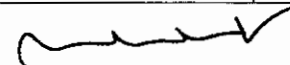
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**KENDRIYAVIDYALAYA SANGATHAN  
(ADMN-ISECTION)**

**AGENDA POINTS**

**A. Agenda Points of AIKVTA**

<b>Agenda Points</b>	<b>KVS Comments</b>	<b>Decision taken on 03.05.2018</b>
<p><b>1. <u>Adoption of Hon'ble SUPREME COURT OF INDIA order –reg</u></b></p> <p><b>Reference:</b></p> <p>1. <b>Diary No (s). 23663/2017 of Hon'ble SUPREME COURT OF INDIA order dated 01/09/2017.</b></p> <p>2. <b>WP (C) 8119/2015, Hon'ble HIGH COURT OF DELHI, order dated 20/09/2017.</b></p> <p>3. <b>OAs No. 200/00380, 450, 538,020,845/2017. Judgment of Hon'ble CAT Jabalpur order dated 08/12/2017.</b></p> <p>4. <b>DB Civil WP NO.10264/ 2016, Hon'ble HIGH COURT OF Jodhpur order dated 22/03/2017.</b></p> <p><b>Hon'ble SUPREME COURT OF INDIA</b> Judgment for implementation of grievances of pay parity must be dealt in accordance with the court orders in the similar cases without unnecessary forcing the employees and service associations unnecessarily trouble to</p>	<p>The pay fixation has been done correctly as per the provisions of sixth pay commission and further clarification issued by MHRD vide letter No. F.3-43/2008/UT-2 dated 20.03.2009.</p> <p>Since the Pay fixation has been done on the basis of the clarification issued by MHRD letter dated 20.03.2009, KVS has issued letter dated 02.02.2018 to MHRD for seeking the clarification on the issues mentioned in the letter dated 20.03.2009 of MHRD. The issue pertains to giving the entry pay scale to those teachers who were recruited before 01.01.2006 and whose pay was less than entry pay scale.</p>	<p>The Chairperson directed the KVS to resubmit the case to MHRD for issue of necessary orders by DoPT.</p> <p><b>Action By: JC (Fin.)</b></p>



the Tribunals or the High Courts or this Court (The Supreme Court of India). The Apex court has made it binding to implement the court orders in all similar cases without any separate order to separate depts.

Therefore, AIKVTA strongly requests that in pursuance of above orders the pay of:-

1. All TGTs & equivalent must be fixed as on 01.01.2006 and after 01.01.2006 in all cases either promotion/ through LDE/ Direct appointment must be fixed 12540+4600 =17140 in the pay Band of 9300-34800 with GP 4600/-in case of all TGTs. Similarly, all the PRT who got Sr. scale as on 01.01.2006 and after 01.01.2006 are also entitled for the same fitment.

2. Similarity, All PGTs & equivalent must be fixed 13350+4800 =18150 in the pay Band of 9300-34800 with GP 4800/-as on 01.01.2006 and after 01.01.2006 in all cases either promotion/ through LDE / Direct appointment. All TGTs who got Sr. scale as on 01.01.2006 and after 01.01.2006 & PRT who got Selection scale on 01.01.2006 and after 01.01.2006 are also entitled for the same fitment.



<p><b>2. Spread of promotion through DPC.</b></p> <p>AIKVTA reiterates its long pending demand of opening up of promotion of PRT to TGT and TGT to PGT through the DPC. In hierarchy of 25% promotion from PGTs to Vice Principals, in other categories of teachers (PRTs &amp; TGTs) such avenues should be opened and promotion should be given to such categories of teachers.</p>	<p>The Recruitment Rules of Teaching posts is under consideration of the Committee constituted to review the recruitment rules and the recruitment rules will be drafted as per the recommendation of the review committee. So far 15 meetings have been conducted and the last meeting held on 23.03.2018. The matter will be brought to the notice of the review committee for consideration in the next meeting.</p>	<p>The Chairperson directed the KVS to issue instructions to the Recruitment Rules Review Committee to submit its recommendations at the earliest.</p> <p><b>Action by: JC (Admn.)</b></p>
<p><b>3. Early disbursement of VII CPC Arrears &amp; Bonus of 2015-16 &amp; 2016-17 and restoration of EL in lieu of HPL as per recommendations of VII CPC.</b></p> <ul style="list-style-type: none"> <li>• AIKVTA strongly requests for an early disbursement of VII CPC Arrears due to be paid to KV Employees.</li> <li>• The order in respect of disbursement of Bonus of 2015-16 &amp; 2016-17 should be issued at earliest.</li> <li>• It is also requested that an order / circular for the restoration of EL in lieu of HPL as per the</li> </ul>	<p>MHRD has provided cash additionality to the tune of Rs. 300.53 Crore under the salary head during the year 2017-18 against the 7<sup>th</sup> Pay arrears requirement of Rs. 595 Crore. As such 50% Pay arrears has already been disbursed by KVS in the month of March 2018. Balance Pay arrears would be disbursed on availability of funds under the head Salary.</p> <p>As intimated by US, MHRD vide letter No.F.3-60/2016-UT-2 dated 4.10.17 that payment of ad-hoc bonus to employees of KVS would be admissible only after issue of specific orders by the Department of Expenditure extending these benefits to the autonomous bodies. So far no orders have been received.</p> <p>*As we are aware that recommendation of Pay Commission are required to be accepted by Govt. In this case, no Circular/Order/Office</p>	<ul style="list-style-type: none"> <li>• Discussed and dropped.</li> </ul> <p>The Chairperson directed the KVS to take up the matter regarding grant of Adhoc Bonus with Financial Advisor of the Ministry of HRD and Joint Secretary (Department of Expenditure). The Commissioner, KVS to accompany the Special Secretary (SE) to expedite</p>

<p>recommendations of VII CPC should be issued forthwith.</p>	<p>Memorandum is issued by Govt. of India, so far.</p>	<p>the matter with Department of Expenditure. <b>Action by: JC (Pers.)</b>  No action is required.</p>
<p><b>4. Extra classes (On second Saturdays, Sundays and other Holidays, Breaks &amp; Vacations along with extra classes on daily basis after the school hours.</b></p> <ul style="list-style-type: none"> <li>• AIKVTA strongly opposes such extra classes organized by Principals without any proper analysis or plan which is not at all in any way of any benefit to the students and at the same time teachers is unnecessary engaged /harassed where the personal and family life of teachers is measurable suffered. Therefore, the Principals &amp; The Deputy Commissioners are to be instructed to do away with such kind of harassment of teachers unless there is specific need. Therefore, any order / circular issued by the Hon'ble KVS HQ authorities should be followed in letter and spirit by the Principals &amp; the Regional Authorities.</li> </ul>	<p>The detailed letter has been issued by Addl. Comm. (Acad.) <b>on dated 08-01-2018</b> to all Deputy Commissioners to instruct all Principals of Kendriya Vidyalayas to organize extra classes with Perfect Plans based on requirement.</p> <p>No such letter has been issued to schools to complete the syllabus by October in Board classes.</p>	<p>Discussed and dropped. However, the Chairperson directed the KVS to issue instructions that extra classes should be organised based on need. The letter dated 08.01.2018 of KVS may be reiterated. <b>Action by: JC(Acad.)</b></p>

<ul style="list-style-type: none"> <li>• In this regard, AIKVTA requests that letter of <b>Hon'ble JC (Acad) dated 26.04.2017</b> in respect of strict compliance of CBSE Guidelines is to follow in letter and spirit.</li> <li>• KVS should also follow the completion of Syllabus of classes IX to XII at par with the stretch of CBSE and should not unnecessarily compel the teachers to finish the syllabus by 31<sup>st</sup> October.</li> </ul>		<p>The Chairperson, further, directed the KVS to conduct a two days' meeting of all Deputy Commissioners and Principals to discuss the matter in the month of July, 2018.</p> <p><b>Action by: JC(Acad.)</b></p> <p>The Chairperson also directed that teachers should not be deputed to perform the duty of Block Level Officer (BLO).</p> <p><b>Action by: JC(Acad.)</b></p>
<p><b>5. Timely payment of salary of teachers working under project sponsored KVs &amp; personal claims of KV Employees.</b></p> <p>1. AIKVTA regrets that in spite of several assurances given by the KVS authorities, the Salary of the employees of some project sponsored KVs are not being paid in time. For example, the salary of the employees of KV HPCL Jagi road (GR) is still not disbursed since September 2017. The employees of KV FRI Dehradun, KV TFRI Jabalpur and some other project</p>	<p>Sufficient funds have been released by the sponsoring Project Authority of KV FRI Dehradun and TFRI, Jabalpur. As such, now there is no delay in disbursement of salary in KV, FRI, Dehradun and TFRI, Jabalpur.</p> <p>As regard, KV, HPCL, Jagiroad, Panchgram &amp; CCI Bokajan the matter has been taken up with Finance Committee for release of loan to 3 KVs for release of salary.</p> <p>No grievance to this effect is received in Finance Division. In the month of March, 2018 sufficient funds have been released to all ROs/ZIETs. Instructions already issued have been reiterated</p>	<p>The Chairperson directed that the matter should be expedited.</p>

<p>sponsored KVs are also facing the similar problems which must be addressed and stream lined at earliest.</p> <p>2. Similarly, the personal claims of teachers are long due, all most, in all KVs. It is regretted that in some of the KVs such claims are pending for more than one year.</p>	<p>for timely payment of personal claims vide letter dated 05.04.2018.</p>	
<p><b>6. Stream lining of Transfer Policy 2017 and redressal of discrepancies of transfer orders issued up to 29/12/2017.</b></p> <p>1. AIKVTA regrets that the Transfer orders issued under the transfer policy -2017 has serious and shocking discrepancies which are still unaddressed which have never happened in the history KVS. AIKVTA has received hundreds of representations of irregular transfer orders:-</p> <p>I. The teachers having lower transfer counts have been accommodated debarring the teachers having the higher transfer counts.</p> <p>II. The transfer orders not issued in spite of the clear vacancy in a particular KV.</p> <p>III. The eligible teachers have not</p>	<p>1 Representations of KVS employees regarding discrepancies in transfer orders issued in annual transfer 2017 have been disposed of by the KVS after working on war footing. Most of the discrepancies have been settled.</p> <p>I. It was happened in some cases due to error in computer software but KVS took steps to accommodate the left over genuine cases.</p> <p>II &amp; III. A few cases in which transfer order could not be issued are being examined.</p>	<p>Discussed and dropped. However, the Chairperson directed the KVS to complete the transfer process by June, 2018.</p>

<p>been accommodated at the clear vacancy under the "No Taker".</p> <p>IV. Many more cases of Mutual transfer are still pending.</p> <p>V. The surplus adjustment of teachers of session 2017-18 and their rollback to their previous place of posting is still pending.</p> <p>The above mentioned cases must be redressed before seeking fresh transfer applications of the upcoming session 2018-19.</p>	<p>IV. All requests of mutual transfer till December 2017 have been disposed of. Requests received thereafter will be taken up in new academic session 2018-2019.</p> <p>V. Only one request was received under this category from Mumbai region that has already been settled. All other cases which need to be settled before annual transfer 2018-19, KVS will review all such cases and ensure their genuine settlement.</p>	
<p><b>7. The official communication dated 12/10/2017 &amp; 30/10/2017 addressed to all the Principals of respective Regions by the Deputy Commissioners of Mumbai &amp; Jammu Regions.</b></p> <p>AIKVTA welcomes the said letters written by the Deputy Commissioners of Mumbai &amp; Jammu Regions. The association request that the above mentioned letters should be circulated to all the Principals of all the Regions for their strict compliance.</p>	<p>The Deputy Commissioners are empowered to issue such letters and not KVS HQ.</p>	<p>The Chairperson directed the KVS to reiterate the instructions. <b>Action by: JC (Acad.)</b></p>
<p><b>8. Discontinuation of Delegation of powers to the Principals to impose minor penalty on teachers under</b></p>	<p>The minor penalty proceedings under Rule 16 of the CCS (CCA) Rules, 1965 initiated against Shri Sanjay Kumar Yadav, PRT by the Principal KV,</p>	<p>The Chairperson directed to examine the matter on file.</p>

**rule 16 of CCS (CCA) 1965.**

After implementation of 6th CPC & 7<sup>th</sup> CPC all the teachers PRT to PGT have been placed in group B and as per CCS (CCA) 1965 the appointing authority for the group B employees can't be less than the head of department. This is contrary to the rules to continue with the Delegation of powers to the Principals to impose minor penalty on teachers under rule 16 of CCS (CCA) 1965. The matter was discussed at length in the meeting of JCM held on 27.05.2016 where Hon'ble Chair person of JCM directed KVS to re-examine the same but the corrective measures has not been taken yet in this regard.

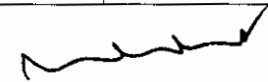
Sec-8, R.K.Puram vide Memorandum dated 12-3-2012 and the minor penalty imposed upon him vide order dated 31-3-2012 were challenged before the Hon'ble CAT, Principal Bench by filing OA No.1291/2014. The Hon'ble Tribunal, vide order dated 17-10-2014, observed that the powers delegated by the Board of Governors of KVS to the Principal who is an authority lower than the Appointing Authority to impose penalty is not sustainable.

Since the powers of various Disciplinary Authorities of KVS for imposing penalties upon its employees under Rule 11 of CCS (CCA) Rules, 1965 are vividly defined in Schedule II of KVS (Appointment, Promotion, Seniority etc) Rules, 1971 with due approval of Board of Governors (the statutory legislative body of KVS, chaired by the Hon'ble Minister of HRD, Govt. of India), KVS challenged the CAT order before the Hon'ble High Court, Delhi by filing WP No.10453/2015. The Hon'ble High Court, vide order dated 5-11-2015, disposed of the Writ Petition leaving the question with regard to the Appointing Authority and Disciplinary Authority of KVS open.

A meeting was held on 4-1-2017 in the Office of Commissioner, KVS and a detailed discussion was held on this issue. During the meeting it was observed that there has been no digression in the rules defined in Schedule II of KVS (Appointment, Promotion, Seniority etc) Rules, 1971 which was duly approved by the Board of Governors.

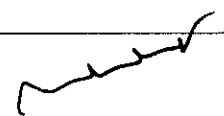
**Action by: AC (Vig.)**

	<p>It is pertinent to mention that the OA No. 758/2018 filed by Shri S.K. Sharma, General Secretary, AIKVTA (Gurgaon Region) before the Hon'ble CAT, Principal Bench against the powers delegated to the Principal for imposing minor penalties upon the teachers (who are classified as Group-B employees) is subjudice.</p>	
<p><b>9. Delegation of Power to the Principal to grant EL/CL/HPL "one side" in conjunction with Autumn break/ Winter vacation.</b></p> <p>The said matter still pending for implementation from 18/06/2014. It is reiterated that Hon'ble Chairperson directed KVS to delegate the powers to exercise for sanction of EL/CL/HPL "one side" in conjunction with Autumn break/ Winter vacation. AIKVTA request to circulate such delegation of power to the Principals.</p>	<p>Article 139 of KVS Accounts Code has the following provision:-</p> <p>"In order to facilitate administrative arrangements, the vocational staffs are required to be on duty on the last working day before the vacation and on the first working day after the vacation. This rule can be relaxed only in exceptional circumstances such as leave on medical certificate. Cases other than leave on medical certificate should be reported to the Regional Officer along with the written explanation of the staff member for regularization. Pending the orders of the Regional Officer, there is no objection to draw the vacation pay in such cases provisionally."</p> <p>The above provision of Accounts Code cannot be diluted keeping in view the issue of administrative control.</p>	<p>Discussed and dropped.</p>
<p><b>10. Treatment of vacation salary for lady staff who avail Child Care Leave at par with Maternity Leave.</b></p> <p>Child Care Leave should be treated at par with Maternity Leave and all the service rules applicable to Maternity Leave to be extended to</p>	<p>KVS is following rules of Govt. of India with regard to the salary of an employee payable during maternity and child care leave.</p> <p>The matter is open for deliberation in the JCM meeting.</p>	<p><b>VACATION PAY</b></p> <p>The Chairperson directed the KVS to examine the matter on file and submit the same to the Vice-Chairperson, KVS.</p> <p><b>Action by: JC (Pers.)</b></p>



Child Care Leave also, since both the leaves can only be availed by the lady staff in a particular needs (Child rearing). Thus, the overriding condition of five month service in a calendar year must be abolished forth with.

. The said over ridding condition is irrelevant in respect of substantive staff.





**B. AgendaPoints of KEVINTSA.**

Agenda Points	KVS comments	Decision taken on 03.05.2018
<p>1. <b>All the long pending issues of KVS which are kept pending or cannot attain its finality during JCM are proposed to be taken up in <u>Compulsory arbitration</u> as per the provisions of RSA Rules 1993 accepted by KVS in 1995. KVS has constituted JCM vide letter No.11082-14/2014-KVSHQ(Admn.-1) 09.08.2011 but One Finance Member at the level of Jt. Secretary -MHRD and two members from BOG in addition to Commissioner, KVS and Addl. Commissioner (Admn.) KVS but never been done. So compulsory arbitration is the only solution to protect the sanctity of JCM.</b></p> <p>1. <b>Revised RR for non-teaching staff hazardously designed by few group of officers to benefit a few in KVS HQ.</b> Even after several reminders and discussions deliberated in <b>JCM since 2013</b> KVS failed to undertake Revised Recruitment Rule of Non-teaching cadre. <b>Hence it is proposed to transfer the point to compulsory arbitration.</b> In case KVS wants to escape arbitration exact time limit</p>	<p>1. The Recruitment Rules of non-teaching posts is under consideration of the Committee constituted to review the recruitment rules and the recruitment rules will be drafted as per the recommendation of the review committee. So far 15 meetings have been conducted and the last meeting held on 23.03.2018.</p>	<p>1. (a) The Chairperson directed that the Recruitment Rules Committee of KVS should adopt DoPT rules in toto.</p> <p>(b). The Chairperson, further, directed the KVS to expedite the filling up the vacant posts of Sub-staff.</p> <p><b>Action by: JC (Admn.)</b></p> <p>(c ). Preference for place of posting to be taken before posting of non-teaching staff on promotion/LDE.</p> <p><b>Action by: AC (E-II/III)</b></p>

should be provided. In case both are not possible, KVS may allow KEVINTSA to sought legal solution. **Pending since All JCM since 2012.**

2. Non-responding attitude has been developed by KVS under the direction of Apex officer which has led to ill treatment to KEVINTSA letters. The General Secretary and President KEVINTSA are representatives of Non-teaching staffs of KVS and holding equal status of Member of Parliament as both are *Dejure* Elected representatives of Citizen of India. The extract of Manual of Office procedure states that **“66. Prompt response to letters received— (1) Each communication received from a Member of Parliament, member of the public, recognized association or a public body will be acknowledged within 15 days, followed by a reply within the next 15 days of acknowledgement sent.”** KVS defies the same thus liable for **COMPULSORY ARBITRATION**. The matter has been raised in every JCM since 2015 but since there is no solution could be arrived in the JCMs, it is proposed, to take up the issue to **COMPULSORY ARBITRATION**.

2 All efforts are being made to acknowledge the letters of Service Associations as well as to reply them.

2. The Chairperson directed the KVS to acknowledge the letters of Service Associations and send the reply wherever required.

**Action by: To be noted by all Divisional Heads.**

<p>3. Defence Assistant of a KV charged officer may be hired from any Central Government department rather than compulsorily from KVS. <b>(Point No. 5 of JCM dated 27.05.2016).</b></p>	<p>3. The matter was examined by the Ministry of Personnel, Public Grievances &amp; Pension, DoPT, Govt. of India and vide O.M dated 24-3-2015 and it was convinced that the rules of restricting of choice of the delinquent Officer of KVS to have a Defence Assistant from KVS employees is in order. In those Organisations which have adopted CCS (CCA) Rules, 1965 <i>mutatis mutandis</i>, 'Government servant' would mean the employee of that Organization. Hence the request of the Association is devoid of merits and there is no need to have any amendment in the already set up rules.</p>	<p>3. Discussed and dropped.</p>
<p>4. Staffing norms for NTS in KVS The staffing norms as approved by 74<sup>th</sup> BOG of KVS held on 14.12.2005 was peacefully agreed but without asserting any reasons the norms gets changed at the will and wishes of KVS authority. All the posts of Section Officer from KVs were withdrawn. The matter has been raised in the <b>JCM dated 14.02.2014</b> but till date no action has been done.</p>	<p>4. KVS has initiated the process of cadre structuring of non-teaching posts. The work of cadre restructuring has been assigned to the ISTM. Three rounds of meeting have taken place. ISTM will visit the Vidyalayas (Big, medium &amp; small), some ROs to assess the work in the Vidyalayas, ROs and KVS (HQ). The matter is under active consideration.</p>	<p>4. The Chairperson directed the KVS to write a letter to the Secretary, DoPT from Vice-Chairperson, KVS to complete the work of restructuring by 31<sup>st</sup> August, 2018. <b>Action by: JC(Trg.)</b></p>
<p>5. <b>Re-employment of ex-servicemen retired from KVS.</b> The matter has been unanimously agreed in last three JCMs and even Commissioner, KVS has appreciated the matter but no order has been issued with clear directions.(Pending since JCM dated</p>	<p>5. As per article 52 of KVS Education Code, KVS:- "Teachers including Principals and Vice-Principals who are retiring on superannuation on or after 30<sup>th</sup> November shall be extended the facility of re-employment till 31<sup>st</sup> March of the</p>	<p>5. The Chairperson agreed to the proposal and directed the KVS to to examine the matter on file to engage the retired non-teaching employees on contract basis if the</p>

20.02.2017, 27.08.2017).	subsequent year so that the studies of students are not disturbed during the academic session subject to physical fitness and vigilance clearance.” KVS engaged retired non-teaching employees as consultants in ROs and KVS HQ keeping in view their expertise and administrative requirement of Sangathan.	vacancy exists. <b>Action by: AC (Estt-III.)</b>
6. Health Insurance for KVS working as well as for serving employee has been worked out in 2015 and pending since then. Action is pending since 2015. So arbitration seems to be only solution.	6. An agenda was placed before the Finance Committee for consideration and recommendation for approval of BoG. The Finance Committee in its meeting held on 23.11.2017 has directed the KVS to refer the proposal to the Ministry of HRD for consideration on file. The BoG in its meeting held on 06.03.2018 has approved the minutes of Finance Committee. The case will further be processed on file to refer the proposal to MHRD.	6. Discussed and dropped.
7. Removal of CCTVs from KVs at places like Staff room, Office etc. In-spite of specific order the CCTV has not been removed. Some officers of KVS are giving secretive support those officers defying JCM decisions. List will be provided in the meeting itself.	7. The directions have already been issued to install CCTVs only in the areas of security threat not in staff room/ office etc vide letter No. F. 11029/2016/KVSHQ/Student Safety / SOP/1124-57dated 22.05.2017.	7. The Chairperson advised that the decision to install CCTV should be left to the Officer concerned. However, CCTV will not be installed in the Staff Room, Toilets etc. The Chairperson also directed to challenge the

		<p>Special Order passed by Hon'ble CAT, Ernakulam Bench with regard to installation of CCTV in institutions if the order is otherwise.</p> <p><b>Action by: JC (Admn.)</b></p>
<p>8. Remittance of Association fee directly by KVS HQ instead of KVs itself. The decision has been arrived in JCM dated 20.02.2017 quite a number of time but no action from KVS has taken till date.</p>	<p>8. The Principal of the Vidyalayas remits the subscription/membership fee deducted from the Pay bills for the month of July every year directly to the Association through RTGS indicating the number of members of each Association. The details regarding number of members of each Association are compiled at Regional level and consolidated list is provided to KVS (HQ) for information.</p>	<p>8. The Chairperson directed the KVS to contact the Bank Authorities for making a provision for remittance of subscription.</p> <p><b>Action by: JC(Fin.)</b></p>
<p>2. Proposed revised recruitment rule of KVS to have the provisions to allow the KVS wards &amp; Employee to get additional points (Marks) in direct recruitment process as there in Indian Armed Forces. A KV employee is serving for the benefits of wards Indian Army, Navy and Force at almost most of the toughest locations of our country. In Military or para military forces, their wards are taken care of by KVS employee at hardest possible regions of our country. But no privilege is being allowed to a KVS employee.</p>	<p>It would not be appropriate to grant additional marks to KVS employees &amp; their wards in Direct Recruitment as it would lead to legal complication/litigation. However, there is no age bar for KVS employees in Direct Recruitment.</p>	<p>Discussed and dropped.</p>

**Railway** used to allow free travel pass to its employee even after retirement. **Army** allows employee assistances to their kins Airlines allows free travel to their employee and family. KEVINTSA is well aware of the fact that there should be no rider in the rules of appointment which may harm the qualitative aspect of any posts. **But KVS is not giving any benefits to its wards except admission in KVS.** KEVINTSA proposes to **allow some bonus marks** to all working employee of KVS and dependent children in appointment in KVS. **This provision is proposed to be restricted only for the wards of KVS who have undertaken their majority of school days in any Kendriya Vidyalaya.** **KVS spends millions to teach a fresher about the system prevails in KVS but a KVian is already used to, about the systems of the KVS.**

**3. Grant of Non-functional Selection Grade for UDCs (Now SSA) and Stenographers Grade II**

KVS is an autonomous body organisation functioning under the discretion of BOG of KVS. BOG is the apex Governing body of KVS. When the decision has already been approved by BOG in its point No. 4(10) at 94<sup>th</sup> meeting held on **28.12.2012.NFSG has**

KVS proposal to grant the Non Functional Selection Grade (NFSG) to the UDC and Junior Stenographer of KVS was submitted to the MHRD after approval of the apex body of KVS on 01.02.2013. The matter was examined by Ministry through its various letters and finally the MHRD vide their letter No. F.3-13/2013-UT.2 dated 07.11.2016 has conveyed that KVS is an autonomous organization under the

The Chairperson directed to take up the issue with MHRD once again.  
**Action by: JC (Pers.)**

<p><b>not been implemented in KVS. Immediate steps may be taken to discuss the issue to have solution.</b></p>	<p>administrative control of the Ministry of HRD and the DOPTs O.M. dated 22.06.2011 is not applicable for the autonomous organizations. DOPT has not even extended this OM to the attached and subordinate offices of Central Government.</p>	
<p>4. Career progression of Non-teaching employee of KVS – Non-teaching staffs those who are having the requisite Educational qualification but lacking Technical Qualification viz. B.Ed / Diploma in Education (D.Ed.) or Bachelor in Elementary Education (B.El.Ed) may be allowed relaxation for appointment in Teaching posts in KVS. KVS is the fastest growing educational institution of India managed by MHRD. But still today the vacancies of teaching cadre exceed 30% of total vacancy. The process of direct recruitment is always engulfed under the mist of doubt. The last appointment was done through CBSE where the majority of appointment was restricted from the states of Rajasthan, Haryana, Delhi and Uttar Pradesh. As on 01.10.2017 the existing vacancies of PGT is 2365, TGT is 4057, PRT is 4205 and other Misc. Category contributes another 1000 vacant posts. <b><u>The career progression opportunity in KVS especially for the Non-teaching</u></b></p>	<p>It would not be appropriate to grant relaxation of B.Ed qualification to non-teaching employees not having requisite qualification for recruitment to teaching posts since the same is technically not feasible as per NCTE guidelines. However, if the non-teaching staff members acquire B.Ed/D.Ed degrees subsequently, they can compete in the Direct Recruitment process, along with others.</p>	<p>The agenda was not agreed to and hence, dropped.</p>

**cadre is unquestionably poor.** Hence it is suggested that the non-teaching cadre having requisite educational qualification may be allowed exemption from doing B.Ed / Diploma in Education (D.Ed.) or Bachelor in Elementary Education (B.El.Ed). They may be given a rider to pass B.Ed or D.Ed as the case may be within a stipulated period. When KVS is allowing appointment of PGT(CS), PGTs and few other posts without B.Ed, then there would be no harm if own employee of KVS may also be allowed with the relaxation to attempt for their career progression to teaching cadre. KVS have allowed teachers of PGT (CS) to get appointed without B.Ed qualification. So, a Regular Non-teaching employee having requisite Educational qualification may be allowed the exemption to appear for the posts of PRTs, TGTs and PGTs without B.Ed with a condition that they have to complete JBT or B.Ed through Online / Private within a period of Two years or so.



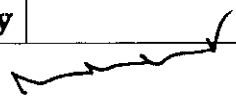
5. Pending court cases and inaction on the part of KVS even after decision arrived at courts. These actions are adding to contempt's of court.

1. It is the case of grant of ACP-I/II to illiterate Group D employee of KVS is the issue under discussion. ACP has been implemented for KVS employee w.e.f 12.10.2000. But since KVS denied to allow ACP-I to illiterate sub-staffs (erstwhile Gr.Ds) KEVINTSA was constrained to file an OA at CAT Ernakulum in 2008. CAT Ernakulum has pronounced the verdict while disposing OA-60/2008 in favour of KEVINTSA (Respondents). Thereafter KVS had filed a Writ Petition(C) against the decision of Hon. CAT Ernakulum at Hon. Kerala HC which has been dismissed by Hon. Kerala High Court on 24TH DAY OF MAY 2016. But KVS is neither issuing an order from Headquarter but KVS RO Ernakulum has issued order which seems "mere ink on paper." Cases like of Mr Ram Jatan, KV Khattrinagar, Rajasthan under Jaipur Region, who has been slapped with the recovery of **Rs.1,65,138/-** from his gratuity on the pretext that his he has been wrongly allowed sanctioned ACP-I in spite of being illiterate by education qualification. Now, the case should have

1. Approval of the Commissioner, KVS for compliance of Hon'ble High Court of Kerala at Ernakulam order dated 24.05.2016 has already been conveyed to the DC, KVS, RO Ernakulam vide letter No. F. 17065/39/2008-KVS (L&C) dated 06.06.2017. The DC, KVS, RO, Ernakulam has already implemented the above order and accordingly the Arrears of Pay & Allowances and revised terminal benefits have been released to the applicants through the concerned Principal.

1 To 3. Discussed and dropped.

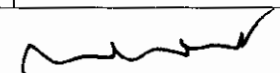
<p>been resolved, not been done.</p>		
<p>2. Apropos with GOI decisions on implementation of ACP to Kendriya Vidyalaya Sangathan Non-teaching employees it has been made effective for KVS employee w.e.f 12.10.2000. All KVS Non-teaching employees who were holding their posts for more than 8, 16, 24 years were allowed financial upgradation under ACP Scheme. But the KVS employee refused their promotion prior to the implementation of ACP i.e. from 12.10.2000. In this connection, it is humbly submitted that KEVINTSA had filed OA 1158/2009 before the Hon'ble CAT, Chennai Bench in representative capacity by the then General Secretary KEVINTSA, along with, 9 other aggrieved KVS non-teaching staff working/retired under the jurisdiction of the Hon'ble CAT, Chennai Bench and also confirmed by Mr.S.Vijayakumar, the then Assistant Commissioner, KVS, Chennai Region in the counter affidavit filed on behalf of KVS on 10.08.2010 Implementation of direction given by Hon'ble CAT Madras while disposing OA 310/00912/2015 dated 21.10.2016 – Regarding granting ACP to the employee who had refused their promotion prior to its implementation i.e. before 12.10.2000. <b>“Generally the judgment passed by</b></p>	<p>2. In compliance of Hon'ble CAT Madras Bench order dated 21.10.2016 in OA No. 310/00912/2015, the DC, KVS, RO Chennai vide its Memorandum No. F. 17065//OA 310/00912/2015/KVS (CHER)/ 2016-17 dated 13.02.2017 considered the representation of the applicant i.e. Smt. M. Padmavati, ASO, KV, OCF Avadi regarding grant of financial upgradation under ACP scheme but the same could not be acceded to in the light of the decision conveyed by the Ministry of HRD in consultation with DoP&amp;T and Department of Legal Affairs vide their letter dated 20/23.12.2016.</p>	



<p><b>any Hon'ble Court of Law is applicable to specific case only, unless there is specific direction from the Court to extend similar benefits to other persons".</b> Now the employees who are applying individually the benefit is also being denied to them. The matter can easily be resolved with discussion with MHRD / MOF.</p>		
<p>3. Original Application No. 1048 of 2011 was filed by KEVINTSA against the erroneous Seniority List of Assistant of KVS. KEVINTSA has lodged objection against the Seniority list drafted w.e.f 01.01.2008 whereas supporting the Seniority list of Assistant drafted w.e.f 1.1.2004. Hon. CAT has allowed our appeal and quashed the seniority list prepared by KVS effective from 01.01.2008. But KVS has further filed appeal at Kerala High Court against the CAT decision. Section officer is the promotional post of Assistant (ASO). In order to nullify the Seniority List of KVS for the post of Assistant KVS has erroneously drafted RR for the post of Section Officer with 100% appointment through Limited Departmental Examination. This is not only wrongs but blunder which has slapped career progression of many Senior Assistants. It is suggested to initiate some action so</p>	<p>3. In OA No. 1048/2011 filed by KEVINTSA &amp; Other Vs. KVS regarding seniority of Assistants, the Hon'ble CAT Ernakulam Bench vide order dated 18.12.2012 has allowed the OA with the direction to continue to maintain seniority of the applicants and further to grant all consequential benefits emanating there from including promotion. KVS challenged the Hon'ble CAT order dated 18.12.2012 by filing an appeal (O.P./CAT 2315/2013 before the Hon'ble High Court of Kerala and the Hon'ble High Court after hearing the Bench admitted the case and ordered to maintain status quo as on date. KVS has taken up the matter from time to time with the KVS Counsel and our Counsel has filed application before the Hon'ble High Court of Kerala for early hearing and get final disposal since the issue is pending for more than three years keeping in view of the interest of the</p>	

<p>that the court case can be resolved. The stubborn attitude of few officers is bringing bad name and fame at Court. It is requested to withdraw the case from KVS side as most of aggrieved person had already retired. A comparative study on the Seniority list of 01.01.2004 and 01.01.2008 may be done and decision may be arrived.</p>	<p>legitimate employees due for promotion but due to not filing of reply statement from KEVINTSA side, the matter could not be heard and still pending.</p>	
<p><b>6. CGHS facilities to KVS employee working in different KVs of Delhi Region and Kolkata Region</b> As per the available information CGHS facilities was not extended to KVS employee working in Kendriya Vidyalayas of Delhi Station but the same was being allowed to employee of KVS RO Kolkata since 1982. But from 01.01.2017 CGHS has stopped extending the facilities to the employees working in KVs under Kolkata Station (CGHS Covered Area). The facilities are being continued for the employee working in Regional Office Kolkata. While deliberation with CGHS authority they had made us clear that CGHS facilities would be extended only to KVS employee as mentioned in the OM issued by KVS HQ New Delhi. CGHS is making the reference of some Annexure-I of OM No. F.11086//01/2012-KVS HQ (Admn.II) dated 21.08.2015. This is</p>	<p>A proposal for extension of CGHS facilities to all serving as well as retired employees of KVS residing in CGHS covered areas was sent to the Ministry of Health &amp; Family Welfare through MHRD. Ministry of HRD vide letter dated 02.02.2018 has conveyed the decision of Ministry of Health &amp; Family Welfare to extend CGHS facilities to all retired employees of KVS residing in Delhi/NCR. Accordingly, KVS has issued OM dated 20.03.2018, available in KVS website: <a href="http://www.kvsangathan.nic.in">www.kvsangathan.nic.in</a></p>	<p>The Chairperson directed to provide a copy of the letter dated 02.02.2018 of the MHRD to the Service Associations. <b>Action by: JC (Pers.)</b></p>

<p>sheer anomalous situation being created by KVS and CGHS. Mere paper work will not suffice to the issue. It is suggested to take up the issue by Hon'ble Secretary Level of Ministry of Health to resolve the issue. It is requested to constitute a Joint Action Committee with members from recognised Service Association s of KVS and KVS Official to resolve the issue with ease.</p>		
<p>7 Appendix XLII ( C)  <b>CONSTITUTION OF THE REGIONAL COUNCILS UNDER THE SCHEME OF JOINT CONSULTATIVE MACHINERY OF KENDRIYA VIDYALAYA SANGATHAN NEEDS modification. Seeking amendment in the body of JCM of Regional Councils in KVS.</b>  As per F 11083-5/2013-KVS HQ (Admn.-I) Dated:19 -04-2014 KVS has circulated the body of Regional JCM. As per the existing provisions the Chairperson of RJCM is used to be Deputy Commissioner of the Region. This is creating some hurdle in decision making on certain issues of RJCM. Alike National JCM Chairperson of a JCM should be from some independent body or <b>KVS HQ</b>. Every action in a Region of KVS is decided by a Deputy Commissioner, KVS. So naturally there is a fair amount of chances that</p>	<p>The Deputy Commissioner of a Region implements the decisions of KVS, which has the approval of the BoG. In all other service related matters, staff working under him either in RO or KV are governed by GoI rules and any modifications/additions/deletions made by GoI from time to time are also implemented accordingly. In other words, Deputy Commissioners are not empowered to frame any rules or regulations. However, if any such event comes to the notice of the recognised Association (s), they are at liberty to approach KVS (HQ).</p>	<p>The Chairperson directed to examine the issue on file.  <b>Action by: JC (Pers.)</b></p>



Grievance may crop up against the decision making person himself. If any Regional Unit is having problem against any action of the Deputy Commissioner of the region, in RJCM, the matter cannot be decided judiciously by the officer himself against whose action grievance exists. So, it is proposed that RJCM should have the Chairperson from KVS HQ. As per RSA Rules Chairperson of JCM will act as a Judge who is an independent person who can deliver its judgments / decisions neutrally without any prejudices. As per the present proviso of JCM of Regional Counsel

5 (a) **Composition**

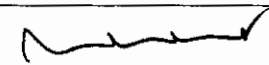
The Regional Council shall consist of :-

(A) **Official side**

**Deputy Commissioner of the Region -  
Chairman of the Regional Council**

Deputy Commissioner is the apex officer of a Region. The dispute, if any, arose in the region usually cropped up due to orders or actions of the Deputy Commissioners only. So judicious decision cannot be expected from an officer who is holding the apex post and Chairmanship of JCM of Regional Counsel. It is proposed to have any officer not below the rank of Jt. Commissioner to the post of Chairman of Regional Counsel. **The pattern adopted**

<p><b>for National JCM is requested to be followed in Regional Counsels as well.</b></p>		
<p><b>8. Duty of reply of Audit paras by a Principal/DDO without imposing the assignment to an ASO, SSA or JSA.</b>  All the Financial Powers has been conferred on the Principals of KVS vide <b>Appendix - 1 of Accounts Code.</b> As per the present system of KVS Principal of a KV is solely responsible for all sorts of Academic, Administrative and Accounts related decisions like wise Deputy Commissioner, KVS RO are for the Regional Office and Region. Not a single Penny of KVS exchequer can move to any direction without the wishes and will of a Principal. AG Audit and Internal Audit are being performed in KVs only to judge the actions of a Principal. Principals never bother to get the suggestions from their sub-ordinates. But it has been alleged that JSA, SSA or ASO are impressed to write replies of Audit objections. This should be stopped immediately. When Principals are running a Vidyalaya as per their wishes and wills it should be the Principal who should write the replies on Audit quarries. <b>Simply while writing the replies Principal can take the help of JSA or Computer Instructor for typing</b></p>	<p>Principal, like any other officer/official performs his job/any work in accordance with rules and regulations (and not as per his will.) It is the natural duty of ASO, SSA and JSA to assist the Principal whenever their assistance is sought.</p>	<p>Discussed and dropped.</p>



<p><b>works. Necessary orders may be issued to all concerned.</b></p>		
<p>9. Librarians of KVS have no promotional avenue. Even if they are holding the qualification of PGTs, are drawing salary of a TGT scale. They are handling the classes of +2 level without any promotional avenue. Hence it is proposed to allow Librarians having the requisite qualification of PGT may be allowed to appear for Vice Principals as they are taking classes of +2 Levels in KVs.</p> <p>Librarians of KVS have no promotional avenue. Even if they are holding the qualification of PGTs, are drawing initial salary of a TGT scale. They are handling the classes of +2 level without any promotional avenue. Hence it is proposed to allow Librarians having the requisite qualification of PGT drawing Grade Pay of PGT to appear for LDE of Vice Principals. <b>The RR of Vice Principal in KVS is</b></p> <p>Essential Qualification:</p> <p>A. Academic</p> <p>i) Master Degree from recognized university with atleast 45% marks in aggregate.</p> <p>ii) B.Ed or equivalent teaching degree.</p> <p>B. Experience</p> <p>(a) Persons holding analogous posts or</p>	<ul style="list-style-type: none"> <li>• The Recruitment Rules for the post of Vice-Principal have been reviewed by the Committee constituted for this purpose.</li> <li>• The following method of Recruitment for the post of Vice-Principal has been recommended by the Finance Committee. <ul style="list-style-type: none"> <li>a. Method of recruitment <ul style="list-style-type: none"> <li>• 50% by Direct Recruitment</li> <li>• 25% by Limited Departmental Competitive Examination</li> <li>• 25% by Promotion</li> </ul> </li> <li>b. After reviewing the performance of the promotee Vice Principals, the promotion quota may be considered to be increased in future.</li> </ul> </li> <li>• Recruitment Rules as recommended by Finance Committee have been approved by BoG on 15.11.2016.</li> <li>• The revised Recruitment Rules for the post of Vice-Principal effective from 01.04.2017 have been notified on 21.09.2017.</li> </ul> <p>As per the revised Recruitment Rules, the qualification for Direct Recruitment for the post of Vice-Principal is as under: -</p> <p><b>Essential Qualification:</b></p> <ul style="list-style-type: none"> <li>i. Masters Degree from a recognized</li> </ul>	<p>The Chairperson directed to examine the issue on file regarding <i>In-situ</i> promotion.</p> <p><b>Action by: JC(Admn.)</b></p>



posts of Vice-Principals in Central/State Govt./ Autonomous organizations of Central/State Govt. in the Pay Band of Rs. 15600-39100 with Grade Pay of Rs. 5400;

OR

(b) Persons holding posts of PGTs or Lecturer in Central/State Govt./ Autonomous organizations of Central/State Govt. in the pay band of Rs. 9300-34800 with Grade Pay Rs. 4800 or equivalent with at least 6 years' regular service in the aforesaid grade.

OR

**(c) 10 years combined regular services as PGT in the Pay band of Rs. 9300-34800/- with Grade Pay of Rs. 4800/- and TGT in the Pay Band of Rs. 9300-34800/- with Grade Pay of Rs. 4600/- out of which 03 years as PGT.**

(d) Knowledge of Computer Applications.

university with atleast 50% marks in aggregate.

ii) B.Ed or equivalent teaching degree.

(iii) 2 years experience of working on the post of Vice-Principal in Central/State Govt./Autonomous organizations of Central/State Govt. ;

OR

6. Years experience of working on the post of PGT or Lecturer in Central/State Govt./Autonomous organizations of Central/State Govt.;

OR

10 years combined experience of working as PGT or Lecturer and TGT in Central/State Govt./Autonomous organizations of Central/State Govt. of which atleast 3 years should be of working on the post of PGT or Lecturer.

**Desirable**

Basic knowledge of working on Computer.

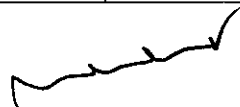
**By Promotion**

From amongst PGTs serving in Kendriya Vidyalaya Sangathan with 08 years regular service in the grade.

**By Limited Departmental Competitive Examination**

From amongst PGTs serving in Kendriya Vidyalaya Sangathan with 05 years regular service in the grade.

	<p>The Librarian who is drawing PGT scale and having experience of 10 years will not fulfill the eligibility criteria as per existing RR, as the post of Librarian is not a feeder post for the post of Vice Principal.</p>	
<p><b>10. TA/DA of JCM Members for attending JCM Meetings and all calls / appointments accorded by the officers of KVS</b></p> <p>At present there is no updated circular from DOPT in regard to grant of TA/DA, Food bill, Hotel Bill etc. At present the status equivalent to the entitlement to officers drawing Grade Pay of Rs.7600/- to Rs.8900/- is given as per Sixth CPC. Revised rules may please be issued to avoid any claim settlement issues of the members attending the JCM meeting.</p>	<p>KVS adopts the rules and regulations issued by DOPT <i>mutatis-mutandis</i> from time to time. As and when any rulings concerning payment of TA/ DA to JCM Members for attending meeting is received, the same will be made applicable by KVS.</p>	<p>Agreed as per DoPT norms. Associations to be provided with the copy of DoPT circular on the issue.</p> <p><b>Action by: JC(Fin)</b></p>

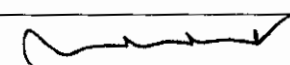


### C. Agenda Points of KVPSS

Agenda Points	KVS comments	Decision taken on 03.05.2018
<p>1. For a good quality teaching, works like conducting / organizing various programmes / data entry of Shaala darpan / UBI portal/ SBSB data / AEP / Writing of Medical reports and reports of events celebrated on every program with photos/soft &amp; hard copies, etc. should not be assigned to teachers . Data entry operators should be appointed and assigned this work in every school. A letter in this regard should be issued to all DCs.</p>	<p>There is already such provision in Kendriya Vidyalayas to appoint Data Entry Operator in office as per the requirement. However, we may advise Principals not to disturb teachers for the office work.</p>	<p>The Chairperson agreed to the proposal and directed the KVS to write to the MHRD for arrangement of funds from SSA. <b>Action by: JC (Admn.)</b></p>
<p>2. Teachers should be given proper respect by each and every employee of KVS, including Principals and all KVS higher officials. Teachers should not be threatened/harassed for producing below 100% result which amounts to undue pressure on teachers.</p>	<p>Addl. Commissioner (Acad.) has already issued directions on the issue to all Deputy Commissioners on 08-01-2018.</p>	<p>The Chairperson directed the KVS to reiterate the instructions. <b>Action by: JC (Acad.)</b></p>
<p>3. Teachers should be directly promoted on seniority basis along with LDE every year. Recruitment rules for the post of Vice principal should be same for LDE as for direct recruitment. As in direct recruitment, eligibility criteria i.e. service length for TGT &amp; PGT is 10 years(as PGT minimum completion of 3 years) but For LDE there is criteria of completion of 5 years as in PGT. Cutoff date for LDE should be the date of</p>	<p>The matter is under consideration of RR review committee.</p>	<p>The Chairperson directed the KVS to examine the issue on file. <b>Action by: JC (Admn.)</b></p>

<p>notification.</p> <p>4. Annual transfer process should be completed on time. Many employees could not get transfer in no taker against clear vacancies. In transfer guidelines for Displacement count, in point no. 2, there must be -2 points for each outstanding grading for previous two years in the same manner as +2 points are given for below average grading for preceding two years. Responsibility should be fixed and action should be taken against higher officials due to which other employees suffer. As in transfers, gross irregularities were observed and teachers had to face a lot of difficulties to get orders modified but no action has been taken against erring officials.</p>	<p>Maximum efforts are made to complete the transfer process on time. So far as awarding (-2) points for outstanding grading for previous 02 years it is made clear that (+2) points are awarded for each preceding year to teachers having outstanding APAR for seeking transfer at desired place. However, (-2) points cannot be awarded for each outstanding grading for previous 02 years for the sake of retaining / stay of teachers in the same place as double benefit cannot be given to the same person.</p>	<p>The Chairperson directed to consider the proposal during the transfer process for the year 2019-20.</p> <p><b>Action by: AC(Estt-II/ III)</b></p>
<p>5. KVS HQ has provided split up syllabus for all KVs. But teachers are not allowed to follow this split up. DCs/ACs/direct teachers to complete syllabus of board classes by Sept/Oct although as per split up syllabus; it is to be finished by January/February. This creates unnecessary pressure on teachers as well as students and adversely affects the quality of result.</p>	<p>The split up of syllabus from class III to X for Academic Session 2018-19 in respect of Kendriya Vidyalayas of Summer/ Winter station have been issued vide letter dated 14.03.2018. The split up of syllabus is suggestive in nature. The split up of syllabus for class XI &amp; XII shall be decided at Regional Level. Instructions are being issued to all Deputy Commissioner to follow the time line for completion of syllabus as the split up of</p>	<p>The Chairperson directed the KVS to reiterate the letter of CBSE.</p> <p><b>Action by: JC (Acad.)</b></p>

	syllabus -2018-19.	
6. Differently abled employee should be considered as an equal employee and should not be discriminated because of the disability. Differently abled employees should be given double transportation allowance according to the government rule. Visually challenged employee should not be forced to bring an assistant in the school.	Of course, they are considered at par with other employees. Physically-challenged employees are being paid transport allowance at double the rates as per the Govt. of India Rules. Visually challenged employees are not forced to bring any assistant with them. It is upto them they have to decide as per their convenience.	The Chairperson directed the KVS to reiterate the instructions.  KVS also to persue with Ministry of Social Justice about the prevailing provisions.  <b>Action by: JC (Acad.)</b>
7. Full time library attendants are required as till date nobody has been assigned any library attendants, as asked by KVS HQ Delhi.	Kendriya Vidyalaya Sangathan (HQ) vide its letter No. F. 11029-19/2008-KVS /HQ/ Acad dated 14.12.2016 has already issued the instructions in this regard. If required, the same will be retreated again.	The Chairperson directed the KVS to reiterate the instructions.  <b>Action by: JC (Acad.)</b>
8. Adhoc Bonus should be given to the KVS employees.	As intimated by US, MHRD vide letter No.F.3-60/2016-UT-2 dated 4.10.17 that payment of ad-hoc bonus to employees of KVS would be admissible only after issue of specific orders by the Department of Expenditure extending these benefits to the autonomous bodies. So far no orders have been received.	The Chairperson directed the KVS to take up the matter regarding grant of Adhoc Bonus with Financial Advisor of the Ministry of HRD and Joint Secretary (Department of Expenditure). The Commissioner, KVS to accompany the Special Secretary (SE) to expedite the matter with Department of Expenditure.  <b>Action by: JC (Pers.)</b>
9. K.V. Panchgram and K.V. Jagi Road (Assam) both are project schools. The employees (regular and contractual)	The funds have already been released by KVS (HQ) for payment of remuneration to contractual	The Chairperson directed the KVS to expedite the matter.



<p>of both the schools are not getting their salary since Aug.2017.</p>	<p>teacher. The matter for non-payment of salary to regular teachers of KV, HPCL, Jagiroad, KV Panchgram &amp;KV CCI Bokajan is under examination.</p>	<p><b>Action by: JC(Fin.)</b></p>
<p>10. Rectification of pay anomalies and fixation of pay of teaching staff who joined before 01.01.2006 as per the judgments of CAT (Principal Bench) Delhi, Hon'ble Delhi High Court and Hon'ble Supreme Court.</p>	<p>The pay fixation has been done correctly as per the provisions of sixth pay commission and further clarification issued by MHRD vide letter No. F.3-43/2008/UT-2 dated 20.03.2009.</p> <p>Since the Pay fixation has been done on the basis of the clarification issued by MHRD letter dated 20.03.2009, KVS has issued letter dated 02.02.2018 to MHRD for seeking the clarification on the issues mentioned in the letter dated 20.03.2009 of MHRD. The issue pertains to giving the entry pay scale to those teachers who were recruited before 01.01.2006 and whose pay was less than entry pay scale.</p>	<p>The Chairperson directed the KVS to re-submit the case to MHRD for issue of necessary orders by DoPT.</p> <p><b>Action by: JC(Fin.)</b></p>

### ADDITIONAL AGENDA POINTS DISCUSSED WITH THE PERMISSION OF CHAIR

All the three Service Associations raised the following issues ; the directions of the Chairperson are indicated against each point as under:

<b>Agenda Points</b>	<b>Decision taken on 03.05.2018</b>
Closing of Kendriya Vidyalayas as per directions of Local Administration.	The Chairperson directed that the orders of Local Administration for closure of Kendriya Vidyalayas due to unfavourable/emergent conditions/situations at the station should be followed by the Kendriya Vidyalayas. Instructions in this regard may be issued by the KVS. <b>Action by: JC (Acad.)</b>
Showing the service books to the employees.	The Chairperson directed that the service books may be shown to the employees once in a year and signatures of the employees may be obtained as a token of having seen the service book. <b>Action by: JC (Admn.)</b>
Receipt of letters.	The Chairperson directed that KVS may issue instructions to all ROs/ZIETs/Principals of KVs to acknowledge the letters/applications/representations submitted by Service Associations/employees. <b>Action by: JC (Pers.)</b>

