



केन्द्रीय विद्यालय संगठन
KENDRIYA VIDYALAYA SANGATHAN
18 संस्थागत क्षेत्र, शहीद जीत सिंह मार्ग,
नई दिल्ली 110 016
18, Institutional Area, Shaheed Jeet Singh Marg
New Delhi 110 016
Fax: 26514179 फोन TEL: 26858570
website:www.kvsangathan.nic.in

F.11083-4/2013-KVSHQ/Admn-I

Date : 07.11.2013

Sub: Minutes of the meeting of the JCM of KVS held on 04.10.2013 in Room No. 112-C, Conference Hall. Shastri Bhawan, New Delhi.

A copy of the minutes of the JCM meeting held on 04.10.2013 duly approved by Chairperson, JCM of KVS is enclosed.

Comments if any, may please be forwarded to the undersigned by 30.11.2013 positively.

The next meeting of JCM will be held on 04.02.2014. The time and venue will be communicated in due course.


(Dr. E. Prabhakar)

**Joint Commissioner (Pers.) &
Member Secretary, JCM, KVS**

Encl: As above

Distribution

1. PS to Additional Secretary & Chairperson, JCM, KVS MHRD, Shastri Bhawan, New Delhi.
2. All Members of JCM of KVS.
3. PS to Commissioner, KVS for information.
4. PS to Additional Commissioner (Admn./Acad.), KVS (Hq.), New Delhi.
5. The President/General Secretary, AIKVTA/KEVINTSA/KVPS.
6. The Deputy Secretary (UT), MHRD New Delhi.
7. ✓ The Assistant Commissioner (EDP Cell) for uploading on KVS web site.
8. All Divisional Heads of KVS Headquarters, New Delhi.

**KENDRIYA VIDYALAYA
SANGATHAN (HQ.)
NEW DELHI**

**MINUTES OF JCM MEETING HELD ON
04.10.2013**

IN

Room No. 112 'C' wing

Conference Hall

SHASTRI BHAWAN,

NEW DELHI.

Kendriya Vidyalaya Sangathan (Hq.) New Delhi

The meeting of JCM was held on 04.10.2013 in CSL, Conference Hall, Shastri Bhawan, New Delhi and the following were present:-

Sl.No.	Name	Designation
1	Ms. Vrinda Sarup Addl. Secretary & Vice Chairperson, KVS, MHRD	Chairperson
2	Sh. Anil Kakadiya Deputy Secretary for and on behalf of Joint Secretary & FA, MHRD, Deptt. of Education Shastri Bhawan, New Delhi.	Member
3	Sh. Avinash Dikshit Commissioner, KVS New Delhi	Member
4	Sh. G.K.Srivastva Addl. Commissioner (Admn..) KVS Hqrs. New Delhi.	Member
5	Dr. E.Prabhakar Joint Commissioner(Pers.) KVS Hqrs New Delhi.	Member Secretary
6	Sh. K.Babu Rajan President, AIKVTA K.V. No. 1, Calicut	Member
7	Sh. Vijeyesh Pande General Secretary, AIKVTA A-502, Gauri Ganesh Apptt. Plot No. 8, Sector- 3 Dwarka New Delhi-110 075	Member & Leader, staff side
8	Sh. K.R. Thakur Yoga Teacher & Secretary, Press & Publication, AIKVTA KV No. 1, Faridabad	Member
11	Sh. Priyavrat Chhikara, General Secretary, KVPSS. Kendriya Vidyalaya, CRPF, Yehlanka. Bangalore.	Member

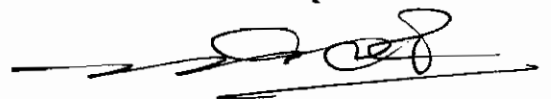
Special Invitees:

1. Sh. P.K. Mittal, Deputy Secretary (UT-2), MHRD
2. Dr. Shachi Kant, Joint Commissioner(Trg.), KVS
3. Sh. M.Arumugam, Joint Commissioner(Fin.), KVS
4. Dr.(Mrs.) V.Vijayalaxmi, Joint Commissioner(Acad.), KVS.
5. Sh. S. Vijaya Kumar, Joint Commissioner(Admn.), KVS

MINUTES OF THE JCM MEETING HELD ON 04.10.2013

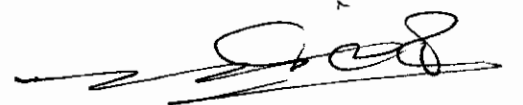
Confirmation of minutes of last meeting held on 21.02.2013

R-S.N.	S.N.	Points submitted by AIKVTA	Decision on 21.02.2013.	ATR	Decision
1	2	3	4	5	6
1	3.	Reduction of work load on teachers by reducing (restoring) the weekly number of periods to 30/33/36 for PGT/TGT/PRT as well as fixing the teacher student ratio at 1:25.	The Chairperson, JCM was of the view that the matter may be reviewed in the next meeting.	The matter is under consideration in KVS and will be reported in next JCM.	Will be reviewed in the next meeting. Action by - JC (Acad.)
2	7.	Sanction of post of Sub-Staff for Vidyalaya Library & Computer Laboratory.	The proposal to have one library assistant in KVs having 03 sections and above is under consideration. The post to be created in any case are to be approved by Academic Advisory Committee, Finance Committee and finally by BOG. This is further subject to approval of Ministry of HRD having financial implication. Will be reviewed in next meeting.	The matter relating of sanction of Library Assistant has been proposed in Library policy which is under process.	The Chairperson desired to expedite the matter. Action by - JC (Trg.)



AIKVTA (B)

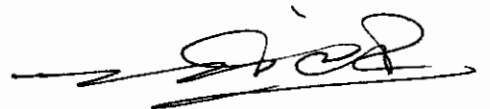
3	3.	<p>Review and formulation of a reasonably lasting Transfer policy that conform to GOI guide lines:- KVS transfer policy changed about four times during last ten years. This it self shows that there is no policy guiding the transfer of personnel in KVS. That apart KVS often ignores the DOPT guidelines on transfer policies. Teachers including ladies and other spouse cases are worst victims of the existing transfer policy alongwith the teachers serving in Had/Very Hard stations who could not be transferred to their choice stations in spite of completion of defined tenure in hard stations. Even in fixing the tenure in hard stations and very hard stations KVS ignored the criteria fixed by DOPT (GOI). There have been scores of instances where ladies including spouse cases have been transferred to NE Region and Naxal infested area without any concern</p>	<p>The association side was once again advised to provide relevant GOI orders to KVS for further examination. The matter will be reviewed in the next meeting.</p>	<p>Copy of GOI orders have not yet been received from Association side. However, it is intimated that KVS BOG in its 95th meeting held on 26.07.2013 has decided that the standard tenure in whole NE would be 02 years instead of 03 years as earlier.</p>	<p>Instructions as stated in ATR have been issued and no further action is required.</p>
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		<p>for their safety and difficulty.</p> <p>The transfer policy is corollary to recruitment policy. KVS should take the leaf out of recruitment policy of NVS where attempts have been made recruit teachers on state/region basis, thus minimizing the requirement of inter-region transfers. The letter from NVS that streamlined the recruitment policy which in turn reduced the transferability of teachers is given below :-</p>			
4	6.	<p>Review of departmental promotion policy for teaching cadre, with AIKVTA representation on any such review committee:-</p> <p>Departmental promotion for teachers in KVS is a myth, not available to senior teacher even with 15 to 20 years of experience in the Grade .The reason being the introduction of selection promotion policy in place of non selection promotion policy which was in force</p>	<p>The detailed proposal is still awaited from association side for further examination.</p>	<p>No such proposal has yet been received from staff side.</p>	<p>The staff side has advised to submit the proposal within one month to KVS.</p>
					<p>Action by - JC (Admn.)</p>



	<p>earlier. We do not have problem with selection promotion policy as long as the tests conducted to evaluate the suitability of teachers in the higher post is limited to a qualifying cut marks rather than a as per merit list position. Written test may serve the limited purpose of evaluating the content knowledge of the examinees but can not evaluate the teaching techniques and effectiveness of teaching in a class room situation. Senior teachers by virtue of their experience prove to be better teachers than "more informed on content" teachers. Hence promotion policy should be modified to accommodate both the experience and content knowledge by fixing a suitable cut mark in the tests so that those who clear that cut marks may get promotion as per seniority. Even if KVS might have</p>			
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		undertaken some review of promotion policy, but AIKVTA was not invited to put forth its views before it. Hence, KVS should reconsider review of promotion policy in the light of AIKVTA view points & with AIKVTA participation in any such endeavour.			
5	7.	Promotional avenues for TGTs(WET/PET/ARTS/Sans)& Librarian by introducing additional subjects in + 2 Classes and TGT grade to Music Teachers:- TGTs (W.E.T,P.E.T,ART) and Librarians do not have promotional avenues and KVS should introduce additional elective subjects at plus to level in those subjects to facilitate creation of PGT posts and facilitate promotion of those teachers. Music teachers are the most neglected of the staff serving the Kendriya Vidyalayas. The essential qualification prescribed for recruitment to the	The Committee has been constituted vide order dated 15.10.2012 and the issue is being examined. However, such issues are subject to discussion in Academic Advisory Committee, finance Committee and recommendation	The 1 st meeting of the committee was held on 18.03.2013. The report of the committee is yet awaited.	The Chairperson desired that the committee constituted vide order dated 15.10.2012 to complete the deliberations and submit the report to KVS within 02 months.
			s submitted to BOG for consideration/approval.		Action by - DC (Acad.)/JC (Trg.) Action by - JC (Admn.)



		<p>post of Music Teacher corresponds to TGTs, but they are given PRT post. They train secondary and higher secondary students for all sorts of cultural functions held in the Vidyalaya, for Social Science exhibitions, Annual day celebration, to welcome and entertain VIPs visiting the Vidyalayas apart from taking regular period in Primary Classess. In NCT Delhi Schools and many other Govt. School they are given TGT grade but KVS put them in Primary Scale. It is not exaggeration of facts if we say the Music Teachers in KVS are illegally exploited, they draw the salary of PRT grade and we are compelled to work with secondary and higher secondary students.</p>			
6	9.	<p>Extension of CGHS facilities to KV teachers similarly as being extended to KVS(HQ) and KVS(Regional Office,) staff and extension of CGHS facility to KVS</p>	<p>The matter was referred to the MHFW through MHRD but MHRD vide letter F.No.3-5/2011-UT-2 dated 1st Jan. 2013 has conveyed the</p>	<p>Recently a meeting has been convened on 03.09.2013 with United India</p>	<p>The Chairperson desired to expedite the constitution of committee as decided in the meeting held on 26.09.2013,</p>



		<p>employees at par with retired GOI employees:-</p> <p>Teachers should also be granted CGHS facility as is being provided to KVS HQ and Regional Office Staff. The CGHS benefits available to GOI employees after their retirement should also be available to retired KVS employees as is being extended to NCERT employees.</p>	<p>decision of MHWF that they have shown their inability to extend the CGHS facilities to all the (Serving/Retired) employees of KVS due to acute shortage of human resources.</p> <p>A proposal for health insurance policy is under consideration of the KVS.</p>	<p>Insurance Company for providing medi-claim for working and retired employees . The insurance company was requested to send the proposal covering the OP treatment and in patient treatment.</p> <p>However, it is pertinent to mention about a meeting held on 26.09.2013 in the office of Commissioner, KVS with retired employees of KVS in which it was decided to constitute a committee by including representatives of</p>	<p>which will in turn examine the proposals received from the Insurance company. It will be reviewed in the next JCM meeting.</p> <p>Action by - AC (Admn.)</p>
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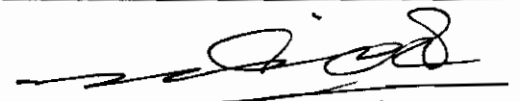
				<p>KVS service associations, retired officials and KVS officials to examine the proposal. The proposed Committee is being notified shortly.</p>	
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KEVINTSA PART-(C)

	S. N.	Points submitted by KEVINTSA			
7	1.	Staffing pattern of the non teaching staff in KVs, with particular reference to the decision already arrived at in the meeting held during the year 2000, and staffing pattern of KVS Regional offices.	The association side produced the required documents. The matter will be examined by KVS and outcome will be reported in next meeting.	Subsequent to the proposal of staff side of JCM Meeting held on 29.08.2000, the staff sanction norms have been revised twice i.e. in the year 2003 and 2010.	The members of KEVINTSA were not present in the meeting held on 04.10.2013. We may see ATR mentioned in column no. 5.
8.	8	Filling up of all the vacant posts of non-teaching employees on a war footing basis, and until such time, existing NTS be appointed on the higher posts on Adhoc Basis (as a	The Chairperson directed to expedite filling up of vacancies. The Commissioner, KVS however, informed that	The offer of promotion from the post of Sub-staff to LDC for the year 2011-12 and 2012-13	The members of KEVINTSA were not present in the meeting held on 04.10.2013. We may see ATR mentioned in column no. 5.



		temporary measure) under the provisions of FR 49, as already approved by the BOG of KVS and communicated by the KVS vide letter No. F.12-9/96-KVS (Admn-I) dated 05.02.2001.	the Seniority List of Assistant is disputed and the matter is in the Court of Law. However the provisions of FR 49 are already implemented in KVS and the cases received from the concerned KV/RO are being examined accordingly.	have already been issued in April, 2013. The offer of promotion through LDE for the post of UDC for the year 2010-11 and 2011-12 have already been issued in March, 2013. The offer of appointment through direct recruitment in respect of UDC and Assistant have already been issued in August, 2013.	No further action is required by KVS.
9	10.	Conversion of the few CPF optees to GPF/Pension scheme as has been provided to many categories of staff working in other Central Govt Departments.	a) AIKVTA referred to a letter No. FA.11018/15/2001-DFQC dt. 25.02.2009 of Min. Of Health & Family Welfare, Govt.	The proposal for one time permission for change from CPF to GPF scheme for KVS/KV	The staff side insisted upon that the cases of employees who joined between 01.01.1986 to 31.12.2003 who were compulsorily



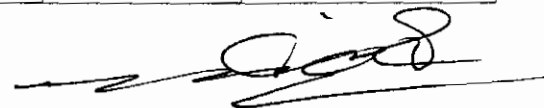
			<p>of India extending the facilities of pension to NIB, a Central Autonomous Organization. The Chairperson desired that the issue may be examined in the light of said circular. B) The association side pointed out that in some cases who were appointed after 01.01.1986 are not treated as GPF beneficiary. The association members informed that many KVS employees have yet not exercised their options. The Chairperson advised them to submit the list of such employees for examination.</p>	<p>teaching and non-teaching staff has been sent to the MHRD vide note sheet No. F.110-125/2011-12/2/KVS conversion in May, 2012 (copy enclosed). A copy of letter No. A.11018/15/2001-DFQC dt. 25.02.2009 was also enclosed. The reply to MHRD letter No. 3-14/2012-UT-2 dated 17.07.2012 has been sent vide letter No. 110-125/2011-12/2/KVS conversion dated 13.08.2012.</p>	<p>given the benefit of CPF may be reconsidered for consideration into GPF. The Chairperson desired that KVS may initiate action.</p> <p>Action by - JC (Fin.)</p>
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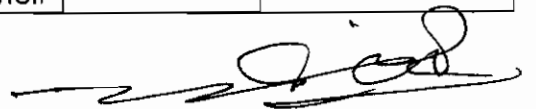
				<p>The reply to the MHRD letter No. 3-14/2012-UT-2 dated 25.04.2013 has been sent vide letter No. 110-125/2011-12/2/KVS CPF to GPF/754 dated 05.08.2013.</p>
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(B) AGENDA ITEMS.

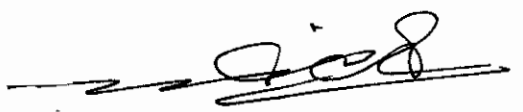
	S.N	Points submitted by AIKVTA	Decision of last JCM	ATR	
10	11.	<p>Regional JCM to be conducted in all the regions- In most of the regions RJCM are not conducted. Hence the Deputy Commissioner be directed.</p> <p>The Regional Offices are conducting JCM. In case any Regional Office is not conducting the same it may be brought to the notice of KVS.</p>	<p>The AIKVTA informed that the following Regional Offices are not conducting the JCM as per provisions of education Code:-</p> <ol style="list-style-type: none"> 1. Bhubaneswar 2. Jabalpur 3. Ernakulam 4. Bangalore 5. Lucknow <p>The Chairperson</p>	<p>The directions have been issued on 14.05.2013. RJCM could not be conducted at some places as the names of representative of association for inclusion in RJCM are not</p>	<p>Since the issue raised has been fulfilled no further action is needed.</p>



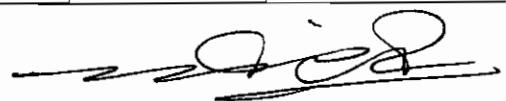
			was of the view that these Regional Offices be directed to conduct the Regional JCM as per provisions.	provided to RO concerned. RJCM have been held in ROs Bhubenash war, Jabalpur, Erannakulam, Bangalore & Lucknow. In RO Bangalore the date is fixed for 04 October, 2013.	
11	13.	Timely circulation of letters for deduction of membership of AIKVTA to regional offices- In the month of June every year KVS Hq. must write to the regional offices for the deduction and remittance of Association (AIKVTA) fees. The amount pending in different Vidyalayas be sent with interest. Standing instructions are there to deduct and remit the subscription of the recognized staff association in the Education Code.	The Chairperson, JCM was of the view that instructions of KVS may be reiterated among all the Regional Offices. The Chairperson further directed to the associations to provide their Bank Account Number with in a week so that the same could be circulated to all and the subscription be credited in their	The instructions were issued on 17.05.2013 itself.	The KVPSS raised that the Principal KV Shalimar Bagh is not adhering to the instructions of KVS. The Chairperson was of the view that the report may be obtained from KV Shalimar Bagh. Action by - AC (Admn.)



			account.		
12	20.	In the last working day of the month there should be half day for the students to allow the teachers to fulfil their work specified on that day.	The AIKVTA informed that this practice is not followed in the Kendriya Vidyalayas of Bhubaneswar Region. The Chairperson, JCM directed that the instructions of KVS may be reiterated among all Regional Offices, especially Bhubaneswar Regional Office for compliance.	The orders have been issued on 01.10.2013.	Since the issue raised has been settled no further action is needed.
		KEVINTSA			
13	2	Since many of the posts of Section Officer are vacant, until OA 1048/2011 is disposed off, Adhoc appointment should be made on the post of Section Officer based on the Final Seniority List of Assistants as on 01/01/2004, as directed by the Hon'ble CAT Ernakulam Bench in OA 1042 of 2010.	Will be reviewed in the next meeting.	In compliance of the decision taken in the BOG meeting dated 26.7.2013 on the recommendation of the Finance Committee meeting dated 18.6.2013, constitution of four member committee headed by Shri J Alam, JS(SE-II) was notified vide order dated	The members of KEVINTSA were not present in the meeting held on 04.10.2013. We may see ATR mentioned in column no. 5. Since KVS will take further course of action. Outcome will be informed in the next JCM meeting. Action by - JC (Admn.)



				2.9.2013 to review the Recruitment Rule for the post of Section Officer alongwith the Recruitment Rules for the other Non-Teaching posts. The meeting of the Committee is yet to be held.	
14	3	Promotion from the post of sub staff to the post of Lower Division Clerk: Amendment in the Recruitment Rules of Lower Division Clerk (with some relaxations) as per the Model recruitment Rules duly accepted and circulated by the DoPT, Min. of Pers., PG and Pensions, Govt. of India vide OM No. 14017/32/2009-Estt. (RR) dtd. 07 th October, 2009.	The Chairperson was of the view that the quota for recruitment for the post of LDC may be considered as:- Direct - 90% Limited - 10% Departmental Exam	In compliance of the decision taken in the BOG meeting dated 26.7.2013 on the recommendation of the Finance Committee meeting dated 18.6.2013, constitution of four member committee headed by Shri J Alam, JS(SE-II) was notified vide order dated 2.9.2013 to review the Recruitment Rules of Non-	The members of KEVINTSA were not present in the meeting held on 04.10.2013. We may see ATR mentioned in column no. 5. Since KVS will take further course of action. Outcome will be informed in the next JCM meeting. Action by - DC (Admn.)/JC (Admn.)



				teaching posts. The review of Recruitment Rule for the post of LDC will also be placed before the Committee as opined by the Chairperson, JCM.	
15	10	Burden of additional duties on the non teaching employees. A proper and comprehensive "work study" should be conducted by forming a committee consisting of representative of recognized Associations. Work study conducted by the MHRD and views of Associations also taken into account and comprehensive report to be submitted in a time bound manner.	The matter will be reviewed in the next meeting.	The matter is under examination in the KVS.	Action taken will be informed in next JCM meeting. Action by – AC (Admn.)
16	11	Implementation of "Note Sheet System" in all the KVs as per the norms and office procedure and to eradicate corruption & to also to save low paid non-teaching staff from victimization.	Necessary action has to be taken for issuance of guidelines for use of note sheet system in KVs.	Necessary instructions have been issued vide letter No. F.11029-16/2013 KVS HQ(Admn.-1) dated 27.09.2013.	Since orders have been issued as stated in ATR no further action is needed by KVS.
17	13	Cadre Restructuring of the posts of non-teaching employees	After due deliberation the association side	.No proposal is received	The members of KEVINTSA were not



		in KVS (at all levels).	was directed to submit their proposal for cadre restructuring for further examination of KVS. The matter will be reviewed in next meeting	from staff side.	present in the meeting held on 04.10.2013. We may see ATR mentioned in column no. 5.
18	15	Constitution of Regional Councils of JCM: The "KEVINTSA" had filed a contempt petition before the Hon'ble HC, Kerala for the implementation of JCM scheme in KVS. Though the KVS has constituted the JCM at department level and meeting are also being conducted, many Regional Offices could not yet constituted the JCM at Regional level. Further some of the Regional Offices have constituted the RJCM, but are refraining from conducting the meeting of RJCM, defeating the very purpose of formation of RJCM as approved by the BOG of KVS.	. The AIKVTA informed that the following Regional Offices are not conducting the JCM as per codel provisions of education Code:- 1. Bhubaneswar 2. Jabalpur 3. Ernakulam 4. Bangalore 5. Lucknow The Chairperson was of the view that these Regional Offices be impressed upon to conduct the JCM as per the codel provisions of KVS.	As at Item No. 11, Sl. No. 10 above.	The issue has been settled and no action is required.
19	19	MACPS: Grant of Grade pay of Rs. 4200/- to the UDCs/LDCs on ACP with effect from 01.08.2009, who were granted Grade	Since the Hon'ble CAT has not pronounced final judgement it will be reviewed in the	The Hon'ble CAT Earnakulam has decided the matter on	The members of KEVINTSA were not present in the meeting held on 04.10.2013. We may see ATR



		<p>pay of Rs. 2800/- before 01.08.2009 (as per Para 6.2 of DOPT OM dated 19.05.2009 in view of up-gradation of pay scale of the hierarchy post i.e. Assistant Superintendent). Necessary instructions for grant of financial upgradation under MACPS and review of the past cases, may also be issued in compliance of OM No. 35034/3/2008-Estt.(D)(Vol.II) dtd. 04.10.2012 issued by the DoPT, Govt. of India.</p>	next meeting.	<p>14.11.2012 accordingly orders have been issued letter No. No. F.11013-2/2011-KVSHQ (Admn-I) dated 01.04.2013.</p>	mentioned in column no. 5.
20	20	<p>Medical facilities to the non-teaching employees working in a rural/remote area: Inclusion of more AMAS and hospitals as recognised for the purpose of reimbursement, preferably a sub committee consisting of representatives of recognised Associations may be formed to identify areas to suggest.</p>	<p>After due deliberation it was advised by Chairperson, JCM that the Association side should submit specific proposal(s) through Deputy Commissioner concerned for further examination</p>	<p>Same. as at Item No. 9, Sl. No. 6 above.</p>	<p>Decision and action as mentioned in Item No. 9 (Sl. No. 6) above.</p>

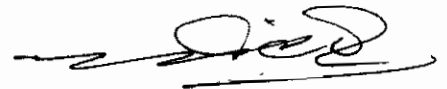


Agenda for 04.10.2013

S. N	Demand by AIKVTA	Comments of KVS	Decision
1	2	3	4
01.	<p>Grant of higher pay scale and/or Financial incentive to KV teachers.</p> <p>The 80th BOG Meeting has deliberated in detail on the point and it has been desired by the Chairman that a Committee under the Chairmanship of Vice Chairman may be constituted to look into the matter. As per the record available with AIKVTA neither any such committee was ever finalized though proposed nor, any meeting was ever held to discuss the issue. However, it was informed by the Govt. vide letter dated 2009 that since the revision of pay as per the 6th C.P.C. for the teachers has taken place recently the proposal for granting higher pay structure and/or financial incentive to the teachers will be looked into at a later stage. The AIKVTA is of opinion that now proposal may please be taken into account in the true spirit it has been discussed in BOG.</p>	<p>This has already been discussed in JCM, KVS held on 21.02.2013 and dropped.</p>	<p>The Chairperson advised the member of AIKVTA to submit the proposal within 03 months to KVS which will in turn submit the same to MHRD/VIIth Pay Commission.</p> <p>Action by – JC (Fin.).</p>
02	<p>Payment of salary to all the new recruits for the summer vacations exempting the condition of completion of 6 months prior to the beginning of the summer vacations.</p> <p>Teachers being the vacational staff are entitled for one vacation of 50 days and 2 breaks of total of 20 days. Non-payment of salary to the new recruits, if they do not complete 6 months prior to the summer vacation not only put them in financial constraints but also regularization of their services for the period of summer vacations comes under big</p>	<p>This is a codal provision of KVS duly approved by BOG, article 137 provides as under:-</p> <p>1. The teachers and other staff of Vidyalaya who have been classified as vacational and who are not called for duty during the long vacation (Summer/Winter/Monsoon) shall be entitled to vacation pay only when they</p>	<p>The Chairperson was of the view that the issue should be examined in KVS and necessary amendment(s), if any needs to be brought in Education Code.</p> <p>Action by –AC (Admn.)</p>



	question mark. It is suggested that the salary for the summer vacation may be released to the new recruitees as soon as they complete 6 months of their regular service in KVS, as was prevailing earlier prior to 2005.	have actually worked for a minimum period of five months in the preceeding academic year.	
03.	<p>Counting of seniority from the date of initial appointment, in place of , from the date of obtaining of B. Ed degree for the teachers appointed on trail basis, in KVS.</p> <p>Teachers having bright academic career were appointed on trail basis, subjected to completion of B. Ed within a period of 2 years. Teachers rendered their uninterrupted service and completed B. Ed within the stipulated time.</p> <p>On completion of B. Ed their services have been regularized by the appointing authority since the date of their initial appointment.</p> <p>But unfortunately in granting then senior scale and seniority number the date has been into consideration from the day they issued with B. Ed certificate (even the date of their declaration of passing B. Ed was not considered).</p> <p>Since they have completed their B. Ed within the given time and that to not hampering their work and also entitled for annual increment, grant of senior scale and counting of seniority number may be done from the date of their initial appointment in KVS.</p>	<p>Earlier, teachers having first class marks in graduation and post graduation without B.Ed, were appointed on trial basis subject to the condition that he/she would be placed, "on trial" initially for a period of 02 years which may be extended by 01 year, if he/she is not able to acquire B.Ed within 02 years. His/her services will be regularized from the date of declaration of the result of B.Ed. Hence all the benefits were being granted from the date of declaration of B.Ed. result including fixation of seniority etc. Presently no recruitment is done on trial basis.</p>	<p>The issue was thoroughly deliberated and it was decided that no change is required in the existing guidelines of KVS. No further action is required.</p>
04.	<p>Timely payment of salary in some of the project KV's like K.V. Jayant Collery (Jabalpur region) K.V. Jagi Road and few KVs of (Jaipur Region)</p> <p>The payment of salary to the teachers working in these schools is not being made regularly to them resulting into the financial hardship and uncertainty. It appears that some negotiation is required between the KVS and the sponsoring authority and the KVS should take step to ensure the timely payment of the salary in these Vidyalaya.</p>	<p>At present there are 112 Vidyalayas sponsored by various projects including PSUs of Government. As per terms and conditions, the concerned sponsoring agency is expected to release the funds in 02 installments to meet the recurring and non-recurring expenditure. Around 04 projects failed to remit the funds including KV</p>	<p>KVS authorities have explain the status position of payment of salary in Project KVs. Since staff side requested to confirm payment of salaries to staff of Project KVs in time. The Chairperson desired to check the status of KV, HPCL Jagi Road, KV Panchgram, Jayant</p>



		<p>Jayant Colliery, Panchgram, Jagiroad and Zawar Mines. Therefore, the salary to the staff could not be disbursed in time. As per request received from the Deputy Commissioners of the Region, funds have been remitted from KVS Hqrs to avoid such hardship to the employees.</p> <p>Further this matter is being taken up with respective Ministries through HRM for continued funding as per the decision of 95th BOG in its meeting held on 26.07.2013.</p>	<p>Colliery and Zawar Mines.</p> <p>Action by - JC (Fin.).</p>
05.	<p>Reintroduction of Under-14 games and sports events at all the levels of KVS sports meet and to ensure the participation of the teams of U-14, in SGFI.</p> <p>Prior to 2013 all the games and sports of KVS was organized in the category of under-14(B&G) under-17 (B&G) and under 19(B&G)</p> <p>All the sports and games of under -14 were not organized in the year 2013 and thus depriving the depriving the students of this category in all KVS level competition and also in SGFI. The under-14 category is the nursery for under-17 and under-19 category. Non-organization of the competition in under-14 category is against he basic spirit of the KVS which speaks of all round development of the students and also the mass-participation of the students.</p>	<p>This is a matter related to activities of KV students not related to JCM.</p>	<p>Though the issue raised does not come under the purview staff issues, the Chairperson desired that the issue may be referred to Sports Control Board, KVS.</p> <p>Action by - JC (Trg.)</p>
06.	<p>Removal of Pay anomalies created due to implementation of Part B section-II of 6th CPC for new appointments made as on</p>	<p>Necessary orders for removal of anomaly have already been issued vide letter No.</p>	<p>The staff side insisted that anomaly should be removed by taking into</p>



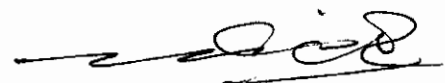
	<p>01/01/2006. Teachers appointed prior to 01.01.2006 are getting lesser pay than the fresh appointees joining on/or after 01/01/2006. Further the cadre pay anomalies to be removed as per the Cadres as PRT, TGT and PGT and non subject wise, which is being adopted in most of the ROs. Long pending cases may please be settled, at the earliest.</p>	<p>F.11239/58/KVS (Budget) dated 20.07.2012.</p>	<p>consideration the date of joining of an employee in a cadre instead of subject-wise seniority. The Chairperson desired that issue may be examined in KVS and the same may be reported in the next JCM meeting.</p> <p>Action by - DC (Admn./ JC (Admn.))</p>
07	<p>Number of members for RJCM, may be restored and corrected to 07 instead of 05. As per the Annexure-XLII© of Education Code of KVS speaks that.... The 7 seats may be distributed according to the numerical strength of members represented by these association....some misprint appears in the numerical value of distribution of members among the Teachers Association and Non Teaching Staff Association. This is with reference to letter No.F.11083-2/2012-KVS HQ (Admin-I)/part-IV dated 06/09/2013, addressed to DC KVS RO Patna and copy to DCs KVS All ROs.</p>	<p>The contention of association is not correct as per Appendix-XLII(C) of Education Code under the heading of "Constitution of Regional Councils under the scheme of Joint Consultative Machinery of KVS" (updated upto 31.08.2006 and approve by the BOG in its 76th meeting held on 04.12.2006) the total number of representative on staff side is teacher association-3, non-teaching staff association-2, Total-5.</p>	<p>The Chairperson directed to bring it coherence in the total number of the members in RJCM and distribution thereof and bring the changes in Education Code.</p> <p>Action by - AC (Admn.)</p>
08	<p>Reimbursement of medical claims after superannuation, for KV Teachers/Employees As per the verdict of the supreme court SLJ 2005(2) Page 145, the govt. is under an obligation to provide its every citizen all necessary facilities to enjoy the best of health..... For this purpose no discrimination can be made between serving govt. officials and a retired Govt. Official, both are citizen of India and both are entitled to same treatment. When the serving</p>	<p>As already given in ATR Item No. 9 Sl. No. 6 of AIKVTA. KVS is following CS(MA) Rules 1944 for serving employees and these rules are not applicable to retired employees.</p>	<p>The reply of KVS has been accepted no action is necessary.</p>

	employees are entitled to reimbursement of their medical claim the retired employee can not be discriminated in that behalf. The extension of medical reimbursement facilities to pensioners of the govt. was even recommended by 5 th CPC and accepted by govt. in principle by issuing the OM dated 5/6/98.		
09	Reduction of work load of teachers as per 08 period time table per day. The number of periods allotted to all categories of teachers i.e. PRT, TGT & PGTs, per week was initially as per the 9 period time table i.e. out of 54 numbers of period per week. With the reduction of the number of periods per day in the school from 9 to 8, the total number of periods per week is 48, but there is no change in total number of periods allotted per week to different categories of Teachers, which has resulted into the enhancement of work load on the teachers of all categories.	As already given in ATR Item No. 3 Sl. No.1 of AIKVTA.	Already covered in point number 3 (Sl. No. 1) of ATR, (AIKVTA).
10	Computerization of all Official Records in KVs. KVs is following the practice of manual preparation of Admission Records, Student data, Transfer certificate, etc. and because of this much time is wasted in correction and updating of data. Total computerization of scholar's/Admission details, Transfer Certificates, fees etc will result in correctness of data as well as saving time spent by teachers for non-academic work. Some software can be prepared and used uniformly by all KVs for Admission, TC etc.	KVS is working with NIC to develop a MIS/ERP solution for KVS. So that most of its activities can be automated including admission, transfer etc. Actually it will provide complete automation for student life cycle, teacher life cycle, school management system (including HR & Finance).	Will be reviewed in the next meeting. Action by = DC (EDP)

	Demand by KVPSS	Comments of KVS	
11	<p>KVS has set up a PR Cell to submit applications regarding transfers/promotional modifications/place of posting/other service matters where the teachers have to personally visit and submit their applications. It is very inconvenient particularly for the lady teachers who are working far away from Delhi to travel for 48 hours to submit an application which are usually thrown into dustbin. Officers of KVS consider it below their dignity to meet the teachers and listen their grievances. In the promotional posting no criteria has been followed regarding the placement of the teachers. A few teachers have been posted about 2000-2500 Kms away from their KVs inspite of the vacancies in their own KVs and at the same station. Why have the teachers not posted in the nearby places where posts are still lying vacant? It is tantamount to mental harassment of the K.V. teachers. Under these circumstances, what kind of performance do you expect from the KV teachers in the classroom?</p>	<p>It is informed that vide this office letter dated 18.05.2012 a Public Relation Cell was set up at KVS (Hqrs.) for effective handling and monitoring of all representations received from the employees who are visiting KVS (Hqrs.) office for various issues.</p> <p>Since teachers/staff are meeting many officers repeatedly for their work and it hampers other urgent works like preparing reply for Parliament question, Court cases and other related work to transfer, posting and RTI etc. Accordingly, the employees were advised to submit their representations to the Section Officer/In charge PR Cell from 10.00 A.M. to 12.00 Noon in order to provide status position by 4 to 5 P.M. in the same day and the visitors were allowed to meet the Officers of KVS (Hqrs.) Office simultaneously. Later, the time was changed to submit their representation between 4 to 5.00P.M. to the SO/In charge PR Cell and they were allowed to meet the concerned Officer also. Accordingly, most of these representations have been considered and disposed off on the basis of their merit and remaining are under consideration but no representation has been thrown in the dust been has alleged by General Secretary KVPSS. Hence, the</p>	<p>After long deliberations from both the sides the Chairperson decided that KVS should work out a system for receipt of representations through various modes e.g., electronic and dak etc. so that the representations can be dealt with and responded to speedily by KVS.</p> <p>Action by - JC (Admn.)</p>



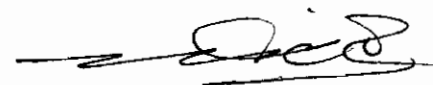
		<p>allegation is totally baseless. It is made clear while giving posting on promotion, firstly lady teachers were given posting as per their panel position either in the same Vidyalaya or nearby Vidyalaya and after that male teachers were adjusted to the nearby place subject to availability of vacancy at that time. However, efforts, were made to adjust the teachers in the nearby place or in the Vidyalaya. Representation of the teachers regarding modification in their place of posting are being considered on merit of the case.</p>	
12	<p>KVS has stopped the provision of Mutual transfer & transfer against 'No taker vacancies'. These types of transfers are teacher friendly and teachers can move to their desired stations. You are requested to initiate action to re-start these transfers.</p>	<p>Matter regarding re-introduction of mutual transfer was considered in the 95th meeting of BOG held on 26.07.2013. As per the minutes of BOG "The Board directed that the scheme of mutual transfer may be considered for re-introduction". Orders are being issued.</p> <p>Re-introduction of transfer against no taker vacancy has already been dropped by the committee as per the minutes of JCM meeting held on 21.02.2013.</p>	<p>Will be viewed in the next meeting.</p> <p>Action by – AO (E-II/E-III)</p>
13	<p>The Central Administrative Tribunal (CAT) Principal Bench Delhi has instructed KVS to implement MACP scheme for the teaching staff. Kindly initiate action to implement the decision of CAT which is in the best interest of K.V. teachers.</p>	<p>Based on the decision of the Ministry of HRD, as conveyed by them in consultation with Ministry of Finance, vide their letter No. 3-18/2010-UT-2 dated 15.07.2013, the competent authority, KVS has decided to file an appeal against the order of Hon'ble CAT</p>	<p>No action is required.</p>



		Principal Bench, New Delhi.	
14	K.V. staff members feel much aggrieved regarding the enhancement in the working hours. It is very inconvenient for the teachers. Enhanced timing has created mental tension and given rise to umpteen numbers of problems in the daily life of K.V. teachers. It seems to be illogical and unnecessary K.V. teachers come prepared from home and they don't need extra time for preparation and planning at school. Neither the Delhi Govt. nor the States have increased working hours for the teachers. Why this discrimination against K.V. teachers.	<p>The KVS is a pace setting organization and implementation of RTE Act, 2009 is obligatory. The minimum number of working hours i.e. 45 hours per week (@ 7 hours 30 minute per day) have been prescribed in part-2, the schedule para-4 of RTE Act, 2009. Accordingly, directions have been issued for compliance by all concerned. This has been approved by Board of Governors of KVS in its 91st meeting held on 19.01.2012. However, a court case has been filed by AIKVTA in CAT Principal Bench, Delhi and as of now the matter of enhanced school timing is sub-judice.</p> <p>In the meeting held on 09.09.2013 with members of AIKVTA it was informed to them that KVS will review the decision keeping in view of the guidelines of CBSE. It will be examined on file. Hence the agenda may be dropped.</p>	<p>In the light of decision taken on 09.09.2013 in the meeting held with the members of AIKVTA in the Chamber of Commissioner, KVS, the issue will be reviewed in next JCM meeting.</p> <p>Action by - JC (Acad.)</p>
15	Kendriya Vidyalaya Pragatisheel Shikshak Sangh (KVPSS) was granted recognition by KVS letter no.11083-3/2012/KVS(Hq)/Admin-I dated 12.06.2013. Even after prolonged correspondence with KVS authorities, the members of the Association are deprived of the basic facilities admissible to members of a recognized Association.	The KVPSS has not provided details of facilities required, for examination by KVS.	<p>The Chairperson directed the associations to give details of facilities as per rules to KVS for necessary action.</p> <p>Action by - AC (Admn.)</p>
16	As per the Government of India rules, the General Secretary and the Chief Executive of an Association should be posted to the Head Quarter. To quote the exact lines from Swamy's Handbook, "The Chief	The matter is under examination.	The Chairperson directed that this matter would be looked at by KVS and the JCM cannot make transfers.



	Executive of the Association/General Secretary may be brought on transfer to the Headquarters of the Administrative head as far as possible." The General Secretary of KVPSS is posted at Bangalore and no serious action has been initiated to bring him to Delhi i.e. KVS (HQ).		
17	The list bearing name of the office bearers of KVPSS has not yet been circulated. It has neither been uploaded on the KVS website nor that of the KVS regional offices. It has not been circulated among the KVS.	The contention of General Secretary, KVPSS is not correct as he was requested vide letter dated 31.07.2013 to provide certain documents in terms of the provision of By-laws of Association (KVPSS) so that the list of office bearers could be circulated. Till date nothing has been received from KVPSS.	In view of the comments given by KVS in column no. 3, the Chairperson directed that after receiving the required information from KVPSS the list may be circulated by KVS. Action by - AC (Admn.)
18	Almost three months have elapsed since the recognition of KVPSS, its members have not been given representation either in National JCM or Regional JCM.	The competent authority has allotted 04 slots to teaching associations as under:- AIKVTA- 03 KVPSS -01	Since issue is already settled no action is needed.
19	We have already submitted the Bank Account no. and bank details to the KVS (HQ) for depositing the subscription fee, but no action has been initiated so far.	The bank details have already been circulated and uploaded on the website of KVS vide letter No. F.11083-3/2012- KVS (HQ)/Admn-I dated 25.09.2013	Since issue is already settled no action is needed.
20	KVS authorities are deliberately adopting dilly-dallying tactics and not allowing me to meet the Commissioner, KVS to discuss some issues related to teacher's welfare. I have submitted an application to the PA to Commissioner KVS on 16 th August 2013 seeking his permission for an appointment. I received a letter granting me permission to meet Joint Commissioner (Personnel) on 23-24 Sept.2013 with his prior permission. Why is the Commissioner KVS not available for a meeting?	It is incorrect to say by the General Secretary, KVPSS that KVS is using the delaying tactics. While giving his letter dated 15.08.2013 the General Secretary, KVPSS did not disclose the point of discussion with the Commissioner, KVS, hence it was decided by the Commissioner, KVS that he should first meet the Joint Commissioner (Pers.).	The Chairperson decided that these issues does not come under the purview of JCM. It is best addressed by Commissioner, KVS.



	<p>(a) AIKVTA wrote a letter for an appointment with the Commissioner on 3rd Sept.2013. They received a response on 4th Sept. granting them an appointment with the Commissioner on 9th Sept.</p> <p>(b) Letter of AIKVTA was uploaded on the KVS website. But KVPSS letters are neither entertained properly nor uploaded on the KVS website. Why is this step motherly treatment towards KVPSS.</p>	<p>Whereas, the AIKVTA while giving their letter have categorically mentioned their issues/demands and therefore they were given the time on 09.09.2013.</p> <p>General Secretary may be advised to restrain from making such sweeping allegations.</p>	
21	<p>UT-2 Section MHRD has penned a letter to KVS on 21st March 2013 regarding registration of KVPSS under Society Act 1860. Even after a period of seven months, there is no response to the letter from KVS.</p>	<p>Necessary action has been taken vide letter No. F.11083-3/2012-KVSHQ (Admn-I)/Part-I dated 01.10.2013.</p>	<p>The Chairperson directed that this is not a matter of JCM and hence deleted from Agenda.</p>
22	<p>Since the General Secretary, President and Treasurer have to frequently visit KVS (HQ) and MHRD. Passes should be issued in favour of the above mentioned officer bearers of KVPSS.</p>	<p>The General Secretary, KVPSS has already been informed vide letter dated 31.07.2013 that there is no provision to issue passes to the representatives of association, for their frequent visit to MHRD and KVS. However, they are being allowed to visit the officers of MHRD/KVS as per the requirement and need.</p>	<p>The comments of KVS has been accepted and no action is required by KVS.</p>
23	<p>We need accommodation in KVS (HQ) for setting up the office of the Association. Other Associations of the Govt. of India have been granted his privilege.</p>	<p>As of now acute shortage of rooms are experienced at KVS Hqrs. No spare room is available for providing it to the association</p>	<p>Though there is acute shortage of accommodation at KVS HQ, the Chairperson desired that possibility may be explored for providing accommodation at the station where the National JCM Member is posted.</p> <p>Action by - AC (Admn.).</p>



24	<p>Withdrawal of enhanced working hours for K.V. employees and rolling back to the previous time schedule of 6 hours 10 minutes.</p> <p>(A) It is not feasible at all, Kindly increase the salary in proportionate to the enhancement in time (i.e.25%). Time increased after the implementation of 6th CPC.</p> <p>(B) If both the above mentioned conditions not acceptable, introduction of the system of 5 days a week working days.</p>	<p>As para 14 above. Moreover, the matter relating to increase of salary and five days week have already been discussed in JCM, KVS held on 21.02.2013.</p>	<p>Already discussed in point no. 14 of Agenda above, no further action is needed.</p>
25	<p>Implementation of Modified Assured Career Progression (MACP) Scheme already recommended by 6th CPC.</p>	<p>The matter was referred to MHRD on 26.02.2013 and the MHRD has shown their in-ability to implement the MACP scheme vide their letter dated 15.07.2013.</p> <p>It was also informed to the 02 members of AIKVTA in the meeting held on 09.09.2013 that the issue of MACP can be once again taken up by forming a joint committee consisting of KVS officials and associations member.</p>	<p>In the light of decision taken in the meeting held on 09.09.2013 in the Chamber of Commissioner, KVS the issue will be examined by a Joint committee consisting of members of Association and KVS.</p>
26	<p>CGHS facility to all the KVS employees.</p>	<p>Already discussed in the JCM KVS held on 21.02.2013.</p>	<p>Action as proposed in Item No. 9 (Sl. No. 6) of ATR.</p>
27	<p>Conversion of CPF to GPF cum pension scheme.</p>	<p>The proposal for one time permission for change from CPF to GPF scheme for KVS/KV teaching and non-teaching staff has been sent to the MHRD vide note sheet No. F.110-125/2011-12/2/KVS conversion in May, 2012 (copy enclosed). A copy of letter No. A.11018/15/2001-DFQC dt. 25.02.2009 was also enclosed.</p>	<p>Action as proposed in Tem No. 10 (Sl. No. 9) of ATR.</p>



		<p>The reply to MHRD letter No. 3-14/2012-UT-2 dated 17.07.2012 has been sent vide letter No. 110-125/2011-12/2/KVS conversion dated 13.08.2012.</p> <p>The reply to the MHRD letter No. 3-14/2012-UT-2 dated 25.04.2013 has been sent vide letter No. 110-125/2011-12/2/KVS CPF to GPF/754 dated 05.08.2013.</p> <p>The case of employees appointed after 01/01/1986 to 31/12/2003 for conversion from CPF to GPF has been forwarded to MHRD vide letter no. 110126125/2012/NPS Implementation/KVS/PF/16 32 dated 9/7/13.</p>	
28	Re-implementation of mutual Transfer and against No Taker Vacancy transfer.	As per item No. 12 above. Repetition	Deleted.
29	Exemption from transfer to KVS spouse. They may be transferred only on request.	KVS is already giving relief to the KVS spouse in the existing transfer guidelines. Spouse of a KVS employee and posted at the same station has been allotted -20 points to avoid from being displacement and +20 points for seeking request transfer, if spouse is working at the requested station or within 100 KM.	The comments of KVS has been accepted. No action is required by KVS.
30	Extension of age limit for retirement on superannuation from 60 years to 65 years for KVS teachers. It has already been implemented by Central Universities and Delhi Government. It can be done in view of the increase in life expectancy..	The matter has already been referred to MHRD vide letter No. F.11-3/2005-KVS/Admn-I dated 26.08.2013 the decision is awaited.-	Since action was initiated by KVS and proposal has been sent to MHRD. Outcome will be informed in next JCM meeting.



31	Switching over to the previous 10 EL Scheme. HPL facility should be given in addition to 10 ELs and no medical certificate should be demanded for availing HPL	Matter has already been discussed and dropped as per ATR on the minutes of JCM held on 18.10.2012 (Item No. 4 of AIKVTA) (B).	This issue ² was already discussed in earlier meeting of JCM. No action is required
32	Fixation of visiting hours to meet the KVS(HQ) offices to sort out grievances related to transfer/modification/any other service related matters and officers should be available to attend to the teachers Morning time may be fixed for the teacher of evening shift.	The visiting hours of officers of KVS are already fixed from 4:00 PM to 5:00 PM.	The action of KVS as stated in column no. 3 is accepted. No action is required.
33	Teachers joining KVS before summer vacation are not given salary if they have not completed 150 days attendance. This system may be abolished. Delhi Govt. school teachers are paid salary even if they join during summer vacation.	As per agenda point No. 2 above.	Action as proposed in Item No. 2 of Agenda.

