



केन्द्रीय विद्यालय संगठन  
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No.F.11083-1/2016/KVS(HQ) (Admn-I)/

Dated 09.05.2017

**Sub: Minutes of the meeting of the JCM of KVS held on 20-02-2017 in Daronacharya Kaksh, KVS (HQ) New Delhi.**

A copy of the minutes of the JCM meeting held on 20-02-2017 duly approved by the Chairperson, JCM, KVS is enclosed.

Comments if any may please be forwarded to the undersigned by 19-05-2017 positively.

**(Dr. E Prabhakar)**  
**Joint Commissioner (Pers),**  
**Member Secretary, JCM, KVS**

**Distribution:**

1. PS to the Addl. Secretary (SE&L) & Chairperson, JCM, KVS, MHRD, Shastri Bhawan, New Delhi
2. All Members of JCM, KVS.
3. PS to Commissioner, KVS for information.
4. PS to Addl. Commissioner (Admn./Acad), KVS (HQ) New Delhi
5. The President/General Secretary, AIKVTA/KVPSS/KEVINTSA.
6. The Deputy Secretary (UT) MHRD, New Delhi.
7. The Deputy Commissioner (EDP Cell) for uploading on KVS website.
8. All Divisional Heads of KVS Headquarters, New Delhi for necessary action.

## MINUTES OF THE JCM MEETING HELD ON 20.02.2017

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

Agenda Point	Comments of KVS	Decision taken in JCM meeting held on 20.02.2017
<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</p>	<p>The Para 5(d) was inserted by the KVS in transfer guidelines in the year 2015 which was challenged by the KEVINTSA in the Hon'ble CAT, Ernakulam Bench on the basis that it is discriminatory provision and it only envisages the tenure bound transfers of non-teaching employees. Hon'ble CAT has decided the O.A. on 06.12.2016 with the following directions:</p> <p>“Condition of service and work is a matter which comes under the scope of JCM. Hence applicants are directed to submit within 30 days 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.”</p> <p>Now, the matter is presented before the JCM for the discussion. Central Vigilance Commission and The Department of Personnel &amp; Training have issued instructions for effecting rotational transfers of officials posted on sensitive posts. As per Commission's instructions issued vide letter Nos. 98/VGL/60 dated 15.04.1999, 02.11.2001 and 004/VGL/90 dated 01.05.2008 and 04.01.2012 (for public sector banks) on this issue, it was prescribed that Ministries/Departments/Organizations and CVOs are to identify the sensitive posts and staff working in these posts and also ensure that they are strictly rotated after every two/three years to avoid developing vested interests.</p>	<p>The JCM noted the directions of Hon'ble CAT. After detailed deliberation it was decided that the data pertaining to the employees likely to be affected under para 5 (d), representations, if any, from such employees and Government of India instructions in this regard, may be collected and placed in the next JCM to arrive at a judicious decision.</p> <p><b>Action by: AC (E-II and E-III)</b></p>

has submitted agenda on para 5(d) of KVS transfer guidelines on 23-12-2016, which reads as follows:

**“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.”**

KVS had felt a need to rotate its non-teaching employees upto the level of Assistant (now, Assistant Section Officer), who are posted in KVs and other offices of the KVS. Since other senior officers are already being rotated on a regular interval. Non-teaching employees from Junior Secretariat Assistant (former LDC) to Senior Secretariat Assistant (former UDC) and Assistant Section Officer are dealing the financial and other sensitive matters at different levels wherever they are posted. If these employees remain posted continued in the same post for long periods then, such overstay and continuous postings afford scope for indulging in corrupt activities, developing vested interests etc. which may not be in the interest of the organization. As such, these officials should not be retained in the same place/position for long. CVC has prescribed maximum 03 years posting of such employees at a place whereas, KVS, taking a lenient view has prescribed 05 years stay in a KV/office and 10 years stay at a station.

It would be mandatory on the part of KVS to ensure the strict compliance of the instructions issued by the CVC and DOPT. Hence, KVS strongly feels that the operation of Para 5(d) of Transfer Guidelines should invariably put in practice.

**A. AGENDA POINTS OF AIKVTA**

<b>AGENDA POINTS</b>	<b>KVS Comments</b>	<b>Decision taken in JCM meeting held on 20.02.2017</b>
<p><b>1. Compassionate Appointment of Group 'C' Employees in Kendriya Vidyalayas:</b>            Since the cadre of Group 'D' has been merged in cadre of Group 'C' there is a good number of vacancies exist in KVS where there has been no appointment since a long time. Therefore AIKVTA urges that there should be an early start of process for appointment of Group 'c' employees on the compassionate grounds with the onetime special permission from the exiting application already pending in KVS.</p>	<p>As per the Govt. of India, Department of Personal &amp; Training OM No. 14014/6/94-Estt(D) dated 09.10.1998 wherein it is stated that compassionate appointment can be granted to the eligible person within 5% of the total existing vacancies in Group-C and Group-D against the direct recruitment quota. In Kendriya Vidyalaya Sangathan compassionate appointment was restricted to the post of LDC in Group-C cadre and Group-D in employee in Group-D cadre.</p> <p>One time special permission cannot be granted. Total recruitment under compassionate appointment shall be 5% of total vacancy.</p> <p>Hence may be dropped.</p>	<p>Discussed and dropped</p> <p><b>To be noted by : AC (E-II&amp; E-III)</b></p>
<p><b>2.</b>  <b>a) Posting of PRT to TGT, PRT to HM &amp; TGT to PGT through LDE for the year 2012-13 and 2013-14.</b>            Posting from panel of limited departmental examination for the year 2012-13 and 2013-14 is partially pending, from the panel 2012-13 no posting has been given to HM posts &amp; similar posting against existing vacancies of these years not filled up as per vacancies, so AIKVTA requests to fill up these posts as per vacancy position.</p>	<p>Posting of PRT to HM and TGT to PGT through LDE for the year 2012-13 &amp; 2013-14 has already been operated vide order dated 12.03.2015 &amp; 09.05.2016 and the same is available at KVS website.</p> <p>Reserve Panel for the above posts will be operated if teachers from the main panel is not joined as per rules.</p> <p>Hence may be dropped.</p>	<p>Reserve panel to be operated by 31<sup>st</sup> March, 2017</p> <p><b>Action by : JC (Admn.)/ AC (E-II&amp; E-III)</b></p>

<p><b>b) Restoration of Promotion from PRT to TGT, TGT to PGT, PGT to Vice Principal &amp; Vice Principal to Principal through LDE and DPC:</b></p> <p>Restoration of Promotion from <u>PRT to TGT, TGT to PGT, PGT to Vice Principal &amp; Vice Principal to Principal</u> through LDE and DPC. It may be 50% through LDE &amp; 50% through Seniority Basis by DPC.</p>	<p>The existing mode of recruitment for the post of TGT, PGT, Vice-principal and Principal is as under:- 50% by Direct Recruitment 50% by Limited Departmental Examination The element of promotion was available in the recruitment rules for the post of Principal upto 2008 and for the posts of Vice-Principal and TGT upto 2001.</p> <p><b>However, the matter may be taken up with the Committee constituted to review the recruitment rules for consideration.</b></p>	<p>It was decided to get the Recruitment Rules drafted at the earliest and also consider the element of promotion.</p> <p><b>Action by : JC (Admn.)</b></p>
<p><b>c) Open the Promotion Avenue of TGT (AE), TGT (WE), TGT (P &amp;HE), &amp; Yoga Teachers:</b></p> <p>KVS has sought number of students from each Vidyalaya seeking Additional subjects like Physical Education, Arts Education &amp; Work Education. KVS strive to follow many state bodies which have above subjects at + 2 levels. Therefore, AIKVTA have a strong view to open the promotion avenue for the above mentioned posts at + 2 levels in KVS.</p>	<p>Inclusion of Physical Education as an elective subject in Classes XI and XII was taken up at AAC meeting held on 27.05.2016 and is in process. As far as Art Education and Work Education subjects are concerned the related subjects availability at CBSE is to be checked. It is pertinent to mention that CBSE is reviewing continuation of various subjects offered by it. Hence, it is prudent to wait. At present only physical education is possible.</p>	<p>The Chairperson directed to expedite the decision of Academic Advisory Committee taken in connection with Physical Education on 27.05.2016.</p> <p><b>Action by : JC (Admn.)/ JC (Acad.)</b></p>
<p><b>d) Change of nomenclature of Librarian, creation of the post of Librarian at + 2 level &amp; Utilization of Library services:</b></p> <p>AIKVTA requests that the nomenclature of Librarian should be clearly marked as TGT (Library Science) like other categories of teacher i.e. TGT (AE), TGT (WE), and TGT (P &amp;HE). Since the Librarian belongs to teaching category, It is very sad and discouraging to categories Librarian in Misc. category. The KVS must rectify this categorization. It is also to point out that a</p>	<p>1) Kendriya Vidyalayas have already been instructed to deploy one Sub Staff in the library vide letter No. F.11029-19/2008-KVS HQ/ Acad dated 14.12.2016</p> <p>2) Irrespective of the nomenclature, librarian is considered as TGT, as per pay scales.</p> <p>3) CBSE may offer Library Science as a vocational subject and not as an academic subject. The matter is under review. Hence, it is prudent to wait for the decision.</p>	<p>The Chairperson agreed in Principle to designate the post of librarian in KVS as TGT (Library) and directed to take up the matter with Academic Advisory Committee by KVS.</p> <p><b>Action by : JC (Acad.)</b></p>

provision for sub- Staff in KV Library has been made in Library policy. The library policy of KVS has been approved by BOG KVS in its meeting held on 01.07.2014. Sanction of posts of sub staff for Library still awaited. Therefore, AIKVTA requests to expedite the process of recruitment and posting of Sub-Staff at earliest. The matter has been lengthening since last N-JCM meetings.

Library Sc. is a dynamic subject and it is very compulsory for every student to know about Reference Sources, Research techniques, Library Management, Information search, Knowledge organization, Fundamental of ICT, Online resources, Institutional repositories, Weblog, Library 2.0, Indexing, e-resources, OPAC, OSS, Information Storage and Retrieval techniques etc. These are the very important topics for the every student especially who are going to be admitted in higher studies.

Minimum qualifications for the recruitment of Library Teachers should be M. Lib Sc. or Masters Degree in LIS because now a day's computer application in Library Technology Field is mandatory. As you know that e Granthalaya software, ICT, OPAC, OSS, Cloud Computing, E-Books etc is being used in all KVs.

Library and Information Science is a job oriented course and LIS subject in 12th class is equivalent to the Diploma in Library and Information Science. After completion of the course candidates can get the job in any Library and information Center on Technical / Assistant, SPA, Library Clerk, MTS and other posts. Therefore, LIS should be included at +2 level in KVS. Therefore, AIKVTA requests that KVS should create posts of PGT (Lib. Sc.).

<p><b>e) Promotion Avenue of Head Master/ Head Mistress (HM) &amp; PRT (Music):</b> Presently HM cadre is equivalent to TGT Cadre but they have no promotion avenue. Therefore, there should be a promotional avenue of HM for the post of PGT as per qualification (KVS RR Rules) in the subjects offered at + 2 levels.</p> <p>The post of PRT(Music) may be converted to the post of TGT(Music) in the light of others posts i.e. TGT(WE),TGT(AE), TGT (P &amp;HE) etc.</p> <p style="text-align: center;">Or</p> <p>A new cadre for the TGT (Music) &amp; PGT (Music) may be created in KVS for the mass benefit of students who wish to pursue stream at College or University level.</p>	<p>Since Head Master/Mistress is a supervisory post in Primary Wing. He/ She would have no experience of teaching in Secondary level classes. HM can not proceed directly to PGT. However, even if the HM fulfils the eligibility conditions for the post of PGT as per Recruitment Rules of KVS, may not be allowed to appear in the Limited Departmental Examination for PGT post as he is not having teaching experience in the secondary classes. However, they can compete in the Direct Recruitment for the post of PGT.</p> <p>As Music subject is not taught in secondary classes in KVS, no requirement of TGT (Music).</p> <p>Hence may be dropped.</p>	<p>The Chairperson directed KVS to re-examine the matter.</p> <p><b>Action by : JC (Admn.)</b></p>
<p><b>3. Removal of Article “ 81 B &amp; D” of KVS Education Code:</b></p> <p>The AIKVTA demands to remove the Article “81 B &amp; D” of KVS Education Code because in mostly cases the principals deliberately taking vengeance against the teachers. Secondly KVS already follows the CCS (CCA) 1965, rules of GOI. Therefore, there is no necessity to follow more than one rule to penalize the KVS employee.</p>	<p><b>1. Article 81(B):-</b> The Hon’ble Supreme Court, vide its judgement dated 16-08-2010 in SLP No. 4627/2008 filed by KVS Vs Rathin Pal has also upheld the decision of KVS related to Article 81(B) of the Education Code for Kendriya Vidyalayas. Of late, the Hon’ble CAT, Principal bench vide its order dated 04.11.2015 in OA No. 2878/2014 has observed that sexual harassment of school children is more reprehensible a crime which should not be allowed to let go by the society unpunished. Such delinquents who are found to be prima facie guilty, of offences, are punishable under POCSO Act also.</p>	<p>The Chairperson directed KVS to have a detailed examination of the matter and report.</p> <p><b>Action by : AC (Vig.)</b></p>

	<p><b>2. Article 81 (D):-</b>  Provisions has been upheld by the Hon'ble High. Court of Delhi in Civil Writ Petition No. 4485/2002 and the Hon'ble Supreme Court of India in Civil Appeal No. 1344/2004 field by Mrs. Prem Juneja, Ex-UDC, KVS.  Hence, the provisions of Article 81 (B) &amp; (D) are very essential to maintain discipline.  <b>Hence may be dropped.</b></p>	
<p><b>4. Service Association Membership &amp; Subscriptions:</b></p> <p>4.1 Para (3) of OM No.F.11083-5/2012-KVS HQ (Admn-I)/Part-II dated 31.10.2013 &amp; Appendix – XLII (A) KVS (RECOGNITION OF ASOCIATION) REGULATION 1995, Annexure –A states that “consent for deduction of annual subscription shall remain valid till altered or withdrawn. The revised option for deduction, if any can be exercised only in the month of April each year to be effective from July of that year.” It is so unfortunate that just after the membership consolidation in April, KVS starts Annual transfer for teachers where thousands of teachers are transferred from one KV to another KV and Association suffers a huge set back in its number of members in the month of July when the membership deduction take place. Therefore, AIKVTA strongly pleads that a column in LPC (Last Pay Certificate) should be inserted for all out-going teachers of their Association membership so that their membership should not delink with the Association they belong to along with membership deduction from their salary in the month of July.</p> <p>4.2 As per the said rules option once given will continue and the Vidyalaya can deduct the subscription in the Month of July every year automatically there is no need to fill-up or submit a fresh option every year.</p>	<p>All the Deputy Commissioners have been directed to inform the Principals for recovering the membership subscriptions of the employees through the UBI Salary portal and for its remittance to the concerned Associations' Bank Account Nos. vide KVS letter No. f. 110225/19/2016-17/ KVS (HQ) / Cash. 207-243 dated 08.02.2017.</p> <p>Hence may be dropped.</p>	<p>Discussed and dropped</p> <p><b>To be noted by : JC(Pers.)</b></p>



4.3 It is very strange that after clear-cut direction from KVS(HQ)/ KVS Education Code regarding the deduction of annual subscription, It has been observed that some KVs have made the salary of July without deducting the subscription of Association membership. Some of them have not sent the subscription amount up to the March end or they have sent the amount to the wrong places . Such type of practices should be stopped and AIKVTA requests to fix the responsibilities for such lapses.

4.4 It is also to be ensured that every Vidyalaya maintains a Register or File of Association related matters.

4.5 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  $1/3^{\text{rd}}$  share each in three ways.  $1/3^{\text{rd}}$  part should be disbursed to the Unit Secretary of the concerned Vidyalaya and  $1/3^{\text{rd}}$  part should be sent to the Regional Gen. Secretary of the Region & remaining  $1/3^{\text{rd}}$  part should be sent to the Central Body of AIKVTA.

4.6 AIKVTA requests that KVS authorities should initiate to the Association and UBI authorities to open the Association's Bank Account in UBI at every level i.e the Unit, the Regional & AIKVTA HQ for the smooth and quick transfer of amount without any lapse or confusion.

4.7 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. The

<p>same has also been denied when sought Under RTI Act-2005 by unreasonable pretexts (the copies of such letters may be provided at the time of meeting). Therefore, AIKVTA suggests that the 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 the all Gen. Secretaries of concerned Association by E-mail.</p>		
<p><b>5. Time-Table for SA-1 &amp; SA-2, should be uniform in all Kendriya Vidyalayas in the country:</b></p> <p>The Time- Table for SA-1 &amp; SA-2, should be prepared at All India Level keeping in view of major festival &amp; CBSE Date Sheet. A sample time -Table is enclosed for reference.</p>	<p>It is desirable to have regional level dates, since the holidays, festival may vary from region to region.</p> <p>Hence may be dropped.</p>	<p>Discussed and dropped</p> <p><b>To be noted by : JC (Acad.)</b></p>
<p><b>6. Increase of Remuneration for the outside examination:</b></p> <p>It is deplorable that KVS allows many Agencies for conducting examinations in KVs without seeking remuneration chart and it happens many times that the remuneration is less than Rs.500/- per day . In present scenario, it is not only very less but also unsatisfactory to the employees. AIKVTA suggests that minimum remuneration in one shift should be min. 1000/- and in two shifts it should not be less than Rs, 1800/- (excluding conveyance, refreshment and lunch Charges). Remuneration of other employees engaged should also be enhanced.</p>	<p>Kendriya Vidyalayas are allotted as venues to Govt. agencies for conducting examinations during Sundays and other holidays. Remuneration paid by various agencies is decided by the agency and KVS has no role in this regard.</p> <p>Hence may be dropped.</p>	<p>The Chairperson directed KVS to ensure Rs 1000 / per shift as remuneration. Matter is to be taken up with outside agencies which will be utilizing Kendriya Vidyalayas as their examination centers.</p> <p><b>Action by : JC (Acad.)</b></p>
<p><b>7. Salary &amp; other facilities in Project Kendriya Vidyalayas:</b></p> <p>All employees working in Project Kendriya Vidyalayas are initially the KVS employees. Hence, they are governed by KVS Rules. But in some Project Kendriya Vidyalayas, it has been observed that they (Project</p>	<p>All the project KVs are remitting funds for operating the project KVs in time. Few of the project authorities are not remitting funds for running the Project KVs. The Management Authority of FRI has stopped funding the KV FRI from 01.04.2016. Since 17 wards of KV</p>	<p>Discussed and dropped.</p> <p><b>To be noted by: JC (Fin.)</b></p>

<p>authorities) try to pose themselves as they are the Appointing Authorities of the KV employees working in their project KVs. KVS Authorities should prevail over them in the matters of disbursement of salary and other facilities. The KVS Authorities should insure that their salary is paid in time along with all other employees of the Sangathan. The sad episodes of KV Jagi Road (Assam) &amp; KV TFRJ Jabalpur should not be repeated to agonise the employees.</p>	<p>FRI are studying in the KV. They have decided to fund proportionately. Similarly, in the matter of KV HPCL Jagiroad, Assam and KV HPCL Panchgram, the management is not making payment timely to KVS. However, efforts are made to pay salary of KV employees in time.</p> <p>Hence may be dropped.</p>	
<p><b>8. AIKVTA Demands to sanction 100% Selection scale to every teacher who completes 24 years:</b></p> <p>Those who have completed 24 years of service should get selection scale without any condition for higher qualification.</p> <p>If PRTs and TGTs are getting selection scales it is not a promotion or not getting any higher responsibilities. Hence, higher qualification should not be insisted upon for sanction of selection scale. AIKVTA requests that the selection scale should be granted to all the employee just after completion of 24 years.</p>	<p>The selection scale is granted to the teachers as per the guidelines laid down in the Ministry of HRD letter No. F.5-180/89-UT-I dated 12<sup>th</sup> August, 1987 and letter No. F.3-50/2006-UT.2 dated 3<sup>rd</sup> March, 2009. It would not be possible for KVS to depart from Govt. of India guidelines.</p> <p>Hence may be dropped.</p>	<p>Discussed and dropped.</p> <p><b>To be noted by: JC (Pers.)</b></p>
<p><b>9. General and genuine matters</b></p> <p><b>A. Calendar of Activities on days of Religious Importance:</b></p> <p>While planning any activity where students and teachers are concerned the days of religious importance / festivals / celebrations should be taken care of and be avoided.</p>	<p>The activities in schools are always planned keeping in view the religious importance / festivals/ celebrations.</p> <p>Hence may be dropped.</p>	<p>The Chairperson directed to reiterate the instructions issued earlier.</p> <p>Discussed and dropped.</p> <p><b>To be noted by: JC (Acad.)</b></p>

<p><b>B. Child care leave:</b></p> <p>Child care leave has been improvised by GOI in the interest of the child rearing and difficulties faced by women employees. Hence, no woman employee should generally be denied this leave nor be victimised. No, supportive documents i.e medical certificate of dependent child should be insisted upon since child rearing is a broader term.</p>	<p>Leave cannot be claimed as a matter of Right. KVS has adopted the Govt. of India Orders issued from time to time on the subject matter, as provided in Rule 43 of CCS (Leave) Rules 1972. As far as possible, KVS allow Child Care Leave to women employees in accordance to the need, necessity and circumstances involved in the case.</p> <p>Hence may be dropped.</p>	<p>The Chairperson directed to reiterate the instructions issued earlier.</p> <p>Discussed and dropped.</p> <p><b>To be noted by: JC (Admn.)/ AC (E-II &amp; E-III)</b></p>
<p><b>C. Workshops, seminars and others activities be decided well in advance:</b></p> <p>It has been a soaring problem every time those seminars, workshops and many other activities are planned in hurry where teachers do not get sufficient time for their preparedness for themselves and journey essentialities. Therefore, such plans be prepared meticulously well in advance.</p>	<p>In Service courses for teachers and almost all training programmes and workshops are planned well in advance as per the KVS Training Calendar for the session and are uploaded on KVS Website.</p> <p>Hence may be dropped.</p>	<p>Discussed and dropped.</p> <p><b>To be noted by: JC (Trg.)</b></p>
<p><b>10.</b></p> <p><b>A. The demands of MACPS, Conversion of CPF to GPF, CGHS Facilities, Health Insurance &amp; Matter of Vacation pay:</b></p> <p>The matter of MACPS, Conversion of CPF to GPF, CGHS Facilities, Health Insurance &amp; Matter of Vacation pay has been discussed in several National JCM meetings in past but fruitful decision is still awaited. AIKVTA again requests and early fruitful decision in this regards.</p>	<p><b>MACPS:-</b> The Ministry of HRD, Govt. of India vide their letter No. F. 3-18/2010-UT-2 dated 15.07.2013 and dated 09.04.2015, after examination of the proposal of KVS to extend the benefits of MACPS to the teaching staff of KVS has conveyed that the proposal of KVS has not been agreed to by the Department of Expenditure, Ministry of Finance. The matter is still under examination with Ministry of HRD. KVS vide its letter No. F.11029-16/2009-KVS (Admn.-I)/Vol-III dated 10.11.2016, has again requested the MHRD to initiate necessary action to extend the MACP benefit to Teachers, Principal and Vice-Principal of KVS.</p>	<p>KVS to convene a meeting on all matters pending with MHRD with Joint Secretary (SE-II), MHRD for early examination/ decision.</p>

**CPF To GPF:-**

KVS HQ has received clarifications from the MHRD, New Delhi vide letter No. F. 3-14/2012-UT-2 dated 08.12.2016. The individual cases of KVS employees who were appointed on direct recruitment basis are being considered on verification of records.

KVS to take necessary action on MHRD letter dated 08.12.2016.

**Action by : JC (Fin.)**

**CGHS Facility:-** KVS has submitted a proposal with the Ministry of HRD on 29.09.2016 requesting them to extend the CGHS facility to its all working and retired employees all over the country wherever CGHS wellness centres are available. The matter is under examination with the MHRD.

KVS to take up the matter with CGHS authorities for restoration of CGHS facilities to teaching staff of KVs of Kolkata.

**Action by : JC (Pers.)**

**Heath Insurance:-** KVS has examined the proposal in various meetings attended by KVS Officers, KVS Retired Officers, KVS Staff Associations and representatives of Oriental Insurance, United India Insurance and Religare Insurance. After drawing comparison between the rates being charged and the facilities being extended, the committee has found the rates claimed and facilities offered by United India Insurance beneficial to KVS employees. The matter is likely to be submitted before the Finance Committee of KVS for recommendations to the BoG of KVS for approval.

The Chairperson directed KVS to take up the matter in next Finance Committee of KVS.

**Action by : JC (Pers.)**

**Vacation Pay:-** The matter already discussed in JCM and was dropped.

The Chairperson directed KVS to take up the matter in next Finance Committee of KVS.

**Action by : JC (Pers.)**

<p><b>B Restoration of AIKVTA representative in BOG:</b> AIKVTA once again emphasis to consider the long awaited demand for restoration of AIKVTA representative in BOG for the protection of broader interest of teaching fraternity.</p>	<p>The matter already discussed in JCM and was dropped.</p>	<p>Discussed and dropped  <b>To be noted by : JC (Pers.)</b></p>
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**B. AGENDA POINTS OF KEVINTSA**

S.No	Agenda points	Comments of KVS	Decision taken in JCM meeting held on 20.02.2017
01.	<p><b>Cadre Review of Non-teaching posts in KVS:</b></p> <p>No comprehensive Cadre restructuring of non-teaching posts has been done in KVS in last 53 years. <u>In KVS there is No work study conducted or no staff sanctions norms has been prepared or no duty distribution norms have been prepared in scientific manner as per the norms adopted by DOPT.</u> Even if some norms prevails, that too, prepared by the group of officers without consulting with any Service Association. KVS is an organization whose origin is Kendriya Vidyalaya(s). Most of the policies cannot reach its ultimate due to lack of proper participation from every sphere of employee in KVS. Urgent requirement of work study and cadre review is required as per DOPT order during 6<sup>th</sup> CPC and thereafter.</p> <p>Government of India has issued instruction to all the Secretaries of Ministries to forward the proposal for Cadre Review. KEVINTSA has already submitted its comprehensive proposal to Shri G.K.Srivastava, Addl Commissioner (Admn.) and the same has again been sent to Commissioner, KVS on 30.09.2016 and 08.10.2016 but no response till date has been received on action taken on the issue. So KEVINTSA propose to take up the issue to arbitration as per proviso appended in Clause 14 of Appendices XLII (B) of KVS Education code.</p>	<p>In compliance, KVS vide its letter No. F. 11029-6/2014-KVSHQ(Admn.-I) Dated 10.12.2015 has assigned the work conduct of work study and restructuring of cadres of non-teaching posts in KVS to ISTM, Old JNU Campus, New Delhi. The last meeting under the Chairmanship of Additional Commissioner (Admn.), KVS with the officers of ISTM was held on 21.11.2016 Thereafter, the required documents / information has been sent to the ISTM on 04.01.2017 The reply from ISTM is awaited.</p> <p>Hence may be dropped.</p>	<p>The Chairperson directed KVS to take up the matter with ISTM for early action.</p> <p><b>Action by : JC (Pers.)</b></p>

<p><b>The issues discussed during last two or more JCM and forcibly dropped may please be taken to <u>Compulsory arbitrations</u> per proviso appended in Clause 14 of Appendices XLII(B) of KVS Education code. KEVINTSA demand these Six issues to be transferred to arbitration:</b></p> <ol style="list-style-type: none"> <li>1. Changing of <u>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 been prepared / changed at par with DOPT till date. The same issue has been taken up five consecutive JCMs but of no use. <u>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.</u></u></li> </ol>	<p>No arbitration is required. The JCM, KVS is headed by an Officer of Additional Secretary, Govt. of India rank. Being Chairperson of JCM, she may take a decision after taking cognizance of contention of staff side and management side. Further, it is stated that a committee of the following officers has been constituted to review the recruitment rules of KVS.</p> <ol style="list-style-type: none"> <li>1. Shri G.K. Srivastava, Addl. Commissioner (Admn.), KVS</li> <li>2. Shri U.N.Khaware, Addl. Commissioner (Acad.), KVS</li> <li>3. Shri D.K.D.Rao, Deputy Secretary(UT), MHRD</li> <li>4. Shri Vadali Rambabu, Deputy Director(Admn.), ISTM</li> <li>5. Shri K.G.Verma, Director (Retd.),ISTM</li> <li>6. Shri S.Vijaya Kumar, Joint Commissioner (Admn.), KVS</li> </ol> <p>The Recruitment Rules for the posts of JSA, SSA, ASO and SO will be finalized as per the recommendation of the committee.</p> <p>Status position already given in point 1 above.</p>	<p>The Chairperson JCM, directed KVS to consult representative of KEVINTSA while framing Recruitment Rules.</p> <p><b>Action by : JC (Admn.)/(RPS)</b></p>
<p><b>Similarly issues other long pending issues viz.</b></p> <ol style="list-style-type: none"> <li>1. Cadre review of KVS Non-teaching posts which has not been done since inception.</li> </ol>	<p>In compliance, KVS vide its letter No. F. 11029-6/2014-KVSHQ(Admn.-I) Dated 10.12.2015 has assigned the work conduct of work study and re-structuring of cadres of non-</p>	<p>Discussed and dropped</p> <p><b>To be noted by : JC (Pers.)</b></p>



	teaching posts in KVS to ISTM, Old JNU Campus, New Delhi. The last meeting under the Chairmanship of Additional Commissioner (Admn.), KVS with the officers of ISTM was held on 21.11.2016 Thereafter, the required documents / information has been sent to the ISTM on 04.01.2017 The reply from ISTM is awaited.	
	Hence may be dropped.	
2. Sanction of posts of Library Assistant in KVS for Libraries of KVs. The decision taken during 96 <sup>th</sup> BOG vide Clause 7(6) held on 28.01.2014 should be implemented but not been done even after discussing the matter in JCM.	Discussed and dropped in last JCM dated 27.05.2016	Discussed and dropped  <b>To be noted by : JC (trg.)</b>
3. Award to the non-teaching staffs which has been discussed and decided during the JCM dated 27.08.2015 and during pre-JCM dated 15.09.2015 has not been implemented.	The Non-Teaching employees in KVS are also being awarded at the level of KVS (HQ) and KVS Regional Incentive Awards. However, the suggestions of the Associations are being examined.	The Chairperson directed KVS that the suggestions of the Association may be examined.  <b>Action by : JC (Admn.)</b>
4. Non-circulation of duty hours of non-teaching staffs.	Duty hours of non-teaching staff in KVS have already been circulated vide KVS letter No. F. 12-20/1999-KVS (Admn.I) dated 16.01.2003 and 11-16/2004-KVS (Admn-I) dated 16.10.2006 and the same is available on KVS Website.	The Chairperson directed KVS to issue order afresh.  <b>Action by : JC (Pers.)</b>

	<p>5. Remittance of Membership dues as deducted at KVs/ROs/HQ level should be credited directly to KEVINTSA Account has been agreed during 27.08.2015-JCM and Pre-JCM dated 15.09.2015 but not implemented.</p>	<p>All the Deputy Commissioners have been directed to inform the Principals of KVS for recovering the membership subscriptions of the teachers through the UBI Salary portal and for its remittance to the concerned Associations' Bank Account Nos. vide KVS letter No. f. 110225/19/2016-17/ KVS (HQ) / Cash. 207-243 dated 08.02.2017.</p>	<p>Discussed and dropped</p> <p><b>To be noted by : JC (Pers.)</b></p>
	<p>6. Deputation in KVS has been used as a weapon by KVS authority particularly by the Deputy Commissioners of various Regions. The Regional Office bearers are being harassed by deputing the non-teaching staffs 200 to 300kms away. Instances has been shown from Bhubaneswar RO and Raipur RO. Since the matter has been taken up in certain JCMs but due to disagreement on both sides the matter may be taken up to arbitration. <u>is also requested to be taken up to arbitration.</u></p>	<p>Deputation of employees from one place to another place is done as per the administrative exigencies. Regional JCM members of Staff Associations are also KVS employees and their services shall be utilized in administrative exigencies.</p> <p>Hence may be dropped.</p>	<p>Discussed and dropped</p> <p><b>To be noted by : AC (E-II &amp; E-III)</b></p>
<p>03</p>	<p><b>Sudden Change of maintaining Cash Book from Manually to Tally ERP 9 and now again to Shala Darpan financial module (Online mode):</b></p> <p>As per KVS HQ Instruction.: KVS HQ Letter No. 1-2/2015-KVS (JC-Fin) dated 06.04.2016 KVS has directed to maintain Cash Book of the Vidyalaya through Financial Module of Shala Darpan.</p> <ol style="list-style-type: none"> <li>1. Shala Darpan Financial Module is an online process and required at least 2.0 to 4.0mbps upload speed to operate properly. Whereas most of the KVs having BB connectivity with .30 to .70 mbps download /uploading speed.</li> <li>2. When after regressive exercise KVS has imparted training on Tally ERP 9 after two years from 2013-15 and now Shala Darpan is imposed.</li> </ol>	<p>All the Units of KVS have been directed to prepare the Financial Accounts through Tally Accounting Software for the financial Year 2016-17. In this connection, all the dealing Assistants have been imparted training for operating the Tally Accounting Software.</p> <p>Hence may be dropped.</p>	<p>The Chairperson JCM directed KVS to issue revised instructions for working on Tally.</p> <p><b>Action by : JC (Fin.)</b></p>

	<p>3. Most of the UDC/LDCs handling Accounts across the country are not very affluent on computer. Handling Accounts on computer without having Accounts back ground is very tough for them.</p> <p>4. The prime responsibility of maintenance of Accounts – Power &amp; function has been conferred to Principals whereas the Principals are not being imparted training either on Tally or on Shala Darpan Financial Module who is going to approve each and every transactions.</p> <p>5. In KVS work of Accounts has been entrusted upon UDCs but financial power has been given to Principals/ACs/DCs. The DDOs are not having the knowledge of financial operations. Thus audit paras are multiplying. Necessary remedies have been suggested in the proposal submitted by KEVINTSA to Cadre review committee.</p>		
04	<p><b>Non responsive attitude about the correspondences made by General Secretary KEVINTSA- Sheer violation of Article 66A of Manual of Office Procedure developed by DOPT:</b></p> <p>With heavy heart KEVINTSA is compelled to comment that apparently democracy prevails in KVS but factually reality is just contrary to it. Recognized Service Associations, who are the representatives of the Staff side are allowed to give their views but actions on their views are never been taken. As per Article 66A of Manual of Office Procedure framed by DOPT every letter from Recognized Service Association ought to be acknowledged within 15 days and replied within 30days of their receipt. But actually most of them are not replied and even if replied that takes about 5 to 6 months. Unless grievances are redressed or rather addressed there is no point for mere meetings and assurances. Neither appointments nor reply is being received from KVS side on any issue. Till date from last JCM 20 letters has been sent but not a single reply has reached us.</p> <p>Seventh CPC has been implemented in all Central Government departments but KVS employees are feeling alien to the issue. KVS Authorities never even bothers to intimate the issue and feedback.</p>	<p>KVS is endorsing a copy of all policy issues to the General Secretaries of recognized staff associations, and replies to various issues being raised by Associations through general correspondence is also attended to time to time.</p> <p>Hence may be dropped.</p>	<p>The Chairperson JCM directed KVS to acknowledge the receipt to each of the letter of Association and reply at the earliest.</p> <p><b>Action by : JC (Pers.)</b></p>

05	<p><b>Separate Internal Audit Section is demanded to be opened in KVS:</b></p> <ol style="list-style-type: none"> <li>1. The entire audit works in Kendriya Vidyalaya Sangathan is being executed in two stages first through Accountant General of India on PAYMENT of Requisite Fee to Auditor General of India and another through the Internal Audit team of various Regions and HQ. There is no separate Internal Audit section in KVS.</li> <li>2. Only due to poor job allotment in KVS the Assistants/UDCs of nearby KVs/ROs are hired for the important job.</li> <li>3. Due to the unavailability of proper work study in KVS for any non-teaching posts the UDCs/Assistants have to complete all his scheduled works in addition to the additional Audit works.</li> <li>4. The Auditors also need to be trained with updated rules through ISTM trainings. These training are rarely being imparted by KVS.</li> </ol>	<p>KVS HQ is having separate internal Audit Section for conducting the internal audit of the Regional Offices and for monitoring the internal audit conducted by the Vidyalayas of the Sangathan. The Vidyalayas' internal Audit is being conducted by the Finance Officers and by their teams. Moreover, Finance officers are trained frequently for conducting the internal audit of the Vidyalayas functioning under the respective Regional office.</p> <p>Hence may be dropped.</p>	<p>The Chairperson JCM directed KVS to review the matter in consultation with Deputy Secretary (Finance), MHRD.</p> <p><b>Action by : JC (Fin.)</b></p>
06.	<p><b>Reclassification of stations in KVS RO Kolkata as Kolkata station is spread over 150 Sq Km:</b></p> <ol style="list-style-type: none"> <li>1. As per the Transfer Guidelines of KVS entire KVs/ROs/ZIETs/HQ is divided in certain Stations.</li> <li>2. As per KVS transfer guidelines there are two types of Transfers viz. Inter Station and Intra Station being done.</li> <li>3. As per KVS Transfer guidelines the Station like Kolkata with Station code 160 is having 17 KVs under it. But as per geographical location of KVs the two ends of KVs like KV IIM Joka, KV Garden Reach and KV Kakinada, No1 &amp; 2 Kancharapara are about 150Kms apart. So, Kolkata Station has been decided to be divided in three separate stations as decided in the <u>Regional JCM of Kolkata Region and forwarded to KVS HQ.</u></li> <li>4. The proposed three stations are       <ol style="list-style-type: none"> <li>a. KV- Garden Reach, KV IIM Joka</li> <li>b. KV- No.1, No.2 Kancharapara and Kakinada and Bandel (proposed).</li> <li>c. KV – Santragachi and Bamangachi.</li> </ol> </li> </ol> <p>But till date no action has yet been taken on the letter of DC KVS RO Kolkata.</p>	<p>As per distance find out from Google Map on website the distance between KV, Garden Reach, Kolkata to another point of in Kolkata Station are less than 100 Kms. It is found that the maximum distance from KV &lt; Garden Reach to KV No.1, Kancharapara is 69.1 Kms. As per KVS transfer guidelines the station limit is restricted within 100 Kms as such the proposal may be dropped.</p>	<p>The Chairperson JCM directed KVS to re-examine the matter on priority</p> <p><b>Action by : AC (E-II &amp; E-III)</b></p>

07	<p><b>Deliberate delay in disbursement of Pensioner's dues – inaction on the part of KVS:</b></p> <p>Even after reporting the case of deliberate delay in disbursement of Pensioner's dues by Principal, KV Island Ground, Chennai vide letter dated 19.06.2016 to DC- KVS RO Chennai no action has been taken. Then letters dated 27.06.2016 and 27.08.2016 has been dropped to Commissioner, KVS, Jt. Commissioner (P), Jt. Commissioner (Admn.). But no response has been reported on the issue till date. But for the similar nature of offence one Finance Officer, KVS RO Lucknow has been put under suspension. The mode of punishment should not vary with the post. KEVINTSA also demand penal interest for the period of delay in releasing the amount by the Principal.</p>	<p>As per feedback received from the KVS Regional Office Chennai, the concerned official retired on 31.05.2016. <b>The payment was released by the Office on 17.06.2016.</b> However, action is being taken to settle all the retirement benefits on the date of retirement subject to the availability of the funds.</p>	<p>The Chairperson JCM directed KVS to reiterate instructions to pay terminal benefits of the employees on the day of retirement.</p> <p><b>Action by : JC (Fin.)</b></p>
08	<p><b>Deliberate use of CCTVs in KVS for breaching personal freedom of staff members:</b></p> <p>The prime aim for installation of CCTV in Kendriya Vidyalayas out of VVN is being done for the Safety of the students. Under AEO(P) Scheme KVS has issued letter vide letter No. KVS HQ Letter on installation of CCTV in KVS No.11029/16/2014-KVS/Acad/Student's Safety/ AEO (P)/ dated by 22.12.2014 to ROs for implementation of the same. But this is wrongly used as a weapon for victimizing their staff members. The KVs like KV2 Ajmer, Rajasthan, KV No.1, Gwalior, KV No.1 Tripathi, KVS RO Hyderabad, KVS RO Ahmedabad had installed CCTV in office. This is breaching freedom of the staff members. The female staff are also facing awkward situation. Against the decision a case was filed at CAT Ernakulum and verdict clearly pronounced the fact that the freedom of the staff cannot be breached. CCS (Conduct) Rules GID (1) to be read under Rule 3(c) or unaware of the verdict given by Hon'ble CAT Ernakulam regarding installing CCTV camera in Office. This is notwithstanding the fact the observations of the Hon'ble CAT and Hon'ble High Court of Kerala in the matter, inter alia, of installation of CCTVs at KV I, Calicut and also several decisions of the Hon'ble Courts have held that the fundamental rights/privacy of an individual, including at work place cannot be breached.</p> <p>The installation of CCTV in Staff rooms, Office and Regional Offices should be stalled immediately. Secondly the footage captured with</p>	<p>As per CBSE letter, SOP has to be followed in all Kendriya Vidyalayas to ensure safety and security of the campus. Hence the letter clearly says that the CCTV surveillance to be ensured in potential threat areas like entry, exit, corridors, play grounds, library, boundary wall etc. Every Principal of a KV is expected to follow the same.</p> <p>Hence may be dropped.</p>	<p>The Chairperson JCM directed KVS to issue guidelines deciding the locations for installation of CCTV Camera in Kendriya Vidyalayas.</p> <p><b>Action by : JC (Acad.)</b></p>

	<p>the CCTV should be seized immediately which may bear the awkward position of the female staffs. Thirdly the CCTV leakage footage already captured may be used for breaching the secrecy of the school administration which being DDO he/she cannot overlook. Blatant misuse of closed circuit TV (CCTV) cameras installed in retail shops, hotels and <u>public places</u> is a "de facto norm" in India but putting a CCTV in Office and Staff room where Lady Staff works and sit for relaxing is breaching their freedom and secrecy. For the offence, cases of which are multiplying on a daily basis in certain KVs/ROs, one may be constrained to take legal recourse under section 66E of the Information Technology Act, 2000.</p>		
09	<p><b>Allowing points in Transfer count to National / Regional JCM members in accordance to extent RSA Rules 1993:</b> As per the existing proviso of RSA Rules 1993 the <u>transfer Count</u> will help the JCM members to reach at Central Places as per the proviso of RSA rules. In lack of the same requests are being sent to Commissioner, KVS but never been accorded. When there is clear rules in RSA norms there time should not be wasted in forwarding the prayers of transfer, that too, are not being granted.</p>	<p>As per the KVS transfer guidelines 2016, which was framed and finalized after many rounds of meetings with the Stake holders including service associations have allotted +/- 25 Points as the case may be for members of recognized associations of KVS Staff who are also members of JCM at KVS Regional Offices and /or KVS (Hqrs.)</p> <p>Hence may be dropped.</p>	<p>The Chairperson JCM directed KVS to examine the issue raised by Association as per DOPT guidelines on the subject matter.</p> <p><b>Action by : AC (E-II&amp; E-III)</b></p>
10	<p><b>Rule 7(iv) of Part A of the Admission Guidelines the local transfer of the wards of KVS should be allowed exemption as there prior to 2010:</b></p> <ol style="list-style-type: none"> <li>1. As per Rule 7(iv) of Part A of the Admission Guidelines the <u>local transfer of the wards of KVS</u> should be allowed only after getting the permission of the Deputy Commissioner of the region.</li> <li>2. The Deputy Commissioner, KVS used to accord the permission for local transfer after going through the vacancy position of the Class of the school to which the transfer has been sought.</li> <li>3. As per Part B Special Provision of KVS admission guidelines the "Children and grandchildren (children of son or / and daughter) of serving and retired KVS employees "has been privileged with the facility of admission to any KV <i>irrespective of class strength</i>. So</li> </ol>	<p>As per KVS Admission Guidelines, no restriction for admission or transfer of KVS wards exists. In case any specific incident of refusal of KVS wards for admission or transfer, the same may be initiated to this office for taking necessary action.</p> <p>Hence may be dropped.</p>	<p>The Chairperson, JCM agreed and directed KVS to issue necessary instructions to exempt KVS employees.</p> <p><b>Action by : JC (Acad.)</b></p>

	<p>there is no limit to get the admission of KVS wards to any KV of his/her choice.</p> <ol style="list-style-type: none"><li>4. Local transfer of students in KVS is done during the month of July every year.</li><li>5. The transfer of KVS employee (Inter/Intra Station) being done during June and July only.</li><li>6. During this period consequent upon transfer or other reasons KV wards are also kept awaited for months together for the order and KVS employee have to bother for their wards rather than putting his full attention to KVS job after transfer to new places.</li></ol>		
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## AGENDA POINTS OF KVPSS

S.No.	Agenda points	Comments of KVS	Decision taken in JCM meeting held on 20.02.2017
1	a) Setting up of a separate transfer grievance redressed cell at KVS HO level. Online process for inviting grievances of teachers regarding transfer within stipulated time frame and time bound redressed of such grievances. General grievances cell be set up of KVS HQ level also and time bound redressal of grievances.	Annual Request Transfer process for the year 2016-17 has been over now and sufficient time has been provided for grievance redressal after issue of transfer orders at various level as per calendar of activities 2016-17.	The Chairperson JCM directed KVS to examine the matter.  <b>Action by : AC (E-II&amp; E-III)</b>
	b) Transfer against "No Taker Vacancy" Second and Third Round may be conducted at the earliest to extend its benefits to maximum numbers of teachers /Employees.	As per KVS transfer guidelines -2016, provision has been given for filling up of No Taker Vacancy as per calendar of activities. More rounds may not be taken up in the mid session of academic year which may have adverse effect on the results of the students, especially in Board Classes.	Discussed and dropped  <b>To be noted by : AC (E-II&amp; E-III)</b>
	c) This year annual request transfers were delayed. Since the stay of teachers is counted from 31st March. Teachers who were posted to hard stations in July/August 2016 will not be considered as having completed one year till 31st March 2017 due to delay on the part of KVS. So for this particular batch, transfer point should be calculated from August 2016 instead of March 2016.	This year for the first time KVS has introduced online transfer system to make the transfer process more transparent. Hence the delay occurred. The teachers posted to hard stations were well compensated by considering their tenure from 30 <sup>th</sup> June of the year instead of 31 <sup>st</sup> March of the year.	Discussed and dropped  <b>To be noted by : AC (E-II&amp; E-III)</b>
	d) KVS Transfer guidelines Para7(e) vesting Powers of transfer in regional DCs be abolished as the same is being misused-- Para12&13 vesting power of transfer in HRM cum Chairman KVS and Commissioner, KVS also need to be abolished. Ministry of HRD, Joint Parliamentary Committee (JCP) had recommended abolition of such arbitrary process.	KVS transfer guidelines are framed and finalized after holding many rounds of meetings with the stake holders including service associations, which were duly approved by BOG. However, the matter may be discussed in the meeting.	Discussed and dropped  <b>To be noted by : AC (E-II&amp; E-III)</b>



<p>e) Association's National General Secretary/President/JCM Members be transferred only on the JCM chairman/chairperson approval and Regional General Secretary/ President/ members of RJCM should not be transferred without approval of Commissioner KVS.</p>	<p>Transfer of members of Associations are considered as per the points allotted in the Transfer Guidelines and with the approval of Commissioner. Two level approval in not required.</p>	<p>Discussed and dropped  <b>To be noted by : AC (E-II&amp; E-III)</b></p>
<p>f) DOPT rules provide for posting of National General Secretary Of all recognized associations at HO level. But General Secretary of KVPSS had been transferred from Delhi to Punjab. He should be transferred back to National HQ (Delhi) as per DOPT guidelines.</p>	<p>He was transferred on complaint and the findings of enquiry. However, transfer on administrative ground is applicable to all the KVS employees irrespective of their being office bearers of service association.</p>	<p>Discussed and dropped  <b>To be noted by : AC (E-II&amp; E-III)</b></p>
<p>g) In the present transfer policy the parent of differently abled child is being given one year relaxation from displacement transfer. Though as per DoPT (Govt. of India) norms they should be exempted from routine transfer.</p>	<p>Placed for discussion.</p>	<p>The Chairperson JCM directed KVS to examine the matter w.r.t. DOPT guidelines.</p>
<p>h)They should be exempted from all types of escort duty as they have to look after their children</p>	<p>Placed for discussion.</p>	<p><b>Action by : AC (E-II&amp; E-III)</b></p>
<p>i) Criteria may be evolved for giving posting to PGTs selected as Vice-Principals in KVS. Pick and choose policy be discarded. Review the recent postings of Vice-Principals through direct selection.</p>	<p>Barring few administrative exigencies/ constraints the following broad criteria have been followed for posting of PGTs on selection as Vice- Principal:-  1. Candidates higher in merit and female candidates have been considered for posting within the considered for posting within the region/nearby region.  2. Priority has been given for posting n schools having 2<sup>nd</sup> shift to extend help to the Principals to manage both the shifts efficiently/ conveniently.  3. Candidate have been posted in schools were posts of Principals are vacant in order to manage day to day administration of KV.  No pick and choose policy has been adopted but overall interest of students, employees and organization kept in mind.</p>	<p>Discussed and dropped  <b>To be noted by : AC (E-I)/ AC (E-II&amp; E-III)</b></p>

2.	a) Victimization of KVPSS office bearers National General Secretary was transferred far away in Faridkot, Punjab from KV Bawana, New Delhi. Regional General Secretary of Dehradun transferred to hilly areas on deputation. Mrs. Manoj Yadav TGT(Eng) KV No.2 Ajmer and office bearer of KVPSS, Jaipur region victimized by Principal Mr. Ramanand Roy TGT(Eng), KV Babugarh and office bearer of KVPSS being harassed by Principal. Hon'ble HRD Minister and Chairman KVS had issued instructions not to harass any teacher only because of his/her being office bearer of Recognized Associations.	These transfers are effected on administrative grounds on the basis of fact finding inquiry report. Transfer on administrative grounds is applicable to all the KVS employees including office bearer of service association.	Discussed and dropped  <b>To be noted by : AC (E-I)/ AC (E-II&amp; E-III)</b>
	b) List of office bearers of Jammu Region of KVPSS Election held on Nov.8 2015. But the results were neither circulated to all KVS in Jammu Region nor uploaded on KVS RO Jammu website causing inconvenience to office bearers and members of KVPSS.	KVS vide its letter No. F. 24083/2016-17/KVS (JR)/ dated 08.11.2016 has circulated the list of office bearers of REC members of their region.	Discussed and dropped  <b>To be noted by : JC(Pers.)</b>
3.	a) Most of the work of teachers is computer based (Online Fee, Shaala Darpan, Result Preparation etc.). So teachers should be provided with laptops with free Internet.	The official duty of teachers is performed in the school and can be done on the computers in the school.	Discussed and dropped  <b>To be noted by : JC (Acad.)</b>
	b) Every school should be provided with data entry operator so that a teacher especially PGT Computer's teaching doesn't suffer.	Placed for discussion.	The Chairperson JCM agreed the proposal and directed KVS to examine the matter on file at the earliest.  <b>Action by : AC (E-II&amp; E-III)</b>
	c) Study leave for higher studies should be made convenient and given readily to teachers pursuing higher studies for their professional growth.	Placed for discussion.	The Chairperson JCM directed KVS to develop guidelines.  <b>Action by : AC (E-II&amp; E-III)</b>

d) Child Care Leave.	As per AIKVTA Agenda 9 (B).	<p>The Chairperson directed to reiterate the instructions issued earlier.</p> <p>Discussed and dropped.</p> <p><b>To be noted by: JC (Admn.)/ AC (E-II &amp; E-III)</b></p>
e)Scouting & Guiding should be voluntary instead of being forced upon the teachers	As per Sr. No. 5 of AIKVTA ATR.	<p>1. The Chairperson directed that the Deputy Commissioners of Kendriya Vidyalaya Sangathan may considered the health condition of the teacher before deputing on duty.</p> <p>2. The Deputy Commissioner/ Principal may give wide publicity about incentive awards. Circulars may be uploaded on KV/ Regional Office website/Notice Board.</p> <p><b>Action by: JC(Acad.), KVS</b></p>
f) If anyone can not avail LTC, he/she should be reimbursed one month basic pay. Reference to the state govt. rules.	Not agreed. LTC Rules as applicable to Central Govt. Employees are applicable for the employees of KVS.	<p>Discussed and dropped.</p> <p><b>To be noted by : AC (E-II&amp;III)</b></p>
g) Escort duty teachers and others engaged in any other type of duty (In Service Course workshop Bharat scout and guide camp, sports duties, science exhibition and social science exhibition etc.) on holidays be given compensatory leave (CCL) and paid TA/DA also.	KVS has already issued instructions- Referred Sr. No. 2 of KVPSS ATR.	<p>The Chairperson JCM directed KVS to examine the matter</p> <p><b>Action by : JC (Acad.)</b></p>

	<p>h)In Service Course/ Sports Meet (Regional and National Level)/Bharat Scouts and Guides Courses and Camps/Social Science and Science Exhibitions/Workshops/Seminars and other activities should be decided well in advance Timetable for SA-1, SA-2 should be uniform in all the KVs in the country. Proper planning at the outset for the entire session including all CCA activities. The calendar given by Sangathan doesn't include all activities, celebration which are conducted every second day on the basis of notifications issued by KVS. It hampers academic schedule. Teachers solely can't be held responsible for poor academic performance of students. Frequency of birthday celebration or other celebrations may be reduced as it hampers the teaching-learning process.</p>	<p>As per Sr. No. 5 of AIKVTA Agenda.</p>	<p>Discussed and dropped</p> <p><b>To be noted by : JC (Acad.)</b></p>
<p>4</p>	<p>a)Our long pending demand of implementation of MACP scheme CGHS facilities with at par to central government employees, health insurance scheme, introduce AMA to city wise, switch over from CPF to GPF cum pension scheme.</p> <p>b) Fresh clarification may be issued to follow procedures to take indoor treatment and OPD treatment in CGHS approved private hospitals as some regions are insisting to take treatment only in government hospitals and not according prior approval to take treatment in CGHS approved hospitals. CGHS facility should be provided to the retired teachers also.</p>	<p>As at Sr. No. 10 (A) of AIKVTA Agenda</p>	<p><b>MACPS:</b> KVS to convene a meeting on all matters pending with MHRD with Joint Secretary (SE-II), MHRD for early examination/ decision.</p> <p><b>CPF to GPF:</b> KVS to take necessary action on MHRD letter dated 08.12.2016.</p> <p><b>Action by : JC (Fin.)</b></p> <p><b>CGHS:</b> KVS to take up the matter with CGHS authorities for restoration of CGHS facilities to teaching staff of KVs of Kolkata.</p> <p><b>Action by : JC (Pers.)</b></p>

	c) Teachers who have not completed 150 days from their date of joining till 31 <sup>st</sup> March should be given vacation pay		<p><b>Mediclaim Policy:</b> The Chairperson directed KVS to take up the matter in next Finance Committee of KVS. <b>Action by : JC (Pers.)</b></p> <p>The Chairperson directed KVS to take up the matter in next Finance Committee of KVS. <b>Action by : JC (Pers.)</b></p>
5.	All three recognized associations of KVS should be given representation in BOG	As per Sr. No. 10 (B) of AIKVTA Agenda.	<p>Discussed and dropped</p> <p><b>To be noted by : JC (Pers.)</b></p>
6.	a) Education Code of KVS JCM meeting mandatory in the month of Feb, June, October in calendar year but not being held as stipulated. Schedule must be strictly complied with to ensure speedy redressal of grievances of KVS Employees.	All efforts are made to convene the JCM Meeting on regular interval, however, due to paucity of time / Parliament Session etc. it was deferred. However, all efforts will be made to conduct JCM meeting timely.	<p>The Chairperson JCM directed KVS to conduct JCM meeting on time as far as possible.</p> <p><b>Action by : JC (Pers.)</b></p>

<p>b) As per the instruction of a letter issued by KVS (HQ) referring to the Education code, an Association can address its letter the Commissioner, KVS and not to HRD Minister or any M P. This is highly objectionable. Does KVS follow all the instructions mentioned in the Education Code? It does not. For example, as per the KVS guidelines, JCM meeting should be conducted thrice a year in the month of February, June and October. Sometimes the JCM meeting is conducted twice or sometimes only once. Schedule regarding month is never adhered to. Why does KVS expect us to strictly follow the guidelines of Education code? Please discuss this issue on priority basis.</p>		
<p>c) No reply to correspondence is being given to the association by KVS authorities despite reminders Last JCM meeting on 27th May had resolved that replies to all correspondence be sent to the association within a month.</p>	<p>KVS is endorsing a copy of all policy issues of the General Secretaries of recognized staff associations, and replies to various issues being raised by Associations.</p>	<p>Discussed and dropped <b>To be noted by JC (Pers.)</b></p>
<p>d) Appointment to office bearers of Association for meeting with commissioner not granted. When approached without appointment, "Commissioner is busy" is the standard/usual reply by his staff. Junior Officers ask Office Bearers to meet Commissioner saying that he is the competent authority for taking decisions. If this is the plight of office bearers who cares for ordinary teachers as there is no mechanism for them to see senior officers. Open time say between 3 to 5 / 4 to 5 P.M be fixed for meeting senior officers daily including Commissioner.</p>	<p>The representatives of staff associations are permitted to meet the Commissioner, KVS with prior appointments. As the Commissioner, KVS has lots of engagements as per Daily Schedule. The representatives of Staff Associations should also seek prior permission to enable the Commissioner, KVS to extend proper hearing to the issues being raised by them.</p>	<p>Discussed and dropped <b>To be noted by JC (Pers.)</b></p>

	e) Requirement of seeking permission from principal and concerned Deputy Commissioners KVS RO for employees coming to KVS (HQ) may be done away with to facilitate employees, meeting with senior officers. Likewise the practice of getting representation forwarded by principal may also be discarded.	Working in KVS (HQ) will get hampered as many people expected, if such permissions are not made mandatory. Also, letters should come through proper channel to get the factual position.	Discussed and dropped  <b>To be noted by JC (Pers.)</b>
7.	a) Posting of PRTs to TGTs, PRTs to HMs and TGTs to PGTs through LDE for the year 2012-13 and 2013-14. b) LDE for HM: The reserve panel for 2012-13 and 2013-2014 be operated and implemented to fill vacancies of HMs	As at Sr. No. 2 (A) of AIKVTA Agenda.	Reserve panel to be operated by 31 <sup>st</sup> March, 2017  <b>Action by : JC (Admn.)/ AC (E-II&amp; E-III)</b>
	c) Restoration of promotion from PRTs to TGTs, PRTs to HMs, TGTs to PGTs, PGTs to Vice Principals and Vice-Principals to Principals through LDE and DPC d) Departmental promotion for all teaching cadres should be reintroduced and ratio of departmental /fresh recruitment/LDE should be set. It may be 50% through LDE and 50% through seniority basis by DPC.	As at Sr. No. 2 (B) of AIKVTA Agenda.	It was decided to get the Recruitment Rules at the earliest and also consider the element of promotion.  <b>Action by : JC (Admn.)</b>
	e) Start the promotion avenues for HMs, TGT (P&HE), TGT (WE), TGT (AE), Yoga teachers, Librarian and Music Teachers. Music teacher pay scales: Long pending demand of grant of TGT pay scale to music teachers instead of PRT scale on Delhi Govt and NVS pattern be acceded to.	As at Sr. No. 2 (c) of AIKVTA Agenda.	The Chairperson directed to expedite the decision of Academic Advisory Committee taken in connection with Physical Education on 27.05.2016.  <b>Action by : JC (Admn.)</b>

	<p>f) The eligibility criteria for TGT to PGT are 50 per cent with 3 years' experience and no percentage for those who have five years' experience. Condition of 50 per cent should be abolished because if a candidate is selected through an entrance test, then there should be no criteria of percentage. The top most civil service exam does not require any percentage criteria. A simply graduate can apply. So if KVS is conducting written test for LDE, then there should not be any percentage criteria. It is for a common interest of many aspirants who do not possess 50 per cent but having 3 years' experience in concerned subject.</p>	<p>A committee of the following officers has been constituted to review the Recruitment Rules of KVS.</p> <ol style="list-style-type: none"> <li>1. Shri G.K. Srivastava, Addl. Commissioner (Admn.), KVS</li> <li>2. Shri U.N.Khaware, Addl. Commissioner (Acad.), KVS</li> <li>3. Shri D.K.D.Rao, Deputy Secretary(UT), MHRD</li> <li>4. Shri Vadali Rambabu, Deputy Director(Admn.), ISTM</li> <li>5. Shri K.G.Verma, Director (Retd.),ISTM</li> <li>6. Shri S.Vijaya Kumar, Joint Commissioner (Admn.), KVS</li> </ol>	<p>Discussed and dropped</p> <p><b>To be noted by JC (Admn.)</b></p>
	<p>g)KVPSS has a strong view to open the promotion avenue for the above mentioned posts at all levels.</p>	<p>The Recruitment Rules of KVS will be finalized as per the recommendation of the committee.</p>	
<p>8.</p>	<p>KV Muzaffarpur in Bihar: Incident went viral on social media. Principal suspended and 15 other teachers transferred including Vice-Principals from KV Muzaffarpur to far areas. The case may be reviewed with representation of teachers in probe team. The transfer orders may be revoked immediately.</p>	<p>Indiscipline cannot be tolerated in KVS. After conduct of fact finding inquiry about the incident, action was taken against the employees found guilty.</p>	<p>Discussed and dropped</p> <p><b>To be noted by JC (Acad.)</b></p>
<p>9.</p>	<p>Appointment on compassionate grounds: Priority may be given to the dependents of those who die while discharging duty. For Example in 23\10\16 Mrs. Sumindra Bedi TGT (SST), KV No.1 Amritsar died in road mishap while going from home to Railway Station for escort duty with school children. Her only son is BE and no other surviving member in the family. He may be given job on compassionate ground immediately.</p>	<p>As at Sr. No. 1 of AIKVTA Agenda.</p>	<p>The Chairperson JCM directed KVS to examine the case of Mrs. Sumindra Bedi TGT (SST), KV No.1 Amritsar separately.</p> <p><b>Action by AC (E-II &amp; E-III)</b></p>



1.	DPC Meeting at KVS HQ Level for granting selection scale to teachers may be held quarterly so as to avoid delay in granting financial up gradation to teachers after 24 yrs of service. No DPC meeting held for PRT for last over one year. Selection scale may be given to all teachers until MACP is implemented. Condition of 20% ceiling on financial up gradation be removed.	The DPC meeting for grant of Selection Scale to TGT (Music), TGT(AE), TGT(P&HE), TGT(WE), Librarian has already been conducted and the orders will be issued immediately after approval of the Minutes from the Competent Authority.	The Chairperson JCM directed KVS to conduct DPCs at least once in a year for each post.  <b>Action by JC (Admn.)</b>
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