

# केन्द्रीय विद्यालय संगठन

KENDRIYA VIDYALAYA SANGATHAN

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केन्द्रीय विद्यालय संगठन

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

Date: 07.07.2014

**Sub: Minutes of the meeting of the JCM of KVS held on 18.06.2014 in Room No. 112-C, Conference Hall. Shastri Bhawan, New Delhi.**

A copy of the minutes of the JCM meeting held on 18.06.2014 duly approved by Chairperson, JCM of KVS is enclosed.

Comments if any, may please be forwarded to the undersigned by 31.07.2014 positively.

The date of next meeting of JCM scheduled on 24.10.2014 has been changed to 28.10.2014 at 10.30AM at the same venue.

(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/ KVPSS/KEVINTSA.
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 for necessary action.

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

**MINUTES OF JCM MEETING  
HELD ON 18.06.2014**

**In Room No. 112 'C' wing,  
Conference Hall  
SHASTRI BHAWAN,  
NEW DELHI.**

**Following members attended the meeting of JCM, KVS held on 18.06.2014**

<b>Sl.No.</b>	<b>MEMBERS OF JCM.</b>	<b>Signature</b>
1	Ms. Vrinda Sarup Addl. Secretary & Vice Chairperson, KVS, MHRD	Chairperson
2	Sh. Anil Kakaria Deputy Secretary (Fin.), 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, Calucut	Member
7	Sh. Vijeyesh Pande General Secretary, AIKVTA A-502, Gauri Ganesh Apptt. Plot No. 8, Sector- 3 Dwarka New Delhi-110 075	Leader
8	Sh. K.R. Thakur Yoga Teacher & Secretary, Press & Publication, AIKVTA KV Sector-5, Dwarka New Delhi	Member
9	Sh. Priyavrat Chhikara, General Secretary, KVPSS. PRT, Kendriya Vidyalaya AFS Bawana. Delhi	Member
10	Sh. S.K. Pathak, President, KEVINTSA Kendriya Vidyalaya, New Cantt. Allahabad	Member
11	Sh. S.K. Biswas, General Secretary, KEVINTSA	Member

	Kendriya Vidyalaya No.1, Kanchrapara, Kolkatta Kamp, Distt.24 Pargana (N) West Bengal-743193	
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**Special Invitees:**

1. Dr. Dinesh Kumar, Addl. Commissioner(Acad.) KVS
2. Dr.(Mrs.) V.Vijayalaxmi, Joint Commissioner(Acad.), KVS.
3. Dr. Shachi Kant, Joint Commissioner(Trg.), KVS
4. Sh. S. Vijaya Kumar, Joint Commissioner(Admn.), KVS
5. Sh. S. Muthusivam, Assistant Commissioner(Fin.), KVS

**ATR ON MINUTES OF THE MEETING OF JCM, KVS HELD ON 18.06.2014**

R-S.N.	S.N.	Points submitted by AIKVTA	ATR	Decision on 18.06.2014
1	2	3	5	4
1	7.	Sanction of post of Sub-Staff for Vidyalaya Library & Computer Laboratory.	Provision for having the services of sub-staff in library has been proposed in "Guidelines for School Library and procedure manual". The proposed "Guidelines for School Library and procedure manual" has been placed before AAC meeting held on 12.06.2014. Minutes are awaited.	The outcome of BOG may be intimated in the next JCM.  Action by : JC (Acad.)
2	6.	Review of departmental promotion policy for teaching cadre, with AIKVTA representation on any such review committee:- 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 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	The proposal from AIKVTA was received on 07.02.2014 and is under examination. A Committee has been constituted on 16.06.2014.	The General Secretary, KVPSS demanded that their association may also be permitted to participate in the committee. The Chairperson directed the KVS to put up the outcome of committee in the next JCM.  Action by : JC (Admn.)

		<p>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 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 &amp; with AIKVTA participation in any such endeavour.</p>		
3	7.	<p>Promotional avenues for TGTs(WET/ PET/ARTS/Sans)&amp; 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</p>	<p>1 Proposal for relaxation of rider of 20%, has been submitted to MHRD vide letter dated 16.06.2014 2. Selection scale due till 2008 to following category of teachers has been granted and orders also issued.</p>	<p>The Chairperson directed the KVS to keep pursuing the matter with MHRD regarding proposal of relaxation of rider of 20% while granting selection scale.  Action by : JC (Pers.)</p>

		<p>at plus to level in those subjects to facilitate creation of PGT posts and facilitate promotion of those teachers.</p> <p>Music teachers are the most neglected of the staff serving the Kendriya Vidyalayas. The essential qualification prescribed for recruitment to the 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 Classes. 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>	<p>PGTs-20 PRTs-1547 TGTs-326 Misc.-484</p> <p>Action has been initiated to grant selection scale due from the year 2009 to 2014 during the year 2014-15 for which additional manpower has been deployed from KVs/ROs to clear backlog of selection scale in RPS Section. The backlog will be cleared in a time bound manner.</p>	
4	9.	<p><b>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 employees at par with retired GOI employees:-</b></p> <p>Teachers should also be granted CGHS facility as is being provided to KVS HQ and Regional Office Staff. The CGHS benefits</p>	<p>A committee was constituted vide letter dated 13.02.2014. The said committee met on 24.02.2014 and decided to call the proposals from the reputed Government agencies.</p> <p>Accordingly, a letter dated 23.04.2014 was issued to new India assurance co. Ltd., National</p>	<p>The Chairperson directed the KVS to put up the matter for Ministry of Health through a DO letter from the Secretary of SE&amp;L, MHRD.</p> <p>Action by : JC (Pers.).</p>

		available to GOI employees after their retirement should also be available to retired KVS employees as is being extended to NCERT employees.	insurance Co. Ltd. The Oriental Insurance Co. Ltd. United India Insurance Co. Ltd, Agriculture Insurance Co. of India Ltd. But no response has been received so far. A reminder has also been issued to all companies vide letter dated 07.05.2014.	
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**KEVINTSA PART-(C)**

	S.N	Points submitted by KEVINTSA		
5	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.	The matter regarding the conversion of CPF to GPF scheme has been referred to MHRD vide letter dated 03.02.2014	Since the matter is being examined by UT-2, MHRD hence dropped from here.

**(B) AGENDA ITEMS.**

	S.N.	Points submitted by KEVINTSA		
6	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.	A letter has been sent to SIU, MHRD for conduct of work study on 26.05.2014	The Chairperson directed to follow up the matter with MHRD.  Action by : JC (Pers.).



5  
Agenda 04.10.2013

S. N	Demand by AIKVTA			
1	2	3	4	
07	01	<p><b>Grant of higher pay scale and/or Financial incentive to KV teachers.</b> The 80<sup>th</sup> 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 6<sup>th</sup> 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>The proposal has been submitted by AIKVTA directly to MHRD vide letter dated 25.05.2014. No action is required by KVS.</p>	<p>The Chairperson directed the KVS to examine the proposal and sent to 7<sup>th</sup> Pay Commission through MHRD.</p> <p>Action by : JC (Pers.).</p>
8	02	<p><b>Payment of salary to all the new recruitees for the summer vacations exempting the condition of completion of 6 months prior to the beginning of the summer vacations.</b> 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 recruitees, 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 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.</p>	<p>A Committee has been constituted vide order dated 06.06.2014 to examine the issue. The committee met on 13.06.2014 and the report so received will be put-up to competent authority for further decision. The outcome will be intimated in the next JCM.</p>	<p>The outcome of committee may be put up in next JCM.</p> <p>Action by : JC (Pers).</p>
9	04	<p><b>Timely payment of salary in some of the project KV's like K.V. Jayant Collery (Jabalpur region) K.V. Jagi</b></p>	<p>Salary to the staff of Project Kendriya</p>	<p>The agenda is dropped.</p>

		<p><b>Road and few KVs of (Jaipur Region)</b> 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>	Vidyalayas are being made in time.	
10	05	<p><b>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.</b> Prior to 2013 all the games and sports of KVS was organized in the category of under-14(B&amp;G) under-17 (B&amp;G) and under 19(B&amp;G) 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>	This will be reviewed by Sports Control Board in its ensuing meeting likely to be held in June, 2014.This point may be dropped.	The agenda is dropped.
11	07	<p><b>Number of members for RJCM, may be restored and corrected to 07 instead of 05.</b> 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>	Necessary corrections to bring coherence have been issued vide order dated 03.04.2014. It is being incorporated in the Education Code at the time of revision.	In view of the action taken by KVS the agenda is dropped.

		<b>Points submitted by KVPSS</b>		
12	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>1. Four cases of teachers of Jammu Region submitted by the Gen. Sect. KVPSS regarding cancellation of transfer order have been considered but only one case could be acceded to.</p> <p>IV) New e-mail ID is uploaded on KVS website vide order dated 28.05.2014 to enable employees to submit their representation through proper channel.</p> <p>The email ID is <a href="mailto:kvtransfer@gmail.com">kvtransfer@gmail.com</a>.</p>	<p>The progress regarding the number of cases received through E-mail ID created will be informed in next JCM.</p> <p>Action by :AC (E-II/ III)</p>
13	14	<p>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</p>	<p>Necessary instructions and clarification has been issued vide order dated 04.03.2014 and 11.03.2014.</p>	<p>Since the matter has been resolved, dropped.</p>

		discrimination against K.V. teachers.		
14	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 names of office bearers as submitted at the time of request for recognition of KVPSS vide letter dated 13.05.2012 have been circulated on 28.04.2014.	In view of action taken by KVS, dropped.

The following items have been taken up by AIKVTA with the permission of Chairperson, JCM:-

	Agenda	Comments	
15	The General Secretary AIKVTA informed that in the meeting held on 09.09.2013 in the chamber of Commissioner, KVS it was decided that a committee will be constituted to prepare a decision making/convincing proposal for referring to MHRD for extending the benefits of Govt. of India MACPS to the teachers of KVS, comprising of KVS Officials and teaching associations which has not been constituted so far. The Chairperson directed to KVS to constitute the said committee immediately within 15 days.	The committee has been constituted vide office order dated 21.02.2014. The committee met on 19.03.2014. The report/recommendations are being submitted to MHRD for re-consideration.	The outcome may be put up in next JCM. Action by : JC (pers.)

**Agenda for JCM meeting dated 18.06.2014**

Sl. No.	Agenda of AIKVTA	Comments	Decision
1.	<p><b>Grant of Proportionate Earned Leave to the teachers not availing 70 days of break and vacation in a year.</b></p> <p>Now, in KVS some of the KV are enjoying 50 days summer vacation with two breaks of 10 days each (Total 70 days) and some are enjoying 40 days of summer vacation with 10 days of Autumn Break &amp; 20 Days of winter Break (Total 70 days). If an employee is transferred from one KV to another resulting into less than 70 days (Summer vacation + Two Breaks) of vacation and Break in totality, proportionate Earned Leave may be sanctioned for unavailed portion of Summer Vacation + Break, in a given year.</p>	<p>In KVS transfers are centralized and effected as per the calendar of activities during the month of June to July of the academic year.</p> <p>Accordingly, teachers are joining after vacation on re-opening of schools. Generally, no transfer is effected during the breaks except on administrative grounds which is done throughout the year in the interest of the Vidyalaya. However, the submission made by the association regarding proportionate earned leave in lieu of non-availed vacation/break will be examined by the KVS and decision will be taken at the earliest.</p>	<p>The matter was deliberated at length and dropped.</p>
2.	<p><b>Similarly place employees should be treated similarly and not differently.</b></p> <p>It is fundamental Rule that similarly placed all employee should be treated similarly and not differently as for as service matter is concerned. Mr Gajendra Yadav vide OA No.390/99 of Honble CAT Jaipur is enjoying the benefit of getting the period of trial appointment converted into the period of Probation and all other subsequent benefits like Promotions etc. there on. Also Shri</p>	<p>The matter regarding the conversion of CPF to GPF scheme has been referred to MHRD vide letter dated 05.08.2013 and 05/09.07.2013.</p>	<p>Since the matter is already being examined by MHRD, the agenda is dropped.</p>

	<p>JOHNSON P John PGT (Phy) vide the orders of the court and KVS Order No.31069/22/2013-KVS(L&amp;C) dated 15/01/2014 has been provisionally allowed to be covered under GPF cum Pension Scheme and allotted GPF Account No.78382.</p> <p>All similar cases pending before the courts/ for consideration to KVS, i.e of regularization of trial period and Conversion of CPF to GPF may be finalised on the similar line of action.</p>		
3.	<p><b>Benefit of Double HRA for the employees posted in Kashmir valleys irrespective of shifting their families at the last place of working:</b></p> <p>Teachers and employees posted in Kashmir Valley are entitled to grant of Double HRA irrespective of the facts whether they have left their family in last place of Posting (as in case of NE Regions) or any where else in the country at par with other central Govt employees.</p>	<p>In terms of Govt, Ministry of Urban Development OM No. 12035/2/90-Pol.-II (Pt.III) dated 03.06.2011, the employees posted in J&amp;K are entitled to retain the accommodation at last place of posting or payment of double HRA subject to fulfillment of certain conditions.</p>	<p>The matter was discussed at length from various angles and the Chairperson decided to drop.</p>
4.	<p><b>Forwarding of Application for appointment to outside KVS :</b></p> <p>A good number of grievances is being received by the AIKVTA from the teachers that the Controlling authorities are not forwarding their application for a job outside the KVS on deputation or as a fresh, stating that the KVS has issued the instruction for the same which is badly hampering their future prospects, hence restrictions if any may be removed immediately.</p>	<p>The restrictions were up to May, 2014 due to shortage of staff and in the academic interest of the students of KV's.</p>	<p>The applications for out sight appointments are already being forwarded and hence dropped.</p>
5.	<p><b>Grant of Selection Scale to teachers having higher qualification irrespective of the stream/ subject.</b></p> <p>The selection scale to the teachers</p>	<p>As per the MHRD letter dated 12.08.1987, the selection scale to the teachers is granted on completion of 12</p>	<p>Since the proposal has already been moved by KVS to MHRD. KVS</p>

<p>of Kendriya Vidyalaya was introduced vide Dept of Education MHRD Govt Of India letter No.F.5-180/86-UT.1 dated 12<sup>th</sup> August 1987, which speaks that for grant of selection scales to PRT and TGT it will be required to obtain higher qualification....., but does not speak of any specific subject combinations/ Subject in Graduation /Post Graduation. As per the spirit, and to check the stagnation, having higher qualification is sufficient for being eligible for the grant of Selection Scale, if required, specially on the facts that teachers are actually/ Practically getting only one upgradation after 12 years, second one being the misnomer.</p>	<p>years service in the senior scale restricted to 20% of the numbers of posts in senior scale of the respective cadre subject to the following conditions:-</p> <ol style="list-style-type: none"> <li>1. Every teacher would be required to participate in an in-service training programm of atleast 03 weeks duration before he/she is promoted to senior or selection scale i.e. once in every 06 years.</li> <li>2. For selection scale             <ol style="list-style-type: none"> <li>(i) For primary teachers it is essential for them to complete 12 years in senior scale and attainment of qualifications laid down for TGTs.</li> <li>(ii) For TGTs 12 years in senior scale and attainment of qualifications laid down for PGTs.</li> </ol> </li> </ol> <p>It is pertinent to mention that vide letter No. F.3-50/2006-UT-2 dated 03.03.2009 of</p>	<p>may take follow up action.</p> <p>Action by : JC (Pers.).</p>
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		<p>Director (UT), M/HRD, Department of School Education &amp; Literacy, it is clarified that not to allow the teachers to acquire higher qualification in different subject for getting promotion to higher post.</p> <p>(iii) For TGTs-P&amp;HE, WET, Art Education, Librarians, Yoga or PRT (Music), M/HRD vide their letter dated 24.05.2011 has conveyed the decision to grant senior scale and selection scale to them without insisting on higher qualifications. Other terms and conditions of granting selection scale will remain unchanged.</p>	
6.	<b>Seniority of a teacher may be given due Consideration while considering the promotion from the Post of Vice- Principal to Principal.</b>	There is no element of promotion on the basis of seniority in the existing Recruitment Rules to the post of Principal.	In view of the discussions from both the sides the matter is dropped.
7.	<b>Grant of Service benefits viz. Confirmation, Senior Scale and other benefits to the teachers of Bhubaneswar Region, under the Perview of CBI Case No RC.36(A)/96 against two members of the selection board.</b>	The status report of case has been called for from Regional Office Bhubaneswar. The matter will be examined on receipt of status and the outcome will be	The outcome may be reported in the next JCM.  Action by : JC (Admn.)



	<p>Selection of the teachers was made in the year 1993 in KVS RO Bhubaneshwar and the CBI had registered a case No.RC.36(A)/96 against the Chairman &amp; Member secretary of selection Board for selection of primary Teachers on the basis of source of information relating to the allegation of gross abuse of their official position in making the appointments of PRT in various KV under Bhubneshwar Region.</p> <p>It is clear from the record that no departmental action has been initiated or is pending against the teachers as on today and there is also no pending criminal case but the teachers are not getting their service benefits ie. Confirmation, senior Scale etc., which may be considered accordingly, and without any further delay.</p>	intimated in due course.	
8.	<p><b>Payment of HRA to the employees working in KV Vizeg Steel Plant.</b></p> <p>KVS RO through an audit objection stopped the payment of HRA to the employees of Kendriya Vidyalaya Vishakhapatnam Steel Plant recording a reason that as per MOU 100% accommodation should be made available to the staff of KV but not the HRA even if residing in their own house. HRA was stopped to the KV Employee w.e.f.2007, though the Vidyalaya management Committee is willing to afford the financial implications of any such payment to the employees who are not in possession of accommodation of the steel authority, provided the same is claimed through Pay Bill. The payment of HRA to all such employees of KV Steel Plant Vishakhapattanam and other similarly place KV may be ensured.</p>	A communication has been issued to Regional Office, Bhubaneswar vide letter No. F.2102285/14/2008-KVS (Hq)/Audit dated 03.06.2014 seeking report on the issue.	In view of the deliberation held the matter is dropped.
Sl.	Agenda point submitted by	Remarks/commen	

No.	KVPSS	ts	
01.	Principals may be empowered to sanction CL/EL in conjunction with (prefix/suffix) Autumn/ Winter Break/Vacation.	The Principal concerned is empowered to sanction the CL/EL in normal circumstances as such it is not appropriate to empower the Principal for sanctioning the CL/EL in conjunction with vacation/break in the academic interest of students as well as to maintain administrative discipline.	After deliberation at length the Chairperson, JCM suggested that KVS may exercise for delegation of powers to Principal for sanction of CL in conjunction with the Breaks/ vacation.  Action by : JC (Admn.)
02.	Vacancies of Teaching and Non-teaching Posts in KVs, KVS-ROs, KVS(HQ) and KVS ZIETs to be filled immediately with regular/permanent staff.	The written examination has been conducted for filling up vacancies of teaching staff for 2012-13 and 2013-14, through direct recruitment the process of interviews are in process.	In view of the reply by KVS the agenda is dropped.
03.	Teachers on escort duty for Sports/Adventure/Social Science/Science National Competitions or any other kind on holidays like second Saturday, Sunday or any other holidays should be given facilities like CCL and TA/DA to be given as given for scouts programme.	Earlier the provisions for granting CCL and TA/DA was given to scout and guide teachers in terms of KVS Hqrs letter dated 24.12.2004, which was subsequently changed vide KVS Hqrs letter No. F.34-16/2007-KVS (Acad.)(BS&G) dated 22.11.2007. Now, an office order dated 15.01.2014 has	In the light of reply of KVS and the deliberation made across the table the Chairperson decided to drop the agenda, as both TA/DA & CCL can't be sanctioned.

		<p>been issued in which it was stated that <i>whenever teachers are required for escort and training duties etc. on second Saturday, Sunday, holidays and breaks normally they are required to stay for a considerable time and as such may be permitted full days compensatory leave in lieu of attending duties on each day provided they have not drawn TA/DA for such duties.</i></p>	
04.	<p>a) Sanction of two increments to National Awardees Teachers and one increment to KVS National Incentive Awardees.</p> <p>b) Enhancement of monetary reward from Rupees 25,000/- to Rupees 1,00,000/- for National Awardees.</p> <p>c) Enhancement of monetary reward from Rupees 5,000/- to Rupees 50,000/- for KVS Incentive Awardees.</p>	<p>The matter giving monetary benefits to the national awardees is a policy matter of Govt. of India. In so far as the enhancement of incentive award money of KVS is concerned, It is felt that it should be kept below the monetary sanction given by Govt. of India to National awardees.</p> <p>JC (Admn.)</p>	<p>Since this is to be implemented as per Govt. scheme hence dropped. However the agenda at 4(c) was not agreed.</p>
05.	<p>Receipts and issue (R&amp;I) section as exists in KVS HQ should be extended to KVs and KVS-RO, with regard to submission of all kind of applications/ representations/ medical bills/ TA/ DA/ LTC bills etc. by the employees.</p>	<p>Since the quantum of receipt is very less as compare to KVS Hqrs, there is no need to establish receipt and issue section separately at RO/KVs level.</p>	<p>The Chairperson directed the KVS to issue instructions to Deputy Commissioners/Principals that they should acknowledge the receipt of documents</p>

		However, the individual if desired may obtain the receipt from the office.	submitted by employees. Action by : JC (Admn.)
06.	In Limited Departmental Examination for PRT to TGT the minimum years of service in KVS is 5 years, it may be reduced to 3 years as in the case of TGT to PGT cases.	Not possible. As per DoPT rules 05 years qualifying service is required for promotion from the post having grade pay 4200 (grade of PRT) to Rs. 4600 (grade pay of TGT).	In view of the instructions of DoPT the agenda is dropped.
7.	Salary slip provided to the employee should be signed by the Principal as DDO affixing his signature.	Since the salary slip are generated by computer through the portal of UBI where the salary is uploaded, there is no need to get it signed. However, where the employee needs the signed slip they may get it countersigned from DDO, by following the prescribed procedure.	In view of the reply given by KVS the agenda is dropped.
8.	If an enquiry is set up against any teacher, the Enquiry Committee should include a teacher as a member.	Agenda is not specific.	After deliberation at length the Chairperson directed the KVS that as and when any enquiry is conducted against Principals, it should not be carried by another Principal or Principal should not be a member in such enquiry committee. Action by : AC (E-I)
9.	(A) The Controlling Officer of the JCM members should be provided a copy of the letter and he/she should	The same is being followed.	After having been heard both the sides the Chairperson

	also be instructed to relieve the member for attending the meeting and grant him TA/DA as per KVS rules.		suggested that every communication to the association or to the respective controlling authority should go through E-mail only. Noted for compliance and agenda is dropped.
B)	Kindly send an e-mail to the Controlling Officers intimating them regarding the JCM Meeting being attended by the concerned member. This will facilitate timely reservation for travel and making of alternative arrangements in the time table of the school.		Action by : JC (pers.)
10.	In the Hqrts. Of KVS visiting hours have been fixed between 4 to 5 PM on the working days, for the redressal of grievances of KV teachers and general public. But the teachers/relatives of KV teachers are not allowed to meet the authorities by the Security Guards deployed near the gate. Kindly ensure that KVS authorities should meet all the teachers/ visitors in the scheduled hours for the redressal of their grievances.	Already discussed on 04.10.2013.	The Chairperson directed KVS officers to check that there is no inconvenience to the visitors visiting between 4.00 to 5.00. Noted and agenda is dropped.  Action by : JC (Admn.)
11.	For transfer from hard station, the cut off date was extended from 30 <sup>th</sup> of June to 15 <sup>th</sup> of July 2012. 14 <sup>th</sup> & 15 <sup>th</sup> of July 2012 being holidays, kindly treat 16 <sup>th</sup> of July, 2012 as the cut off date for transfer from hard station.	It is submitted that as per KVS letter dated 17/28.01.2013 the competent authority as a one time measure had decided that the teachers who were transferred vide letter dated 29.06.2012 (below 40 years of age transfer) and have reported for duty between 30.06.2012 to 15.07.2012, their tenure in Hard/Very Hard/NER stations may be treated as complete on 30 <sup>th</sup> June by relaxing	In view of the report of KVS the matter is dropped.

		days spent in joining (for calculation of stay purpose only). Teachers who joined on 16.07.2012 (14 <sup>th</sup> & 15 <sup>th</sup> July, 2012 being second Saturday and Sunday) were allowed to join on 16.07.2012 on case to case basis as per their request received. However, the request of the teacher will be considered by the competent authority on case to case basis.	
12.	Some retired TGTs (P&HE) are managing to get empanelled them as judges/ umpires/ referees/ members of Selection Committee. This is breeding unwanted corruption/ favoritism especially in the regional/ national meet of sports events. Strictly the retired TGTs (P&HE) should not be involved only the SAI certified coaches should be involved in such meets.	Issue will be discussed in National Sports Control Board meeting to be held in June, 2014. This Agenda may be dropped.	In view of reply of KVS the agenda is dropped.

The General Secretary has raised his own case of disciplinary action and posting to Delhi being the General Secretary of KVPSS, though presently he is working in KV AFS Bawana which falls in Delhi.

The Chair person objected the General Secretary, KVPSS for raising his personal case in JCM. She warned that personal issues should not be raised in JCM. The JCM platform is meant for issues of common interest of employee fraternity.

S.N.	KEVINSTA	Comments	
01.	<b>Sub-staffs to be treated as vacational staff</b> The matter has <b>been</b> dropped but not report has been given to the Association. Since the Sub Staff working in KVs alone are deprived of Earned Leave while	The sub-staff working in KVS Hqrs and Regional Offices are treated as non-vacational staff, whereas, sub-staff of Kendriya Vidyalayas are categorized as vacational	After deliberation at length the Chairperson directed to issue directions to all Principals that the Sub Staff

	<p>Sub Staff working in KVS, HQ and KVS, ROs are treated as non vocational staff. Besides the Sub Staff being vocational loose on EL encashment at the time of availing LTC and at the time of retirement and substantial loss is caused to a particular category of Sub Staff alone and is discrimination in the matter of</p>	<p>staff, as such they may not be compared as their working hours are different. Regarding credit of EL to sub-staff posted in Vidyalaya, they are not entitled to EL as being vocational staff and availing vacation/breaks.</p>	<p>who will be put on duty during vacation should be informed in 02 months advance to avoid any hard ship to Sub Staff in planning his vacation.</p> <p>Action by : JC (Admn.)</p>
02.	<p><b>Transfer guidelines</b> KEVINTSA in terms with decision of 264/2011 filed by KEVINTSA before the Hon'ble CAT, Ernakulam Bench, is to include representatives of KEVINTSA. The members of the recognized associations may be included in all the transfer committees of KVS, HQ to ensure that transparent functioning to avoid any case of favoritism and in compliance to the directions of Hon'ble CAT, Ernakulam Bench.</p>	<p>Policies and programmes of KVS including transfer guidelines is framed by its Board of Governors after due deliberation on various level. Transfers are effected as per the various provisions of KVS transfer guidelines approved by BOG. Moreover, there is no transfer committee in KVS as per present transfer guidelines.</p>	<p>In view of the reply of KVS the agenda is dropped.</p>
03.	<p><b>Settlement of letters of Association</b> As per Para-66 of Manual of Office procedure reply to letters of Association is to be issued by KVS within 15 days. All pending issues represented by all recognized association may be reviewed by the Commissioner of KVS on monthly basis to ensure compliance of the directions.</p>	<p>The matter of associations are being attended on priority basis.</p>	<p>The Chairperson directed that an interim reply may be sent to association, however, the agenda is dropped.</p>
4.	<p><b>Conduct of periodic meetings of DPCs/Screening Committees</b> Periodic meetings are not been held in all ROs and hence the financial upgradations are to sanctioned at the eligible time, causing strain on the NTS involved in preparation of arrears on accounts of delayed</p>	<p>This issue may not be common in all Regions. Hence, the association may take up in respective RJCM meeting, if such issues exists.</p>	<p>After deliberation it has been decided that the Deputy Commissioners may be directed to hold R-JCM/DPCs in time and as per provisions.</p>

	payments and also the eligible staff are not getting their dues in time.		These directives have been discussed in the DC conference held from 25 to 27.06.2014 and included in the minutes of Dy. Commissioners' conference. Hence dropped.
5.	<p><b>Availability of Education Code/Account Code in website of KEVINTSA</b></p> <p>Only draft education code is available in the website of KVS. Corrected Education Code is required to be uploaded in the website and amendments made, if any, to also be incorporated in the uploaded in the website. Accounts code which is required to be updated.</p> <p>(b) Minutes of the Finance committee/Academic Committee/Administrative Committee with relevant enclosures not available in the website of KVS, which is required to be</p>	<p>A) Already discussed and dropped.</p> <p>B) As regards the issue of uploading of minutes of the Finance Committee on the KVS website is concerned, the same will be uploaded henceforth.</p>	<p>The Chairperson was of the view that KVS must upload the updated Education Code and Accounts Code on the KVS website and updation may be carried from time to time as and when amendments are made.</p> <p>Action by DC (EDP).</p>
6.	<p><b>Grant of Rs.4200/- to LDCs/UDCs w.e.f. 1.8.2008 in respect of whom financial up-gradations has been sanctioned prior to 1.8.2008 under ACP scheme</b></p> <p>Since a clarification has already been issued by DOPT, the nodal agency under ACP scheme, the matter may be referred to the Min. HRD for implementation in KVS.(Authority: DOPT OM bearing no.20/29/2006-CS-II dated 14.11.2006.</p>	<p>The matter has already been referred to MHRD and they have decided the same vide letter dated 26.04.2011 vide which it has been clarified by them that the grade pay of Rs. 4200 is not admissible to UDC and LDC who have completed 12 and 24 years of regular services before 01.08.2008 and have directed KVS to take rectificatory measures immediately.</p>	<p>The Chairperson directed the KVS to re-examine the issue in the light of DoPT OM as claimed by association.</p> <p>Action by JC (Pers.)</p>
7.	<p><b>Medical facilities</b></p> <p>Deputy Commissioners of KVS may be requested to issue letters to concerned representatives in this regard for</p>	<p>The Deputy Commissioners have been instructed vide this office letter dated 20.03.2014 for</p>	<p>In the light of instructions already issued the matter is dropped.</p>



	the regional units to submit proposals after proper study.	appointment of AMAs for the KVs situated in far flung areas.	
8.	<p><b>Cash handling allowance should be extended to LDC also.</b></p> <p>As a separate clerk is handling postage in form of cash, separate cash handling allowances is to be sanctioned for handling postage.</p>	<p>In terms of Swamy's Handbook -2014, Chapter-18 (7) Condition No. (v) <i>only one official can be allowed to draw Cash handling allowance in an office/department and in Kendriya Vidyalayas UDC/LDC who are dealing with cash are already drawing the Cash handling Allowance.</i></p>	<p>In view of provisions quoted by KVS the agenda is dropped.</p>

### Additional Agenda by KEVINTSA

1.	<p><b>Recruitment rules to the post of Section Officer in KVS</b></p> <p>The revised Recruitment rules to the post of Section Officer approved by the 96<sup>th</sup> meeting of the BOG held on 28.01.2014 has only the method of promotion through Limited Departmental Exam i.e. by 100% thus, obliterating the seniority based promotion from amongst the Assistants working in KVS.</p> <p>KVS has replied to KEVINTSA that "to bring quality employees to improve the working standard of KVS" KEVINTSA as alleged that this yard stick is not applied to the posts of UDC, LDC, Assistant, Administrative Office, Finance Officer and also among the high ranking officer right from DCs to JCs. Revised Recruitment rules can cause further stagnation to the existing non-teaching staff.</p>	<p>The revised Recruitment rules to the post of Section Officer approved by the 96<sup>th</sup> meeting of the BOG held on 28.01.2014 on the recommendation of Finance Committee meeting held on 10.01.2014. The method of filling up the posts of Section Officer is 100% by Limited Departmental Examination. The logic behind keeping 100% posts to be filled by LDE are as follows:-</p> <ol style="list-style-type: none"> <li>1. The earlier Recruitment rules has got both the method of filling the posts of Section officer i.e. by promotion as well as by Limited Departmental Examination. The employees getting promotion by seniority are very senior and get chance of promotion at the verge of retirement, as such they may refuse to join the place of posting.</li> <li>2. In the earlier Recruitment rules it has been observed that wherever there is an</li> </ol>	<p>After deliberation at length the association requested a meeting in this regard, the Chairperson hold that the action of KVS is right. However, if they desire to meet KVS authorities to discuss about the seniority list of Assistant which is presently disputed. They may request for a suitable time from the authorities of KVS.</p> <p>Action by KEVINTSA</p>
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	<p>It is requested that a positive Recruitment rules may be mooted immediately to retain the best talent in KVS coupled with the intention to secure the maximum output from the Human resource.</p>	<p>element to fill the vacant post through Limited Deptt. Examination, the employees on merit are joining cent percent to the promotional post.</p> <p>3. Through Ltd. Deptt. Examination, Sangathan is getting quality employees for smooth and better functioning.</p> <p>4. Keeping in view the above experience, Ltd. Deptt. Examination has been introduced for filling up the vacant posts of Section Officer and Principal.</p>	
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**Additional Agenda by AIKVTA with the permission of Chair**

Sl. No.	Agenda	Decision
1.	<p>Re-introduction of transfer on mutual basis and against no taker vacancies – The matter already approved by the Board of Governors, KVS.</p>	<p>The matter was discussed and it was decided that mutual transfers are not approved by BOG, KVS. However, KVS may consider the cases against no taker vacancy as per transfer guidelines.</p> <p>Action by : AC (Estt II/III)</p>
2.	<p>Extension of retirement age of National awardee teachers as per the CBSE circular and similar issues such as extension of retirement age for KVS national incentive awardee/KVS Regional incentive awardee teachers and non-teaching staff.</p>	<p>After deliberation the Chairperson directed the KVS to take action as per policy of Govt. of India in this regard. However, the agenda is dropped.</p>
3.	<p>Non-release of funds to Vidyalayas for making day to day payment such as arrears of DA/TA/medical bill etc. especially in RO Gurgaon and Lucknow.</p>	<p>During deliberation the KVS informed that the payments are being released to ROs as per their demand and availability of funds. However, release of funds will be ensured by KVS.</p> <p>Action by : JC (Fin.)</p>