

F. 11029-3/2011KVS (Admn.-I)

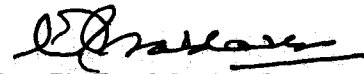
**Kendriya Vidyalaya Sangathan  
(Admn.-I Section)**

**Subject: ATR on Minutes of the meeting of JCM, KVS held on  
28.10.2014, after pre-JCM meeting held on 15.09.2015.**

Please find enclosed Action Taken Report on the Minutes of JCM Meeting held on 28.10.2014 (after pre-JCM meeting held on 15.09.2015) duly approved by the Commissioner, KVS for further necessary action by the officer concerned as mentioned against each item.

The Action Taken Report may be sent to the undersigned by 25.01.2016 positively, by all Divisional Heads / Branch Officer.

The General Secretary AIKVTA, General Secretary KEVINTSA and General Secretary KVPSS are requested to submit the agenda points for ensuing JCM Meeting (excluding the points taken in the pre-JCM meeting held on 15.09.2015)



(Dr. E. Prabhakar)

Joint Commissioner (Pers.)

11.01.2016

**Encl: As above**

**Distribution:-**

1. PS to Additional Secretary (SE&L), MHRD.
2. PS to Commissioner, KVS.
3. PS to Additional Commissioner (Admn.)
4. PS to Additional Commissioner (Acad.)
5. Joint Commissioner (Trg.)
6. Joint Commissioner (Acad.)
7. Joint Commissioner (Pers.)
8. Joint Commissioner (Admn.)
9. Assistant Commissioner (Estt.-1)
- ✓ 10. Assistant Commissioner (EDP)
11. General Secretary, AIKVTA, KVPSS and KEVINTSA

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10/1/16

Dr. Prabhakar

**KENDRIYA VIDYALAYA SANGATHAN**  
(Admn.I Section)

**ATR ON MINUTES OF THE MEETING OF JCM, KVS HELD ON 28.10.2014**

S.No.	S. No	Points submitted by AIKVTA	Comments	Decision on 28.10.2014	Comments after Pre-JCM Meeting ( Dated 15.09.2015)
1	2	3	4	5	6
1	7.	Sanction of post of Sub-Staff for Vidyalaya Library & Computer Laboratory.	A 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. Further course of action for moving a proposal for sanction of post of Sub Staff would be taken up by KVS.	The chairperson directed KVS to take further necessary action for creation of posts of Sub-staff for Library and submit the report in next JCM.  Action by - JC(Trg./ Acad)	The issue was discussed in JCM meeting held on 27.08.2015 with the direction to constitute a committee to examine the proposal and submit its recommendations within three months.  Action by:- JC(Trg.)
2	7.	Promotional avenues for TGTs (WET/ PET/ARTS/Sans) & Librarian by introducing additional subjects in + 2 Classes and TGT grade to Music Teachers:-  TGTs (W.E.T, P.E.T,ART) and Librarians do not have promotional avenues and KVS should introduce additional elective subjects at plus to level in those subjects to facilitate creation of PGT posts and	The proposal for removal of 20% ceiling has been taken up with Ministry on 14.6.2014 which is still under examination with the Ministry of HRD. A reminder has been issued vide letter No.F.18-3/92-KVS (Admn-I)/Vol.III dated 20.10.2014.  MHRD desired the financial implications.	The progress may be submitted in next JCM.  Action by - AC(Admn)	A. The issue was discussed in JCM meeting held on 27.08.2015, wherein it was decided to send the proposal to the Ministry upto 30.09.2015.  B. On 15.09.2015 (pre-JCM), the Commissioner, KVS directed to prepare an agenda item for consideration of the academic advisory committee exploring the possibility of creating the post of "Post Graduate Teachers" for promotion of various Misc. category teachers in Kendriya

	<p>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</p>			<p>Vidyalayas.</p> <p>Action by:- JC (Acad)</p>
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		illegally exploited, they draw the salary of PRT grade and we are compelled to work with secondary and higher secondary students.			
3	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 available to GOI employees after their retirement should also be available to retired KVS employees as is being extended to NCERT employees.</p>	<p>As directed by Chairperson, JCM , the matter regarding extension of CGHS facilities to all the serving and retired employees of KVS has been taken up with the Secretary, Ministry of Health &amp; Family Welfare by the Secretary (SE&amp;L), MHRD vide D.O. letter No. 11086/01/2012-KVSHQ(Admn.II) dated 09.07.2014. Now, CGHS authorities vide their OM No.F.7-1/2013-CGHS/C&amp;P/Part/3409 dated 09.07.2014 has informed that the Ministry of Health &amp; Family Welfare has agreed to provide the CGHS facilities to the pensioners/family pensioners and retired employees of the Statutory/Autonomous bodies on cost to cost basis, whose serving counterparts are already covered by CGHS medical facilities. They will</p>	<p>After deliberation at length, the Chairperson directed that the committee constituted for the purpose may give its recommendations regarding proposals received for medical claim policy. (Health Insurance Scheme)</p> <p>During the deliberations, the General Secretary KVPSS cited the case of Shri S. S. Dahiya a non-teaching employee of KV, who is availing the facility of CGHS. The Chairperson directed that KVS should examine the case and submit the report in the next JCM.</p> <p>Action by - AC(Admn)</p>	<p>A) 01 more proposal to be mooted to extend the CGHS facility to all KVS teaching as well as non-teaching working and retired employees.</p> <p>B) Shri P. V. Chhikkara, General Secretary, KVPSS, to be included in the Committee constituted for the purpose of extending health insurance coverage to KVS employees.</p> <p>c) Mediclaim Policy.</p> <p>Meeting of the Committee considering the Mediclaim policy has been scheduled on 19.10.2015.</p> <p>Action by:- JC (Pers.)</p>

			be entitled to OPD facilities and medicines from CGHS Wellness Centres in Delhi/ NCR only.		
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**(B) AGENDA ITEMS.**

R. S.N.	S. N.	Points submitted by KEVINTSA	Comments	Decision on 28.10.2014	ATR
4	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.	In response to KVS letter no 11029-6/2014-KVS (HQ)(Admn I) dated 26.05.2014, the MHRD vide their letter dated 30.06.2014 has informed that the SIU Unit has been winded up. The Ministry has further opined that KVS may take appropriate action at their own.	In view of the opinion tendered by MHRD vide their letter dated 30.06.2014, the KVS should take necessary action by constituting a committee with reference to manual and office procedure. The committee so constituted will look into work load at KV, RO, and HQ level and will also submit its report for cadre restructuring of non-teaching posts in consultation with the association concerned  Action by - AC(Admn)	It has been decided to refer the matter of work study and cadre restructuring of all establishments of KVS to ISTM, old JNU Campus.  Action by:- JC(Pers.)

## Agenda 04.10.2013

R. S.N	S. N	Demand by AIKVTA	Comments	Decision on 28.10.2014	ATR
1	2	3	4	5	6
5	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></p> <p>Teachers being the vacational staff are entitled for one vacation of 50 days and 2 breaks of total of 20 days. Non-payment of salary to the new 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>The committee in its meeting held on 13.06.2014 has finalized its recommendation and the same will be put up as agenda before the Finance Committee and BOG KVS in its ensuing meetings.</p>	<p>The progress may be reported to next JCM.</p> <p>Action by - AC(Admn)</p>	<p>An agenda item is to be submitted afresh before the Finance Committee, KVS in its next meeting for re-consideration.</p> <p>Action by:- JC (Pers.)</p>

		Points submitted by KVPSS	Comments	Decision on 28.10.2014	
6	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>1641 representations related to transfer/modification were received through new e-mail ID and all the representations are disposed of.</p>	<p>After deliberation, it has been decided to drop the agenda. The chairperson directed KVS to continue the said email ID to facilitating the employees to submit their grievance.</p> <p>Action by - JC(Admn)</p>	<p>Dropped.</p> <p>Kvsedu.org new email id for grievance to be created. - proforma to be developed.</p>

**Additional Agenda by AIKVTA:-**

		<b>Agenda</b>	<b>Comments</b>	<b>Decision on 28.10.2014</b>	<b>ATR</b>
7	15	<p>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.</p>	<p>The proposal received from Association (AIKVTA) for adoption of MACPS to Teaching Category of employees of KVS including the post of Principal and Vice Principal, has been forwarded to MHRD vide this office letter dated 10.10.2014 for review of decision already communicated vide their letter dated 15.07.2013.</p> <p>In this connection it is also informed that the Association has filed OA in CAT, Lucknow which is still pending for disposal.</p>	<p>The progress may be reported in next JCM.</p> <p>Action by - AC(Admn)</p>	<p>The proposal for consideration of grant of MACPS to teaching community in KVS should be moved again to the Ministry in response to AIKVTA letter dated 27.08.2015</p> <p>Action by:- JC(Pers.)</p>



## Agenda for JCM meeting dated 18.06.2014

R. S.N.	S. No.	Agenda of AIKVTA	Comments	Decision on 28.10.2014	ATR
8	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 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 speaks 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 up gradation after 12 years, second one being the misnomer.</p>	The matter is still under examination with MHRD.	<p>In view of the deliberations, the Chairperson directed KVS to re-examine the issue and report in next JCM.</p> <p>Action by - JC(Admn)</p>	<p>To move a proposal afresh to the Ministry – proposal to be prepared by JC(Acad) keeping in view of the utility of teacher having higher qualification in respective of his proportional post in the hierarchy</p> <p>Action by:- JC(Acad.)</p>

R. S.N.	S. No.	Agenda point submitted by KVPSS	Comments	Decision on 28.10.2014	ATR
9	01.	Principals may be empowered to sanction CL/EL in conjunction with (prefix/suffix) Autumn/Winter Break/Vacation.	It was informed in the JCM meeting held on 18.06.2014 that 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 in the JCM meeting held on 18.06.2014 the Chairperson suggested that KVS may exercise for delegation of powers to Principal for sanction of CL in conjunction with the Breaks.  In the meeting held on 28.10.2014 the Chairperson directed to inform the progress in the next JCM.  <b>Action by AC(Estt.-I)</b>	It was decided by the Competent Authority of KVS to take up the matter through Finance Committee for final approval by BOG. The matter will be placed in next Finance Committee meeting.  <b>Action by:- AC(Estt-I)</b>

R. S.N.	S. N	KEVINSTA	Comments	Decision on 28.10.2014	ATR
10	5.	<b>Availability of Education Code/Account Code in website of KEVINTSA</b>  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. (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.	The revised/updated Education Code is being placed before ensuing BOG, KVS for approval.	The updated Education Code is ready for approval of Finance Committee/ BOG, KVS. The agenda is dropped.  In view of deliberation, it has been decided that the Accounts Code may be uploaded on the website of KVS.  <b>Action by – AC (Admn.)</b>	To uploaded on website of KVS as is presently available with KVS (2006 edition). It shall be on KVS site till an updated version is ready for uploading.  <b>Action by:- JC (Pers.)</b>

## AGENDA ITEMS DISCUSSED ON 28.10.2014

### A. KVPSS

R.S. N.	S. N.	Agenda	Comments of KVS	Decisions taken on 28.10.2014	ATR
11	2.	There is no option in the software for filling up the experience as TGT for the post of Vice-Principal & Principal as the same is counted in the eligibility criteria for selection on both the posts.	These provisions will be applicable for the vacancies for the year 2014-15 onwards as per Recruitment Rules effective from 12.02.2014. The present vacancies for the post of Principals and Vice Principals are for the year 2012-13 & 2013-14 for which RR effective from 01.08.2008 will be applicable.	After deliberation, the Chairperson directed the KVS to relook into matter and make necessary correction wherever required.  Action by JC(Admn)	Dropped
12	13.	Forced allotment of unallotted quarters should be stopped as per Supreme Court's Order mentioned in Swami's Hand Book 2009.	Allotment of quarters is done in terms of KVS (Allotment of Residence), Rules 1998. A clarification was also issued vide letter no. F. 4-5(1)/2005/KVS (Admn-I) dated 28.12.2007, as no quarter is to be kept vacant when eligible category of employees are available. The reference stated by the association is not seen in Swamy's Handbook for the year 2009.	The demand of association cannot be accepted. However, the residential accommodation which is not in habitable/ livable condition can be allotted to an eligible employee forcefully. The AIKVTA raised that the residential accommodation is not livable at many Vidyalayas such as KV No. 1 Calicut. The chairperson directed the KVS to develop the mechanism to identify such residential accommodation and get them habitable. Action by:- Suptd. Engineer.	Dropped

## B. KEVINTSA

R. S. N.	S. N.	Agenda	Comments of KVS	Decision taken on 28.10.2014	ATR
13	14	<p><b>Provision of TA/DA for appearing in LDE</b></p> <p>KVS has not adverted to this matter yet. The matter for grant of TA/DA to NTS appearing in LDE, in the light of SR 130 is to be considered by JCM, since the examinations are being conducted exclusively for the non-teaching staff working in KVS and conducted only in select cities, depriving the non-teaching staff working in other places.</p>	<p>Kendriya Vidyalaya Sangathan does not pay TA/DA to its employees for appearing in Limited Deptt. Examination.</p>	<p>After deliberation, the Chairperson directed KVS to re-examine the issue in the light of extent rules and submit the action taken in next JCM.</p> <p>Action by JC(F)</p>	<p>The view of the association was accepted and it was decided that travelling allowance for the journey may be granted to the employees of KVS appearing in Limited Departmental Examination. The section concerned should move file, examine and obtain approval of the competent authority.</p> <p>Action by:- JC (Admn.)/ JC (Fin)</p>
14	16	<p><b>Computerization of records</b></p> <p>The matter may be pursued to ensure uniformity in all regions, keeping in view of the transferability of staff.</p>	<p>The association may submit their issues in detail.</p>	<p>After deliberation, it is known that the meaning of computerization of records is to upload the various proformae on the website of KVS. The Chairperson directed the KVS to upload the meaningful proformae on the website of KVS.</p> <p>Action by JC (Admn)/ JC (F)/ JC (Acad)/ JC (Trg.)/ JC (Pers.).</p>	<p>Most of the proformae have already been uploaded on KVS website with link on KVS website "Useful Forms" on Home page. However, the General Secretary, KEVINTSA was advised to provide the copies of any additional proformae to be uploaded on website.</p> <p>Action by: DC(EDP)</p>

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