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Subject: Minutes of the meeting of the JCM of KVS held on 16.04.2024 in Central Secretariat Library, Shastri Bhawan, New Delhi

A copy of the minutes of the JCM (Joint Consultative Machinery) of KVS held on 16.04.2025 in Central Secretariat Library, Shastri Bhawan, New Delhi duly approved by the Chairman, JCM, KVS enclosed.

Comments, if any, may be forwarded to the undersigned by 05.10.2025 positively.


(Somit Shrivastav)
Joint Commissioner (Pers.)

Encl: As stated above.

Distribution :-

1. PSO to the Joint Secretary, D/o School Education and Literacy (DoSEL) & Vice Chairperson, KVS.
2. PS to Joint Secretary & FA, MoE, New Delhi.
3. PS to Chairman, Central Board of Secondary Education, New Delhi.
4. Director & CWO, Deptt. of Personnel & AR, Room No. 385, Lok Nayak Bhawan, New Delhi.
5. PS to Commissioner, KVS
6. PS to Addl. Commissioner (Admn.)
7. PS to Addl. Commissioner (Acad.)
8. PA to Joint Commissioner (Fin.), KVS.
9. PA to Joint Commissioner (Acad.), KVS.
10. PA to Joint Commissioner (Trg./Admn.), KVS
11. Sh. K.P. Singh, General Secretary, AIKVT A.
12. Sh. Anil Kumar Daila, General Secretary, KVPSS.
13. Sh. Sandeep Kanta Biswas, General Secretary, KEVINTSA.
14. Sh. Yog Raj Chandileya, President, KEVINTSA & Member JCM.
15. Sh. Paresh Kumar Bhatt, JCM Member, AIKVT A.
16. All Branch Officer, KVS(HQ), New Delhi.
17. Assistant Commissioner, IT Cell, KVS with the request to upload on KVS website.


22/09/2025

MINUTES OF MEETING OF THE NATIONAL JOINT CONSULTATIVE MACHINERY OF KVS HELD ON 16.04.2025

A meeting of the National Joint Consultative Machinery (NJCM) was held on 16.04.2025 under the chairpersonship of the Joint Secretary, D/o School Education and Literacy (DoSEL) & the Vice Chairperson, KVS with the officials of KVS and office bearers from the three recognized associations of KVS viz. All India Kendriya Vidyalaya Teachers Association (AIKVTA), Kendriya Vidyalaya Pargatisheel Shikshak Sangh (KVPSS) and All India Kendriya Vidyalaya Non-Teaching Staff Association (KEVINTSA). Following a brief welcome address, the agenda items were taken up for discussion. The list of attendees is at **Annexure-'A'**.

A. NJCM AGENDA POINTS FROM (AIKVTA)

Essential and compulsory

AGENDA 1 (I & II):- To ensure financial enhancement of the teaching staff of KVS (Ref-compliance of letter dated 16-12-2024 sent to Commissioner by AIKVTA)- regarding grant of MACP for Teaching Staff:- To ensure uniformity in career progression, the Government of India implemented the Modified Assured Career Progression Scheme (MACPS) for Group "A", "B", and "C" Central Government civilian employees in accordance with the recommendations of the Sixth Central Pay Commission vide O.M. dated 19.05.2009.

In alignment with this policy, Kendriya Vidyalaya Sangathan (KVS) proposed the extension of MACPS benefits to both teaching and non-teaching staff. This proposal was approved in the 85th meeting of the Board of Governors (BoG) and subsequently forwarded to the Ministry of Education on 13.01.2010. The Department of Personnel and Training (DoPT) vide O.M. dated 03.08.2010 delegated the authority to Administrative Ministries to decide on such proposals. Accordingly, the Ministry of Education extended MACPS to non-teaching staff of KVS on 20.01.2011.

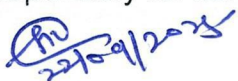
However, the Ministry, in its communications dated 15.07.2013, 09.04.2015, and 13.04.2017 clarified that the proposal to extend MACPS to teaching staff was not accepted by the Ministry of Finance. The rationale provided was that the ACP Scheme had never been applicable to KVS teachers.

KVS teaching staff have historically been covered under a separate time-bound promotion scheme, which provides for the grant of Senior Scale after 12 years and Selection Scale after 24 years of service. This scheme, as per the Ministry of Education (then MHRD) letter dated 12.08.1987 included a ceiling of 20% on Selection Scale promotions among Senior Scale holders.

It was agreed that the matter warrants re-examination in light of the prevailing policies and guidelines. **Teaching staff associations may therefore submit a revised proposal supported by detailed justifications, new facts and relevant documents to facilitate reconsideration of the grant of MACPS to teachers.**

AGENDA 1(III):- No promotional Avenue for PRT to TGT, TGT to PGT and all miscellaneous teachers:-

Recruitment Rules are not within the domain of NJCM. Association may, however, send representation separately for consideration.



Academic Excellence

AGENDA 2:- To ensure the quality education of the students, the work load on the teachers should not be extended limitless.

To ensure the holistic development of students, all curricular activities are essential to address the diverse needs and aspirations of learners. Teachers are encouraged to actively participate in the best interests of the students.

AGENDA 3:- There should be appointment of Data Entry Operator on compulsorily basis to all the Kendriya Vidyalayas to minimize the disturbance caused in academic excellence :-

The provision already exists.

Others Important Issues

AGENDA 4:- To ensure the appointment on compassionate ground within a certain period, preferably within 1 year :-

Extant rules governing compassionate appointment are being followed.

AGENDA 5:- Modalities of transfer policy :-

The details and issues were deliberate upon and it was informed that the transfer orders have already been issued.

AGENDA 6:- Unnecessary deduction on the name of audit and procedure of reimbursement of medical bills of teaching staff should be avoided:-

While any inadmissible reimbursements already made require corrective action, all concerned functionaries must be adequately sensitized on the matter to prevent recurrence.

AGENDA 7:- Correction in Recruitment rules :-

Recruitment Rules are not within the domain of NJCM. Associations may, however, send representations separately for consideration.

AGENDA 8:- To ensure the way for promotional Avenue of teachers at least 50% promotion should be on the basis of seniority from PRT to TGT, TGT to PGT and PGT to Vice Principal and Vice Principal to Principal along with a way to promote miscellaneous category teacher like TGT P&HE to PGT P&HE, PRT music to TGT Music, and for TGT Librarian to PGT LIB., TGT Art to PGT ART, TGT WET to PGT WET :-

Recruitment Rules are not within the domain of NJCM. Associations may, however, send representations separately for consideration.

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AGENDA 9:- Restructure of vacation and breaks along with taking care of leave at the time of Diwali holidays:-

The issue was deliberated upon and no action is required.

AGENDA 10:- Appointment of MTS to ensure proper functioning of labs, library and other departments as per need:-

Requirement and mode of recruitment of supporting staff (MTS - regular/contract), etc. for laboratories and libraries to be examined.

B. NJCM AGENDA POINTS FROM (KVPSS)

AGENDA 1:- Review of New Transfer Policy 2023 :-

The details and issues were deliberate upon and it was informed that the transfer orders have already been issued.

AGENDA 2: - Review of Senior and selection Scale for teachers :-

The ceiling of 20% for grant of Selection Scale is as per Govt. of India, policy.

AGENDA 3: - Extension of CGHS :-

The CGHS benefits have already been extended to all the retired/serving employees of KVS in all CGHS covered cities and the provisions are as per policy/guidelines of Nodal Ministry i.e. M/o Health and Family Welfare.

AGENDA 4: - Family pension for NPS subscribers :-

The matter is under process. The MoE may be requested to take up the matter with the Department of Expenditure, Ministry of Finance.

AGENDA 5:- Grant of CCL and EL :-

The issue was deliberated upon and no action is required.

AGENDA 6: - Review of recruitment rules of teaching staff :-

Recruitment Rules are not within the domain of NJCM. Associations may, however, send representations separately for consideration.

AGENDA 7: - Promotional Avenues :-

Recruitment Rules are not within the domain of NJCM. Associations may, however, send representation separately for consideration.

AGENDA 8: - CPD :-

The issue was deliberated upon and no action is required.

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AGENDA 9: - Limitless Workload :-

The issue was deliberated upon and no action is required.

C. NJCM AGENDA POINTS FROM (KEVINTSA)

AGENDA 1:- Constitution of Arbitration board for sorting out the issues unsettled in JCM or inaction on already decided issues in previous JCM. As per the provisions developed by KVS Education code rule 11 of Appendix XLII(B) states that "If there is no agreement between the two sides, the matter may be transmitted to a Committee of the Council for further examination and report. But, if a final disagreement is recorded in Council (after the disagreement in the Committee having been ratified in the Council) and the matter is one for which compulsory arbitration provided, it shall be referred to arbitration, if either side so desires. In other cases, the Board of Governors will take action according to its own judgment." It may please be done on time bound manner:-

JCM itself is a robust platform to discuss mutual issues. There has never been any arbitration board in KVS' history.

(a) **Non receipt of replies of KEVINTSA communication made to Commissioner, KVS or any other officers of KVS HQ New Delhi. Violation of Conduct rules by the KVS Officers. :-**

Efforts shall be made to have better communication, however associations should also avoid frequent correspondence on issues, which are settled as per extant norms.

(b) **ISTM work study issue Cadre review. Decided in the year 2017, report submitted by ISTM to KVS in November 2019 but no action has yet been reported by KVS. :-**

The matter was discussed and it was agreed to convene a meeting of the Establishment and Administration Committee to present the ISTM work study report as an agenda item for the Committee's approval.

(c) **Recreation of post of Lab Attendant, the matter already agreed upon in the JCM but no action has been taken. :-**

As per the recommendations of the 6th Central Pay Commission (CPC), all Group 'D' posts have been merged with Group 'C' posts. Consequently, the posts of Lab Attendant and Group 'D' staff are now classified under Group 'C' in KVS with the unified designation of 'Sub Staff'.

(d) **Revision of Recruitment rule for non-teaching posts pending since 2008. LDCE for every Non-teaching posts from Sub Staff to SO at par with DOPT norms as already decided in Item No.6 (2) of 103rd BOG held on 30.10.2015. Already decided in JCM dated 29.07.2019.:-**

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The issue was discussed and it was informed that the matter has already been dealt with earlier.

(e) **Accommodating KVS' spouse and spouse of other Central Government department in same station as per the decision of ITEM NO.15th of 109th BOG meeting held on 23.03.2018.:-**

The details and issues were deliberate upon and it was informed that the transfer orders have already been issued.

(f) **Creation of posts of SO as per the decision of 94th BOG on staff sanction of KVS in all the regional offices irrespective of any rider:-**

The subject matter is under examination.

(g) **Filling up of vacant posts of 5050+ vacant posts of Sub Staff of KVS- Already decided in JCM dated JCM dated 29.07.2019 and further on 07.07.2021.:-**

Requirement of supporting staff (MTS) etc. and Lab Staff to be examined, keeping in view the organizational needs.

AGENDA 2: - Filling up of more than 5000 vacant posts of Sub staff in KVS which has been done by Jawahar Navodaya Vidyalaya (JNV) in previous year vide Advt. dated 30.04.2024. Recreations of the posts of Laboratory Attendant in KVS to open the promotional avenue to the posts of erstwhile Gr 'D' with differential pay structure :-

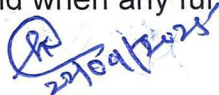
The creation of posts does not fall within the ambit of the NJCM. Furthermore, drawing parallels with other organizations is inappropriate, as each organization has its own unique functioning and administrative framework.

AGENDA 3:- Transfer Policy 2023: The objections and observations given by KEVINTSA have not been adhered to. KEVINTSA wants to display the merits of every proposals given by it along with all other Irrationalities in transfer guidelines, other violations done in the attempt to put an end of CCS (RSA) Rules 1993 from KVS. :-

The details and issues were deliberate upon and it was informed that the transfer orders have already been issued. Organizational interests must remain the foremost consideration. Office bearers of the organization are expected to demonstrate leadership by embracing responsibilities in diverse locations, including those that may be remote or challenging. By doing so, they set an example of commitment and service, rather than seeking preferential postings.

AGENDA 4:- Grant of Adhoc Bonus to the Non gazetted employee of KVS :-

As the Ministry of Finance has not extended these benefits to the employees of Autonomous Bodies, the matter presently does not fall within the ambit of NJCM. The position will be reviewed as and when any further instructions are issued.

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AGENDA 5:- Implementation of NPS for CTSA and its benefits at par with Central Govt. Rule 20 of the Central Civil Services (Implementation NPS) Rules, 2021:-

It was pointed out in the meeting that the issue pertains to the non-grant of MACP to employees of the erstwhile CTSA absorbed into KVS. The matter requires thorough examination and MACP may be granted in accordance with the applicable rules.

AGENDA 6:- Suo Moto disclosure provisions already appended in Article 4 of RTI Act 2005 barring actions under section 8 of the act:-

i. Article 4(4): Display of Transfers (Group and Individual Level)

All transfer-related details and policies have been published. Points 4, 5 and 6 of the relevant disclosure requirements have been complied with. No further action required. Point 7:- JCM Meeting details may be included in the Annual Report.

ii. ISTM report for work study in KVS for its employees:- Matter was deliberated upon. KVS to take necessary action.

iii. Result of the Recruitment examinations conducted by KVS have not been displayed rationally. KVS has not yet displayed any result of Section Officer- LDCE on main domain:- Discussed. The results for candidates appearing in the KVS, LDCE examination have already been uploaded on their respective login portals by CBSE (the recruitment agency). No further action required.

iv. The minutes of 126th BOG which was conducted on 22.08.2024 was put in KVS main domain on 23.01.2025 i.e. after 5 months :- The matter was deliberated upon and no action is required.

v. Information related to procurement above 10 Lacs should be displayed in KVS main domain. :- The matter was deliberated upon and no action is required.

vi. Very recently, KVS finance wing of KVS HQ New Delhi has taken a very positive initiative by suggesting ATC in GeM procurement for digital procurements like e-classroom, Computer etc. similar action is requested for deployment of Security Services and all other out sourcing services. :- The matter was deliberated upon and no action is required.

vii. Display of JCM meeting, minutes etc. in the Annual report of KVS Headquarter:- JCM meeting details may be included in the Annual Report.

AGENDA 7:-KVS is functioning without any post of Data Entry Operator, Laboratory Attendant in every Kendriya Vidyalaya and the regional office:-

The matter was deliberated upon. The provision of appointment of DEO in the KVs already exists and as per the recommendations of the 6th Central Pay Commission (CPC), all Group 'D' posts have been merged with Group 'C' posts. Consequently, the posts of Lab Attendant and Group 'D' staff are now classified under Group 'C' in KVS with the unified designation of 'Sub Staff'.



AGENDA 8: - Creation of Five New Regions for KVS Jaipur-86 KVs, Kolkata - 63 KVs, Bhubaneswar-63KVs, Mumbai - 64KVs and Bhopal - 65KVs. The information was given by the Commissioner in 2019. But no further information has been shared till date. :-

The agenda is beyond the mandate of the association.

AGENDA 9:- Insufficient filling up of posts of Compassionate Appointment in KVS-Less than 5% quota earmarked from DR vacancies of Sub Staff. :-

DoPT norms are being followed.

AGENDA 10:- KEVINTSA hereby request for mandatory attendance of staff through Biometrics. Non-teaching staff, if retained in school on holidays or off days should be allowed Compensatory Casual leave. :-

It has already been directed to ensure biometric attendance in all KVs, and most schools are in the process of implementing the same. With regard to compensatory leave, it has not been found feasible to issue such instructions, keeping in view the larger interest of the organization and the need to maintain the smooth functioning of schools. The associations are requested to appreciate these constraints and extend their cooperation in this regard.

AGENDA 11:- The Government of India has already announced in Parliament the constitution of the Eighth Central Pay Commission. Suggestions from employees through their respective associations should be solicited, and the KVS proposal may also be circulated for feedback prior to submission:-

Associations may submit their suggestions/demands with proper justification which will be taken up as and when 8th CPC calls for the same.

AGENDA 12:- Disparities exist in the payment of remuneration for CBSE duties performed by Class IV staff and Clerks:-

The issue was deliberated upon and it was decided to follow extant CBSE norms.

AGENDA 13:- Grant of HRA at the rate of Y class city to KV Bagdogra and Baikunthpur. :-

The case is to be reviewed and follow up action needs to be taken by KVS for early settlement of the issue.

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ANNEXURE - 'A'

ATTENDANCE SHEET (16.04.2025)

S.No.	Name of the Officers of MoE, KVS and NJCM Members
1	Sh. S. Basu, DS (Fin.), DoSEL (Representative of JS & FA, MoE)
2	Dr. (Mrs.) Pragya M. Singh, Director (Acad.) (Representative of Chairman, CBSE)
3	Smt. Nidhi Pandey, Commissioner, KVS
4	Sh. Deepesh Gehlot, Joint Commissioner (Admn.)
5	Sh. Somit Shrivastav, Joint Commissioner (Pers.)
6	Sh. K.P. Singh, General Secretary, AIKVRTA
7	Sh. Anil Kumar Daila, General Secretary, KVPSS
8	Sh. Sandeep Kanta Biswas, General Secretary, KEVINTSA
9	Sh. Yog Raj Chandileya, President, KEVINTSA
10	Sh. Paresh Kumar Bhatt, JCM, Member, AIKVRTA
11	Sh. Vineet Rawat, General Secretary, AIKVRTA (Delhi Region)
	SPECIAL INVITEE
12	Sh. S.N.Gulia, Joint Commissioner (Fin.), KVS
13	Ms Chandana Mandal, Joint Commissioner (Trg.), KVS


22/04/2025