



केन्द्रीय विद्यालय संगठन
KENDRIYA VIDYALAYA SANGATHAN
18, संस्थागत क्षेत्र, शहिद जीत सिंह मार्ग,
नई दिल्ली 110016
18, Institutional Area, Shaheed Jeet Singh Marg
New Delhi 110 016

Speed Post/By Hand

F.11019/9/2010-KVSHQ [ADMN-II] | ७५

DATED: 16.11.2010
१६

Sub: Minutes of the 89th meeting of the Board of Governors of KVS held on 03.11.2010 at 3.00 PM in the Conference Hall, Room No. 112 'C' Wing, Shastri Bhawan, New Delhi

A copy of the minutes of the 89th meeting of the Board of Governors of KVS held on 03.11.2010, duly approved by the Chairman, KVS is enclosed.

Comments, if any, may please be forwarded to the undersigned by 07.12.2010 positively.

(O.M. Prabhakaran)

Joint Commissioner (Admn/Acad)
Member Secretary
KVS & Board of Governors.

Encl: as above

Distribution:

1. All members of the Board of Governors of KVS.
2. PS to Hon'ble HRM & Chairman, KVS, MHRD, Shastri Bhawan, New Delhi.
3. PS to Hon'ble MOS & Dy. Chairperson, KVS, MHRD, Shastri Bhawan, New Delhi.
4. PS to Secretary (SE& L), MHRD, Shastri Bhawan, New Delhi.
5. Additional Secretary (Higher Education) & Vice-Chairman, KVS, MHRD, Shastri Bhawan, New Delhi.
6. Director UT, MHRD, Shastri Bhawan, New Delhi.
7. Education Office (EDP Cell) for uploading on KVS web-site.
8. All Divisional and Branch Heads of KVS (HQ) New Delhi.

MINUTES

Of the

89th meeting of the

Board of Governors

Of

Kendriya Vidyalaya Sangathan.

Held On

Date : 3rd November, 2010

Time : 3:00 PM

**Venue : Room No.112,
'C' Wing,
CONFERENCE HALL,
SHASTRI BHAWAN,
NEW DELHI.**

INDEX

Appendix	CONTENTS	Page No
	Minutes	1-6
	List of Members attended/ Could not attend/ Special Invitees.	7-10
A	Amendment in the Memorandum of Association and Rules of KVS	11-16
B	Schedule-II of KVS (Appointment, Promotion, Seniority etc.) Rule 1971.	17
C	List of Hard and Very Hard Stations	18-20
D	New Transfer Guidelines effective from 01.04.2011.	21-31
E	Amendment in Education Code of KVS.	32-35

MINUTES OF THE 89TH MEETING OF THE BOARD OF GOVERNORS OF KVS HELD AT 3.00 P.M ON 3RD NOVEMBER, 2010 IN THE CONFERENCE HALL, ROOM NO.112, 'C' WING, SHASTRI BHAWAN, NEW DELHI.

The 89th meeting of the Board of Governors of Kendriya Vidyalaya Sangathan (KVS) was held on 3rd November, 2010 at 3.00 P.M in Shastri Bhawan, New Delhi under the chairmanship of Shri Kapil Sibal, Hon'ble Minister of Human Resource Development & Chairman, KVS. The list of members and special invitees who attended the meeting is annexed.

The Commissioner, KVS welcomed Hon'ble HRM & Chairman, KVS and other distinguished members of the Board. Thereafter, agenda items listed for deliberations were taken up by the Commissioner, KVS for consideration of the Board.

ITEM NO. 1: Confirmation of the minutes of the 88th meeting of the Board of Governors held on 14th May, 2010.

The minutes of the 88th meeting of the Board of Governors of KVS held on 14.05.2010 were confirmed.

ITEM NO.2: Action Taken Report on the minutes of the 88th meeting of BOG held on 14th May, 2010.

The Board noted the actions taken pursuant to the decisions taken in the 88th meeting of B.O.G held on 14.05.2010.

ITEM NO. 3 (a) : RATIFICATION OF NOMINATION OF SECRETARY AND JOINT SECRETARY (SE&L), MHRD IN THE BOARD OF GOVERNORS OF KVS BY THE CHAIRMAN, KVS - AMENDMENT IN THE MEMORANDUM OF ASSOCIATION AND RULES OF KVS.

The Board ratified the Approval of Hon'ble Chairman, KVS nominating Secretary and Joint Secretary (SE), Dept. of SE&L as members of the BOG, KVS as per details given in the Agenda item. The Memorandum of Association after amendment is placed at Appendix 'A'.



ITEM No. 3(b): Ratification of approval of Hon'ble Chairman KVS regarding Annual Accounts and consideration of Separate Audit Report on the Annual Accounts of the Sangathan for the year 2009-10.

The Board ratified the approval granted by the Chairman, KVS for handing over the Accounts of KVS for the Financial Year 2009-10 for its Audit to DGACR New Delhi. The Board also approved the **Separate Audit Report** on the Annual Accounts of the Sangathan for the year 2009-10 before these are placed in both the Houses of the Parliament.

ITEM No.3(c): DECISION TAKEN BY THE CHAIRMAN, KVS FOR OPENING OF NEW KENDRIYA VIDYALAYAS UNDER CIVIL/DEFENCE SECTOR AT 15 FEASIBLE LOCATIONS ALL OVER THE COUNTRY:

The Board ratified the approval of Hon'ble Chairman for Opening New KVs at the following 15 feasible locations.

S.N.	Location/Name of Kendriya Vidyalaya	Name of State	Sector
1	No.3 Katni, Distt. Katni	Madhya Pradesh	Civil
2	No.2 Satna, Distt. Satna	Madhya Pradesh	Civil
3	No.2 Chhindwara, Distt. Chhindwara	Madhya Pradesh	Civil
4	Bijapur, Distt. Bijapur	Chhattisgarh	Civil
5	Reona Ucha, Distt. Fatehgarh Sahib	Punjab	Civil
6	Ubhawal, Distt. Sangrur	Punjab	Civil
7	Shimoga, Distt. Shimoga	Karnataka	Civil
8	Davangere, Distt. Davangere	Karnataka	Civil
9	Kothuru, Distt. Nellore	Andhra Pradesh	Civil
10	Khariar, Distt. Nuapada	Orissa	Civil
11	Nayagarh, Distt. Nayagarh	Orissa	Civil
12	Barimul, Distt. Kendrapara	Orissa	Civil
13	No.5 Kalinga Nagar, Bhubaneswar, Distt. Khurda	Orissa	Civil
14	No.6 Pokhariput, Bhubaneswar, Distt. Khurda	Orissa	Civil
15	Mahuldiha, Rairangpur, Distt. Mayurbhanj	Orissa	Civil

Handwritten signature

The issue of the following 5 feasible locations where KVs could not be opened due to infrastructure facilities was also deliberated.

1. PTC Deragaon, Distt. Golaghat, Assam
2. Maharajganj, Distt. Siwan, Bihar
3. ITBP Saboli Camp, Sonapat Distt., Haryana
4. Palayad, Thalesseery, Kannur Distt., Kerala
5. BSF Salbagan, Tripura

The Board took note of the request of I.G. (Admn), BSF to open KV at Karahali, STC BSF Bangalore instead of BSF Salbagan, Tripura. (At Sl.no.5) and it was decided that KVS will examine the request.

ITEM NO 3(d): RATIFICATION OF DECISION TAKEN BY HON'BLE HRM & CHAIRMAN, KVS- AMENDMENT IN ADMISSION GUIDELINES 2010-11

The Board ratified the approval of Hon'ble Chairman regarding amendment in Admission Guidelines 2010-11 as under:-

- I Criteria for admission to class XI.
- II Extension of last date of admission under special provisions (Para 7 of Admission Guidelines).
- III Amendment in Article 7(XII) of KVS Admission Guidelines (2010-11) relating to admission of 100 children of employees of the Ministry of HRD.

ITEM NO.4: AMENDMENT IN SCHEDULE II OF KVS (APPOINTMENT, PROMOTION, SENIORITY ETC.) RULES 1971- REG.

The Board considered and approved modification to schedule II dealing with delegation of Disciplinary powers delegated to various Authorities of the KVS which was approved by the BOG in the 88th meeting held on 14.05.2010. The flaw noticed in Schedule II in respect of certain posts has been removed and the modified schedule is placed at Appendix 'B.'



ITEM NO.5: APPROVAL OF THE RECOMMENDATIONS OF THE WORKS COMMITTEE MEETING HELD ON 08.06.2010.

The Board approved the recommendations made by the Works Committee in its meeting held on 08.06.2010.

ITEM NO.6: APPROVAL OF THE RECOMMENDATIONS OF THE FINANCE COMMITTEE MEETING HELD ON 29.06.2010 and 12.10.2010.

The Board approved the recommendations made by the Finance Committee in its meeting held on 29th June, 2010 and 12th October, 2010.

As regards to the earlier decision taken regarding exemption to the women candidates from payment of application fees for recruitment, the Board decided to charge application fees from candidates in such a manner as to make the operation financially sustainable and on no profit basis.

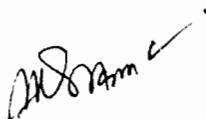
ITEM NO.7: APPROVAL OF THE RECOMMENDATIONS OF THE ACADEMIC ADVISORY COMMITTEE MEETING HELD ON 08.10.2010.

The Board approved the recommendations made by the Academic Advisory Committee in its meeting held on 8th October, 2010.

As regards the policy on optimum utilization of infrastructure in Kendriya Vidyalayas, the Board desired that KVS should develop a proper policy document. Use of infrastructure should be meant for skill development. A presentation would be made to Chairman, KVS & Officers of the Ministry of HRD.

ITEM NO 8. INCLUSION / DELETION OF THE NAMES OF THE KENDRIYA VIDYALAYAS FROM THE EXISTING LIST OF HARD/VERY HARD STATIONS.

The Board reviewed the list of Hard and very Hard Stations and approved the revised list containing 97 Hard and 26 Very Hard stations as per **Appendix -'C'**



ITEM NO 9: AMENDMENT IN EDUCATION CODE OF KVS

The item was considered along with supplementary agenda item no.2

ITEM NO. 10: TO APPROVE THE ANNUAL REPORT OF KVS FOR THE YEAR 2009-10.

The Board approved and adopted the Annual Report of KVS for the year 2009-10.

ITEM No.11: Purchase of land for 07 Kendriya Vidyalayas opened during the year 2003-04 i.e. Rameshwaram, Bhimtal, Dibrugarh, Lunglei, Bhubaneswar, Lakhimpur and Barpeta.

The matter regarding Purchase of land for 07 Kendriya Vidyalayas opened during the year 2003-04 i.e. Rameshwaram, Bhimtal, Dibrugarh, Lunglei, Bhubaneswar, Lakhimpur and Barpeta was deliberated at length. The Board resolved as under:

- (A) As regards KVs where land has been purchased from state Governments, if the land is suitable, and conforms to KVS norms as per the decision taken in the 78th meeting of BoG held on 3-12-2007, the construction of School building could continue even as correspondence to seek refund from the State Govt. should be made.
- (B) As regards construction of school building at KV Barpetta the Board rejected the proposal to invest Rs. 6.5 Crores on earth filling and construction of boundary wall and retaining wall as the cost is exorbitant. A new KV in the State will be opened only if State Government gives suitable land free of cost. Efforts should continue to get refund of money already paid to the state government.
- (C) As regards 4 places where land has been purchased from private parties, as the procedures followed is violative of the norms, the Board decided that KVS should make effort to dispose off the land by auction or through advertisement in consultation with concerned agencies and are if required, for all the 4 places and recover the cost. The Board further directed that KVS may approach the respective state Govt. to provide alternate land at the earliest. KVS should not undertake construction of any building on land purchased from private parties as it is against the mandate of KVS.

AWD

SUPPLEMENTARY ITEM NO.1:

**RATIFICATION OF DECISION TAKEN BY HON'BLE HRM & CHAIRMAN
KVS – NEW TRANSFER GUIDELINES- REGARDING**

The Board ratified the approval of the Chairman, KVS regarding Adoption of **New Transfer Guidelines** to be made effective from 01.04.2011. The Board desired that for implementing the new Transfer Guidelines the process of collecting data of employees should be completed before 31.03.2011. The new Transfer Guidelines is placed at **Appendix – 'D'**

SUPPLEMENTARY ITEM NO 2: AMENDMENT IN EDUCATION CODE OF KVS

The Board approved the amendment (along with the justification placed before it) in the Education Code for KVs as per the Agenda with the remark as under:-

	Proposal	To be amended
Article 15 Commissioner	"Any duties to all employees of KVS"	"Any duties to any employee of KVS"

The Amendment as approved by the Board is placed at **Appendix- 'E'**

The Meeting ended with a vote of thanks to the Chair.



ANNEXURE

**LIST OF MEMBERS WHO ATTENDED THE 89TH MEETING OF BOARD OF GOVERNORS
HELD ON 3RD NOVEMBER, 2010 IN THE CONFERENCE HALL, ROOM NO. 112, 'C' WING
SHASTRI BHAWAN, NEW DELHI**

1. **Shri. Kapil Sibal,**
Hon'ble Minister of HRD. (Govt of India) &
Chairman, KVS
Shastri Bhawan,
New Delhi
2. **Shri S.K.Ray,**
Addl. Secretary & F.A
Ministry of Human Resource Development.
Shastri Bhawan, New Delhi
3. **Major General Sandeep Kumar, VSM**
Additional Dir. Gen. Army Education & Col Commandant
Army Educational Corps,
MT Directorate, GS Branch,
Army Headquarters, New Delhi.
4. **Commodore K.B.Mehta,**
Principal Director
Directorate of Education.
Naval Headquarters,
2nd Floor, West Block-5, Wing-2, R.K.Puram, New Delhi.
5. **Air Vice Marshal Satyendra Kumar,**
Assistant Chief of Air Staff (Education)
Directorate of Education
Air Headquarters,
R.K.Puram, New Delhi
6. **Shri Manoj Singh, IAS**
Commissioner
Navodaya Vidyalaya Samiti
A-28 Kailash Colony,
New Delhi-110048

7. **Shri Sanjay Kundu, IPS**
Inspector General (Admn.)
BSF (HQ), CGO Complex,
New Delhi

8. **Director (Represented by Prof. Vasudha Kamat, Joint Director, CIET),**
National Council of Educational Research and Training,
Sri Aurobindo Marg,
New Delhi

9. **Prof Gopal Guru**
Centre for Political Studies,
School of Social Science,
Jawahar Lal Nehru University
New Delhi-110067

10. **Shri Avinash Dikshit , IDAS**
Commissioner, KVS [HQ]
New Delhi.

11. **Shri O.M.Prabhakaran, ISS**
Joint Commissioner (Admn./Acad.) &
MEMBER SECRETARY, KVS & BOG.
New Delhi.

MEMBERS WHO COULD NOT ATTEND:

1. **Smt. D. Purandeswari**
Hon'ble Minister of State &
Deputy Chairperson, KVS
MHRD. Shastri Bhawan,
New Delhi

2. **Shri. Ashok Thakur,**
Additional Secretary [HE] &
Vice- Chairman, KVS
Ministry of Human Resource Development
Shastri Bhawan,
New Delhi

3. **Shri Suresh Pal,**
Dir. & C.W.O, Deptt. Of Personnel & A.R.
Room No 384, Lok Nayak Bhawan,
New Delhi.

4. **Shri Upmanyu Chatterjee, IAS**
Jt. Secretary (Trg) & CAO,
Ministry of Defence,
Room No.155, E Block,
Dalhousie Road
New Delhi-110011

5. **Shri. Ajit Kumar Bhatnagar**
General Manager (HR&CC)
NTPC Bhawan, Scope Complex,
7, Institutional Area, Lodhi Road,
New Delhi-110003

6. **Shri. Vineet Joshi,**
Chairman,
CBSE, Preet Vihar
Delhi.

7. **Prof Mrinal Miri**
A-39 South Extension Part-1
New Delhi

8. **Dr. K. Keshva Rao**
MP (Rajya Sabha)
7, Canning Lane,
New Delhi 110 001.

LIST OF SPECIAL INVITEES WHO ATTENDED

1. **Smt. Anshu Vaish,**
Secretary (SE&L),
Ministry of Human Resource Development,
Shastri Bhawan, New Delhi.

2. **Sh. S.C. Khuntia,**
Joint Secretary (SE&L),
Ministry of Human Resource Development,
Shastri Bhawan, New Delhi.

3. **Shri. M. Arumugam,**
Deputy Commissioner (Finance),
KVS (HQRS),
New Delhi
4. **Dr. Shachi Kant,**
Deputy Commissioner (Trg.),
KVS (HQRS),
New Delhi
5. **Lt.Col. Ajay Malik, SM,**
OSD (Def),
KVS (HQRS),
New Delhi
6. **Dr.E. Prabhakar,**
Assistant Commissioner,
KVS (HQRS),
New Delhi
7. **Shri. K.K. Ahuja,**
Executive Engineer,
KVS (HQRS),
New Delhi
8. **Shri. B.S.Nagaraja,**
Senior Audit & Accounts Officer,
KVS (HQRS),
New Delhi

-11-

**AMENDMENT IN THE MEMORANDUM OF ASSOCIATION AND RULES
OF KENDRIYA VIDYALAYA SANGATHAN**

APPENDIX - A

RULES OF MOA & KVS	EXISTING PROVISIONS		AMENDMENT PROVISIONS		
RULE 3: MEMBERS OF THE SANGATHAN			RULE 3: MEMBERS OF THE SANGATHAN		
(I)	Minister or Minister of State or Deputy Minister in the Ministry of Human Resource Development (Department of Education) in charge of Kendriya Vidyalaya Scheme--	Chairman	(I)	Minister in the Ministry of Human Resource Development (Department of Education) in charge of Kendriya Vidyalaya Scheme--	Chairman
(I)(a)	Any person specified by the Govt. of India for this purpose	Deputy-Chairman	(I)(a)	Minister of State, HRD) In charge of Kendriya Vidyalaya Scheme	Joint Chairman
			(I)(b)	Secretary, Dept of SE&L, MHRD	Deputy-Chairman
(II)	An Officer of the Ministry of HRD, Department of Education specified by the Government of India for this purpose--	Vice Chairman	(I)©	An Officer of the Ministry of HRD, Department of Education specified by the Government of India for this purpose--	Vice Chairman
			(II)	Joint Secretary, Dept of SE&L, MHRD	Member
(III)	Financial Adviser to the Ministry of Human Resource Development. Department of Education or his representative--	Financial Member	(III)	Financial Adviser to the Ministry of Human Resource Development. Department of Education. or his representative--	Financial Member
(IV)	Chief Welfare Officer, Department of Personnel	Member	(IV)	Chief Welfare Officer, Department of Personnel	Member
(V)	Representative of the Ministry of Defence to be nominated by that Ministry.	Member	(V)	Representative of the Ministry of Defence to be nominated by that Ministry.	Member
(VI)	Director of Education, Army Headquarters	Member	(VI)	Director of Education, Army Headquarters	Member
(VII)	Director of Education, Naval Headquarters	Member	(VII)	Director of Education, Naval Headquarters	Member
(VIII)	Director of Education, Air Headquarters.	Member	(VIII)	Director of Education, Air Headquarters.	Member
(VIII)(a)	Director, Navodaya Vidyalaya Samiti	Member	(VIII)(a)	Director, Navodaya Vidyalaya Samiti	Member

(viii)(b)	A representative from amongst Central Police Organization (CPOs) to be nominated by the Ministry of Human Resource Development.	Member	(viii)(b)	A representative from amongst Central Police Organization (CPOs) to be nominated by the Ministry of Human Resource Development.	Member
(viii)©	A representative from amongst Public Sector Undertakings (PSUs) to be nominated by the Ministry of Human Resource Development.	Member	(viii)©	A representative from amongst Public Sector Undertakings (PSUs) to be nominated by the Ministry of Human Resource Development.	Member
(ix)	Representative of the Ministry of Health and Family Welfare to be nominated by that Ministry	Member	(ix)	Representative of the Ministry of Health and Family Welfare to be nominated by that Ministry	Member
(x)	Representative of the Ministry of Works and Housing to be nominated by that Ministry	Member	(x)	Representative of the Ministry of Works and Housing to be nominated by that Ministry	Member
(xi)	Chairman, Central Board of Secondary Education	Member	(xi)	Chairman, Central Board of Secondary Education	Member
(xii)	Director, National Council of Educational Research and Training.	Member	(xii)	Director, National Council of Educational Research and Training.	Member
(xiii) &(xiv)	Two Education Secretaries of State Governments and to be nominated by the Ministry of Human Resource Development.	Members	(xiii) &(xiv)	Two Education Secretaries of State Governments and to be nominated by the Ministry of Human Resource Development.	Members
(xv) &(xvi)	Two Directors of Public Instruction or Directors of Education of State Governments to be nominated by the Ministry of Human Resource Development, Department of Education	Members	(xv) &(xvi)	Two Directors of Public Instruction or Directors of Education of State Governments to be nominated by the Ministry of Human Resource Development, Department of Education	Members

(xvii to xx)	Four other educationists to be nominated by the Ministry of Human Resource Development out of which at least one will be from among women, one from the Schedule Castes and one from among Schedule & Tribes	Members	(xvii to xx)	Four other educationists to be nominated by the Ministry of Human Resource Development out of which at least one will be from among women, one from the Schedule Castes and one from among Schedule & Tribes	Members
(xxi to xliii)	Three members of Parliament, two from Lok Sabha and One from Rajya Sabha, to be nominated by the Ministry of Human Resource Development.	Members	(xxi to xliii)	Three members of Parliament, two from Lok Sabha and One from Rajya Sabha, to be nominated by the Ministry of Human Resource Development.	Members
(xxiv)	Commissioner of the Sangathan	Member	(xxiv)	Commissioner of the Sangathan	Member
(xxv)	Joint Commissioner(Admn.) and ex-officio Secretary of the Sangathan	Member	(xxv)	Joint Commissioner(Admn.) and ex-officio Secretary of the Sangathan	Member

RULE 19 BOARD OF GOVERNORS			RULE 19 BOARD OF GOVERNORS		
(1)	Chairman of the Sangathan	Chairman	(1)	Chairman of the Sangathan	Chairman
(1)(a)	Any person specified by the Govt. of India for this purpose	Deputy Chairman	(1)(a)	Minister of State, HRD	Joint Chairman
			(1)(b)	Secretary, Dept of SE&L	Deputy-Chairman
			(1)(c)	An Officer of the Ministry of HRD, specified by the Government of India	Vice-Chairman
(2)	An Officer of the Ministry of HRD, specified by the Government of India	Vice-Chairman	(2)	Joint Secretary, Dept of SE&L	Member
(3)	Financial Adviser to the Ministry of HRD, Department of Education or his representative	Member	(3)	Financial Adviser to the Ministry of HRD, Department of Education or his representative	Member
(4)	Representative of the Ministry of Defence;	Member	(4)	Representative of the Ministry of Defence;	Member

(5)	Chief Welfare Officer, Department of Personnel;	Member	(5)	Chief Welfare Officer, Department of Personnel;	Member
(6)	Director, National Council of Educational Research and Training, or his representative	Member	(6)	Director, National Council of Educational Research and Training, or his representative	Member
(7)	One Director of Public Instructions or Director of Education of State Government, nominated by the Government of India, Ministry of HRD, as member of the Sangathan;	Member	(7)	One Director of Public Instructions or Director of Education of State Government, nominated by the Government of India, Ministry of HRD, as member of the Sangathan;	Member
(8)	One Education Secretary of the State Government nominated by the Government of India in the Ministry of HRD, as a member of the Sangathan.	Member	(8)	One Education Secretary of the State Government nominated by the Government of India in the Ministry of HRD, as a member of the Sangathan.	Member
(9)	One or more members of the Sangathan who may be nominated by the Government of India in the Ministry of HRD, in Deptt. of Education for this purpose from time to time. It shall however, be ensured that at least one member from amongst women, one member from Scheduled Caste and one member from Scheduled Tribes Community be nominated from members of the Sangathan.	Members	(9)	One or more members of the Sangathan who may be nominated by the Government of India in the Ministry of HRD, in Deptt. of Education for this purpose from time to time. It shall however, be ensured that at least one member from amongst women, one member from Scheduled Caste and one member from Scheduled Tribes Community be nominated from members of the Sangathan.	Members
(10)	One of the member of Parliament, who is a member of the Sangathan to be nominated by the Government of India, Ministry of HRD, for this purpose.	Member	(10)	One of the member of Parliament, who is a member of the Sangathan to be nominated by the Government of India, Ministry of HRD, for this purpose.	Member
(11)	Chairman, CBSE;	Member	(11)	Chairman, CBSE;	Member

(12)	Director of Education, Army H.Q.	Member	(12)	Director of Education, Army H.Q.	Member
(13)	Director of Education Naval H.Q.	Member	(13)	Director of Education Naval H.Q.	Member
(14)	Director of Education, Air H.Q.	Member	(14)	Director of Education, Air H.Q.	Member
14)(a)	(Director, Navodaya Vidyalaya Samiti	Member	14)(a)	(Director, Navodaya Vidyalaya Samiti	Member
(14)(b)	A representative from amongst Central Police Organisation (CPOs) to be nominated by the Ministry of Human Resource Development.	Member	(14)(b)	A representative from amongst Central Police Organisation (CPOs) to be nominated by the Ministry of Human Resource Development.	Member
(14)(c)	A representative from amongst Public Sector Undertakings (PSUs) to be nominated by the Ministry of Human Resource Development.	Member	(14)(c)	A representative from amongst Public Sector Undertakings (PSUs) to be nominated by the Ministry of Human Resource Development.	Member
(15)	Commissioner of the Sangathan.	Member	(15)	Commissioner of the Sangathan.	Member
(16)	Joint Commissioner (Admn) and Ex-Officio Secretary of the Sangathan.	Member-Secretary	(16)	Joint Commissioner (Admn) and Ex-Officio Secretary of the Sangathan.	Member-Secretary
<p>RULE 10 AUTHORITIES AND OFFICERS OF THE SANGATHAN</p> <p>10-(a) Authorities</p> <p>The following shall be the authorities of the Sangathan</p> <p>(i) The Board of Governors</p> <p>(ii) The Chairman</p> <p>(ii)(a) The Deputy Chairman</p> <p>(iii) The Vice-Chairman</p> <p>(iv) Such other authorities as may be constituted by the Board of Governors.</p>			<p>RULE 10 AUTHORITIES AND OFFICERS OF THE SANGATHAN</p> <p>10-(a) Authorities</p> <p>The following shall be the authorities of the Sangathan</p> <p>(i) The Board of Governors</p> <p>(ii) The Chairman</p> <p>(ii)(a) The Joint Chairman</p> <p>(ii)(b) The Deputy Chairman</p> <p>(iii) The Vice-Chairman</p> <p>(iv) Such other authorities as may be constituted by the Board of Governors.</p>		

RULE 29-34 PROCEEDINGS OF THE BOARD OF GOVERNORS	RULE 29-34 PROCEEDINGS OF THE BOARD OF GOVERNORS
<p>30(A)(I) In the absence of the Chairman, the Deputy Chairman will chair the meeting of the Board of Governors. If he is not present, the Vice-Chairman shall be the Chairman of the meeting.</p> <p>(II) If, Chairman, the Deputy Chairman, and the Vice-Chairman are not present, any member of the Board of Governors appointed for this purpose by the Chairman in writing shall be the Chairman of the meeting.</p>	<p>30(A)(I) In the absence of the Chairman, the Joint Chairman will chair the meeting of the Board of Governors. If he is also not present, the Deputy Chairman or the Vice-Chairman whoever is present shall be the Chairman of the meeting..</p> <p>(II) If, Chairman, the Joint Chairman, the Deputy Chairman, and the Vice-Chairman are not present, any member of the Board of Governors appointed for this purpose by the Chairman in writing shall be the Chairman of the meeting.</p>
<p>(III) If none of them, is present and if there is no authorization by the Chairman in favour of any member of the Sangathan as provided under (II) above, a member chosen by the members present at the meeting shall be the Chairman of the meeting.</p>	<p>(III) If none of them, is present and if there is no authorization by the Chairman in favour of any member of the Sangathan as provided under (II) above, a member chosen by the members present at the meeting shall be the Chairman of the meeting.</p>

SCHEDULE II							
Schedule showing the Appointing/Disciplinory and Appellate Authority for various posts in the Kendriya Vidyalaya Sangathan under the							
Figuring at sr. no. in schedule II dated 17.6.2010	Group	POST	APPOINTING AUTHORITY	DISCIPLINARY AUTHORITY	PENALTIES VIDE RULE II OF CCS(CCA) RULES 1965	APPELLATE AUTHORITY	REVISIONING REVIEWING AUTHORITY
21	B	Stenographer Grade-I(HQ)	Assistant Commissioner(Admn.)	Assistant Commissioner(Admn.)	All	Deputy Commissioner(Admn.), KVS	Jt. Commissioner(Admn.), KVS
21A	B	Stenographer Grade-I(Regional Office)	Assistant Commissioner	Assistant Commissioner	All	Deputy Commissioner(Admn.), KVS	Jt. Commissioner(Admn.), KVS
22	B	Senior Stenographer(HQ)	Assistant Commissioner(Admn.)	Assistant Commissioner(Admn.)	All	Deputy Commissioner(Admn.), KVS	Jt. Commissioner(Admn.), KVS
22A	B	Senior Stenographer(Regional Office)	Assistant Commissioner	Assistant Commissioner	All	Deputy Commissioner(Admn.), KVS	Jt. Commissioner(Admn.), KVS
33	B	Hindi Translator(Head Quarter)	Assistant Commissioner	Assistant Commissioner	All	Deputy Commissioner(Admn.), KVS	JC(Admn.) KVS
35	C	Junior Stenographer(Head Quarter)	Assistant Commissioner(Admn.)	Assistant Commissioner(Admn.)	All	Deputy Commissioner(Admn.), KVS	JC(Admn.) KVS
36	C	Junior Stenographer(Regional Office)	Assistant Commissioner	Assistant Commissioner	All	Deputy Commissioner(Admn.), KVS	JC(Admn.) KVS
37	C	Proof Reader	Assistant Commissioner(Admn.)	Assistant Commissioner	All	Deputy Commissioner(Admn.), KVS	JC(Admn.) KVS

APPENDIX - 'B'

Region-wise list of Hard & Very Hard Stations (Recommended by the Committee in its meeting held on 20.5.2010).

Name of the Region	S.No.	Hard Station	S. No.	Very Hard Station	
Ahmedabad	1	DHARANGADHRA (ARMY)			
	2	AFS SAMANA			
	3	AFS NALIYA			
	4	AFS BHUJ			
	5	BSF DANTIWADA			
	6	OKHA PORT			
	7	BHUJ CANTT			
	8	DIU			
	9	VALSURA INS			
Bhopal	10	BARKUHI			
	11	BHIND			
	12	JHABUA			
	13	MORENA			
	14	NARMADANAGAR			
	15	SARNI			
Bhubneswar	16	KORAPUT			
			1	AFS SINGHARSHI	
	17	NAD SUNABEDA			
	18	BOLANGIR NO. 1 OF			
	19	MALKANGIRI			
	20	NABRANGPUR			
	21	RAYAGADA			
	22	GAJAPATI			
	23	LATEHAR			
	24	GARHWA			
	25	MEGHAHATUBRU			
Banglore	26	DONIMALAI			
	27	KUDREMUKEH			
Chandigarh	28	NADAUN	2	ITBP SARAHAN	
	29	NO.3 AFS BHATINDA	3	SAINJ KULLU	
	30	NALETI	4	RECONG PEO (HP)	
		31	JALALABAD BSF	5	LAHAUL SPITI

	32	KASAU LI AFS		
	33	SUBATHU		
CHENNAI			6	KAVARATTI
Dehradun	34.	CHANDINAGAR AFS		
	35.	UTTARKASHI		
	36.	NHPC DHARCHULA		
	37.	JOSHIMATH		
	38.	IVRI MUKTESHWAR		
	39.	GWALDOM		
	40.	KAUSANI		
	41.	LANS DOWNE		
	42	ITBP MIRTHI		
	43.	MUSSOORIE		
	44.	PITHORAGARH		
	45	RAJGARHI		
	46.	SOURKHAND		
	47	PAURI		
	48	GAUCHAR		
	49	NEW TEHRI TOWN		
	50	ALMORA		
	51	AUGUSTYAMUNI		
Guwahati		---	7	DIRANG
		---	8	TENGA VALLEY
		--	9	ALONG
		--	10	TAWANG
		--	11	TURA
Jabalpur	52.	BAIKUNTHPUR	12	BAILADILA (DANTEWARA)
	53.	DINDORI	13	JASPUR
	54.	JHAGRAKHAND SECL	14	KIRANDUL
	55.	JAMUNA COLLIERY	15	BACHELI
	56	JAGDALPUR		
	57	CHIRIMIRI		--
	58	KANKER		
Jaipur	59	NAL BIKANER		
	60	AFS UTTARLAI (BARMER)		
	61	JALIPA CANTT.		
	62	BSF DABLA		
	63	BSF ANUPGARH		
	64	JAISALMER AFS		
	65	LALGARH JATTAN		

	66	POKHRAN BSF		
	67	NO.1 AFS SURATGARH		
	68	NO.2 AFS SURATGARH		
	69	SURATGARH CANTT.		
	70	STC SURATGARH		
Jammu	71	ARMY BAKLOH	16	NUBRA
	72	DUL HUSTI KISTWAR	17	KARGIL
	73	NHPC CHAMERA	18	LEH
	74	NO.2 CHAMERA	19	TANGDHAR
	75	BADARWAH	20	BANDIPUR, BSF
	76	JINDRAH		
	77	SHIKARPUR		
	78	BSF RAJOURI		
	79	BARAMULA		
	80	URI		
	81	AFS AWANTIPUR		
	82	PAHALGAON		
	83	ANANTNAG		
	84	NO.1 SRINAGAR		
	85	NO.2 SRINAGAR		
	86	NO.3 SRINAGAR		
	87	GULMARG		
Kolkata	88	HASIMARA		
	89	KALIMPONG		
	90	TEESTA, LDP		
	91	BINAGURI NO.1		
	92	BINAGURI NO.2		
Lucknow	93	TALBEHAT		
Mumbai	94	KARANJA NAD		
Patna	95	JAWAHAR NAGAR		
	96	MASHRAKH		
	97	SHEOHAR		
Silchar			21	CHURACHANDPUR
			22	LUNGLEH
			23	TULI
			24	KHONSA
			25	TEMENGLONG
			26	UKHRUL

APPENDIX-"D"

Article 71(A) of Education Code of KVS

TRANSFER GUIDELINES FOR TEACHERS (up to PGTs) AND OTHERS UP TO ASSISTANT EFFECTIVE FROM 01.04.2011

1. OBJECTIVE

Kendriya Vidyalaya Sangathan shall strive to maintain equitable distribution of its employees across all locations to ensure efficient functioning of the organization and optimize job satisfaction amongst employees. All employees are liable to be transferred anywhere in India at any point in time and transfer to a desired location can't be claimed as a matter of right. While effecting transfers the organizational interest shall be given uppermost consideration and that the problems and constraints of employee shall remain subservient.

2. DEFINITION:

S.N.	Terms	Explanations
1	Tenure*	The term shall be applicable only in respect of hard/ very hard/ NER stations: 3 Years for hard stations 2 years for very hard stations
2	Hard/ very hard station	As notified by the KVS from time to time. The existing list of places would continue to operate when these guidelines come into operation.
3	Physically challenged employee	Those who are in receipt of conveyance allowance at double the rate prescribed for other employees.
4	APAR	Annual performance appraisal report
5	Organization	Kendriya Vidyalaya Sangathan or any office or school under its administrative control
6	Location	A Kendriya Vidyalaya or any other office of KVS located in a place
7	Station	A city/ town/ metropolis as notified by the KVS with a unique three digit code. More than one Kendriya Vidyalayas/ office can be located at a station.
8	MDG	Separately defined in Annexure I
9	DFP	Incidence of death of spouse/ own son/ own daughter, if occurred in the last two years as on 31 st March of the year
10	LTR	Retirement due within next three years as on 31 st March
11	Transfer Count	Total score of points allotted to different factors relevant for a request transfer as per clause 10
12	Displacement Count	Total score of points allotted to different factors that determine the displacement of an employee from a station as per clause 6

3. APPLICABILITY

The guidelines shall be applicable to, all categories of teachers, Librarian, Head Master, Assistant and all Group C employees. Transfer shall be effected in the light of provisions contained in clauses 5, 6, 7, 8, 9, 10 and 11 of the guidelines, wherein criteria on the basis of assigning appropriate points to relevant factors of transfer and using the cumulative score as the basis of transfer, has been prescribed.

4. TYPES OF TRANSFER

Transfer may broadly be classified in two types, viz., administrative transfer, which the KVS orders suo motu in the exigencies of service and administration and in public interest, and request transfer which is effected based on the request of an employee.

5. ADMINISTRATIVE TRANSFER OF EMPLOYEES

Through such transfer KVS shall ordinarily:

- a) redeploy surplus staff in excess of sanctioned strength at a location to other location against sanctioned vacancies.
- b) post employees in hard/ very hard/ NER stations.
- c) displacement of an employee from a location to accommodate the request of a needy employees.

6. FACTORS, POINTS AND CALCULATION OF DISPLACEMENT COUNT OF AN EMPLOYEE FOR DISPLACEMENT TRANSFER

Displacement Count of an employee shall be computed by assigning appropriate points to such appropriate factors considered material for displacement as per the following:

SN	Factors	Points
1	Stay at a station in the same post as on 31 st March in complete years Clarification: <ul style="list-style-type: none"> • Period of absence on any account shall also be counted for this purpose. • If an employee returns to a station X on request after being transferred from X within three years, the stay of such an employee at X shall be no. of years spent at X before being transferred plus no. of years spent after coming at X. However, if an employee returns to station after a period of three years the stay shall be counted afresh. 	+ 2 for each completed year
2	Annual Performance Appraisal Report Grading for the last three years	+ 2 for each Below Average grading
3	Employees below 40 years (as on 31 st March of the year) who have not completed one tenure at hard/ very hard/ NE stations	+ 8
4	LTR/DFP/ MDG/ Cases Clarification: <ul style="list-style-type: none"> • If an employee qualifies for more than one the points shall be limited to a maximum of - 20 only. 	- 20
5	Spouse, if a KVS employee and posted at the same station.	- 7
6	Physically challenged employee	- 20
7	Woman employee who is not spouse of a KVS employee	- 5
8	Members of recognized associations of KVS staff who are also members of JCM at KVS regional offices and/or KVS headquarters.	- 15
9	Award winning employees: National award given by the President of India KVS National Incentive award Clarification: If an employee has won both the awards then the maximum concession of -5 marks shall be given	-5 -2
	Displacement Count	Total score of all the points

7. METHOD FOR ADMINISTRATIVE TRANSFER

Administrative transfer under clause 5 (a) shall be effected in the decreasing order of displacement count of employees holding a post at station to eliminate surplus staff and such staff shall be accommodated against clear vacancies. Administrative transfer under 5(b) shall be effected in decreasing order of the displacement count of employees holding a post to fill up anticipated vacancies in hard/ very hard/ NER/ other desired stations to a desired extent. As regards 5(c), to transfer a needy employee, as defined in clause 11(a), to a desired location(s)/station(s) mentioned in his/her request application form, an employee holding the same post with the highest displacement count, subject to not being below D1 as prescribed herein below at the relevant location (s)/station(s) in the order of preference indicated by the needy employee, shall be liable to be displaced in the event there is no clear vacancy at the location(s)/ station (s). If a needy employee indicates only one choice which happens to be a KV instead of a station then an employee holding the same post in the same KV having highest displacement count subject to not being below D1 shall be likely to be displaced. On the other hand, if the choice indicated is that of a station then the employee having highest displacement count in the station subject to not being below D1 shall be likely to be displaced. While displacing an employee in such manner an effort would be made to post such an employee to a least inconvenient location against a clear vacancy. In case of a tie in the displacement count of employees the male employee shall be displaced. In case of a tie between the employees of the same gender the employee with earlier date of joining in present station in present post shall be displaced and in case date of joining also coincides for two or more employees then the youngest employee shall be displaced.

- a) Provided, a cut off mark D1 on Displacement Count may be prescribed on year to year basis below which an employee shall not be displaced in a particular year except under clause 5 (a).
- b) Provided, more factors can be added/ deleted and points allocated for different factors can be altered on year to year basis to remediate any imbalance resulting in transfers. Changes shall be notified well in advance before inviting transfer applications.
- c) Provided, an employee with a higher displacement count can be retained if the employee's services are absolutely crucial in the organizational interest. In such eventuality an employee with next lower displacement count shall be liable to be displaced.
- d) Provided, exemption can be given to an employee or group of employees from displacement for such period owing to circumstances or such other administrative exigencies justifying such exemption.
- e) Provided, an employee can be transferred from a location if the employee's stay has become prejudicial to the interest of the organization.
- f) Provided further, an employee can be transferred to a location in administrative exigencies without having any regard to the displacement count of the employee.

8. Employees may opt for a posting at hard/ very hard/ NER station. KVS shall post them to such location in a transparent manner as per prescribed calendar of activities. Such transfer though on request shall be treated administrative in nature in accordance with clause 5 (b) above.

9. REQUEST TRANSFER OF EMPLOYEE

Request transfer shall be effected as per the prescribed calendar of activities. Transfer on request shall be effected on the basis of "Transfer Count" of an employee computed by assigning appropriate points to factors considered relevant for transfer. An employee on initial posting on recruitment is normally barred from applying for request transfer for three years in terms of the appointment order. An employee will not be eligible for request transfer twice in one academic year.

10. FACTORS, POINTS AND CALCULATION OF TRANSFER COUNT OF AN EMPLOYEE FOR REQUEST TRANSFER

SN	Factors	Points
1	Active Stay at a station as on 31 st March. Periods of continuous absence of 30 days or more (45 days or more for hard/ very hard/ NER stations) shall not be counted	+ 2 for each completed year
2	Annual Performance Appraisal Report Grading for the last three years If the report for any of the last three years is not written or is unavailable no point shall be given for the relevant year(s)	+ 2 for Outstanding grading for each year
3	Award winning employees: National award given by the President of India KVS National Incentive award Clarification: If an employee has won both the awards then the maximum concession of +5 marks shall be given	+5 +2
4	Spouse, if working in KVS at the requested station or within 100 km	+ 7
5	Spouse, if working in government sector at the requested station or within 100 km	+ 5
6	DFP/MDG/LTR Cases If an employee qualifies for more than one ground the points shall be limited to a maximum of + 20 only. Further, if an employee has already secured a request transfer in previous year(s) on the basis of these additional points the points shall not given again..	+20
7	Completion of tenure in hard/NER stations. Completion of tenure in very hard stations Points shall be given only when an employee applies for transfer just after completing the tenure at hard/ very hard/ NER station(s). The maximum points under the head shall remain +12/ +15 only.	+12 +15
8	Physically challenged employee Further, if an employee has already secured a request transfer in previous year(s) on the basis of these additional points the points shall not given again in the same post.	+10
9	Woman employee Clarification: Women employees eligible for points under serial no. 4 & 5 herein above shall not be eligible for the points.	+5
	Transfer Count	Total score of all the points

11. METHOD FOR REQUEST TRANSFER

Request transfer for a post at a location/station shall be accommodated in decreasing order of "Transfer Count" computed on the basis of clause 10 of competing employees. In case of a tie in the transfer count of two or more employees competing for a location the female employee shall be preferred first. In case of tie in two or more employees of the same gender an employee with an earlier date of joining in present post in present station shall be accommodated and in case, if the date of joining in present post in present station also coincides then the older employee shall be first accommodated. Transfer counts of all request transfer applications shall be displayed on KVS website and the transfer count so displayed shall remain valid till 31st of July of the relevant year and request transfer may be considered for vacancies arising due to retirement or any other reason during the period of validity for which no fresh application shall be invited or considered. Applications shall automatically become infructuous after the expiry of 31st July.

- a) Provided, a cut off mark C1 on transfer count may be prescribed on year to year basis in such a way that an employee whose transfer count is equal to C1 or more may be transferred in one of the desired location(s)/station(s) even by way of displacement of an employee as per clause 5(c) in the event there is no clear vacancy at the desired location(s)/ station(s). In such cases an employee having the highest displacement count subject to not being below D1 shall be liable to be displaced from within the choice location(s)/ station(s) in order of preference indicated by the needy employee. If no employee holding the same post and having a displacement count D1 or more is found in all the choice location(s)/ station(s) going in order of preference indicated by the needy employee the request of such a needy employee may not be acceded to.
- b) Provided, a lower cut off mark C2 on Transfer Count may be prescribed on year to year basis below which the request shall not be accommodated in a particular year. Request for transfer of an employee whose transfer count is less than C1 but greater or equal to C2 shall be considered subject to existence of a vacancy in the desired locations/ stations.
- c) Provided, more factors can be added/ deleted, points allocated for different factors can be altered to remediate any imbalance resulting in transfers, on year to year basis. Changes shall be notified well in advance before inviting applications.
- d) Provided further, the request of an employee with a lower transfer count can be accommodated in preference to employee(s) with higher transfer count if the services of such an employee are essential for efficient functioning of the organization or in view of such other circumstances faced by the employee which justifies such out of turn consideration.

12. AUTHORITIES COMPETENT TO EFFECT TRANSFER

Article 15 (a) (3) of Education Code for Kendriya Vidyalayas empowers Commissioner, KVS to transfer, post and assign any duties to all officers and staff at the headquarters and Regional Offices as well as Vidyalayas. Therefore, Commissioner shall be competent to exercise all powers under these guidelines to; effect transfer and/or grant exemption under various clauses and provisos; and/or do any other exercise prescribed under various clauses and provisos. Commissioner may delegate power to such authorities with such further limitations for such period as deemed appropriate in view of prevailing circumstances either by a general or specific order to such authorities. Power so delegated is liable to be withdrawn by the Commissioner whose discretion in this regard shall be final.

13. POWER OF RELAXATION OF GUIDELINES

Notwithstanding anything contained in the guidelines, the Commissioner with the approval from the Chairman, KVS, shall be the sole competent authority to transfer any employee to any place in relaxation of any or all of the above provisions.

14. INTERPRETATION OF GUIDELINES

Commissioner, KVS shall be the sole competent authority to interpret above provisions and pass such other order(s) as deemed appropriate and essential to facilitate the implementation of the guidelines for the purpose of effective control and administration of the KVS as a whole.

15. SAFEGUARD AGAINST EXTRANEIOUS INFLUENCE

Employees shall not bring in any outside influence; if such an influence from whichever source espousing the cause of an employee is received it shall be presumed that the same has been brought in by the employee. The request of such an employee shall not be considered. Action may also be initiated against such an employee under relevant service rules.

Article 71(B) of Education Code of KVS

TRANSFER GUIDELINES FOR GROUP A AND GROUP B (SO AND ABOVE) EMPLOYEES EFFECTIVE FROM
01.04.2011

1. GUIDING PRINCIPLE

The matter governing the transfer of employees holding Group A posts and certain Group B posts viz., Section Officer, Audit and Accounts Officer, Administrative Officer, Vice Principal requires greater care and discretion on the part of the transferring authority as these posts are imbued with supervisory responsibility. Posts viz., Section Officer, Administrative Officer, Audit and Accounts Officer, Vice Principal/ Assistant Education Officer/ Principal Grade II, Senior Administrative Officer, Senior Audit and Accounts Officer, Executive Engineer, Technical Officers, Principal Grade I, Education Officer and Assistant Commissioner and higher posts some of which are non transferable at the moment are such posts. Kendriya Vidyalaya Sangathan while effecting transfer of employees holding such post shall strive to maintain equitable distribution of its employees across all locations to ensure efficient functioning of the organization and optimize job satisfaction amongst employees. All employees are liable to be transferred anywhere in India at any point of time and transfer to a desired location can't be claimed as a matter of right. While effecting transfers the organizational interest shall be given uppermost consideration and that the problems and constraints of employee shall remain subservient.

2. TENURE

The normal tenure shall be as under:

S.N.	Terms	Explanations	
1	Tenure *	Section Officer, Administrative Officer, Audit and Accounts Officer, Vice Principal, Principal, Education Officer	5 years 3 years in case of hard station/ NER stations,
		Assistant Commissioner	3 years for all stations
* However, it is categorically made clear that the tenure so provided under these guidelines shall not be deemed to put an embargo on the administration to transfer an employee in the exigencies of service and/or organizational interest before the completion of tenure			

4. TYPES OF TRANSFER

Transfer may broadly be classified in two types, viz., administrative transfer, which the KVS orders suo motu in the exigencies of service and administration and in public interest, and request transfer which is effected based on the request of an employee.

5. ADMINISTRATIVE TRANSFER OF EMPLOYEES

After the completion of tenure an employee shall be liable for transfer except where an employee's retention after the completion of tenure or an employee's exit before the completion of the tenure is necessary in the organizational interest. Efforts will be made to consider bulk of such transfer post-wise at an opportune time during an academic year. Transfer/ posting to a desired station shall not be claimed as a matter of right. Some crucial determinants for such transfers are as under:

- a) Inherent strength/weakness of an employee to cope with the supervisory responsibility
- b) Domain expertise of an employee
- c) Performance of an employee against tangible parameters wherever possible, for example CBSE results, APAR Grading in the last three years or such other parameters as may be prescribed from time to time for different posts.
- d) Factors such as: due for retirement, medical problems faced by an employee or family members, spouse working at a station etc.

6. REQUEST TRANSFER OF EMPLOYEES

KVS may invite request transfer from such employees at an opportune time in an academic year in such form and manner as deemed appropriate from time to time and consider such requests for transfer to desired station keeping organizational interest uppermost in consideration. Some crucial determinants for effecting such transfers shall be as follows:

- a) Request of an employee factoring in such components as: due for retirement, medical problems faced by an employee or family members, spouse working at a station etc.
- b) Suitability of an employee for the sought for station
- c) Performance of an employee against tangible parameters wherever possible for example CBSE results, APAR Grading in the last three years or such other parameters as may be prescribed from time to time for different posts
- d) Number of years spent at a station

7. AUTHORITIES COMPETENT TO EFFECT TRANSFER

Article 15 (a) (3) of Education Code for Kendriya Vidyalaya Sangathan empowers Commissioner, KVS to transfer, post and assign any duties to all officers and staff at the headquarters and Regional Offices as well as Vidyalayas. Therefore, Commissioner shall be competent to transfer an employee under these guidelines.

8. POWER OF RELAXATION OF GUIDELINES

Notwithstanding anything contained in the guidelines, the Commissioner with the approval from the Chairman, KVS, shall be the sole competent authority to transfer any employee to any place in relaxation of any or all of the above provisions.

9. INTERPRETATION OF GUIDELINES

Commissioner, KVS shall be the sole competent authority to interpret above provisions and pass such other order(s) as deemed appropriate and essential to facilitate the implementation of the guidelines for the purpose of effective control and administration of the KVS as a whole.

10. SAFEGUARD AGAINST EXTRANEIOUS INFLUENCE

Employees shall not bring in any outside influence; if such an influence from whichever source espousing the cause of an employee is received it shall be presumed that the same has been brought in by the employee. The request of such an employee shall not be considered. Action may also be initiated against such an employee under relevant service rules.

ANNEXURE-1

Type of Diseases Prescribed as Valid for Transfer on Medical Grounds. TYPE OF DISEASE

1. CANCER
2. PARALYTIC STROKE
3. RENAL FAILURE
4. CORONARY ARTERY DISEASE AS EXPLAINED BELOW
5. THALASSAEMIA
6. PARKINSONS' DISEASE
7. MOTOR-NEURON DISEASE

The brief description of illness which will be considered as medical grounds for the purpose of transfer, in terms of transfer guidelines is as under. Medical terms referred herein will bear meaning as given in the Butterworth's Medical Dictionary.

(i) Cancer

It is the presence of uncontrolled growth and spread of malignant cells. The definition of cancer includes leukemia, lymphomas and Hodgkins' disease.

Exclusions:

This excludes non-invasive carcinoma(s) in-Situ, localized non-invasive tumour(s) revealing early malignant changes and tumour(s) in presence of HIV infection or AIDS; any skin cancer excepting malignant melanoma(s) are also to be excluded.

(ii) Paralytic Stroke

(Cerebro-vascular accidents) Death of a portion of the brain due to vascular causes such as (a) Hemorrhage (cerebral), (b) Thrombosis (cerebral), (c) Embolism (cerebral) causing total permanent disability of two or more limbs persisting for 3 months after the illness.

Exclusions :

- i) Transient/Ischamic attacks.
- ii) Stroke-like syndromes resulting from
 - a) Head Injury
 - b) Intracranial space occupying lesions like abscess, traumatic hemorrhage and tumour.
 - c) Tuberculosis meningitis, Pyogenic meningitis and meningococcal meningitis.

(iii) Renal failure

It is the final renal failure stage due to chronic irreversible failure of both the kidneys. It must be well documented. The teacher must produce evidence of undergoing regular haemodialysis and other relevant laboratory investigations and doctor certification.

(iv) Coronary artery Disease

3. Cases involving surgery on the advice of a consultant cardiologist to correct narrowing or blockage of one or more coronary arteries or valve replacements/ reconstructions shall be considered MDG cases up to three years from the date of actual open heart surgery and the eligible employees shall be entitled for the points during this period

4. Cases involving non surgical techniques eg. Angioplasty through the arterial system. Such cases will be considered MDG Cases for a period of one year from the date of procedure and the eligible employees shall be entitled for points during this period.

(v) THALASSAEMIA

It is an inherited disorder and it is diagnosed on clinical and various laboratory parameters. Patient with Thalassaemia who is anemic and is dependent upon regular blood transfusion for maintaining the hemoglobin level. In addition he is on chelating agent and other supportive care.

Inclusions:

i) Thalassaemia major: - History of blood transfusion/ replacement at less than three months interval. It must be well supported by all medical documents. The history should include the periodicity/duration of blood transfusion/ replacement required by the patient/Chelation therapy.

Exclusion:

(a) Patient may have Thalassaemia minor. His anemia may become severe because of concurrent infection or stress. Anemia may become severe because of nutritional deficiency or other associated factor.

(b) Blood transfusion is not required and these patients do not require Chelation therapy.

(vi) PARKINSONS' DISEASE

Slowly progressive degenerative disease of nervous system causing tremor, rigidity, slowness and disturbance of balance.

Must be confirmed by a neurologist.

Inclusion :

Involuntary tremulous motion with lessened muscular power, in parts not in action and even when supported; with a propensity to bend the trunk forward and to pass from a waling to a running pace, the senses and intellects being uninjured.

Exclusion:

- (i) Patients who are stable with the support of medicine.
- (ii) Detection of Parkinsons' disease within the duration of 5 years.

Requirement :

Date of detection of the disease, hospitalization extent of involvement, duration of treatment along with discharge summary should be furnished. Mention should be made about the progressiveness of the disease, and summary of inception of the patient must be confirmed by Neurologist.

(vii) MOTOR-NEURON DISEASE :

Slowly progressive degeneration of motor neuron cells of brain and spinal cord causing weakness, wasting and twitching in limbs and difficulty in speaking and swallowing.

Must be confirmed by neurologist.

Inclusions :

Irreversible/progressive motor neuron disease with presence of weakness wasting and fasciculation of limbs with/without brisk tendon jerks and extension painter response.

Exclusion:

Weakness of muscle due to other causes like infections, neuropathy traumatation, idiopathic, motor-neuron disease involving less than 02 limbs and the muscle power is more than 3 grades. **Requirement** : It should be duly supported by MRI, EMG and nerve conduction test.

AMENDMENT IN EDUCATION CODE OF KVS

The following provisions of the Education Code for KV's are hereby amended as per justification given against each with immediate effect.

ARTICLE NO.	EXISTING CLAUSE	AMENDMENT CLAUSE	JUSTIFICATION FOR AMENDMENT
Article 15. Commissioner	(a) Administrative Powers (3) To post, transfer and assign any duties to all officers and staff at the Headquarters and Regional offices as well as Vidyalayas.	(a) Administrative Powers (3) To post, transfer and assign any duties to any employee of KVS.	Regarding modification of the words "all officers and staff at the Headquarters and Regional offices" to "any employee of KVS" The aforesaid change is necessary for the reason that it has been the intent of the Board to confer upon the Commissioner ,KVS such administrative powers by which posting ,transfer and assigning any duties to any employee of KVS for advancing the interest and purpose for which KVS has been set up. Such power is not related to the place of posting, transfer and any duties to any employee of KVS but the power is conferred for administrating

			<p>the KVS in an effective manner for achieving the above mentioned intent and purpose as mentioned in the Education Code for KVs.</p> <p>Therefore, it is necessary to clarify that the administrative powers conferred upon the Commissioner to post, transfer and assign any duties to any employee of KVS is not <i>qua</i> the place but <i>qua</i> the power to post such employee of KVS.</p>
<p>Article 21. Assistant Commissioner</p>	<p>(a) Administrative Powers (12) To transfer Vidyalayas staff other than the Principals and Vice-Principals from one place to another within the Region subject to general orders of KVS Hqrs. From time to time in this regard.</p>	<p>(a) Administrative Powers (12) To transfer Vidyalayas staff other than the Principals and Vice-Principals from one place to another within the Region in accordance with power delegated by KVS Hqrs subject to approval of the Commissioner, KVS or Officers authorized by Commissioner, KVS in this regard.</p>	<p>Regarding modification of the words "general orders of KVS Hqrs. From time to time in this regard" to "approval of the Commissioner, KVS or officers authorized by Commissioner, KVS in this regard". Under Article 15 of the Education Code, Commissioner has been vested with power to</p>

			<p>transfer all the employees of KVS and to preserve such power upon the Commissioner, the power of the Assistant Commissioner to transfer certain employees within the Region, would be carried out only upon the approval granted by the Commissioner or by such officers authorized by the Commissioner in this regard.</p>
<p>Article 34 (g)</p>	<p>Discipline and Control - The Executive Committee shall be the competent authority under Rule 13 of CCS (CCA) Rules, 1965, it will accordingly have powers to institute proceedings or to direct the Principal to institute proceedings against an employees of the Vidyalaya on whom he is competent to impose penalties under CCS (CCA) Rules, 1965. It is clarified that the Principal has the following disciplinary powers : i) In respect of Group D staff – Full disciplinary powers ii) Post Graduate Teachers (Group 'B') – Powers to impose minor penalties as laid down in Rule 11 of CCS</p>	<p>Discipline and Control - The Principal of the Vidyalaya will be the competent disciplinary authority to institute disciplinary proceedings against an employee of the Vidyalaya as per schedule 2 of KVS (Appointment, Promotion, Seniority etc.) Rules, 1971.</p>	<p>The disciplinary powers are the statutory powers vested in an authority. Such authority has to take its own decision to initiate disciplinary action against an employee. The existing provisions of Article 34 (g) are having dual center of powers as the Executive Committee as well as Principal of the Vidyalaya both are competent to institute disciplinary proceedings against an employee of the Vidyalaya. Moreover the Executive Committee is having the power to direct the Principal to institute proceedings against the employee of the Vidyalaya</p>

	<p>(CCA) Rules as adopted by KVS</p> <p>iii) Trained Graduate Teachers (Group 'C') - Powers to impose minor penalties as laid down in Rule 11 of CCS (CCA) Rules as adopted by KVS</p> <p>iv) Primary Teachers (Group 'C') - Powers to impose minor penalties as laid down in Rule 11 of CCS (CCA) Rules as adopted by KVS</p> <p>v) Others Teachers (Group 'C') - Powers to impose minor penalties as laid down in Rule 11 of CCS (CCA) Rules as adopted by KVS</p> <p>vi) Non-teaching staff (Group 'C') - Powers to impose minor penalties as laid down in Rule 11 of CCS (CCA) Rules as adopted by KVS</p>		<p>which is not in-consonance with the Rules as disciplinary authority has to take its own decision at his own motion and not to act on the dictate/direction of other</p> <p>NOTE: The above amendment will not have any bearing/effect/applicability on the past case. Amendment will be effective from the date of its notification.</p>
--	--	--	--