

नवोदय विद्यालय समिति

शिक्षा मंत्रालय, भारत सरकार
(स्कूल शिक्षा और साक्षरता विभाग)

बी-15, इंस्टीटयुशनल एरिया, सेक्टर-62, नोएडा, गौतम बुद्ध नगर (उ.प्र.)-201309
दूर. 0120-2405969,70,71,72,73, फैक्स : 0120-2405182



Navodaya Vidyalaya Samiti

Ministry of Education, Govt. of India

(Deptt. of School Education & Literacy)

B-15, Institutional Area, Sector-62, NOIDA, Gautam Budh Nagar (U.P.)-201309
Tel. 0120-2405969,70,71,72,73, Fax : 0120-2405182
वेबसाइट/Website : www.Navodaya.gov.in

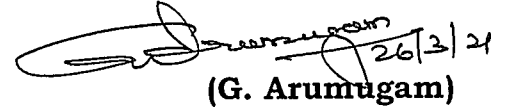
F. No. 1-7/2020-NVS(GA)/1005

Dated: 26.03.2021

Subject : Minutes of the 40th Executive Committee Meeting of Navodaya Vidyalaya Samiti held on 25.02.2021 – reg.

A copy of the minutes of the 40th Executive Committee Meeting of Navodaya Vidyalaya Samiti held on 25.02.2021, duly approved by the Hon'ble Shiksha Mantri (Education Minister) and Chairman, Navodaya Vidyalaya Samiti is enclosed.

Comments, if any, may please be forwarded to the undersigned within 30 days.


(G. Arumugam)

Joint Commissioner (Admn.) &
Ex-Officio Member Secretary of the Executive Committee

Encl: **As Stated.**

Distribution:

1. All the members of Executive Committee of Navodaya Vidyalaya Samiti.
2. PS to Hon'ble Shiksha Mantri, Govt. of India & Chairman, Navodaya Vidyalaya Samiti.
3. PS to Hon'ble Minister of State for Education, Govt. of India & Vice Chairman, Navodaya Vidyalaya Samiti.
4. PPS to Secretary (SE&L), MoE, Room No. 124 – C, Shastri Bhawan, New Delhi.
5. PS to Joint Secretary (Institution), Department of School Education & Literacy, MoE, Room No. 215 – C, Shastri Bhawan, New Delhi.
6. PS to Joint Secretary & Financial Adviser, MoE, Room No. 120 – C, Shastri Bhawan, New Delhi.
7. Joint Commissioner (Acad.) Navodaya Vidyalaya Samiti, Hqrs. NOIDA.
8. All Sections / Wings Heads of Navodaya Vidyalaya Samiti, Hqrs. NOIDA
9. AC (IT), NVS, Hqrs., NOIDA – for uploading the same on official website of NVS, Hqrs.



NAVODAYA VIDYALAYA SAMITI

MINUTES OF 40TH MEETING OF EXECUTIVE COMMITTEE OF NAVODAYA VIDYALAYA SAMITI HELD ON 25.02.2021

40TH Meeting of Executive Committee of Navodaya Vidyalaya Samiti was held on 25th February, 2021 at 02.00 P.M. in the Conference Room at Shastri Bhawan, New Delhi under the Chairmanship of Hon'ble Minister of Education (Shiksha Mantri) & Chairman, NVS. Hon'ble Shiksha Mantri & Chairman, NVS and 12 members of the Executive Committee were physically present in the meeting and Shri Sanjay Dhotre, Hon'ble MOS for Education & Vice Chairman, NVS attended the meeting through virtual mode. List of participants is attached as Annexure.

Hon'ble Shiksha Mantri & Chairman, NVS welcomed all the members, especially the newly joined members. Hon'ble Shiksha Mantri appreciated the working of Navodaya Vidyalayas. He applauded all the Navodayans for their efforts to ensure continuous education of the students during Corona pandemic. Commissioner, NVS welcomed Hon'ble Shiksha Mantri & Chairman, NVS; Hon'ble Shiksha Rajya Mantri & Vice Chairman NVS, Secretary (SE&L), Ministry of Education and all the members of the Committee to the Meeting of Executive Committee.

With the permission of the Chair, a detailed presentation, including policy decision during the year, achievements of the year, activities undertaken during COVID pandemic, implementation of National Education Policy in NVS, activities related to PISA, implementation of CCS(Pension) Rules, 1972 for NVS employees, etc. was presented by Commissioner, NVS before the Committee.

ITEM NO. 1: BRIEF REPORT ON THE ACTIVITIES OF THE SAMITI

During presentation and discussion therein, following instructions/suggestions were given by the Hon'ble Shiksha Mantri & Chairman, NVS; Hon'ble Shiksha Rajya Mantri & Vice Chairman, NVS and the Committee:-

- 1) A booklet is to be prepared covering the efforts made by NVS for continuous education of the students during COVID pandemic, challenges faced & handled to impart online education, efforts made by the teachers & NVS to fight against COVID pandemic.

- 2) While applauding the efforts made by the Ministry of Education & NVS in coordination with Ministry of Home Affairs, Govt. of India & the authorities of the concerned State Governments for safe shifting of about 3181 migrated students of 173 JNVs of all over the India to their parent JNVs, through road from one corner of the country to another without any safety issue desired that an e-booklet with some small videos of the experience of the students and teachers should be made.
- 3) Hon'ble Shiksha Mantri & Chairman, NVS appreciated that NVS has made all the classrooms of 99 JNVs (located in Minority Concentrated Areas) as smart classrooms by arranging funds from Ministry of Minority Affairs under Pradhan Mantri Jan Vikas Karyakarm. He emphasized that smart classrooms should be made in remaining JNVs and all such classrooms should have the facility of virtual mode transmission. Further, experience of such smart classrooms should be shared with other organization, like KVS for enhancing the scheme all over the India.
- 4) The post of Principal should not fall vacant for even a single day. For this purpose advance calendar is to be made and recruitment may be made well in advance on the basis of anticipated vacancies. Likewise Panel for promotion should be made well in advance.
- 5) Shala Darpan project to be completed on priority and a presentation to be shown to the Hon'ble Shiksha Mantri.
- 6) A study to be conducted on the requirement of nutritious food to the students, its expenditure and the Mess Expenditure should increase in proportion to the Consumer Price Index & requirement of nourishment for the students.
- 7) Hon'ble Shiksha Mantri while emphasizing the fact that a large number of alumni are in very good social and economic position in all the spheres of life and in return they want to contribute for present students & their JNVs, which helped them to reach to such positions, but there is no organized structure available for the same. For this purpose an organized system should be developed and it should facilitate for adoption of the JNVs by the Alumni individually or in groups. All the JNVs should have list of their alumni and details of the areas in which they are working.
- 8) Corporate sector is coming forward to invest their profits in areas such as education, poverty, gender equality, and hunger as part of corporate social responsibility (CSR). Since Navodaya Vidyalaya Scheme is a Social Sector



scheme, Corporate Sectors want to share their responsibilities by contributing in the scheme For this purpose a proper CSR Fund should be created and NVS can meet its miscellaneous expenditure, like Digital Tablets, Smart classrooms, etc. out of this fund.

- 9) Direction was given to resolve the grievances of the employees at the Regional Office level itself as per the policy of NVS.
- 10) NVS was directed to develop its own roadmap for implementing NEP-2020.
- 11) Decision was taken to forward a letter from Hon'ble Shiksha Mantri cum Chairman, NVS to the Chairman, Vidyalaya Management Committee(VMC) of all JNVs (District Magistrate/Collector) with a request to seek support for management of JNV concerned.
- 12) Hon'ble Shiksha Mantri emphasized that once a budget is granted to NVS, no approval from the Ministry should be needed for expenditure within allotted budget and the expenditure should be met out as per the rules in extant.
- 13) Hon'ble Minister expressed his concern on 07 non-functional schools of Delhi and NVS intimated that the possibilities are being explored to construct the JNVs on less area of land, say 05-07 acres for each JNV keeping in view of the scarcity of land in metro cities. Criteria of reservation in admission of students from Rural areas may be reviewed for a few JNVs in metro cities.
- 14) Hon'ble Shiksha Mantri requested Shri A. Navaneethakrishnan, Hon'ble Member of Parliament, Rajya Sabha from Tamil Nadu to convince the state Govt of Tamil Nadu to accept Navodaya Vidyalaya scheme in the interest of the students and people of Tamil Nadu state.
- 15) The Committee observed that projects executed by CPWD are delayed badly being smaller projects. During detailed discussion on ongoing construction activities in JNVs, Hon'ble Shiksha Mantri instructed that the Construction Agencies, including CPWD, if any, are causing undue delay in construction of the schools. Strict actions shall be taken up and other construction agencies who deliver on time may assigned the projects



ITEM NO. 2: CONFIRMATION OF MINUTES OF THE 37th, 38th & 39th EXECUTIVE COMMITTEE MEETING HELD ON 17th OCTOBER 2019, OCTOBER – NOVEMBER, 2020 & FEBRUARY, 2021 AND ACTION TAKEN THEREON

Agenda

Minutes of the 37th held on 17th October, 2019 and 38th & 39th Meeting of the Executive Committee held in **October-November 2020 & February, 2021** through circulation with the approval after approval of the Chairman. Copy of the minutes along with Action Taken Reports thereon are available at **Annexure –II**.

Executive Committee Meetings	Minutes on Page	ATR on Page
37th Executive Committee	34 – 68	69 – 76
38th Executive Committee	77 – 78	79
39th Executive Committee	80	80 (A)

The Executive Committee may kindly confirm the above-mentioned minutes.

Decision

Minutes of the 37th meeting held on 17th October, 2019 and 38th & 39th Meeting of the Executive Committee held in **October-November 2020 & February, 2021** were confirmed.

ITEM NO. 3: CONFIRMATION / ADOPTION OF THE MINUTES OF 68th, 69th, 70th & 72nd MEETINGS OF FINANCE COMMITTEE OF NVS.

Agenda

The Minutes of the 68th (through circulation), 69th, 70th & 72nd Meetings of Finance Committee of Navodaya Vidyalaya Samiti held on 15.11.2019, 24.06.2020 & 23.12.2020 respectively are placed at **Annexure-III** with extract of Agnda, justification & recommendation for kind perusal.

Finance Committee Meetings	Minutes on Page
68th Finance Committee	81 – 82
69th Finance Committee	83 – 88
70th Finance Committee	89 – 93
72nd Finance Committee	94 – 101

The Executive Committee may kindly approve the recommendations of the Finance Committee.



Decision

The minutes of the 68th, 69th, 70th & 72nd Meetings of Finance Committee of Navodaya Vidyalaya Samiti held on 15.11.2019, 24.06.2020 & 23.12.2020 respectively were confirmed / adopted by the Executive Committee. With regard to issue of text books to students, it was approved by the committee to provide new text books to all the students (VI to XII) every year. Approval in principle is given for providing digital tablet from class IX.

ITEM NO. 4: CONFIRMATION / ADOPTION OF THE MINUTES OF 26th CONSTRUCTION COORDINATION COMMITTEE MEETINGS OF NVS.

Agenda

The Minutes of the 26th Construction Coordination Committee (CCC) Meetings of Navodaya Vidyalaya Samiti held on 09.12.2020, are placed at Annexure – IV along with extract of Agenda, decisions thereon and the copy of Agenda for kind perusal.

Construction Coordination Committee Meeting	Minutes on Page
26 th CCC	102 – 109

The Executive Committee may kindly approve the recommendations of the Construction Coordination Committee.

Decision

The Minutes of the 26th Construction Coordination Committee (CCC) Meetings of Navodaya Vidyalaya Samiti held on 09.12.2020 were confirmed / adopted by the Executive Committee.

ITEM NO. 5: PROPOSED CHANGES IN TRANSFER POLICY 2012.

Agenda

Transfer of employees, being an integral part of a national level Govt organisation, involves a dynamic exercise meant for providing opportunity to employees to serve on the stations of their choice and work stress free with greater efficiency, yielding better results / output ultimately bringing multifaceted improvement in JNV units / organisation in general and its administration and academic atmosphere, in specific.

Online Transfer Drive through Transfer Portal:



Adopted since 2017 onwards, the transfer system is primarily based on request of the employee, in accordance with the transfer policy 2012 and subsequent guidelines issued by NVS catering larger sect of the employees. The entire system is executed through online system of data collection and its processing through a system of automation which is executed by a designated Government Agency in a complete fair and transparent manner. At present the system is running with utmost **efficiency, accuracy and transparency** by providing flexible option system and maximising probability of allotment to aspiring eligible employees, thereby, maximising number of transfer through its **two online rounds** followed by **one offline / online grievance redressal round**. The entire exercise is executed online by involving Govt. agency on behalf of NVS through a software having online modules like Online Vacancy Module, Online Application Module and Online Grievance Redressal Module.

Need to revisit existing transfer policy / system:

The Transfer policy came into existence in 2012. Since then no. of JNVs have gone up from nearly 500 to 647 and bench strength of the employees went up from nearly 15000 to nearly 21000.

Transfer System, being dynamic in principle and its execution, warrants for revisiting to its various provisions after a considerable period of time so as to judge the existing provisions and examine the scope of bringing probable modification in relevant provisions. This may go with an aim to cater the larger interest of the large employee base and its working environment in the changed scenario of increased no. of JNVs and increased bench strength of employees.

Over the years, the few guidelines containing interpretation of provisions of very important aspects have been included in 2015, 2018 and 2019 in the name of “**Transfer Guidelines**”, thereby, increasing the no. of reference documents. This also needs to be sum up as Single reference document.

Shifting from a complete offline system to a complete online system has also witnessed few changes in past in deciding/adopting criteria of executing transfers specially in terms of transfer count based execution to priority based and station seniority based system in view of making calculation and allotment a bit easier through a system of automation.

Suggestions / opinions of employees:

Giving due weightage to the working employees as beneficiaries of the transfer system, opinions / suggestions were invited from all corners in 03 phases:



- a. Opinion from all Regional offices
- b. Opinion from All employees of JNVs countrywide.
- c. Discussion on all compiled reports at NVS Headquarters in presence of all administrative and academic officers.

Proposals and Justifications:

(i) Proposal in respect of General Transfer:

1. **Tenure of Eligibility:** May be reduced to 07 years from existing 10 years at present station. It will provide an early opportunity to those aspiring employees who get posted to far flung areas from their native state and want to move to places of their choice. This will also tend to maximise transfer based on request of the employees. Allowing employees to move early on a place of their choice may enable them work stress free with greater zeal.

2. **Transfer of employees below LDC/SKeeper:** NVS in its existing transfer policy 2012 has not mentioned any tenure of eligibility or of displacement in respect of transfer of MTS (Electrician-cum-plumber, Lab. Attendant, Driver, Cook, Mess Helper, Chowkidar, Chowkidar-cum-sweeper). This might be attributed to the fact that mostly recruitment of the MTS were on local recruitment basis inviting names from local employment exchanges. This again might be with a sentiment of a goodwill gesture towards locality and finding local support **with a view to giving viability to the low paid strata of employee base.** So the majority of the staff were recruited locally. However, with time when recruitment of MTS broke the restrictions of local / native of the district, recruitment catchment area became larger and after a few years the demand of transfer though in insignificant numbers, became the yearly feature. Accordingly, their eligibility criteria also became a part of transfer policy. First Transfer of this cadre was done purely on request basis in the year 2013 against Actual vacancy only. The same pattern continued for 2014 to 2016. Even in 2017 and 2018 online drive, transfer was not executed. The year 2019 witnessed a major transfer on request and displacement of nearly 1200 MTSs against Actual as well as Deemed vacancies reflecting a lot of dissatisfaction against the exercise. The Regional Offices and the NVS HQrs took long time to settle the grievances. The latest strategy to arrange a part of MTS through outsourcing, has also marked that NVS, in future, may not go for recruitment of selected cadres. This, further signifies and favour the stay of low paid MTSs at their present station and without restricting them to any tenure of any kind.

Considering all the facts into account, following changes are proposed:

- a) ***There is no minimum tenure to apply for request transfer against clear cut vacancy.***



b) Employees of these cadres (ECP, lab Attendant, Drive, Cook, Mess Helper, Chowkidar, Chowkidar-cum-sweeper) may be kept out of Displacement Provision. Thus, transfer of MTS may be executed against "Actual Vacancy" only (no displacement as no deemed).

3. **Transfer of employees Due For Retirement (DFR cases):** As per existing policy employees retiring within succeeding two years from the cut off date of years of the transfer drive, are protected from displacement. However the point of all India transfer / posting liability of employees in NVS, eligibility for transfer after 10 years and a lock-in period of mandatory 02 years altogether act as major restricting factors for employees and therefore, being posted on promotion / displaced under transfer in last phase of their service, may not be able to return to their choice stations for executing their extreme family obligation like child's marriage, in many cases medical need (though not under serious ailment) and above all, planning and arranging post-retirement settlements.

Therefore, besides protecting them (under DFR clause) it is proposed

- a. to provide them opportunity for transfer under priority to stations of their choice (actual and deemed) without restricting them with the mandatory 02 years of lock-in period as they attain 58 years of age by cut-off date of transfer year.*
 - b. The order of priority may be fixed just after all priority categories and before PLAIN category transfer.*
 - c. This provision may be considered applicable at par to all cadres for General transfer. However, the same provision may be considered applicable to Regional Language Teachers serving exclusively outside native state under Rotational Transfer policy to allow them move on priority to native state prior to retirement.*
4. **Lock-in period for transfer under Priority Transfer:** It has been observed that employees covered under PH/Medical/Spouse/Single Lady, being under priority category avail transfer frequently after 02 years to change their places in the name of Priority Transfer as per existing provisions. This also adds to instability in staff strength of the campus and leads to adverse effect academic atmosphere of the campus.
Therefore, it may be considered justified to put a cap of lock-in period of 05 years (instead of existing 02 years), once an employee avail transfer under PH / Medical / Spouse / Single Lady category.
5. **Minimal One transfer in entire service period:** Transfer in NVS is primarily based on the request of employees. Various provisions have been made to safeguard the interest of all employees designated under valid PH, Serious Ailment and spouse



cases, Single lady by allowing them exemption from displacement despite serving more than 10 years at present station. However, this clause has led to uninterrupted continuation of employees at that station and might lead to stay of employee at that station till retirement. In other words, this has blocked the vacancies of such vidyalayas (mostly key vacancies of all JNVs which are in proximity to metro / mega city) having advantage location / facility wise (communication/education/medical) and thus, appear to deprive all other similar status (PH, Medical, Spouse, Single Lady) of thinking of transfer to such stations keeping other provisions of RLTs intact.

Several queries were made in past regarding allowing longer stay of priority category employees (PH/Medical/Spouse/Single Lady) at their present station. The issue was put under discourse for its pros and cons. It was then planned to fix a maximum period of service of an employee at any station so that after fixed maximum period, any employee even under priority, would be declared deemed. While exploring the matter, it was realised that larger sect of employee had, on an average, a span of 32-33 years of service. Keeping terminal 02 years of service under DFR (protection/priority), the average service period was assumed to be of 30 years. Therefore, mid point of entire active service period i.e., 15 years was taken as a bar for compulsory transfer of all employees. Since prime basis of transfer of NVS employees had always been "request basis", the compulsory transfer clause was considered limited to declaring the status of all employees as "Deemed Vacancy" on completion of 15 years of stay at present station. However, this provision could not be explored further and hence not adopted.

Going on the line of above exploration, it is proposed to keep provision for at least one transfer to all employees no matter they are under protection or not except PH cases. As the normal tenure of declaring general employee deemed is 10 years, we may adopt 15 years (stay at present station) as a bar for declaring deemed status to all employees who are kept protected from displacement because of any priority clause. However, PH cases and DFR (Due for Retirement) cases shall remain exception to this clause.

6. **Displacement to Hard Station:** In view of providing adequate staff to NER, it is proposed that displacement of an employee may be considered compulsorily to hard stations / very hard / semi hard stations provided:
- a. An employee is below 45 years of age as on cut off date of the year of transfer drive
 - b. He/she has not served a complete tenure in any of the hard / very hard / semi hard stations.

However, these employees will be provided an opportunity to participate in round 02 of online transfer drive to opt any station of their choice out of hard station (if allotted on displacement).



7. **Posting in Home District:** The point 2(j) of transfer policy 2012 promulgates that “No employee except those who were recruited at vidyalaya level, shall be posted to his/her home district”. Initially cadres from LDC/Store keeper to CCS were recruited on vidyalaya level inviting names from local employment exchange and selected candidates were given posting locally to recruiting vidyalaya preferably home distt of employee. Over the years, this scenario has changed witnessing a major shifting from vidyalaya level local recruitment to centralised recruitment system. Employees like LDC/Store Keeper, Lab Attendant and ECPs, Cook were recruited at cluster level, state / region level or national level. Thus, posting to home districtt has not remained a matter of concern for these cadres as the recruited persons were/are given posting against available vacancy as on date, not necessarily the home district of the recruited person. Therefore, as a matter of practice, the online system does not allow anyone to be posted at his/her home district. However, massive transfer of MTSs in ATD 2019 witnessed a lot of dissatisfaction, which further raised the question of viability of Low paid strata of employee to survive at a place farther from their native place. Further recent provision of outsourcing of MTSs also restricts further recruitment for these cadres leaving only existing old bench strength to serve and retire from services gradually. Therefore, considering decision of outsourcing, viability of these low paid strata employees, it appears justified to allow them for opting home district posting as far as possible.

Therefore, in addition to employees covered under PH category, home district transfer/posting may be allowed to employees of cadres below LDC/Store keeper (Driver, Laboratory Attendant, Electrician-cum-plumber, Cook, Mess Helper, Chowkidar, Chowkidar-cum-Sweeper) as far as possible.

(ii) **Proposal in respect of Rotational Transfer:**

1. **Enhancing age bar for displacement:** As per existing policy Rotation Transfer is meant primarily for transfer of RLT (Regional language Teachers) serving outside Native Linguistic State to Native Linguistic State and Vice versa abused purely on station seniority basis. It has been observed over the years employee serving in Native Linguistic State gets exempted (as per provisions) from displacement to outside native state on attaining age of 50 years as on cut off date of transfer year. On contrary to this provision, RLTs serving outside do not get any special opportunity to come back to their Native State even after attaining 50 years of age. This way, a lot many of the RLTs have reached on the verge of retirement serving outside native state mainly because bulk of vacancy is blocked in Native State due to this provision of age-bar for exemption. NVS in the past has received numerous grievances pointing out the fact that despite being 50+ years old they were unable to get transfer into Native State.



Therefore, the age bar for protection from displacement of the Regional Language Teachers serving in Native State may be raised from existing 50 years to 53 years as on cut off date of transfer year.

Raising age bar will tend to increase the no. of Deemed Vacancy within Native State and thus, will provide enhanced opportunity to Regional Language Teachers serving outside Native State to avail transfer into Native State.

Raising this age bar to 53 years will not deprive the displaced-outgoing RLTs of their opportunity to return back to their native state as they will attain eligibility (on priority) on attaining age of 58 years on completion of 05 years outside native state and get 1st priority for transfer to native state being under DFR category.

Summary of the proposed changes:

1. **Eligibility tenure for seeking transfer in case of all cadres of employees be taken to 07 years of stay at present station instead of existing 10 years (Provision for declaring "Deemed Status" will see no change).**
2. **Employee of the cadres viz, Lab Attendant, Electrician-cum-plumber, Driver, Cook, Mess helper, Chowkidar, Chowkidar-cum-Sweeper may be given exemption from displacement. Thus, aspiring employees of these cadres may seek transfer only against Actual vacancy.**
3. **Priority may be accorded to employee attaining 58 years of age to seek transfer to requested station irrespective of the tenure at present station (including Regional Language Teachers serving Outside Native State only). The order of priority for transfer of DFR may be as below.**

Existing Order	Proposed Order
1 st Order : PH	1 st Order : PH
2 nd Order: Medical (Serious Ailment)	2 nd Order: Medical (Serious Ailment)
3 rd Order : Hard/Very hard Station employee	3 rd Order : Hard / Very hard / Semi Hard Station employee
4 th Order : NVS Spouse / Single lady	4 th Order : NVS Spouse / Single lady
5 th Order : Central/State Govt. Employee	5 th Order : Central/State Govt. Employee
6 th Order : Willingness to Serve hard stations.	6 th Order : DFR cases
7 th Order : Plain Station Employees	7 th Order : Willingness to Serve hard stations.
	8 th Order : Plain Station Employees

4. **Minimum Tenure for Priority Transfer: It is recommended to put a lock-in period of 05 years to all such transfers which are undertaken under any of the priority categories (PH/Medical/Spouse/Single Lady). This is aimed at**



minimizing, misuse of transfer privilege due to existing 02 years of lock-in period in the name of priority clause.

5. *Facility of Protection from displacement may be kept extended to PH/Medical/Spouse/Single Lady cases beyond 10 years of stay as per existing provisions. However, every employee may be declared "Deemed" on completing 15 years of stay at present station keeping mobility of the staff to make room for others to join at that station on transfer. However, DFR (Due for Retirement) cases shall remain exception to this clause.*
6. *To provide adequate no. of staff in hard/very hard/semi hard stations, employees on displacement may be allotted any of the hard stations, if he/she is below 45 years and has not served one tenure in hard stations.*
7. *It is also recommended to accord liberty to ECP, LA, Driver, Cook, Mess Helper, Chowkidar, CCS to opt home District posting-on-transfer. This is based on the fact that these posts, besides being a part of low paid employee's strata mostly local recruitees (of the past), are also not so sensitive and may not carry direct linkage with sensitive financial, academic, official matters involved in administration.*
8. *The age bar for according protection (from displacement) to the Regional Language Teachers serving Native Linguistic State may be raised to 53 years from existing 50 years with a view to facilitate transfer of deserving eligible candidate from outside native state into native state.*

The rest of the provisions / clauses of existing Transfer Policy/guidelines shall remain in place without any modification.

The Executive Committee may kindly approve the proposal.

Decision

After detailed discussion, the Executive Committee observed that the proposed changes are justified and approved the proposal, in Principle. As changes in transfer policy would be applicable from ATD-2022, Executive Committee desired that a Committee should be constituted and examine the proposed changes.



ITEM NO. 6: SPECIAL RECRUITMENT DRIVE FOR HARD / VERY HARD STATIONS OF NER, CHANDIGARH REGION AND ISLANDS

Agenda

SPECIAL RECRUITMENT DRIVE FOR HARD / VERY HARD STATIONS OF NER, CHANDIGARH REGION AND ISLANDS.

NVS is making all arrangement to fill up all the vacant posts in field unit. It is observed that the posting, joining and retaining teaching staff in JNVs of North East (under Shillong Region), Jammu and Kashmir and Himachal Pradesh (under Chandigarh region) and Islands(under Hyderabad Region) has always been a challenge for organisation since inception. The reasons are quite evident and obvious. Difficult and hilly terrain, harsh weather, and clement climate, remote locations, difficult and time consuming commutation, limited facility for education are few to count. There can be no second option that retaining ideal teacher-pupil ratio is fundamental to any educational system and it becomes very essential in residential institutions. The dwindling ratio always put adverse impact on schooling and administration too due to lack of regular teacher. Academic performance of such JNVs could not be brought at par with other regions, though the students are equally talented.

The fundamental question is how NVS supplies the teaching staff to these regions. There are two major ways through which staffing in these regions is accomplished:

- Recruitment
- Promotion

1. Recruitment:

On each recruitment drive, sufficient staff is posted to those locations, but in general the joining on fresh posting is comparatively far less in comparison to other regions. Those who join, start looking for transfer or change of job at first opportunity. NVS has provisioned special priority to such employees who work on very hard, hard and semi hard stations in getting transfer to their choice place after 02, 03 and 04 years respectively, usually the staff is in flux. These provisions too are not motivating enough to maximize joining or retaining them to these areas.

2. Posting on promotion:

As the existing norms restrict that only person who are aged below 50 years can only be posted and those having priority of Serious Ailment, Disability, Spouse / Single Lady are also not pushed for posting to these areas. In some cases the promoted employees refuse their offer of promotion finding their posting in these difficult areas. So, fundamentally the lesser portion is chunked to the areas.

Both of these channels have not succeeded in achieving the desired strength of staff in JNVs of North East and Jammu and Kashmir regions.



Having realised the inadequacy of these two options, the organisation in past 2005 and 2010 had made successful attempt by dedicating complete recruitment drive for these areas keeping 10 years as mandatory service conditions. Seemingly the experience was quite rewarding. The improvement in performance of Shillong Region from 2006 (the year of Special Recruitment of teachers with 10 year bond) may be seen from the following data:

Pass Percentage of Shillong Region		
Year	X	XII
2005-06	74.06	75.88
2006-07	85.56	85.56
2007-08	90.70	85.07
2008-09	93.42	90.10
2009-10	95.86	95.6
2010-11	98.65	96.19
2011-12	97.83	94.10
2012-13	99.40	92.61
2013-14	99.8	94.06
2014-15	99.29	94.31
2015-16	97.65	92.79
2016-17	99.15	90.13
2017-18	91.63	93.95
2018-19	95.13	91.27
2019-20	97.89	97.62

However, reportedly 10 years was complained to be long and psychologically demotivating. The vacancy position reflected in the appended table speaks the truth despite posting employees on recruitment / promotion to those areas in the past succeeding drives starting year 2016 onwards.

Region (vacancy as on Oct. 2020)	PGT Hindi	PGT English	PGT Phy.	PGT Chem.	PGT Bio.	PGT Maths	PGT IT	PGT Eco.	PGT His.	PGT Geo.	PGT Comm.	Total
NER	15	16	7	4	7	10	4	3	8	6	1	81
J&K / HP	2	2	1	3	5	2	1	3	4	0	2	25
ISLANDS	1	0	0	0	1	0	0	0	0	0	0	2

Region (Vacancy as on Oct. 2020)	TGT Hindi	TGT English	TGT Maths	TGT Science	TGT S. Science	TGT III Lang.	Total
NER	57	49	59	27	34	57	283
J&K/HP	26	25	15	13	17	19	115
ISLANDS	3	2	4	2	2	2	15

Region (Vacancy as on Oct. 2020)	Librarian	PET Male	PET Female	Art Teacher	Music Teacher	Total
NER	28	25	28	27	27	135
J&K/HP	5	12	11	14	19	61
ISLANDS	2	1	1	3	2	9

It is to mention that the NVS has conducted interview of shortlisted candidates for TGT cadres for a total of 1295 vacant posts. This recruitment is also intended to provide teachers in hard stations of NER, Jammu and Kashmir / Himachal Pradesh and Islands. Subsequently interview of shortlisted candidates for Miscellaneous category of teachers (644 vacant posts) is to be scheduled which will also provide manpower to such hard stations as aforementioned. It is also to be taken into consideration that due to ongoing ATD 2020-21, a good no. of teachers completing requisite tenure at such hard stations are expected to come out of those areas leaving behind a huge no. of vacancy. Therefore, vacancy needs to be recalculated for conducting Special Recruitment Drive considering the consequence of posting due to ongoing recruitment as well as transfer drive.

As exodus of teachers from such hard stations of NER, J&K/Himachal Pradesh and Islands due to annual transfer drive, attrition (after recruitment), retirement, poses a repeated challenge before administration to arrange suitably the bench strength of the teachers, Special Recruitment Drive of such kind may be permitted as per the recruitment of NVS being a probable solution to maintain the human resources in such far flung, remote and difficult areas.

Hence, in the larger welfare of students and organisation, a solely dedicated recruitment drive for teachers is highly justified. The mandatory (bond) service period of 07 years for PGTs TGTs, under special recruitment drive is proposed by considering all the factors.

The Executive Committee may kindly approve the proposal.

Decision

After detailed discussion, the Executive Committee approved the proposal with the comments that the special drive should also include the whole Himalayan Regions and other Hard & Difficult areas.



ITEM NO. 7: SELECTION OF STUDENTS FROM BORDERING DISTRICTS IF THERE IS SHORTAGE OF NO. OF QUALIFIED CANDIDATES FROM THE DISTRICT

Agenda

Admission in JNVs is done at three levels namely at Classes- VI, IX & XI. At class-VI, admission takes place for full strength as per the category of the JNV (A/B i.e. 80/40) whereas, at classes IX & XI admission is given against the existing vacancies, if any. JNVST is conducted for admission to classes VI & IX. Admission criteria for class VI is based on NVS norms. For admission to Class-IX, candidates are selected on the basis of performance in the lateral entry selection test, whereas, for Class-XI, selection of candidates is done on the basis of performance in the class-X Board Exam results and criteria as per norms.

Applications for admission to JNVs are invited through online portal and wide publicity is given to reach out to the needy and the deserving candidates. National Level test is conducted to select the students for admission to JNVs. However, students from the district concerned only are eligible for admission to JNV in the same district.

It was noticed that In districts like Dibang valley, Tawang etc., qualified students are not available for admission to classVI. Seats remain vacant for atleast 3 years. Resources are not fully utilized. In the bordering districts surplus aspiring qualified candidates are available. In the past, Executive Committee approved selection of students from boundary districts i.r.o. Mahe & North Sikkim as a special case. Admission from bordering district is considered after admitting all qualified students of the same district.

JNVST data for last 5 years in respect of JNV Dibang valley, Tawang, Longleng and Dimapur and their boundary districts is as under :

NUMBER OF STUDENT REGISTERED, APPEARED, SELECTED FOR JNVST-2016, 2017, 2018, 2019 & 2020																					
S. No.	JNV	JNVST - 2016				JNVST - 2017				JNVST - 2018				JNVST- 2019				JNVST - 2020			
		Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected
1	L.D. Valley, Ar. Pr.	A	503	441	74	A	509	399	80	A	815	360	80	A	610	361	80	A	642	510	78
2	Dibang Valley, Ar. Pr.	B	68	66	8	B	74	65	30	B	100	74	26	B	76	52	13	B	62	48	13

**NUMBER OF STUDENT REGISTERED, APPEARED, SELECTED FOR JNVST-2016, 2017,
2018, 2019 & 2020**

S. No.	JNV	JNVST - 2016				JNVST - 2017				JNVST - 2018				JNVST - 2019				JNVST - 2020			
		Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected	Category	Registered	Appeared	Selected
3	Tawang, Ar. Pr.	B	266	200	40	B	293	190	40	A	302	199	57	A	362	171	53	A	430	166	48
4	West Kameng, Ar. Pr.	B	394	353	40	B	388	351	40	B	467	284	40	B	636	324	40	B	790	437	40
5	Peren, Nagaland	A	273	119	23	A	203	95	48	A	583	321	80	B	635	256	40	A	763	218	47
6	Dimapur, Nagaland	A	125	91	25	A	158	103	47	A	357	146	47	A	414	58	22	A	452	39	17
7	Mon, Nagaland	A	776	643	80	A	634	507	80	A	777	416	80	A	646	345	61	A	1014	241	59
8	Longleng, Nagaland	A	129	102	22	A	176	71	20	A	269	94	28	A	290	55	14	A	338	42	14

It is proposed to consider admission of students from the bordering districts in respect of the JNV Dibang valley, Tawang, Longleng and Dimapur (Lower Dibang Valley, West Kameng, Peren and Mon respectively) if qualified candidates are not available in the district concerned. This will ensure admission of more candidates for getting admission in to JNVs in addition to utilising the available resources.

The Executive Committee may kindly approve the proposal.

Decision

The Executive Committee approved the proposal.

ITEM NO.8: ADMISSION OF WARDS OF NLI STAFF IN JNVs.

Agenda

At present, wards of all the staff members of JNVs are entitled for admission in the JNVs beyond the capacity of admission through JNVST, as the JNVs are located in remote areas, away from prominent educational facilities.

To impart training to the teaching and non-teaching employees of NVS, 7 Navodaya Leadership Institutes (NLIs) have been set up at Amritsar, Goa, Kamrup, Noida,

Rangareddy, Puri and Udaipur. NLI's except NNLI Noida are functioning either in the same campus of JNV or in the vicinity of a JNV. Request is received from NLI staff to consider the admission of their wards in the JNVs by considering the remoteness of NLI's. (Similar to JNV Staff). There is no additional burden on the ex-chequer of NVS.

Proposal:

Proposed to consider admission of staff wards of NLI's, except NNLI Noida may be extended on the same line as of the wards of JNV staff by considering the difficulties to provide quality education to the Staff wards.

The Executive Committee may kindly approve the above proposal.

Decision

The Executive Committee approved the proposal.

ITEM No. 9: REVISION OF RECRUITMENT RULES FOR 02 ENGINEERING CADRE POSTS

Agenda

As per the guidelines issued by the DoPT, Recruitment Rules for all the posts are to be reviewed after every five years. In pursuance to these guidelines Recruitment Rules for various posts are being reviewed in phased manner and RRs for some of the posts have already been reviewed and notified, recently. In continuation of this process, RRs for 02 Engineering posts Executive Engineer & Assistant Engineer are proposed to be reviewed. The major changes proposed, post-wise are placed below:

S. No.	Post	Major changes with justification
1.	Executive Engineer	<ul style="list-style-type: none"> • 02 posts of Executive Engineer are sanctioned in NVS and both are for Hqrs.. • As per the existing RRs the method of recruitment for both the posts is through deputation. Due to which no promotion avenue for the lower post of Assistant Engineer (Civil) exists. • Now the method of recruitment for 01 post is proposed to be changed from deputation to promotion. In other words 50% by deputation and 50% by promotion, failing which on deputation so as to open promotional avenues to the post of Assistant Engineer.
2.	Assistant Engineer	<ul style="list-style-type: none"> • Only 01 post of Assistant Engineer (Civil) is sanctioned in NVS. • Name of the post is proposed to be changed from



S. No.	Post	Major changes with justification
		<p>Assistant Engineer (Civil) to Assistant Engineer as Assistant Engineer supervises the works of both the Junior Engineer (Civil) and Junior Engineer (Electrical). This will also open promotional avenues to the post of Junior Engineer (Civil) and Junior Engineer (Elect.), presently existing in the NVS.</p> <ul style="list-style-type: none"> • Method of recruitment is proposed to be changed from direct recruitment /deputation to promotion.

Revised RRs alongwith existing RRs, justification for change and RR of KVS for reference in respect of above 02 posts are placed at **Annexure – V** (Page **110** to **117**).

Revised draft RRs in respect of above 02 posts for notification are placed at **Annexure – VI** (Page **118** to **119**).

Ministry of Education while examining the Revision of Recruitment Rules for the various categories of the posts in NVS has given the direction vide their letter no. 17 – 2 / 2008 – UT – 3, dated 21.02.2018 [**Annexure – VII** (Page No. **119 (A)**)] that NVS may revise the RRs of all such posts where Commissioner of NVS is the appointing authority after approval of the Executive Committee of the Samiti.

The Executive Committee is requested to kindly consider the aforementioned draft RRs and accord it's approval.

Decision

The Executive Committee approved the proposal.

OTHER AGENDA ITEM: PENSION TO EMPLOYEES OF NVS

Agenda

Govt. of India has not extended benefit of CCS (Pension) Rules, 1972 to the employees of NVS on technical ground i.e. Samiti was not in existence as on 01.01.1986 though initially, 02 Navodaya Vidyalayas were opened at Amravati (Maharashtra) and Jhajjar (Haryana) during 1985-86 (28.10.1985). The following staff joined on Direct Recruitment basis in 1985 itself, which also prove that NVS was existing in 1985- itself.

1. Shri. Sube Singh Sharma- Joined as UDC of JNV Jhajjar on 13.12.1985
2. Shri. Kisan Singh – Joined as Chowkidar of JNV Jhajjar on 13.12.1985



Navodaya Vidyalaya Samiti as a Society was registered as a Society only on 28.02.1986. The delay in registration of NVS as Society happened because of procedural delay in the Ministry.

The matter is long pending and adversely affecting the morale of the employees of NVS.

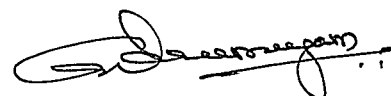
Executive Committee is kindly requested to explore possibilities to extend CCS (Pension) Rules, 1972 for the employees of NVS.

Decision

The Executive Committee discussed the matter in length. All the members were of the view that CCS (Pension) Rules, 1972 should be extended to the employees of NVS since Navodaya Vidyalaya Scheme came into existence after approval of the same by Union Cabinet in August, 1985. It is the established fact that NVS existed well before its registration as Society. The employees of NVS should not be barred from their pension for a technical reason that organization was registered as Society after 02 months from the cut off date for considering the organization for extending the pension scheme.

Hon'ble Shiksha Mantri desired that a Committee under the chairmanship of Secretary, SE&L should be constituted for taking up the matter for extending CCS (Pension) Rules, 1972 for the employees of NVS. The committee should also consist of the officers of NVS who are well acquainted with the issue.

The meeting ended with vote of thanks.



(G. Arumugam)
Joint Commissioner (Admn.) &
Ex-Officio Member Secretary, Executive Committee

**List of members of Executive Committee attended 40th Meeting of NVS held on
25.02.2021 at Shastri Bhawan, New Delhi**

1. Dr. Ramesh Pokhriyal 'Nishank', Chairman , Hon'ble Minister of Education, Govt. of India
2. Shri Sanjay Dhotre, Vice-Chairman, Hon'ble Minister of State for Education, Govt. of India (Through virtual mode)
3. Smt. Anita Karwal, Secretary (School Education & Literacy)
4. Smt. Lamchonghoi Sweety Changsan, Joint Secretary (Institution), Department of School Education & Literacy
5. Smt. Darshana M. Dabral, Joint Secretary & Financial Adviser, MoE,
6. Shri Manoj Ahuja, Chairperson, Central Board of Secondary Education
7. Prof. N.V. Varghese, Vice- Chancellor, N.I.E.P.A
8. Dr. Sridhar Srivastava, I/C Director, NCERT (Through virtual mode)
9. Ms. Nidhi Pandey, Commissioner, Kendriya Vidyalaya Sangathan
10. Shri Vinayak Garg, Commissioner, Navodaya Vidyalaya Samiti
11. Dr. Jagdish Bhavsar, Teacher Kameshwar Vidyalaya, Ahmedabad.
12. Dr. Alka Rao, Principal Scientist, CSIR-Institute of Microbial Technology, Chandigarh.
13. Shri Gyanendra Kumar, Joint Commissioner (Acad.) Navodaya Vidyalaya Samiti
14. Shri G. Arumugam, Joint Commissioner (Admn.) Navodaya Vidyalaya Samiti & Ex-officio Member Secretary EC

The following officers from Ministry of Education and Navodaya Vidyalaya Samiti also attended the meeting as Special Invitee:-

1. Shri Manoj Kumar, Under Secretary, Ministry of Education.
2. Shri S.K. Agarwal, General Manager (Construction), Navodaya Vidyalaya Samiti.
3. Shri N.K. Pahwa, Deputy Commissioner (Admn,) Navodaya Vidyalaya Samiti.
4. Shri. Azad Singh, Senior Translation Officer, Navodaya Vidyalaya Samiti.

