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F.No: AINVSACEC-/2012-13/March

Date: 20 - 03 - 2013

To
The Hon'ble Commissioner
Navodaya Vidyalaya Samiti
Noida (Uttar Pradesh)

Sub: House System – some suggestions – Reg.

Respected Sir,

With reference to the letter dated 21st February from the Joint Commissioner (Pers.), NVS, Noida, the AINVSA would like to offer the following suggestions.

At the outset, the ANVSA would like to state that the NVS has unfortunately contributed a lot to the general feeling of insecurity among the teachers who carry out the responsibilities as HMs in addition to their academic duties and responsibilities. It has over the years tried its best to enforce more and more responsibilities on the HMs and make them fully accountable for the general welfare, academic progress besides the safety and security of the students. It has done little to help the HMs perform the duties with their heart and soul in it. The Housemasters are entrusted with the responsibility of waking up children for the morning P.T. and wind up this duty for the day with a roll call around 10 or 10.30 p.m. The sinking and shrinking energy of the HMs has not been taken into account by the HMs. The introduction of AHMs also has done little to relieve the HMs' burden. Since the AHMs are also teachers who are equally weighed with academic duties, it is practically not possible for them to pay more attention to the children. All this is leading to vociferous appeals from the staff for the appointment of wardens/matrons.

The AINVSA supports this demand for the appointment of at least two wardens/matrons each for boys and girls – one each for junior boys and girls and one each for senior boys/girls. Just as a lab attendant is a must for science labs, a warden or matron is a must for the boys and girls' Houses to help the HMs. The HMs cannot be dispensed with as the wards can only be well looked after by teachers as they can understand the children better and command more respect from them. Besides, the wardens/matrons are only caretakers not tutors. However, the wardens can look after duties like:-

- (i) Waking up children in time
- (ii) Checking the supply of water and attending to the problems
- (iii) Attending to the cleanliness of the dormitories
- (iv) Locking the dormitories after the children leaving the dormitories and keeping the keys in his custody
- (v) Maintaining a medical record of the children – keeping the HMs informed
- (vi) Checking that children do not indulge in disciplinary activities like damaging dormitory electrical and other fittings.
- (vii) Seeing that children do not while away their time in the dormitories during play time
- (viii) Checking the presence of wards in the dining hall and helping the HMs and AHMs in this job
- (ix) Ensuring that children do not while away their time during night self-study hours
- (x) Helping the HMs in arranging house meetings
- (xi) Ensuring that children sleep on time and properly lock their dormitories, etc.
- (xii) Keeping a watch on students during the holidays.

The appointment of wardens is necessary to give the teachers cum HMs a breathing space in their daily routine. It is very unfair to expect teachers to be alert all the time and to meet all the expectations of the Samiti. The 80+ duties and responsibilities defined and incorporated in the Perspective Academic Planning 2012-2013 simply aim at suffocating the teachers cum HMs who have every right to spare their private time with their family members. The AINVSA does not honour any such framing of duties as such jobs were undertaken without allowing the staff to voice their genuine apprehensions, concerns and suggestions.

The Association believes that the number of wards in a house should not exceed 40. Even girls should also have a HM/AHM for when the strength crosses 40. Senior boys should be looked after by only PGTs or senior TGTs while junior boys should be attended by TGTs.

Since the beginning the Housemaster have always remained underpaid. It is not just to expect teachers to discharge duties fairly without fair payment. Hence, we appeal to the NVS to raise the HM allowance to Rs.5000 from Rs.800 and AHM allowance to Rs.4000 from Rs.400. In spite of our many appeals the NVS has not significantly increased the allowance. Instead it has only tried to thrust more and more duties on them. Since the pay should always be commensurate with the work, the AINVSA strongly demands the hike in the allowance without a second thought. Any pay less than the one suggested above is just making a mockery of the dozens of duties and responsibilities so laboriously framed and incorporated in 'Perspective Academic Planning 2012-2013'.

Lastly, the Association believes that it is time that the NVS redefines its aims and objectives which has been long due in the context of NCF 2005. It is painful to boast of ourselves as pace-setting institutions with our outdated loyalties to 'academic achievements' and treating them as 'hallmarks'. The whole academic culture must undergo radical changes. It should be in consistent with the broader aims of education as visualized by the NCF 2005 and the House System will only supplement and compliment our teaching and learning transactions. Without these changes we will continue to produce successful individuals who only believe that 'power and wealth but not virtues that are constitutive of true happiness.'

With kind regards

JAGDISH

L.B.REDDY