

# ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)

(Regd No:K. 492/94)

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SMT K MANJULA

Lr.No.AINVSACEC/2013-14/December/1

Date: 10.12.2013

To  
The Hon'ble Commissioner  
Navodaya Vidyalya Samiti  
B-15, Institutional Area, Sector-62  
Noida, Dist: Gautham Budh Nagar.U.P.

Respected Sir

**Sub: Non-compliance with the MOD system from 1<sup>st</sup> January 2014 – Reg**

**Ref: 1.Our earlier representation F.No.AINVSACEC/2011-12/7-11 dated: 11.07.2011.Requesting NVS to scrap the MOD system immediately.**

**2. Our earlier representation F.No.AINVSACEC/2013-14/Aug-3 dated: 27.08.2013.Requesting NVS to scrap the MOD system immediately.**

The Association has brought to your attention many a time the stress the teachers have been put to as a result of the umpteen number of duties and responsibilities thrust on them by the NVS from time to time. It is agreed by one and all that the teachers working in the NVS shoulder more responsibilities than their counterparts in its sister organisations in the MHRD.

There are certain duties like a class teacher, audio-visual in charge, conducting examinations and co-curricular activities, etc. which teachers have to accept. But the **MOD** duties have been devised deliberately ignoring the other responsibilities the teachers in the organisation shoulder from morning till they go to bed. The Association believes that scrapping the MOD system will do no harm to the functioning of the JNVs as the duties of an MOD are just supervisory in nature and the same duties can be performed by the Principal, Vice-Principal or teacher(s) whose very job nature is directly connected with the duties.

It appears that the very purpose behind designing the **MOD** system is to make teachers more accountable for the safety and security of the students. The primary duty of an **MOD** is to provide the Principal with the attendance data of students taken at 5-6 different times and reporting the presence and absence of teachers at the morning assembly, remedial & supervisory duty hours and the dining hall. Depending on the staff strength of a school, a teacher performs the MOD duty usually twice in a month. The MOD duties start with the waking up of students at 5.30 A.M. and their going to bed at 10.30 P.M. (16 hours!). A close look at the other duties of the MOD shows how exhausting the role of an **MOD** is (Page no's 177 & 178 of Perspective Academic Planning 2013-14). It is beyond our comprehension how a teacher can justify the role of an MOD and discharge her/his primary duties as a teacher. When principals and vice-principals (a few are always an exception) do not handle any classes on the pretext of administrative duties, is it fair to burden the teachers with administrative duties? Any teacher who performs both academic and MOD duties should be dog-tired at the end of the day. But no relaxation. She/he must attend her/his routine duties as usual the next day morning!

But it seems that the real motive behind the implementation of the MOD system is to plug the gaps in the administration by turning the teachers into human **robots and CCTV cameras**. A close look at the duties of MOD also shows many duties are supervisory in nature. He supervises roll calls, meals and refreshments, PT & evening games, inquires of sick students, reports absence of students and teachers, etc. The duties cover too many areas and the coverage area is mindboggling - playground, academic block, dining hall and 8 dormitories (for a male teacher)! In many JNVs, the MOD perform

many duties other than the ones defined in the rule book (Perspective Academic Planning) like **receiving vegetables and provisions for the mess, weighing them, countersigning all purchase bills, looking after maintenance and repair, purchases, safety and security, JNVST scrutiny work, cleanliness of the campus, plantation, clerical work etc.**

In fact we don't need one teacher in the nomenclature of an MOD to report the absence of teachers to the Principal, report damage to the school property, report a serious incident, arrange drinking water arrangement to the academic block and hostels (staff quarters can be ignored!), inquire about the sick students, take attendance and verify the attendance taken from time to time, supervise classes, etc. The Principal and Vice-Principal themselves may be left to oversee many of these activities or they may devise their own mechanism for the smooth running of the JNVs.

As a matter of fact if the NVS succeeds in creating an ambience that facilitates collaborative efforts among teachers there will be no need to burden teachers with meaningless tasks. The organisation should realise that whenever it is overloading the individuals with its innovative nomenclatures it is moving away from its prime responsibility of nurturing a collaborative system in its grass root levels. The successful running of vidyalaya should not be left to a few hardworking individuals or burdening individuals where collective contribution is required. We can achieve better results when each individual contributes her/his best to the vidyalaya yet works collectively with team spirit.

What should be done to bring about the collaborative functioning? A total revamp of the system. It should be begun 'top down'. It should start with a proper training of the '**top brass**' as well as the principals, vice-principals and the teaching staff. Certain wrong practices have set in our system and '**now**' is the better time to uproot them. When the organisation fails to do this, the teachers at the bottom of the hierarchy face a daunting task and they usually render only casual service. In a system where collective working ethics are not nurtured, teachers never learn to share total responsibility. They only work in isolation. The duties done in isolation cannot bring about desired changes. Where teachers share each others' responsibility in a school, the same ethics will be caught by the students. In a school where the children are also taught to work collectively, they naturally grow into responsible children. Where teachers do not work collectively, we usually find a chaotic condition. Even if a few positive, energetic and enthusiastic discharge duties satisfactorily the effect of their work on the system will not good enough to elevate the ethos of the school. Just as we wish every child to excel in what she/he does but at the same time learn to work as a team, the same spirit should be ensured in the overall functioning of the vidyalayas because at the end of the day it is team work alone that can elevate any organisation. It is working collectively alone that can lessen the damages done to any organisation by staff who are not industrious. The chances are that these teachers have more chances of falling into place when the team spirit is stronger in a school.

**In connection with the MOD system, the Association would also like to bring to the attention of the NVS its total disregard for lady teachers while defining the duties of the MODs. Does it also expect the lady teachers work 16 hours without rest? In addition to the MOD duties, these days the lady teachers are being put to late night work to supervise the study of class XII students till 10.30 P.M. and in some schools 11.00 p.m.! Does this encourage talented lady teachers to work in the NVS? It is necessary that the organisations not only attracts talented female employees but also retains their services.**

Any honest review would reveal that the **MOD** system has not brought any significant improvement in the system. Its scrapping will definite not turn it upside. The teachers have already burdened with numerous other duties and responsibilities. **They are involved in maintenance and repair works, purchasing committees, clerical work duties like JNVST scrutiny, lateral entry work, class VI admission duties, escort duties at various times, conduct of CCA activities, AEP, pace setting activities, maintenance of stock registers, etc. Moreover, the duties as HM and AHM are enough to keep the teacher on their toes round the clock.**

The Association believes that the MOD system is devised only to patch up the cracks in the administration and corner teachers for administrative and systemic failures. The scrapping of MOD system will do no harm to the vidyalayas as it has proved to be boon to the system. Probably it can only help the Principal and vice-principal breathe freely! The schools did not work less effectively in 1990s when there was no MOD system. Instead of modifying the MOD system and trying to change the reporting formats (**A rope that ties a goat to a peg does not free it whether it is long or short.**), the Samiti must pay more attention to create a democratic ambience in the vidyalayas and bring about a paradigm change in the very way our vidyalayas have been functioning over the last three decades by redefining our aims and objectives in the backdrop of the **National Curriculum Framework 2005** and tuning in with the changes the **CBSE** has been trying to bring about instead of drifting away from them as it is doing now.

The Association's stand on the **MOD** system is clear. It does not approve any reforms or changes in the MOD system. It has already appealed twice through its representations to scrap this system in *toto*. The same has been conveyed to the Hon'ble Commissioner orally during his meetings with us every now and then. It appeals to the Hon'ble Commissioner to scrap the MOD system forthwith. If the NVS is still not inclined to do away with the MOD system by the end of December 2013, the Association has no option but declare that the staff will not comply with the MOD duties from 1<sup>st</sup> January 2014 onwards. **This letter may be treated as a notice.**

Thank you.

Yours sincerely

**JAGDISH RAI**

**J.K.SINGH**

**L.B.REDDY**

**President**

**Working President**

**General Secretary**

Copy submitted to:

1. All the Deputy Commissioners of NVS, all regions
2. All the Principals of JNVs.