

Recruitment

1. Recruitment rules.

Recruitment rules are available on the KVS website under the administration link.

<https://kvsangathan.nic.in/administration/recruitment-rules>

2. Process of recruitment.

Direct recruitment of teachers in KVS is at present centralized. After ascertaining the vacancies, an all India advertisement for direct recruitment of various posts in KVS is usually published in the Employment News (Weekly) followed by short advertisement in other National and Local Newspapers.

The interested candidates possessing the requisite qualifications, age etc., prescribed for the posts as published in the advertisement (as per Recruitment Rules) are eligible and applied through online medium for the vacant posts.

According to the examination plan, written/computer-based examination is organized. The written/computer-based examination has been taken as an objective type. On the basis of marks obtained by the candidates in the written test/computer-based examination, the candidates are shortlisted for interview/skill test as per available vacancies and cut off marks fixed by KVS.

The select panel is prepared as per DoPT. OM dated 01.07.1998, based on the final performance as reflected in the total marks obtained by the candidates in the written examination and interview and the candidates are selected according to the number of vacancies.

3. Reservation

Reservation for SC/ST/OBC/EWS/PH & Ex-Servicemen category will be as per Govt. of India Rules.

4. Scheme/Syllabus.

Scheme/Syllabus for teaching post and non-teaching post is available on KVS website under employment notice archive vide notification dated 17.08.2018 and 08.12.2017.

https://kvsangathan.nic.in/sites/default/files/ANN_4_17-08-2018.PDF

<https://kvsangathan.nic.in/sites/default/files/Syll-03-04-2018.PDF>

https://kvsangathan.nic.in/sites/default/files/EMP-SYB_1_08-12-2017.pdf

https://kvsangathan.nic.in/sites/default/files/LDE-Scheme-Syllabus_29-07-2017.PDF

Selection Scale

1. What are the criteria for grant of Selection scale to teachers in KVS?

Ans: Teachers are entitled for grant of Senior Scale on completion of 12 years regular service in the entry scale and selection scale is granted on completion of 12 years regular service in the Senior Scale of their respective cadre on fulfilment of the following conditions-

- i) The number of posts in the selection scale to teachers are restricted to 20% of the number of posts in the senior scale of the respective cadre.
- ii) For the purpose of grant of Selection scale Primary Teachers and Trained Graduate Teachers shall be required to obtain essential qualifications of promotional post.
- iii) Every teacher would be required to participate in an in-service training programme of at least three weeks duration within 06 years before due date of Senior/Selection Scale i.e. once in every six years.
- iv) The Senior Scale and Selection scale are granted by an appropriate Departmental Promotion Committee after screening the satisfactory performance of eligible teachers.

2. Whether the essential qualifications for promotional post is pre-requisite for grant of selection scale.

Ans: Yes, for grant of selection scale to PRTs, they must have the required essential educational/professional qualifications for the post of TGTs as per KVS Recruitment Rules along with other required conditions with proper subject combination at Graduate Level. For grant of selection scale to TGTs, they must have the required essential educational/professional qualification for the post of PGTs in the subject of their present post as per KVS Recruitment Rules along with other required conditions. For grant of selection scale to PGTs, they must have the Master's degree in respective subject and Bachelor of Education Degree along with other required conditions. Keeping in view the fact that Misc. categories of teachers are not getting any promotion, the Ministry of HRD conveyed the approval to grant of Selection scale to Misc. categories of teachers i.e. PRT (Music), TGT(WET), TGT(P&HE), TGT(AE), Yoga Teacher & Librarians without insisting the condition of qualification for promotional post. Other terms and conditions will remain unchanged.

3. What is the required bench mark for APAR for the purpose of grant of selection scale?

Ans: The required bench mark is "Good" for grant of selection scale at present.

4. Whether it is necessary to attend 21 days in-service course within 06 years before due date of Senior/Selection Scale?

Ans: Yes, it is necessary to attend 21 days in-service within 06 years before due date of Senior/Selection Scale i.e. once in every six years.

5. Whether the experience as Resource person in in-service course (ISC) will be treated as equivalent to that of participant in the in-service course for purpose of grant of Senior/Selection Scale?

Ans: Yes, The experience as Resource person in 21 days in-service course of same cadre only. For example. - PGT acts as Resource person in ISC for PGT will be treated as equivalent to the participation in the in-service course for purpose of grant of Senior/Selection Scale.

6. What will be the manner of fixation of pay on Senior/Selection Scale?

Ans: Their pay in the Senior/Selection Scale will be fixed as per the provisions of FR-22(I)(a)(2) as applicable to the employees of the Kendriya Vidyalaya Sangathan. Accordingly they will have an option (i) to have his/her pay in the new scale fixed with effect from the date of grant of Senior/Selection scale or (ii) to have his/her pay in the new scale fixed w.e.f. the date of his/her next increment in the old scale. In case, the individual opts for fixation of his/her pay w.e.f. the date of his/her next increment of the old scale, his/her pay will have to be fixed at the same stage, if the same stage is available or the next stage in the selection scale after allowing normal increment in the old pay scale of the employee. This option should be exercised and submitted to their DDO concerned within one month from the date of receipt of the order. Option once exercised will be final and cannot be changed thereafter.

7. Are copies of relevant instructions issued by authorities available?

Ans: The instructions/clarifications issued in this regard of MHRD & KVS vide their letters dated 12-08-1987, 03.11.1987, 06.02.1989, 03.03.2009, 25.03.2009, 24.05.2011, 09-06-2011 & 30-5-2016 are available on KVS website under Circular link ->Administration archive vide notifications "Revision of pay scales of School Teachers" dated 03.02.2020