

**RAJYA VOKKALIGARA SANGHA**  
**Vokkaligara Sangha High School (Grant-in-aid),**  
**Srigandhadakavalu, Bengaluru.**

No.RVS/VSHS/C&R-18/2019-20

Bangalore,

Dated: 20 May, 2020.

**NOTIFICATION**

Whereas the Administrator of the Rajya Vokkaligara Sangha appointed by the State Government under section 27(A) of the Karnataka Societies Registration Act, 1960 intending to frame Cadre & Recruitment Rules for Vokkaligara Sangha High School (Grant-in-aid) published a copy of the Draft Rules in the Notice Board and website of Rajya Vokkaligara Sangha Head Office and that of the said Institution in Notification No.RVS/VSHS/C&R-18/2019-20 dated:31.12.2019 inviting objections and suggestions from the persons likely to be affected thereby within 30 days from the date of publication of the notification;

Whereas the said notification was made available to the public on 31.12.2019;

And whereas, no objections and suggestions have been received in respect of the said draft rules;

Now, therefore, the Administrator, Rajya Vokkaligara Sangha, in exercise of the powers conferred under Sub-section (9) of Section 8 of the bye-laws of Rajya Vokkaligara Sangha hereby makes the following rules, namely:-

**RULES**

**1. Title and Commencement:-**

- (i) These Rules be called the Vokkaligara Sangha High School (Grant-in-aid), (Cadre and Recruitment) Rules, 2019.
- (ii) They shall come into force on the date of publication in the notice board of the Rajya Vokkaligara Sangha Head Office and that of the Vokkaligara Sangha High School (Grant-in-aid), Srigandhadakavalu, Bengaluru.

**2. Application:**

- (i) These Rules shall apply only to the employees covered under Grant-in-aid and appointed on a regular basis to the service of the Vokkaligara Sangha High School (Grant-in-aid), Srigandhadakavalu, Bengaluru.
- (ii) They shall not apply to Persons appointed on temporary basis.

**3. Method of Recruitment and minimum qualification:**

(i) The establishment of Vokkaligara Sangha High School (Grant-in-aid), Sriganthadakavalu, Bengaluru shall consist of such category of posts as specified in Column-2 of **Schedule-I** annexed, their number, the method of recruitment and minimum qualification shall be as indicated in Columns-3, 4 and 5 thereof respectively.

(ii) The minimum qualification and age for recruitment/appointment and retirement for employees in Private Educational Institution receiving Grant-in-aid from the State Government shall be the same as those applicable for the corresponding category of employees in Government Educational Institutions.

(iii) The present incumbents who are working on permanent basis against such of the posts in the Institution, which are not included in Schedule-I shall continue with the designation and conditions of service coterminous with their service. Thereafter, those posts shall stand abolished and the posts included in Schedule-I only shall continue to operate in the Institution.

**4. Definition:-** In these rules, unless the context otherwise requires;

- (1) "Act" means the Karnataka Education Act, 1983 (Karnataka Act 1 of 1995).
- (2) "Sangha" means Rajya Vokkaligara Sangha.
- (3) "Office Bearers" means and includes President and such of the office bearers as defined in Section 7 (1) (a) of the bye-laws of Sangha.
- (4) "Executive Committee" means and includes Persons elected to the Executive Committee of Rajya Vokkaligara Sangha as per the bye-law.
- (5) "Management" means the Executive Committee of Rajya Vokkaligara Sangha.
- (6) "Grant-in-aid Institute" means Vokkaligara Sangha High School (Grant-in-aid), Sriganthadakavalu, Bengaluru recognized by Government of Karnataka and getting Grant-in-aid partly or wholly from the State Government.
- (7) "Administrator" means the person appointed by the State Government as Administrator of Rajya Vokkaligara Sangha, under the Karnataka Societies Registration Act, 1960.
- (8) "CEO" means Chief Executive Officer of Rajya Vokkaligara Sangha.
- (9) "Year" means academic year or financial year as the context may imply.
- (10) "Appointing Authority in relation to teaching and non-teaching posts" means the Executive Committee of Rajya Vokkaligara Sangha.
- (11) "Permanent/Regular Employee" means an employee, teacher or otherwise appointed by the Management against permanent/ substantive post in the institution on a regular basis and approved as Grant-in-aid post by the Director of Public Instruction(Secondary Education).
- (12) "Temporary Employee" means a person appointed temporarily against a sanctioned post in the exigencies of Vokkaligara Sangha High School (Grant-in-aid), Sriganthadakavalu, Bengaluru but not appointed regularly as per the rules of recruitment.

- (13) "Bank" means a Commercial or Co-operative Bank designated by the Director of Public Instruction(Secondary Education) / Rajya Vokkaligara Sangha as the case may be.
- (14) "Head of the Department" means Director of Public Instruction (Secondary Education), Bengaluru.
- (15) "Controlling Authority"/ "Competent Authority" means Director of Public Instruction (Secondary Education), Bengaluru.
- (16) "Post/s in the Institute" means the posts specified in Schedule-I to these Rules for Vokkaligara Sangha High School (Grant-in-aid), Sriganthadakavalu, Bengaluru.
- (17) "Board of Selection" means the various Boards of Selection prescribed in these Rules for different category of posts.
- (18) "State" means the State of Karnataka.

Other terms not specifically defined in these Rules shall have the same meaning assigned to them as prevailing in the Karnataka Education Act, 1983 and the Karnataka Education Institutions (Recruitment and Terms and Conditions of Service of Employees in Private Aided Primary and Secondary Educational Institutions) Rules, 1999 and as are prescribed by the State Government to the extent applicable to Vokkaligara Sangha High School (Grant-in- aid), Sriganthadakavalu, Bengaluru from time to time.

#### **5. Appointment of Staff:**

(i) All posts whether permanent or on temporary basis shall be filled by the Executive Committee based only on the proposal from the Head of the Institution and after considering the necessity for the same, subject to the provisions of these rules and with the prior approval of the Competent Authority.

(ii) Henceforth, any appointment against sanctioned/additional or new posts shall be made only as Grant-in-aid post with the approval of the Competent Authority.

#### **6. Teaching Faculty and Student Intake:**

(i) The Karnataka Educational Institutions((Recruitment and Terms and Conditions of Service of Employees in Private Aided Primary and Secondary Educational Institutions) Rules, 1999 has prescribed guidelines for the Management of Aided Private Educational institutions and local authority institutions with regard to recruitment and other conditions of service for the employees. The Karnataka Education Department Services (Department of Public Instruction) (Recruitment) (Amendment) Rules, 2006 has also prescribed the staffing pattern, minimum qualification for Teaching Staff in Secondary Schools.

(ii) Under these Rules, staffing pattern is prescribed on the basis of Student strength and number of Sections in High School. The minimum & maximum strength of Students for a Section shall be 30 & 60 respectively. Additional Section shall be sanctioned only if the actual Student attendance exceeds 70 in the original Section.

(iii) In the above mentioned rules the pattern for Non-Teaching Staff is also prescribed for a High School with a minimum 3 Sections of VIII, IX & X Standard irrespective of the total number of Students in the School. Further, as per the above mentioned Rules, for each additional section opened beyond 5 sections with the prior sanction of the Competent Authority one and half post of teacher may be sanctioned excluding the Head Master. No additional section shall be opened without prior permission of the Competent Authority.

(iv) These rules as amended from time to time shall be applicable to Vokkaligara Sangha High School (Grant-in-aid), Sriganthadakavalu, Bengaluru. Therefore, the Teaching Faculty is prescribed considering the work-load based on number of Sections and Students strength in Vokkaligara Sangha High School. Similarly, the non-teaching posts are also prescribed based on the total student strength in the Institution and included in Schedule-I.

**7. Work Load:**

The workload of the teachers in full employment should be as follows:-

Faculty	Teaching Hours/Week
Head Master	12
Assistant Master	24

**8. Direct Recruitment:**

(i) The Management of the Institution (Appointing Authority) if found necessary to fill up any vacancy shall take steps with the approval of the Competent Authority to invite application from the eligible candidates by advertising the existing vacancies in the leading newspapers both in Kannada and English in the State and such other media of publication as deemed fit, by specifying the category of posts, number of vacancies, conditions of eligibility, method of selection etc. Copy of the advertisement shall also be sent to the concerned Deputy Director of Public Instruction (DDPI) and Block Education Officer (BEO) for displaying on the Office Notice Board. The entire procedure for recruitment should be in conformity with the Grant-in-aid rules to enable the institution to get the posts approved as Grant-in-aid posts by the Competent Authority.

(ii) No recruitment shall be made beyond the sanctioned strength in Schedule-I.

### 9. Board of Selection:

The following Boards of Selection are prescribed for the purpose of making selection of candidates eligible for appointment:-

#### i) For Teaching Faculty:

(a)	The President , Rajya Vokkaligara Sangha.	Chairman
(b)	An expert in the subject from a Govt. High School nominated by the Deputy Director of Public Instruction.	Member
(c)	An expert in the subject from a Private/Aided High School nominated by the Deputy Director of Public Instruction.	Member
(d)	Representative of the Social Welfare Department/ Backward Classes Department.	Members
(e)	Chief Executive Officer, Rajya Vokkaligara Sangha.	Member
(f)	Head Master, Vokkaligara Sangha High School (Grant- in-aid), Srigandhadakavalu, Bengaluru.	Member-Secretary

**Quorum:** The quorum for the meeting shall be 4 members of the above out of which 1 member shall be from (d) and the other member shall be either from (b) or (c).

#### ii) For Non-Teaching and other Staff:

(a)	The President , Rajya Vokkaligara Sangha.	Chairman
(b)	A nominee of Director of Public Instruction (Secondary Education) in the rank of Block Education Officer and above.	Member
(c)	An expert in the field of Administration in the rank of a retired Group-A Officer of Central Government/ State Government.	Member
(d)	A nominee of Registrar of Co-operative Societies in Karnataka.	Member
(e)	Representative of the Social Welfare Department/ Backward Classes Department.	Members
(f)	Chief Executive Officer, Rajya Vokkaligara Sangha.	Member
(g)	Head Master, Vokkaligara Sangha High School, (Grant-in-aid), Srigandhadakavalu, Bengaluru.	Member
(h)	Administrative Officer, Rajya Vokkaligara Sangha Head Office.	Convener

**Quorum:** The quorum for the Board of Selection shall be 5 members of the above out of which 2 members shall be from (d) and (e) and another member shall be either from (b) or (c).

**10. Selection of Eligible Candidates:**

(i) The Board of selection after adopting the prescribed procedure shall prepare a final select list from among the candidates who have applied for appointment and forward the same to the Appointing Authority.

(ii) The method of selection should ensure selection of the best talent and selection procedure for Teaching Faculty shall include adoption of the criteria and procedure as specified in **Appendix-A**.

(iii) In respect of Non-Teaching and all other posts, the selection procedure prescribed in the relevant rules/guidelines issued by the Director of Public Instruction(Secondary Education)/ State Government shall be followed.

**11. Appointment of Candidates:**

i) The candidates whose names are included in the final select list made available by the Board of Selection may be appointed by the Management of the Institution (Appointing Authority) with the approval of the Competent Authority and after conducting necessary medical examination and verification of Education qualification certificates of each such candidate as prescribed in the relevant rules.

ii) If a candidate, upon issue of the order of appointment does not report for duty within the stipulated time limit, his/her appointment shall be treated as cancelled. The next candidate in the order of merit to be appointed against the vacancy. If the next candidate also does not report for duty, then the vacancy shall be notified as a fresh vacancy to be filled in the next or subsequent recruitment.

**12. Probation:**

i) All employees appointed on regular basis to the service of Vokkaligara Sangha High School (Grant-in-aid), Sriganthadakavalu, Bengaluru, shall be on probation for a period of Two Years.

ii) The period of probation may for the reasons to be recorded in writing, be extended by the Appointing Authority for such period as it may deem fit.

iii) The Appointing Authority shall on the expiry of two years period/extended period, declare the probationary period to have been satisfactorily completed by the concerned employee on the basis of performance.

(iv) An employee whose probationary period is not declared for unsatisfactory performance or for any other misconduct during the period of probation shall be liable for termination with the approval of the Competent Authority, at any time without any prior notice.

**13. Promotion :**

i) The appointing authority if found necessary to fill up a vacancy in the promotion quota within the sanctioned cadre strength in the respective category of posts as per the C & R Rules shall consider promotion of eligible employee against such vacancy with the approval of the Competent Authority.

ii) The procedure prescribed by the Director of Public Instruction (Secondary Education) / State Government shall be adopted for effecting promotion.

**14. Seniority:**

(i) The Management of the Institution shall prepare and maintain every year as on 1<sup>st</sup> January a separate seniority list of employees of each category of posts in the Institution.

(ii) For preparation of the Seniority list, the guidelines prescribed in Karnataka Government Servants' (Seniority) Rules, 1957 shall be followed.

**15. Application of other Rules:**

The Karnataka Civil Service Rules, 1958 and all other rules governing service conditions of employees, made or deemed to have been made under Karnataka Civil Services Act 1978 (Karnataka Act 14 of 1990) shall apply only to the employees of Vokkaligara Sangha High School (Grant-in-aid), Sriganthadakavalu, Bengaluru as modified from time to time to the extent applicable to the institution.

**16. Interpretation:**

In case of any doubt or difficulty in implementing any of the provisions of these rules, the Executive Committee shall consult the Competent Authority and decision of the Competent Authority shall be final and binding.

By Order and in the name of  
the Administrator,

  
(B. Siddaiah)

Chief Executive Officer,  
Rajya Vokkaligara Sangha

To:

1. The Principal Secretary to Government, Co-operation Department, M.S. Building, Bengaluru.

2. The Principal Secretary to Government, Education Department (Primary & Secondary Education), M.S.Building, Bengaluru.
3. The Registrar of Co-operative Societies in Karnataka, No.1, Ali Asker Road, Bengaluru.
4. Director of Public Instruction (Primary Education), Bengaluru.
5. Administrator, Rajya Vokkaligara Sangha, K.R.Road, V.V.Puram, Bengaluru.
6. Head Master, Vokkaligara Sangha High School(Grant-in-aid), Srigandhadakavalu, Outer Ring Road, Viswaneedam Post, Bengaluru-560 090.
7. Notice Board of Rajya Vokkaligara Sangha Head Office, K.R.Road, V.V.Puram, Bengaluru.
8. Notice Board of Vokkaligara Sangha High School(Grant-in-aid), Srigandhadakavalu, Outer Ring Road, Viswaneedam Post, Bengaluru-560 090.
9. Office File/Spare copies.