SAMBHOTA TIBETAN SCHOOLS SOCIETY

(Registered Under Societies Registration Act XXI of 1860 /R.No.S-E/403)

(Department of Education, CTA Dharamshala)

AGENDA

OF

9th MEETING OF THE GOVERNING BODY

SAMBHOTA TIBETAN SCHOOLS SOCIETY (STSS)

DATE: 20.06.2024

TIME: 10:00 AM

VENUE: STS Mussoorie (UK)

SAMBHOTA TIBETAN SCHOOLS SOCIETY (STSS)

9th Meeting of the Governing Body

AGENDA INDEX

S.No.	ITEMS	Page No.
1	To welcome the Honourable GB members to the 9th Governing Body meeting of STSS.	2
2	To confirm the minutes of the 8th Governing Body meeting of STSS held on 07.09.2023.	2
3	To note the action taken report on the resolutions of the 8th GB meeting.	2
4	To consider and approve the STSS Annual Budget for FY 2024-25.	2
5	To consider and approve the Annual Accounts Report of the Society for the FY 2022-23 and 2023-24.	3
6	To consider the Annual Academic Report of the Society for the academic year 2022 and 2023.	3
7	To consider and approve the appointment of a representative of the Bureau of His Holiness The Dalai Lama, Delhi as a GB member of the Society.	3
8	To consider and approve the staff retention measures of the society.	4
9	Any other item with the permission of the Chair.	4

LIST OF ANNEXURES

S.No.	ITEMS	Page No.
1	List of Hon'ble Governing Body members **Annexure-I**	5
2	The minutes of the 8th Governing Body meeting of STSS approved by the Hon'ble GB meeting on file circulation. **Annexure-II**	6-13
3	To note the action taken report on the resolutions of the 8th GB meeting. **Annexure-III**	14-16
4	The annual budget of STSS for FY 2024-25 **Annexure-IV**	17
5	To consider and approve the contractual staff retention measures of the Society. **Annexure-V**	18

SAMBHOTA TIBETAN SCHOOLS SOCIETY(STSS)

AGENDAS FOR THE 9th MEETING OF THE GOVERNING BODY

ITEM No. 1 To welcome the Honourable GB members to the 9th GB meeting of the Society by the Honourable Chairperson, Madam Tharlam Dolma Changra, Kalon for Education, DoE, CTA.

The updated list of the Honourable Governing Body members

Annexure-I

ITEM No. 2 To confirm the minutes of the 8th Governing Body meeting of STSS held on 07.09.2023.

The minutes of the 8th Governing Body meeting of STSS were convened on 07.09.2023. The minutes of the meeting were circulated to all the members. No comments were received.
Therefore, the Hon'ble GB members, please confirm this.

Annexure-II

ITEM No. 3 To note the action taken report on the resolutions of the 8th GB meeting.

The action taken report on the resolutions taken in the 8th Governing Body meeting convened on 07.09.2023 is placed in annexure-III for the kind perusal and approval of the Hon'ble GB members.

Annexure- III

ITEM No. 4 To consider and approve the STSS Annual Budget for the financial year 2024-25.

STSS Annual Budget/grants sanctioned by MoE, GoI for the financial year **2024-25** is **Rs. 65.40 Cr.** out of which **Rs. 46.90** Crore for the expenses of STSS and **Rs. 18.50** Cr. to be retained by KVS as pensions for the staff who retired during the erstwhile CTSA administration.
The Hon'ble GB members may kindly consider and approve the same.

Annexure-IV

ITEM No. 5 To consider and approve the Annual Accounts Report of the Society for the FY 2022-23 and 2023-24.

As per the terms of MoE, Department of School Education and Literacy, Govt. of India vide its letter no: F.No. 4-3/2002-UT-2/Sch.3 dated 25th May, 2021 the certified Annual Accounts Report for the FY 2022-23 and the provisional Annual Accounts Report for the FY 2023-24 of the Society are submitted with the web link address (https://sambhota.org/stss-gb-meeting/) for the kind perusal and approval of the Hon'ble GB members.

ITEM No. 6 To consider the Annual Academic Report of the Society for the academic year 2022 and 2023.

As per the terms of MoE, Department of School Education and Literacy, Govt. of India vide its letter no: F.No. 4-3/2002-UT-2/Sch.3 dated 25th May, 2021 the Annual Academic Report for the academic year 2022 and 2023 of the Society as e-book is submitted with a web link address (https://sambhota.org/stss-gb-meeting/) for the kind consideration of the Hon'ble GB members.

ITEM No. 7 To consider and approve the appointment of a representative of the Bureau of His Holiness The Dalai Lama, New Delhi as a GB member of the Society.

Considering the significance of the Society's registration/establishment address, a representative of the Bureau of His Holiness The Dalai Lama, New Delhi, in the Governing Body of the Society is felt necessary.

Therefore, the Society hereby proposes the Secretary of the Bureau as an ex-officio GB member.

The Hon'ble GB members may kindly consider and approve the same.

ITEM No. 8 To consider and approve the contractual staff retention measures of the Society.

The Ministry of Education then MHRD, Dept. of SE & L vide its order F.No.4-3/2002/UT-2/Sch-3 (III) dated 18th December 2017 regarding the transfer of schools from the CTSA to STSS/CTA, the point no. 10 and 11 have advised the CTSA that "*the schools transferred to the STSS/CTA cannot function with contractual employees. Hence, the CTSA would appoint a minimum number of employees on a regular basis at its headquarters and in the schools for the the smooth functioning of the transferred schools.*"

Contractual staff retention has been one of the most challenging issues for STSS Administration after the transfer of schools from erstwhile CTSA. Almost 80% of the total staff are on contractual terms. On average, every year 35 contractual staff members, mostly teachers, tender resignations due to the insecure job nature and inadequate compensation which in turn disrupts the learning environment.

The high frequency of resignation and processing of new appointments of Teachers substantially affect the efficiency of students' education and the smooth functioning of concerned schools.

Therefore, to retain the Contractual Teachers/Staff to some extent, the Society proposes the following measures within the prevailing sanctioned budget/grants. The administration will ensure that no extra financial implication will be incurred on the Society:

1. Provision of a 2% annual increment in remuneration.
2. 90 days of paid maternity leave and 15 days of paid paternity leave. (same as STSS regular staff)
3. 12 months remuneration.

STSS strongly feel the need to implement the above measures to keep the contractual staff's compensation aligned with the rising costs of living. This will ensure the provision of uninterrupted quality education to the students and the smooth administration of Society as well.
The Honourable GB members may kindly consider and approve the same.

Annexure-V (Pay matrix)

ITEM No. 9 Any other item with the permission of the Chair.

Annexure-I

List of Hon'ble Governing Body Members of STSS

S.No.	Name	GB Portfolio	Address	Remark
1	Madam Tharlam Dolma Changra	Chairperson	Kalon(minister) for Education Department of Education CTA, Dharamshala (HP)	Ex-officio
2	Mr. Jigmey Namgyal	Vice Chairperson	Secretary DoE, CTA, Dharamshala (HP)	Ex-officio
3	Mr. Satya Narain Gulia	Member	Joint Commissioner (Fin.) Kendriya Vidyalaya Sangathan (HQ), New Delhi	KVS Representative
4	Ven. Geshe Lhakdor	Member	Director Library of Tibetan Works and Archives, Dharamshala (HP)	Ex-officio
5	Mr. Sonam Sichoe	Member	President Tibetan Children's Village TCV Head Office, Dharamshala (HP)	Ex-officio
6	Mr. Tenzin Choklang	Member	General Secretary Tibetan Homes Foundations (THF), Mussoorie (Uttrakhand)	Ex-officio
7	Mr. Tsering Dhondup	Member Secretary	Director STSS, Dharamshala	Ex-officio

Annexure-II

SAMBHOTA TIBETAN SCHOOLS SOCIETY

Minutes for the 8th Meeting of the Governing Body of STSS (Delhi Society) held at the Library of Tibetan Works and Archives, Gangchen Kyishong, Dharamsala, HP

ITEM No. 1 To welcome the Honourable GB members to the 8th Governing Body meeting of STSS.

Updated list of the Honourable Governing Body members

Resolution: Member Secretary, Mr Tsering Dhondup welcomed the Hon'ble GB members to the 8th GB meeting of the Society. Also, informed the members that one of the Hon'ble GB members, Mr. Tenzin Choklang, General Secretary, THF Mie, (Ex officio) took leave due to his official engagement.
Madam Tharlam Dolma Changra, Honourable Kalon for Education, DoE, CTA was invited as a special invitee.

ITEM No. 2 To confirm the minutes of the 7th Governing Body meeting of STSS held on 02.12.2022.

The minutes of the 7th Governing Body meeting of STSS were convened on 02.12.2022. The minutes of the meeting were circulated to all the members. One observation received from the Hon'ble GB member, KVS for the requirement of justification on enhanced norms for Science Laboratory Equipment (item S.No.21). The required justification has been placed on the agenda of the 8th GB meeting under item no. 9.
Therefore, the Hon'ble GB members may kindly confirm the same.

Resolution: The Hon'ble GB members have considered and approved the same.

ITEM No. 3 To take note of the action taken report on the resolutions of the 7th GB meeting.

The action taken report on the resolutions taken in the 7th Governing Body meeting convened on 02.12.2022 is placed in annexure-III for the kind perusal and approval of the Hon'ble GB members.

Resolution: The Hon'ble GB members considered and approved the action taken report of the 7th GB meeting. The Hon'ble GB members have directed STSS to write to MoE, SE & L, Govt. of India through the KVS HQ with justification and documents to revive the grants of a teacher salary, MDM and textbooks for the 5 GIA schools as mentioned below.

S.No.	Name of GIA School	No. of Teachers	MDM	Textbooks	From FY
1.	STS Paonta Sahib, (HP)	01	do	do	2024-25
2.	STS Chauntra, (HP)	01	do	do	2024-25
3.	STS Puruwala (HP)	01	do	do	2024-25
4.	STS Manali (HP)	01	do	do	2024-25
5.	STS Bir (HP)	01	do	do	2024-25

ITEM No. 4 To consider and approve the STSS Annual Budget/grants for the financial year 2023-24.

STSS Annual Budget/grants sanctioned by MoE, GoI for the financial year 2023-24 is Rs. 64.50 Cr. out of which Rs. 46.50 Crore for expenses of STSS and Rs. 18.00 Cr. to be retained by KVS as pensions for the staff who retired during the erstwhile CTSA administration.
The Hon'ble GB members may kindly consider and approve the same.

Resolution: The Hon'ble GB members have considered and approved the STSS Annual Budget/grants sanctioned by MoE, GoI for the financial year 2023-24 a sum of Rs. 64.50 Cr. out of which Rs. 46.50 Crore for expenses of STSS and Rs. 18.00 Cr. to be retained by KVS as pensions for the staff who retired during the erstwhile CTSA administration. The members have directed STSS that the salary of contractual and daily wage staff should be placed under the accounts head of GIA General Expenses, not in the salary accounts head.

ITEM No. 5 To consider and approve the appointment of a new Chairperson of the Governing Body of the Society.

As per the legal opinion sought and concerning the CTA letter no. Ka/1598(6)2022-23 dated 02.12.2022 and no. Ka/772(8)2023-24 dated 11.08.2023, the STSS is proposing the appointment of Madam Tharlam Dolma Changra, the Honourable Kalon for Education, DoE, CTA, as the new ex-officio Chairperson of its Governing Body.
The Hon'ble GB members may kindly consider and approve the same.

Resolution: The Hon'ble GB members have kindly considered and approved the appointment of Madam Tharlam Dolma Changra, the Honourable Kalon for Education, DoE, CTA, as the new ex-officio Chairperson of its Governing Body.

ITEM No. 6 To consider and approve a new GB member in place of Late Shri. S.P. Dutta, former Secretary of CTSA.

The Hon'ble members are to inform with heavy hearts that one of the eminent GB members, Shri S.P. Dutta passed away recently. The Society is proposing Col. Norbu (Retired) to be appointed as a new nominated GB member of the Society in place of Late Shri S. P Dutta. The Hon'ble GB members may kindly consider and approve a name for the same.

Resolution: The Hon'ble GB members have kindly directed STSS to discuss with Madam Chairperson the probable candidates to replace Late Shri S. P. Dutta.

ITEM No. 7 To increase the existing norms for Games/Sports and school (student) diary.

The existing norms for the Games/Sports and student diary do not meet the actual requirements of the schools. The proposed increase norms are mentioned below.
The Honourable GB members may kindly consider and approve the same.

Accounts Head	**Existing Norms**	**Proposed Norms**
Games & Sports Materials	1. Primary School: Rs. 10/- per child per year. 2. Middle School: Rs. 20 /- per child per year. 3. Secondary & above Rs. 30/- per child per year.	1. Primary School: Rs. 20/- per child per year. 2. Middle School: Rs. 40/- per child per year. 3. Secondary & above Rs. 60/- per child per year.
School Diary (Student Diary)	Rs. 25/- per child per year.	Rs. 50/- per child per year.

Resolution: The Hon'ble GB members have considered and approved to increase the norms by 20% as tabulated below:

Accounts Head	**Existing Norms**	**Approved Norms**
Games & Sports Materials	1. Primary School: Rs. 10/- per child per year. 2. Middle School: Rs. 20 /- per child per year. 3. Secondary & above Rs. 30/- per child per year.	1. Primary School: Rs. 12/- per child per year. 2. Middle School: Rs. 24/- per child per year. 3. Secondary & above Rs. 36/- per child per year.
School Diary (Student Diary)	Rs. 25/- per child per year.	Rs. 30/- per child per year.

ITEM No. 8 To consider and approve enhancing the School Development Fund (SDF) & Computer Fee.

The SDF fee of Rs. 20 per student per month for Classes I to VIII, and the Computer Fee instead of SDF of Rs. 20/- per student per month for Classes IX to XII, have been collected for many years. Given the increasing inflation rate and other expenses, it is proposed to revise the existing fees as outlined below. The Honourable GB members may kindly consider and approve the same.

Accounts Head	**Existing Norms**	**Proposed Norms**
SDF (Cl. I to VIII)	Rs.20/- per child per month	Rs.50/- per child per month
Computer Fee (Cl. IX to XII)	Rs.20/- per child per month	Rs.50/- per child per month

Resolution: The Hon'ble GB members have considered and approved to increase the norms as mentioned below:

Accounts Head	**Existing Norms**	**Approved Norms**
SDF (Cl. I to VIII)	Rs.20/- per child per month	Rs.40/- per child per month
Computer Fee (Cl. IX to XII)	Rs.20/- per child per month	Rs.40/- per child per month

ITEM No. 9 Reference to KVS HQ's letter no. F.No.3-1/2023/KVS STSS(A/C) dated 01.09.2023 for Justification required on enhanced norms for Science Laboratory Equipment (item S.No. 21) approved at the 7th Governing Body Meeting held on 02.12.2022 in the 8th GB meeting.

The erstwhile CTSA's 68th Finance Committee meeting was held many years ago. This can be verified based on the 94th Finance Committee meeting which was held on 22.11.2021. Therefore, the norms prescribed in the 68th FC of the CTSA may not apply today. Moreover, the norms resolved in the 7th GB of the Society are both consumable and non-consumable items for Science/laboratory and will be disbursed as per the requirements of the schools. 30% of the total approved norms will be allotted for consumables and 70% will be allotted for non-consumable items. The non-consumable science/laboratory equipment budget will be released once every three years.

The Hon'ble GB members may kindly consider and approve the same.

Resolution: The Hon'ble GB members have kindly considered the justification given above and approved the same.

ITEM No. 10 New Pension Scheme (NPS):

26 transferred regular staff under the New Pension Scheme (NPS) do not currently have access to the National Security Deposit Limited (NSDL) portal for the due benefits. STSS has pursued the matter relentlessly with the Ministry of Education through Kendra Vidyalaya Sangathan (KVS), Delhi; consequently, it has learned that the employees can avail of the same benefits under the corporate entities with the title "NPS-Corporate Sector Model". Hence, the esteemed members are requested to guide the matter.

Resolution: The Hon'ble GB members have kindly guided that STSS should continue pursuing the MoE, SE & L, and GoI.

ITEM No. 11 To consider and approve the survey report of the respective division of the government construction agency as the competent authority for the demolition of decrepit buildings of erstwhile CTSA.

Most of the erstwhile CTSA schools are located in remote and sub-divisional areas where the highest designated Engineer is AE. KVS recognises EE as the competent authority hence the survey report provided only by an EE is considered for further procedure. Owing to the location of schools procuring survey reports of EE is not possible.

The Hon'ble GB members may consider and approve the AE as a competent authority to provide a survey report.

Resolution: The Hon'ble GB members have kindly directed STSS to put up the issue to the Commissioner, KVS, with justification to consider as requested above requesting her for deputation of the KVS team for a site visit if felt necessary.

ITEM No. 12 Name change from Tibetan Schools Society (TSS) to Central Tibetan Schools Administration (CTSA) in the Sale Deed about STS/CST Dalhousie land.

In the Sale Deed about STS/CST Dalhousie land, it is mentioned that the land was purchased by the Tibetan Schools Society (TSS). In Jamabandi, the name of the Society is registered as Tibetan Refugee Central School, Dalhousie. The name of the Society has been changed to Central Tibetan Schools Administration (CTSA) consequently; the change of the Society's name from TSS/TRCS to CTSA has to be proven. According to an advocate's guidance, the matter can be resolved with the issuance of a Declaration by the KVS/STSS special cell and by authorising the School Charge by the KVS/STSS special cell to proceed with the matter at the local level. The lease agreement between KVS/CTSA and STSS/DoE, CTA can be executed after that.

Resolution: The Hon'ble GB members have kindly directed STSS to put up the issue to the Commissioner, KVS so that the matter could be pursued with the MoE, SE & L, GoI as it is related to land. The Hon'ble GB members have the view that the lease deed between CTSA and STSS needed to be reviewed or updated as the CTSA society has been closed since 31st March 2022.

ITEM No. 13 Any other item with the permission of the Chair.

Item No. 13 (a)Academic inspection/supervision of STSS schools by KVS as per the MoE's order no. F.No.4-3/2002-UT-2/Sch.3 dated 25th May 2021, article no. 9 says, ***"These schools and the schools already transferred to STSS, CTA will be open for inspection by any agency authorised by this Ministry."***

STSS is submitting its schools' CBSE results to the KVS for the result analysis and related data required by the KVS HQ. STSS is open to inspection by KVS for the academic or otherwise of its schools.

Resolution: The Hon'ble GB members have kindly considered the facts and advised STSS to facilitate any such academic inspection in physical mode or through documents/photographs etc. submission as and when asked for by the KVS HQ.

The 8th GB meeting ended with a vote of thanks by the Member Secretary, Mr Tsering Dhondup (Director, STSS).

Mrs. Tenzin Nagdon, Deputy Director(Acad), Mr. Dawa Dorjee, LVO, Mr. Gonpo Dorjee, AO i/c, and Mr. Tashi Dawa, Accountant were also present at the meeting.

Annexure- III

Action taken report on the resolutions taken in the 8th GB meeting conducted on 07.09.2023 at the Library of Tibetan Works and Archives, Gangchen Kyishong, Dharamsala, HP

ITEM	AGENDA	RESOLUTION	ACTION TAKEN
1	To welcome the Hon'ble GB members to the 8th GB meeting & of STSS.	Member Secretary, Mr Tsering Dhondup welcomed the Hon'ble GB members to the 8th GB meeting of the society	No action is required.
2	To confirm the minutes of the 7th Governing Body meeting of STSS held on 02.12.2022.	The Hon'ble GB members have considered and approved the same.	No action is required.
3	To take note of action taken report on the resolutions taken in the 7th GB meeting held on 02.12.2022	The Hon'ble GB members have considered and approved the same.	No action is required
4	To consider and approve the STSS annual budget/grants for the FY 2023-24.	The Hon'ble GB members have considered and approved the same.	Implemented as per the approval.
5	To consider and approve the appointment of a new Chairperson of the GB of STSS.	The Hon'ble GB members have considered and approved the appointment of Madam Tharlam Dolma Changra, the Hon'ble Kalon for Education, DoE, CTA as the new ex-officio Chairperson of its Governing Body.	Implemented as per the approval.
6	To consider and approve the appointment of a new GB member in place of Late Sh S.P. Dutta, former secretary of CTSA.	The Hon'ble GB members have directed STSS to discuss with Madam Chairperson the probable candidates to replace the late Sh S.P Dutta.	Letter sent to Sh. V.N. Shukla, Dy. Secretary, MoE, SE & L vide letter no: F.No.11/STSS/11/2023-24/1526 dated

			13.12.2023. Also, contacted through phone and WhatsApp however, did not respond.
7	To increase norms for Games/Sports and student diaries that do not meet the actual requirement of the school.	The Hon'ble GB members have considered and approved a 20% increase in existing norms.	Implemented with effect from 01.04.2024.
8	To consider and approve enhancing the School Development Fund (SDF) and Computer Fee.	The Hon'ble GB members have considered and approved a 100% increase in existing norms.	Implemented with effect from 01.04.2024.
9	To consider and approve the justification required on enhanced norms for science laboratory equipment approved at the 7th GB meeting held on 02.12.2022.	The Hon'ble GB members have kindly considered the justification and approved the same.	Implemented with effect from 01.04.2024.
10	Request for guidance to obtain access to the NSDL portal for the due benefits in respect of 26 transferred regular staff under NPS.	Hon'ble GB members have kindly guided that STSS should continue pursuing the MoE, SEL, Govt. of India.	STSS has approached the MoE, SEL through KVS HQ. and DoE, CTA vide DoE letter no:DoE(15)2023-24/309 dated 22.11.2023
11	To consider and approve the AE as the competent authority to provide a survey report.	The Hon'ble GB members have kindly directed STSS to put up the issue to the Commissioner, KVS with justification to consider as requested above requesting for deputation of the KVS team for the site visit if felt necessary.	Letter sent to the Commissioner, KVS HQ. vide STSS letter no:F.No.09/STSS/11/2023-24/961 dated 22.09.2023.
12	The name change from Tibetan Schools Society to Central Tibetan Schools Administration (CTSA) in the sale deed	The Hon'ble GB members have kindly directed STSS to put up the issue to the Commissioner, KVS so that the matter could be pursued with the MoE, SEL, Govt. of India	Letter sent to KVS HQ. vide STSS letter no: F.No.09/STSS/11/2023-24/962 dated

	about the STS/CST Dalhousie.	as it is related to land.	11.09.2023.
13	Any other item with the permission of the Chair.	The Hon'ble GB members have kindly considered the facts and advised STSS that any such academic inspection in physical mode or through documents/photographs submitted as and when asked for by the KVS HQ.	It will be complied with.

Annexure - IV

Detail of Fund required for STSS under three objective heads for Financial Year-2024-25

S.No	Name of the Scheme/ Autonomous Body	Components	Figure in Crore B.E 2024-25	Remarks
1	OH 36 -Grants-In -Aid-Salaries	**1.Salary**		
		Regular Staff	9.84	
		Total (1)	**9.84**	
		2. Other Component (These items should not be included in Salary indicated above)		
		(i) Leave Encashment on LTC	0.03	
		(ii) Childeren Educational Allowances (CEA)	0.01	
		(iii) Medical Reimbursement	0.01	
		(iv) Employer Contribution to New Pension Scheme	0.35	
		Total (2)	**0.40**	
		Total "A" = (1+2)	**10.24**	
2	OH 31-Grants in Aid General	**3. Pension & Pensionary Benefits (These items should not included in Salary indicated above)**		
		(i) Contractual Staff Salary	26.67	
		(i) CTSA Pensioners Pension	18.50	Pension of CTSA staff
		(ii) STSS Pensioners Pension	0.50	Maximum 10 retree
		(iii) Retirement Benifites (Gratuity/Commutation of Pension/ Encashment on EL & HPL)	1.70	Assuming retirement benefit paid per person is Rs.34 lakhs. Therefore total amount comes to 1.70 crore for 5 staffs.
		Total (3)	**47.37**	
		4. Non Salary items (Item wise details is to be annexed)		
		Academic Activities		Academic Organisation needs fund for Educational Infrastructure after merging of Plan to Non Plan
		(i) Hostel Expneses	1.69	
		(ii) Educational Input Expenses	1.78	
		(iii) Other Admin. and General Expeneses	2.89	
		(iv) 7 GIA School Expenses	0.32	DLS, TNMF,STS Poanta, STS Chauntra, STS Bir, STS Manali & STS Puruwala
		Total (4)	**6.68**	
		Total "B" = (3+4)	**54.05**	
3	OH 35- Grants for Creation of Capital Assets	**6. Creation of Assets**		
		(i) Construction and Renovation	1.11	No construction and renovation has been conducted so far in all CTSA transferred schools since 2013. Therefore, construction, renovation & procurement of assets is proposed for an amount of 1.11 crore
		Total "C" = (6)	**1.11**	
		Grand Total (A+B+C)	**65.40**	

Annexure – V

SAMBHOTA TIBETAN SCHOOLS SOCIETY (STSS)

Deisgnation (→)	Director	Principal (Grade -I)	Principal (Grade -II)	Head Master (Sr. School)	Head Master (Middle School) / PGT	Dy., Director / Dy., Education Officer	Head Master (Sr. School) / Cult. & Phil. Tr., / TGT / Computer Tr., / PET / Librarian / Hindi / Counsellor / PRT & PPRT with Bachelor Degree + B.Ed/TTC/MTT	Drawing Tr., / Music & Dance Tr., / PRT & PPRT without Bachelor Degree	Account Officer / ASO / Information Technology / Legal & Court Case Officer	PPRT Assistant / Lab Assistant	Hostel Nurse / SSA	JSA	Warden / Matron / CHW	Lab Attendant / Driver / Hostel Ayah	MTS / Peon / Sweeper / Watchman / Security Guard / Plumber	Day Scholar Cook (MDM)	Annual Increment (%)
Level (→)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
Pay Commission (→)	51,000	50,500	48,000	47,000	45,500	42,200	41,000	37,400	34,200	32,550	32,100	29,900	27,200	26,750	24,450	9,000	
Service Years	Remuneration																
(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)	(↓)
1	51,000	50,500	48,000	47,000	45,500	42,200	41,000	37,400	34,200	32,550	32,100	29,900	27,200	26,750	24,450	9,000	0%
2	52,000	51,500	49,000	47,900	46,400	43,000	41,800	38,100	34,900	33,250	32,700	30,500	27,700	27,250	24,950	9,200	2%
3	53,000	52,500	49,900	48,900	47,300	43,900	42,600	38,900	35,600	33,850	33,400	31,100	28,300	27,850	25,450	9,400	4%
4	54,100	53,500	50,900	49,800	48,200	44,700	43,500	39,600	36,300	34,550	34,000	31,700	28,800	28,350	25,950	9,500	6%
5	55,100	54,500	51,800	50,800	49,100	45,600	44,300	40,400	36,900	35,150	34,700	32,300	29,400	28,850	26,450	9,700	8%
6	56,100	55,600	52,800	51,700	50,100	46,400	45,100	41,100	37,600	35,850	35,300	32,900	29,900	29,450	26,850	9,900	10%
7	57,100	56,600	53,800	52,600	51,000	47,300	45,900	41,900	38,300	36,450	36,000	33,500	30,500	29,950	27,350	10,100	12%
8	58,100	57,600	54,700	53,600	51,900	48,100	46,700	42,600	39,000	37,150	36,600	34,100	31,000	30,450	27,850	10,300	14%
9	59,200	58,600	55,700	54,500	52,800	49,000	47,600	43,400	39,700	37,750	37,200	34,700	31,600	31,050	28,350	10,400	16%
10	60,200	59,600	56,600	55,500	53,700	49,800	48,400	44,100	40,400	38,450	37,900	35,300	32,100	31,550	28,850	10,600	18%
11	61,200	60,600	57,600	56,400	54,600	50,600	49,200	44,900	41,000	39,050	38,500	35,900	32,600	32,150	29,350	10,800	20%
12	62,200	61,600	58,600	57,300	55,500	51,500	50,000	45,600	41,700	39,750	39,200	36,500	33,200	32,650	29,850	11,000	22%
13	63,200	62,600	59,500	58,300	56,400	52,300	50,800	46,400	42,400	40,350	39,800	37,100	33,700	33,150	30,350	11,200	24%
14	64,300	63,600	60,500	59,200	57,300	53,200	51,700	47,100	43,100	41,050	40,400	37,700	34,300	33,750	30,850	11,300	26%
15	65,300	64,600	61,400	60,200	58,200	54,000	52,500	47,900	43,800	41,650	41,100	38,300	34,800	34,250	31,250	11,500	28%
16	66,300	65,700	62,400	61,100	59,200	54,900	53,300	48,600	44,500	42,350	41,700	38,900	35,400	34,750	31,750	11,700	30%
17	67,300	66,700	63,400	62,000	60,100	55,700	54,100	49,400	45,100	42,950	42,400	39,500	35,900	35,350	32,250	11,900	32%
18	68,300	67,700	64,300	63,000	61,000	56,500	54,900	50,100	45,800	43,650	43,000	40,100	36,400	35,850	32,750	12,100	34%
19	69,400	68,700	65,300	63,900	61,900	57,400	55,800	50,900	46,500	44,250	43,700	40,700	37,000	36,350	33,250	12,200	36%
20	70,400	69,700	66,200	64,900	62,800	58,200	56,600	51,600	47,200	44,950	44,300	41,300	37,500	36,950	33,750	12,400	38%
21	71,400	70,700	67,200	65,800	63,700	59,100	57,400	52,400	47,900	45,550	44,900	41,900	38,100	37,450	34,250	12,600	40%
22	72,400	71,700	68,200	66,700	64,600	59,900	58,200	53,100	48,600	46,250	45,600	42,500	38,600	37,950	34,750	12,800	42%
23	73,400	72,700	69,100	67,700	65,500	60,800	59,000	53,900	49,200	46,850	46,200	43,100	39,200	38,550	35,250	13,000	44%
24	74,500	73,700	70,100	68,600	66,400	61,600	59,900	54,600	49,900	47,550	46,900	43,700	39,700	39,050	35,650	13,100	46%
25	75,500	74,700	71,000	69,600	67,300	62,500	60,700	55,400	50,600	48,150	47,500	44,300	40,300	39,550	36,150	13,300	48%
26	76,500	75,800	72,000	70,500	68,300	63,300	61,500	56,100	51,300	48,850	48,200	44,900	40,800	40,150	36,650	13,500	50%
27	77,500	76,800	73,000	71,400	69,200	64,100	62,300	56,800	52,000	49,450	48,800	45,400	41,300	40,650	37,150	13,700	52%
28	78,500	77,800	73,900	72,400	70,100	65,000	63,100	57,600	52,700	50,150	49,400	46,000	41,900	41,150	37,650	13,900	54%
29	79,600	78,800	74,900	73,300	71,000	65,800	64,000	58,300	53,400	50,750	50,100	46,600	42,400	41,750	38,150	14,000	56%
30	80,600	79,800	75,800	74,300	71,900	66,700	64,800	59,100	54,000	51,450	50,700	47,200	43,000	42,250	38,650	14,200	58%