

Minutes of the 51st meeting of the Governing Board of Kalakshetra Foundation held on Tuesday 9th January, 2018 at 11.00 AM at Kalakshetra Foundation, Chennai

Members present

1. Shri N. Gopalaswami, Chairman, Kalakshetra Foundation
2. Shri M.L.Srivastava, Joint Secretary, Ministry of Culture, Govt. of India
3. Shri C.K. Balagopalan
4. Shri Lalgudi G.J.R. Krishnan
5. Shri N. Vijay Siva
6. Smt. Ranjana Gauhar
7. Smt. Urmila Sathyanarayanan
8. Shri V.Srinivasaragavan, Director i/c

Leave of absence was granted to the following members

1. Shri Apurva Varma, Principal Secretary to Govt. of Tamil Nadu
Department of Tourism, Culture and Religious Endowments
2. Shri Anooru Anantakrishna Sharma
3. Smt. Chitra Visweswaran
4. Dr. Shreekantham Nagendra Shastry
5. Smt. Malavika Avinash
6. Smt. Saswati Sen

In attendance: Shri S.Muralikrishnan, Chief Accounts Officer, Kalakshetra Foundation

Chairman welcomed all members to the meeting.

ITEM No.1:

51st G.B/ITEM NO.1 (51.1)

To confirm the minutes of the 50th Governing Board meeting held on 29.04.2017 and the status of the action taken thereon

In the minutes of the 50th meeting of the Governing Board held on 29.4.2017, name of Smt. Malavika Avinash was inadvertently left out in the list of members who attended the meeting. Corrigendum has since been issued. With this correction, the minutes were confirmed. The Governing Board noted progress/ status of action taken on the decisions in the earlier meeting.

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ITEM No.2:

51st G.B/ITEM NO.2 (51.2)

Placing of Finance Committee meeting minutes for information and record

The minutes of 54th meeting of Finance Committee held on 8.6.2017 were taken on record.

ITEM No.3:

51st G.B/ITEM NO.3 (51.3)

Placing of Works Committee meeting minutes for information and record

Works Committee was reconstituted and its role defined by the GB in its meeting held on 29.4.2017. The GB noted that Smt. Sheila Sriprakash, Architect was inducted in the Committee as an expert member.

The Works Committee had met twice on 22.5.2017 and on 8.12.2017. The GB noted the important decisions taken in the said meetings and the minutes of the said meetings were taken on record.

ITEM No.4:

51st G.B/ITEM NO.4 (51.4)

- (i) **To place the Audited Annual Accounts of Kalakshetra Foundation for the year 2016-17 along with the certified report of C&AG of India thereon for information and record**
- (ii) **To seek approval for the Annual Report of KF for the year 2016 - 17**

Shri S Muralikrishnan, Chief Accounts Officer apprised the GB that the draft accounts were approved by FC and thereafter by the GB by circulation. The accounts were then audited by CAG. Rectifications as pointed out by CAG were carried out. The corrected accounts were accepted by CAG and they issued certificate to this effect. On acceptance by CAG, the accounts were considered by the FC by circulation and it has conveyed its approval vide minutes dated 4.1.2018. CAO explained to the GB each point raised by CAG and KF's response thereto. GB approved the accounts for the year 2016-17.

The GB also considered the draft Annual Report for the year 2016-17 and approved it.

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ITEM No.5:

51st G.B/ITEM NO.5 (51.5)

To consider and approve the Revised Estimates for 2017-18 and Budget Estimates for the year 2018-19

CAO explained the reasons for projections made in RE 2017-18 and in BE 2018-19. Nominal increases have been made for BE 2018-19 in Salaries and in General activities. In view of a few major capital works proposed to be undertaken there is substantial increase in projection on capital expenditure in the next financial year.

Shri M.L. Srivastava informed that additional funds required for undertaking capital works would be released to the Foundation, if the Foundation was in need of additional funds in the ongoing or in any new work in the current financial year.

ITEM No.6:

51st G.B/ITEM NO.6 (51.6)

To seek in-principle approval for proposed major capital works

- (i) **Construction of staff quarters - The GB gave in-principle approval**
- (ii) **Construction of multi-purpose hall for rehearsal and for renting out for internal revenue generation**

Deputy Director stated that as autonomous bodies are mandated to generate atleast 30% of their funds requirements through internal revenue generation, the proposal was mooted. The proposed site was lying unutilised for the past several decades and is outside the main campus and as such creation of such a facility at the site may be agreeable. It was also stated that keeping lands idle involve additional expenditure on account of maintenance/ security.

Shri N. Vijay Siva stated that creation of facilities to generate income purely on commercial lines may not be a good idea. He stated that Artists in the city are in need of recording studios. The Foundation may create studio facility for recording of audio/ video in the proposed site which may be both useful to the Foundation activities which may also generate some income.

Shri M.L. Srivastava, JS, MoC has also expressed that any facility created should be in tune with the objectives of the Institution and should not be solely on commercial purpose/ considerations.

The GB resolved that the issue be reconsidered by the Foundation.

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(iii) **Renovation/ construction of laboratory block and additional class rooms**

The GB gave in-principle approval

(iii) **Construction of a new property at town house for renting out for commercial purposes**

GB members reiterated their views as expressed on the earlier proposal. It was suggested by Shri N. Vijay Siva that proposed facility may be for renting out to Art related activities such as running for musical instruments shops etc.

The GB resolved that the issue be reconsidered by the Foundation.

ITEM No.7:

51st G.B/ITEM NO.7 (51.7)

Apprising total requirement of funds for undertaking capital works

The GB noted the funds requirement for capital works in the next financial year, however, it will undergo change as GB directed to reconsider proposed two facilities.

ITEM No.8:

51st G.B/ITEM NO.8 (51.8)

- (i) **To place the status of ongoing capital works costing Rs.50 lakh and above for information and record**
- (ii) **RukminiArangam – proposal to modernize stage area and improvements to audience area**
- (iii) **Bharata Kalakshetra Auditorium – approval for engaging consultants to operationalize HVAC, Sound and Stage-lighting equipment**

(i) The GB noted the status of capital works costing more than Rs.50 Lakhs.

(ii) **RukminiArangam:** GB noted that the work was re-roofing of the Open Air Theatre. During the course of the work, users suggested to raise the height of the stage area to facilitate vertical movement of screens. However, the work involved steep increase in expenditure as estimated by CPWD. As the Theatre was required to be made operational at the earliest to host festivals and keeping in view the budgetary constraints it was decided to postpone the stage area modernization to a subsequent year. However, as per the estimates furnished by CPWD and IIT, Madras, the work relating to electrical, sound and stage-lighting will be undertaken through CPWD.

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One of the GB members stated that vertical movement of screens may not be necessary and sideways movement of screens also has its own aesthetics. This issue will be discussed with the users and further decisions will be taken.

(iii) **Bharata Kalakshetra Auditorium (Koothambalam)** GB noted that though the first installment of payment was released to CPWD in June 2017 itself, CPWD have not yet started the work. CPWD officers had met Chairman on two occasions and during the meetings, he impressed upon the need to complete the project in a time bound manner so that the Theatre was available for hosting festivals at least before December 2018. CPWD officers promised that work will start by February 2018 and will be completed in six months' time.

As regards works relating to HVAC, the GB considered the issue and agreed with the necessity of completing the work along with civil and electrical works. It was explained that CPWD was not inclined to undertake the work and it is also not advisable to go with the old contractor originally engaged on the recommendations of the Consultant who has gone for arbitration against Kalakshetra Foundation. As per the discussions held with CPWD it is proposed to engage an Original Equipment Manufacturer of HVAC system to complete the unfinished work along with electrical work. There is adequate justification for the proposal and GB has accordingly resolved to approve the proposal.

As regards, Sound and Stage-lighting equipment, there was nothing adverse brought out against the original consultants engaged for the work. In view of this, there is justification in the proposal to engage the same consultant for Sound Equipment and the same vendor who supplied the equipment to complete the installation of these equipment along with other works. Without completion of these works, the Theatre cannot be put to use. GB has accordingly resolved to approve the proposal.

ITEM No.9:

51st G.B/ITEM NO.9 (51.9)

Adoption of CCS (Leave) Rules, 1972 to KF employees (except BTHSS)

After detailed discussions GB agreed that though the Foundation is an autonomous body under the Government, it may be desirable and operationally convenient to adopt the leave rules as applicable to Govt. employees. It also agreed that there was no need to keep separate leave rules for KF employees which required to be amended every time leave rules are amended by the Government. The GB therefore, resolved that CCS (Leave)

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Rules may be adopted w.e.f. 1.1.2018 to all the regular employees of Kalakshetra Foundation. However, Besant Theosophical Higher Secondary School will continue to follow leave rules as applicable to Tamil Nadu Govt. employees as the School is funded by Govt. of Tamil Nadu and an aided School of that Government.

ITEM No.10:

51st G.B/ITEM NO.10 (51.10)

To seek in-principle approval for leasing out of vacant plot of land located outside the main campus on long-term basis to generate revenue

GB was apprised of the vacant plots of land of the Foundation lying outside the main campus. While these lands do not generate any income but at the same time the Foundation has to incur expenditure in maintaining them and preventing them from being encroached. The GB also noted that no permanent construction may be possible in the vacant land in Besant Nagar lying beside the sea-shore in view of Coastal Zone Regulations. The GB agreed that ways and means are to be explored to put these unused land to generate income. The GB resolved that a Committee as under be constituted to explore the possibilities of renting out on long term lease basis:

- (i) Director, KF – Chairperson
- (ii) Two GB Members as may be nominated by Chairman, KF
- (iii) DD
- (iv) CAO
- (v) Director may co-opt members to the Committee as may be required

2. The Committee is also delegated with the following powers:

- (i) to advertise in the Newspapers/ electronic media inviting offers for use of the land on long term lease basis.
- (ii) Recommend activities that may be permitted
- (iii) Examine the proposals received and recommend to Finance Committee and Governing Board.
- (iv) Legally vet the agreement
- (v) Once approved by FC/GB, Director may be authorized to enter into agreement

The GB also directed that the issue be put up before FC in its next meeting.

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ITEM No.11:

51st G.B/ITEM NO.11 (51.11)

To accord approval for making payment to leave encashment fund of Life Insurance Corporation of India (LIC) or other insurance companies for the purpose of payment of EL encashment of KF employees at the time of their retirement

The GB gave in principle approval and directed that the proposal be submitted to FC for their consideration and recommendations.

ITEM No.12:

51st G.B/ITEM NO.12 (51.12)

To accord approval for creation of sinking fund for replacement of capital assets on its retirement from its active use

The GB noted the proposal and directed that it may be submitted to FC for their consideration and recommendations.

ITEM No.13:

51st G.B/ITEM NO.13 (51.13)

To accord approval for creation of building maintenance fund for maintenance of scattered buildings and vast estate land

The GB noted the proposal and directed that it may be submitted to FC for their consideration and recommendations.

ITEM No.14:

51st G.B/ITEM NO.14 (51.14)

Declaration of probation of officers and delegation of powers to Director

The GB considered the proposal and resolved that the powers for making regular appointments in terms of notified recruitment rules and declaration of probation of officers be delegated to the Director who is the Principal Executive Officer of the Foundation. Regular appointments made will be submitted to the GB for its information in the subsequent meeting.

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ITEM No.15:

51st G.B/ITEM NO.15 (51.15)

To decide competent authority to dispose representations received against remarks recorded in Annual Performance Appraisal Reports

The GB resolved that the competent authority to dispose of representations against remarks recorded in the Annual Performance Appraisal Reports of officers of KF in whose cases Director is the Reviewing Authority will be the Chairman, Kalakshetra Foundation.

ITEM No.16:

51st G.B/ITEM NO.16 (51.16)

To apprise about contract appointments made since April 2017

The GB noted the reasons for engaging staff on contract basis and also the contract appointments made since the last GB meeting.

The GB directed that a detailed note giving information, category wise the staff engaged on contract basis with the rationale and justification besubmitted in the next GB meeting.

ITEM No.17:

51st G.B/ITEM NO.17 (51.17)

Formation of a Committee for cadre review inter-alia additional posts required for the Foundation

The GB noted that for several activities posts have not been created which has been one of the main reasons for engaging staff on contract basis. The GB resolved that Chairman may constitute Committee(s) to examine the work load in each unit and suggest the requirement of additional staff. The exercise may be completed in six months' time.

ITEM No.18:

51st G.B/ITEM NO.18(51.18)

Review of Recruitment Rules – seeking approval for proposed amendments

For paucity of time, the GB could not examine the agenda item. It has therefore, been resolved that this agenda item will be considered in the next meeting and prior to that all GB members will be requested to give their inputs if any within a period of 15 days for consideration.

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During the preliminary discussions on RRs, the issue of pay scales applicable to teaching staff of RDCFA and BASS School came up for discussion. GB noted that teaching staff is presently placed in Tamil Nadu Govt. scales. There are two schools run by Kalakshetra Foundation — one is Besant Theosophical Higher Secondary School which is affiliated to TN Board. It is an aided school of Govt. of Tamil Nadu and pay and allowances of staff is borne by Govt. of Tamil Nadu. The staff of this school is entitled to pay and allowances as applicable to Govt. of TN teachers. The other school is Besant Arundale Senior Secondary School which is affiliated to CBSE. Pay and allowances of teaching staff of this School is met by KF. Initially teachers in both Schools were placed in the same scales and therefore, the scales of pay of teachers of both the schools should be identical. However, over a period of two Pay Commissions, disparity has crept in the pay scales because BASS School Teachers had not been placed in the appropriate replacement scales as allowed to Govt. of TN teachers during pay revisions and they happened to be placed in lower scales of pay in comparison to TN Govt. teachers resulting in the currently seen disparity in scales. The GB strongly felt that this anomaly should be removed immediately and as the teachers of BASS School is entitled to Govt. of TN pay scales, the GB resolved that the teachers of BASS School should be placed in appropriate pay scales as applicable to Govt. of TN teachers from the date of implementation of VII Pay Commission recommendations, i.e. with notional fixation of pay w.e.f. 1.1.2016 and actual payment of arrears w.e.f. 1.10.2017.

ITEM No.19:

51st G.B/ITEM NO.19(51.19)

Relaxation to upper age limit for recruitment of teachers to BASS School

Amendment to recruitment rules has been placed as a separate agenda item in this GB. This proposal will be considered in the next meeting of the GB and after approval by the GB it will be forwarded to Ministry of Culture for their consideration and Notification. However, in the meanwhile, there are vacancies of teachers in the Besant Arundale Senior Secondary School. The GB noted that the main reason for our inability to recruit teachers on regular basis is that the existing upper age limit prescribed in the RRs is low which makes it difficult to recruit teachers with the requisite experience.

Accordingly, the GB resolved that pending amendment to RRs, the upper age limit alone be increased for all category of teachers as proposed in the amendment to RRs as under:

| Grade | Existing upper age for direct recruitment | Age limit proposed |
|-----------|---|-------------------------|
| Principal | 40 | Between 42 and 52 years |

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| | | |
|-----|----|----|
| PGT | 27 | 45 |
| TGT | 27 | 40 |
| SGT | 27 | 35 |

Kalakshetra Foundation will make recruitments against the vacancies which have not yet lapsed, on the basis of the above approved upper age limit.

ITEM No.20:

51st G.B/ITEM NO.20 (51.20)

To accord approval for implementation of 7th CPC to teaching staff of KF

The GB gave its in-principle approval for implementation of 7th CPC recommendations to teaching staff of RDCFA and BASS School who are placed in Tamil Nadu Government pay scales.

As regards payment of arrears, the GB considered the issue at length and decided that as these teachers are placed in TN Govt. scales, they should be treated at par with TN Govt. staff and accordingly they may be given arrears only from 1.10.2017 i.e. from the date of payment of arrears to TN Govt. staff.

ITEM No.21:

51st G.B/ITEM NO.21 (51.21)

To form a Committee to receive CSR grants

The GB approved the proposal.

ITEM No.22:

51st G.B/ITEM NO.22 (51.22)

Framing of Regulations for various issues covered under Kalakshetra Foundation Act

The GB approved the proposal and directed that draft Regulations may be prepared at the earliest. The members who helped in preparation of Recruitment Rules may be requested to be part of the Committee in preparation of Regulations.

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Additional items

ITEM No.23:

51st G.B/ITEM NO.23 (51.23)

(i) Mentorship scheme and the status of its implementation

GB noted that the Scheme is being implemented for the past two years. Initially it was started by KF from the funds received from Murugappa Group of companies and it was limited to promising students to hone their skills and make them able performers. These selected students were sent for special training sessions under mentors. However, the scheme got extended to all students in the past two years as now mentors are invited to take sessions for the entire class and for students of all the years. This has dismayed the faculty who have expressed their strong reservation, feeling it as an expression of no confidence on all teachers if all students have to be mentored specially. It was also felt that mentoring should lead to making our best students capable of competing in National and State level competitions. After detailed discussions, it was felt that mentoring of students needed to be fine-tuned and limited to a select few to make it more purposeful. Accordingly, it has been resolved that KF will revisit the scheme and come up with a revised scheme.

(ii) Issue relating to recruitment to the Post of Sound Engineer

The Committee noted that the present Sound Engineer who was engaged only a year ago is leaving the organisation. The GB also noted that there is frequent change of incumbents to the post. Considering that the position of Sound Engineer is very much essential for rehearsals/performances in the Foundation, the GB approved the proposal to increase the basic remuneration of the Sound Engineer to Rs.30,000/- per month and to allow higher remuneration up to Rs.35,000/- per month depending upon the experience of the incumbent selected.

Other issues discussed in the meeting

Chairman stated that annual examinations in the College are over by April and the results are ready by June. However, there is delay in holding annual convocation. He suggested that the Foundation should examine whether the convocation could be held along with Vidyarambham.

Chairman has stated that students of Arts College should actively participate in all important Art competitions which will give them exposure and make them successful


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performers. Foundation should extend all necessary help to students who have the potential to excel in the art field.

Shri M.L. Srivastava, Joint Secretary, MoC stated that the city of Chennai has been included in the UNESCO Creative Cities Network for its rich musical tradition. The Ministry of Culture is planning festivities to celebrate this and Kalakshetra Foundation should actively involve in this effort.

Shri Srivastava also stated that 8th Theatre Olympics will be held in India from 17th February to 8th April 2018. During this period, several eminent Theatre personalities will be visiting various cities. Kalakshetra Foundation should invite them for interaction with the students of the College.

The meeting concluded with a vote of thanks to the Chair.


(N. Gopalaswami) 12/1/2018

Chairman

Kalakshetra Foundation