

Doc No 180/4/1999

1000Rs.



**INFANT JESUS EDUCATIONAL AND CHARITABLE TRUST**  
**NORTH PARAVUR, PIN: 683 513, ERNAKULAM**  
**DISTRICT, KERALA STATE**

THIS DEED OF TRUST MADE THIS THE  
THIRD DAY OF AUGUST, ONE THOUSAND NINE HUNDRED  
AND NINETYNINE (3.8.1999) BY 1. SR. TRIPHEENA,  
D/o. Late Iype, Aged Sixtysix years, Mother  
Superior, Infant Jesus Convent, North Paravur,  
Residing at Infant Jesus Convent, North Paravur,  
2. SR. FLAVIA, Aged Fiftyfive years, D/o. Late  
Paul, Principal Infant Jesus Public School,  
North Parur, Residing at Infant Jesus Convent,  
North Parur (hereinafter called 'SETTLORS')

Sr. Triphena  
1. SR. TRIPHEENA

Sr. Flavia  
2. SR. FLAVIA



True Photo Stat Copy  
Compared & Verified With  
the Original

29 JUL 1999

Baby M. R.  
ADVOCATE & DISTRICT NOTARY  
NORTH PARAVUR



No 1902 / 31 - 7 - 99 / RS 1000 - Sr. Tripheena D/o Late 17pe  
Mother Superior, Infant Jesus Convent North Paravur.

Lat No 180/4/1999

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one hundred and twenty three only Rupees  
on this day of 7 August 2nd by

Sr. Tripheena. In. Josephine  
Residing at Infant Jesus Convent  
3rd August 1999  
Execution submitted by

G. S. VISWANATH  
SUDHAKAR

CU Sr. Tripheena In. Josephine  
Daughter of Late Type  
Mother Superior, Infant  
Jesus Convent North Paravur  
Residing at Infant Jesus Convent.  
North Paravur



CU Sr. FLAVIA Sr. Grace  
Daughter of Late Paul  
Principal, Infant Jesus Public  
School, Residing at Infant  
Jesus Convent North Paravur  
Identified by  
Pisharath House Jayaprakash. S/o. Branthan pi'hai.  
Daughter Writer Paravurthara



Document No. 180 8 In  
Date 4 13 2011

Signature

BABY M. N.  
ADVOCATE DISTRICT NOTARY  
NORTH PARAVUR

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the Original



: 2 :

WHEREAS the Settlers now feel it better to have a co-ordinating Body to render the Educational Services in a systematic manner, in different under the Province, and for that purpose, the Council of the Province in its meeting held on 8th July, 1999 has unanimously resolved to approve the creation of Infant Jesus Education Trust with:

1. PROVINCIAL SUPERIOR : Sr. Tessa Kurian  
SISTER TESSY KURIAN, Aged Fiftyfour years, D/o. Late Kurian Tharayil, Kuthiathodu, Now Residing at Carmelite Provincial House, Ernakulam District, Cochin.
2. MANAGER (CHAIRMAN) : Sr. Triphena  
SISTER TRIPHEENA, Aged SIXTYSIX YEARS, D/o. Late Iype, Thekkenath, Puthenpally, Now Residing at Infant Jesus Convent North Paravur.

Sr. Triphena  
1. SR. TRIPHEENA

Sr. Flavia  
2. SR. FLAVIA





No 15.23 /31 . 21 11/25 50. Sr. Tripheena. D/o Late Jyde.  
 Mother Superior, Infant Jesus Convent. North Parur.

2

Nackalil House B. Samedam Pillai (Holla)  
 S/o Pankaj Shamu Pillai House Management  
 Kuthuvay

3rd August 1979

N. S. VISWANATH  
 SUB REGISTRAR

Register No. 180. 1979. 45  
 Book IV 226 5  
 to 174 23 2nd  
 Sub Registrar's Office at 122nd



Received by the undersigned  
 30.8.1979

K. MOOSE



: 3 :

3. PRINCIPAL

*Sr. Flavia*  
: SISTER FLAVIA, Aged Fiftyfive YEARS, D/o.Late Paul, Madikal, Muvattupuzha, Now Residing at Infant Jesus Convent, North Paravur.

4. MEMBER

*Sr. Chrisostom*  
: SISTER CHRISOSTOME, Aged Sixtyfive years, D/o.Late Varghese, Thekinedath, North Parur, Now Residing at Infant Jesus Convent, North Paravur.

5. MEMBER

*Sr. Grace Jose*  
: SISTER GRACE JOSE, Aged Fiftythree years, D/o.Jose, Vellanikal Arpookara, Now Residing at L.F.Convent, Narakkal.

6. MEMBER

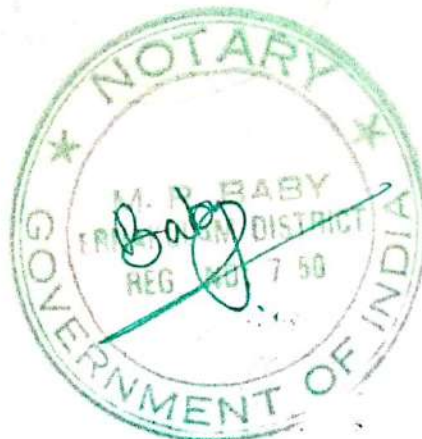
*Sr. Hyacinth*  
: SISTER LYGENE, Aged Sixtyfive D/o.Late Lonappan, Mulavarikal Narakkal, Narakkal.P.C.

7. MEMBER

*Sr. Geetha*  
: SISTER GEETHA, Aged Fortyfive, D/o.Mohn, Koikara, Pazhaganad.

*Sr. Tripheena*  
1. SR.TRIPHEENA

*Sr. Flavia*  
2. SR.FLAVIA





NO 16124 / 31 - 99 / 25.10. Sr. Triphena D/o. Late 1920  
Mother Superior, Infant Jesus Convent North Paravur.  
Linked with nos 19022 and 19023

  
T.K. GOPINATHAN  
Tribunal for the Dispute Resolution

Document No. 16124 / 31 - 99 / 25.10.  
Book No. 16124 / 31 - 99 / 25.10.



: 4 :


8. MEMBER : UNNIKRISHNAN, Aged Fortyfive, S/o.Late Sri.K.Sreedharan, Now Residing at Krishna, Peruvaram, North Paravur.
9. MEMBER : M.J.RAJU, Aged Thirtytwo years, Municipal Councilor, S/o.Joseph, Maliekal House, North Parur.
10. MEMBER : DR.MATHEW, Aged Fortythree years, S/o.Iype, Kodiyattil House, N.Parur.
11. MEMBER : M.RAJENDRAN, Aged Forty years, Advocate, S/o. Sri.Bhaskara Menon, Mangalath House, Chendamangalam.P.O. North Paravur.

AS TRUSTEES.

WHEREAS the Council of Province has empowered the above named office, bearers of the TRUST to function as the Trustees, frame the Constitution Rules and Regulation of the Trust

And

WHEREAS all the above Settlers have made an initial Contribution of Rs.1,000/- (Rupees One thousand only) towards the Corpus of the Trust and by mutual consent between themselves agreed to hold the said sum of Rs.1,000/- (Rupees One thousand only) and all other sums and properties that may from time to time form part of the Trust Estate, for Public Charitable purposes subject to the Trusts, Powers and Provisions contained hereinafter concerning the same.

  
1. SR. TRIPHEENA

  
2. SR. FLAVIA





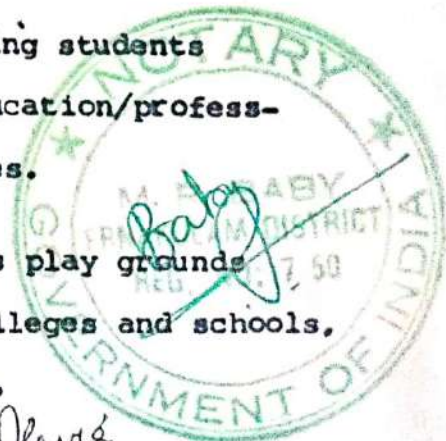


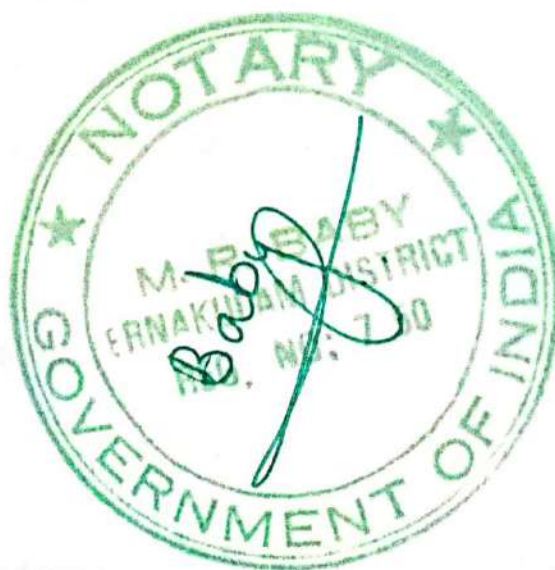
NOW THIS DEED WITNESSETH AS FOLLOWS:

1. a) THE trust shall be known as Infant Jesus Educational and Charitable Trust.
- b) THE Trust shall have its Jurisdiction in Kerala. Its Registered Office shall be located in North Parur, Ernakulam District, Kerala State, until otherwise decided by the Trustees.
2. THE Trustees shall hold the said sum of Rs.1,000/- (Rupees One thousand only) made over by contribution from Settlers to the Trust as aforesaid and all gifts, contributions subscriptions, donations, bequests and other money or property as and when the same shall be paid to or vested in them and the moneys, investments and property from time to time representing the same, upon Trust, to apply the same for the following objects.
  - a) TO render Educational services and not for purposes or profit, to all irrespective of caste, creed and community.
  - b) TO give aid and scholarships to deserving students for their studies in school, colleges, education/professional Institutes, and Research Institutes.
  - c) TO establish libraries and reading rooms play grounds Medical and other Relief centers and colleges and schools, and to provide aid to the existing ones.

Sr. Tripheena  
1. SR. TRIPHEENA

Sr. Flavia  
2. SR. FLAVIA







- d) TO distribute food and cloth to the needy
- e) TO give medical aid to the needy
- f) TO establish laboratories and acquire equipments.
- g) TO establish separate wing for sports and games
- h) TO arrange and organise, conferences, seminars meetings, exhibitions and entertainments for furthering the said objects.

3. THE number of Trustees shall not be less than 9(nine) and shall be in odd numbers not exceeding 15(fifteen) The Trustees shall hold the office of the Trustees for initially a period of five years. The Trustees may pass resolutions to continue as trustees after the initial five years; or either appoint or co-opt others as Trustees, so however, at no time the Trust shall be without Trustees. Any Trustee may resign by giving notice in writing to his co-Trustees and shall also cease to be a Trustee if requested in writing by the majority of remaining Trustees. Appointment of Trustees either to fill a vacancy or Additional Trustee shall be by a Resolution passed by 2/3rd majority of the Trustees.

4. THE GENERAL MANAGEMENT and Control of the Trust for the purpose of Managing the Trust Affairs and properties and carrying out the objects of the Trust aforesaid shall be vested in the Trustees and without prejudice to the generally of the objects and powers above mentioned, they shall have the authority to do all or any of the following things that is to say:

Sr. Triphena

1. SR. TRIPHEENA

Sr. Flavia

2. SR. FLAVIA



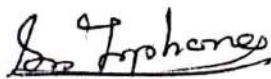




- a) TO receive grants, donations and subscriptions.
- b) TO appoint or make provisions for the appointment of committees/Sub Committees of such number for the Management of the affairs of the Trust from the Local people in such manner and subject to such rules and regulations as the Trustees may prescribe.
- c) TO appoint Officers and Servants at such Remuneration (if any) as they may think it.
- d) TO enter into contracts and borrow money for the purposes of the Trust and Management of its properties and assets.
- e) TO make such Rules and Regulations from time to time for the Management and conduct of the affairs of the Trust and its properties and assets.

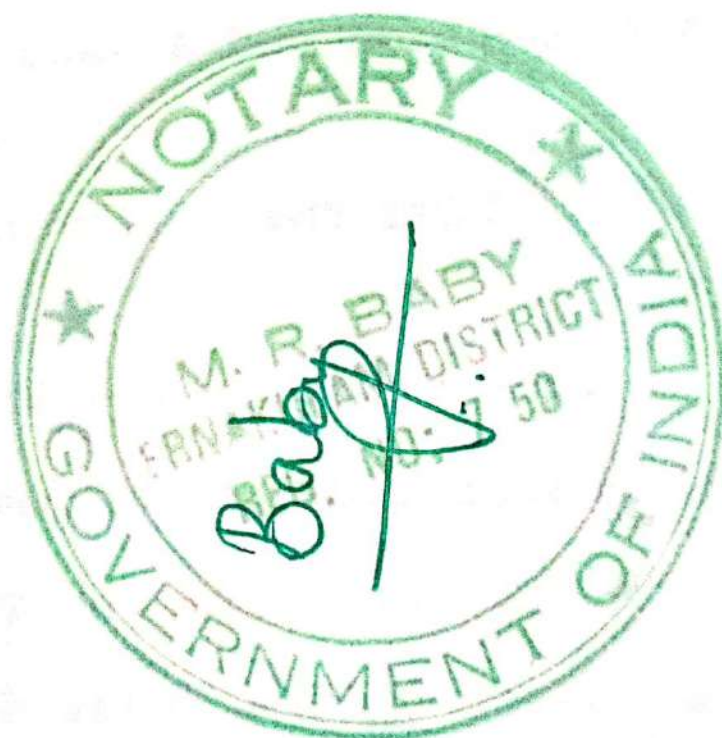
5. THE Trustees shall have the following powers:

- a) TO apply the whole or part of the income, grants, donations and subscriptions or accumulation thereof whole or part of the Corpus of the Trust properties for any of the object of the Trust as the Trustees may from time to time determine.
- b) TO convert and get Trust property and/or change investments for the time being.

  
1. SR. TRIPHEENA

  
2. SR. FLAVIA







- c) TO invest and keep invested the Trust properties either in the movable properties and such other investment approved Under Indian Trust Act and Income Tax Act, to alter, vary or transfer such investments from time to time as the Trustees in their absolute discretion think fit.
- d) TO open accounts with any Banks/Co-operative Societies, to operate such Accounts jointly by two or more of the Trustees as decided by the Trustees from time to time.
- e) TO adjust, Settle, compromise, compound refer to arbitration all matters, suits, claims, demands and proceedings regarding the Trust properties or affairs.
- f) TO appoint constituted Attorneys or Agents and to deligate to such Attorneys or Agents all or any of the powers vested in them under these presence and from time to time remove such Attorneys and Agents and to appoint other or others in his or their place.
- g) TO appoint chartered Accountants for auditing the accounts of the past and to rescind such appointment and appoint another Chartered Accountant in his place.

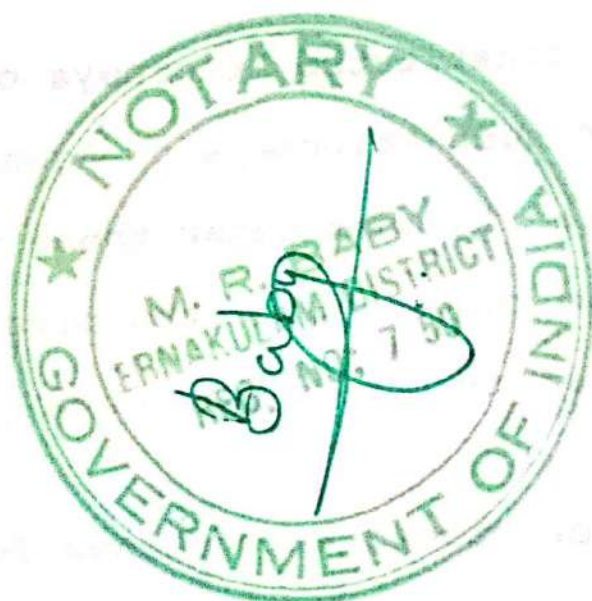
6.

THE TRUSTEES from time to time shall maintain regular Accounts of the Receipts and expenditure of the Trust

Dr. Tripheena  
1. SR. TRIPHEENA

Sr. Flavia  
2. SR. FLAVIA







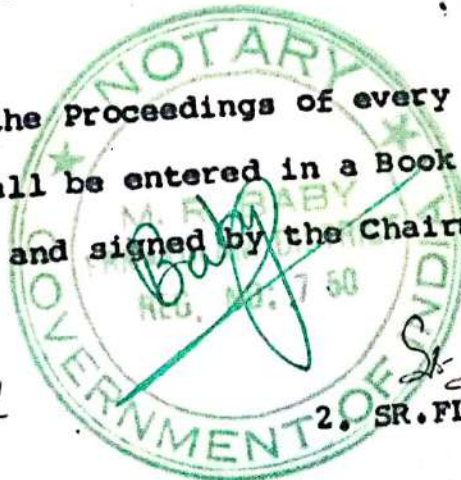
Account and the Books of Accounts shall be finalised as on 31st March of every year when a final statements of Accounts shall be prepared. The Trust Accounts shall be audited by a Chartered Accountant every year.

7. THE Trustee, shall not be entitled to any remuneration as Trustees but may reimburse themselves of all expenses actually incurred by them in connection with the Trust or their duties relating thereto.
8. The Trustees may from time to time frame Rules for the conduct of the affairs of the Trust and for regulating the meeting of the Trustees.
- a) ALL matters will be decided by majority and five Trustees shall form a quorum for a meeting of the Trustees.
- b) Resolution passed without any meeting of the Trustees and evidence in writing under the hand of three fourths of the Trustees shall be as valid and effectual as Resolution passed at a meeting of the Trustees.

9. THE Minutes of the Proceedings of every meeting of the Trustees shall be entered in a Book to be kept for the purpose and signed by the Chairman of such

  
1. SR. TRIPHEENA

  
2. SR. FLAVIA







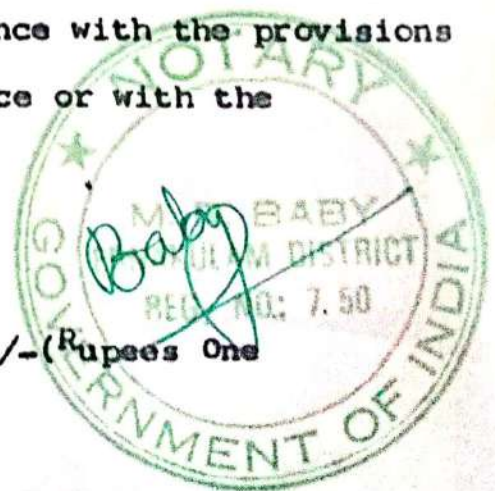
meeting or of the following meeting when they are read over and shall when entered and signed, be conclusive evidence of the business and other matters transacted thereat.

10. AMENDMENTS if any to the Original Trust Deed shall be made only with the approval of the Commissioner of Income Tax having jurisdiction over the Trust.

11. IN THE EVENT of dissolution of the Trust, being decided upon in accordance with the provision of law, any property, whatsoever remaining after the satisfaction of all debts, and liabilities, shall not be given to or distributed amongst the members of the Trust or any of them, but it shall be made over to and shall vest in

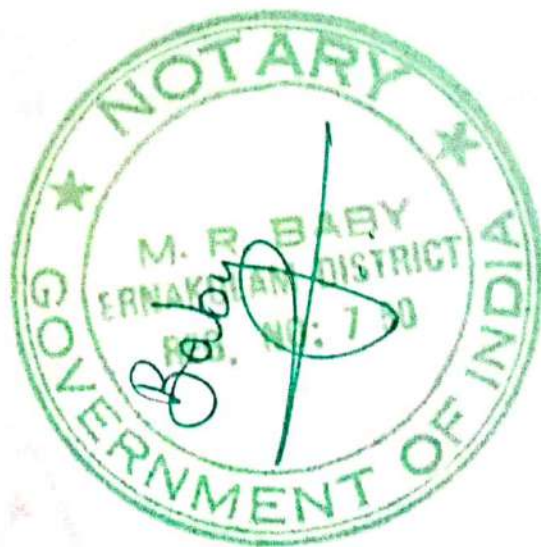
Or made over to another Trust having some or similar objects as the Trust, in accordance with the provisions of Law, for the time being in force or with the Government.

12. THE VALUE OF THE TRUST IS Rs. 1000/- (Rupees One Thousand only)



Sr. Tripheena  
1. SR. TRIPHEENA

Sr. Flavia  
2. SR. FLAVIA





CONSTITUTION OF THE INFANT JESUS EDUCATIONAL AND  
CHARITABLE TRUST:

1. INTRODUCTION:

INFANT JESUS PUBLIC SCHOOL IS ESTABLISHED AND ADMINISTERED BY INFANT JESUS EDUCATIONAL AND CHARITABLE TRUST, NORTH PARAVUR, ERNAKULAM DISTRICT, KERALA STATE.  
PIN: 683 513.

2. OBJECTIVES:

THE Objective of Infant Jesus Public School is to provide sound education to the Children. The School endeavours to create intellectually developed, emotionally nature, morally upright and spiritually grown men.

WE believe that education is the formation of the human person for the fulfilment of his individual and social responsibilities. The Institution collaborates with the concerted effort on the part of the Educations, parents and other agencies for the cultural, Social and Technical Development of the students.

3. ADMINISTRATION:

THE MANAGEMENT:

The Administration of Infant Jesus Public School shall vest in the Governing Body of the Trust. The Principal shall be responsible for the internal management including discipline of the School.

*Sr. Tripheena*  
1. SR. TRIPHEENA

*Sr. Flavia*  
2. SR. FLAVIA





4. MANAGER:

The Governing Board of the Infant Jesus Educational & Charitable Trust shall have the power to appoint the Manager with the prior approval of the Provincial CMC VIMALA PROVINCE ERNAKULAM. The Administration of the School as well as of the properties shall vest in the Manager. She shall be the appointing as well as the disciplinary authority.

5. SELECTION OF THE STAFF OF THE SCHOOL:

- a) THE Staff members of the School will be selected and included in the list of selected candidates by a selection committee constituted by the Manager. The Manager may appoint candidate from the list submitted by the Selection Committee.
- b) Retired teachers may be appointed by the Manager on contract basis for a period not exceeding five years.

6. QUALIFICATIONS:

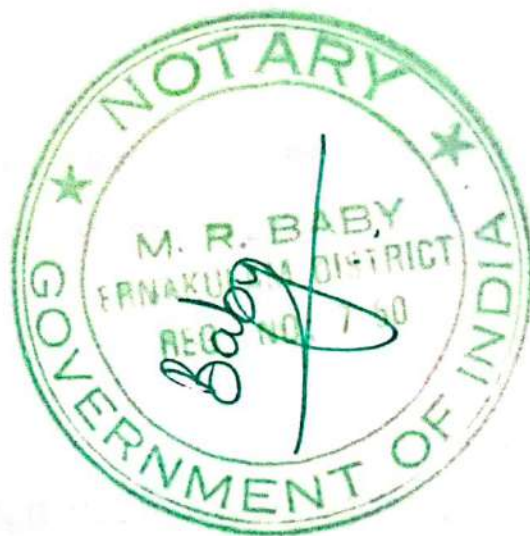
- a) TO the teaching post, persons with B.Ed. or other equivalent recognised degree will be considered for appointment. The Management will prefer, as teachers, those who possess academic excellence.
- b) TO the Non-Teaching post, clerks, shall possess S.S.L.C or graduation with necessary test qualifications in Accounts, typing, book keeping, etc., To other posts qualification required will be fixed by the Managing Committee.

*San. Tripheena*  
1. SR. TRIPHEENA

*Sr. Flavia*  
2. SR. FLAVIA







7. CERTIFICATES:

EVERY Employee shall be required to produce the following certificates on appointment in the School.

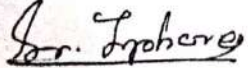
- a) Medical Certificate of Fitness from an established Hospital.
- b) Conduct Certificate, Original Degree/Diploma Certificates along with certificate of experience if any, with two attested copies thereof.

8. PROBATION:

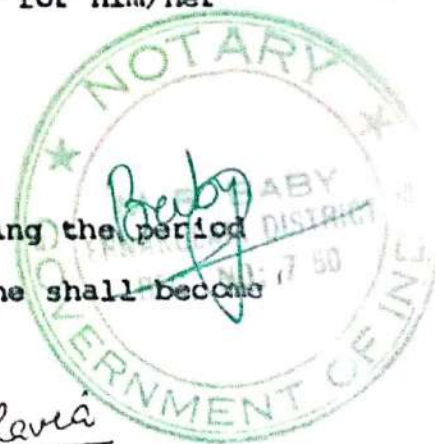
- a) All staff of the school except purely temporary hands shall be on probation for a period of one year. The Manager can extend the probation for another year.
- b) During the period of Probation Service of any Employee can be terminated by the Manager without Assigning any reason by giving one month's Notice.
- c) IF the employee desires to be relieved during the period of Probation, it will be necessary for him/her to give one month's notice in writing.

9. CONFIRMATION:

- a) If the work and conduct of the Staff during the period of Probation are found satisfactory he/she shall become eligible for confirmation.

  
1. SR. TRIPHEENA

  
2. SR. FLAVIA



shall be required to produce the  
evidence on appointment in the

of witness from an establishment

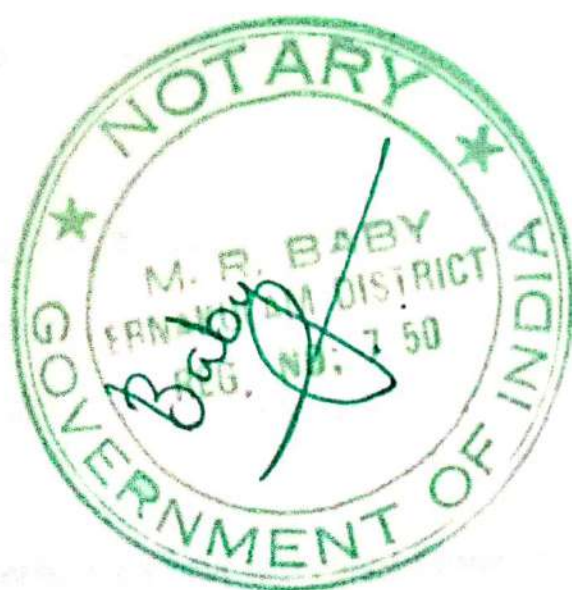
Diploma Certificate

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- b) THE employee shall be informed of his/her confirmation and he/she shall accept the order of confirmation.

10. WORKING DAYS AND WORKING HOURS:

- a) THE working days will be as per Kendriya Vidhyalayas. The Working hours may be specified from time to time by the Principal. It will be different for the teaching and non-teaching staff.
- b) As and when required an employee may be assigned any special duty even if it is to be done beyond the normal working hours.
- c) AN Employee is required to organise co-curricular activities and perform other duties even beyond the normal working hours.
- d) Number of Teaching hours. Every Teacher shall devote in an year not less than 1200 hours to the teaching of the students.
- e) Time must be devoted before the coaching in the School premises of week as well as gifted students whether before or after the school hours.

11. MAINTENANCE OF RECORD BY THE TEACHERS:

A Teacher is expected to maintain the following documents and other records as may be specified from time to time

- a) Attendance Register of the class for which he/she is the class teacher.

*Sr. Tripheena*  
1. SR. TRIPHEENA

*Sr. Flavia*  
2. SR. FLAVIA

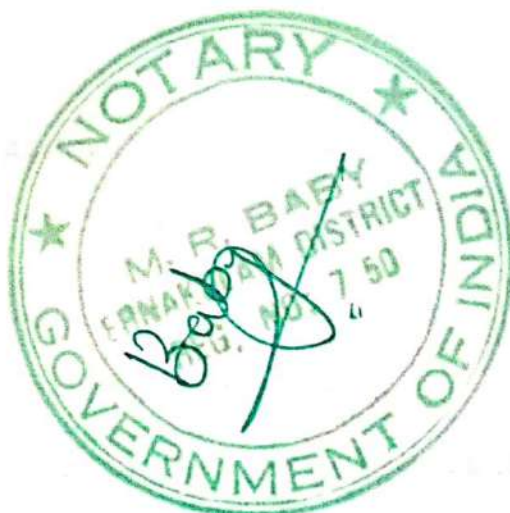


NOTARY PUBLIC

... as per Kendriya Vidyalaya ...  
... specified from time to time ...  
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... as employees may be assigned any ...  
... to be done beyond the normal ...

... as per Kendriya Vidyalaya ...  
... beyond the normal ...



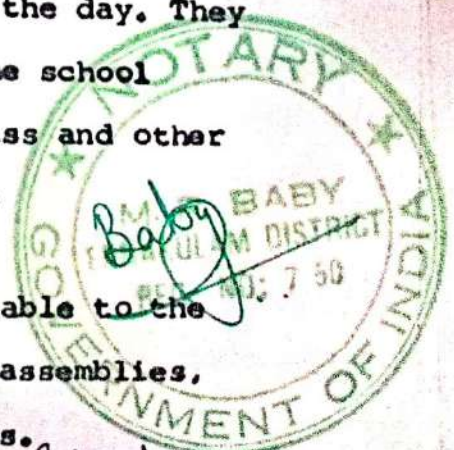
- b) Personal Log Book and Class Log Book, Programme of instruction and Lesson plans.
- c) Cumulative result of his class
- d) Stock Register of the properties held by the teacher.
- e) Cumulative record book of the class for which he/she is a class teacher.
- f) Fee Collection Book.

12. ATTENDANCE AND DUTY:

- a) Every teacher and non-teaching staff of the School shall reach the school punctually and sign the attendance Register on arrival, before the working of the School begins and also mark at the end of the school hours attendance. An employee who has not signed the attendance Register is liable to be considered absent from duty.
- b) THE members of the teaching staff shall reach the institution ten minutes before the class time, and mark the attendance of the beginning of the day. They shall be present at the school during the school time. They shall be punctual for the class and other works assigned to them by the principal.
- c) The Teachers shall make themselves available to the students before and after class, attend assemblies, sports and other co-curricular activities.

Sr. Tripheena  
1. SR. TRIPHEENA

Sr. Flavia  
2. SR. FLAVIA







- d) THE non-teaching staff shall be present at the school at least half an hour before the School time and leave 40 minutes after the school time. Saturdays will be working days to the non-teaching staffs.
- e) THE teachers shall maintain a high decorum and standard of discipline in the class and train the committed to the responsibility.

13. PROVIDENT FUND:

Every confirmed member of Staff of the School, except the retired re-employed teachers, will make a monthly contribution of his salary towards Provident Fund. An equal amount will be contributed by the Management and will be transferred to the Employee Provident Fund Scheme (Govt. of India) The Staff member shall follow the laws and regulations of the Scheme of the Government. Scheme and enjoy the rights and privileges of it.

14. GRATUITY:

On Retirement from service all confirmed teachers except retired hands are entitled to a gratuity equal to half a month basic salary multiplied by the number of years of service in the school.

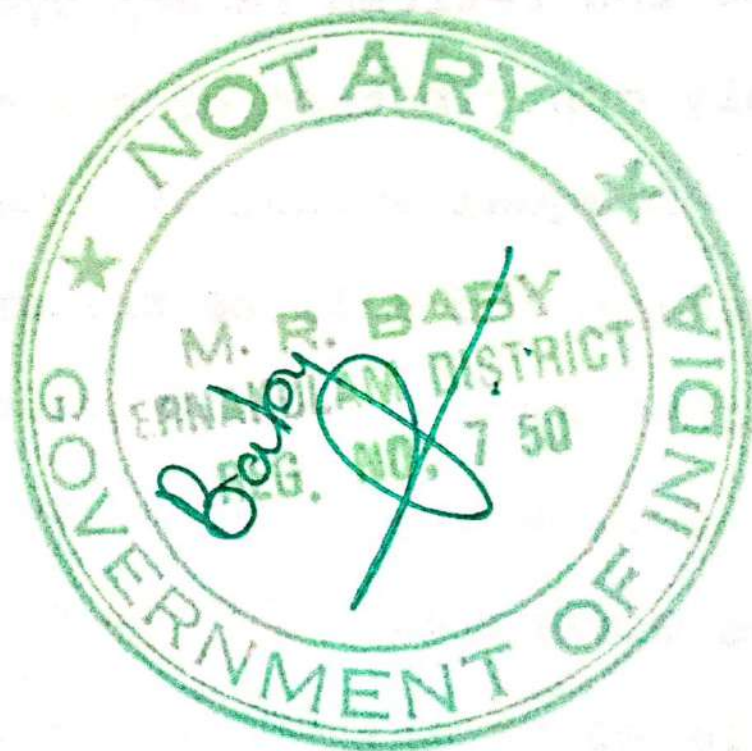
15.1 LEAVE:

- a) Leave is not a matter of right. All types of leave except Casual Leave will be granted by the Manager on Application.

Sd. Triphana  
1. SR. TRIPHEENA

Sd. Flavia  
2. SR. FLAVIA







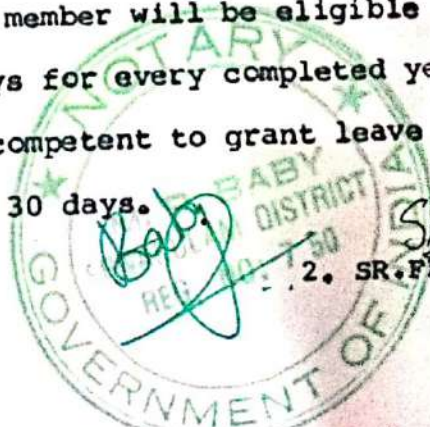
- b) APPLICATIONS of the leave shall be submitted an advance and permission shall be obtained.
- c) The Principal is the competent authority to grant casual leave.
- d) ABSENCE without leave will constitute a serious misconduct.
- e) IN Case of need, the Principal or the Manager has the right to revoke the leave granted and has the power to direct the Staff member to join duty forthwith.
- f) THE Staff member who remains absent without leave for seven consecutive days will be removed from service.
- g) THE non-Vacation Staff are eligible for one Casual leave for every twenty days of service in addition to the casual leave.
- h) NON VACATION STAFF:  
THE Headmaster and the Non-Teaching staff are non-vacation officers.

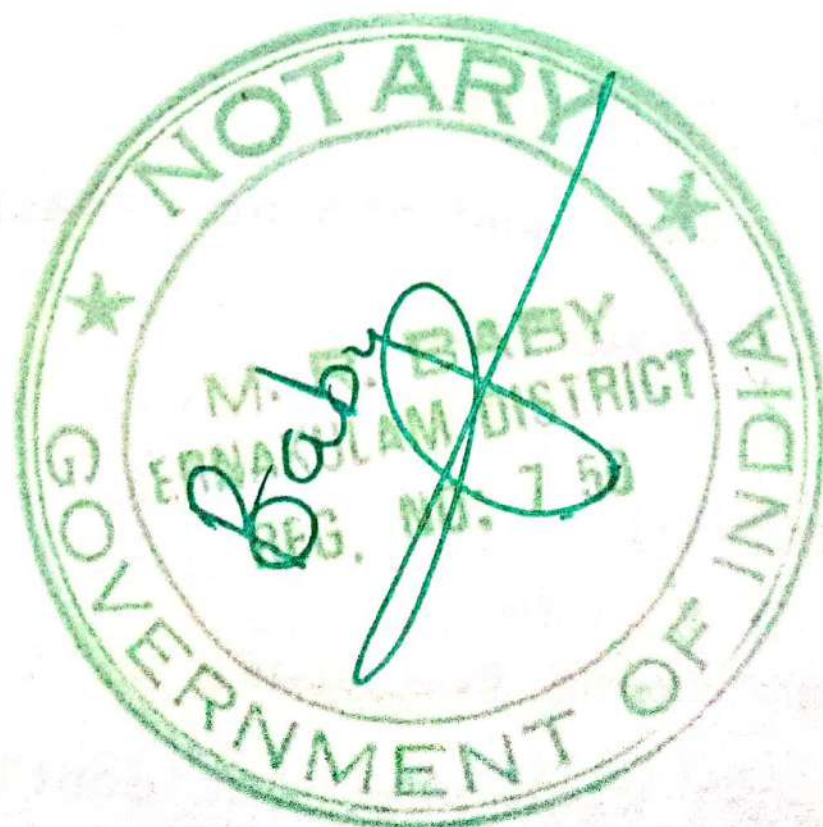
15.2 CASUAL LEAVE:

- a) EVERY Member of the Staff will be eligible for 15 days casual with pay. But continuous leave for more than three days will be permitted only on exceptional grounds. Every confirmed member will be eligible for half pay leave for 10 days for every completed year of service. The Manager is competent to grant leave on loss of pay for a period of 30 days.

*Sr. Triphena*  
1. SR. TRIPHEENA

*Sr. Flavia*  
2. SR. FLAVIA





- b) AN APPLICATION FOR leave or extension of leave it should ordinarily be made before the date from which the leave or its extension is sought. If an employee does not apply within seven days of the expiry of leave or has been absent from the school without leave for ten school days, the Employee may be deemed to have deserted his/her post.

16. TERMINATION OF SERVICE:

- a) If an employee at any time after confirmation intends to resign he/she shall give three month's notice in writing or three months salary to the Manager. The Manager will be competent to terminate the service of a confirmed employee by giving three month's notice in writing or three months salary.

17. RETIREMENT:

- a) EVERY EMPLOYEE shall retire at the age of 55. The Manager may grant extension if his/her services are beneficial to the institution. This extension will be on contract basis for a period not exceeding five years.

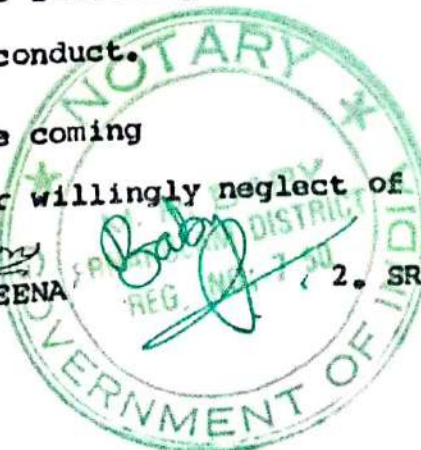
18. CODE OF CONDUCT:

Every employee shall be governed by the Code of Conduct. The following Act shall constitute breach of code of conduct.

- a) Habitual late coming  
b) Knowingly or willingly neglect of his/her duties.

1. SR. TRIPHEENA

2. SR. FLAVIA

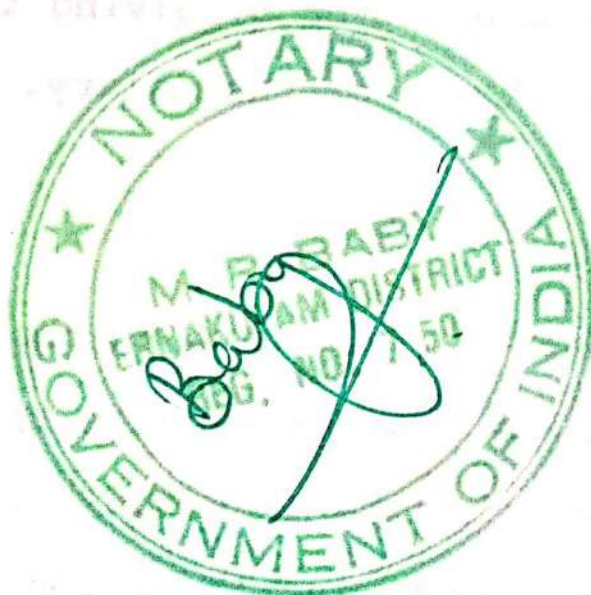




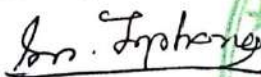
AN APPLICATION FOR LEAVE OF  
it should ordinarily be made by  
within the leave or its extension.  
employee does not apply within seven  
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TERMINATION OF SERVICE:

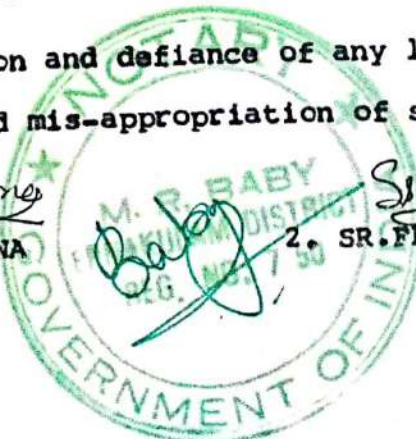
It is an employee at any time after confirmation in  
to write to the shall give three month's notice  
to the Manager. The  
to terminate the service  
giving three month's notice

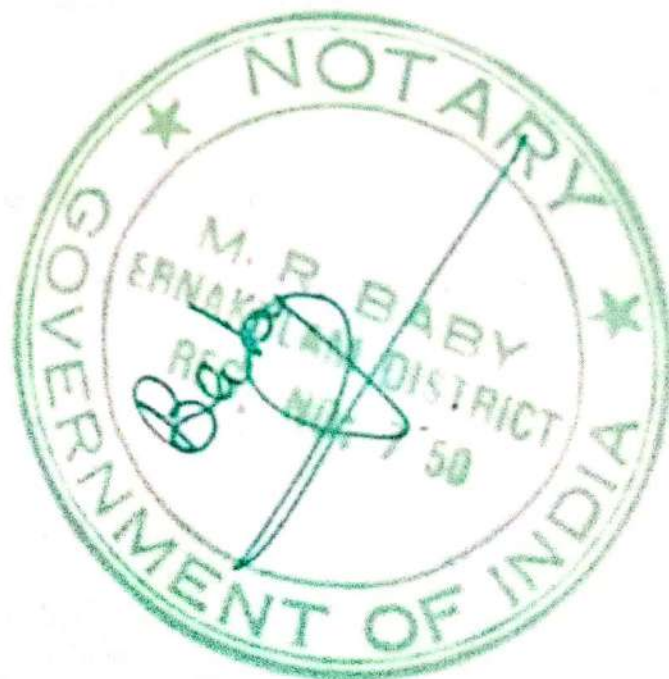


- c) DISCRIMINATION against any student in the name of Caste, Creed, language etc., or cultivation of any communal and sectarian outlook.
- d) Indulging or tolerating any mal-practice connected with examination or any other school activity.
- e) Applying for any other job except through the principal of the School.
- f) Engaging in any trade or accepting any employment while in service.
- g) Giving private tuition without the Written permission of the Principal.
- h) MAKING Collection of any nature from the students, their parents without the permission of the Principal.
- i) Entering into any monetary transaction with any people accepting present from them or influencing them for personal ends.
- j) Behaving or encouraging any people, teacher or other employees to behave in a disorderly manner in the school premises. Discussing irrelevant topics or subjects with pupils in the class or criticising any decision of the school authority.
- k) Taking active part in politics.
- l) Insubordination and defiance of any lawful order.
- m) Destroying and mis-appropriation of school property.

  
1. SR. TRIPHEENA

  
2. SR. FLAVIA







- n) Remaining absent without leave or securing leave by false pretext.
- o) Divulging confidential matters relating to school.
- p) Obstructing another staff member from lawful duties.
- q) Refusing to accept any official communication from the school authorities and indulging in any sort of agitation to embarrass the School authorities.
- r) Conviction by a Court of Law of Criminal offence.
- s) Instigating any people to indulge in communal or sectarian activity.
- t) Making sustained neglect in correcting class work or home work.
- u) Use of abusive language, quarrelsome and riotous behaviour.
- v) Disrespectful behaviour, rumour mongering and character assassination. Making false accusations or assault either provoked or otherwise.
- w) Preparing or publishing any notes or books as keys or to assist as a selling agent or canvasser or any publishing firm or trader.

19.

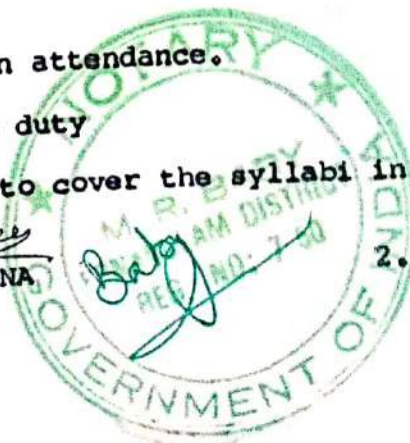
AN IDEAL TEACHER:

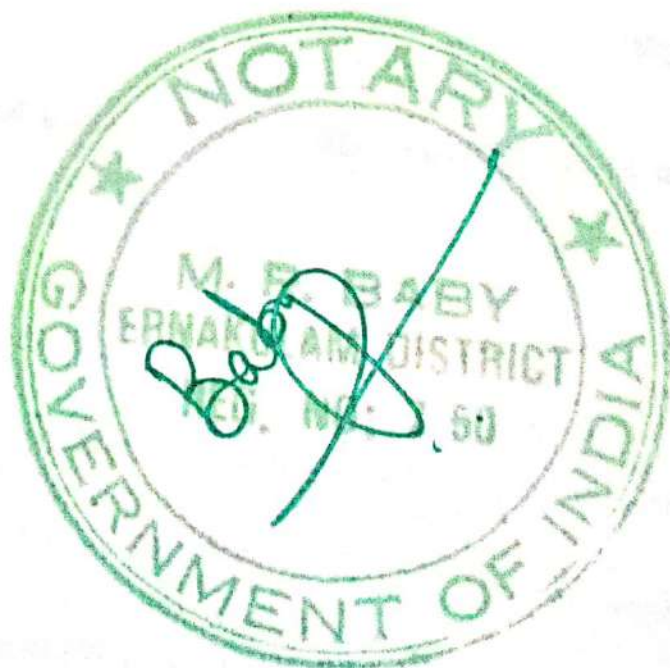
THE following are the characteristics of an ideal teacher.

- a) Regularity in attendance.
- b) Devotion to duty
- c) Earnestness to cover the syllabi in time.

Dr. Tripheena  
1. SR. TRIPHEENA

Ss. Flavia  
2. SR. FLAVIA





- d) Conducting regular tests and carrying out assignments given by the Principal.
- e) Personal contact with the students.
- f) Availability in the school to students even outside the class hours.
- g) Special help to weak students and gifted students
- h) Insistence on discipline and good behaviour
- i) Standing by the institution in times of crisis.
- j) Experiencing joy and satisfaction in the teaching work.
- k) Always striving to improve his competency.

20. DISCIPLINARY ACTION:

- a) The Managing Committee has the right to take disciplinary action against any member of the staff of the school on the basis of the report of the Principal.

An Employee may be placed under suspension where:

- a) Disciplinary proceedings against him/her are contemplated or pending.
- b) A Case against him/her in respect of any Criminal Offence is under investigation. He is charged with the cruelty towards any student or any employee of the School. He/She is charged with misbehaviour towards any parent, guardian, student or employee of the School.

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1. SR. TRIPHEENA

Sr. Flavia  
2. SR. FLAVIA







- c) HE is charged with breach of any other code of conduct.
- d) The Staff members shall be liable to suitable punishment including dismissal from service for crude misconduct.
- e) The suspended teacher will be eligible for  $\frac{1}{2}$  (half) of the basic salary as subsistence allowances for the First four months during the period of suspension.
- f) The suspension proceeding shall be decided/completed within six months by the Managing Committee.

21. PERIODIC ASSESSMENT:

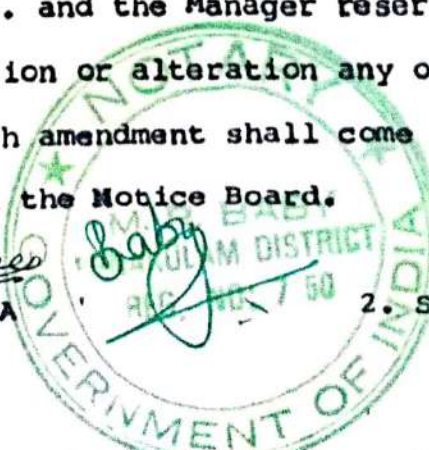
THE members of the Staff shall be subject to periodic assessment of performance by the principal or the Managing Committee. If the performance of any member is not satisfactory in the interest of the school his/her service can be terminated. But he/she must be given an opportunity to explain her case. In the case of termination he/she will be entitled to the benefit of gratuity.

22. AMENDMENT:

The service conditions shall be amended in compliance with the rules Provided in the bye laws for affiliation to the C.B.S.E. and the Manager reserves the right to amend by addition or alteration any of the above rules herein and such amendment shall come into effect on publication on the Notice Board.

1. SR. TRIPHEENA

2. SR. FLAVIA







IN WITNESS WHEREOF THE SETTLORS HAVE SIGNED THIS  
DEED OF TRUST AT NORTH PARAVUR ON THE DAY, MONTH  
AND YEAR FIRST ABOVE WRITTEN IN THE PRESENCE OF THE  
FOLLOWING WITNESSES AND WISH TO GET IT REGISTERED IN  
THE SUB REGISTRY OFFICE NORTH PARAVUR.

SIGNED BY: 1. SR. TRIPHEENA

*Sr. Triphena*

2. SR. FLAVIA

*Sr. Flavia*

WITNESS:

1. E.M.Manoharan, S/o.Mohandas, Kottackaparambu,  
Kizhakkepram,N.Parur.

*Manoharan*

2. Jayers.K.S.S/o.Sivarama Pillai, Kozhippurath  
House,Thathappilly.

*Jayers*

THIS DOCUMENT IS TYPEWRITTEN.

CORRECTIONS: NIL

*Sr. Triphena*

1. SR. TRIPHEENA

*Sr. Flavia*

2. SR. FLAVIA

True Photo Stat Copy  
Compared & Verified With  
the Original



*Baby*  
**BABY M. R.**  
**ADVOCATE & DISTRICT NOTARY**  
**NORTH PARAVUR**

This document is attested **Vide**  
SI No 1410 dated 22/8/10  
In Page No 33 in of the Notarial  
Register Prescribed Under Rule 11 (2)  
of the Notaries Rules 1956 Kept by me

