



Dr. Graham's Homes, Kalimpong

Founded in 1900 by

The VERY REV. J.A. GRAHAM, C.I.E., D.D.,

Vice Patron : **H.E. LYNPO SONAM TOBGYE**
President : **Mr. M.S. Calvert (Ex M.L.A.)**
Board of Management

Principal : 8944959600 homesprincipal@gmail.com
Headmaster : 94343 08822/89002 38554(O) headmaster.dgh@gmail.com
Bursar : 8293724421 bursar.dgh@gmail.com

Affiliated to the Council for the Indian School Certificate Examinations, New Delhi Sch. Code: WB090

12th August, 2022

Dear Parents,

Kindly find given below the timeline of the efforts of the Board of Management of Dr. Graham's Homes and the Principal, Bursar and Headmaster engaging with the Teachers in an attempt to resolve the current situation.

24th April, 2022

Meeting at Jubilee between the Finance Committee and the Teachers whereby the Finances of Dr. Graham's Homes were discussed threadbare.

18th May, 2022

Letter from Vice President (BoM), Wg Cdr Praful Rao to the Teachers requesting them to attend the zero period.

18th May 2022

Meeting at Jarvie Hall between Local Board Members, Wg Cdr Praful Rao, Mr. N R Pradhan and Capt P M Pradhan and the Teaching Staff. Teachers were requested by all three BoM members to suspend their agitation. BoM members Nava Pradhan and Capt P M Pradhan assured them a Pay Review Committee would be formed.

21st May, 2022

Letter from the Principal to the Teachers requesting them to nominate two members as representatives of the Salary Review Committee.
This was later refused by the Teachers.

11th June, 2022

Vice-President Wg Cdr Praful Rao, briefed some parents about the current impasse in DGH with the teachers and asked them to be patient.

06th July, 2022

Meeting at Jarvie Hall between School Executive Heads, SMC Secretary and Teaching Staff whereby the Teachers were requested to suspend their agitation (*and submit the marks of the half yearly examination.*)

07th July, 2022

Teachers decided not to give the half yearly mark sheets to the parents as a part of their 6th pay agitation.

PTM which was supposed to held on 08/09 July 2022 was postponed indefinitely by the Principal

07th July, 2022

Meeting between the Bursar and a few Teachers representatives in the Main Office to discuss the financial position of the School and requested them to nominate two members as representatives of the Salary Review Committee.

12th July, 2022

Letter from the Headmaster to the Teachers appealing to them to take up their duties as class teachers and subject teachers.

15th July, 2022

Two hour and ten min online meeting with Dr. Graham's Homes Parent representative Mr. Nereus Mukhia and 12 BoM Members including the President Mr M S Calvert regarding the teacher's agitation. Nereus explained the teacher's demands and how the agitation was impacting the children, the BoM explained to him that under the present financial circumstance it was impossible to give written commitment on the 6th Pay, however a pay review committee had been formed to look into the matter.

15th July, 2022

Letter from Principal to the Parents explaining the circumstances.

20th July, 2022

Meeting between School Administration and Teachers whereby the Principal and the Headmaster tried to reason with the Teachers and again requested them to suspend their agitation and submit the half yearly marks.

25th July, 2022

Online BoM meeting to discuss the teacher's agitation as well as other internal matters

26th July, 2022

Letters issued to Teachers to submit the half yearly marks.

27th July, 2022

11.00am-11.45am Online meeting of 2 BoM members of the Finance Committee, President and Vice President of BoM and Bursar, Principal to discuss the Financial Package which could be offered as a part of the Pay Revision.

29th July, 2022

11.00 am-12.30 pm Online meeting of 10 BoM members on the Pay Revision Package and how to solve the deadlock with the teachers.

29th July, 2022

Letters issued to Teachers to submit the half yearly marks with an extended deadline.

30th July, 2022

3.00 pm-5.30 pm Online meeting between the President and Chairman Mr. M.S. Calvert, School Administration and Teachers whereby the President and Board Members spoke at great length to the teachers and also heard them out. All Board Members appealed to the Teachers to suspend their agitation and to release the half yearly exam marks.

01st August, 2022

Teachers decide to continue with their agitation and not release mark sheets to students despite all board members appealing to them to suspend their agitation on 30th July, 2022.

08th August, 2022

Meeting at Jarvie Hall between School Executives, Board Members, Chairman (Pay Review Committee) whereby the Chairman appealed to the teachers to suspend their agitation and to join the Pay Review Committee and also offered an interim relief to the teachers.

10th August, 2022

Meeting at the Jarvie Hall between the School Executives, Board Members, Chairman (Pay Review Committee) whereby the Chairman requested to know what the teachers had decided with regard to the submission of marks of the half yearly exams.

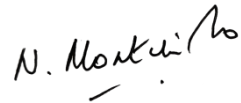
10th August, 2022

5pm-7.20pm online meeting of 19 BoM members to discuss the teacher's agitation

This is for your kind information.

We are extremely grateful for the patience and co-operation that you have extended in this regard. We will continue to try our best to resolve this situation.

Thanking you,



Neil Monteiro
Principal
Dr. Graham's Homes