

Manasa Approval Minutes 2013

Thanks everyone for helping in making decision about Manasa project. There were **16 votes** and all voted yes for funding the project for another year. Majority votes were for funding teachers and craft teachers salaries which totals ~ **\$5700**. The breakup of the votes is attached in the email. Additional comments as well as votes are listed below.

Should we fund Manasa project for year 2013? Name Additional Comments.

Yes Prasoon

Yes Neha

Yes Dheeraj

Yes Gaurav Manasa is doing great work and we should support them for next 1-2 years till they become self sufficient again. I think we should fund the teachers because they have the highest impact on the development of the children.

Yes Vinod Amount could be ~\$6000, which is similar to the previous two disbursements in 2011 and 2012. Project progress is great and impact of our donation is very evident.

Yes Suman

Yes Aarti Chigullapalli

Yes Anup Mohan

Yes Subashish And two of the special teachers.

Yes Nikitha

Yes Kritika Upreti We can fund more if funds are available after funding other projects.

Yes Adhiraj Mathur 2 Special Teachers - Rs 129,000 (~\$2400)

Yes Susmita Dash "Teacher = Rs 5375/mo and aayah = Rs 4500/mo and Driver = Rs 8100/mo

Isn't the work hour more for teachers than driver? The proportion seems off to me. I support funding Manasa for 2013 after the budget allocation is verified."

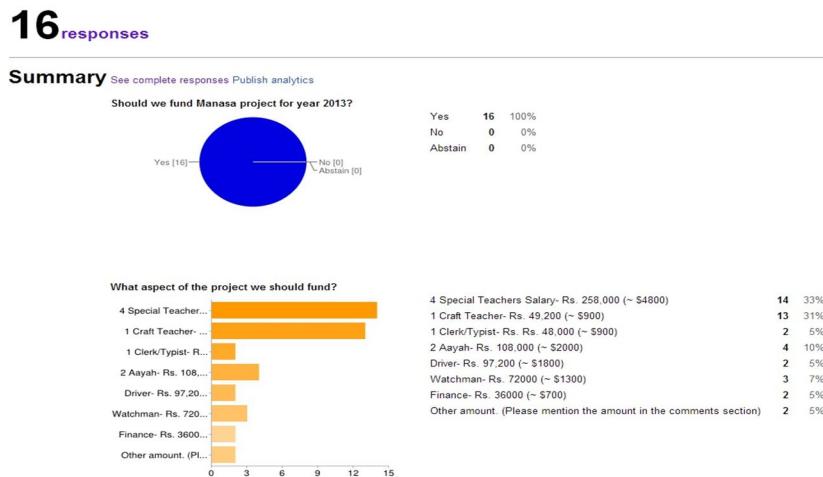
Yes Sayan Biswas

Yes Romila Pradhan

Yes Suchi

Susmita raised a good point and needs to be clarified. We need to get clarification on budget allocation as to why teachers' salaries are less than driver salary even though they put more hours and efforts. After we hear back from them, we can go ahead with the funding of the project. My suggestion would be to send them funds in two installments , which is general Asha practice as well. But if they need funds in one installment, they should let us know.

~Prasoon.



Hello Everyone,

To clarify regarding the budget allocation, teacher's salary mentioned in the poll was for 3 special teachers instead of 4. Salaries of three teachers are

- | | | |
|---------------------|-----------------|------------------|
| 1. N.L.Kameswari | Special teacher | 8000/- per month |
| 2. P.P.V.Ratnanjali | " | 7000/- " |
| 3. L.Lakshmi | " | 6500/- " |

So I asked aunty why the drivers and ayahs were getting paid more, and here's her reply

DearAarti

Your members raised a very good question. The detailed explanation is given below.

The Special school or any other activity for the welfare & development of mentally challenged is very challenging task. This requires lot of manpower & sound financial resources. It is very difficult to attract suitable persons to work with M.C. Particularly majority of DRIVERS & AYAHs prefer to work either in NORMAL SCHOOLS OR IN HOSPITALS.

The following are main reasons for paying more salary to DRIVERS & AYAHs

1. Non availability
2. Long working hours & less number of holidays
3. Increments as per their service (one AYAH is working since 1998)
4. Salary will be very less for fresh & untrained TEACHER

Recently we came to know that the DRIVERS ASSOCIATION passed a resolution saying that the minimum salary for a DRIVER working in schools should be rs. 10000/- Hence RECRUTING & RETAINING suitable persons are very difficult tasks in this field. We are searching for two more AYAHs since past six/ seven years but we could not identify till today. So there should be considerable hike in drivers & ayahs salaries. The two AYAHs who are working in MANASA SPECIAL SCHOOL are parents & they have some consideration to these children . Hence they are continuing in MANASA.

With many good wishes

P.sarvalaxmi

Thanks,

Aarti

Prasoon: Can you also ask them regarding funding in two installments?

Aarti: Sure Prasoon, I'll ask her about giving money in two installments, so is the amount \$5700? If yes is it possible to add \$300 and make it \$6000??

Prasoon: \$6000 for one year should be ok , which matches our previous years' funding to the project. If anyone has any issue with the amount, please let us know.

Vinod: \$6000 was the previous two installments to Manasa in 2011 and 2012. Probably continue that to 2013 in 2 installments?

Aarti: Sarvalaxmi aunty got back with me. She said that sending money in 2 installments is fine with Manasa.

Asha Purdue decided on sending Manasa \$6000 for the year May2013-April2014, in 2 installments.