

Q1. What are the school timings & Salary for Teachers?

A1. The timings are -

	For Students	For Teachers	Starting Salary (Gross) (For Fresh candidates)	Typical Gross Salary (after 2-3 years)
Pre-School	8:45 am - 1:05 pm	7:25 am - 1:05 pm	` 18,000 – 20,000	` 25,000/-
Junior School	7:25 am - 1:05 pm	7:25 am - 3:00 pm	` 20,000 – 25,000	` 35,000/-
Middle School	8:45 am - 4:00 pm	8:45 am - 4:00 pm Wed+Thur - 7.25 – 4.00	` 22,000 – 30,000	` 40,000/-
Senior School	7:25 am - 3:00 pm	7:25 am - 3:00 pm	` 25,000 – 30,000	` 40,000 -50,000/-

Q2. What is the eligibility criteria for the post of a teacher?

A2. For Pre-School and Junior School : Graduate (preferably with one or two years experience). Open to new methods, sincere and dedicated.

For Middle School and Senior School : Graduate / Post Graduate with a B.Ed degree (preferably with one or two years experience.) Open to new methods, sincere and dedicated.

Q3. What are the terms of appointment?

A3. All new educators joining Eklavya have to commit to work for a minimum period of 2 full academic years, after which every year they have to tell if they will continue next year or not, and if continue then they have to complete that academic year and cannot leave mid-way. She will be required to sign a bond including a security deposit.

The rule is interpreted as follows for new teachers – they have to complete two full academic years after joining. If they join in the middle somewhere of an academic year, then they have to finish that half one, and the next two complete academic years.

Q4. How many holidays are there?

A4. Summer Vacation - 21 days (but generally 23 days)
Diwali Vacation - 7 days
Winter Vacation - 2 days

Over and above there are 4 holidays for – Uttarayan (14 Jan), Dhuleti/Holi, Rakshabandhan and Dussehra.

Q5. What are the leave policies?

A5. 7 CL, 7 SL, every year. 7 PL (after completion of 1 year of service)

Q6. What is the increment policy?

A6. Performance appraisal is done continuously. Increments are given on the basis of performance with effect from 1st June every year. For e.g. increments for very good performance is Rs. 5000/- to Rs. 6000/-

Q7. What is the prospect for growth?

A7. In Eklavya we believe that a teacher is a learner too. Thus a lot of on the job training is given. Weekly HRD sessions also help you become a better human being. You also get a chance once in every 15 days to conduct Mother's Workshop where you will explain to parents what you will be doing in your class in the coming 15 days.

Q8. Is there any transport facility for a teacher?

A8. All students and teachers come by the school bus only. 14 buses ply on different routes and each bus routes is of 30 - 35 min. duration. No personal vehicles are allowed. No charges are taken for this facility.

Bus Routes :-

1. Jaydeep, RBI Quarters Gate, Jivraj Char Rasta, Shyamal Char Rasta.
2. Nehrunagar, Manekbaug
3. Opp Jhansi Ki Rani Statue , P & T Colony (Nr Jodhpur char rasta), Star Bazaar, Ramdevnagar, Vikramnagar, S P Cross road (Near Ambli BRTS Bus stop)
4. Adi Villa, Samarpan Bunglows
5. Silver Banquet Hall, Rajvi Tower, DLA.
6. Riveria 11, Prahladnagar Garden
7. Satyam Flats, Chandan Party Plot, Shreeji Tower, AryaBunglows.
8. Bakeri City Gate, Shreyas Complex.
9. Shyamal Row House, Sachin Tower, Kanak Kala, Anandnagar, Rivera Bunglows.
10. Indraprastha, Doordarshan, NRI Towers (Opp. Pride Hotel)
11. Soham Terrace, Pop-ins, Management Enclave, Springfield, Ame Gujarati (Near Sindhu Bhavan).
12. AEC Thaltej (left at Sai Baba mandir towards Bodakdev 4 rasta), Platinum Plaza, Gokuldham 3 rasta
13. Shyam Villa 2 (Nr Paradise Plaza), Chittvan Gate (Nr. Sharnam County), AarohiPratistha, Samanvay Flats, Gala Swing (South Bopal)
14. Iscon Flower, Kabir Enclave (Homeopathic College), Big Daddy char rasta, RajviBunglows (Back Gate-Sun City), Aarohi Complex, Applewood Main Gate
15. Opp. Nalsarovar Bus stop, Sanand Police Station, Riddhi-Siddhi Bungalow, Telav, Safal Vihaan Gate.

Q9. Is there a concession on the fee for a teacher's child?

A9. Yes. You get a concession on the fees – a teacher has to pay only 50% of the total fees and 50% of the one – time Admission fees.

Q10. What is the facility given to teachers who have small children?

A10. There is a crèche on the campus with two caretakers. It has an individual sleeping arrangement, fridge, small blackboard, toys and books to keep children occupied. This is also a free facility.

Q11. Are lady teachers entitled to maternity leave?

A11. A lady educator who has completed one year of service in Eklavya is entitled to Maternity Leave of 3 months payable two years after rejoining.

Q12. Can an educator leave early or come late on a given day?

A12. 95 % of the educators are ladies. Sometimes a small job requires an extra half hour at home and she can then manage school + home. It is important that she does both. To help her facilitate attending both duties, an educator may come one hour late or leave an hour early on a given day of the month after intimation & permission of the concerned principal. We call this the point system. An educator may use a maximum of 3 such points in a month.

- Eklavya has taught me excellent skill of time management, creativity and also how to cope up with personal and professional life. My attitude towards problem solving has changed. Handling of situations have improved.

Eklavya is not only a work place or a professional ground for me but a place where I have eventually learnt to know and understand myself.

Asha Mishra, PS Educator

- I used to get angry very fast at home but after being in Eklavya I learnt to control my anger. I developed patience within myself. Punctuality and time management are the other aspects, which I took seriously, and it helped me to be a better person.

Initially I was very emotional and use to get upset very soon by Eklavya helped me to overcome this. I learnt that we are not complete but still a learner and there is no time bar or limit for learning.

Jaya Chacko, PS Educator

- I forget everything all tensions, worries. When I am at school with children, what I remember is me and my children. My day starts in the bus where we (me and children) share small-small things about daily life, movies, shopping, etc. when people ask me do you have kids. I always answer I get 25 children every year.

Dolly Sinha, JS Educator

- In Eklavya, I've learnt to observe keenly. I've learnt that even minute things should be observed and really I've learnt a lot by observing the way the other educators teach, observing children's behaviour, the way the school activities are managed, etc.

I've also learnt to be punctual, which is the most significant change in my life. I've learnt time management. There were times when I was even late for my board exams, I neglected the 2 minutes or 5 minutes time, but now I've learnt the importance of a single minute, even a few seconds.

Archana Vishwakarma, MS Educator

- Initially I would take every work, as it would come. But Eklavya has taught me many lessons of life, which I will never forget in my life. Take for example punctuality – I was never so punctual about time and finishing my work in time, which I learnt here. Another thing is that I have learnt that everything that is to be done should be planned meticulously and done systematically. To look at things and people from a different angle (positive angle) is also what I learnt from over here. Also I learnt that anything can be achieved through hard work and determination.

Shailesh Khuman, MS Educator

- Only if I could master myself (my emotions) can I be a master (teacher) to others. Preaching without practicing never carries weight. I realized this here.

I realized that to achieve our goals canalizing our energy is very important. I realized the time I had earlier wasted in watching useless soap operas.

R Saraswathi, SS Educator

- Being here I have developed an ability of doing multiple task at a time with efficiency and perfection. I have become more organised. Every morning I feel fresh and my task for the day is clear.

Navita Dixit, SS Educator

- दुनिया के विविध क्षेत्रों में कार्य करने वालों के न करने वालों के स्वभाव में तो बदलाव आता ही रहता है। स्वभाव बदलते ही रहते हैं किन्तु जहाँ हमारी वृत्तियाँ बदलती हैं । वह हमारा तीर्थस्थान होता है, भगवान का निवास होता है, एकलव्य में मेरी वृत्तियाँ अवश्य ही काफी बदली हैं जिसका काफी सकारात्मक परिणाम भी मुझे मिला है।

आज से सात वर्ष पूर्व मैं एक विद्यावान विद्यार्थी था जो आज एक अनुभवी विद्यार्थी के रूप में शिक्षक बन कर अभी भी अपनी विकास साधना कर रहा हूँ।

यहाँ आकर जो एक बात पक्की सीख ली है वह यह है कि श्रम, धैर्य और प्रेम से किसी भी असाध्य कार्य को सिद्ध किया जा सकता है।

भौमिक रावल, मिडल स्कूल

- एकलव्य में आने से पहले जीवन में जैसे कोई लक्ष्य नहीं था । समय के साथ हम भी बीतते जा रहे थे । कभी अपने गुणों या बुराइयों को सुधारने का कारण नजर नहीं आता था। लेकिन अब जैसे जीवन को एक लक्ष्य एक राह मिल गई है। हर काम करते हुए उसके परिणाम को पहले सोच लिया जाता है। गलती एक से दूसरी बार करते हुए अपनी आत्मा चेतावनी देती है। समय को जैसे हम अपने अनुसार ढाल रहे हैं ।

पूनम अत्रेजा, सीनियर स्कूल