

FAQ – For Educators applying to Eklavya

Q1. What are the school timings?

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 to 1:05 p.m.	7:25 a.m. to 1:05 p.m. Wed - 7:25 a.m. to 3:00 p.m.	Rs.18,000 – 20,000	Rs.25,000/-
Junior School	7:45 a.m. to 1:05 p.m.	7:25 a.m. to 3:00 p.m.	Rs.20,000 – 25,000	Rs.35,000/-
Middle School	8:45 a.m. to 4:00 p.m.	8:45 a.m. to 4:00 p.m. Wed + Thur - 7:25 a.m. to 4:00 p.m	Rs.22,000 – 30,000	Rs.40,000/-
Senior School	7:25 a.m. to 3:00 p.m.	7:25 a.m. to 3:00 p.m.	Rs.25,000 – 30,000	Rs.40,000 – 50,000/-

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

A2. Pre School – Graduates preferably with DECE – (Diploma in Early Child Education and preferably with one or two years experience). Open to new methods, sincere and dedicated.
Junior School – Graduate with a B.Ed degree (preferably with one or two years experience). Open to new methods, sincere and dedicated.
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 in the next year or not, and if continuing 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 year and the next two complete academic years. For e.g. if the educator joins in December 2020, then she will complete the academic year 2020-21 and next two academic years i.e. 2021-22 and 2022-23.

Q4. How many holidays are there?

A4. Summer Vacation - 21 days (but generally 23)
Diwali Vacation - 7 days
Winter Vacation - 4 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 1 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. Educators get opportunities to attend various workshops held in school and also outside. Throughout the year they are part of various committees - Time Table, Evaluation, Filler Weeks, Euphoria - annual talent day, Sports Day and many more. Being a part of such committees enhances and brings out many skills and the educators becomes versatile.
- Q8. Is there any transport facility for a teacher?
- A8. All students and teachers come by the school bus only. 16 buses ply on different routes and each bus route is of 30 – 35 min. duration. No personal vehicles are allowed. No charges are taken for this facility.

Bus Routes:

1. Jaydeep tower - RBI – Jivraj
2. Jhansi ki Rani - Ramdevnagar- Ambli BRTS Bus stop
3. Maher Homes – Applewoods
4. Opp. Nalsarovar Bus stop- Sanand - Safal Vihaan
5. Bakeri City Gate- Shreyas Complex
6. Silver Banquet - Indraprastha – Vikramnagar
7. Poppins - Springfield - Iscon Platinum
8. Shyamal 4 rasta – Prahladnagar
9. Nehrunagar – Manekbaug
10. Ame Gujarati – Gokuldharm
11. Gala - Orchid Elegance
12. Satyam Flats - Arya Bungalows - Riveria 11
13. Soham Terrace - NRI - Adi Villa
14. Sal 4 rasta - DLA - Rudra Bungalows
15. Iscon Flower - Chitvan - Sun City backgate
16. Shyamal RH- Sachin Tower -Rivera Bungalows

- 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.
- 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.

Q.11 Are lady teachers entitled to maternity leave?

A.11 A lady educator who has completed one year of service in Eklavya is entitled to Maternity Leave of 6 months payable two years after rejoining.

Q.12 Can an educator leave early or come late on a given day?

A.12 95% of the educators are ladies. Sometimes a small job requires an extra half hour at home and she can then manage school+home for the rest of the day. It is important that she does both. To help her facilitate attending both duties, the educator may come one hour late or leave an hour early on a given day of the month after intimation & permission of the concerned vice principal / principal. We call this the point system. An educator may use a maximum of 4 such points in a month.