**Contract Letter**

Mr Subhayan Sengupta, 15th July 2023

34 C Ganguly Bagan,

Kolkata - 700085

Dear Mr Subhayan Sengupta,

Anodiam is excited to offer you contract based on the terms included below.

You'll start in as a part-time senior faculty. You'll report to Mr Santanu Ghosh on 15th July 2023. As a senior faculty you'll perform the duties and responsibilities that are reasonable and consistent with your position.

Your pay out will be based on following contract below:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| SlNo | Course | Board/Univ-ersity | Cls.duration / cls. Per week | Teacher Pay >=50 students | Teacher Pay >=20 students | Teacher Pay >=10 students | Teacher Pay >=5 students |
| 1 | CBSE XII Info Practices | CBSE | 2 hrs/one cls per week | 19600 | 9800 | 4900 | 2450 |
| 2 | CBSE XI Info Practices | CBSE |  | 19600 | 9800 | 4900 | 2450 |
| 3 | B Com E Commerce | Comm |  | 13068 | 6534 | 3267 | 1633 |
| 4 | BCom IT Application in Business | Comm |  | 13068 | 6534 | 3267 | 1633 |
| 5 | BBA Computer Applications | Comm |  | 13068 | 6534 | 3267 | 1633 |
| 6 | BBA Mgt Info Systems | Comm |  | 13068 | 6534 | 3267 | 1633 |
| 7 | PHP, Wordpress | Non/EP |  | 78400 | 39200 | 19600 | 9800 |
| 8 | Prince2 | Non/EP |  | 26132 | 13066 | 6533 | 3267 |

**Terms & Conditions**

1. You will be given a class of minimum 5 students, not less than that.
2. Periodical feedbacks will be taken from customers (students or guardians).

If 2 negative feedbacks from customers are noted then you will be terminated.

1. If faculty is not punctual or found indiscipline then you will be terminated.
2. The resignation period is 1 month.

Anodiam Expectation from respective faculty:

1. Faculty members are expected to maintain to fulfill their teaching responsibilities effectively ,including preparing course materials, delivering lectures, grading assignments, and providing guidance and support to students
2. Treating all understudies similarly
3. Foster a conscious and comprehensive learning climate
4. Faculty members are expected to manage their time effectively to fulfil their teaching, research, and all that service obligations .
5. Notice to us before one month to resign .

Un–Anodiam Behavior :

1. Misconduct, including academic fraud or ethical violations.
2. Repeated failure to meet performance expections.
3. Harassment or discrimination towards staff or students.
4. Endangering student safety .
5. Professional incompetence .
6. Periodical negative reviews of our customers ( students or gurdians) are not acceptable