

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 of experience)
Pre-School	8:40 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.28,000 – 30,000	Rs.35,000/-
Junior School	7:25 a.m. to 1:05 p.m.	7:25 a.m. to 3:05 p.m.	Rs.32,000 – 35,000	Rs.40,000/-
Middle School	8:40 a.m. to 3:05 p.m.	7:25 a.m. to 3:05 p.m.	Rs.40,000 – 45,000	Rs.50,000/-
Senior School	7:25 a.m. to 3:05 p.m.	7:25 a.m. to 3:05 p.m.	Rs.45,000 – 50,000	Rs.50,000 – 60,000/-

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

Senior School: Post Graduate in the subject 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 2024, then she will complete the academic year 2024-25 and next two academic years i.e. 2025-26 and 2026-27.

Q4. How many holidays are there?

A4. Summer Vacation - 21 days
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:

01. Jaydeep, Jivraj Char rasta, Sachin Tower, Pushpam Complex (Opp Seema Hall).
02. Anand Mangal Quarter (Nr. Shyamal Row House), Shyamal Char rasta (Nr. Shangrila Complex), Rivera Bungalows, Planet Health - Opp Krishna Bungalows, Binori Marble - Opp Pinnacle, Orchid Woods.
03. Ratnakaar 2, Satyam Flats, Avni Tower (Nr. Chandan Party Plot), Shreeji Tower, Maruti Hills (Nr. Arya Bungalows), Rivera 11, Nr. Kalrav Farm (Highway-SP Ring Road).
04. Orchid Heaven In-Gate, Roads of Orchid Harmony, Opp. VIVA Elegance 2.
05. Bakeri City Gate, Shreyas Complex, Anandnagar 4 rasta (Near Deer Circle), Prahladnagar (Near KFC).
06. Manekbaug (Nr. Parul Dental), Nehrunagar, Opp Jhansi Ki Rani, P & T Colony Gate (Nr. Jodhpur Char Rasta).
07. Star Bazaar, Ramdevnagar, Vikramnagar, Behind Swagat Palace main gate (opp Shell Petrol Pump), S P Ring road
08. Shahdev Complex (Opp Manav Mandir), Opp. Indraprastha, Opp. Bodakdev School for Children.
09. SAL Hospital 4 rasta (Opp. Anjani Mandir – towards Bodakdev), Bus Parking, Ame Gujarati (Near Sindhu Bhavan).
10. Springfield, NRI Tower (Opp Pride Hotel), Adi-Villa, Iscon Platinum
11. Pushpraj Flats (Nr Fab India), Near Dhara Enterprises, Green Park, Gokuldharm Meadows
12. Opposite Fyro – Nine one automative, Kadamb Bungalows (Just before Bagban Party Plot 4 Roads), Osia Hypermarket (Opposite Vrundavan Bungalows), Opp Trezure Enclave (Off Shilaj Circle Nr. Aryaman Bungalows road), Samarpan Bungalows.
13. Iscon Flower, Kabir Enclave (Homeopathic College), Big Daddy Char rasta, Shyam Villa, Chitvan, Jain Swamy Apashray (Nr Audit Office).
14. Gala Swing, Safal Parisar 2 - Gate 2, Gala Gardenia, Sopan/Maher Homes, Opp Club 07 Corner.
15. Opp. Future Sports Academy, Orchid Elegance, Aakash Residency, Agrasen Bhavan Gate.
16. Opp. Nalsarovar Bus stop, Sanand Police Station, Riddhi-Siddhi Bungalow, Telav, Safal Vihaan Gate. Jain Swamy Apashray (Nr Audit Office).

- 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 to the concerned Vice-Principal / Principal. We call this the point system. An educator may use a maximum of 4 such points in a month.