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From: **Puvidham** <puvidham@gmail.com>
Date: Thu, Sep 4, 2014 at 4:22 AM
Subject: RE: Did u receive the budget proposal
To: Kirthi <mxkge57@gmail.com>
Cc: sharada sunder <sharada.sunder@gmail.com>

Dear Kirthi,

I have tried to answer to my best ability but do contact for further clarifications if needed.

[1]. Please explain incentives for teachers and staff? What does this mean. What is the incentive based on?

We are paying a very bare minimum salary if you notice. Not only that we are also holding back some of that salary as incentive which is a round sum of around 5 or 10 thousand depending on the number of years of service with the organization that the person has. This sum is paid at the end of the academic year so that we are sure that the person will not leave us high and dry. The amount is still given to the person if the termination of service is with proper notice of three months etc. if not it is withheld (this is the incentive to inform us of their intention to leave @3 months in advance).

[2]. There is a question on Insurance Premiums. Can you explain what is covered with the LIC premium? Is this only for the school? The component is not added for hostel premises. Does this mean hostels do not have insurance?

The life insurance policy was decided upon as a precaution in case of sudden ill health or accident when the trust will be obliged to provide some assistance. The organization pays the premium of the life insurance policy for the staff or teacher as long as the person is with the organization and would help in claiming any damages in case of some problems. There after the insurance policy is handed over to the person concerned and they have to pay the premium themselves. These are all methods evolved overtime to ensure proper termination of service with proper notice. If not the staff just decides to stop one fine day without any information. Since we do not retain their ORIGINAL CERTIFICATES as is the common practice the person sees no need to inform and have a congenial termination of service. It is only for the persons who wanted to have an insurance and who had all the necessary documents for the drawing of a policy.

The hostel staff do not have the basic ration card and other identity proof so we are unable to make a policy in their name.

[3]. How exactly is the funding for the student/teacher trips? For example Darjeeling, Rajasthan etc. Are these sponsored visits? How are these partnership organizations selected? What have been the outcome of these trips? What have the students/teachers gained from these trips.

Since we are a recognized school we avail a 50% railway concession for our trips. The food and other expenses are maintained at minimum in accordance with the conditions at the other organization. We take the children on these trips to give them sense of the vastness of the country and the world. They get to experience a different culture, travel long distances and see different topography, experience different climate and forest ecosystems and even wild life. The very simple outcome of these trips is learning of

hindi which becomes a craze when they want to go. The children and the teachers alike comeback feeling confident and better informed about the regions they visit. They write a report with drawings etc and put it in the computer making the impressions permanent.(have attached a rough draft of one report rough draft to give you an idea).

We believe that Beautiful experiences make beautiful personalities! In accordance with that we try to give the children wonderful experiences to draw inspiration from. These children will never have the opportunity for this kind of travel until a long time to come. And all we really want our children to do is be beautiful human beings with understanding and compassion for the universe.