

## **Criteria -2**

**2.5.3 Average teaching experience of full time teachers for the last completed academic year.**

### 2.5.3. Average teaching experience of full-time teachers for the last completed academic year

2.5.3.1.: Total number of years of teaching experience of full-time teachers for the last completed academic year

Total number of years of teaching experience of full-time teachers for the last completed academic year	<b>517</b>
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**Formula :**

#### **Average teaching experience**


= Total number of years of teaching experience of full-time teachers for the last completed academic year

Total number of full-time teachers for the last complete academic year

$$= \frac{154}{13}$$

$$= 11.84 \text{ years}$$

## Appointment letter

**NIRMALA MEMORIAL FOUNDATION  
COLLEGE OF EDUCATION**  
AFFILIATED TO UNIVERSITY OF MUMBAI

90 Feet Road, Near Thakur Polytechnic, Thakur Complex, Kandivali (E), Mumbai - 400 101. • Ph.: 2854 3234

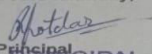
**ORDER OF APPOINTMENT**

Date: 15/05/2010

To,  
Mr./Mrs./Ms: **NITISHA P. TERBÜRNE**

1. With reference to your application dated **10/06/2010** we have pleasure to inform you that you are appointed as a Lecturer on Probation / Temporary / on-accout on Rs. **15,000/-** per month with effect from **08/06/2010**.
2. Your appointment is on probation.

Date: 15<sup>th</sup> May 2010

Yours faithfully,  
  
Principal  
**PRINCIPAL**  
NIRMALA MEMORIAL FOUNDATION  
COLLEGE OF EDUCATION  
Kandivall (East), Mumbai-400 101.




**NIRMALA MEMORIAL FOUNDATION  
COLLEGE OF EDUCATION**

AFFILIATED TO UNIVERSITY OF MUMBAI

D.S. Road, Asha Nagar, Thakur Complex, Kandivali (East), Mumbai - 400 101. • Tel.: 2854 3234

- b) However, in such an event, you will be required to deposit an amount equal to one calendar months' salary along with your written application for resignation.
- 5) In case you accept the appointment, you shall have to submit discharge certificate(s) from your present employer(s), if any, S.S.C. Passing Certificate, mark sheets of H.S.C., Bachelors and Master Degrees, and M.Phil / Ph.D. degree, (in original and one attested copy) and two passport size photographs to the college office.
- 6) You shall carry out academic, developmental, departmental and college administrative and such other duties as will be assigned to you by your superiors, from time to time.
- 7) You shall be required to attend staff developmental programmes / special lectures, etc. whenever organized by the college authorities either within the college or in an outside institution.
- 8) You will have to evaluate continuously, students' performance in their attendance of the lectures/practicals and participation in curricular / co-curricular activities and to guide them for making their performance better and if need be to communicate with their parents to achieve better results. You are required to do the examination related work of University during vacation if assigned and will be paid as per University rules.
- 9) In the event you are required to attend the college on institutional holidays for duties related to your appointment i.e. staff development programmes, special lectures, conducting exams, seminars, conferences, sports and games, college day celebrations, etc. you shall attend duties without fail and no extra remuneration will be payable nor any compensatory leave may be given for such attendance.
- 10) The appointment is a full time one and does not permit you to engage yourself in any outside business, consultation, teaching in other institutions, private coaching/ tuitions and / or such other outside work either with or without remuneration, without the express sanction of the college authorities.
- 11) You will be paid your salary through Shamrao Vithal Co operative Bank, Kandivali East Branch (Situating in our College Campus) where, with the help of the College Office, you will have to open your individual account.
- 12) The college authorities reserve to themselves the right to amend, modify, alter or rectify the terms and conditions of services attached to this appointment including pay-scales which if and when modified, altered or rectified shall be binding on you.

Yours faithfully,

  
(Mrs. Dhara Desai)  
Secretary  
Nirmala Memorial Foundation



**NIRMALA MEMORIAL FOUNDATION  
COLLEGE OF EDUCATION**

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Date: - 06/01/2020

To

Dr. Tandra Bandopadhyay  
401, Solitaire, Yogiraj Ashram Road,  
Kalina, Sundar nagar, SantaCruz (East)  
Mumbai-400098

Dear Madam,

With reference to your application and subsequent interview with the Selection Committee Constituted as per the norms laid down by University of Mumbai, this is to inform you that you are hereby appointed to the post of Principal in our Education college on adhoc basis with a consolidated pay of ₹ 95000/- per month with effect from 7<sup>th</sup> January, 2020 on the following terms and conditions.

Your services will be governed by the provisions of the Maharashtra Universities Act 1994 and the Statutes, Ordinances, Regulations and the Rules of the University for the time being in force and as will be amended from time to time and the rules of the Governing Council of this college, not inconsistent with the Act, Statutes, Ordinances, Regulations and Rules of the University.

This appointment is further subject to the following conditions:-

- (1) This appointment is on Probation.
- (2) The appointment will be effective from the date of your joining.
- (3) This Appointment for consider Subject to the Approval for the University of Mumbai.
- (4) This appointment is on Tenure for a period of Five year commencing from the date of Joining or upto the date of retirement whichever is earlier.
- (5) During this period, if your services are not found satisfactory, your services can be terminated at any time without mentioning any reason or giving any extra remuneration other than the salary for the period you have worked.
- (6) In the event you desire to leave the services of this college, before the expiry of the period, then it should be.
  - (a) At the end of an academic term, in the interest of the students and in order to prevent the disruption of academic and related activities, and upon completion of all instructional and term work requirements, to the satisfaction of Management and upon handing over charge to the Management or any person duly designated/ notified by them and only after giving one calendar months' notice in writing, provided that in special/exceptional circumstances as deemed fit by the Principal; any of the above said conditions may be waived by the Principal by a written order.
  - (b) However, in such an event, you will be required to deposit an amount equal to one calendar months' salary along with your written application for resignation.

In such an exceptional event, the Management shall be at liberty to refrain from issuing any certificate including your service certificate.

- (7) In case you accept the appointment, you shall have to submit discharge certificate(s) from your present employer(s), if any, S.S.C. Passing Certificate, mark sheets of H.S.C., Bachelors and Master Degrees, and M.Phil / Ph.D. degree, (in original and one attested copy) and two passport size photographs to the college office.
- (8) You shall carry out academic, developmental, departmental and college administrative and such other duties as will be assigned to you by your superiors, from time to time.
- (9) You shall be required to attend staff developmental programmes / special lectures, etc. whenever organized by the college authorities either within the college or in an outside institution.
- (10) You will have to evaluate continuously, students' performance in their attendance of the lectures/practicals and participation in curricular / co-curricular activities and to guide them for making their performance better and if need be to communicate with their parents to achieve better results. You are required to do the examination related work of University during vacation if assigned and will be paid as per University rules.
- (11) The appointment is a full time one and does not permit you to engage yourself in any outside business, consultation, teaching in other institutions, private coaching/ tuitions and / or such other outside work either with or without remuneration, without the express sanction of the college authorities.
- (12) You will be paid your salary through Shamrao Vithal Co operative Bank, Kandivali East Branch (Situating in our College Campus) where, with the help of the College Office, you will have to open your individual account.
- (13) The college authorities reserve to themselves the right to amend, modify, alter or rectify the terms and conditions of services attached to this appointment including pay-scales which if and when modified, altered or rectified shall be binding on you.

Yours faithfully,

(Mrs. Aruna Desai)  
Director



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Ref. No. : NMFCE/2019-2020

7<sup>th</sup>, January, 2020

Ms. Shubhangi Kore,  
B-18,861, Indraprastha CHS, Charkop,  
Kandivali (West), Mumbai-400067

Dear Madam,

With reference to your application and subsequent interview with the Selection Committee Constituted as per the norms laid down by University of Mumbai, this is to inform you that you are hereby appointed to the post of Full Time Assistant Professor in Education in our college on adhoc basis with a consolidated pay of Rs.35,000/- (Rupees Thirty Five Thousand Only) per month with effect from 7<sup>th</sup> January, 2020 on the following terms and conditions.

Your services will be governed by the provisions of the Maharashtra Universities Act 1994 and the Statutes, Ordinances, Regulations and the Rules of the University for the time being in force and as will be amended from time to time and the rules of the Governing Council of this college, not inconsistent with the Act, Statutes, Ordinances, Regulations and Rules of the University.

This appointment is further subject to the following conditions:-

- 1) The appointment will be effective from the date of your joining.
- 2) This appointment is on Temporary basis for a period of one year commencing from the date of joining.
- 3) During this period, if your services are not found satisfactory, your services can be terminated at any time without mentioning any reason or giving any extra remuneration other than the salary for the period you have worked.
- 4) In the event you desire to leave the services of this college, before the expiry of the period, then it should be,
  - a) At the end of an academic term, in the interest of the students and in order to prevent the disruption of academic and related activities, and upon completion of all instructional and term work requirements, to the satisfaction of Principal and upon handing over charge to the Principal or any person duly designated/ notified by them and only after giving one calendar months' notice in writing, provided that in special/exceptional circumstances as deemed fit by the Principal; any of the above said conditions may be waived by the Principal by a written order.
  - b) However, in such an event, you will be required to deposit an amount equal to one calendar months' salary along with your written application for resignation.



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Ref. No. : NMFCE/2019-2020

7<sup>th</sup>, January, 2020

Ms. Shubhangi Kore,  
B-18,861, Indraprastha CHS, Charkop,  
Kandivali (West), Mumbai-400067

Dear Madam,

With reference to your application and subsequent interview with the Selection Committee Constituted as per the norms laid down by University of Mumbai, this is to inform you that you are hereby appointed to the post of Full Time Assistant Professor in Education in our college on adhoc basis with a consolidated pay of Rs.35,000/- (Rupees Thirty Five Thousand Only) per month with effect from 7<sup>th</sup> January, 2020 on the following terms and conditions.

Your services will be governed by the provisions of the Maharashtra Universities Act 1994 and the Statutes, Ordinances, Regulations and the Rules of the University for the time being in force and as will be amended from time to time and the rules of the Governing Council of this college, not inconsistent with the Act, Statutes, Ordinances, Regulations and Rules of the University.

This appointment is further subject to the following conditions:-

- 1) The appointment will be effective from the date of your joining.
- 2) This appointment is on Temporary basis for a period of one year commencing from the date of joining .
- 3) During this period, if your services are not found satisfactory, your services can be terminated at any time without mentioning any reason or giving any extra remuneration other than the salary for the period you have worked.
- 4) In the event you desire to leave the services of this college, before the expiry of the period, then it should be,
  - a) At the end of an academic term, in the interest of the students and in order to prevent the disruption of academic and related activities, and upon completion of all instructional and term work requirements, to the satisfaction of Principal and upon handing over charge to the Principal or any person duly designated/ notified by them and only after giving one calendar months' notice in writing, provided that in special/exceptional circumstances as deemed fit by the Principal; any of the above said conditions may be waived by the Principal by a written order.
  - b) However, in such an event, you will be required to deposit an amount equal to one calendar months' salary along with your written application for resignation.



# NIRMALA MEMORIAL FOUNDATION COLLEGE OF EDUCATION

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Ref. No. : NMFCE/2016-2017

18<sup>th</sup> March, 2016

To,  
Ms. Sood Navita Suhas

Dear Madam,

With reference to your application and subsequent interview held with the University Selection Committee, this is to inform you that you are hereby appointed to the post of Full Time Assistant Professor in Education in our college on the starting pay of Rs.29,800/- per month with effect from Saturday 18<sup>th</sup> March, 2016 on the following terms and conditions.

Your services will be governed by the provisions of the Maharashtra Universities Act 1994 and the Statutes, Ordinances, Regulations and the Rules of the University for the time being in force and as will be amended from time to time and the rules of the Governing Council of this college, not inconsistent with the Act, Statutes, Ordinances, Regulations and Rules of the University.

This appointment is further subject to the following conditions:-

- 1) The appointment will be effective from the date of your joining.
- 2) This appointment is on Probation for a period of one year commencing from the date of joining. It is also subject to the approval of the University of Mumbai.
- 3) You will receive allowances as recommended in the Sixth Pay that are accepted by the managing committee of the college.
- 4) During this period, if your services are not found satisfactory, your services can be terminated at any time without mentioning any reason or giving any extra remuneration other than the salary for the period you have worked.
- 5) In the event you desire to leave the services of this College, before the expiry of the period, then it should be,
  - a) At the end of an academic term, in the interest of the students and in order to prevent the disruption of academic and related activities, and upon completion of all instructional and term work requirements, to the satisfaction of Principal and upon handing over charge to the Principal or any person duly designated/ notified by them and only after giving one calendar months' notice in writing, provided that in special/exceptional circumstances as deemed fit by the Principal; any of the above said conditions may be waived by the Principal by a written order.
  - b) However, in such an event, you will be required to deposit an amount equal to one calendar months' salary along with your written application for resignation. In such an exceptional event, the Management shall be at liberty to refrain from issuing any certificate including your service certificate.
- 6) In case you accept the appointment, you shall have to submit discharge certificate(s) from your present employer(s), if any, S.S.C. Passing Certificate, mark sheets of

JAD CAMERA  
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2023/08/01

Received  
18/3/2016





# NIRMALA MEMORIAL FOUNDATION COLLEGE OF EDUCATION

AFFILIATED TO UNIVERSITY OF MUMBAI

oad, Asha Nagar, Thakur Complex, Kandivali (East), Mumbai - 400 101. • Tel.: 2854 3234

- H.S.C., Bachelors and Master Degrees, and M.Phil / Ph.D. degree, (in original and one attested copy) and two passport size photographs to the college office.
- 7) You shall carry out academic, developmental, departmental and college administrative and such other duties as will be assigned to you by your superiors, from time to time.
  - 8) You shall be required to attend staff developmental programmes / special lectures, etc. whenever organized by the college authorities either within the college or in an outside institution.
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  - 11) The appointment is a full time one and does not permit you to engage yourself in any outside business, consultation, teaching in other institutions, private coaching/ tuitions and / or such other outside work either with or without remuneration, without the express sanction of the college authorities.
  - 12) You will be paid your salary through Shamrao Vithal Co operative Bank, Kandivali East Branch (Situated in our College Campus) where, with the help of the College Office, you will have to open your individual account.
  - 13) The college authorities reserve to themselves the right to amend, modify, alter or rectify the terms and conditions of services attached to this appointment including pay-scales which if and when modified, altered or rectified shall be binding on you.

Yours faithfully,

(Mrs. Dhara Desai)  
Secretary

Nirmala Memorial Foundation