

This Agreement is made on _____, between:

The company:

Name: _____

Address: _____

(Hereinafter referred to as the “Institute”)

and

Subject expert teacher:

Name: _____

Address: _____

(Hereinafter referred to as the “Tutor”)

1. Appointment

The Institute hereby appoints the Tutor as a **Part-Time Online Tutor** to conduct live online classes for school students. The Tutor agrees to accept this engagement under the terms stated herein.

2. Nature of engagement

- This is a **part-time, contractual engagement**.
- It does not create an employer-employee relationship.
- The Tutor is not entitled to permanent employment benefits.

3. Duties & responsibilities

The Tutor shall:

- Conduct **live online classes** as per the assigned schedule.
- Teach subject/s: _____
- Prepare lesson plans, assignments, and assessments.
- Ensure punctuality and professional conduct.
- Maintain student performance records.
- Provide doubt-solving support within reasonable limits.

4. Working hours

- Classes will be scheduled on mutual consent.
 - Total expected hours: _____ hours per week.
 - The Tutor must inform the Institute in advance for any leave.
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5. Remuneration

- Payment Structure: ₹_____ per hour / per class / monthly (choose one).
 - Payment cycle: Monthly.
 - Mode of payment: Bank Transfer / UPI (no cash).
 - Additional incentives (applicable only after completing minimum 6 months):
 - Performance-based bonus
 - Student retention bonus
 - Trial class conversion incentive
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6. Class conduct & technology

- Tutor must ensure:
 - Stable internet connection
 - Proper audio/video setup
 - Classes will be **recorded** for quality and training purposes.
 - The Institute owns all class recordings and materials.
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7. Confidentiality

The Tutor agrees not to disclose:

- Student data
- Teaching materials
- Business strategies of the Institute

This obligation continues even after termination.

8. Non-solicitation

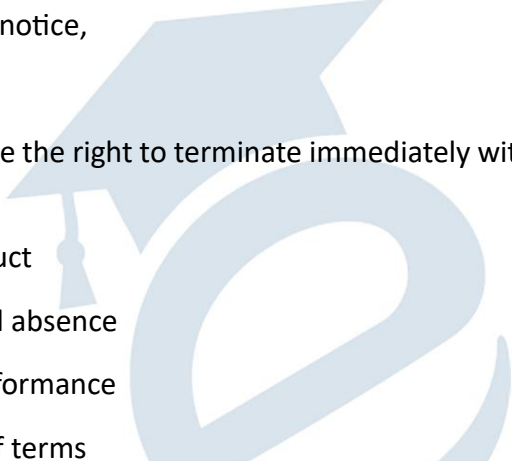
- The Tutor shall not directly approach or teach students of the Institute privately during the agreement and even after termination.
 - Any breach may result in legal action and compensation.
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9. Intellectual property

- All study materials, notes, recordings, and content created during engagement shall remain the **property of the Institute**.
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10. Termination

Either party may terminate this agreement by giving:

- 30 days' written notice,
or
 - The institute have the right to terminate immediately without any notice, the contract in case of:
 - Misconduct
 - Repeated absence
 - Poor performance
 - Breach of terms
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11. Code of conduct

The Tutor shall:

- Maintain professional behaviour.
 - Avoid inappropriate language or conduct
 - Follow ethical teaching practices
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12. Liability

The Tutor is responsible for:

- Delivering quality education
- Maintaining discipline during sessions

The Institute is not liable for:

- Technical issues beyond control
 - Personal equipment failure
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Remuneration (salary + incentive structure)

13. Base package

The Tutor shall be paid as per the following structure:

Option A (Hourly Model):

- ₹ _____ per hour per student (1 to 1 classes)
 - ₹ _____ per batch per month (Group Classes)
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14. Incentive Structure

In addition to base package, the Tutor shall be eligible for the following Performance-Based Incentive (applicable minimum after 6 months of joining)

Based on student results, feedback, and consistency:

- ₹ _____ bonus for achieving \geq _____% positive feedback
 - ₹ _____ bonus for student academic improvement (as assessed by Institute)
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16. Payment Terms

- Payments shall be made on a **monthly basis** on or before _____ date.
 - Mode: Bank Transfer / UPI (no cash)
 - Incentives will be calculated and paid along with decided cycle.
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17. Deductions (if applicable)

- ₹ _____ deduction per missed class without prior notice
 - ₹ _____ deduction for repeated late joining or early exit
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18. Revision of package

The Institute reserves the right to revise compensation based on:

- Performance
- Student feedback
- Batch strength
- Duration of association

Any revision shall be communicated in writing.

19. Entire agreement

This document constitutes the entire agreement and supersedes all prior discussions.

20. Governing law

This Agreement shall be governed by the laws of India, and disputes shall fall under the jurisdiction of **[New Delhi]**.

Signatures/stamp

1. For Lumens Learning Solutions Pvt. Ltd.

Name: _____

Signature: _____

Date: _____

2. Appointed subject expert

Name: _____

Signature: _____

Date: _____

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