



**Hon. Jaidatta S. Kshirsagar**

(B.E. Mech.)

Secretary

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(M.A. Ph.D.)

Principal

AdarshShikshanSansthaBeed's  
**KALIKADEVI ARTS, COMMERCE AND  
SCIENCE COLLEGE SHIRUR KASAR,**

Tq- SHIRUR (KASAR)-413249, DIST- BEED

Registration No.: B.H.R 11/72

Est. Date. Year: 29/01/2002

NAAC Reaccredited (II Cycle) 'B' Grade

ISO Certified

Permanently Affiliated to, Dr. BabasahebAmbedkarMarathwada University, Aurangabad

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### **POLICY DOCUMENT FOR FINANCIAL SUPPORT TO TEACHERS**

A core value of our institution is to concentrate on quality education. It is thus based on a quality policy that includes increasing the competence of the faculty by encouraging them to adopt innovative and updated teaching methods based on the latest technologies. In this effort, the College Development Committee for each budget year reserves separate amount to provide teachers with financial support for their professional development.

#### **Scope of financial support**

Teachers are provided with financial support for professional development activities such as:

1. Participation in seminars, workshops, conferences and symposium
2. Publishing reference books and research papers in UGC-CARE listed journals/ Peer reviewed Open Access journal

Financial support is available to all full-time teachers only.

#### **Forms of financial support financial support for teachers can be intended for:**

1. Registration fees for seminars, workshops, conferences and symposium
2. Allowances for travel and accommodation in the case of foreign seminars, workshops, conferences and symposium
3. Financial consideration of Rs.2,500/- for each research article published in UGC-CARE journal.
4. Financial appreciation of Rs. 5,000/- for the award of Ph. D. in an UGC recognized university
5. Membership fee of professional bodies
6. Enrolment in a professional development course

### **Procedure for application and approval:**

Teachers must follow the following procedure for application and approval to use financial support:

1. Teachers are represented by the department/committee at seminars, workshops or conferences and Symposium. The head of the department/chairman of the committee submits to the director a request for the participation of teachers, their registration fees and any contributions. After the consent of the principal, the funds for this are released by the Accounting section.
2. If the fee is paid by the teacher, the amount is refunded after proper application and approval.
3. The substitute teacher submits the relevant receipts and a copy of the attendance certificate to the Accounting section for records.
4. In the case of financial evaluation for the publication of research work and Ph.D. The Convener of Research Committee will recommend to the Principal at the end of each academic year approximately the same. A copy of research papers published by teachers and certificates of Ph.D. the assessment is conducted by the cell for their registration and reference. After approval by the principal, the approved application is forwarded to the Accounting section for the release of funds.
5. Teachers may be interested in becoming members of professional bodies. The college approves membership contributions based on the respective teacher's request for the same. Receipts and records are kept by the Accounting section.
6. There are teachers who may be interested in enrolling in any course to improve their professional skills. The school approves course fees for teachers. Receipts and their records are kept in the Accounting section.



**Principal**  
**Kalikadevi Arts, Comm. & Sci. College,**  
**Shirur (Ka.), Dist: Beed:**