

Agreement №

Batumi

----- 2014

Teaching University 'BAU International University, Batumi', LEPL, (i/c 445434888) Represented by -

hereinafter - „employer“) and a citizen ----- (hereinafter - „employee“),
conclude the following agreement on:

Art. 1. The subject of the Agreement

*In the framework of the authority granted under the current law and the given agreement, the employee performs his/her academic and scientific activities **on the academic position of a professor/an associated professor/an assistant professor** at Teaching University 'BAU International University, Batumi'.*

Art 2. The rights and obligations of Employer require

2.1. Employer is entitled to:

2.1.1 Require the employee to meet the requirements of the Law of Georgia on "Higher Education", University Charter and the Regulations;

2.1.2. Varyify contract conditions under the of the certain circumstances which does not substantially amend the terms of agreement;

2.1.3. Oblige the employee to carry out the overtime work, stipulated by law, that is reimbursed appropriately;

2.1.4. Assign the employee from his main workplace to the other palces to perform his/her job;

2.1.5. In the framework of law, encourage the employee or, vise versa, apply the administrative measures including deduction the cost for the missed hours without good reason, if he/she violates contract conditions or the University regulations;

2.2. Employer is obliged to:

2.2.1. Create the relevant conditions for the employee to perform his/her job specified in this Agreement;

2.2.2. Ensure the employee's work reimbursement in the amount determined in the University acts and this Agreement;

2.2.3. Support employees involvement in the University life;

2.2.4. Provide the employee with the paid leave in line with the labor legislation of Georgia and the University Regulations.

Art 3. The rights and obligations of Employee

3.1. Employer is entitled to:

- 3.1.1. Require relevant work conditions to perform his/her activities;*
- 3.1.2. Require and receive the work reimbursement in the amount determined in the University acts and this Agreement;*
- 3.1.3. Enjoy days-off and holidays, the annual paid leave stipulated by the present agreement, the university charter and regulations and the law as well as the unpaid leave.*

3.2. Employee being aware of the university charter and regulations shall:

- 3.2.1. Fulfil the obligations under Law of Georgia on “Higher Education”, the Labour Code of Georgia, acts of the University management bodies and this agreement, protect the prestige of the university and meet norms of ethics;*
- 3.2.2. Participate in the university learning process in the framework of the agreement; fill the attendance and assessment “log book” and “assessment sheet” according to the stated samples;*
- 3.2.3. Develop the educational program, training courses and lectures, modules and apply modern university modern technology in the educational process;*
- 3.2.4. Carry out the scientific-research activities relevant to the academic position in line with the program direction;*
- 3.2.5. Participate in the University life and management;*
- 3.2.6. Take part in teaching quality assurance and management;*
- 3.2.7. Perform the work corresponding to the academic load norms of the university professors and teachers; accept employer’s decisions on amendments of the determined (hourly) workload and the work reimbursement, relevantly, if any, due to structural reorganization of the employer, the learning process, changes of the students contingent, and / or other objective circumstances;*
- 3.2.8. Take care of the material values, temporarily transferred to him/her by the employer, necessary to perform his/her duties, ensure to return them to the authorized person, in accordance with the university regulations.*

Art. 4. Reimbursement

- 4.1. Monthly reimbursement (salary) of a professor/ an associated professor/ an assistant professor at the University ‘BAU International University, Batumi’, equals to Gel;*
- 4.2. The employer’s ordinance determines the employee’s annual academic workload without amendment or/and editions to this agreement. In such cases, the employee receives respective reimbursement.*
- 4.3. Invitation of a person employed on academic position at the university to perform activities based on payment by the hour does not require an additional agreement. Workload and payment are determined respectively, based on the ordinances of the Rector and the administration head.*
- 4.4. Conditions of the employoe’s salary bonus, option money or other types of financial reimbursement can be defined by other University Acts;*

Art. 5. Contract termination and the grounds for termination

- 5.1. Agreement enters into force since the university authorization and accreditation, enactment of the educational programs, from to..... of*

5.2. Ground for cancellation of the agreement is:

- a) Personal statement;
- b) Significant deviation from the syllabus content;
- c) Biased assessment of the scientific work (a scientific article, a bachelor/Master/PhD work, a monograph, a book) or student's knowledge or plagiarism;
- d) Impact on students' assessment via protection;
- e) Benefit from the the additional service to students;
- f) Recognized disabled or incapable by the court;
- g) Death;
- h) Failure to execute the requirements stipulated by the current Georgian legislation, the university charter, internal regulations and other acts of the employer;

Art 6. Dispute resolution

Disputable issues are resolved with agreement between the parties. However, in case of disagreement, they are to be solved in Court in line with the Georgian legislation.

Art 7. Final Provisions

7.1. This Agreement is made in Georgian language in two copies of equal legal power; a copy is kept at the employer's, and the second one is kept at the employee's.

7.2. The parties accept the agreement content with their signatures.

Signatures

„Employer“

Teaching University 'BAU International
University, Batumi', represented by Rector

-----/

„Employee“

Name, Surname -----
ID № -----
ID -----
Actual Address -----
Registered address -----