



Ban Khai Technical College

Temporary employment contract for the position of contract teacher

Employment contract number 078/2025

Fiscal year 2025



This employment contract is made at Ban Khai Technical College, Office of the Vocational Education Commission, on 15 May 2025, between Mr. Yuthapan Kotphan, Director of Ban Khai Technical College (authorized by the Office of the Vocational Education Commission according to Order No. 1020/2014 dated 8 August 2014), hereinafter referred to in this contract as "the employer" on the one part, and Ms. Supassara Chiang Huat, born on 30 May 1997, national identification card number 1219900605175 issued at Mueang District, Rayong Province. Card issue date: 16 June 2021. Card expires on 29 May 2030. Currently 27 years old. Address according to ID card: House No. 5/7, Soi Bon Kai, Chai Krapom Road, Choeng Noen Subdistrict, Mueang Rayong District, Rayong Province, Postal Code 21000. Telephone: 096-858-6901. Hereinafter in the contract will be called the Contractor. Both parties agree to enter into a contract with the following text:

Clause 1. The Employer agrees to hire the Contractor to work as a Contract Teacher in the Mechatronics Department at Ban Khai Technical College. The contract is for a period of 4 months and 15 days (2025 budget year), effective from May 15, 2025, the commencement date, to September 30, 2025. The Contractor will receive a monthly salary of 15,000 baht, based on a Bachelor's degree from the Faculty of Industrial Education and Technology, majoring in Electronics Technology, from King Mongkut's Institute of Technology Ladkrabang, Bangkok, as collateral. The Contractor will pay the Contractor a monthly salary on the last working day of the month, and the Contractor agrees to allow the Employer to deduct the salary as a contribution to the Social Security Fund and savings from the said salary (if any). In the case of the Contractor (Contract Teacher), the Contractor will receive an hourly teaching remuneration exceeding the regular teaching load as determined by the Employer according to the teaching schedule. or work assigned both during and outside of official hours from the budget for compensation, use and materials and/or basic education subsidy and/or education maintenance funds as specified in the regulations of the Ministry of Finance

Section 2. Employees who begin work for the first time (new applicants) must work for a probationary period of three months. If the employer deems it appropriate to extend the probationary period, the employee agrees to allow the employer to extend the probationary period, but the total probationary period must not exceed six months. During this period, the employee must undergo a performance evaluation every six months, according to the employer's performance evaluation form. If the employee fails the probationary period or the performance evaluation, the employment contract is immediately terminated.

Signed.. Contractor

/Section 3. Contractor..

Section 3. Employees who have completed the probation period as described in Section 2 are considered temporary employees of the college.

Employees are required to undergo performance evaluations based on the employer's evaluation form twice a year (the first evaluation is between October 1 and March 31, and the second evaluation is between April 1 and September 30). If the employee passes the performance evaluation, the employment contract will be renewed for one (1) term at a time.

Section 4. The Contractor shall strictly comply with the rules, regulations, announcements, and orders of the Employer or those the Employer is required to adhere to, which are in effect at the time of this contract and/or which will be enforced in the future. The rules, regulations, announcements, and orders of Ban Khai Technical College shall be considered an integral part of this contract.

Clause 5. On the date of this contract, the Contractor has arranged for Mr. Banditsak Srisopa, a person known as an acquaintance, who currently works as a government employee, teacher in the Electronics Department, with a salary/compensation rate of 31,140 baht/month and works at Ban Khai Technical College, Rayong Province, to enter into a contract guaranteeing the performance and responsibilities of the Contractor under this contract. In the event that the guarantor dies, is ordered by the court to be placed under absolute receivership, or is adjudged bankrupt, or the Employer deems it appropriate to replace the guarantor, the Contractor must arrange for a new guarantor to enter into a replacement guarantee contract within 30 (thirty) days of the original guarantor's death, the court to be placed under absolute receivership, or is adjudged bankrupt, or the date the Employer is notified of the replacement guarantee, as applicable. If the Contractor is unable to find a new guarantor to enter into a replacement guarantee contract within the specified timeframe, the Employer has the right to terminate this contract immediately.

Clause 6. During the performance of duties under this contract, the Contractor shall conduct himself in a manner of good moral character and shall strictly maintain discipline as prescribed below.

6.1 Perform duties according to the specified duties and/or other duties assigned by the supervisor

with determination and maintain the regulations of Ban Khai Technical College to create good results and advancement and reputation for the work of Ban Khai Technical College.

6.2 Dress neatly and respectfully while performing duties or as announced by the college.

6.3 Perform duties with honesty and integrity. Do not allow or allow others to use their duties, whether directly or indirectly,

to gain benefits for themselves or others in an improper way and participate in activities within the educational institution both inside and outside the institution.

outside regularly

6.4 Do not make false reports to your superiors.

6.5 Must maintain confidentiality of duties and must not disclose them improperly.

6.6 Maintain unity among coworkers and must help each other in their work duties.

Assigned

6.7 Work duties for not less than 8 (eight) hours per day, starting at 7:45 a.m. and taking a 1 (one) hour break for lunch per day, and work 5, 6 (five, six) days per week.

Signed... Contractor

/ 6.8 The contractor must intend...

Clause 8. The contractor who works as a teacher (contract teacher) must not resign during the academic year. In the event that the contractor wishes to resign, the contractor must notify the employer in writing at least 30 (thirty) days before the start or end of the semester and must receive permission from the employer. If the contractor does not comply with this agreement, the contractor agrees to immediately compensate the employer for damages in the amount of 10,000 baht (ten thousand baht) and agrees to pay a daily fine of 500 baht (one hundred baht) from (five the date of breach of contract until the employer finds another person with the same qualifications as the contractor to replace him

And the contractor who performs the duties of administrative officer, driver, security guard, janitor must not resign during the academic year. In the event that the contractor wishes to resign, the contractor must notify the employer in writing at least 30 (thirty) days before the start or end of the semester and must receive permission from the employer. If the contractor does not comply with this agreement, the contractor agrees to immediately compensate the employer in the amount of 5,000 baht (five thousand baht) and agrees to pay a daily fine of 500 baht (five hundred baht) from the date of breach of contract until the employer finds another person with the same qualifications as the contractor to replace them.

Clause 9. The employer has the right to terminate this employment contract immediately without prior notice if the employee has committed which is a serious offense as follows

9.1 Corruption in office

9.2 Violating the employment contract, rules, regulations, announcements, and discipline of civil servants and offices.

Vocational Education Commission, Director of Ban Khai Technical College, regardless of any one of the following

which may cause damage to the government

9.3 Absent from work for more than 3 (three) consecutive working days without reasonable cause/unknown reason, without notification.

9.4 Doing any act that causes damage to the employer.

9.5 Providing false information or documents to the employer.

9.6 Failure to comply with Section 6.8 of this Agreement.

9.7 Failure to perform duties as assigned by a superior without reasonable cause.

9.8 Disobeying the orders of a superior who has given a legitimate order.

9.9 Disclosure of secrets in the performance of duties improperly

9.10 Serious misconduct

(The contractor has no right to claim any rights that may arise from the termination of the employment contract.)

Section 10. This employment contract will end when

10.1 The employment period under this employment contract has expired.

10.2 The contractor dies.

10.3 Permission to resign

Sign the contractor

/10.4 Employer...

10.4 The employer terminates the employment contract in accordance with Section 9 or terminates the employment contract when an incident occurs with the employee.

as follows

10.4.1 is a person whom the court has ordered to be an incompetent or quasi-incompetent person.

10.4.2 The court has declared the person bankrupt.

10.4.3 Must have been convicted of a criminal offense except for an offense

Minor offenses or offenses committed without intention or negligence

10.4.4 The doctor has concluded that the employee is in unsuitable health to perform the work.

10.4.5 Failed to pass the probationary period or failed the performance evaluation.

Section 11. When this employment contract is terminated for any reason, the contractor shall pay any debts or obligations owed to

The employer shall immediately pay all debts and/or obligations to the employer and agree that the employer may deduct any savings or other money that the employer may receive

from the employer to pay off such debts and/or obligations.

Section 12. The Contractor shall maintain the property assigned to him by the Employer for use in performing his duties in good condition at all times, preventing any damage, whether due to the Contractor's fault or not. The Contractor shall immediately notify the Employer.

Section 13. During the performance of duties under the employment contract, if the contractor performs or neglects to perform duties or acts in any way that constitutes an improper breach of contract or commits a tort against another person resulting in damage to the employer, the contractor agrees to be liable to compensate the employer for all damages.

This contract is made in two copies with identical content. The parties have read and understood the content of this contract in its entirety and agree that it is correct and in accordance with their intentions. Therefore, they have signed their names in the presence of witnesses.

sign....  ..contractor

(Miss Supassara

Chianghuat) 15 May 2025

sign.  ..witness

(Ms. Suriya Sonthi)

Personnel Supervisor

May 15, 2025

sign.  ..witness

(Mr. Charoen Srisang)

Deputy Director of Resource Management

Division, May 15, 2025

sign....  Employer

(Mr. Yuthapan Kotphan)

Director of Ban Khai Technical

College, 15 May 2025



Ban Khai Technical College

Temporary employment contract for the position of contract teacher

Contract No. 094/2025

Fiscal year 2025



This employment contract is made at Ban Khai Technical College, Office of the Vocational Education Commission, on 15 May 2025, between Mr. Yuthapan Kotphan, Director of Ban Khai Technical College (authorized by the Office of the Vocational Education Commission according to Order No. 1020/2014 dated 8 August 2014), hereinafter referred to in this contract as "the employer" on the one part, and Mr. Natchaphon Wongkham, born on 10 January 2000, national identification card number 1529902032978 issued at Hang Chat District, Lampang Province. Card issue date: 1 March 2017. Card expires: 9 January 2026. Currently 25 years old. Address according to ID card: House No. 298, Village No. 3, Hang Chat Subdistrict, Hang Chat District, Lampang Province. Postal Code: 52190. Telephone: 086-4377298. Hereinafter in the contract, one party will be called the contractor. Both parties agree to enter into a contract with the following text:

Clause 1. The Employer agrees to hire the Contractor as a contract teacher in the General Relations Department at Ban Khai Technical College. The contract term is 4 months and 15 days (2025 budget year), effective from May 15, 2025, the commencement date, to September 30, 2025. The Contractor will receive a monthly salary of 15,000 baht, based on a Bachelor's degree in Education, majoring in Chinese, from Lampang Rajabhat University, Lampang Province. The Contractor will pay the Contractor monthly salary on the last working day of the month, and the Contractor agrees to allow the Contractor to deduct the salary as a contribution to the Social Security Fund and savings from the said salary (if any). In the case of the Contractor (contract teacher), the Contractor will receive hourly compensation for teaching in excess of the Employer's regular teaching load as specified in the teaching schedule or for assigned work both during and after office hours, from the budget for utilities and materials, and/or basic education subsidy, and/or education maintenance funds. According to the regulations of the Ministry of Finance

Section 2. Employees who begin work for the first time (new applicants) must work for a probationary period of three months. If the employer deems it appropriate to extend the probationary period, the employee agrees to allow the employer to extend the probationary period, but the total probationary period must not exceed six months. During this period, the employee must undergo a performance evaluation every six months, according to the employer's performance evaluation form. If the employee fails the probationary period or the performance evaluation, the employment contract is immediately terminated.

Signed by the contractor

/Section 3. Contractor..

Section 3. Employees who have completed the probation period as described in Section 2 are considered temporary employees of the college.

Employees are required to undergo performance evaluations based on the employer's evaluation form twice a year (the first evaluation is between October 1 and March 31, and the second evaluation is between April 1 and September 30). If the employee passes the performance evaluation, the employment contract will be renewed for one (1) term at a time.

Section 4. The Contractor shall strictly comply with the rules, regulations, announcements, and orders of the Employer or those the Employer is required to adhere to, which are in effect at the time of this contract and/or which will be enforced in the future. The rules, regulations, announcements, and orders of Ban Khai Technical College shall be considered an integral part of this contract.

Clause 5. On the date of this contract, the Contractor has arranged for Ms. Chutima Ratchada, a person known as an acquaintance, currently working as a government employee, teacher in the General Studies Department, with a salary/compensation rate of 18,000 baht/month and working at Ban Khai Technical College, Rayong Province, to enter into a contract guaranteeing the performance and responsibilities of the Contractor under this contract. In the event that the guarantor dies, is ordered by the court to be placed under absolute receivership, or is adjudged bankrupt, or the Employer deems it appropriate to replace the guarantor, the Contractor must arrange for a new guarantor to enter into a replacement guarantee contract within 30 (thirty) days of the original guarantor's death, the court to be placed under absolute receivership, or is adjudged bankrupt, or the date the Employer is notified of the replacement guarantee, as applicable. If the Contractor is unable to find a new guarantor to enter into a replacement guarantee contract within the specified timeframe, the Employer has the right to terminate the contract immediately.

Clause 6. During the performance of duties under this contract, the Contractor shall conduct himself in a manner of good moral character and shall strictly maintain discipline as prescribed below.

6.1 Perform duties according to the specified duties and/or other duties assigned by the supervisor with determination and maintain the regulations of Ban Khai Technical College to create good results and advancement and reputation for the work of Ban Khai Technical College.

6.2 Dress neatly and respectfully while performing duties or as announced by the college.

6.3 Perform duties with honesty and integrity. Do not allow or allow others to use their duties, whether directly or indirectly, to gain benefits for themselves or others in an improper way and participate in activities within the educational institution both inside and outside the institution.
outside regularly

6.4 Do not make false reports to your superiors.

6.5 Must maintain confidentiality of duties and must not disclose them improperly.

6.6 Maintain unity among coworkers and must help each other in their work duties.

Assigned

6.7 Work duties for not less than 8 (eight) hours per day, starting at 7:45 a.m. and taking a 1 (one) hour break for lunch per day, and work 5, 6 (five, six) days per week.

Signed by the contractor

/ 6.8 The contractor must intend...

6.8 The contractor must be diligent in performing the work and must record the work time himself according to the regulations of the day, time and place specified by the employer and must actually come to perform the work and will devote all of his time to performing the work

to the best of his knowledge and ability.

Section 7. The employee has the right to receive wages during leave as follows:

7.1 Sick leave

7.1.1 In the case of starting work for the first time and having worked for less than 6 (six) months, if there is sick leave, compensation must be deducted at the rate determined by the college.

7.1.2 Employees who have worked for more than 1 year have the right to sick leave with normal compensation in 1 fiscal year, not exceeding 15 days. For the first half of the year, starting from 1 October - 31 March, sick leave is not exceeding 7 working days, and for the second half of the year. Starting from 1 April - 30 September, not exceeding 8 working days, and when combined for the entire fiscal year, not exceeding 15 working days (if exceeding, compensation must be deducted at the rate determined by the college). Sick leave for more than 3 (three) consecutive working days at the same time must be confirmed with a certificate from a government hospital.

7.2 Sick leave

7.2.1 In the case of starting work for the first time and having worked for less than 6 (six) months, if there is leave, compensation must be deducted at the rate determined by the college.

7.2.2 Employees who have worked for more than 1 year have the right to take sick leave with normal compensation in 1 cycle. The fiscal year does not exceed 15 days. The first half of the year starts on October 1st - March 31st. Sick leave is not more than 7 working days. The second year starts on April 1st - September 30th. Not more than 8 working days. And when combined for the whole fiscal year, not more than 15 working days (if exceeded, compensation must be deducted at the rate determined by the college). Sick leave must be submitted at least 3 working days in advance and must be approved by the supervisor before being able to stop working. However, the supervisor may refuse to allow the contractor to stop working. If the stoppage is done, the contractor's work may be damaged by the work of Ban Khai Technical College.

7.3 Maternity leave: Female employees who are pregnant are entitled to maternity leave of no more than 90 (ninety) days per year, with the right to receive wages during the leave from the college of no more than 45 (forty-five) days. The remaining 45 (forty-five) days are to be received from Social Security, except in cases where the first year of employment is less than 7 (seven) months, in which case they are not eligible for such rights.

7.4 Leave to attend military training, to attend military service, to be ordained as a monk, to attend the Hajj ceremony must be submitted in advance for the college to consider receiving compensation for at least 7 days. The employee has the right to take leave to attend military training and receive wages at the normal rate for no more than 2 (two) months. As for leave to attend mobilization, he/she will receive wages at the normal rate for no more than 30 (thirty) days.

note

Sick leave and personal leave must be counted together in one fiscal year and must not exceed 15 days. The first half of the year (October 1 to March 31) must not exceed 7 working days. If it exceeds, wages must be deducted. The second half of the year (April 1 to September 30) must not exceed 8 working days. When combined, it must not exceed 15 days per year. The employee is not entitled to wages on days of leave that exceed the specified limit. The employer will deduct wages at the rate of 1 in 28, 29, 30, or 31 of the monthly wages for every 1 working day that exceeds the specified limit.

Signed.....

Section 8. A contract teacher (contract teacher) must not resign during the academic year. If the contract teacher wishes to resign, the contract teacher must notify the employer in writing at least 30 (thirty) days before the start or end of the semester (five) and must permission from the employer. If the contract teacher fails to comply with this agreement, the contract teacher agrees to immediately compensate the employer in the amount of 10,000 baht (ten thousand baht) and agrees to pay a daily fine of 500 baht per day. receive

One hundred baht) from the date of breach of contract until the employer finds another person with the same qualifications as the employee to replace them. And the employee who performs the duties of an administrative officer, driver, security guard, janitor must not resign during the academic year. In the event that the employee wishes to resign, the employee must notify the employer in writing at least 30 (thirty) days before the start or end of the semester and must receive permission from the employer. If the employee does not comply with this agreement, the employee agrees to immediately compensate the employer for damages in the amount of 5,000 baht (five thousand baht) and agrees to pay a daily fine of 500 baht (five hundred baht) from the date of breach of contract until the employer finds another person with

1) The same qualifications as the contractor who can replace the employee.

Clause 9. The employer has the right to terminate this employment contract immediately without prior notice if the employee has committed which is a serious offense as follows

9.1 Corruption in office

9.2 Violating the employment contract, rules, regulations, announcements, and discipline of civil servants and offices.

Vocational Education Commission, Director of Ban Khai Technical College, regardless of any one of the following

which may cause damage to the government

9.3 Absent from work for more than 3 (three) consecutive working days without reasonable cause/unknown reason/without notification.

9.4 Doing any act that causes damage to the employer.

9.5 Providing false information or documents to the employer.

9.6 Failure to comply with Section 6.8 of this Agreement.

9.7 Failure to perform duties as assigned by a superior without reasonable cause.

9.8 Disobeying the orders of a superior who has given a legitimate order.

9.9 Disclosure of secrets in the performance of duties improperly

9.10 Serious misconduct

(The contractor has no right to any claims that may arise from the termination of the employment contract.)

Clause 10. This employment contract will end when

10.1 The employment period under this employment contract has expired.

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/10.4 Employer...

10.4 The employer terminates the employment contract in accordance with Section 9 or terminates the employment contract when an incident occurs with the employee.

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10.4.2 The court has declared the person bankrupt.

10.4.3 Must have been convicted of a criminal offense except for an offense

Minor offenses or offenses committed without intention or negligence

10.4.4 The doctor has concluded that the employee is in unsuitable health to perform the work.

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Section 12. The Contractor shall maintain the property assigned to him by the Employer for use in performing his duties in good condition at all times, preventing any damage, whether due to the Contractor's fault or not. The Contractor shall immediately notify the Employer.

Section 13. During the performance of duties under the employment contract, if the contractor performs or neglects to perform duties or acts in any way that constitutes an improper breach of contract or commits a tort against another person resulting in damage to the employer, the contractor agrees to be liable to compensate the employer for all damages.

This contract is made in two copies with identical content. The parties have read and understood the content of this contract in its entirety and agree that it is correct and in accordance with their intentions. Therefore, they have signed their names in the presence of witnesses.

Signed by Mo Jongkham, Contractor

(Mr. Natchapon Wongkham)

May 15, 2025

sign. witness

(Ms. Suriya Sonthi)

Personnel Supervisor

May 15, 2025

Signed witness

(Mr. Charoen Srisang)

Deputy Director of Resource Management

Division, May 15, 2025

sign... .. Employer

(Mr. Yuthapan Kotphan)

Director of Ban Khai Technical College

May 15, 2025