

Namchod Kyetsel (NK) Policy (Draft):

1. Admission to Kamchod Kyetsel (NK) Programs shall be open to all Tibetans residing in the Northern California. Non-Tibetans may also be admitted.
2. Dhanglang Chatrel (Green book) and TANC membership dues shall not be criteria for an admission to NK.
3. Free admission for children ages one year and below.
4. Tuition fees for each parent/guardian will be as follows:

Number of Child	Total Tuition fee per month
One	\$20.00
Two	\$30.00
Three or more	\$30.00

5. The TANC may raise tuition fees as and when needed in consultation with Namchod Kyetsel Committee (NKC) and Parent's Association
6. Vacancies for principal's or teachers' positions shall be posted on the TANC website with contact details.
7. Application process, including interviews, for NKC shall be conducted by NKC.
8. Application process, including interviews, for NK Principal shall be conducted by NKC and TANC President.
9. Teacher/Principal compensation shall be based on qualification and experience.
10. The teacher/principal is considered an independent contractor and is responsible for income tax, worker's compensation, insurance and other such deductions and payments
11. TANC Policies including employment, ADA and sexual harassment policies, will be upheld in selecting and awarding contract to the most qualified candidate.
12. NK principal and teachers shall sign a contract with TANC which shall be renewable after every two years.
13. NKC reserves the right to terminate or end renewal of the contract
14. NK shall strictly follow North American Tibetan Association (NATA) text books and Sherig (Department of Education, CTA) guidelines for Tibetan language evaluation/assessment for North American Tibetan students.
15. NK shall use U-chen calligraphy in classroom instructions as adopted by NATA