

Regulations on the Appointment of Contract Project-based Teachers

2007.12.13 Passed in the 2nd University Council and 5th Administrative Meeting of the 96th academic year
2007.12.19 Announced in the GaoYiRenZi No. 0961100882 Letter
2012.09.13 Reviewed and passed in the 2nd Administrative Meeting of the 101st academic year
2012.09.28 Announced in the GaoYiRenZi No. 1011102546 Letter
2020.01.09 Passed in the 6th Administrative Meeting of the 108th academic year
2020.01.22 Announced in the GaoYiRenZi No. 1091100185 Letter
2021.10.14 Passed in the 3rd Administrative Meeting of the 110th academic year
2021.11.03 Announced in the GaoYiRenZi No. 1101103693 Letter. Article 7, Paragraph 7 added this time took effect on August 1, 2021.
2022.12.22 Passed in the 4th Administrative Meeting of the 111th academic year
2023.01.11 Announced in the GaoYiRenZi No. 1121100063 Letter

Article 1 In response to the needs of teaching, research, service, and tutoring, KMU has formulated the Regulations on the Appointment of Contract Project-based Teachers (hereinafter referred to as "the Regulations") under the "Implementation Principles for the Employment of Non-tenured Full-time Teaching Staff by Colleges and Above".

Article 2 The term "project-based teacher" as mentioned in the Regulations refers to non-tenured personnel employed by KMU or the project. They are classified into general project-based teachers and contract project-based teaching staff. Their ranks include the professor, associate professor, assistant professor, and lecturer.

Article 3 The appointment qualifications and review procedures for general project-based teachers shall be handled in accordance with KMU's Regulations for the Appointment of Regular Full-time Teachers, and an application for a Teacher's Accreditation Level Certificate from the Ministry of Education shall be made. The appointment qualifications for contract project-based teaching personnel shall comply with the Act Governing the Appointment of Educators. The review procedures shall be conducted in accordance with KMU's Regulations for the Appointment of Regular Full-time Teachers. If they do not hold a Teacher's Accreditation Level Certificate from the Ministry of Education, they shall be handled in accordance with the provisions of the preceding paragraph.

Article 4 The appointment of project-based teachers shall be handled in accordance with KMU's Regulations for the Appointment of Regular Full-time Teachers, except for those who meet the following conditions.

1. Those who are recruited in accordance with the Special Regulations for the Ministry of Education's Subsidy Program for Colleges and Above to Recruit International Top Talents.

2. Those who meet the requirements of Article 5 of the "Regulations for the Accreditation of Teachers' Appointment and Promotion Qualifications".

Article 5 The rights and obligations of project-based teachers are as follows:

1. Employment period:

(1) The principle of appointment is one year per time, and renewal of

appointment shall be handled in accordance with KMU's Regulations for the Appointment of Regular Full-time Teachers.

- (2) A general project-based teacher may be appointed for a maximum of two years, and will no longer be appointed after the term of appointment expires. However, for those who need to renew their appointment after being approved by a dedicated proposal due to the development of school affairs, this restriction is not applicable.

2. Remuneration:

- (1) The compensation and pre-service seniority shall be based on KMU's Regulations for the Appointment of Regular Full-time Teachers.
 - (2) When a general project-based teacher becomes a regular full-time teacher, their seniority as a project-based teacher who has previously served at the same level as their current position and has excellent service performance may be calculated on an annual basis. The salary shall be subject to the maximum annual salary limit for the position.
3. Teaching hours: The calculation method of teaching hours shall be in accordance with KMU's "Calculation Methods for Basic Teaching Hours of Teachers". However, the calculation method of teaching hours for the contract project-based teaching staff shall be separately stipulated according to the needs of the employer.
 4. Promotion: Those who meet the promotion criteria will be processed in accordance with the relevant regulations for teacher promotion.
 5. Insurance: Project-based teachers are required to participate in labor insurance and national health insurance. If the employment period expires or early termination of the contract, the insurance shall be canceled. Foreign teachers who are not eligible to participate in the national health insurance may apply for the "Comprehensive Insurance for International Technical Cooperation Personnel".
 6. Labor pension: During the employment period, project-based teachers shall pay the labor pension in accordance with the provisions of the Labor Pension Act. Those who are not qualified for contribution to the labor pension may instead contribute to severance savings in accordance with the "Regulations Governing Severance Payments for Employees of Schools".
 7. Severance Allowance: If project-based teachers are not rehired after the expiration of the employment period and there are no circumstances leading to termination or temporary suspension of the contract as stipulated in the " Implementation Principles for the

Employment of Non-tenured Full-time Teaching Staff by Colleges and Above", a severance allowance will be granted based on their years of service in KMU. An amount equivalent to half of a month's average salary will be paid for each full year of service, and a proportionate amount will be provided for periods less than one year. The maximum allowance shall not exceed six months's average salary.

8. Remedies: If project-based teachers deem that the measures taken by KMU are illegal or inappropriate and therefore result in damages to their rights and interests, they are entitled to seek remedies through labor-management dispute resolution processes or litigations, depending on the nature of such issue.

Article 6 The employment period, termination of a contract, cessation of contract execution, remuneration standards, salary increase, bonuses, benefits, teaching hours, leave, insurance, labor pension, severance allowance, remedies, and other rights and obligations of project-based teachers shall be separately stipulated in the contract.

Article 7 Events leading to termination or temporary suspension of the Contract as specified in the Implementation Principles for the Employment of Non-tenured Full-time Teaching Staff by Colleges and Above, the project-based teachers shall be deemed as a breach of the Contract, there are no severance allowance shall be given upon the termination of the contract.

When a project-based teacher terminates the contract, the overpayment of salary, if any, shall be returned. KMU may claim damages if it suffers any damage.

Article 8 Six months before the expiration of the employment period of project-based teachers, those who meet the following conditions may apply for regular full-time teacher vacancies in accordance with the appointment procedures for newly hired teachers after being signed by the original employing units and approved by the president. The appointment procedures shall be conducted in accordance with Article 18 of the University Act and KMU's appointment procedures for newly hired teachers.

1. In addition to teachers in humanities, arts, and sports related to general education, they shall serve as non-commissioned and peer-reviewed research project principal investigators for domestic and foreign government agencies (such as the National Science and Technology Council, Academia Sinica, Ministry of Health and Welfare, National Health Research Institutes, etc.).

2. They shall publish at least one paper in SCI, SSCI, EI, or A&HCI journals in the name of KMU as the first or corresponding author; and at least one paper in a first-tier journal in the category of social and humanities sciences or general education in the name of KMU as the first or corresponding author.

Article 9 During the contract period, project-based teachers may be issued a certificate of employment. Upon resignation, they shall complete the resignation procedures in accordance with regulations before being issued a certificate of resignation. If a teacher wishes to leave his/her position during the contract period, he/she shall submit a written application two months prior to the date of termination. Those who violate the regulations shall pay one month's salary as a penalty for breach of contract.

Article 10 Matters not specified in the Regulations shall be handled in accordance with the relevant personnel regulations of KMU and the relevant regulations of the Ministry of Education.

Article 11 After being reviewed and approved by the Administrative Meeting, the Regulations shall be implemented from the date of announcement, and the same applies to amendments.

***The English version is for reference only. If there is any inconsistency or ambiguity between the English and Traditional Chinese versions, the Traditional Chinese version shall prevail.**