

National Kaohsiung University of Science and Technology
Contract for Research Non-tenure-track Faculty Member Appointed Using
the University Endowment Fund

Approved at the 1st Endowment Fund Council Meeting of 2022 Academic Year on December 21, 2022
Reviewed and approved at the 5th Endowment Fund Council Meeting of 2022 Academic Year on May 24, 2023

National Kaohsiung University of Science and Technology (hereinafter referred to as “Party A”) and the contractor _____(hereinafter referred to as “Party B”) both agree to enter into this contract under the terms and conditions set out below for their mutual observance:

1. Term of Appointment:

Party A employs Part B as a research non-tenure-track faculty member **【rank 】** of _____ (employing unit) from MM/DD/YYYY to MM/DD/YYYY.

2. Salary:

- (1) The remuneration of Party B shall be based on the rank of appointment and shall start from the lowest rank of remuneration in line with full-time teachers within the establishment at the same rank. Except for years of service spent as a Non-tenure-track Faculty Member for Party A (including the former National Kaohsiung University of Applied Sciences, the former National Kaohsiung First University of Science and Technology, and the former National Kaohsiung Marine University), which can be taken into the calculation of remuneration in accordance with the regulations for full-time teachers within the establishment, relevant years of service shall not be taken into the calculation of remuneration for the time being.
- (2) Upon completing each year of service, an evaluation shall be conducted by the employing unit based on the performance standards and timelines defined in the project proposal. The achieved performance shall be reviewed and confirmed by the R&D Office. Those who pass the evaluation shall be promoted to the next salary level (annual pay) by one level, up to the highest annual pay level for the contracted job position. Upon the completion of the contract term, re-employment shall be granted. Those who do not meet the evaluation criteria shall not receive a promotion. However, those who make up the points falling short of in the previous year in the following year may be promoted to the next salary level (annual pay) upon re-employment when the contract term expires. If they still fail to meet the criteria in the following year's evaluation, they shall not be re-employed.
- (3) Party B will receive the remuneration on the date specified in the general payment system of the University.

3. Description of Job:

- (1) Party B shall perform teaching, service, counseling, and research works as required or other

related works as assigned by the University. Party B shall also be subject to the supervision, assessment, evaluation, and appraisal of the employing unit.

- (2) Each academic unit may stipulate complementary measures in accordance with its individual needs and include them as an annex to the appointment contract. Matters not covered shall be handled in accordance with the related laws and regulations.
- (3) Party A may adjust or alter the job content or location of Party B shall it be necessary for the performance of the job.

4. Term of Employment:

- (1) The regular term of employment is one year, with a cumulative maximum appointment duration of four years. However, in exceptional circumstances, if approved through a special project, this limit may not apply.
- (2) The appointment unit of Party A shall notify Party B one month prior to the completion of the term of appointment shall the appointment unit decide not to renew the contract.

5. Basic Teaching Hours:

The regular teaching hours are six hours. If the faculty is serving as the principal investigator for a NSTC project, and with the approval of the employing unit's supervisor, as well as confirmation from the R&D Office through a special review process, the faculty may be granted a reduction of up to three hours. The reduced hours shall not be included in calculations for other semesters.

6. Leaves, benefits, bonuses, pensions, insurance, relief payments, and other entitlement are regulated as follows:

- (1) Leaves: In accordance with the regulations for full-time teachers within the establishment.
- (2) Benefits: In accordance with the regulations for staff appointed using the university endowment fund.
- (3) Bonuses: Regulations for awarding year-end bonuses to research non-tenure-track faculty members will be the same as those for full-time teachers within the establishment. In regards to other bonuses, relevant regulations of this University will apply.
- (4) Pensions: Party A shall deposit a certain portion of the remuneration of Party B in his / her pension account in accordance with the maximum allowable pension fund deposit percentage listed in Article 7, Paragraph 2 and Article 14, Paragraph 2 of the Labor Pension Act. If Party B does not meet the descriptions specified in said articles, Party A shall contribute a certain portion of the remuneration of Party B to his / her separation fund in accordance with the Regulations for Separation Fund Payment for Government Organization or School Employees. The aforementioned amount voluntarily deposited or contributed by Party B in pension

(separation fund) will be deducted by Party A from the remuneration of Party B.

- (5) Insurance: Shall Party B qualify for insurance under the Labor Insurance Act and National Health Insurance Act, Party A shall enroll Party B in the insurance program upon arrival at the post of Party B and withdraw Party B from the insurance program upon the termination of the term of resignation.
- (6) Relief Payments: For Party B who is not reappointed at the end of his / her appointment term, relief payment will be awarded unless Party B resigns voluntarily or if Party A appoints Party B as a full-time teacher within the establishment. Party A shall award Party B relief payment based on his / her uninterrupted years of service. Half of Party B's average monthly salary is awarded for each full year of service. If Party B has not worked for a full year, his / her relief payment will be calculated proportionally. Party B's maximum relief payment is six months of his / her average salary.
- (7) The Contracted Research Faculty must not engage in external part-time jobs or teaching positions. For on-campus teaching hours, an hourly (exceeding) wage may be provided, limited to a maximum of three hours.

7. If Party B undertakes commissioned / subsidized research projects, he / she shall have the contracts signed by Party A. If the contracts cannot be signed by Party A, he / she shall still obtain permission in accordance with the administrative procedures of Party A.
8. The appointment of Party B is not subject to such regulations for full-time teachers as position retention without pay (except for cases due to parental leave), leave of absence for research, study and research abroad, retirement pensions, living allowance, and child education subsidies. In accordance with Lao-dong-yi-zih No. 0970130317 of the Ministry of Labor on June 23, 2008, this appointment contract is not subject to the Labor Standards Act.
9. Party B shall comply with the Gender Equality Education Act, Act of Gender Equality in Employment, Sexual Harassment Prevention Act, Regulations on the Prevention and Handling of Sexual Assault, and Sexual Harassment, or Sexual Bullying on Campus, as well as the Regulations for the Prevention of Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus and the Guidelines for the Prevention of Sexual Harassment and Disciplinary Measures for Teaching Personnel of the University.

Party B shall not engage in sex- or gender-related interpersonal interactions that violate professional ethics when teaching, mentoring, training, evaluating, managing, counseling students, or providing students with work opportunities.

Shall Party B identify that his / her relationship with students may violate professional ethics, he / she shall avoid such interaction or report to the University for handling.

Party B shall respect the sexual or physical autonomy of others and his / herself. Party B shall avoid

inappropriate romantic pursuits and shall not resort to compulsory or violent means when handling sex- or gender-related conflicts.

- 9-1. Party B shall demonstrate the virtues of being ready to help others and respecting others when conducting teaching activities, fulfilling their duties, and engaging in interpersonal interactions on and off campus. Classmates, teachers, students' parents, classes, and schools shall work together to prevent school bullying.

Party B shall, through their daily teaching, encourage and teach students how to communicate rationally, actively help others, and manage interpersonal relationships to cultivate students' sense of responsibility, self-esteem, and respect for one another. Party B shall help students learn to build their self-image, be true to themselves, and think positively.

Party B shall actively provide assistance and counseling to students who have been bullied, who have bullied others, or who have the tendency to bully others. Party B shall care for, and have an in-depth understanding of, said students' learning situations, interpersonal relationships, and family lives.

Party B shall, through positive counseling and discipline, inspire students to develop a sense of justice, honor, helpfulness, sense of caring, acts of caring, and empathy to eliminate the occurrence of school bullying. Party B shall take the initiative to care for, observe, and assess the interpersonal interactions among students and provide guidance accordingly. When necessary, Party B shall notify the University's bullying prevention response team about cases of bullying. Also, Party B shall promote school bullying prevention awareness to avoid such behavior from inducing bullying incidents or negatively affecting the University's bullying prevention operations.

10. Advance Notice of Resignation:

During the valid period of the contract, Party B shall not resign without any legitimate reasons and shall submit a resignation letter in written form one month prior to the effective date of resignation. After approval, Party B shall complete the exit formalities in accordance with the regulations of Party A before officially resigning from the post. Should Party B leave the post in violation of the contract, he / she shall pay Party A an amount equal to two months of his / her remuneration as a form of punitive damage. Failure to pay in accordance with the contract shall be recorded on the proof of resignation, and the punitive damage will be recovered in accordance with the laws.

11. Termination of Contract:

- (1) This contract may be terminated at any time by the mutual consent of both parties.
- (2) If Party B is involved with the circumstances described in Article 6, Paragraph 1, Subparagraphs 1-6 of the Principles for Appointing Non-tenure-track Faculty Member in Colleges or Above (hereafter referred to as "the Principles"), his / her contract will be terminated and no reviews from teacher evaluation committees at all levels will be required.

- (3) If Party B is involved with the circumstances described in Article 6, Paragraph 1, Subparagraphs 7-13 of the Principles, his / her contract will be terminated upon the reviews and approvals of teacher evaluation committees at all levels. The number of members to attend the teacher evaluation committee meetings and pass a resolution is governed by Article 6, Paragraph 3 of the Principles.
 - (4) Should Party B be involved in circumstances described in Article 7 of the Principles during the term of his / her contract, there will be a suspension of the execution of the contract.
 - (5) The suspension of the execution of Party B's contract shall be handled in accordance with Article 8 of the Principles. Except for when the regulation specified in Article 8, Paragraph 1 applies, relevant matters shall be reviewed and approved by the teacher evaluation committees on campus as well as at all levels. The suspension period of Party B's contract shall not be beyond the valid period of the contract.
 - (6) The compensation for the Contractor during the period of contract suspension shall be processed in accordance with the provisions of Article 9 of the regulations.
 - (7) Upon the termination of the contract, Party B shall complete the exit formalities in accordance with the regulations of Party A and transfer duties and school property under his / her management. Should Party B fail to complete the procedure and transfer, Party A is entitled to suspend related benefits and take legal actions depending on the severity of the case.
12. The rights and obligations of both parties shall be governed by the contract. Matters not covered by the contract shall be governed by the Implementation Regulations for the Employment of Non-tenure-track Faculty Member Using the University Endowment Fund, and the related laws and regulations.
 13. Party B shall not reject a different contract should it be necessary as a result of the merger of academic units and the specification of the merger.

Party B shall abide by the current regulations and allow the University to amend or add relevant regulations.

The terms and conditions of the contract are severable; if any one of them is held to be invalid or unenforceable by any court of competent jurisdiction, the other terms and conditions of the contract shall not be affected by such determination of invalidity or unenforceability.

14. Handling of Disputes over the Contract:

The interpretation and enforcement of the contract shall be governed by the laws of the Republic of China. Should Party A and Party B have any disputes over the execution of the contract, they agree to designate the labor administration authority in their location of service as the mediator and designate Taiwan Kaohsiung District Court as the place for litigation.

15. This contract is in triplicate. Party B will hold one copy, and the rest will be held by the appointing unit and the Personnel Office of Party A.

Contractor:

Party A: National Kaohsiung University of Science and Technology (Stamp)

Representative: (Signature & Stamp)

Address: No. 415, Jiangong Rd., Sanmin Dist. 807, Kaohsiung City

Party B: (Signature & Stamp)

Address:

National ID No. / Passport No.:

DD / MM / YYYY