Implementation Measures for the Employment of Project Teachers at National Changhua University of Education

Article 1: National Changhua University of Education (hereinafter referred to as "the University") establishes these implementation measures for the employment of project teachers (hereinafter referred to as "these Measures") in accordance with the "Implementation Principles for the Employment of Full-time Teaching Staff Outside the Established Quota in Higher Education Institutions" issued by the Ministry of Education. These Measures are formulated to attract outstanding teaching talents from domestic and international sources.

Article 2: The remuneration for project teachers employed under these Measures, who are considered as non-quota staff members of the University, shall be supported by the funding source specified in Point 5 of the "Flexible Salary Scheme for Attracting and Retaining Special Talents in Higher Education Institutions" issued by the Ministry of Education.

The number of project teachers employed annually shall not exceed 3% of the total number of full-time teaching staff members (hereinafter referred to as "University's full-time teachers") within the University's established quota. The cumulative total shall not exceed 10% of the total number of University's full-time teachers. However, if individual units raise funds independently to support the employment of project teachers, they shall not be subject to this limit.

Article 3: The ranks for project teachers are categorized as Professor, Associate Professor, Assistant Professor, and Lecturer. The qualifications for appointment shall be in accordance with the relevant regulations for full-time teachers of the University, with the exception of age restrictions.

Article 4: The recruitment process for project teachers shall follow the same procedures as the recruitment process for full-time teachers at the University. The employment of project teachers shall be conducted in accordance with the principles of fairness, impartiality, and transparency.

Project teachers who have completed the recruitment process shall be required to report for duty within one month after the start of their appointment period. Failure to report for duty within the stipulated period shall result in the cancellation of their appointment.

Article 5: Project teachers may undergo qualification review in accordance with the qualification review regulations for full-time teachers at the University. They may also apply to the Ministry of Education for the issuance of a teacher certificate. Project teachers who meet the promotion criteria may undergo promotion review in accordance with the procedures for full-time teachers at the University.

Article 6: The remuneration for project teachers shall be based on the same standards as those for full-time teachers at the University, unless otherwise agreed upon in the funding source. Project teachers are not subject to the regulations governing salaries, performance evaluations, retirement, pensions, severance pay, insurance, or leave for civil servants and teachers. They are also not subject to the regulations governing research leave or further education leave at the University.

Project teachers shall adhere to the regulations governing service, research, leave, outside teaching, and part-time work as stipulated for full-time teachers at the University.

The teaching hours for project teachers shall be conducted in accordance with the regulations for full-time teachers within the established quota.

During the employment period at the University, project teachers shall enjoy all benefits provided for staff and faculty at the University, unless otherwise restricted by law or specific regulations issued by the Executive Yuan or the University.

Project teachers' labor retirement pensions (for those not covered by the Labor Standards Act for retirement pensions, their separation pay shall be deposited), labor insurance, National Health Insurance premiums, and income tax deductions shall be handled in accordance with relevant regulations. The University shall deduct these payments from their remuneration on a monthly basis.

Article 7: The maximum term of employment for project teachers shall not exceed two years per term. Project teachers who are not renewed shall terminate their contract with the University on the day following the expiration of the term.

Project teachers shall undergo evaluation, and the evaluation results shall serve as a reference for renewal decisions. If the evaluation is satisfactory, renewal may be initiated by the original appointing unit within two months prior to the expiration of the term, following the renewal procedures for full-time teachers at the University.

The evaluation of project teachers shall be conducted in accordance with the evaluation procedures for full-time teachers at the University.

To facilitate the appointment process for project teachers, a separate contract for project teachers may be established. After approval by the administrative council and confirmation by the President, the contract shall be implemented.

Article 8: When project teachers are transferred to full-time teaching positions at the University, they shall undergo a new appointment review process following the procedures for newly hired teachers. For project teachers who have previously served as non-quota teachers or researchers at a level equivalent to the intended position, and who have demonstrated outstanding performance, their previous service and achievements may be considered for salary grade promotion. Additionally, the teaching experience obtained after being awarded a teacher certificate by the Ministry of Education may be counted towards promotion, following the calculation method for full-time teachers within the established quota. However, such teaching experience cannot be counted towards retirement (pension) calculation.

Article 9: Project teachers who wish to resign during the validity period of their contract must obtain approval from the University before they can leave their position. Upon resignation, they must complete the necessary procedures in accordance with regulations before a resignation certificate can be issued.

Article 10: These measures shall be submitted to the University Endowment Fund Management Committee and the University Council for deliberation and approval. Upon approval by the President of the University, they shall be announced and implemented. Any amendments to these measures shall follow the same procedure.