National Changhua University of Education's policies on annual salaries (based on seniority), additional allowances, and personnel expenses for non-established staff, as well as the remuneration principles for administrative personnel within the establishment

1. Pursuant to Articles 8 and 9 of the "Management and Supervision Measures for National University Campus Funds," and in response to the needs of academic development, the "National Changhua University of Education Guidelines for Annual Salaries (based on seniority) of Established Faculty and Research Personnel, Additional Allowances, Personnel Expenses for Non-Established Staff, and Remuneration Principles for Administrative Personnel within the Establishment" (hereinafter referred to as "these Guidelines") are established.

2. The scope of these Guidelines includes:

(1) Established faculty and research personnel.

(2) Non-established staff:

* 1. Visiting professors.
	2. Short-term visitors, guest researchers, or personnel providing technical guidance.
	3. Teaching, research, and administrative personnel (including temporary staff) funded by campus self-raised funds.

(3)Administrative personnel within the establishment.

3. The financial resources for implementing these Guidelines include five sources of self-raised income: donations received by the university, income from facility and equipment management, revenue from continuing education, income from educational collaborations, and earnings from investments. Student fees are also included, with the exception that funds from the third item in the second point are allocated evenly among the five self-raised income sources.

4. In addition to the basic salary (annual seniority salary) and allowances, the compensation items for in-service teachers and researchers are as follows:

(a) Advisor fees.

(b) Thesis defense and supervision fees.

(c) Distinguished Professor allowances.

(d) Chair Professor research grants.

(e) Awards for outstanding teaching, research, service, and counseling.

(f) Project Principal Investigator fees.

(g) Part-time remuneration such as hourly fees for teachers in continuing education programs.

(h) Fees for hosting continuing education projects, course planning fees, and lecture compilation fees.

(i) Administrative work fees for the President, Vice Presidents, and Deans.

(j) Other compensations approved by special projects or by the University Fund Management Committee.

The criteria for the compensation items mentioned above shall be stipulated separately or approved by special project approval. Compensation shall not be duplicated for the same reason.

5. The personnel expenses for non-staff members are as follows:

(a) Remuneration for externally hired personnel (including hourly fees for part-time teachers, part-time physicians' work fees, thesis defense and supervision fees, club guidance, counseling, etc.).

(b) Chair Professor research fees.

(c) Personnel expenses for contract teachers, contract assistants, project assistants, part-time assistants, single-task workers, and work-study students.

(d) Remuneration such as hourly fees for teachers in continuing education programs.

(e) Personnel expenses for hired personnel approved by special projects.

(f) Performance bonuses for outstanding personnel.

The criteria for the personnel expenses of non-staff members shall be stipulated separately or approved by special project approval.

6. The remuneration for in-service administrative staff involved in self-financed revenue-generating activities, with performance achievements, shall be capped at no more than 60% of their professional allowances per month.

The criteria for the above-mentioned remuneration shall be stipulated separately or approved by special project approval.

7. The total expenditure for the remunerations mentioned in points 4, 5, and 6 shall be capped at 50% of the total self-financed revenue and tuition and miscellaneous fee income, and shall be disbursed only if it does not result in a deficit for the school or burden on the national treasury.

If the Ministry of Education adjusts the upper limit ratio approved by the Executive Yuan, it shall be implemented accordingly.

8. Any matters not covered by these principles shall be handled in accordance with relevant central government regulations.

9. These principles shall be implemented after approval by the Administrative Council and the University Fund Management Committee, and subsequent reporting to the Ministry of Education for record. Amendments shall follow the same procedure.