

高雄醫學大學專案教師約聘辦法

Regulations on the Appointment of Contract Project-based Teachers

96.12.13 九十六學年度第2次校務暨第5次行政會議通過
2007.12.13 Passed in the 2nd University Council and 5th Administrative Meeting of the 96th academic year
96.12.31 高醫人字第0961100882號函公布
2007.12.19 Announced in the GaoYiRenZi No. 0961100882 Letter
101.09.13 101學年度第2次行政會議審議通過
2012.09.13 Reviewed and passed in the 2nd Administrative Meeting of the 101st academic year
101.09.28 高醫人字第1011102546號函公布
2012.09.28 Announced in the GaoYiRenZi No. 1011102546 Letter
109.01.09 108學年度第6次行政會議通過
2020.01.09 Passed in the 6th Administrative Meeting of the 108th academic year
109.01.22 高醫人字第1091100185號函公布
2020.01.22 Announced in the GaoYiRenZi No. 1091100185 Letter
110.10.14 110學年度第3次行政會議通過
2021.10.14 Passed in the 3rd Administrative Meeting of the 110th academic year
110.11.03 高醫人字第1101103693號函公布實施，本次增訂之第7條第2項條文，自中華民國一百一十年八月一日起施行
2021.11.03 Announced in the GaoYiRenZi No. 1101103693 Letter. Article 7, Paragraph 7 added this time took effect on August 1, 2021.
111.12.22 111學年度第4次行政會議通過
2022.12.22 Passed in the 4th Administrative Meeting of the 111th academic year
112.01.11 高醫人字第1121100063號函公布
2023.01.11 Announced in the GaoYiRenZi No. 1121100063 Letter

第1條 本校為因應教學、研究、服務及輔導需要，依據「專科以上學校進用編制外專任教學人員實施原則」，訂定本辦法。

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".

第2條 本辦法所稱專案教師，係指以本校或計畫經費聘任之編制外人員，分為一般專案教師及專案教學契約人員，其職級分別為教授、副教授、助理教授及講師。

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.

第3條 一般專案教師之聘任資格及審查程序依本校編制內專任教師聘任規定辦理，並申請教育部教師證書。

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.

專案教學契約人員之聘任資格依教育人員任用條例規定，審查程序比照本校編制內專任教師聘任規定辦理，如未具教育部教師證書，則依前項規定辦理。

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.

第 4 條 專案教師聘任年齡，比照本校編制內專任教師規定辦理，但符合下列條件者不在此限。
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.

一、依教育部補助大專校院延攬國際頂尖人才作業要點特別規定進用者。

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.

二、符合本校「教師聘任及升等資格審定辦法」第 5 條規定者。

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

第 5 條 專案教師之權利義務如下：

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

一、聘期：

1. Employment period:

(一) 以一年一聘為原則，續聘依本校編制內專任教師規定辦理。

(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.

(二) 一般專案教師至多聘任二年，聘期屆滿後不再聘任。但因校務發展需要，經專案簽准予以續聘者，不在此限。

(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.

二、薪酬：

2. Remuneration:

(一) 報酬及職前年資採計提敘標準比照編制內專任教師之規定為原則。

(1) The compensation and pre-service seniority shall be based on KMU's Regulations for the Appointment of Regular Full-time Teachers.

(二) 一般專案教師轉任編制內專任教師時，其曾任本校與現職職務等級相當且服務成績優良之專案教師年資，得予按年採計提敘薪級，但受本職最高年功薪之限制。

(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.

三、授課時數：比照本校「教師基本授課時數核計辦法」之規定。但專案教學契約人員依聘任單位需求另訂之。

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.

四、升等：符合升等條件者，依本校教師升等相關規定辦理。

4. Promotion: Those who meet the promotion criteria will be processed in accordance with the relevant regulations for teacher promotion.

五、保險：專案教師須參加勞工保險及全民健保。聘期屆滿或中途離職，應辦理退保。外籍教師未具參加全民健康保險投保資格者，可辦理「國際技術合作人員綜合保險」。

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".

六、退休金：專案教師於聘任期間，依「勞工退休金條例」規定提繳勞工退休金；未具參加勞工退休金條例提撥勞工退休金資格者，得比照「各機關學校聘僱人員離職給與辦法」規定提撥離職儲金。

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".

七、慰助金：專案教師聘期屆滿未獲再聘，且無「專科以上學校進用編制外專任教學人員實施原則」所定終止契約或暫時停止契約執行之情事，按其於本校服務年資發給慰助金，每滿一年發給二分之一個月之平均薪酬，未滿一年者，以比例計給；最高以發給六個月平均薪酬為限。

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.

八、救濟：專案教師對學校有關其個人之措施，認為違法或不當，致損害其權益者，得按其性質依法提起勞資爭議處理或相關訴訟，請求救濟。

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.

第 6 條 Article 6 專案教師之聘期、終止契約、停止契約之執行、報酬標準、晉薪、獎金、福利、授課時數、差假、保險、勞工退休金、慰助金、救濟及其他權利義務等事項以契約另訂之。

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.

第 7 條 Article 7 專案教師於聘期內，如有專科以上學校進用編制外專任教學人員實施原則所定終止契約或暫時停止契約執行之情事，依該實施原則規定辦理，且於終止契約時不發給慰助金。

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.

專案教師終止契約時，如有溢領之薪資應繳回。本校如受有損害並得請求損害賠償。

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.

第 8 條 一般專案教師聘期屆滿前半年，符合下列各項條件者，得由聘任單位簽請校長同意後，依新聘教師之聘任程序申請本校編制內專任教師。惟聘任程序需依大學法第 18 條規定公開招募並依本校新聘教師聘任程序辦理。

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.

一、除通識教育類之人文藝術和體育學門教師外，須擔任國內外政府機構（如國家科學及技術委員會、中央研究院、衛生福利部、國家衛生研究院等）非委託性質且經同儕、專家審查之研究計畫主持人。

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.).

二、至少 1 篇以本校名義發表於 SCI、SSCI、EI、A&HCI 期刊論文且為第一或通訊作者；至少 1 篇以本校名義發表於社會人文科學類或通識教育類一級期刊論文且為第一或通訊作者。

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.

第 9 條 專案教師於聘約期間，得發給在職證明書，離職時應依規定辦妥離職手續後，始得發給離職證明書；若於聘約期間內欲離職者，應於離職日前 2 個月提出書面申請，違反規定者，應繳交 1 個月薪資作為違約金。

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.

第 10 條 本辦法未規定事項，悉依本校人事相關法規及教育部相關規定辦理。

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.

第 11 條 本辦法經行政會議審議通過後，自公布日起實施，修正時亦同。

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.