

National Yunlin University of Science and Technology Part-time Faculty Contract

Approved at the 2nd temporary administrative meeting of the 2016 academic year on July 24, 2017

Approved at the 3rd administrative meeting of the 2020 academic year on November 10, 2020

Amended and approved at the 5th administrative meeting of the 2021 academic year on January 18, 2022

Amended and approved at the 4th administrative meeting of the 2022 academic year on December 20, 2022

Article 1: The appointment management of part-time faculty members at National Yunlin University of Science and Technology (hereinafter referred to as YunTech) shall be handled in accordance with the provisions of this contract, unless otherwise stipulated by law.

Article 2: The term of appointment for part-time faculty members at YunTech is based on the semester system. However, if the number of students enrolled does not meet the course opening standards, resulting in no requirement to appoint the part-time faculty member, the Office of Academic Affairs may notify the department (institute, center, degree program) (hereinafter referred to as the department), and after the department has signed and agreed with the college and the university, the contract may be terminated before the end of the term. If a department is approved to appoint a part-time faculty member due to special circumstances, the term of appointment shall start from the day following the decision of the university faculty evaluation committee.

Article 3: If part-time faculty members are unable to continue teaching during the validity period of the contract for any reason, they should notify the appointing unit in writing with relevant documents two weeks before terminating the contract. The appointing unit should assist in processing the termination of the contract.

Article 4: If a part-time faculty member falls under any of the circumstances in Paragraph 1 of Article 5 of the "Regulations for the Appointment of Part-time Faculty in Junior Colleges and Institutes of Higher Education" (hereinafter referred to as the Appointment Regulations), YunTech should terminate the contract and the teacher shall not be reappointed as part-time faculty for life.

If a part-time faculty member falls under any of the circumstances stipulated in Subparagraphs 1 to 6 of Paragraph 1 of Article 5 of the Appointment Regulations, the contract may be terminated without the review of the Faculty Evaluation Committee (hereinafter referred to as the FEC).

If a part-time faculty member falls under any of the circumstances stipulated in Subparagraphs 7 to 11 of Paragraph 1 of Article 5 of the Appointment Regulations, the contract should be terminated by the department after being approved by the

department and college FEC, and reported to the university FEC. The attendance and approval ratio of the department and college FEC shall be managed in accordance with Paragraph 3 of Article 5 of the Appointment Regulations.

Article 5: If a part-time faculty member falls under any of the circumstances stipulated in Paragraph 1 of Article 6 of the Appointment Regulations, YunTech shall terminate the contract and decide not to appoint the individual as a part-time faculty member for one to four years.

If a part-time faculty member falls under any of the circumstances stipulated in Subparagraph 1 or 2 of Paragraph 1 of Article 6 of the Appointment Regulations, the contract can be terminated without the need for review by the FEC.

If a part-time faculty member falls under any of the circumstances stipulated in Subparagraphs 3 to 5 of Paragraph 1 of Article 6 of the Appointment Regulations, the contract should be terminated by the department after review and approval by the department and college FEC, and a report should be submitted to the University FEC. The attendance and approval ratios of the department and college FEC should be handled in accordance with Paragraph 3 of Article 6 of the Appointment Regulations.

Article 6: After the appointment of a part-time faculty member, if the faculty member falls under any of the circumstances stipulated in Paragraph 1 of Article 7 of the Appointment Regulations, the contract should be terminated by the department after review and approval by the department and college FEC, and a report should be submitted to the University FEC. The attendance and approval ratios of the department and college FEC should be handled in accordance with Paragraph 2 of Article 7 of the Appointment Regulations.

Article 7: If a part-time faculty member falls under any of the circumstances in Paragraph 1 of Article 8 of the Appointment Regulations, they shall not be appointed as a part-time faculty member; if already appointed, YunTech should terminate the contract.

If a part-time faculty member falls under any of the circumstances in Paragraph 1 of Article 8 of the Appointment Regulations, and is reported under Article 9 of the Appointment Regulations, Paragraph 1 of Article 20 of the Teachers' Act, or Paragraph 4 of Article 27 of the Gender Equity Education Act, they shall not be appointed if not yet appointed; if already appointed, the contract may be terminated directly by YunTech without the review of the FEC, the YunTech Gender Equality Education Committee, or the relevant committee established by law. If not reported under the previous paragraph, YunTech should manage it in accordance with Article 5

or 6 of the Appointment Regulations, and those not yet appointed shall not be appointed; if already appointed, the contract shall be terminated.

Article 8: If a part-time faculty member falls under any of the circumstances in Article 10 of the Appointment Regulations, the execution of the contract shall be temporarily suspended.

Article 9: If a part-time faculty member falls under any of the circumstances in Paragraph 1 of Article 11 of the Appointment Regulations during the validity period of the contract, YunTech should temporarily suspend the execution of the contract for less than six months after being approved by the department FEC within one month from the date of knowledge, and wait for the investigation; if necessary, the suspension period may be extended twice, each time not exceeding three months, after being approved by the department FEC. The suspension period shall not exceed the validity period of the contract. If the investigation proves true, it shall be managed in accordance with Subparagraph 2 of Point 4 or Subparagraph 2 of Point 5 of this contract.

If a part-time faculty member falls under any of the circumstances in Paragraph 2 of Article 11 of the Appointment Regulations during the validity period of the contract, and YunTech deems it necessary to suspend the execution of the contract for investigation, it shall be temporarily suspended for less than three months after being approved by the department FEC; if necessary, the suspension period may be extended once, not exceeding three months, after being approved by the department FEC. The suspension period shall not exceed the validity period of the contract. If the investigation proves true, it shall be managed in accordance with Subparagraph 3 of Point 4 or Subparagraph 3 of Point 5 of this contract.

The attendance and approval ratio of the department FEC in the previous two paragraphs shall be managed in accordance with Paragraph 3 of Article 11 of the Appointment Regulations.

Article 10: The hourly fee for part-time faculty member who have their contract execution suspended shall be handled in accordance with Article 12 of the Appointment Regulations.

Article 11: If YunTech terminates the contract or suspends the execution of the contract of part-time faculty members in accordance with the regulations, the department should notify the party in writing on behalf of the school, and attach the reasons and the methods, period, and accepting agency for seeking relief should they

disagree.

Article 12: The salary of part-time faculty members shall be paid in accordance with the "Standard Table for Paying Hourly Fees for Part-time Teachers in Public Universities and Colleges", and the hourly fees shall be paid monthly by YunTech according to the actual teaching facts during the teaching period.

If actual teaching is not possible due to natural disasters causing work and class suspension or national holidays, hourly fees should still be paid.

Article 13: The leave of part-time faculty members shall be calculated in accordance with Article 3 of the Teacher's Leave Regulations and the Appointment Regulations. If a part-time faculty member takes leave during the teaching period in accordance with the preceding paragraph, the school should pay the hourly fee and the hourly fee for make-up classes and substitute classes. However, if the sick leave exceeds the stipulated hours, it shall be offset by personal leave, and if the total of personal leave and family care leave exceeds the stipulated hours, no hourly fee shall be paid.

Part-time faculty members should teach on time according to the scheduled courses. If they need to take leave in accordance with the first paragraph, they should obtain the consent of the supervisor of the course offering unit. Related adjustments, make-up classes, and substitute classes shall be managed in accordance with the provisions of the YunTech Guidelines Governing Substitute Teaching for Teacher's Leave, and shall be managed in the same way as full-time faculty members at YunTech.

Article 14: If a part-time faculty member meets the qualifications stipulated in the Labor Insurance Act, Employment Insurance Act, or National Health Insurance Act, YunTech shall insure them with labor insurance, employment insurance, and national health insurance during the validity period of the contract in accordance with the regulations. The procedures for adding and withdrawing insurance shall be managed in accordance with the procedures set by the respective competent authorities.

For part-time faculty members who meet the qualifications stipulated in the Labor Pension Act and Paragraph 2 of Article 20 of the Appointment Regulations and do not have a full-time job, YunTech shall pay their retirement pension monthly during the validity period of the contract in accordance with the regulations.

If a part-time faculty member's contract is terminated in accordance with the Appointment Regulations or this contract, and the hourly fee that the school intends to issue is not enough to cover the personal burden of labor insurance, health insurance, labor pension, etc., the Personnel Office will calculate the amount to be paid and ask the appointing unit to notify the part-time faculty member. The part-time faculty

member should pay it to the Accounting Division of YunTech within ten days from the day after receiving the notice. If it is not paid within the period, the appointing unit shall proceed with recovery on behalf.

Article 15: When part-time faculty members perform teaching, guidance, training, evaluation, management, counseling, or provide job opportunities for students, they should not develop relationships that violate professional ethics in interpersonal interactions related to sex or gender.

Part-time faculty members should have gender equality awareness and comply with relevant gender equality laws and regulations. If they violate and the investigation proves true, they should be managed in accordance with the Appointment Regulations and relevant regulations of YunTech.

Part-time faculty members should comply with Articles 6 to 9 of the Campus Bullying Prevention Guidelines and strengthen and cultivate the awareness of campus bullying prevention.

Article 16: If a part-time faculty member believes that YunTech's measures regarding their personal termination of contract, suspension of contract execution, treatment, leave, and retirement are illegal or improper and damage their rights, they may apply the appeal procedures of the Teachers' Act to seek relief.

Article 17: Matters not stipulated in this contract shall be managed in accordance with relevant laws and regulations and relevant regulations of YunTech.

Article 18: This contract shall be implemented after being approved by the Administrative Meeting and submitted to the president for approval, and the same shall apply to amendments.