

國立勤益科技大學進用編制外專任教學人員實施要點

National Chin-Yi University of Technology Guidelines on the Implementation of Employment of Full-Time Contract Faculty

97. 10. 2. 行政會議審議通過
97. 11. 20. 行政會議修正通過第11條
98. 2. 26. 次行政會議修正通過第2條
教育部98. 3. 24. 台技(二)字第0980035059號函同意備查
98. 4. 28. 次行政會議修正通過第4條
教育部98年7月2日台技(二)字第0980106291號函同意備查
100. 3. 24. 行政會議修正通過第1條、第2條、第11條
102. 12. 26. 行政會議修正通過3條、第6條、第8條
106. 11. 17. 校教評會、106. 11. 23. 行政會議及106. 12. 12. 校務基金管理委員會審議通過法規名稱及全文修正共十五點
107. 5. 24. 行政會議、107. 5. 31. 校務基金管理委員會、107. 6. 14. 校教評會通過修正第2點
107. 10. 18. 校教評會、107. 10. 25. 行政會議、107. 10. 31. 校務基金管理委員會審議通過修正第3點、第4點、第6點、第7點、第9點、第13點、第14點規定
108. 7. 17. 校教評會、108. 9. 4. 校務會議、108. 10. 2. 校務基金管理委員會審議通過修正第7點、第15點規定
109. 7. 15. 校教評會、109. 9. 9. 校務會議、109. 12. 8. 校務基金管理委員會審議通過修正第6點、第8點規定，109. 12. 00. 勤益科大人字第1091700464號函發布實施
111. 1. 19. 校教評會、111. 3. 24. 校務基金管理委員會、111. 6. 23. 校務會議審議通過文修正，111. 6. 24. 勤益科大人字第1111700195-B 號函發布實施
111. 7. 20. 校教評會、111. 12. 15. 校務基金管理委員會、111. 12. 21. 校務會議審議通過全文修正，111. 12. 29. 勤益科大人字第1111700438號函發布實施
112. 12. 13. 校教評會、112. 12. 20. 校務會議、113. 3. 5. 校務基金管理委員會審議通過全文修正，113. 5. 1. 勤益科大人字第1131700101號函發布實施

一、國立勤益科技大學（以下簡稱本校）為因應教學需要，特依專科以上學校進用編制外專任教學人員實施原則(以下簡稱實施原則)之規定訂定本要點。

To meet education needs, the National Chin-Yi University of Technology (the "University") has hereby established these guidelines in accordance with the Implementation Principles for the Employment of Full-time Contract Faculty at Junior Colleges and Institutions of Higher Education (the "Implementation Principles").

二、本要點所稱編制外專任教學人員，係指在本校校務基金自籌經費或其他政府補助經費範圍內，遴聘符合法令規定資格，並全時任職，按月支給薪酬之非編制內專任教學人員。

本校進用編制外專任教學人員員額所需人事費總額，得由教育部高等教育深耕計畫補助款，或各部會獎補助延攬人才與改善師資結構計畫經費，或在不發生實質短絀前提下以本校校務基金自籌收入支應。

"Non-formal full-time teaching staff" refers to those hired within the scope of the school's self-raised funds or other government subsidy funds, who meet the qualifications prescribed by law and are employed full-time, receive a monthly salary, but are not within the formal staff body.

The personnel expenses required for employing non-formal full-time teaching staff may be subsidized by the Ministry of Education's Higher Education SPROUT Project, or by various ministries' subsidies for talent recruitment and improving the teacher structure plan, or supported by the school's self-raised income from funds without incurring a substantial

deficit.

- 三、編制外專任教學人員之等級分為教授、副教授、助理教授、講師四級；其聘任資格依教育人員任用條例、大學聘任專業技術人員擔任教學辦法採公平、公正、公開之原則辦理。

依教育人員任用條例聘任之編制外專任教學人員區分為教學型與產研型兩類，其聘任資格分別依該條例第十六條至第十八條之規定外，並依下列各款規定進行遴聘：

- (一)教授：以延攬國內外同等級之優秀專家學者來校協助建立或帶領學校相關研發團隊，以提升本校產、學、研發技術水準。
- (二)副教授或助理教授：為用人單位一般所提員額申請核予聘任之教師職級。
- (三)講師：以延攬專業外籍師資講授其專業外國語文課程者，或持有華語教學專業證照開授華語教學相關課程者，依前款規定公開徵聘無所需人選時為之。

依大學聘任專業技術人員擔任教學辦法進用之編制外專任教學人員；其聘任與資格審查，另依本校專業技術人員聘任暨資格審查要點辦理，並僅限教學型。

有關教學型與產研型兩類人選之資格條件內涵，由用人單位於徵聘公告中定之；產研型編制外專任教學人員於聘任後，應將實際從事之產學合作計畫或研究計畫須達成之績效指標載明於契約書中規範。

The classification of non-formal full-time teaching staff includes four levels: Professor, Associate Professor, Assistant Professor, and Lecturer. Their appointment qualifications are in accordance with the Act Governing the Appointment of Educators and the Employment Regulations for Professional Technicians Teaching at Universities, which stipulate that universities hire professional and technical personnel for teaching based on the principles of fairness, impartiality, and transparency.

Non-formal full-time teaching staff appointed according to the Act Governing the Appointment of Educators are categorized into two types: teaching-oriented and research-oriented. Their appointment qualifications are determined according to Articles 16 to 18 of the aforesaid act, and the following provisions apply:

- (1) Professor: To recruit outstanding experts and scholars of the same level domestically and internationally to assist in establishing or leading relevant research and development teams at the university and enhance the school's production, academic, and research and development capabilities.
- (2) Associate Professor or Assistant Professor: These positions are generally applied for and allocated based on the quotas requested by the employing unit.
- (3) Lecturer: To recruit foreign language professionals to teach foreign language courses, or individuals holding professional certificates in Chinese language teaching to teach related courses if there are no suitable candidates available through the aforementioned provisions.

Non-formal full-time teaching staff employed according to the Employment Regulations for Professional Technicians Teaching at Universities are subject to the qualification review procedures outlined in the university's Guidelines for Hiring Professional and Technical Personnel, and is limited to teaching-oriented positions. The qualifications and requirements for teaching-oriented and research-oriented candidates are defined by the employing unit in the recruitment announcement. The actual performance indicators to be achieved in collaborative projects or research plans for research-oriented non-formal full-time teaching staff should be stipulated in the contract after appointment.

- 四、本校各有關單位因教學需要，擬聘用編制外專任教學人員時，須依本校教師員額管理原則規定之程序提出員額申請，經同意核撥員額後，始得進行相關聘用程序。

When various departments within the school intend to hire non-formal full-time teaching staff due to teaching requirements, they must follow the procedures outlined in the school's Principles for Teacher Quota Management. After obtaining approval and allocation of the quota, they can proceed with the relevant hiring procedures.

五、編制外專任教學人員之聘任程序與升等審查過程，比照本校編制內專任教師聘任及升等審查相關規定辦理；其聘任年齡亦比照編制內專任教師規定。如由學院辦理公告徵聘時，其聘任、升等之審查程序補充規定如下。

(一)徵聘教師之公告資料，經學院教評會擬定，院務會議通過，陳請校長核定後，於傳播媒體或學術刊物公告徵聘資訊辦理公開甄選，期間至少十四日以上。

(二)聘任作業時，由學院教評會依本校專任教師聘任及升等審查辦法第四條規定審議，經該學院教評會初審、校教評會複審通過，陳請校長核定聘任。

(三)學院所開設之課程列在院屬各系之學分計畫表內時，其聘任、升等審查案件應先送交相關該系教評會審議通過，再經學院教評會初審後，送校教評會複審。

(四)因應學院實體化或開設學院共同課程時，其聘任、升等審查案件，由學院教評會逕行審議，並完成初審後，送校教評會複審。

依第三點第一項第一款延攬國外與教授同等級之優秀專家學者，依前項規定辦理聘任時，得逕依其教授職級聘為編制外專任教學人員。

經前二項規定並依教育人員任用條例聘任之編制外專任教學人員未具教師證書者，依規定程序請頒教師證書。

The appointment process and promotion review process for non-formal full-time teaching staff shall be conducted in accordance with the relevant regulations for the appointment and promotion review of full-time teaching staff within the staff body. Their appointment age shall also follow the regulations for full-time teaching staff within the staff body. When recruitment announcements are made by colleges, the supplementary provisions for the review process for appointment and promotion are as follows:

(1) The information for recruiting teachers, formulated by the college's Teaching Evaluation Committee and approved by the College Affairs Faculty Meeting shall be submitted to the university president for final approval before being announced for public selection through the media or academic publications, with a minimum period of at least 14 days.

(2) During the appointment process, the College Teaching Evaluation Committee shall review the candidates according to Article 4 of the school's Regulations for the Appointment and Promotion Review of Full-time Teachers. Upon approval by the College Teaching Evaluation Committee and subsequent review by the School Teaching Evaluation Committee, the appointment shall be submitted to the school president for final approval.

(3) When courses offered by the college are included in the credit plan of departments within the college, the cases for appointment and promotion review shall be first submitted to the relevant department's Teaching Evaluation Committee for approval before being reviewed by the College Teaching Evaluation Committee and subsequently by the School Teaching Evaluation Committee.

(4) In response to the physical establishment of colleges or the offering of joint college courses, the cases for appointment and promotion review shall be directly reviewed by the College Teaching Evaluation Committee. After initial review, they shall be submitted to the School Teaching Evaluation Committee for further review.

Outstanding foreign scholars equivalent to professors, as stipulated in the first item of the third point, may be directly appointed as non-formal full-time teaching staff with a professorial rank

according to the aforementioned regulations.

Non-formal full-time teaching staff appointed in accordance with the aforementioned regulations and the Act Governing the Appointment of Educators who do not possess a teaching certificate shall follow the prescribed procedures to apply for a teaching certificate.

六、完成聘用程序之編制外專任教學人員應於聘約規定期限內到職，逾期未到職者，註銷其聘任案。

編制外專任教學人員之聘期依學年或學期計算，初聘為一年，第一次再聘為一年，以後再聘皆為二年。聘期屆滿前，由原提聘用人單位依契約書中明定之績效達成指標辦理評鑑，經教評會審議通過後，填具申請名冊併同會議紀錄送人事室彙辦陳請校長同意後進行再聘，惟聘約期間如有調整主聘單位，用人單位得參採當事人原契約書績效指標執行情形，必要時，依規定重行議定績效達成指標內容，以符需求。

各用人單位對於編制外專任教學人員之教學、研究、輔導與服務等各項內容，應與當事人議定績效達成指標，並載明於契約書中，做為用人單位教評會考評再聘與否之依據。

依第三點第二項第一款規定所聘人員，其來校協助建立或帶領學校相關研究團隊，提升本校產、學、研究水準之績效達成指標內涵應載明於契約，並依其實際執行成果做為再聘與否之依據。

產研型編制外專任教學人員契約書中須載明產學合作計畫或研究計畫達成之績效指標，並由用人單位教評會詳予評核，未達成者，於契約期限屆滿後不予再聘。

編制外專任教學人員除前三項未達績效達成指標時應不再聘外，有下列情事之一者，經用人單位教評會審議通過，並會簽人事室陳請長核定後，於契約期滿不予再聘。

(一)因教學不力或其他不當行為，足認影響學生受教權益者。

(二)違反契約應履行義務時，經學校指正而未改善者。

用人單位教評會依前四項規定作成編制外專任教學人員於聘期屆滿後不再聘決議時，用人單位應於聘期屆滿前一個月，將該決議簽會人事室陳請校長核定後，以校函通知當事人並協助其完成離職程序。

編制外專任教學人員於聘期內終止契約及契約有效期間內停止契約之執行，依實施原則第六點至第九點之規定辦理。

編制外專任教學人員對本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。

Non-formal full-time teaching staff must report for duty within the stipulated period as defined in the contract. Failure to do so will result in the cancellation of their appointment.

The appointment period for non-formal full-time teaching staff is calculated based on the academic year or semester. The initial appointment is for one year, the first reappointment is for another one year, and subsequent reappointments are for two years each. Prior to the expiration of the appointment period, the original appointing unit shall conduct an evaluation based on the performance indicators specified in the contract. Staff may be reappointed after review by the Teaching Evaluation Committee and submission of the application roster along with meeting records to the Personnel Office for coordination and approval by the school president. However, if there are adjustments to the main employing unit during the contract period, the employing unit may consider the performance indicators specified in the original contract. If necessary, the performance indicators may be renegotiated according to the regulations to meet needs.

Each employing unit should negotiate performance indicators with non-formal full-time teaching staff for teaching, research, counseling, and service-related tasks, and indicators should be included in the contract to serve as the basis for the assessment by the Teaching Evaluation Committee of whether to renew the appointment.

The performance indicators achieved by individuals appointed according to the provisions of the first item in the third point who assist in establishing or leading relevant research teams to enhance the school's production, academic, and research levels should be specified in the contract. Renewal

decisions will be based on the actual performance outcomes. Performance indicators in the contracts of research-oriented non-formal full-time teaching staff for achieving industry-academic cooperation projects or research projects should be specified.

The Teaching Evaluation Committee of the employing unit shall conduct a detailed assessment, and those who fail to meet the requirements will not be reappointed after the contract expires.

Apart from cases where the performance indicators specified in the first three points are not met, non-renewal decisions may be made if any of the following circumstances occur and are approved by the Teaching Evaluation Committee of the employing unit, countersigned by the Personnel Office, and approved by the head of the unit:

- (1) Teaching incompetence or other inappropriate behavior affecting students' right to education.
- (2) Failure to rectify breaches of contractual obligations after being directed by the school.

When making decisions not to renew the appointment of non-formal full-time teaching staff after the expiration of their appointment period by the employing unit's Teaching Evaluation Committee according to the regulations in the first four points, the employing unit should submit the decision to the Personnel Office for approval by the school president one month before the end of the appointment period. A formal notification should be sent to the individual concerned, and assistance provided to complete departure procedures.

Termination or suspension of contracts by non-formal full-time teaching staff during the appointment period or during the validity period of the contract should be handled in accordance with point 6-9 of the principles.

Non-formal full-time teaching staff who consider measures related to themselves by the school to be illegal or inappropriate and resulting in damage to their rights and interests may, depending on the nature of the issue, seek legal remedy according to the law.

七、編制外專任教學人員授課鐘點規定如下。

- (一)依第三點第二項第一款聘任者，其基本授課時數，比照編制內專任教師職級之授課時數，並依國立勤益科技大學專(兼)任教師基本授課時數編配計算要點(以下簡稱授課時數編配計算要點)之規定核算超授鐘點，且得視其協助建立或帶領研發團隊之實際情況，由用人單位專案簽陳，會辦研發與課務等相關單位，經校長核定後酌減基本授課時數。
- (二)依第三點第二項第二款、第三款或第三項聘任之教學型編制外專任教學人員，基本授課時數，比照編制內同職級專任教師之授課時數，並依授課時數編配計算要點之規定核算超(減)授鐘點。
- (三)產研型編制外專任教學人員為履行契約書中所定產、研績效指標，每學期開授一門課。

The teaching hours regulations for non-formal full-time teaching staff are outlined as follows:

- (1) The basic teaching hours of individuals appointed according to the provisions of point 3-2-1 shall be determined in accordance with the teaching hours of full-time teachers in the same rank as formal faculty members within the staff body. Additionally, the calculation of overtime teaching hours shall follow the regulations stipulated in the Basic Teaching Hours Allocation Guidelines for Full-time and Part-time Faculty Members of the National Chin-Yi University of Technology (hereinafter referred to as the "Teaching Hours Allocation Guidelines"). Depending on the actual situation of their assistance in establishing or leading research and development teams, the employing unit may apply for a reduction in basic teaching hours through a special application, which will be reviewed by relevant units, such as the R&D Office and Curriculum Division, and approved by the school president.
- (2) The basic teaching hours of teaching-oriented non-formal full-time teaching staff appointed according to points 3-2-2 or 3-3 shall be determined in accordance with the teaching hours of full-time teachers in the same rank as formal faculty members within

the staff body. Overtime (or reduced) teaching hours shall be calculated based on the regulations stipulated in the Teaching Hours Allocation Guidelines.

- (3) To fulfill the performance indicators specified in the contract, research-oriented non-formal full-time teaching staff shall teach one course per semester.

八、編制外專任教學人員擬轉任編制內專任教師時，原聘單位仍應提出員額申請，經教師員額規劃小組審議通過，校長核給員額後，再依新聘教師之程序重新審查。惟曾在本校服務且符合附表所列各學院編制外專任教學人員績效優良指標者(以下簡稱績優指標)，依本校教師聘任及升等審查辦法第四條之規定，得經擬聘單位從優列為新聘專任教師候選人。各學院對於附表所列該學院績優指標，皆依編制外專任教學人員來校後以本校名義實際產出之績效認列，其指標內容如有修正時，須先經院務會議完成審議，送校教評會審議通過，陳請校長核定後實施。

曾任編制外專任教學人員且資格經送教育部審查通過頒授教師證書之年資，與轉任編制內專任教師後現職職務等級相當且服務成績優良者，得予採計升等年資及提敘薪給，但不得採計為退休、撫卹之年資。

When non-formal full-time teaching staff intend to transfer to become formal full-time faculty within the staff body, the original hiring unit must submit a quota application. Upon approval by the Teacher Quota Planning Committee and allocation of the quota by the school president, the process will be re-examined according to the procedures for hiring new faculty members. However, those who have previously served at the university and meet the criteria for outstanding performance indicators for non-formal full-time teaching staff listed in the appendix (hereinafter referred to as "outstanding performance indicators") may be prioritized as candidates for new full-time faculty members by the proposing unit in accordance with Article 4 of the school's Regulations for the Appointment and Promotion Review of Full-time Teachers. Each college must recognize the performance achieved under the university's name by non-formal full-time teaching staff after they join the university in accordance with the outstanding performance indicators listed in the appendix. If there are any revisions to the content of these indicators, they must be reviewed and approved by the College Affairs Faculty Meeting, submitted to the university's Teacher Evaluation Committee for approval, and implemented upon approval by the school president.

The years of service for former non-formal full-time teaching staff whose qualifications have been reviewed and approved by the Ministry of Education for the issuance of a teaching certificate, and who have equivalent service performance levels upon transferring to become formal full-time faculty members, may be counted for a promotion and salary increase, but not for retirement or pension calculations.

九、編制外專任教學人員之報酬標準如下：

(一)依第三點第二項第一款聘任之教授，除基本薪資外，得由用人單位主管依本校延攬特殊優秀人才實施彈性薪資實施原則衡酌與當事人協議另定彈性薪資。

1. 基本薪資：按編制內同等級教授職級本薪(年功薪)之薪級與學術研究費支給。

2. 彈性薪資：為延攬特殊優秀人才所增給之研究獎勵金，按基本薪資百分之十至百分之八十(小數點以後無條件進位)額度內支應，其協議結果經三級教評會審議通過，校長核定後納入聘約實施。

(二)依第三點第二項第二款或第三款或依第三點第三項規定所聘任之編制外專任教學人員，比照編制內同等級專任教師薪資支給規定辦理。

前項各款編制外專任教學人員所核薪級之提敘，另依教師待遇條例等相關規定辦理。

編制外專任教學人員聘期屆滿未獲再聘，且無實施原則第六點及第七點所定情事

者，比照勞工退休金條例第十二條規定，按其於學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。

The compensation standards for non-formal full-time teaching staff are as follows:

(1) The employing unit's supervisor may, in accordance with the university's Principles for Implementing Flexible Salaries to Attract Exceptional Talent, negotiate the compensation and basic salary with those appointed as professors according to the provisions in point 3-2-1 to determine an alternative salary arrangement.

1. Basic Salary: Based on the salary grade of professors at the equivalent level within the staff body (including seniority pay) and academic research funding.

2. Flexible Salary: Additional research incentive grants provided to attract exceptional talent, ranging from 10% to 80% of the basic salary (rounded up to the nearest whole number). The results of the negotiation must be reviewed and approved by the level three faculty evaluation committee and ratified by the school president before being included in the contract.

(2) The salary of non-formal full-time teaching staff appointed according to the provisions in point 3-2-2 or 3-2-3 is handled in accordance with the salary payment regulations for equivalent level full-time teachers within the staff body.

Salary adjustments for non-formal full-time teaching staff are determined in accordance with relevant regulations such as the Teacher Remuneration Act.

Non-formal full-time teaching staff who are not reappointed upon the expiration of their contract term and do not meet the conditions stipulated in points six and seven of the implementation principles shall be compensated according to Article 12 of the Labor Pension Act. They are entitled to receive consolation payments based on their years of service at the university. The payment amounts to half a month's average salary for each full year of service, prorated for incomplete years of service, to a maximum of six months' average salary.

十、編制外專任教學人員應依勞工保險條例、全民健康保險法加入勞保、全民健保；不符合加入勞、健保之資格者，可選擇加入國際技術合作人員綜合保險並自付百分之三十五之保險費。

Non-formal full-time teaching staff must enroll for labor insurance and national health insurance according to the Labor Insurance Act and National Health Insurance Act. Those who do not qualify for labor and health insurance can opt to join the Omnibus Insurance Program for International Technical Cooperation Personnel and will be responsible for paying 35% of the insurance premium.

十一、本國籍編制外專任教學人員，一律依勞工退休金條例第七條第二項規定繳納勞工退休金。

外國籍人士擔任本校編制外專任教學人員，應由用人單位協助辦理相關入境許可與工作許可之申請；來校到職後，比照各機關學校聘僱人員離職儲金給與辦法提撥離職儲金。

Domestic non-formal full-time teaching staff must contribute to a pension in accordance with Article 7, Paragraph 2 of the Labor Pension Act.

The hiring unit must assist foreign nationals employed as non-formal full-time teaching staff with necessary entry and work permit applications. Upon arrival and commencement of employment, their severance pay contributions will be handled in accordance with the regulations for severance reserve funds for employees of government agencies and schools.

十二、編制外專任教學人員於所任該單位內，為各項會議專任教師應出席之員額數。

編制外專任教學人員之選舉與被選舉權如下：

(一)對院長與系(所、中心)主任無選舉權。

(二)對下列職務無選舉權與被選舉權：

1. 各級教評會委員。

2. 各系(所、中心)規定應由編制內專任教師擔任之職務。

3. 其他依學校相關規定應由編制內專任教師擔任之職務。

(三)對系(所、中心)選任之其他委員具選舉權與被選舉權。

編制外專任教學人員如兼任行政主管，就所兼職務本身，於出席與所兼職務本身相關會議時，得計列會議出席員額與選舉、被選舉之權。

Non-formal full-time teaching staff are included in the required attendance numbers for various meetings as full-time teaching staff within their respective units.

The election and voting rights for non-formal full-time teaching staff are as follows:

(1) They do not have the right to vote for the positions of Dean or Department (Institute, Center) Chair.

(2) They neither have the right to vote nor be elected for the following positions:

1. Members of various teaching evaluation committees at all levels.

2. Positions within departments (institutes, centers) that are stipulated to be held by formal full-time teachers within the staff body.

3. Other positions that, according to the school's regulations, must be held by formal full-time teachers within the staff body.

(3) They have the right to vote and be elected for other committee positions chosen within the department (institute, center).

Non-formal full-time teaching staff who also serve as administrative supervisors may be included in the attendance numbers for meetings related to their administrative duties and have the right to vote and be elected for matters pertinent to their administrative roles.

十三、編制外專任教學人員應本職於校內各項工作，並以不在校外兼職、兼課為原則。如確有需要須在校外兼職、兼課者，除應符合相關法令規定外，其報核程序比照本校編制內專任教師之規定辦理。

編制外專任教學人員之聘期、終止契約、停止契約之執行、授課時數、差假、薪酬、晉薪、獎金、福利、退休、保險、慰助金及其他權利義務事項，應納入契約中明定。(契約書格式如附件)。

Non-formal full-time teaching staff are expected to prioritize their duties within the school and generally should not engage in external part-time jobs or teaching positions. If there is a necessity to take on external part-time work or teaching, it must comply with relevant laws and regulations, and the approval process should follow the same procedures as those for formal full-time teachers within the staff body.

Contracts for non-formal full-time teaching staff must specify the following terms: the employment period, termination of contract, suspension of contract, teaching hours, leave of absence, salary, salary increments, bonuses, benefits, retirement, insurance, consolation money, and other rights and obligations. The contract format is provided in the attached document.

十四、已簽約進用之現職編制外專任教學人員，如契約期限屆滿並經同意再聘續約者，得依第三點第二項所定教學型或產研型編制外專任教學人員類型，與用人單位議定後重行簽約；第三點第二項與第三項間不得相互流用。

本要點未規定事項，依實施原則及相關規定辦理。

Current non-formal full-time teaching staff who have completed their contract term and

have been approved for renewal may renegotiate and sign a new contract with their employing unit according to the type specified in point 3-2 (either teaching-oriented or research-oriented). Transfers between the types specified in point 3-2 and 3-3 are not allowed.

Any matters not covered by these guidelines shall be handled according to the implementation principles and relevant regulations.

十五、本要點經校教評會、校務基金管理委員會、校務會議審議通過，校長核定後實施。

These guidelines shall be implemented after approval by the School Teaching Evaluation Committee, the School Affairs Fund Management Committee, the School Affairs Faculty Meeting, and the President.