# 15. Welfare Benefits for School Teachers

Among private schools welfare benefits for teachers may be different depending on the system made by the board of directors of the school.  For teachers of public schools, welfare benefits are basically identical, some undertaken by special organizations and the others handled by agencies which concurrently take care of welfare benefits for civil service employees.

## 1. For Public Schools

A brief introduction for the welfare benefit system is as follows:

**(1) Welfare Commission for Primary and Secondary School Teachers and Staff:**

The commission, established in 1959, is composed of members including local educational administration personnel, representatives of primary and secondary school principals, representatives of the parents-teachers associations (PTA), and community leaders enthusiastic about education.  Under the system, teachers are entitled to such benefits as public housing, use of teachers' hostels, low-interest housing loans, subsidy for publishing creative works, abroad study tour, retirement payment, and education allowances for dependents.  The sources of funds include contributions of the PTA, subsidies by special education foundations, and donations of individuals and public/private enterprises.

**(2) Statute Governing the Retirement of School Teachers and Staff:**

Originally promulgated in 1944, such statute was amended in 1995 and came into force in February 1996. Three essentials of this statute are specified as follows:

(A) The statute applies to (a) full-time teachers of public schools, and (b) school staff members other than teachers who have been employed prior to the implementation of the Statute Governing the Employment of Educational personnel. On the other hand, the Law of Retirement Affairs of Civil Servants and the Law of Indemnity of Civil Servants is applicable to those staff members employed later than that date;

(B) In terms of the retirement payment, educational personnel to whom such statute applies may choose to be paid in one of the following three ways: (a) lump sum payment, (b) monthly payment and (c) a certain amount of proportional lump sum payment plus proportional monthly payment, depending on their specific needs;

(C) Retirement and indemnity payments are paid by the Retirement and Indemnity Fund which both the government and all the educational personnel concerning shall take contributions.

**(3) Implementation of the Civil Servants Insurance System:**

The system covers all civil service employees, public school teachers, and administrative staff.  The premium is 4.5-9.0 percent of the basic pay, of which 65 percent is contributed by the employing agency or by the school.

**(4) Mutual Assistance Welfare Program for Central Civil Service Employees:**

Participants in the system are limited only to civil service employees and public school teachers and administrative staff. The central and local governments are operating their own separate systems. Under the system, mutual assistance payment is made for such occasions as marriage, retirement, separation, layoff, funeral, and damages caused by serious disasters.

## 2. For Private Schools

(1) To improve the welfare of teachers and staffs in private schools, the Insurance Statute for Private School Faculty promulgated in 1980. The premium is 4.5-9.0% of the basic pay, of which 65 percent is contributed by the employing agency or by the school.

(2) Article 58 of the Private School Law stipulates that the board of directors of a private school shall set the rules and regulations to raise funds for financing teachers and staffs' retirement, severance and condolence pays. After approval of the rules and regulations by the competent education authorities, 2% of total tuition fees shall be allocated for the above-mentioned uses, and together with funds amounting to 1% of tuition fees from the school and its board of trustees, shall be reserved in the National Private School Staffs' Retirement and Condolence Fund. That fund shall be administered by the Ministry of Education.