

## 16. Pay Scale for Teachers

Public schools have a set of unified criteria governing the compensation plan for teachers. Private schools, however, set their own pay scale, in principle, based on the criteria of the public school as well as on their own financial status. The amount of compensation may be different. A brief introduction to the pay standards for teachers of public schools at all levels is as follows:

1. The basic pay scales for public school teachers are the same as those for civil service employees. On top of the basic pay is research allowance, making the earnings of teachers slightly higher than those of ordinary civil service employees. The higher earnings for teachers represent a due respect to their social status and an encouragement for their devotion to the profession.
2. The compensation for a full-time teacher is determined by his job position and the length of service. In addition, an allowance is paid for a teacher concurrently serving as an administrative chief as prescribed by the

school organization chapter.

3. Salaries for the part-time teacher are calculated and paid on the basis of the total of his or her lecturing hours per month.
4. In an effort to encourage university and college teachers to engage in advanced academic research, the National Science Council (NSC) of the Executive Yuan has implemented a subsidy program for research projects. With the recommendation of school authorities, teachers may submit their research proposals in certain academic field to the NSC for reviewing. Once the research proposal has been approved, the teacher will be requested to sign a research agreement with the NSC and then be granted the funds for his/her research. Such funds are appropriated per month within one year. Teachers granted such funds are required to submit research reports within a certain time period specified in the research agreement.



