

Contract of Employment

Korea University of Technology and Education (KUT or "A" hereinafter) makes an employment contract with *** (referred to as "B" hereinafter) under the following conditions:

1. The status of the employee

The status of "B" is an Invited Assistant Professor (The title can be subject to change)

2. The term of employment: From September 1, 2010 to August. 31, 2011

3. Working place (or Affiliation)

"B" is positioned in the Department of Liberal Arts and the Center for Language Education at KUT. However, "B" can be relocated in other departments or programs upon "A's" request.

4. The duties of "B"

"B" should serve with the same integrity as a regular professor of "A". The main duties of "B" are as follows:

- ① Teaching of English Conversation-related subjects: "B" is responsible for 18 class hours a week each semester, and 32 hours during the summer and winter vacation, respectively. By mutual agreement with "A", "B" can teach more than the assigned hours as defined here.
- ② "B" must be responsible for English Writing Clinic or proof reading in office hour. (2 hours a week.)
- ③ On the basis of the student's teaching evaluation, "A" evaluates "B's" job performance at the end of the semester. This may affect the renewal of contract particularly when the average evaluation score goes less than 70% of the perfect score.
- ④ "B" should comply with KUT's request about English-related consultation.
- ⑤ "B" is not allowed to lecture at other schools or institutions without the prior approval of "A".

5. Payment and welfare

- ① "B" is required to teach 18 class hours a week during each regular semester and 32 hours during the summer and winter vacation. Some classes may be in the early morning (7:30 - 9:00) or in the late evening (18:00 - 21:00).
- ② "A" pays "B" 28,472,400won annually apart from overtime payment.
- ③ "A" pays "B" overtime payment when "B" teaches over the weekly duty of 18 hours in the regular semester, or the total duty of 32 hours during the vacation. The overtime payment per hour is the same as the regular payment per hour given to the part time lecturer of the year.

- ④ When "A" and "B" renew the contract in the following year, the monthly salary is decided on the basis of the rate of the Korean Government's pay raise against the salary defined in the current contract.
- ⑤ "A" will provide "B" with an office, which can be shared with other invited professors.
- ⑥ "A" will offer "B" a separate housing, equipped with bed, air-conditioner, washing machine, gas range, TV, refrigerator, dining table, locker and sofa. Management fee of the apartment should be paid by "B". Or "B" can choose to take housing allowance of 300,000 won per month.
- ⑦ When "B" is free from his/her regular duties as mentioned above, "B" can get a leave of absence under the approval of the Chairman of the Department of Liberal Arts for about 6~8 weeks per year.
- ⑧ Classes are not open on Saturdays (Make-up classes can be exceptional).
- ⑨ "B" will get health insurance benefits under the Korean law.
- ⑩ "A" and "B" pay for the allotted national pension in the ratio of 50:50.

6. Payment of salary

- ① Regular payment : 2,372,700won (1/12 of the annual salary) is paid on the 21st of the month.
- ② Special payment: Overtime pay from the previous month is paid on the 5th of the month.
- ③ All taxes including residence, income, pension, health insurance, unemployment insurance, which are incurred by any salary, are deducted in the regular payroll.

7. Service Regulation

- ① "B" should work full-time in the position assigned by "A" (9 to 6 Monday through Friday except holidays).
- ② Without "A" approval, "B" is not supposed to have any job offered by other institutions outside KUT.
- ③ Regarding job performances, "B" must report to the Chairman of the Department of Liberal Art and to the Director of the Center for Language Education. "A's" evaluation on "B's" performance is reflected on the renewal of the contract.

8. Termination of contract

When any item below is applicable to "B", the contract can be terminated by "A" or the renewal of the contract can be denied by "A". Particularly when Item 3 and/or Item 6 are the case, "A" will be able to terminate the contract immediately and "B" is not protestable.

- ① When the average score of teaching evaluation by the student is less than 70% of the perfect score.
- ② When the period of the contract expires
- ③ When "A" sees that "B" shows negligence, violation of the KUT's job codes, or incompetences of job performance

- ④ When "B" loses the dignity as an educator or refuses to follow the proper order of the personnel administrator
- ⑤ When "B" makes a grand administrative mistake
- ⑥ When "A" sees that "B" is not qualified enough to be a teacher of KUT because of what "B" does harm to the college.

9. Severance

If "B" works for 12 months successively, "A" pays a severance of one month salary based on the Korean government law.

10. Term of validity

This contract is valid during the designated period and can be renewed upon mutual consent.

11. Further details unspecified in this document are negotiable through the mutual agreement.

The contract of employment will be made both in Korean and in English. "A" and "B" should keep one copy of each contract respectively.

August 4, 2010

for "A"

for "B"

Dr. ***, President
