

REGULATIONS CONCERNING SALARIES
OF FIXED-TERM RESEARCH PROFESSORS

This English document is a reference translation of the Japanese version of the Regulations Concerning Salaries of Fixed-term Research Professors (*Yūkikoyō Kenkyūkyōin Kyūyo Kitei*).

The official text of the Regulations is the Japanese version.

If there are any contradictions between the Japanese version and this reference translation, the former shall prevail.

The Ritsumeikan Trust
Division of Human Resources

2022.4.1

Regulations Concerning Salaries of Fixed-term Research Professors

Chapter 1 General Provisions

(Purpose)

Article 1 These Regulations Concerning Salaries of Fixed-term Research Professors stipulate matters concerning salaries of Fixed-term Research Professors, in accordance with Article 34 of the Work Regulations for Fixed-term Research Professors.

(Composition of Salary)

Article 2 The salary of Fixed-term Research Professors shall consist of the following items.

- (1) Basic Annual Salary
- (2) Allowances
 - Administrator's Allowance
 - Master's Thesis Advisor Allowance
 - Thesis (Master's/Doctoral) Defense Allowance
 - Overload Allowance
 - Late-night Work Allowance
 - Holiday Work Allowance
 - Substitute Holiday Allowance
 - Class Teaching Allowance
 - Night Class Teaching Allowance
 - Research Advancement Promotion Measures Review Allowance
 - Outside Funding Application Advisor Allowance
 - Research Ethics Review Allowance
 - Commuting Allowance

(Payment of Salary)

Article 3 The Basic Annual Salary shall be determined as a yearly amount, with one-twelfth (1/12) paid in monthly installments (hereinafter "the Monthly Installment"); however, when the individual is hired after the commencement of the academic year, the Basic Annual Salary for hires after the commencement of the academic year shall be divided by the number of months of the employment period, and the resulting amount shall be paid each month.

2 Allowances shall be determined as a monthly amount; however, the following allowances shall be paid in the manner stipulated in Chapter 3.

- (1) Master's Thesis Advisor Allowance
- (2) Thesis (Master's/Doctoral) Defense Allowance
- (3) Class Teaching Allowance, and Night Class Teaching Allowance for assigned intensive courses
- (4) Research Advancement Promotion Measures Review Allowance
- (5) Outside Funding Application Advisor Allowance
- (6) Research Ethics Review Allowance
- (7) Commuting Allowance

(Payday)

Article 4 The Monthly Installment and allowances shall be paid on the twentieth (20th) day of each month (hereinafter "Salary Payday"); however, the payday of the allowances stipulated in each Item of Paragraph 2 of the preceding Article shall be stipulated in Chapter 3.

2 If any payday falls on a Saturday, Sunday, or a holiday based on the Act Concerning National Holidays,

the relevant payment shall be made on the nearest non-holiday weekday.

- 3 Changes to salary due to hiring, retirement, etc., during a month may be adjusted in the salary of the following month.
- 4 In the event that a Fixed-term Research Professor retires from The Ritsumeikan Trust, dies, or requests an emergency payment in accordance with the Labor Standards Act of Japan, the Trust may pay the salary of the Fixed-term Research Professor before the payday stipulated in this Article.

(Manner of Payment)

Article 5 The full amount of the salary of each Fixed-term Research Professor shall be paid directly to the Fixed-term Research Professor in cash; however, if a Fixed-term Research Professor agrees in writing, the Trust may pay the salary of the Fixed-term Research Professor through a transfer to a bank account in his or her name, as designated by the Fixed-term Research Professor.

- 2 If a Fixed-term Research Professor dies, his or her unpaid salary shall be paid to his or her surviving family. If the Fixed-term Research Professor has no surviving family, such unpaid salary shall be paid to the individual who held the Fixed-term Research Professor's funeral.
- 3 The surviving family stipulated in the preceding Paragraph refers to the deceased Fixed-term Research Professor's spouse (or his or her de facto marriage partner in the case of common law marriage), children (inclusive of adopted children), parents (inclusive of adoptive parents), grandparents, or younger siblings dependent on the Fixed-term Research Professor when he or she died. The Fixed-term Research Professor's unpaid salary shall be paid in that order. If the surviving family entitled to such payment includes two or more persons at the same position in that order, the salary shall be paid to the individual selected through mutual consultation by the surviving family.

(Deductions)

Article 6 The following items shall be deducted from the salary.

- (1) Withholding income tax
- (2) Premium for The Promotion and Mutual Aid Corporation for Private Schools of Japan and the employees pension insurance premium
- (3) Employment insurance premium
- (4) Items agreed upon with a representative of the majority of the Trust's employees

(Pro-rated Calculation of the Monthly Installment in Conjunction with Hiring, Retirement, etc.)

Article 7 The Monthly Installment of a Fixed-term Research Professor for the month in which the Fixed-term Research Professor is hired or reinstated after childcare or nursing care leave shall be calculated on a pro-rated basis for the period of the month beginning on the day of hiring or reinstatement.

- 2 The Monthly Installment of a Fixed-term Research Professor for a month in which the Fixed-term Research Professor began childcare or nursing care leave shall be calculated on a pro-rated basis for the period of the month up to the day preceding the starting date of the relevant leave.
- 3 The Monthly Installment of a Fixed-term Research Professor for the month in which the Fixed-term Research Professor retires or is dismissed due to any of the reasons stipulated in Article 12 or Article 42 of the Work Regulations for Fixed-term Research Professors, shall be calculated on a pro-rated basis for the period of the month up to the day of retirement or dismissal.
- 4 The full amount of the Monthly Installment of a Fixed-term Research Professor shall be paid for the month in which the Fixed-term Research Professor dies.
- 5 The payments stipulated in the preceding four (4) paragraphs may be adjusted in the following month's salary.

(Pro-rated Calculation of Allowances)

Article 8 The amount of any allowance of a Fixed-term Research Professor for a month in which the

payment of the allowance starts, is terminated, or is revised shall be calculated on a pro-rated basis with the day on which such event occurs as the starting, termination, or revision day of the payment, unless otherwise stipulated in the Regulations or the relevant Regulations Concerning Allowances.

- 2 The amount of any allowance of a Fixed-term Research Professor for a month in which the Fixed-term Research Professor starts childcare or nursing care leave shall be calculated on a pro-rated basis for the period of the month up to the day preceding the date on which the leave starts.
- 3 The amount of any allowance of a Fixed-term Research Professor for a month in which the Fixed-term Research Professor is reinstated from childcare or nursing care leave shall be calculated on a pro-rated basis for the period of the month beginning on the day of the reinstatement.
- 4 The amount of any allowance of a Fixed-term Research Professor for the month in which the Fixed-term Research Professor retires or is dismissed due to any of the reasons stipulated in Article 12 or Article 42 of the Work Regulations for Fixed-term Research Professors, shall be calculated on a pro-rated basis for the period of the month up to the day of retirement or dismissal.
- 5 The full amount of the allowances of a Fixed-term Research Professor for the month in which the Fixed-term Research Professor dies shall be paid.
- 6 Notwithstanding the stipulations of the preceding five (5) paragraphs, the Class Teaching Allowance and the Night Class Teaching Allowance shall be calculated as stipulated in the following Article.

(Pro-rated Calculation of Class Teaching Allowances and Night Class Teaching Allowances)

Article 9 The full amount of the Class Teaching Allowance and the Night Class Teaching Allowance of a Fixed-term Research Professor shall be paid for a month in which the Fixed-term Research Professor was assigned a class by the fifteenth (15th) day of the month, and one half (1/2) of the amount shall be paid for a month in which the assignment began on or after the sixteenth (16th) day of the month.

- 2 The amount of the Class Teaching Allowance and the Night Class Teaching Allowance of a Fixed-term Research Professor for a month in which the Fixed-term Research Professor starts childcare or nursing care leave shall be calculated on a pro-rated basis for the period of the month up to the day preceding the date on which the leave starts.
- 3 The amount of the Class Teaching Allowance and the Night Class Teaching Allowance of a Fixed-term Research Professor for a month in which the Fixed-term Research Professor is reinstated from childcare or nursing care leave shall be calculated on a pro-rated basis for the period of the month beginning on the day of the reinstatement.
- 4 One half (1/2) of the Class Teaching Allowance and the Night Class Teaching Allowance of a Fixed-term Research Professor shall be paid for a month in which the Fixed-term Research Professor was discharged from assignment to a class by the fifteenth (15th) day of the month, and the full amount shall be paid for a month in which the discharge occurred on or after the sixteenth (16th) day of the month. However, the full amount of the Class Teaching Allowance and the Night Class Teaching Allowance of a Fixed-term Research Professor shall be paid for the month in which the Fixed-term Research Professor dies, and in cases in which the Fixed-term Research Professor is discharged from assignment to a class during the month of September after the beginning of a Fall semester course, the amount shall be calculated on a pro-rated basis for the period of the month until the day of discharge from the assignment.
- 5 Notwithstanding the stipulations of the preceding Paragraph, the amount for a month in which the Fixed-term Research Professor is dismissed due to any of the reasons stipulated in Article 12 or Article 42 of the Work Regulations for Fixed-term Research Professors shall be calculated on a pro-rated basis for the period of the month up to the day of dismissal.
- 6 In cases in which a course is cancelled due to insufficient enrollment or other circumstances of the University and the assigned Fixed-term Research Professor is discharged from the assignment, one half (1/2) of the amount of the Class Teaching Allowance and the Night Class Teaching Allowance for the relevant period shall be paid.
- 7 The payments stipulated in the preceding six (6) paragraphs may be adjusted in the following month's

salary.

(Processing for Absence, etc.)

Article 9-2 If a Fixed-term Research Professor has been absent, salary payment corresponding to the time span shall be deducted from the Monthly Installment.

(Number of Basis Days for Pro-rated Calculation and Handling of Fractions)

Article 10 The pro-rated calculation hereunder shall be conducted by dividing the basic salary and individual types of allowance by the number of calendar days of the applicable month and multiplying the result by the number of days employed. Any fraction less than one yen (¥1) shall be rounded up to one yen (¥1).

2 Notwithstanding the stipulations of the preceding Paragraph, any fraction less than one hundred yen (¥100) in the amount of Monthly Installments shall be rounded up to one hundred yen (¥100).

Chapter 2 Basic Annual Salary

(Basic Annual Salary Calculation Period)

Article 11 The amount of the Basic Annual Salary shall be calculated with the period from April 1 through March 31 of the following year constituting a year.

(Basic Annual Salary)

Article 12 The Basic Annual Salary of Eminent Research Professors shall be determined in accordance with the stipulations of Appendix 1, based on the individual's grade.

2 The Basic Annual Salary of Research Professors who are hired at the rank of Research Professor or Research Associate Professor shall be determined in accordance with the stipulations of Appendix 2, based on the individual's grade.

3 In special circumstances, the Chairperson of the Board of Trustees may set the Basic Annual Salary indicated in the preceding two (2) Paragraphs at a level higher than that stipulated in Appendix 1 or Appendix 2, after deliberation by the Executive Board of Trustees.

4 The Basic Annual Salary of Research Professors who are hired at the rank of Research Assistant Professor shall be determined in accordance with the stipulations of Appendix 3 by grade.

5 The Basic Annual Salary of Fixed-term Research Professors who are hired after the beginning of the academic year shall be calculated by multiplying the Monthly Installment by the number of months in the employment period; however, the amount shall be calculated on a pro-rated basis in accordance with the stipulations of Article 7 for months in which the Fixed-term Research Professor is hired after the beginning of the applicable month.

Chapter 3 Allowances

(Administrator's Allowance)

Article 13 If a Fixed-term Research Professor is given a specified assignment, the Fixed-term Research Professor shall be paid the Administrator's Allowance stipulated in the Appendix to the Regulations Concerning Salaries of Teaching Staff and Other Staff.

2 If a Fixed-term Research Professor has two or more concurrent duties that are covered by the Administrator's Allowance, the Fixed-term Research Professor shall be paid only the Administrator's Allowance for the assignment for which the amount of allowance is the highest.

3 If the period of an assignment covered by the Administrator's Allowance is the Spring semester (from April 1 to September 25) or the Fall semester (from September 26 to March 31), the payment period of the relevant Administrator's Allowance shall be the period from April to September or October to March, respectively.

(Master's Thesis Advisor Allowance)

Article 14 Fixed-term Research Professors that have been assigned to provide guidance in research as indicated below, and have served as chair of the student's master's thesis defense, etc., shall be paid the Master's Thesis Advisor Allowance when the graduate student has been awarded a master's degree.

- (1) Professors whose native language is not English
 - (A) Advising foreign students who enrolled under English-language criteria on master's theses, etc., written in English
One hundred thousand yen (¥100,000) per assigned graduate student
 - (B) Advising graduate students other than those indicated in (A) above on master's theses, etc.
Twenty thousand yen (¥20,000) per assigned graduate student
 - (2) Professors whose native language is English
Advising graduate students on master's theses, etc.
Twenty thousand yen (¥20,000) per assigned graduate student
- 2 The allowance stipulated in the preceding Paragraph shall be paid on the October or March payday, whichever comes first after the master's degree has been awarded.
- 3 Fixed-term Research Professors that have been assigned to advise students in the Graduate School of Management on their theses shall be paid an allowance equivalent to the Master's Thesis Advisor Allowance in accordance with the preceding two (2) Paragraphs.

(Thesis (Master's/Doctoral) Defense Allowance)

Article 15 Fixed-term Research Professors that have participated in the thesis (master's or doctoral) defense process shall be paid the Thesis (Master's/Doctoral) Defense Allowance in accordance with the Regulations Regarding Thesis (Master's/Doctoral) Defense Allowance (Regulations No. 37).

- 2 The allowance stipulated in the preceding Paragraph shall be paid on the payday in the month following the month in which the defense is completed.

(Overload Allowance)

Article 16 Fixed-term Research Professors that have been assigned work that exceeds the number of working hours stipulated in the Work Regulations for Fixed-term Research Professors shall be paid an Overload Allowance of one hundred twenty-five one hundredths ($125/100$) of the hourly wage calculated by dividing the Monthly Installment by the average monthly prescribed number of working hours, for each hour of work.

- 2 If the amount of excess work in a single month exceeds sixty (60) hours, the Fixed-term Research Professor shall be paid an Overload Allowance of one hundred fifty one hundredths ($150/100$) of the hourly wage stipulated in the preceding Paragraph, for each hour of work exceeding sixty (60) hours.

(Late-night Work Allowance)

Article 17 Fixed-term Research Professors that have been assigned work during the period from 10:00 P.M. to 5:00 A.M. of the following day shall be paid a Late-night Work Allowance of twenty-five one hundredths ($25/100$) of the hourly wage calculated by dividing the Monthly Installment by the average monthly prescribed number of working hours, for each hour of work during that period.

(Holiday Work Allowance)

Article 18 Fixed-term Research Professors that have been assigned work on days other than the stipulated workdays shall be paid a Holiday Work Allowance of one hundred thirty-five one hundredths ($135/100$) of the hourly wage calculated by dividing the Monthly Installment by the average monthly prescribed number of working hours, for each hour of work.

(Substitute Holiday Allowance)

Article 19 Fixed-term Research Professors that have been assigned work that exceeds the stipulated number of weekly working hours on the condition of being granted substitute holidays shall be paid a Substitute Holiday Allowance of thirty-five one hundredths (35/100) of the hourly wage calculated by dividing the Monthly Installment by the average monthly prescribed number of working hours, for each hour of work.

(Class Teaching Allowance)

Article 20 Fixed-term Research Professors that have been assigned to teach a university class shall be paid the Class Teaching Allowance stipulated in Appendix 4; however, only one half (1/2) of the Class Teaching Allowance shall be paid in the case of courses that end after eight (8) classes.

2 The Class Teaching Allowance stipulated in the preceding Paragraph shall be paid in the periods indicated below.

- (1) When assigned to Spring semester or Fall semester courses
Spring semester courses: April through September
Fall semester courses: October through March
- (2) When Fixed-term Research Professors have been assigned to an intensive courses
The month after, or two (2) months after, the end of the final class
- (3) When assigned to courses that end after eight (8) sessions or in half a semester
Course period: (April through June) April through September
Course period: (June through August) April through September
Course period: (September through December) October through March
Course period: (November through February) October through March

(Night Class Teaching Allowance)

Article 21 Fixed-term Research Professors that have been assigned sixth or seventh period classes (arts or social science courses only) shall be paid the following Night Class Teaching Allowance for each lecture per week (the time of one class shall be ninety [90] minutes).

- (1) Sixth period: Two thousand two hundred yen (¥2,200) per month
 - (2) Seventh period: Two thousand eight hundred yen (¥2,800) per month
- 2 The Night Class Teaching Allowance for six (6) months for Fixed-term Research Professors that have been assigned to Session classes shall be paid in one lump sum in the month after or two (2) months after the month in which the final class period ends.

(Research Advancement Promotion Measures Review Allowance)

Article 21-2 Fixed-term Research Professors who are assigned to conduct reviews and evaluations in accordance with the Review Committee Regulations related to research advancement promotion measures shall be paid an allowance of one thousand yen (¥1,000) per occasion.

2 The allowance stipulated in the preceding Paragraph shall not be paid to a Vice President over research, a Dean of the Division of Research, and an Associate Dean of the Division of Research.

3 The allowance stipulated in Paragraph 1 shall be paid on the Payday of the month following the month in which the final report on the review and evaluation has been received.

(Outside Funding Application Advisor Allowance)

Article 21-3 Fixed-term Research Professors who have been designated by a Vice President over research and have provided advice regarding outside funding application forms shall be paid an allowance of three thousand yen (¥3,000) per application form.

2 The allowance stipulated in the preceding Paragraph shall not be paid to a Vice President over research, a Dean of the Division of Research, and an Associate Dean of the Division of Research.

3 The allowance stipulated in Paragraph 1 shall be paid on the Payday of the month following the month in which the final report on the advice has been received.

(Research Ethics Review Allowance)

Article 21-4 Fixed-term Research Professors who have been assigned to any of the reviews or deliberations indicated in the following Items shall be paid an allowance of five thousand yen (¥5,000) per applicable plan.

- (1) Review of plans to conduct research at Ritsumeikan University on human subjects in accordance with the Research Ethics Review Committee Regulations, as well as plans to publish the findings
 - (2) Deliberation on plans to conduct animal testing in accordance with the Ritsumeikan University Animal Testing Regulations
 - (3) Deliberation on plans to conduct research at Ritsumeikan University on human subjects in accordance with the Biological and Medical Science Research Ethics Regulations
 - (4) Review of plans to conduct testing in accordance with the Ritsumeikan University Recombinant DNA Testing Safety Management Regulations
 - (5) Deliberation on plans to conduct testing in accordance with the Ritsumeikan University Biosafety Committee Regulations
- 2 The allowance stipulated in the preceding Paragraph shall not be paid to a Vice President over research, a Dean of the Division of Research, and an Associate Dean of the Division of Research.
- 3 The allowance stipulated in Paragraph 1 shall be paid on the Payday of the month following the month in which the final report on the review or deliberation has been received.

(Commuting Allowance)

Article 22 The Commuting Allowance required to attend class shall be paid to Fixed-term Research Professors that have been assigned to teach a class.

- 2 The payment shall be the actual amount of the transportation costs for the commute between his or her home and the workplace multiplied by the number of lecture days; however, if the number of lecture days changes due to lecture cancellations, makeup classes, etc., the amount shall be adjusted by an amount equivalent to the actual amount of the transportation costs per day multiplied by the number of days increased or decreased.
- 3 The maximum amount of the actual transportation costs shall be the round-trip fare for a distance of 150 km on the JR railway line plus the round-trip fare for one route of the Kyoto City Bus (or Ohmi Railway Bus in the case of commuting to the Biwako Kusatsu Campus) per lecture day.
- 4 The Commuting Allowance shall be paid in a lump sum on the payday of the following months.
 - (1) When Fixed-term Research Professors have been assigned to Spring semester or Fall semester courses
Spring semester courses: June
Fall semester courses: November
 - (2) When Fixed-term Research Professors have been assigned to an intensive courses
The month after, or two (2) months after, the end of the final class
 - (3) When Fixed-term Research Professors have been assigned to courses that end after eight (8) classes or midway through the semester
Course period (April to June): June
Course period (June to August): June
Course period (September to December): November
Course period (November to February): November

Chapter 4 Administrative leave , Leave of absence and Vacation

(Salary During Leave of Absence)

Article 22-2 Payment of salary to a Fixed-term Research Professor on a Leave of Absence shall be subject to conditions specified in Appendix 6.

- 2 No salary payment shall be made that is not in accordance with the previous Paragraph, above.

(Salary During Leave)

Article 23 A Fixed-term Research Professor on Childcare Leave shall be paid a Leave Salary for the period from the day childcare leave commences until the day before the 1st birthday of the child for whom leave is being taken. The amount of Leave Salary shall be 10% of the Monthly Installment.

- 2 A Fixed-term Research Professor on Nursing Care Leave shall be paid a Leave Salary of 10% of the Monthly Installment.
- 3 No salary payment shall be made that is not in accordance with the previous two Paragraphs, above.

(Salary During Other Leave or Vacation)

Article 23-2 Salary shall be paid to Fixed-term Research Professors on other leave or vacation stipulated in the Regulations Concerning Vacation and Leave of Teaching Staff and Other Staff (hereinafter "Leave Regulations").

2 Notwithstanding the stipulations of the preceding Paragraph, salary shall not be paid for days on any of the following leave.

- (1) Menstrual leave, as stipulated in Article 6, Paragraph 1, Item 1 of the Leave Regulations (Portions that exceed three (3) days per time)
- (2) Of Prenatal and postnatal Maternity Leave as stipulated in Article 6, Paragraph 1, Item 2 of the Leave Regulations, as specified in The Labor Standards Act, prenatal leave (up to 42 days counted back from the expected date of birth, or 98 days in the case of multiple pregnancy) and postnatal leave (up to 56 days of postnatal leave counted from the day after the date of birth; however, excluding the number of days after recommencement of work as acknowledged on a medical certificate provided by a medical practitioner.)
- (3) Pregnancy disability leave, as stipulated in Article 6, Paragraph 1, Item 3 of the Leave Regulations (Portions that exceed five (5) days per time).
- (4) Medical leave due to work-related or commute-related injury or illness stipulated in Article 8 of the Leave Regulations

Chapter 5 Supplementary Provisions

(Relocation Expenses for Transfers)

Article 24 Eminent Research Professors for whom the public transportation nearest to their residence prior to working at the University and the public transportation nearest to their residence upon starting work at the University is eighty (80) km or more, and who must move to a location near their place of work shall be paid the actual one-way travel expenses and household goods shipping expenses, a maximum of one (1) time; however, the airfare in the case of a transfer from overseas shall be the actual price of the economy-class tickets from the Eminent Research Professor's place of residence to Osaka, unless there are special circumstances.

- 2 The aforementioned one-way travel expenses shall be paid for the Eminent Research Professor and his or her dependent spouse, children, and parents who live with the Eminent Research Professor, and be paid only at the time of transfer.
- 3 Household goods shipping expenses of up to a maximum of three hundred thousand yen (¥300,000) in the case of a domestic transfer or five hundred thousand yen (¥500,000) in the case of an overseas transfer shall be paid upon submission of the receipt for those expenses.
- 4 Relocation expenses for transfers shall be paid in Japanese yen. If conversion is required, the exchange rate on the day of entry into the country shall be used in the calculation.
- 5 Relocation expenses for transfers shall not be paid to Research Professors; however, in special circumstances, such expenses may be paid within the range of scholarship donations or other outside funding.

(Handling of Necessary Matters)

Article 25 Matters required for the implementation of the Regulations shall be determined by the Chairperson of the Board of Trustees.

(Revision and Abolition)

Article 26 Revision and abolition of the Regulations shall be conducted by the Executive Board of Trustees.

Appendix 1

Basic Annual Salary of Eminent Research Professors

Grade	Basic Annual Salary
TK1	¥12,000,000 (¥1,000,000)
TK2	¥11,400,000 (¥950,000)
TK3	¥10,800,000 (¥900,000)
TK4	¥10,200,000 (¥850,000)
TK5	¥9,600,000 (¥800,000)
TK6	¥9,000,000 (¥750,000)
TK7	¥8,400,000 (¥700,000)
TK8	¥7,800,000 (¥650,000)
TK9	¥7,200,000 (¥600,000)
TK10	¥6,600,000 (¥550,000)
TK11	¥6,000,000 (¥500,000)
TK12	¥5,400,000 (¥450,000)
TK13	¥4,800,000 (¥400,000)
TK14	¥3,600,000 (¥300,000)
TK15	¥2,400,000 (¥200,000)

The figure in parentheses on the lower line is the Monthly Installment.

Appendix 2

Basic Annual Salary of Research Professors (Research Professor, Research Associate Professor)

Grade	Basic Annual Salary
KK1	¥12,000,000 (¥1,000,000)
KK2	¥11,400,000 (¥950,000)
KK3	¥10,800,000 (¥900,000)
KK4	¥10,200,000 (¥850,000)
KK5	¥9,600,000 (¥800,000)
KK6	¥9,000,000 (¥750,000)
KK7	¥8,400,000 (¥700,000)
KK8	¥7,800,000 (¥650,000)
KK9	¥7,200,000 (¥600,000)
KK10	¥6,600,000 (¥550,000)
KK11	¥6,000,000 (¥500,000)
KK12	¥5,400,000 (¥450,000)
KK13	¥4,800,000 (¥400,000)

The figure in parentheses on the lower line is the Monthly Installment.

Appendix 3

Basic Annual Salary of Research Professors (Research Assistant Professor)

Grade	Basic Annual Salary
KK11	¥6,000,000 (¥500,000)
KK12	¥5,400,000 (¥450,000)
KK13	¥4,800,000 (¥400,000)

The figure in parentheses on the lower line is the Monthly Installment.

Appendix 4

Class Teaching Allowance

Grade	Qualifications and Certification Criteria	Class Teaching Allowance (Monthly Amount)	
		Undergraduate, 1 class per week (1 class: 90 mins.)	Graduate, 1 class per week (1 class: 90 mins.)
Special A	University president, former university president, individuals with equivalent experience, etc.	¥41,400	¥62,100
Special	Professor emeritus	¥30,000	¥45,000
A	Individuals other than the above	¥29,200	¥43,800

Appendix 5 Delete

Appendix 6

Salary During a Leave of Absence for Fixed-term Research Professors

(excluding Non-fixed Term Research Professors)

Reason for Leave of Absence	Salary
(1) Non-work-related illness/ injury	In principle, no payments are made.
(2) Other	To be determined individually

Salary During a Leave of Absence for Non-fixed Term Research Professors

Reason for Leave of Absence	Salary
(1) Non-work-related illness/ injury	In principle, no payments are made. However, payment of 80% of the Monthly Installment, effective from the day after termination of Sickness and Injury Benefits or supplementary Sickness and Injury Benefits until completion of the period of Leave of Absence. The maximum term of such payment is 365 days.
(2) Other	To be determined individually