

CONTRACT
(FOR INTERNATIONAL ACADEMIC STAFF)

This service contract has been signed between the Rectorate of **Karabük University** and the national, born in, within the framework of the following conditions and provisions.

For the purposes of this contract, the term “*service debtor*” represents the international academic staff employed.

Article 1- With this contract, the service debtor undertakes to fulfill his duty in accordance with the provisions of the Higher Education Law No.2547, the Higher Education Personnel Law No.2914 and other higher education legislation in force.

Article 2- This contract is valid between the dates of-.../.../20...

Article 3- a) The monthly contract fee is TL gross. Contract fee is paid at the end of the month. The premiums that must be deducted in accordance with the 5510 Social Insurance and General Health Insurance Law and all other legal deductions will be made from this fee.

b) If the assignment period of the service debtor is planned as one-half year, the cost of coming from the country is paid only for himself/herself, if the assignment period is planned for more than one half year, for himself/herself and his/her spouse.

c) The service debtor shall be paid only for himself if his tenure is one half year, and if his tenure is two half years or more, he and his spouse shall be paid to go to his country. In order to pay the cost of departure, the service debtor **has to end** his / her duty and return to his / her country within one month following the expiration date. In the event that the service debtor causes the termination of the contract by leaving his / her duty or leaving his / her duty abroad and not returning to his / her duty, the cost of going to his / her country shall not be paid.

d) In case of death, the cost of transferring the body to the country of the body is paid.

e) The daily and travel expenses of those who are temporarily assigned outside their place of duty (not exceeding the period determined in accordance with the provisions of the Travel Expense Law No. 6245 and the amount of allowance paid to civil servants in the first degree) cannot exceed the amount paid to the peer academic staff.

No other payments are made to the service debtor for any reason other than the above-mentioned payments.

Article 4- The annual leave period of the international academic staff working in this status is as long as the leave of the peer academic staff. Those who are pregnant; Maternity leave is given for a total of 16 weeks, 8 weeks before and 8 after birth. In the case of multiple pregnancy, two weeks are added to the pre-natal eight-week leave period. Those who wish can work up to three weeks before the birth, provided that they certify their health condition with a doctor's report, eight weeks before the expected date of birth. Those who take maternity leave for three weeks before birth can use it after birth if they want maternity leave that they did not use before birth. Starting from the end of this period, the course task schedule for one year is made in such a way that one and a half hours of milk leave per day can be used. The amount of temporary incapacity benefit to be paid to the relevant person in accordance with the Social Insurance and General Health Insurance Law No.5510 due to sickness and maternity leave is deducted from the monthly contract fee of the person concerned.

Article 5- If the service debtor fails to fill the weekly course and practice hours or when necessary, other higher education institutions with special budget may be directly assigned by the President of the Council of Higher Education upon the proposal of the Rector.

Article 6- If the service debtor does not comply with the provisions of the legislation or contract specified in the first article, the situation is notified to him in writing, if his attitude does not change despite the notification, the contract is terminated by the Rector.

Article 7- The university may allocate a residence or residence to be rented by the university to the international academic staff.

Article 8- Regarding the matters not included in this contract, action is taken within the framework of the Council of Ministers Decision No. 83/7148, dated 14.10.1983.

Article 9- Karabük Administrative Courts are authorized to resolve disputes arising out of this contract.

International Academic Staff

Rector