



**Methodological guideline of the Faculty of Science to the Salary Regulations of the USB setting out the principles of negotiating contractual salary with employees successful in highly competitive grant competitions  
as amended on 4<sup>th</sup> of November 2025**

Article I

Introductory Provisions

In the case of highly competitive, prestigious and demanding grant competitions, such as ERC, GAČR JUNIOR STAR, GAČR EXPRO, etc., successful investigators (further on referred to as "employees") and their salary cannot be compared only within the University of South Bohemia in České Budějovice (further on referred to as "USB"), but it is necessary to compare them throughout the research environment and the corresponding labour market of the Czech Republic and foreign developed economics and create adequate conditions for them.

This methodology is issued by the Faculty of Science, USB (hereinafter referred to as "FSci") to establish the general principles for negotiating contractual salary with employees. The methodology is based on the Salary Regulations of the USB, effective from 1 October 2025, particularly Article 2, paragraph 7.

Article II

Determination of the amount of salary

The amount of contractual salary for academic and non-academic staff of the Faculty of Science USB involved in projects obtained in highly competitive, prestigious and demanding grant competitions (further referred to as the "project") will be negotiated considering the following principles:

- 1) The contractual salary will be agreed only for the duration of the project and only for the duration of the working time related to the project.
- 2) The amount of the contractual salary will be agreed upon only for the work capacity that the employee contributes to the solution of the relevant project, as determined by the main researcher of the project. The salary related to the remaining work capacity of the employee are governed by the latest valid Methodology of the Faculty of Science, according to the Salary Regulations of the USB (WR USB).



- 3) The limits of the maximum agreed contractual salary for individual types of projects and types of work or agenda performed by employees at FTE 1.0 (full-time equivalent) are set as follows:

<b>Principal investigator and co-principal investigator</b>	
<b>ERC Starting, GAČR JUNIOR STAR and similar projects</b>	
postdoc	Increase in the salary category according to the WR USB* by up to 120 %, i.e. contractual salary up to 220 % of the tariff salary
Associate Professor or Professor	Increase in the salary category according to the WR USB* by up to 150 %, i.e. contractual salary up to 250 % of the tariff salary
<b>ERC Consolidator</b>	
	Increase in the salary category according to the WR USB* by up to 150 %, i.e. contractual salary up to 250 % of the tariff salary
<b>ERC Advanced, Synergy</b>	
	Increase in the salary category according to the WR USB* by up to 180 %, i.e. contractual salary up to 280 % of the tariff salary
<b>All types of projects – members of the research team</b>	
senior	Increase in the salary category according to the WR USB* by up to 120 %, i.e. contractual salary up to 220 % of the tariff salary
postdoc	Increase in the salary category according to the WR USB* by up to 100 %, i.e. contractual salary up to 200 % of the tariff salary
Ph.D. student	Increase in the salary category according to the WR USB* by up to 80 %, i.e. contractual salary up to 180 % of the tariff salary
technician	Increase in the salary category according to the WR USB* by up to 50 %, i.e. contractual salary up to 150 % of the tariff salary
project manager	Increase in the salary category according to the WR USB* by up to 80 %, i.e. contractual salary up to 180 % of the tariff salary

\* In the methodology for the WR, this refers to the salary tariff column according to the WR USB without other salary components.



- 4) In exceptional cases worthy of special consideration, it is possible to exceed the limit set out in the previous paragraph.
- 5) In addition to the contractual salary, the employee may be awarded additional bonuses, allowances, and remuneration, under the conditions set out in the Salary Regulations of the USB or another internal regulation of the USB or FSci.

### Article III

#### Other provisions

This methodology replaces its version from 11<sup>th</sup> of March 2025.  
This methodology comes into effect from 4<sup>th</sup> of November 2025.

In České Budějovice

prof. RNDr. František Vácha, Ph.D.  
dean of the faculty