#### 長庚大學教職員工敘薪辦法

#### Remuneration Regulations for Faculty and Staff of Chang Gung University

第一條 長庚大學(以下簡稱本校)編制內教職員工薪級之核敘,依「教職員工稅薪辦法」(以下簡稱本辦法)之規定辦理。

Article 1: The determination of salary scales for faculty and staff within the establishment of Chang Gung University (hereinafter referred to as "the University") shall be conducted in accordance with the provisions of the "Remuneration Regulations for Faculty and Staff of Chang Gung University " (hereinafter referred to as "these Regulations").

第二條 本校教職員薪級分為三十六級(含年功薪共三十九個薪額),其薪級表如附表一「長庚大學校長、教師暨助教薪級表」及附表二「長庚大學職員薪級表」。

Article 2: The salary scales for faculty and staff at the University are divided into thirty-six levels (including annual increments, totaling thirty-nine salary levels). The salary scale tables are provided in Appendix 1 "Salary Scale Table for President, Faculty, and Teaching Assistants of Chang Gung University" and Appendix 2 "Salary Scale Table for Staff of Chang Gung University."

第三條 本校初任教師,以最低級起敘為原則;曾任大學校院或中研院等 研究機構與現職職務等級相當且服務成績優良之教師年資,得每 滿一年提敘一級;專科學校、國內外公私機構與現職職務等級相 當且服務成績優良之服務年資採計依教師職前年資採計提敘辦法 之規定辦理,得每滿二年提敘一級;但受本職最高年功薪之限制。

Article 3: New faculty members at the University shall generally be assigned the lowest salary grade. However, those who have previously served in academic institutions, such as universities or research institutions like Academia Sinica, and those whose current positions are equivalent to their previous positions, may be promoted by one grade level for each year of service with outstanding performance. For those with service experience in vocational schools, domestic or international public or private organizations, and those whose current positions are equivalent to their previous positions and who had outstanding performance in their previous positions, the promotion shall be determined according to the

regulations for calculating pre-employment years of service for teachers, with promotion by one grade level for every two years of service, subject to the maximum annual increment limit for the respective positions.

第四條 本校職員,以依學歷為核敘依據,其敘薪標準如附表三;於機關 及公私立學校與現職職務等級相當且服務成績優良之年資,得每 滿一年提敘一級,但受本職最高薪之限制。

Article 4: The salary determination for staff members at the University is based on their educational qualifications. The salary scale is provided in Appendix 3. Staff members who have outstanding performance and service experience in government agencies or public and private schools equivalent to their current positions may be promoted by one grade level for each year of service, subject to the maximum salary limit for their respective positions.

第五條 本校工友薪級核支標準如附表四,均自最低級起敘為原則。在本校服務年資得按年採計提敘至本職最高年功餉。

Article 5: The salary scales for maintenance workers at the University are provided in Appendix 4, with the principle of starting from the lowest grade. Service years at the University will be counted annually for promotion until reaching the maximum annual salary for the respective positions.

第六條 新進教職員工應於到職當日,填具履歷表,檢齊學經歷證件,送 由學校辦理敘薪事官。

Article 6: New faculty and staff members shall, on their first day of employment, complete their curriculum vitae, submit all relevant educational and work experience documents, and submit them to the university for salary determination.

第七條 教職員工起薪改支,依照下列規定辦理:

- 一、 起薪:教師、職員及工友均自實際到職之日起薪。
- 二、改支:因取得較高學歷或取得新資格申請改敘者,均自審定改敘之日起

Article 7: The initiation and adjustment of salaries for faculty and staff shall be handled according to the following provisions:

- 1. Initiation: Salaries for faculty, staff, and maintenance workers shall commence from their actual date of employment.
- 2. Adjustment: For those who apply for a salary adjustment due to obtaining a higher academic degree or acquiring new qualifications, the adjustment shall be effective from the date determined by the review.

第八條 本辦法未盡事宜,悉參照公立學校敘薪有關法令及「私立專科以 上學校教職員工敘薪原則」規定辦理。

Article 8: Matters not covered in these regulations shall be handled in accordance with relevant laws and regulations regarding salary determination in public schools and the "Principles for Salary Determination for Faculty and Staff in Private Junior Colleges or Above."

第九條 本辦法經行政會議通過,報奉財團法人中華民國私立學校教職員 退休撫卹離職資遣儲金管理委員會核備通過,陳校長核定公告後 施行,修正時亦同。

Article 9: These regulations shall be approved in the Administrative Meeting, verified and approved by the Management Committee of Retirement, Relief, Resignation, Severance, and Dismissal Funds for Faculty and Staff of Private Schools in the Republic of China, and implemented upon the announcement by the President. Any amendments shall follow the same procedure.

長庚大學校長、教師暨助教薪級表 Salary Scale Table for the President, Faculty, and Teaching Assistants of Chang Gung University

附表 - Appendix 1

附表一 Ap		1					1
職務等級	Position						
Leve	Levels						
薪級	薪額			備註			
Salary	Salary						
Grades	Levels						
	770	770					1. 虚線方格屬年功薪
	740						級。Dotted squares
	710		710				indicate incremental
一 級	710		710				salary grades.
Grade 1	680	払					2.依教育人員任用條例
		校 		(50			八十六年三月十九日
二級	650	President		650			修正施行前之第十七
Grade 2		President			(25		條規定取得副教授資
三級	625	4,/			625		
Grade 3		教					格者,仍依原副教授
四級	600	授					之職務等級晉支薪
Grade 4	000	Professor	副				級。According to
五 級	575		教				Article 17 of the
Grade 5	373		授				Regulations
六 級	550		Associate				Governing the
Grade 6	330		Professor				Appointment of
七級	525						Educators, as amended
Grade 7	525						and in effect on March
八級	500						19, 1997, individuals
Grade 8	500			助			who obtained the
九級				理			qualification of
Grade 9	475			教			associate professor
十級		680		授		450	before March 19, 1997
Grade 10	450			Assistant		150	shall continue to be
十一 級		475		Professor	講		placed in the salary
	430	7/3		110105501	師		grade corresponding to
Grade 11					Lecturer		their original associate
十二級	410				Lecturer		professor position.
Grade 12							
十三 級	390						
Grade 13							
十四 級	370		600				
Grade 14	370		1				
十五 級	350						
Grade 15	330						
十六 級	330		390			助	
Grade 16	330					教	

				/D 1:	
十七 級 Grade 17	310			Teaching Assistant	
十八 級 Grade 18	290	500			
十九 級 Grade 19	275				
二十 級 Grade 20	260	310		助	
二十一級 Grade 21	245			教 Teaching	
二十二級 Grade 22	230		450	Assistant	
二十三級 Grade 23	220				
二十四級 Grade 24	210		245		
二十五級 Grade 25	200				
二十六級 Grade 26	190			330	
二十七級 Grade 27	180				
二十八級 Grade 28	170			200	
二十九級 Grade 29	160				
三十級 Grade 30	150				
三十一級 Grade 31	140				
三十二級 Grade 32	130				
三十三級 Grade 33	120				
三十四級 Grade 34	110				
三十五級 Grade 35	100				
三十六級 Grade 36	90				

## 長庚大學職員薪級表 Salary Scale Table for Staff of Chang Gung University

附表二 Appendix 2

職務等													
Position 1						•	whole h	es					/# <u>}</u>
薪級	薪額					J	職務名	<b>捋</b>					備註
Salary	Salary												
Grades	Levels												1 户 中 、
	770	770	740										1.室、中心
	740	_	740	710	710	]							主任(一)為一級單位適
	710	_		710	710								用,室、中
一級	680												心主任(二)
Grade 1		始											為二級單位
二級	650	總 務											河一級平位 適用。
Grade 2		長				60.5							Directors of
三級	625	Dean of				625							Offices or
Grade 3		General	بن										Centers
四級	600	Affairs	室、										(Level 1) are
Grade 4		` +	中			<u> </u> 							applicable to
五級	575	主秘	· ·	-	4.6								Level 1
Grade 5		Secretary	主	專	董								units, while
六級	550	General	任	門	事								Heads of
Grade 6			(-)	委	會								Offices or
七級	525	館	Director of	員	秘		525						Centers
Grade 7		長 Curator	Center	Special	書								(Level 2) are
八級	500	Curator	or Office	Commis									applicable to
Grade 8		_	(Level	sioner	y of the				T				Level 2
九級	475		1)		Board of			475	475				units.
Grade 9					Directors	6n 11-							
十級	450	650	600			組技 長正							2.虚線方格
Grade 10						•							屬年功薪
十一級	430	475	475			Division Leader							級。
Grade 11						Leader					1		Dotted
十二級	410					Senior				410			squares
Grade 12						Technici an	+						indicate
十三級	390					室各	專員						incremental
Grade 13		_				室、中心各處秘書	只 Specialist						salary
十四級	370					一心書	`						grades.
Grade 14	2,0					主任	輔導員						
十五級	350			575		(二) Head of	学 員	護	組員				
Grade 15						Center	Counsel	理	Division				
十六級	330			370		or Office	or	師	Member				
Grade 16	220					(Level 2)	绝	Nurse			ļ	1	
十七級	310					Secretary	編		技士		310		
	<u> </u>	粗拟眦吕			•		C		•			: 19 日 17 년	

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Grade 17				of Each Office	審 Editor		Technici an				
十八級 Grade 18	290		575 	450							
十九級 Grade 19	275		310	310						275	
二十級 Grade 20	260				390						
二十一級 Grade 21	245				275						
二十二級 Grade 22	230							技佐 Technical			
二十三級 Grade 23	220							Assistant			
二十四級 Grade 24	210							護士 Nurse			
二十五級 Grade 25	200								辨 事 員 Adminis		
二十六級 Grade 26	190								Adminis trative Officer		
二十七級 Grade 27	180					350			、 管 理 員 Adminis	書記	
二十八級 Grade 28	170					190			貞 Adminis trator	Secretary	
二十九級 Grade 29	160								事 務員 Adminis		
三十級 Grade 30	150						350		trative		
三十一級 Grade 31	140						160		Assistant	180	
三十二級 Grade 32	130							230	200	90	
三十三級 Grade 33	120							140	140		
三十四級 Grade 34	110										
三十五級 Grade 35	100										
三十六級 Grade 36	90	 									

## 長庚大學職員敘薪標準表 Salary Scale Standards for Staff of Chang Gung University

附表三 Appendix 3

附表二 Appendix 3	1	
薪 級	薪	起 敘 標 準
Salary Grades	額	Starting Salary Standards
	Salary	
	Levels	
	770	
	740	
	710	
一級 Grade 1	680	
二級 Grade 2	650	
三級 Grade 3	625	
四級 Grade 4	600	
五級 Grade 5	575	
六級 Grade 6	550	
七級 Grade 7	525	
八級 Grade 8	500	
九級 Grade 9	475	
十級 Grade 10	450	
十一級 Grade 11	430	
十二級 Grade 12	410	
十三級 Grade 13	390	
十四級 Grade 14	370	
十五級 Grade 15	350	
十六級 Grade 16	330	
十七級 Grade 17	310	
十八級 Grade 18	290	
十九級 Grade 19	275	
二十級 Grade 20	260	
二十一級 Grade 21	245	
二十二級 Grade 22	230	
二十三級 Grade 23	220	
二十四級 Grade 24	210	
二十五級 Grade 25	200	
二十六級 Grade 26	190	
二十七級 Grade 27	180	
二十八級 Grade 28	170	獲博、碩、學士學位者。Individuals holding doctoral, master's,
		or bachelor's degrees
二十九級 Grade 29	160	
三十級 Grade 30	150	三專、二專、五專畢業者。Graduates of three-year technical
		colleges, two-year technical colleges, or five-year technical
		colleges
三十一級 Grade 31	140	
三十二級 Grade 32	130	
三十三級 Grade 33	120	高中職畢業者。Graduates of senior high schools or vocational
		high schools

三十四級 Grade 34	110	
三十五級 Grade 35	100	
三十六級 Grade 36	90	初中、國中畢業者。Graduates of junior high schools

#### 註 Notes:

- 1. 獲國內外博士、碩、學士學位,以 170 核敘;但獲碩士學位經專案呈准者得以 190 核敘,但獲博士學位經專案呈准者得以 330 核敘。 Individuals holding domestic or foreign doctoral, master's, or bachelor's degrees are classified at Level 170; however, those holding a master's degree approved through a special case may be classified at Level 190, and those holding a doctoral degree approved through a special case may be classified at Level 330.
- 2. 三專、二專、五專畢業,以 150 核敘。Graduates of three-year technical colleges, two-year technical colleges, or five-year technical colleges are classified at Level 150.
- 3. 高中職畢業,以 120 核敘。Graduates of senior high schools or vocational high schools are classified at Level 120.
- 4. 上述學歷以日間部為準,大學進修部比照二、五專核敘,餘進修部學歷不予認定。 The above-mentioned qualifications refer to daytime programs. For university extension programs, graduates are classified in accordance with the standards for two-year and five-year technical colleges. Other extension program qualifications are not recognized.

## 長庚大學工友工餉核支標準表

# Salary Scale Table for Maintenance Workers of Chang Gung University 附件四 Appendix 4

113 11 11	трр	enaix 4									
薪			普通工	友		技術工友					
額	General Maintenance Workers						Technical Maintenance Workers				
Sala											
ry											
Lev											
els								T	T	<b>3</b> - 1	
70						1	年功	國小	國中	高中 (職)畢	
165						_	銄	<b>畢或</b> 同等	(初	或同等	
							Salary	學歷	中、	學歷	
							Annual Increm	Graduat	職) 畢或同	Graduate	
							ent	es of	等學歷	s of Senior	
160						九	本餉	Element ary	Graduate	High	
155						八	Base	School	s of Junior	School	
150	=	年功	國小	國中	高中	セ	Salary	or Equival	High	or Vocation	
		銄	畢或	(初	(職)畢			ent	School	al Senior	
		Salary	同等	中、 職)畢	或同等 學歷				or Vocation	High	
		Annual	學歷	或同等	子/距 Graduates				al Junior	School	
		Increm	Gradua	學歷	of Senior				High	or Equivale	
		ent	tes of	Graduate	High				School	nt	
145	1		Elemen	s of	School or Vocationa	六			or Equivale		
140	+	本餉	tary School	Junior High	1 Senior	五			nt		
	_	Base	or	School	High						
135	+	Salary	Equival	or Vocation	School or Equivalen	四					
130	九		ent	al Junior	t	11					
125	\			High		11					
120	<del></del>			School or		1					
115	六			Equivale							
110	五			nt							
105	四										
100	111										
95	-										
90	_										