

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「教職員工敘薪辦法」（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 本校教職員工薪級分為三十六級（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宜。

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

附表一 Appendix 1

職務等級 Position Levels		職務名稱				備註
薪級 Salary Grades	薪額 Salary Levels					
	770	770	710	650	625	1. 虛線方格屬年功薪級。Dotted squares indicate incremental salary grades. 2. 依教育人員任用條例八十六年三月十九日修正施行前之第十七條規定取得副教授資格者，仍依原副教授之職務等級晉支薪級。According to Article 17 of the Regulations Governing the Appointment of Educators, as amended and in effect on March 19, 1997, individuals who obtained the qualification of associate professor before March 19, 1997 shall continue to be placed in the salary grade corresponding to their original associate professor position.
	740					
	710					
一 級 Grade 1	680	校 長 President 、 教 授 Professor	副 教 授 Associate Professor	助 理 教 授 Assistant Professor	講 師 Lecturer	
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	680 475	600 390	助 教		
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				Teaching Assistant	
十八 級 Grade 18	290		500			
十九 級 Grade 19	275					
二十 級 Grade 20	260		310		助教 Teaching Assistant	
二十一級 Grade 21	245			450		
二十二級 Grade 22	230					
二十三級 Grade 23	220			245		
二十四級 Grade 24	210					
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					

附表二 Appendix 2

長庚大學教職員工敘薪辦法
正

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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

薪 級 Salary Grades	薪 額 Salary Levels	起 敘 標 準 Starting Salary Standards
	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

薪 額 Sala ry Lev els	普通工友 General Maintenance Workers					技術工友 Technical Maintenance Workers				
70						二	年功 餉 Salary Annual Increm ent	國小 畢或 同等 學歷 Graduat es of Element ary School or Equival ent	國中 (初 中、 職) 畢或同 等學歷 Graduate s of Junior High School or Vocation al Junior High School or Equivale nt	高中 (職)畢 或同等 學歷 Graduate s of Senior High School or Vocation al Senior High School or Equivale nt
165						一				
160						九	本餉 Base Salary			
155						八				
150	二	年功 餉 Salary Annual Increm ent	國小 畢或 同等 學歷 Gradua tes of Elemen tary School or Equival ent	國中 (初 中、 職)畢 或同等 學歷 Graduate s of Junior High School or Vocation al Junior High School or Equivale nt	高中 (職)畢 或同等 學歷 Graduates of Senior High School or Vocationa l Senior High School or Equivalen t	七				
145	一					六				
140	十一	本餉 Base Salary				五				
135	十					四				
130	九					三				
125	八					二				
120	七					一				
115	六									
110	五									
105	四									
100	三									
95	二									
90	一									