

亞東學校財團法人亞東科技大學待遇支給標準

96.08.01 本校董事會修正通過
 103.4.1 本校第 14 屆第 15 次董事會議修正通過
 105.11.9 本校第 15 屆第 11 次董事會議修正通過
 107.6.4 本校第 15 屆第 16 次董事會議修正通過
 110.7.26 第 16 屆第 9 次董事會議修正通過
 111.5.31 第 16 屆第 13 次董事會議修正通過
 【完整修正歷程詳條文末】

- 一、本校專任教職員工待遇支給悉依本標準辦理。
- 二、薪資項目：
 校長=本薪+學術研究費或專業加給+主管職務加給+其他（與董事會另議）。
 教師=本薪+學術研究費+主管職務加給+超支鐘點費。
 職員、工友=本薪+專業加給+主管職務加給。
- 三、教師本薪、學術研究費支給標準如「教師用薪級表」。
- 四、職員本薪支給標準如「職員用薪級表」。新進人員二專畢業自 120 元起敘、三專畢業自 130 元起敘、學士學位自 150 元起敘、碩士學位自 200 起敘。
- 五、工友本薪支給標準如「工友用薪級表」。
- 六、校長、職員、工友專業加給如下表：

| 職稱 | 薪級 | 月支數額 |
|-----------|-------------------|--------|
| 校長 | | 55,180 |
| 專門委員 | 支本薪 450 元以下者 | 27,620 |
| | 支本薪 475 元以上者 | 32,100 |
| 技正、秘書、專員 | 支本薪 230 元以下者 | 20,260 |
| | 支本薪 245 元至 330 元者 | 23,270 |
| | 支本薪 350 元至 450 元者 | 27,620 |
| | 支本薪 475 元以上者 | 32,100 |
| 組員、技士 | 支本薪 160 元以下者 | 14,860 |
| | 支本薪 170 元至 200 元者 | 17,400 |
| | 支本薪 210 元至 230 元者 | 20,260 |
| | 支本薪 245 元至 330 元者 | 22,280 |
| | 支本薪 350 元以上者 | 23,270 |
| 護士 | 支本薪 110 以下者 | 12,310 |
| | 支本薪 120 元至 160 元者 | 14,860 |
| | 支本薪 170 元至 200 元者 | 17,400 |
| | 支本薪 210 元至 230 元者 | 20,260 |
| | 支本薪 245 元以上者 | 22,280 |
| 技佐、辦事員、書記 | 支本薪 110 以下者 | 12,310 |
| | 支本薪 120 元至 160 元者 | 14,860 |
| | 支本薪 170 元至 200 元者 | 17,400 |
| | 支本薪 210 元以上者 | 20,260 |
| 普通工友 | 本薪 125 以下 | 12,600 |

| 職稱 | 薪級 | 月支數額 |
|------|-----------|--------|
| | 本薪 130 以上 | 16,190 |
| 技術工友 | 本薪 125 以下 | 12,600 |
| | 本薪 130 以上 | 16,500 |

七、主管職務加給：

| 職稱 | 月支數額（元） |
|---------------------------------------|--------------|
| 校長 | 49,880 |
| 副校長 | 31,480 |
| 主任秘書、處長(教務長、學務長、總務長、研發長、圖資長、全球事務長)、院長 | 28,380 |
| 人事室主任、會計主任 | 23,590 |
| 系主任及通識教育中心中心主任 | 18,390 |
| 二級單位主管 | 12,600 |
| 兼任二個同級主管者(同時兼任院系主管者除外) | 加發 2 小時日間鐘點費 |

八、年終獎金：(核給月數參照教育部規定)

1. 教師=本薪+學術研究費+主管職務加給。
2. 職員、工友=本薪+專業加給+主管職務加給。
3. 至前一年 12 月 31 日，未在職者不發。
4. 至前一年 12 月 31 日止，到職未滿一個月者不發。
5. 至前一年 12 月 31 日止，到職未滿一年、退休、亡故者依比例發給。
6. 職員、工友考績晉至年功薪最高級不得再晉級且考績列甲等者，依職員、工友成績考核辦法，發給一次一個月本薪之獎金。

九、本標準經校務會議、董事會議通過後公布實施，修正時亦同。

【修正歷程】

- 96.08.01 本校董事會修正通過
- 99.11.10 本校第 14 屆第 3 次董事會會議修正通過
- 100.7.13 本校第 14 屆第 4 次董事會會議修正通過
- 102.4.1 本校第 14 屆第 11 次董事會修正通過
- 103.4.1 本校第 14 屆第 15 次董事會會議修正通過
- 105.11.9 本校第 15 屆第 11 次董事會會議修正通過
- 107.6.4 本校第 15 屆第 16 次董事會會議修正通過
- 110.7.26 第 16 屆第 9 次董事會會議修正通過
- 111.5.31 第 16 屆第 13 次董事會會議修正通過

教師用薪級表

| 薪級 | 薪額 | 月支數額 | 學術研究費 | | | |
|----|-----|--------|-----------------|-----------------|------------------|--------|
| | 770 | 59,250 | 770 | 710 | 650 | 625 |
| | 740 | 56,190 | | | | |
| | 710 | 55,480 | | | | |
| 1 | 680 | 53,330 | 教授 | 副 教 授 | 助 理 教 授 | 講 師 |
| 2 | 650 | 51,910 | | | | |
| 3 | 625 | 50,480 | | | | |
| 4 | 600 | 49,050 | | | | |
| 5 | 575 | 47,620 | | | | |
| 6 | 550 | 46,190 | | | | |
| 7 | 525 | 44,770 | | | | |
| 8 | 500 | 43,340 | | | | |
| 9 | 475 | 41,910 | | | | |
| 10 | 450 | 39,050 | | | | |
| 11 | 430 | 37,980 | | | | |
| 12 | 410 | 36,910 | 680 475 | 600 390 | 500 310 | 33,210 |
| 13 | 390 | 35,840 | | | | |
| 14 | 370 | 34,770 | 62,300 | 48,080 | 42,080 | 講 師 |
| 15 | 350 | 33,700 | | | | |
| 16 | 330 | 32,630 | | | | |
| 17 | 310 | 31,560 | | | | |
| 18 | 290 | 30,490 | | | | |
| 19 | 275 | 29,420 | | | | |
| 20 | 260 | 28,340 | | | | |
| 21 | 245 | 27,270 | | | | |
| 22 | 230 | 26,200 | | | | |
| 23 | 220 | 25,490 | | | | |
| 24 | 210 | 24,770 | | | | |
| 25 | 200 | 24,060 | 62,300 | 48,080 | 42,080 | 講 師 |
| 26 | 190 | 23,350 | | | | |
| 27 | 180 | 22,630 | | | | |
| 28 | 170 | 21,920 | | | | |
| 29 | 160 | 21,200 | | | | |
| 30 | 150 | 20,490 | | | | |
| 31 | 140 | 19,780 | | | | |
| 32 | 130 | 19,060 | | | | |
| 33 | 120 | 18,350 | | | | |
| 34 | 110 | 17,630 | | | | |
| 35 | 100 | 16,920 | | | | |
| 36 | 90 | 16,210 | 62,300 | 48,080 | 42,080 | 講 師 |
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| | | | 33,210 | 500 310 | 450 245 | 助 教 |
| | | | | | | |
| | | | 62,300 | 48,080 | 42,080 | 講 師 |

職員用薪級表

| 薪級 | 薪額 | 月支數額 | 職 務 別 | | | | 備 註 |
|----|-----|--------|------------------|-----|-----|--|----------------------|
| | 770 | 59,250 | | | | | 表列最高薪上面之虛線係屬 年功薪。 |
| | 740 | 56,190 | | | | | |
| | 710 | 55,480 | 710 | | | | |
| 1 | 680 | 53,330 | | | | | |
| 2 | 650 | 51,910 | | | | | |
| 3 | 625 | 50,480 | | 625 | | | |
| 4 | 600 | 49,050 | | | | | |
| 5 | 575 | 47,620 | 專 門 委 員 | | | | |
| 6 | 550 | 46,190 | | | | | |
| 7 | 525 | 44,770 | | | 525 | | |
| 8 | 500 | 43,340 | | | | | |
| 9 | 475 | 41,910 | | | | | |
| 10 | 450 | 39,050 | | | | | |
| 11 | 430 | 37,980 | | | | | |
| 12 | 410 | 36,910 | | | | | |
| 13 | 390 | 35,840 | | | | | |
| 14 | 370 | 34,770 | | | | | |
| 15 | 350 | 33,700 | | | | | |
| 16 | 330 | 32,630 | | | | | |
| 17 | 310 | 31,560 | 575 370 | | | | |
| 18 | 290 | 30,490 | | | | | |
| 19 | 275 | 29,420 | | | | | |
| 20 | 260 | 28,340 | | | | | |
| 21 | 245 | 27,270 | | | | | |
| 22 | 230 | 26,200 | | | | | |
| 23 | 220 | 25,490 | | | | | |
| 24 | 210 | 24,770 | | | | | |
| 25 | 200 | 24,060 | | | | | |
| 26 | 190 | 23,350 | | | | | |
| 27 | 180 | 22,630 | | | | | |
| 28 | 170 | 21,920 | | | | | |
| 29 | 160 | 21,200 | | | | | |
| 30 | 150 | 20,490 | | | | | |
| 31 | 140 | 19,780 | | | | | |
| 32 | 130 | 19,060 | | | | | |
| 33 | 120 | 18,350 | | | | | |
| 34 | 110 | 17,630 | | | | | |
| 35 | 100 | 16,920 | | | | | |
| 36 | 90 | 16,210 | | | | | |

職員用起薪標準表

| 薪級 | 薪額 | 起薪標準 |
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| | 770 | |
| | 740 | |
| | 710 | |
| 1 | 680 | |
| 2 | 650 | |
| 3 | 625 | |
| 4 | 600 | |
| 5 | 575 | |
| 6 | 550 | |
| 7 | 525 | |
| 8 | 500 | |
| 9 | 475 | |
| 10 | 450 | |
| 11 | 430 | |
| 12 | 410 | |
| 13 | 390 | |
| 14 | 370 | |
| 15 | 350 | |
| 16 | 330 | |
| 17 | 310 | |
| 18 | 290 | |
| 19 | 275 | |
| 20 | 260 | |
| 21 | 245 | |
| 22 | 230 | |
| 23 | 220 | |
| 24 | 210 | |
| 25 | 200 | 國內外大學研究所得有碩士、博士學位者 |
| 26 | 190 | |
| 27 | 180 | |
| 28 | 170 | |
| 29 | 160 | |
| 30 | 150 | 國內外大學或獨立學院畢業者 |
| 31 | 140 | |
| 32 | 130 | 三年制專科學校畢業者 |
| 33 | 120 | 二年制專科學校畢業者 |
| 34 | 110 | |
| 35 | 100 | |
| 36 | 90 | |

工 友 用 敘 薪 表

| 學 歷 | | | 薪 級 | 薪 額 | 月 支 數 額 | 專 業 加 給 | | | |
|-------------|-------------|-------------|-------------|-------------|-------------|---------------------------|---------------------------|---------------------------|---------------------------|
| 技術工友年功餉 | | | 1 | 170 | 19,270 | 技 術 工 友 16500 | 普 通 工 友 16190 | | |
| | | | 高 中 畢 | 國 中 畢 | 國 小 畢 | | | 2 | 165 |
| 3 | 160 | 18,130 | | | | | | | |
| 4 | 155 | 17,570 | | | | | | | |
| 5 | 150 | 17,000 | | | | | | | |
| 普通工友年功餉 | | | 6 | 145 | 16,430 | | | 技 術 工 友 12600 | 普 通 工 友 12600 |
| 高 中 畢 | 國 中 畢 | 國 小 畢 | 7 | 140 | 15,870 | | | | |
| | | | 8 | 135 | 15,300 | | | | |
| 高 中 畢 | 國 中 畢 | 國 小 畢 | 9 | 130 | 14,730 | | | | |
| | | | 10 | 125 | 14,170 | | | | |
| | | | 11 | 120 | 13,600 | | | | |
| | | | 12 | 115 | 13,030 | | | | |
| | | | 13 | 110 | 12,470 | | | | |
| | | | 14 | 105 | 11,900 | | | | |
| | | | 15 | 100 | 11,330 | | | | |
| 高 中 畢 | 國 中 畢 | 國 小 畢 | 16 | 95 | 10,770 | | | | |
| | | | 17 | 90 | 10,200 | | | | |