

YZU Guidelines for Salary Payments to Faculty And Staff

Passed by the 5th Administrative Committee of the 2009 School Year, November 16, 2009
Amended by the 13th Administrative Committee of the 2010 School Year, April 18, 2011
Amended by the 17th Administrative Committee of the 2010 School Year, July 11, 2011
Amended by the 15th Administrative Committee of the 2016 School Year, March 15, 2017
Amended by the 13th Administrative Committee of the 2017 School Year, January 31, 2018
Amended by the 16th Administrative Committee of the 2017 School Year, April 11, 2018
Amended by the 17th Administrative Committee of the 2017 School Year, April 25, 2018
Amended by the 12th Administrative Committee of the 2018 School Year, January 23, 2019
Amended by the 22nd Administrative Committee of the 2020 School Year, June 23, 2021
Amended by the 21st Administrative Committee of the 2021 School Year, May 4, 2022
Amended by the 12st Administrative Committee of the 2023 School Year, January 10, 2024

1. These guidelines are established to standardize various allowances provided to the University's full-time faculty and staff.
2. These guidelines apply to the following categories of personnel:
 - (1) Faculty (include Professor, Associate Professor, Assistant Professor, Lecturer, Teaching Assistant)
 - (2) Administrative staff and technical staff
 - (3) Janitors (include Custodian-Technical, Custodian-generally)
 - (4) Military training instructors
3. The basic salary of all faculties shall be paid monthly according to the University's regulations of salary assessment; the academic research allowance and meal allowance shall be paid in accordance with the amounts specified in Appendix 1.
4. Principles for the disbursement of YZU Allowance for faculties at different levels:
 - (1) For full-time faculty who were employed before (or at) the school year of 2017, YZU Allowance shall be paid in accordance with the amounts specified in Appendix 2.
 - (2) For full-time faculty whose titles were Professor and were employed after (or at) the school year of 2018, YZU Allowance shall be paid in accordance with the amounts specified in Appendix 2; for those whose titles were Associate Professor, Assistant Professor, or Lecturer shall be provided with additional subsidy stipulated in "YZU Regulations Governing The Subsidy for Recruiting Faculty with Outstanding Achievements".
 - (3) Faculty can only choose to receive either the YZU Allowance or the provided subsidy stipulated in "YZU Regulations Governing The Subsidy for Recruiting Faculty with Outstanding Achievements"; it is not permissible to receive both or receive them concurrently.

5. The basic salary of all administrative and technical staff shall be paid monthly according to the University's regulations of salary assessment; professional allowance for staff shall be paid in accordance with the amounts specified in Appendix 3.

Technicians and staff who received YZU allowance during the University's early stages, as well as those who followed the old standards set by the MOE and received compensation for salary discrepancies resulting from adjustments in the salary grades, shall be paid based on the same standard as usual.

6. The basic salary of janitors shall be paid monthly according to the University's regulations of salary assessment; professional allowance for janitors shall be paid in accordance with the amounts specified in Appendix 4.
7. All staff members (excluding custodian-general) are entitled to a meal allowance of NT\$1,800 per month.
8. Military training instructors who receive special allowances shall be paid in accordance with their military rank and position, with the amounts specified in Appendix 5.
9. Faculty or staff members who hold supervisory positions are entitled to a supervisory allowance based on their level of responsibility, in accordance with the salary grades for faculty and staff members specified in Appendix 6. They may only receive the highest supervisory allowance for one position and cannot receive multiple allowances or receive an allowance for the same position more than once.
10. After being approved by the President, the President's secretary, the Vice President's secretary, and the secretary of a special project, are entitled to a secretary allowance according to the amounts listed in Appendix 7. They may only receive the allowance for one position, and cannot receive multiple allowances or receive an allowance for both the secretary and supervisory position.
11. Technical allowances or occupational allowances shall be separately determined by the University; in special cases, with approval from the President, allowances may be granted for a determined period of time based on special considerations.
12. These guidelines are adopted by Administrative Committee, as shall amendments when they are made.

The English translation is for reference only. In case of any discrepancy between Chinese version and English version, the Chinese version shall prevail.

Appendix 1 Table of Academic Research Allowance And Meal Allowance Standards for YZU Faculty Members

Appendix 2 Table of YZU Allowance Standards for Faculty Members

Appendix 3 Table of Professional Allowance Standards for Staff Members

Appendix 4 Table of Professional Allowance Standards for Janitors

Appendix 5 Table of Special Allowance Standards for Military Training Instructors

Appendix 6 Table of Supervisory Allowance Standards for Faculty or Staff Members Holding Supervisory Positions

Appendix 7 Table of Secretary Allowance Standards for Staff Members Holding Concurrent Positions as Secretaries

[Appendix 1] Table of Academic Research Allowance And Meal Allowance Standards for YZU Faculty Members

Passed by the 17th Administrative Committee of the 2004 School Year, February 23, 2005
 Amended by the 17th Administrative Committee of the 2010 School Year, July 11, 2011
 Amended by the 13th Administrative Committee of the 2017 School Year, January 31, 2018
 Amended by the 16th Administrative Committee of the 2017 School Year, April 11, 2018
 Amended by the 17th Administrative Committee of the 2017 School Year, April 25, 2018
 Amended by the 21st Administrative Committee of the 2021 School Year, May 4, 2022
 Amended by the 12st Administrative Committee of the 2023 School Year, January 10, 2024

職 稱 Position Title	學術研究費 Academic Research Allowance	伙食津貼 Meal Allowance	合 計 Total
教授 Professor	71,650	1,800	73,450
副教授 Associate Professor	55,300	1,800	57,100
助理教授 Assistant Professor	48,400	1,800	50,200
講師 Lecturer	34,540	1,800	36,340
助教(舊制) Teaching Assistant (under the old system)	25,060	1,800	26,860
助教(新制) Teaching Assistant (under the new system)	15,753	1,800	17,553

Notes: Teaching Assistant (under the old system): Teaching Assistants appointed before the March 21, 1997 amendments to the Act Governing the Appointment of Educator.

Teaching Assistant (under the new system): Teaching Assistants appointed after March 22, 1997.

Table of Academic Research Allowance and Meal Allowance standards amendments will be effective beginning from January 1, 2024.

[Appendix 2] Table of YZU Allowance Standards for Faculty Members

Passed by the 13th Administrative Committee of the 2017 School Year, January 31, 2018
Amended by the 17th Administrative Committee of the 2017 School Year, April 25, 2018

職 稱 Position Title	元智津貼 YZU Allowance
教授 Professor	18,128
副教授 Associate Professor	15,862
助理教授 Assistant Professor	13,596
講師 Lecturer	7,622
助教(舊制、新制) Teaching Assistant (under the old or new system)	0

Principles for the disbursement of YZU allowances for faculties at different levels:

- (1) For full-time faculty who were employed before (or at) the academic year of 2017, YZU Allowance shall be paid in accordance with the amounts specified in Appendix 2.
- (2) For full-time faculty whose titles were Professor and were employed after (or at) the school year of 2018, YZU Allowance shall be paid in accordance with the amounts specified in Appendix 2; for those whose titles were Associate Professor, Assistant Professor, or Lecturer shall be provided with additional subsidy stipulated in “YZU Regulations Governing The Subsidy for Recruiting Faculty with Outstanding Achievements”.
- (3) Faculty can only choose to receive either the YZU Allowance or the provided subsidy stipulated in “YZU Regulations Governing The Subsidy for Recruiting Faculty with Outstanding Achievements”; it is not permissible to receive both or receive them concurrently.

[Appendix 3] Table of Professional Allowance Standards for Staff Members

Passed by the 17th Administrative Committee of the 2004 School Year, February 23, 2005
 Amended by the 17th Administrative Committee of the 2008 School Year, June 22, 2009
 Amended by the 5th Administrative Committee of the 2009 School Year, November 16, 2009
 Amended by the 17th Administrative Committee of the 2010 School Year, July 11, 2011
 Amended by the 16th Administrative Committee of the 2017 School Year, April 11, 2018
 Amended by the 22th Administrative Committee of the 2020 School Year, June 23, 2021
 Amended by the 21th Administrative Committee of the 2021 School Year, May 4, 2022
 Amended by the 12st Administrative Committee of the 2023 School Year, January 10, 2024

級數 Rank	加給金額 Allowance	資位 Rank			
1	33,355	專門委員 Senior Executive Officer			
2	32,836				
3	32,318				
4	31,800				
5	31,282				
6	30,764				
7	30,240				
8	29,722				
9	29,204				
10	28,949				
11	28,687	1 10	編纂 Executive Officer 、 技正 Technical Specialist	專員 Junior Executive Officer 、 技術專員 Technical Executive Officer	
12	28,185				
13	27,679				
14	27,177				
15	26,676				
16	26,170				
17	25,667				
18	25,167				
19	24,665				
20	24,414				
21	24,164	11 20			組員 Senior Clerk 、 技士 Senior Technician 、 護理師 Senior Nurse
22	23,813				
23	23,468				
24	23,117				
25	22,771				
26	22,426				
27	22,081				
28	21,735				
29	21,390				
30	21,217				
31	21,044	21 30			辦事員 Clerk 、 技佐 1 Technician 1 、 護士 Nurse
32	20,698				
33	20,359				
34	20,014				
35	19,675				
36	19,335				

37	18,988		
38	18,649		
39	18,309		
40	18,143		
41	17,970		31
42	17,602		
43	17,240		40
44	16,872		
45	16,504		
46	16,143		
47	15,775		
48	15,413		41
49	15,045		
50	14,683		50

Note: Table of Professional Allowance standards will be effective beginning from January 1, 2024.

Rules for being promoted (In accordance with the 'YZU Regulations for Staff Performance Evaluation'.)

1. Staff members may be promoted one level higher for their ranks per year, with the highest level achievable being the maximum level for that position.
2. Staff members who receive an annual performance rating below "B" are not eligible for promotion.
3. Staff members who receive an annual performance rating "A" will be promoted by two levels.
4. Staff members who have served as a Technical Specialist 2 for a minimum of three academic years are exempt from participating in the raising examination and will be promoted to the position of Technical Specialist 1.
5. After promotion, the allowance will be set at the minimum level of the newly promoted position. However, if the previous position's rank is higher than the minimum level of the new position, the rank will be maintained at the previous level.

[Appendix 4] Table of Professional Allowance Standards for Janitors

Amended by the 17th Administrative Committee of the 2004 School Year, February 23, 2005

Amended by the 17th Administrative Committee of the 2010 School Year, July 11, 2011

Amended by the 16th Administrative Committee of the 2017 School Year, April 11, 2018

Amended by the 21st Administrative Committee of the 2021 School Year, May 4, 2022

Amended by the 12st Administrative Committee of the 2023 School Year, January 10, 2024

專業加給 Professional Allowance	
技術工友 Organizational Technician Janitors	18,060
普通工友 General Janitors	17,740

Note: Table of Professional Allowance standards will be effective beginning from January 1, 2024.

[Appendix 5] Table of Special Allowance Standards for Military Training Instructors

Passed by the 17th Administrative Committee of the 2004 School Year, February 23, 2005
Amended by the 13th Administrative Committee of the 2017 School Year, January 31, 2018

職稱 Position	每月特殊津貼 Special Allowance (per month)
上校 Colonel	6,360
中校 Lieutenant Colonel	5,480
少校 Major	4,600

備註：教官負有維護校園安全、緊急事件處理與通報及輔導學生等職責。
Note: Military Training Instructors are responsible for maintaining campus security, handling and reporting emergency incidents, as well as providing guidance and counseling to students.

[Appendix 6] Table of Supervisory Allowance Standards for Faculty or Staff Members Holding Supervisory Positions

Passed by the 17th Administrative Committee of the 2004 School Year, February 23, 2005
 Amended by the 17th Administrative Committee of the 2008 School Year, June 22, 2009
 Amended by the 5th Administrative Committee of the 2009 School Year, November 16, 2009
 Amended by the 17th Administrative Committee of the 2010 School Year, July 11, 2011
 Amended by the 15th Administrative Committee of the 2016 School Year, March 15, 2017
 Amended by the 13th Administrative Committee of the 2017 School Year, January 31, 2018
 Amended by the 16th Administrative Committee of the 2017 School Year, April 11, 2018
 Amended by the 22nd Administrative Committee of the 2020 School Year, June 23, 2021
 Amended by the 21st Administrative Committee of the 2021 School Year, May 4, 2022
 Amended by the 12st Administrative Committee of the 2023 School Year, January 10, 2024

●Supervisory Allowance for Faculty Members Holding Supervisory Positions

職 稱 Position	等 級 Rank	標 準 =免稅+應稅 Allowance	免稅 Tax Exemption	應稅 Taxable
校長 President	教授 Professor	65,751	40,410	25,341
副校長 Executive Vice President	教授 Professor	42,610	32,740	9,870
處長、院長、主秘、終身教育部部主任、通識教學部部主任、學院籌備處主任 Vice President, Dean, Secretary General, Director for the School of Lifelong Education, Dean of the College of General Studies, Dean of the College Planning Office	教授 Professor	37,878	29,520	8,358
	副教授 Associate Professor	35,644	29,520	6,124
	助理教授 Assistant Professor	33,373	29,520	3,853
系所主任、所長、室主任、副處長、中心主任、學院籌備處副主任、學系籌備處主任、書院長 Chair, Director, Office Director, Deputy Vice President, Center Director, Associate Dean of the College Planning Office, Director of the Department Planning Office, Director of the Academy	教授(主任教官) Professor (Military Training Director)	31,480	29,520	1,960
	副教授 Associate Professor	29,171	29,171	0
	助理教授 Assistant Professor	26,807	26,807	0
	講師 Lecturer	19,636	19,636	0

班主任、組長、主任(二級) Class Adviser, Division Director, Director, Level Two	教授 Professor	19,053	9,710	9,343
	副教授 Associate Professor	16,673	9,710	6,963
	助理教授 Assistant Professor	15,494	9,710	5,784
	講師 Lecturer	14,309	9,710	4,599

●Supervisory Allowance for Staff Members Holding Supervisory Positions

職 稱	資位名稱	標準 =免稅+應稅 Allowance	免稅 Tax Exemption	應稅 Taxable
總務長、終身教育部部主任 Vice President for General Affairs, Vice President for School of Lifelong Education	專門委員 Senior Executive Officer	35,644	29,520	6,124
	編纂 Executive Officer、 技正 Technical Specialist	31,480	29,520	1,960
人事室主任、會計主任、環境保 護暨安全衛生中心中心主任、室 主任、副處長、中心主任 Personnel Director, Accounting Director, Environmental Protection and Safety Health Center Director, Office Director, Deputy Vice President, Center Director	專門委員 Senior Executive Officer	29,171	29,171	0
	編纂 Executive Officer、 技正 Technical Specialist、 專員 Junior Executive Officer、技術專員 Technical Executive Officer	24,444	24,444	0
	護理師 Senior Nurse、組員 Senior Clerk、技士 Senior Technician	19,469	19,469	0
組長 Division Director	專門委員 Senior Executive Officer	16,673	9,710	6,963
	編纂 Executive Officer、技 正 Technical Specialist	15,494	9,710	5,784
	專員 Junior Executive Officer、技術專員 Technical Executive Officer、護理師 Senior Nurse、教官 Military training instructors、組員 Senior Clerk、技士 Senior Technician、技術工友 Custodian-Technical	14,309	9,710	4,599
	技佐 Technician、護士 Nurse、辦事員 Clerk、普 通工友 Custodian-generally	12,979	9,710	3,269

Note: Table of Supervisory Allowance standards will be effective beginning from January 1, 2024.

[Appendix 7] Table of Secretary Allowance Standards for Staff Members Holding Concurrent Positions as Secretaries

Passed by the 13th Administrative Committee of the 2010 School Year, April 18, 2011
Amended by the 15th Administrative Committee of the 2016 School Year, March 15, 2017
Amended by the 21st Administrative Committee of the 2021 School Year, May 4, 2022

職 稱 Position	毎月津貼（應税） Allowance per month (taxable)
校長秘書、副校長秘書 the President's secretary the Vice President's secretary	6,000～12,000
專案秘書 the secretary of a special project	2,000～12,000

Note: Table of Secretary Allowance standards will be effective beginning from February 1, 2022.