

## YZU regulations for the work remuneration standard of the contracted employment

Passed by the 21<sup>th</sup> Administrative Committee of the 2005 School Year, July 17, 2006  
 Passed by the 17<sup>th</sup> Administrative Committee of the 2010 School Year, July 11, 2011  
 Passed by the 16<sup>th</sup> Administrative Committee of the 2017 School Year, April 11, 2018  
 Passed by the 12<sup>th</sup> Administrative Committee of the 2018 School Year, January 23, 2019  
 Passed by the 09<sup>th</sup> Administrative Committee of the 2019 School Year, December 04, 2019  
 Passed by the 11<sup>th</sup> Administrative Committee of the 2021 School Year, December 15, 2021  
 Passed by the 21<sup>th</sup> Administrative Committee of the 2021 School Year, May 04, 2022  
 Passed by the 10<sup>th</sup> Administrative Committee of the 2022 School Year, December 07, 2022  
 Passed by the 11<sup>th</sup> Administrative Committee of the 2023 School Year, December 27, 2023  
 Passed by the 16<sup>th</sup> Administrative Committee of the 2024 School Year, May 07, 2025

### 1.Contract Staff (Administrative & Technical Staff) :

(Unit: New Taiwan Dollars)

Category	Contract Administrative Staff			Contract Technical Staff		
Position	Administrative Assistant	Associate Clerk	Clerk	Technician 3	Technician 2	Technician 1
Grade/Qualification	High School to Junior College	Bachelor's Degree or Above	Meets Principle 3	High School to Junior College	Bachelor's Degree	Master's or Meets Principle 4
9	38,620	44,190	50,040	38,620	44,190	50,040
8	37,560	43,130	48,980	37,560	43,130	48,980
7	36,500	42,060	47,800	36,500	42,060	47,800
6	35,320	40,990	46,730	35,320	40,990	46,730
5	34,270	39,930	45,660	34,270	39,930	45,660
4	33,200	38,980	44,610	33,200	38,980	44,610
3	32,140	38,030	43,420	32,140	38,030	43,420
2	30,960	37,080	42,350	30,960	37,080	42,350
1	30,380	36,250	41,400	30,380	36,250	41,400

## 2.Contract Janitors (Custodian-Generally & Custodian-Technical) :

(Unit: New Taiwan Dollars)

Grade	Custodian-Generally		Custodian-Technical	
Grade/Education	Elementary to Junior High	High School or Above	Elementary to Junior High	High School or Above
6	31,890	33,570	33,570	35,940
5	31,310	33,040	33,040	35,340
4	30,750	32,440	32,440	34,710
3	29,990	31,890	31,890	34,190
2	29,450	31,310	31,310	33,570
1	29,040	30,750	30,750	33,040

### Principles:

#### 1. **Employment Type:**

Security guards, drivers, electricians/plumbers, kitchen staff, and similar personnel shall be employed as technical workers. In addition to meeting the required educational qualifications, they must also possess the necessary technical skills for the job and pass the relevant examinations.

#### 2. **Salary Grading for Contract Staff:**

Contract employees shall, in principle, be appointed at the lowest salary grade applicable to the position (based on job level and academic/professional background). Only full-time service experience in equivalent positions at public or private universities/colleges recognized by the Ministry of Education may be counted toward salary grading. For each full year (academic year) of such experience, one salary grade may be added, up to the maximum salary grade for the position. Incomplete years (academic years), periods without grade promotion, or periods of unpaid leave shall not be considered for seniority accumulation.

#### 3. **Administrative Positions (Contract Basis):**

Individuals may be appointed as “Clerks” only if they have held full-time positions of “Clerk” or above within the established staffing of public or private universities/colleges.

#### 4. **Technical Positions (Contract Basis):**

Individuals may be appointed as “Technician I” only if they hold a master’s degree or

higher, or have at least three years of full-time service in the position of “Technician” (or higher, including “Technologist”) within public or private universities/colleges.

**5. Post-Appointment Education:**

Employees who obtain higher academic degrees after appointment may not apply for salary adjustments or position changes based on the new degree.

**6. Annual Evaluation-Based Salary Adjustment:**

Employees who receive an annual performance rating of Grade A or higher may be promoted by one salary grade, within the salary grade range specified for their position (based on job level and academic/professional background).

**7. Effective Date of Revised Standards:**

The revised salary standards shall take effect on January 1, 2025.

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