

# 平成30年度昇級昇格切替表

1. 給料表1(本俸加算=基本給)地域手当12%, 処遇改善6%で試算

| 年数 | 年齢 | 1級(一般)  |       | 2級(責任者) |       | 3級(責任者以上) |      | 4級(園長)  |      | 5級(特別給) |      | 6級(特別給) |      |
|----|----|---------|-------|---------|-------|-----------|------|---------|------|---------|------|---------|------|
|    |    | 基本給月額   | 号級    | 基本給月額   | 号級    | 基本給月額     | 号級   | 基本給月額   | 号級   | 基本給月額   | 号級   | 基本給月額   | 号級   |
| -2 | 18 | 184,200 | 1-1   |         |       |           |      |         |      |         |      |         |      |
| -1 | 19 | 189,600 | 1-5   |         |       |           |      |         |      |         |      |         |      |
| 0  | 20 | 196,200 | 1-9   |         |       |           |      |         |      |         |      |         |      |
| 1  | 21 | 203,100 | 1-13  |         |       |           |      |         |      |         |      |         |      |
| 2  | 22 | 210,200 | 1-17  |         |       |           |      |         |      |         |      |         |      |
| 3  | 23 | 218,100 | 1-21  |         |       |           |      |         |      |         |      |         |      |
| 4  | 24 | 225,900 | 1-25  | 243,600 | 2-1   |           |      |         |      |         |      |         |      |
| 5  | 25 | 234,200 | 1-29  | 251,800 | 2-5   |           |      |         |      |         |      |         |      |
| 6  | 26 | 241,200 | 1-33  | 260,300 | 2-9   |           |      |         |      |         |      |         |      |
| 7  | 27 | 247,200 | 1-37  | 267,200 | 2-13  |           |      |         |      |         |      |         |      |
| 8  | 28 | 253,300 | 1-41  | 274,500 | 2-17  |           |      |         |      |         |      |         |      |
| 9  | 29 | 258,500 | 1-45  | 281,200 | 2-21  | 297,700   | 3-1  |         |      |         |      |         |      |
| 10 | 30 | 263,100 | 1-49  | 287,900 | 2-25  | 304,400   | 3-5  |         |      |         |      |         |      |
| 11 | 31 | 267,400 | 1-53  | 295,400 | 2-29  | 310,700   | 3-9  | 322,600 | 4-1  |         |      |         |      |
| 12 | 32 | 271,500 | 1-57  |         |       |           |      |         |      |         |      |         |      |
| 13 | 33 | 275,800 | 1-61  | 301,600 | 2-33  | 316,800   | 3-13 | 330,500 | 4-5  |         |      |         |      |
| 14 | 34 | 279,900 | 1-65  | 307,700 | 2-37  | 324,700   | 3-17 | 340,500 | 4-9  |         |      |         |      |
| 15 | 35 | 285,000 | 1-69  |         |       |           |      |         |      |         |      |         |      |
| 16 | 36 | 289,500 | 1-73  | 314,900 | 2-41  | 332,900   | 3-21 | 350,200 | 4-13 |         |      |         |      |
| 17 | 37 | 294,300 | 1-77  |         |       |           |      |         |      |         |      |         |      |
| 18 | 38 | 298,900 | 1-81  | 322,500 | 2-45  | 341,100   | 3-25 |         |      |         |      |         |      |
| 19 | 39 | 302,900 | 1-85  |         |       |           |      |         |      |         |      |         |      |
| 20 | 40 | 306,400 | 1-89  | 329,900 | 2-49  | 349,000   | 3-29 | 360,600 | 4-17 |         |      |         |      |
| 21 | 41 | 309,900 | 1-93  |         |       |           |      |         |      |         |      |         |      |
| 22 | 42 | 312,900 | 1-97  |         |       |           |      |         |      |         |      |         |      |
| 23 | 43 | 316,000 | 1-101 | 337,200 | 2-53  | 356,700   | 3-33 | 371,000 | 4-21 |         |      |         |      |
| 24 | 44 | 317,800 | 1-105 |         |       |           |      |         |      |         |      |         |      |
| 25 | 45 | 319,300 | 1-109 |         |       |           |      |         |      |         |      |         |      |
| 26 | 46 | 320,800 | 1-113 |         |       |           |      |         |      |         |      |         |      |
| 27 | 47 | 322,400 | 1-117 | 344,100 | 2-57  | 364,100   | 3-37 | 380,900 | 4-25 |         |      |         |      |
| 28 | 48 | 323,900 | 1-121 |         |       |           |      |         |      |         |      |         |      |
| 29 | 49 | 325,200 | 1-125 |         |       |           |      |         |      |         |      |         |      |
| 30 | 50 | 326,700 | 1-129 |         |       |           |      |         |      |         |      |         |      |
| 31 | 51 | 328,300 | 1-133 | 350,700 | 2-61  | 371,000   | 3-41 | 390,300 | 4-29 |         |      |         |      |
| 32 | 52 | 329,700 | 1-137 |         |       |           |      |         |      |         |      |         |      |
| 33 | 53 | 331,000 | 1-141 |         |       |           |      |         |      |         |      |         |      |
| 34 | 54 | 332,300 | 1-145 | 357,000 | 2-65  | 377,700   | 3-45 | 399,400 | 4-33 |         |      |         |      |
| 35 | 55 | 333,600 | 1-149 | 362,300 | 2-69  | 383,100   | 3-49 |         |      |         |      |         |      |
| 36 | 56 | 334,800 | 1-153 | 367,900 | 2-73  | 387,600   | 3-53 |         |      |         |      |         |      |
|    |    |         |       | 371,200 | 2-77  | 391,100   | 3-57 |         |      |         |      |         |      |
|    |    |         |       | 374,100 | 2-81  | 393,500   | 3-61 |         |      |         |      |         |      |
|    |    |         |       | 375,900 | 2-85  | 395,500   | 3-65 |         |      |         |      |         |      |
|    |    |         |       | 377,700 | 2-89  | 397,900   | 3-69 | 407,700 | 4-37 |         |      |         |      |
|    |    |         |       | 379,500 | 2-93  |           |      |         |      |         |      |         |      |
|    |    |         |       | 381,100 | 2-97  | 399,800   | 3-73 |         |      |         |      |         |      |
|    |    |         |       | 382,800 | 2-101 |           |      |         |      |         |      |         |      |
|    |    |         |       | 384,300 | 2-105 | 401,900   | 3-77 |         |      |         |      |         |      |
|    |    |         |       | 385,900 | 2-109 |           |      |         |      |         |      |         |      |
|    |    |         |       | 387,400 | 2-113 | 403,700   | 3-81 | 416,500 | 4-41 |         |      |         |      |
|    |    |         |       | 388,600 | 2-117 |           |      |         |      |         |      |         |      |
|    |    |         |       | 390,200 | 2-121 | 405,400   | 3-85 |         |      |         |      |         |      |
|    |    |         |       |         |       | 407,200   | 3-89 |         |      |         |      |         |      |
|    |    |         |       |         |       | 408,800   | 3-93 | 424,900 | 4-45 |         |      |         |      |
|    |    |         |       |         |       |           |      | 431,200 | 4-49 |         |      |         |      |
|    |    |         |       |         |       |           |      | 436,100 | 4-53 |         |      |         |      |
|    |    |         |       |         |       |           |      | 439,700 | 4-57 |         |      |         |      |
|    |    |         |       |         |       |           |      | 443,600 | 4-61 |         |      |         |      |
|    |    |         |       |         |       |           |      | 446,400 | 4-65 |         |      |         |      |
|    |    |         |       |         |       |           |      | 449,100 | 4-69 |         |      |         |      |
|    |    |         |       |         |       |           |      | 451,800 | 4-73 |         |      |         |      |
|    |    |         |       |         |       |           |      | 454,400 | 4-77 |         |      |         |      |
|    |    |         |       |         |       |           |      | 456,900 | 4-81 |         |      |         |      |
|    |    |         |       |         |       |           |      | 458,500 | 4-85 |         |      |         |      |
|    |    |         |       |         |       |           |      | 459,700 | 4-89 |         |      |         |      |
|    |    |         |       |         |       |           |      | 460,900 | 4-93 |         |      |         |      |
|    |    |         |       |         |       |           |      |         |      | 424,200 | 5-21 | 462,700 | 6-13 |
|    |    |         |       |         |       |           |      |         |      | 433,400 | 5-25 | 472,900 | 6-17 |
|    |    |         |       |         |       |           |      |         |      | 442,100 | 5-29 | 481,900 | 6-21 |
|    |    |         |       |         |       |           |      |         |      | 450,400 | 5-33 | 490,500 | 6-25 |
|    |    |         |       |         |       |           |      |         |      | 457,400 | 5-37 | 497,800 | 6-29 |
|    |    |         |       |         |       |           |      |         |      | 462,800 | 5-41 | 503,700 | 6-33 |
|    |    |         |       |         |       |           |      |         |      | 467,800 | 5-45 | 509,600 | 6-37 |
|    |    |         |       |         |       |           |      |         |      | 470,900 | 5-49 | 513,200 | 6-41 |
|    |    |         |       |         |       |           |      |         |      | 473,200 | 5-53 |         |      |
|    |    |         |       |         |       |           |      |         |      | 474,600 | 5-57 | 516,600 | 6-45 |
|    |    |         |       |         |       |           |      |         |      | 476,000 | 5-61 |         |      |
|    |    |         |       |         |       |           |      |         |      | 477,400 | 5-65 | 519,400 | 6-49 |
|    |    |         |       |         |       |           |      |         |      | 478,700 | 5-69 | 521,300 | 6-53 |
|    |    |         |       |         |       |           |      |         |      | 480,000 | 5-73 | 523,000 | 6-57 |
|    |    |         |       |         |       |           |      |         |      | 481,200 | 5-77 | 524,500 | 6-61 |

国基準保育士(高卒7年)=保育士標準給  
 国基準主任(国主任の標準給, 最低級は3級1号)  
 国基準園長(園長標準給, 園長最低給は4級1号)  
 一般職昇級停止の例  
 責任者停止  
 主任・事務長・統括会計責任者昇給停止  
 副園長昇給停止  
 園長昇給停止  
 ※:昇給停止は各法人で独自に設定  
 ※:切替表は法人独自で設定

2. 給料表2(本俸加算=基本給)地域手当12%, 処遇改善6%で試算

は国基準調理員(昇給停止なし)  
無資格責任者昇級停止

| 年数 | 年齢 | 1級(一般) |         | 2級(一般以上) | 3級(責任者) | 4級(責任者) | 5級(特別給) |
|----|----|--------|---------|----------|---------|---------|---------|
|    |    | 基本給月額  | 号級      |          |         |         |         |
| 中卒 | -4 | 14     | 152,100 | 1-1      |         |         |         |
|    | -3 | 15     | 156,600 | 1-5      |         |         |         |
|    | -2 | 16     | 161,100 | 1-9      |         |         |         |
|    | -1 | 17     | 165,700 | 1-13     |         |         |         |
| 高卒 | 0  | 18     | 170,500 | 1-17     |         |         |         |
|    | 1  | 19     | 176,100 | 1-21     |         |         |         |
| 短大 | 2  | 20     | 181,700 | 1-25     |         |         |         |
|    | 3  | 21     | 188,700 | 1-29     |         |         |         |
| 四大 | 4  | 22     | 195,800 | 1-33     | 212,800 | 2-1     |         |
|    | 5  | 23     | 204,300 | 1-37     | 219,600 | 2-5     |         |
|    | 6  | 24     | 212,200 | 1-41     | 226,200 | 2-9     |         |
|    | 7  | 25     | 218,900 | 1-45     | 231,900 | 2-13    |         |
|    | 8  | 26     | 225,400 | 1-49     | 237,100 | 2-17    |         |
|    | 9  | 27     | 230,800 | 1-53     | 241,900 | 2-21    |         |
|    | 10 | 28     | 236,000 | 1-57     | 246,700 | 2-25    |         |
|    | 11 | 29     | 240,800 | 1-61     | 250,800 | 2-29    |         |
|    | 12 | 30     | 244,900 | 1-65     | 255,200 | 2-33    |         |
|    | 13 | 31     | 248,000 | 1-69     | 260,200 | 2-37    |         |
|    | 14 | 32     | 250,000 | 1-73     | 265,400 | 2-41    |         |
|    | 15 | 33     | 252,500 | 1-77     | 270,600 | 2-45    |         |
|    | 16 | 34     | 255,500 | 1-81     | 275,100 | 2-49    |         |
|    | 17 | 35     | 258,300 | 1-85     | 280,800 | 2-53    |         |
|    | 18 | 36     | 260,900 | 1-89     | 285,100 | 2-57    |         |
|    | 19 | 37     | 263,400 | 1-93     | 289,600 | 2-61    |         |
|    | 20 | 38     | 265,700 | 1-97     | 293,700 | 2-65    |         |
|    | 21 | 39     | 268,000 | 1-101    | 297,400 | 2-69    |         |
|    | 22 | 40     | 270,500 | 1-105    | 299,200 | 2-73    |         |
|    | 23 | 41     | 272,100 | 1-109    | 301,400 | 2-77    |         |
|    | 24 | 42     | 274,000 | 1-113    | 303,400 | 2-81    |         |
|    | 25 | 43     | 276,100 | 1-117    | 305,900 | 2-85    |         |
|    | 26 | 44     | 278,000 | 1-121    | 307,200 | 2-89    |         |
|    |    |        |         |          | 308,600 | 2-93    |         |
|    |    |        |         |          | 309,900 | 2-97    |         |
|    |    |        |         |          | 311,000 | 2-101   |         |
|    |    |        |         | 312,200  | 2-105   |         |         |
|    |    |        |         | 313,400  | 2-109   |         |         |
|    |    |        |         | 314,600  | 2-113   |         |         |
|    |    |        |         | 315,800  | 2-117   |         |         |
|    |    |        |         | 316,900  | 2-121   |         |         |
|    |    |        |         | 318,100  | 2-125   |         |         |
|    |    |        |         | 319,300  | 2-129   |         |         |
|    |    |        |         | 320,500  | 2-133   |         |         |
|    |    |        |         | 323,800  | 2-137   |         |         |
|    |    |        |         | 328,300  | 3-65    |         |         |
|    |    |        |         | 331,900  | 3-69    |         |         |
|    |    |        |         | 335,600  | 3-73    |         |         |
|    |    |        |         | 339,000  | 3-77    |         |         |
|    |    |        |         | 341,100  | 3-81    |         |         |
|    |    |        |         | 343,300  | 3-85    |         |         |
|    |    |        |         | 345,700  | 3-89    |         |         |
|    |    |        |         | 347,900  | 3-93    |         |         |
|    |    |        |         | 350,000  | 3-97    |         |         |
|    |    |        |         | 352,100  | 3-101   |         |         |
|    |    |        |         | 353,600  | 3-105   |         |         |
|    |    |        |         | 355,400  | 3-109   |         |         |
|    |    |        |         | 357,000  | 3-113   |         |         |
|    |    |        |         | 358,100  | 3-117   |         |         |
|    |    |        |         | 359,300  | 3-121   |         |         |
|    |    |        |         | 360,500  | 3-125   |         |         |
|    |    |        |         | 361,700  | 3-129   |         |         |
|    |    |        |         | 362,900  | 3-133   |         |         |
|    |    |        |         | 370,300  | 4-77    |         |         |
|    |    |        |         | 371,700  | 4-81    |         |         |
|    |    |        |         | 373,000  | 4-85    |         |         |
|    |    |        |         | 374,300  | 4-89    |         |         |
|    |    |        |         | 375,600  | 4-93    |         |         |
|    |    |        |         | 376,800  | 4-97    |         |         |
|    |    |        |         | 378,000  | 4-101   |         |         |
|    |    |        |         | 381,300  | 4-105   |         |         |
|    |    |        |         | 386,900  | 5-33    |         |         |
|    |    |        |         | 391,900  | 5-37    |         |         |
|    |    |        |         | 396,700  | 5-41    |         |         |
|    |    |        |         | 401,300  | 5-45    |         |         |
|    |    |        |         | 405,900  | 5-49    |         |         |
|    |    |        |         | 409,900  | 5-53    |         |         |
|    |    |        |         | 413,500  | 5-57    |         |         |
|    |    |        |         | 417,000  | 5-61    |         |         |
|    |    |        |         | 420,200  | 5-65    |         |         |
|    |    |        |         | 422,400  | 5-69    |         |         |