



### Salary & Benefits – Overseas Faculty 2021-2022

Experience	Bachelor	Master**
0	31,800	32,800
1	33,200	34,300
2	34,800	35,900
3	36,700	37,900
4	38,800	40,000
5	41,000	42,200
6	43,200	44,200
7	45,300	46,300
8*	46,400	47,500
9	47,200	48,300
10	48,100	49,300

\*Maximum entry point for newly hired staff

\*\*Doctorate: US\$1000 stipend above Master salary.

Note: The Faculty can decide the repatriation rate of salaries at the beginning of the school year and can change the decision twice more during the year. The portion of salaries to be deposited in local amount will be paid in Chinese RMB to the US equivalent with the exchange rate set on August 1<sup>st</sup> of each school year.

#### Benefits:

- **Investment/Retirement + Savings Plan:** 5% of the Employee's base salary at the end of each successful completed school year.
- **Housing:** Furnished apartment provided by school.
- **Medical/Dental:** Health and dental insurance provided on 100% premium basis.
- **Utilities:** covered up to US\$1000 per employee per year.
- **Personal Effects Shipping:** Initial and End of Contract:
  - Single Employee: up to US\$1000 (with receipts)
  - Teaching Couple: up to US\$2000 (with receipts)
- **Settling-in Allowance:**
  - Single Employee: US\$250 paid on arrival in Chinese RMB
  - Teaching Couple: US\$500 paid on arrival in Chinese RMB
- **Annual Home Leave:** equivalent to lowest economy class round trip airfare to Home of Record (non-teaching dependent not included). Fare to be obtained from 3 quotes comparison done in February. Arrival ticket to China on initial contract to be provided by school.
- **Visa Assistance:** visa-related expenses covered to secure initial documentation and renewal, including health and background check. Expenses only for employed teachers. Assistance but not expenses provided for dependents.
- **Taxes:** all applicable Chinese tax assumed by the school





- **Local Medical Clinic:** emergency and outpatient services through International Clinic in Shantou, Guangzhou, and Shenzhen.
- **Professional Development (Personal):** up to US\$800 per year paid (direct or reimbursed) for expenses related to pre-approved professional development activities aligned with professional growth plan.
- **Re-signing Bonus:** US\$1000 for one-year renewal contract offered to returning faculty to be paid in August. US\$4000 for two-year renewal contract, payable in two installments: \$1000 in August of the first year, and \$3000 in January of the second year.
- **Personal & Sick Leave:** 10 days annually.
- **Other benefits:** life insurance, bereavement leave (no airfare), evacuation plan, etc.
- **Dependent:** 60% of the cost of one dependent's:
  - Worldwide Coverage (not US) medical insurance premium
  - Airfare at start and end of contract and summer leave

