

## Overseas Hired Faculty Staff Benefits for the 2021-22 School Year

Shanghai Community International School (SCIS) is committed to being a community where each member seeks out every opportunity to successfully deliver our mission, “to develop inquiring, knowledgeable and caring learners who contribute positively to their communities.” To support this effort SCIS offers a highly competitive benefit, allowance, and salary package, these include:



### **SALARY**

SCIS offers a competitive salary package that reflects the years of experience a faculty member has accrued. For those faculty with 3-8 years our base salary begins at \$47,000, at 8-12 years it is \$49,000, and for those with more than 13 years of experience, the starting salary is \$51,000. Those faculty members with Masters or Doctorate degrees will be provided enhancements of \$2,000 or \$4,000 to their base salary respectively.



### **HOST COUNTRY TAXES**

SCIS will pay, on your behalf, all of the People's Republic of China taxes accrued from your salary.



### **HOUSING**

School Provided Housing for the first school year, and you will receive a housing and utility allowance to arrange your housing needs for your second year of employment and beyond



### **HEALTH CARE**

SCIS provides international faculty members with major health insurance which offers worldwide coverage, excluding the US (however, comprehensive emergency care is covered within the US).



### **RETIREMENT /PERSONAL SAVINGS**

Faculty members will receive \$3,000.00 in each of the first two years of employment. Thereafter, the payment will increase by \$500 per year to a maximum of \$5500



### **AIRFARE**

SCIS will provide each teacher with US\$3000 for an annual travel supplement upon submission of the airfare receipt, ticket, and boarding pass. An additional supplement is given for one dependent child per teacher (US\$ 500 if under the age of 2 and US\$ 1250 if age 2 year or older.)



### **DISPLACEMENT ALLOWANCE**

SCIS will pay a displacement allowance of US\$1000 to each new faculty upon his/her arrival to Shanghai in August. (first contract year only)



### **EXTRA BAGGAGE ALLOWANCE**

SCIS offers a one-time extra baggage allowance for actual costs up to the maximum amount of US\$1500 payable after the presentation of applicable receipts (first contract year only).



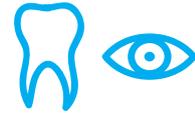
### ANNUAL HEALTH CHECK

SCIS will reimburse each faculty member up to \$500 for an annual health checkup.



### WELLNESS

Wellness: SCIS provides each faculty member with a benefit that supports health and general wellness efforts. Upon submission of official receipts, a total of up to RMB2,000 (approx. \$300) will be reimbursed.



### DENTAL & VISION

SCIS provides each faculty member with a benefit that supports dental checkups and routine care. Upon submission of official receipts, a total of up to RMB3,000 (approximately \$450).



### TRANSPORTATION CARDS

SCIS will provide each faculty member RMB 2,000 (approximately \$300) to support their transportation needs.



### SCHOOL PROVIDED LUNCH

SCIS will provide cafeteria lunch to faculty on all school days.



### TECHNOLOGY

SCIS provides each faculty member with the use of a school-owned Apple laptop.



### STUDENT TUITION AND FEES

For each SCIS employed faculty member, SCIS will cover tuition and fees. Tuition for additional children above the allowance is provided at a discounted amount. All children must meet admission requirements.



### PROFESSIONAL DEVELOPMENT

SCIS provides professional development funding on an annual basis. For the initial two year contract, this amounts to \$1,000 per year along with access to additional professional development experiences that are covered directly by the school. In a faculty member's third year and beyond they may receive up to \$1,500 in professional development funding.



### RECRUITMENT LEAVE

Up to 4 paid recruitment leave days may be taken by an overseas-hired teacher in his/her third or more year, with pre-arrangement and approval of the Administration.



### LEAVES OF ABSENCE

All faculty are eligible for Personal Leave, Sick Leave, Medical Leave, Compassion Leave, and Professional Development Leave. Faculty in their third year of employment or more are also eligible for paid maternity leave and recruitment leave.

### OTHER BENEFITS

Currently, SCIS teachers receive additional support for wellness initiatives, such as the public transportation and health & fitness allowances.