

# FACULTY SALARY & BENEFITS SUMMARY 2022-2023

## MINIMUM STARTING SALARY

### STEP 2

Without Masters Degree

**¥427,000**

schedule gross salary

**¥42,700**

retirement 10%

**¥469,700**

total annual gross income

**-¥51,667**

income tax\*

**¥418,033**

total annual net salary

## MAXIMUM STARTING SALARY

### STEP 8

With Masters Degree

**¥506,000**

schedule gross salary

**¥50,600**

retirement 10%

**¥556,600**

Sub total gross income

**¥18,000**

master's stipend

**¥574,600**

total annual gross income

**-¥74,698**

income tax\*

**¥499,902**

total annual net salary

## MAXIMUM SALARY ON SCHEDULE

### STEP 19

With Doctoral Degree

**¥660,000**

schedule gross salary

**¥66,000**

retirement 10%

**¥726,000**

Sub total gross income

**¥26,000**

doctoral's stipend

**¥752,000**

total annual gross income

**-¥118,816**

income tax\*

**¥633,184**

total annual net salary

## REMARKS

- The above figures apply to faculty who have:
  - A bachelor's degree and accredited teacher certification
  - A minimum of two years of successful full-time teaching experience
- All salaries are paid in the local RMB (¥) currency.
- Annual salary is before income tax.

\* Estimated tax. If you have other income the average tax rate will increase



## STIPENDS (GROSS)

<b>Degree Stipend</b>	<b>Master:</b> ¥18,000 <b>Doctorate:</b> ¥26,000	The stipend is paid for one degree only, multiple degrees will be counted as one. A copy of the degree/transcript must be submitted to HR by September 1 <sup>st</sup> for adjustment for the school year.
<b>Responsibility Stipend</b>	<b>Head of Department:</b> ¥36,000 per year	For leadership and coordination roles - this may include release time and require reporting early in the school year.
<b>Coaching Stipend</b>	<b>MS Sports:</b> ¥4,200/season <b>HS Varsity Team Coach:</b> ¥11,600/season <b>HS Varsity Team Assistant Coach:</b> ¥7,200/season <b>HS Junior Varsity Coach:</b> ¥10,500/season <b>HS Junior Varsity Assistant Coach:</b> ¥7,200/season	
<b>After School Activities (ASA) Stipend</b>	Included in basic salary	Each full-time teacher will conduct an approved extra-curricular activity for 2 of the 3 school terms, or coach one inter school sports team.

## ALLOWANCES (GROSS)

<b>Retirement Supplement</b>	10% of Annual Base Gross Salary	Paid monthly with salary, no restrictions apply
<b>Relocation Allowance</b>	¥4,000 cash allowance	One-time only per employee
<b>House set-up Allowance</b>	¥6,000 cash allowance	One-time only per family

## HOUSING AND HOME LEAVE (GROSS)

Funds are available 100% from September 1 or October 1 depending on the duration of WAB sponsored housing. The program provides for housing and home leave of choice and a possible remaining amount that will be paid out monthly after the deduction of income tax.

<b>Housing Allowance (per month)</b>	<b>Single Contract per month:</b> ¥16,000	Any unused part of the housing allowance will be paid out on a monthly basis after the deduction of the appropriate income tax.
	<b>Couple Contract per month:</b> ¥21,000	
	<b>Allowance per child per month:</b> ¥1,500 (up to 2 children)	
<b>Home Leave Flight Allowance</b>	¥9,000/person per year	Up to 2 children.

## MOBILIZATION, SHIPPING AND VISA

<b>Start of Contract Mobilization</b>	Actual airfare (economy fare, not to exceed the cost of the most direct route from/to the employee's Home of Record or current work location)	One way to/from Beijing for the faculty member and eligible dependents
<b>Airfare with Bereavement Leave</b>	Airfare of gross ¥9,000	For the faculty member
<b>Inbound Shipping allowances</b>	<p><b>Single contract:</b> ¥22,000 (+ ¥7,000 if there is a non-working spouse)</p> <p><b>Couple contract:</b> ¥44,000</p> <p><b>+ Per child:</b> ¥7,000 (max 2 children)</p> <p>Shipping allowance within China is ¥10,000 for a family</p>	Shipping agent includes 1 month of storage in Beijing for incoming faculty. Import duties (if any) are paid by the faculty member. The allowance or any part thereof cannot be paid out.
<b>Visa/Work Permit</b>	Reimbursed against original receipts for expenses directly incurred to obtain the necessary incoming Chinese work visa e.g. criminal clearance and authentication of documents (birth and marriage certificates). Travel or hotel costs cannot be reimbursed.	Up to 2 children. Subsequent work visa renewal will be processed and paid by the school throughout the term of employment.

## PD, WELLNESS, INSURANCE, CHILDREN'S SCHOLARSHIP, LEAVE BENEFITS

<b>Professional Development (PD) Allowance</b>	¥10,000 per year as a combination of personal and school section PD funds.	
<b>Wellness</b>	An annual comprehensive health check up at a top tier hospital (max ¥2,800). Access to the school gym and sports facilities.	All family members.
<b>Medical/Dental/ Evacuation Insurance</b>	Worldwide cover and premiums fully covered by the school.	Includes eligible dependent children enrolled full time up to age 18 or in Grade 12.
<b>Term Life Insurance</b>	30 times the monthly base salary - max ¥1,000,000	
<b>Accidental Death and Dismemberment Insurance (AD&amp;D)</b>	30 times the monthly base salary - max ¥2,000,000	
<b>WAB Scholarship</b>	Contingent on meeting WAB's Admissions Policy requirements.	Up to 2 children.
<b>Personal Leave</b>	2 days per school year.	
<b>Sick Leave/Sick Leave Bank</b>	10 days per school year. Staff will be deducted 1 sick day to contribute to the teachers sick bank for critical illnesses.	
<b>Bereavement Leave</b>	<p><b>Spouse or Child:</b> 20 working days</p> <p><b>Parent or Sibling:</b> 5 working days + 5 days for overseas travel</p> <p><b>Grandparent or parent-in-law:</b> 5 working days</p>	WAB will provide an economy class return airfare of gross ¥9,000 to the faculty member for every 5 years of employment.
<b>Emergency Leave</b>	Based on the discretion of the section principal.	
<b>PD Leave</b>	Based on actual PD approved.	
<b>Maternity and Paternity Leave Including Adoption</b>	158 calendar days with a maximum of 15 days taken before the expected delivery date for the mother. 15 calendar days consecutively (within six months of the birth of the child) for the father. 5 days of parental leave each year before the child turns 3.	



## WAB FACULTY SALARY SCALE

Category	Step	Annual Gross Salary	Annual Gross Bonus	Annual Total Gross
After 19 years full-time teaching	19	¥ 609,000	¥ 51,000	¥ 660,000
After 18 years full-time teaching	18	¥ 595,000	¥ 50,000	¥ 645,000
After 17 years full-time teaching	17	¥ 582,000	¥ 48,000	¥ 630,000
After 16 years full-time teaching	16	¥ 570,000	¥ 48,000	¥ 618,000
After 15 years full-time teaching	15	¥ 558,000	¥ 47,000	¥ 605,000
After 14 years full-time teaching	14	¥ 545,000	¥ 45,000	¥ 590,000
After 13 years full-time teaching	13	¥ 532,000	¥ 44,000	¥ 576,000
After 12 years full-time teaching	12	¥ 517,000	¥ 43,000	¥ 560,000
After 11 years full-time teaching	11	¥ 504,000	¥ 42,000	¥ 546,000
After 10 years full-time teaching	10	¥ 490,000	¥ 41,000	¥ 531,000
After 9 years full-time teaching	9	¥ 477,000	¥ 40,000	¥ 517,000
After 8 years full-time teaching	8	¥ 467,000	¥ 39,000	¥ 506,000
After 7 years full-time teaching	7	¥ 455,000	¥ 38,000	¥ 493,000
After 6 years full-time teaching	6	¥ 443,000	¥ 37,000	¥ 480,000
After 5 years full-time teaching	5	¥ 430,000	¥ 36,000	¥ 466,000
After 4 years full-time teaching	4	¥ 419,000	¥ 35,000	¥ 454,000
After 3 years full-time teaching	3	¥ 407,000	¥ 34,000	¥ 441,000
After 2 years full-time teaching	2	¥ 394,000	¥ 33,000	¥ 427,000
Less than 2 years full-time teaching	1	¥ 382,000	¥ 32,000	¥ 414,000



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