



北京顺义国际学校

INTERNATIONAL SCHOOL OF BEIJING

www.isb.bj.edu.cn | +86 (10) 8149-2345

FACULTY SALARY & BENEFITS – SY 2024-2025		
Item	Amount (RMB)	Placement
Minimum Starting Salary	Schedule Salary	¥519,670.00
	Annual Base Salary	¥519,670.00
	Retirement	¥51,967.00
	Total Annual Salary	¥571,637.00
Maximum Starting Salary	Schedule Salary	¥608,610.00
	Master's Stipend	¥30,000.00
	Annual Base Salary	¥638,610.00
	Retirement	¥63,861.00
Total Annual Salary	¥702,471.00	
Maximum Salary on Schedule	Schedule Salary	¥761,840.00
	Doctorate's Stipend	¥40,000.00
	Annual Base Salary	¥801,840.00
	Retirement	¥80,184.00
	Longevity Bonus	¥40,092.00
Total Annual Salary	¥922,116.00	

Remarks:

- The above figures apply to teachers who have
 - A Bachelor's degree and accredited teacher certification
 - A minimum of two years of successful full-time teaching experience
- Salaries are before tax and paid in the local RMB currency.
- The Employee is responsible for the applicable PRC individual income tax (IIT); the School is responsible for withholding and paying the Employee's PRC IIT.
- Longevity bonus (5% of Annual Base Salary) will be paid at the beginning of the 3rd year of employment

Synopsis of Major Benefits for Overseas Expatriate Faculty (OEF) & Local Expatriate Faculty (LEF)

SY 2024-2025

STIPENDS		
Degree Stipend	RMB 30,000 / Master RMB 40,000 / Doctorate	Copy of degree/transcript to be submitted to HR by September 1 for adjustment for the school year
Responsibility Stipend	RMB 8,800– RMB30,000 per year	For leadership and coordination roles, may include release time and require reporting early in the school year
Coaching Stipend	RMB 20,500/9,500 per year (Varsity/Asst) RMB 14,500/9,500 per year (JV/Asst) RMB 9,500/6,500 per year (MS/Asst)	Teachers uphold at least one Coaching position or ASA Sponsorship per school year. PE teachers coach two competitive sports teams. Stipends for service groups e.g. Roots & Shoots are similar to coaching stipends, accounting for weekend commitments.
After School Activities (ASA) Stipend	RMB 200 per hour Typically 7-9 hours per ASA session There are 3 ASA sessions per school year	
ALLOWANCES		
Retirement Supplement	10% of Annual Base Salary	Paid monthly with salary
Longevity Bonus	5% of Annual Base Salary	from 3 rd year of employment
Relocation Allowance (after tax)	RMB 3,000 <i>OEF: Cash allowance</i> <i>LEF: Reimbursement</i>	One-time only per employee
House set-up allowance (after tax)	RMB 5,000 <i>OEF: Cash allowance</i> <i>LEF: Reimbursement</i>	One-time only per family
Local Moving allowance (Available once every three full-time contract years)	RMB 3,000 per faculty RMB 1,000 per dependent	1 faculty + up to 2 dependents Teaching couple + up to 3 dependents
FLEXIBLE BENEFITS ACCOUNT (FBA) PROGRAM		
Funds are deposited into the FBA twice during the contract year. The FBA provides for housing of choice and can be applied towards a variety of non-taxable expenses, reimbursed to the employee when supported by the requisite documents.		
<p style="text-align: center;">1st Deposit: July / *Oct FBA Allowance</p> <p style="text-align: center;">2nd Deposit: October or February Home Leave Air Transportation Allowance</p>		
<i>* For first-year expatriate faculty, FBA funds will begin upon arrival. New expatriate faculty will be placed in school arranged housing for the first year of employment.</i>		
FBA Allowance Deposited into the FBA in July (Upon arrival for new expatriate faculty)	Singles: RMB 16,000/month Teaching Couples: RMB 21,000/month Per child: RMB 2,000/month <i>LEF: May be eligible depending on benefits provided by the spouse's employer</i>	1 faculty + up to 2 children Teaching couple + up to 3 children

Home Leave Air Transportation Allowance <i>LEF: May be eligible depending on benefits provided by the spouse's employer</i>	For the returning full-time faculty member and eligible dependent(s): round-trip, economy excursion airfare based on quotations for the most direct route between Beijing and the employee's Home of Record.	1 faculty + up to 2 dependents Teaching couple + up to 3 dependents Eligible employees may opt for an October FBA upload, with airfare quotations based on Winter Break flights, or a February upload, with quotations based on Summer flights.
MOBILIZATION, SHIPPING AND VISA		
Start and End of Contract Mobilization & Repatriation <i>LEF: May be eligible depending on benefits provided by the spouse's employer</i>	Actual airfare (economy excursion 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 dependent(s)
Airfare with Bereavement Leave	Actual airfare (economy excursion fare flying the most direct route from Beijing)	1 faculty + up to 2 dependents Teaching couple + up to 3 dependents
Shipping / Storage allowance <i>LEF: Outgoing only</i>	RMB 28,000 incoming per faculty RMB 7,000 incoming per dependent RMB 40,000 outgoing per faculty RMB 10,000 outgoing per dependent	1 faculty + up to 2 dependents Teaching couple + up to 3 dependents
Visa/work permit	Reimbursed against original receipts generally up to RMB 3,000 per employee, and up to RMB 2,000 per dependent, for expenses directly incurred to obtain the necessary incoming Chinese work visa e.g. criminal clearance and authentication of documents (Birth and Marriage certificates)	1 faculty + up to 2 dependents Teaching couple + up to 3 dependents Subsequent work visa renewal will be processed and paid by the school throughout the term of employment:
PD, INSURANCE, CHILDREN'S SCHOLARSHIP, LEAVE BENEFITS		
Professional Development (PD) allowance	RMB 10,000 per year, unused PD funds can be accumulated to a max. of RMB 20,000	Professional Development
Medical/Dental/Evacuation Insurance	Worldwide cover; premiums fully covered by the school	Includes the dependent child enrolled full time in university up to age 23
Long Term Disability Insurance	Monthly disability income is 60% of the monthly salary, to a max. of RMB 35,000	
Term Life/AD&D insurance	One times the annual base salary, to a max. of RMB 1,620,000	
ISB Scholarship	Contingent on meeting ISB Admissions Policy requirements <i>LEF: May be eligible depending on benefits provided by the spouse's employer</i>	1 faculty + up to 2 children Teaching couple + up to 3 children
Personal Leave	3 days per school year	Unused days paid at the end of school year at current daily substitute rate
Sick Leave/ Sick Leave Bank	10 days per school year Staff will be deducted 1 sick day (once only; staff may opt out) to be eligible for up to 40 additional sick days per year from the Sick Leave Bank	Unused days may be carried forward up to 30 days; half the total number of accumulated sick days paid at the end of employment at the daily sub rate
Bereavement Leave	5 consecutive contract days with airfare	

Emergency Leave	5 consecutive contract days	To attend to emergencies in the family; under extreme circumstances and at the Head of School's discretion
PD Leave	3 days per school year	Offsite PD
Family Leave	70 consecutive calendar days for the mother, 10 consecutive contract days for the father (both full-time faculty/admin). A combined 84 total calendar days may be shared by the couple to be used within 90 days after the birth or adoption of a child.	from 3 rd year of employment

Synopsis of Major Benefits for HCF – Host Country Faculty

SY 2024-2025

Degree Stipend	RMB 30,000 / Master RMB 40,000 / Doctorate	Copy of degree/transcript to be submitted to HR by September 1 for adjustment for the school year
Responsibility Stipend	RMB 8,800– RMB30,000 per year	For leadership and coordination roles, may include release time and require reporting early in the school year
Coaching Stipend	RMB 20,500/9,500 per year (Varsity/Asst) RMB 14,500/9,500 per year (JV/Asst) RMB 9,500/6,500 per year (MS/Asst)	Teachers uphold at least one Coaching position or ASA Sponsorship per school year. PE teachers coach two competitive sports teams. Stipends for service groups e.g. Roots & Shoots are similar to coaching stipends, accounting for weekend commitments.
After School Activities (ASA)	RMB 200 per hour Typically 7-9 hours per ASA session There are 3 ASA sessions per school year	
Longevity Bonus	5% of Annual Base Salary	from 3 rd year of employment
Local Moving allowance (if applicable)	RMB 3,000 per faculty RMB 1,000 per dependent	1 faculty + up to 2 dependents Teaching couple + up to 3 dependents
Housing Subsidy	Singles: RMB 16,000/month Couples: RMB 21,000/month Per child: RMB 2,000/month	1 faculty + up to 2 children Teaching couple + up to 3 children
Professional Development (PD) allowance	RMB 10,000 per year, unused PD funds can be accumulated to a max. of RMB 20,000	Professional Development
Medical/Dental/Evacuation Insurance	Worldwide cover; premiums fully covered by the school	Includes the dependent child enrolled full time in university up to age 23
Long Term Disability Insurance	Monthly disability income is 60% of the monthly salary, to a max. of RMB 35,000	
Term Life/AD&D insurance	One times the annual base salary, to a max. of RMB 1,620,000	
ISB Scholarship	Contingent on meeting ISB Admissions Policy requirements	1 faculty + up to 2 children Teaching couple + up to 3 children
Personal Leave	3 days per school year	Unused days paid at the end of school year at current daily substitute rate

Sick Leave	10 days per school year	Unused days carried forward up to 30 days; half the total number of accumulated sick days paid at the end of employment at the daily sub rate
Bereavement Leave	As per PRC Labor Law	
Emergency Leave	5 consecutive contract days	To attend to emergencies in the family; under extreme circumstances and at the Head of School's discretion
PD Leave	3 days per school year	Offsite PD
Marriage and Maternity Leave	As per PRC Labor Law	
Paternity Leave	As per PRC Labor Law	