



## Overseas Hired Faculty Benefits for the 2025-26 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 3-7 years, our base salary begins at ¥434,800/\$61,000, at 8-12 years it is ¥449,000/\$63,000, at 13-17 years, it is ¥463,200/\$65,000, and for those with more than 18 years of experience, the starting salary is ¥477,500/\$67,000.

Those faculty members with Masters or Doctorate degrees will be provided enhancements of \$2,000 or \$4,000 to their base salary respectively.



### DISPLACEMENT ALLOWANCE

SCIS will pay a displacement allowance of ¥7,200/\$1,000 to each new faculty upon his/her arrival to Shanghai in August. (first contract year only)



### HOST COUNTRY TAXES

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



### 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).



### AIRFARE

SCIS will provide each teacher with an annual airfare allowance of ¥18,000/\$2,500. Reimbursement will be based on actual travel costs upon submission of the airfare receipt, itinerary, and electronic or paper boarding passes (as per tax office requirements).

An additional dependent supplement is provided for one eligible child per teacher (¥3,600/\$500 if under the age of 2 and ¥8,900/\$1,250 if age 2 year or older.)



### 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



### RETIREMENT /PERSONAL SAVINGS

Faculty members will receive ¥28,500/\$4,000 in each of the first two years of employment. Thereafter, the payment will increase by approximately \$500 per year to a maximum of ¥46,000/\$6,500



### EXTRA BAGGAGE ALLOWANCE

SCIS offers a one-time extra baggage allowance for actual costs up to the maximum amount of ¥7,200/\$1,500 payable after the presentation of applicable receipts (first contract year only).