



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).



TRANSPORTATION CARDS

SCIS will provide each faculty member ¥4,000 (approximately \$600) to support their transportation needs.



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, Bereavement Leave, and Professional Development Leave.

Faculty in their third year of employment or more are also eligible for paid maternity leave and recruitment leave.



WELLNESS AND PREVENTATIVE HEALTH BENEFITS

SCIS provides each faculty member with a benefit that supports health and general wellbeing.

Wellness, Dental, and Vision up to the value of up to ¥7,500 with approved official receipts

Access to Annual Health Check, up to ¥3,000



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

SCIS will cover tuition and fees for up to one child per teacher and up to two children per teaching couple. 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 ¥7,200/\$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 ¥10,700/\$1,500 in professional development funding.

* Please note all US\$ displayed is an approximate amount.
Based on exchange rate at time of publication. Payment is made in Chinese RMB.

Additional information about SCIS and becoming a faculty member can be found on the school's website at www.scis-china.org