



An
**Inclusive
Learning
Community**

NIS Faculty Salary & Benefits Summary **2025-26**



**Minimum
Starting Salary**
Incremental Point 1
424,000 RMB
Annual Gross Income

**Maximum
Starting Salary**
Incremental Point 8
509,000 RMB
Annual Gross Income

**Maximum Salary
on Scale**
653,000 RMB
Annual Gross Income





Relocation and Visa

Shipping Allowances

Single Employee: 7,500 RMB
Couple: 10,000 RMB
Family with Children: 20,000 RMB

Relocation Flight

At contract start and end, Economy flight tickets for employee and dependents between Designated Point of Recruitment and Nanjing.

One-time Settling-in Allowance

5,000 RMB per household upon arrival to Nanjing.

Visa/Work Permit

NIS reimburses initial visa, medical-related fees/costs incurred for entry to China, and other immigration related benefits claims against receipts. NIS maintains all residence and re-entry documentation for China on behalf of the employee at its own cost.

Housing and Home Leave Allowance

Annual Housing Allowance

Single Employee: 95,000 RMB
Couple/Single Employee with Child: 105,000 RMB
Family of 3: RMB 135,000 RMB
Family with 2 or more Children: 156,000 RMB

Home Leave Allowance

18,750 RMB per adult,
14,063 RMB per child,
and 1,875 per infant.





Professional Development, Insurance, Wellness, Tuition, and Leave

Professional Development (PD) Allowance	Up to 14,000 RMB over two years.
Medical Insurance	Prosper International Health Insurance with global coverage (limited in USA). Premiums and deductibles fully covered by the school.
Wellness	Annual comprehensive check-up is included in insurance plan at provider of your choice. Access to school Fitness Room, Pools, and sports facilities.
Tuition for Faculty Children	Fully covered by NIS Scholarship.
Vacation	All school holidays.
PD Leave	Based on actual PD approved.
Sick Leave	Up to 10 days per school year.
Personal Leave	Up to 2 days per school year.
Maternity and Paternity Leave	Maternity: 158 days in line with national and provincial regulations. Paternity: 15 days in line with national and provincial regulations.
Bereavement Leave (Spouse, Parent, Sibling, Child, Parent-in-Law)	At discretion of School Director, as necessary with up to 10 days per bereavement, on full pay.





2025-26 Salary Scale

Incremental Point | **Annual Gross Salary (RMB)**

1	424,000
2	436,000
3	448,000
4	460,000
5	472,000
6	485,000
7	497,000
8	509,000
9	522,000
10	534,000
11	547,000
12	560,000
13	573,000
14	585,000
15	598,000
16	628,000
17	641,000
18	653,000

Responsibility Allowance | **Annual Gross Responsibility Allowance (RMB)**

A	105,000
B	65,000
C	51,000
D	32,000

