



FACULTY SALARY & BENEFITS SUMMARY 2025-2026

MINIMUM STARTING SALARY

STEP 2

Without Masters Degree

¥435,500
schedule gross salary

¥43,550
retirement 10%

¥479,050
total annual gross income

-¥50,667
income tax*

¥428,383
total annual net salary

MAXIMUM STARTING SALARY

STEP 8

With Masters Degree

¥518,700
schedule gross salary

¥53,670
retirement 10%

¥572,370
Sub total gross income

¥18,000
master's stipend

¥590,370
total annual gross income

-¥77,920
income tax*

¥512,450
total annual net salary

MAXIMUM SALARY ON SCHEDULE

STEP 25

With Masters Degree

¥761,800
schedule gross salary

¥77,980
retirement 10%

¥839,780
Sub total gross income

¥18,000
master's stipend

¥857,780
total annual gross income

-¥146,728
income tax*

¥711,052
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)

Degree Stipend	Master: ¥18,000 Doctorate: ¥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 st for adjustment for the school year.
Responsibility Stipend	Head of Department: ¥36,000 per year	For leadership and coordination roles - this may include release time and require reporting early in the school year.
Coaching Stipend	Varsity Coach (Head): ¥18,300/season Junior Varsity Coach (Head): ¥15,800/season Assistant HS Coach: ¥14,000/season MS Coordinator Coach: ¥3,500/season MS Coach (Head): ¥7,100/season MS Coach (Assistant): ¥5,700/season	
After School Activities (ASA) Stipend	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)

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

Housing Allowance (per month)	Single Contract per month: ¥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.
	Couple Contract per month: ¥21,000	
	Allowance per child per month: ¥1,500 (up to 2 children)	
Home Leave Flight Allowance	¥12,000/person per year	Up to 2 children.



MOBILIZATION, SHIPPING AND VISA

Start of Contract Mobilization	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
Airfare with Compassionate Leave	Airfare of gross ¥12,000	For the faculty member
Inbound Shipping allowances	Single contract: ¥22,000 (+ ¥7,000 if there is a non-working spouse) Couple contract: ¥44,000 + Per child: ¥7,000 (max 2 children) Shipping allowance within China is ¥10,000 for a family	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.
Visa/Work Permit	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

Professional Development (PD) Allowance	Faculty & Staff can apply for funding beyond the Personal PD Allowance (inclusive), up to maximum of ¥12,000 per application.	
Wellness	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.
Medical/Dental/Evacuation Insurance	Worldwide cover and premiums fully covered by the school.	Includes eligible dependent children enrolled full time up to age 18 or in Grade 12.
Term Life Insurance	30 times the monthly base salary - max ¥1,500,000	
Accidental Death and Dismemberment Insurance (AD&D)	30 times the monthly base salary - max ¥3,000,000	
WAB Scholarship	Contingent on meeting WAB's Admissions Policy requirements.	Up to 2 children.
Personal Leave	2 days per school year.	
Sick Leave/Sick Leave Bank	10 days per school year. Staff will be deducted 1 sick day to contribute to the teachers sick bank for critical illnesses.	
Compassionate Leave	Spouse or Child: 20 working days Parent or Sibling: 5 working days + 5 days for overseas travel Grandparent or parent-in-law: 5 working days	WAB will provide an economy class return airfare of gross ¥12,000 to the faculty member for every 5 years of employment.
Emergency Leave	Based on the discretion of the section principal.	
PD Leave	Based on actual PD approved.	
Maternity and Paternity Leave Including Adoption	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	Salary 2025-26 (Gross)	Annual 2025-26	Bonus 2025-26
Teacher	25	¥ 761,800	¥ 703,200	¥ 58,600
Teacher	24	¥ 747,500	¥ 690,000	¥ 57,500
Teacher	23	¥ 733,200	¥ 676,800	¥ 56,400
Teacher	22	¥ 718,900	¥ 663,600	¥ 55,300
Teacher	21	¥ 704,600	¥ 650,400	¥ 54,200
Teacher	20	¥ 690,300	¥ 637,200	¥ 53,100
Teacher	19	¥ 676,000	¥ 624,000	¥ 52,000
Teacher	18	¥ 661,700	¥ 610,800	¥ 50,900
Teacher	17	¥ 647,400	¥ 597,600	¥ 49,800
Teacher	16	¥ 633,100	¥ 584,400	¥ 48,700
Teacher	15	¥ 618,800	¥ 571,200	¥ 47,600
Teacher	14	¥ 604,500	¥ 558,000	¥ 46,500
Teacher	13	¥ 590,200	¥ 544,800	¥ 45,400
Teacher	12	¥ 575,900	¥ 531,600	¥ 44,300
Teacher	11	¥ 561,600	¥ 518,400	¥ 43,200
Teacher	10	¥ 547,300	¥ 505,200	¥ 42,100
Teacher	9	¥ 533,000	¥ 492,000	¥ 41,000
Teacher	8	¥ 518,700	¥ 478,800	¥ 39,900
Teacher	7	¥ 504,400	¥ 465,600	¥ 38,800
Teacher	6	¥ 490,100	¥ 452,400	¥ 37,700
Teacher	5	¥ 475,800	¥ 439,200	¥ 36,600
Teacher	4	¥ 461,500	¥ 426,000	¥ 35,500
Teacher	3	¥ 448,500	¥ 414,000	¥ 34,500
Teacher	2	¥ 435,500	¥ 402,000	¥ 33,500
Teacher	1	¥ 422,500	¥ 390,000	¥ 32,500