An Inclusive Learning Community

# NIS Faculty Salary & Benefits Summary 2027-28



**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

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## Relocation and Visa

| | |
|---|---|
| Shipping Allowances | Single Employee: 7,500 RMB<br>Couple: 10,000 RMB<br>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<br>Couple/Single Employee with Child: 105,000 RMB<br>Family of 3: RMB 135,000 RMB<br>Family with 2 or more Children: 156,000 RMB |
| Home Leave Allowance | 18,750 RMB per adult,<br>14,063 RMB per child,<br>and 1,875 per infant. |

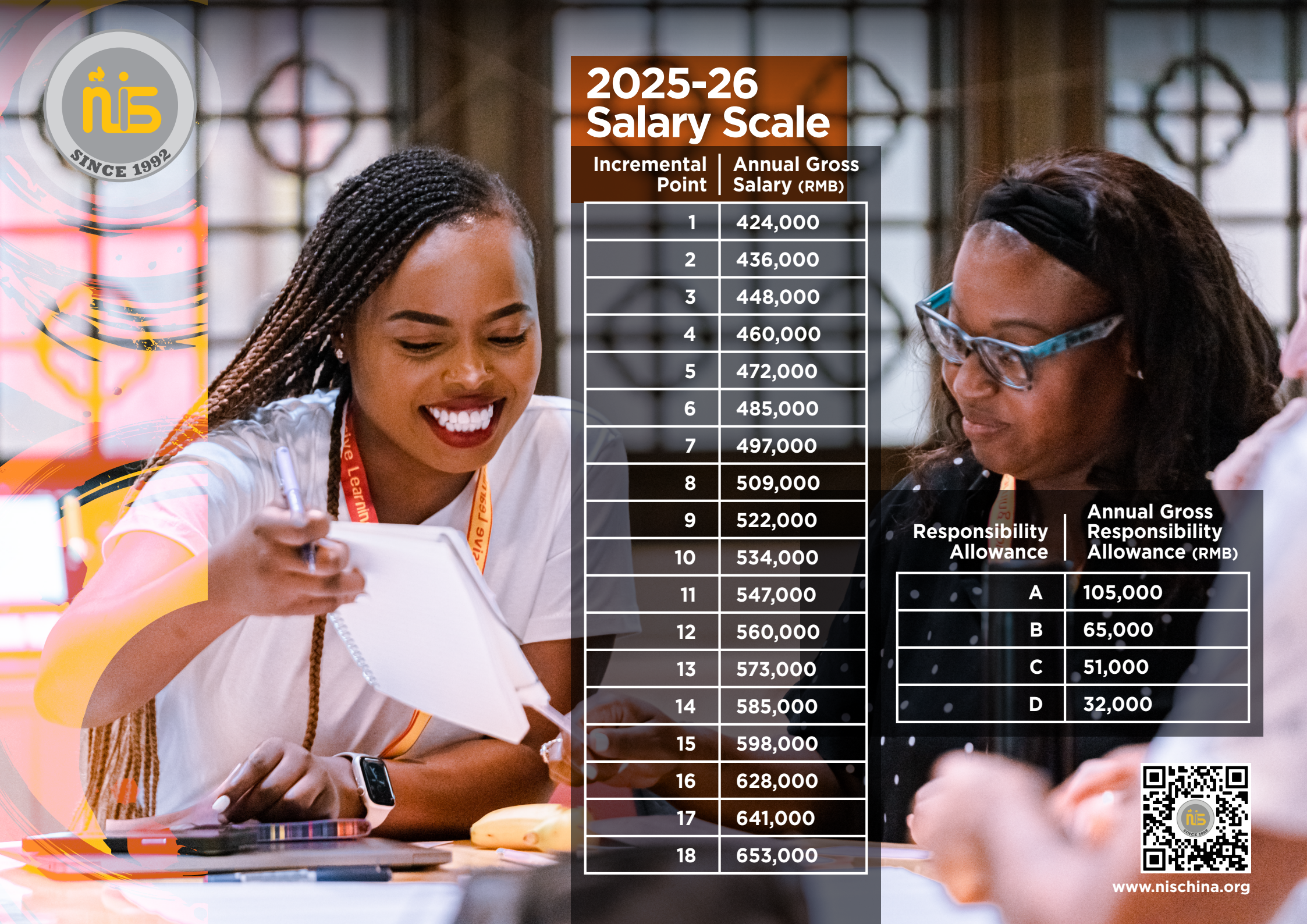
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# Professional Development, Insurance, Wellness, Tuition, and Leave

| | |
|---|---|
| **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.<br><br>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. |

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# 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 |

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