



北京市中芯学校 Beijing SMIC Private School

中国北京经济技术开发区凉水河二街 9 号 邮编 100176

No.9 Liang Shui He 2nd Street, Beijing Economic-Technological Development Area, Beijing 100176, China
Web: www.bjsmicschool.com **Tel:** (+86 10) 6785 3030 **Fax:** (+86 10) 5802 6784

Major Benefits for Overseas Expatriate Faculty (2017-2018)

Faculty Salary and Benefits 2017-2018		
Requirements	Starting Salary (RMB)	
Teachers with Bachelor's Degree, Certification + Experience	18,000+/month before tax, based on experiences (tax is about 13-18% of gross salary) ¹	Two years contract on a renewable basis
Teacher with Master's Degree, Certification + Experience	20,000+/month before tax, based on experiences (tax is about 17-20% of gross salary) ¹	
Administrator with Master's Degree, State Certification + Experience	22,000+/month before tax, based on experiences (tax is about 18-23% of gross salary) ¹	
Stipend		
Responsibility Stipend (Duty Allowance)	10,800-18,000 RMB/ year	For leadership and coordination roles, including Homeroom teacher. Leadership roles may require reporting early in the school year. Please note that the DA will only be paid during the 9 months when the school is in session.
Coaching Stipend	2,000 RMB per semester	As practices are scheduled during the school day and considered part of teaching load, this bonus is for after school games.
After School Class (ASCET) Stipend	150 RMB/hour	After school classes are usually scheduled within teachers workday and allow students to sponsor clubs or teach electives like crafting, Ultimate Frisbee, Chess, and Photography
Allowances, Bonuses, and Raises		
Relocation Allowance	1,000 USD/single, 2,000 USD/family	One-time only per employment
Flight Reimbursement	One round trip ticket for employee and each family member	One-time only per family
Home Visit Travel Allowance	Additional 12,000 RMB/year travel	Paid 1,000 RMB monthly
Performance Bonus	50-120% of monthly salary	Only offer to return teacher after one performance based bonus
Annual Raise	Yearly raises for all employees (around 10% in July)	Based on overall company profit and performance evaluations

- Tax Benefit: Please note that you are liable to pay Personal Income Tax based on your taxable income in China. Moreover, you may be eligible to claim the following tax benefits:
 - Your Personal Income Tax may be totally exempt provided that both following conditions are met:
 - You are from the countries which have tax treaties in place with China;
 - And you are a qualified non-residential tax payer and met with all eligibility requirements from the local tax bureau. SMIC School Finance/ HR Department may help you to deal with the application;
 - If you are not eligible for the above, but are able to submit legal receipts for local purchases, a certain portion of your salary may be tax free SMIC School will help teachers to apply for these tax deductions.
- Global insurance, subsidized housing when available, and tuition discounts are provided. Insurance Premiums, LQ rent, remaining tuition and fees, and taxes are automatically deducted from each paycheck. Employees' health insurance premium contributions, rent, and utilities are approximately 2,500-3,500RMB/month for a single; 3,500-5,500RMB/month for a family.



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Professional Development, Insurance, Children's Tuition Fees, Leave Benefits

Paid Holidays	5-6 days each year for national holidays and 1 day for Christmas Summer break: July 1- Mid August Winter break: 28 calendar days for Chinese New Years	Offered to all full time staff
Professional Development	Free in-service training offered periodically by publishers or special trainers	Offered to all staff or specific departments during school day or on in-service days.
Professional Development(PD Allowance)	Up to 100% reimbursement for professional development or AP, Singapore Math, or other curricular trainings	Must be approved by Principal, may include travel and housing expenses.
Professional Development Tuition Reimbursement	Up to 60% tuition reimbursement for staff completing additional certification, masters or doctorate degrees	Must have worked at SMIC at least 1 year with good performance evaluations
Medical/Dental/Evacuation Insurance	Worldwide coverage up to 8,000,000RMB, 100% direct billing at many Beijing hospitals	Includes spouse, children, and parents (parents not covered in N. America) About 90% of premium paid by the school
Long Term Disability Insurance	Insured for 1,300-2,200 USD/month	Employee pays 9-15 USD/month, company pays matching amount
Term Life/AD&D Insurance	Insured for 80,000-160,000 USD	Company pays for all employees
Children's SMIC School Tuition Fee Subsidy	Contingent on meeting SMIC Admissions policy requirements	70% tuition discount(parents still need to pay full rate for children's lunch, books, and activity fees)
Personal Leave	5 days per school year	Unused days can be cashed
Marriage Leave	10 calendar days	
Bereavement Leave	1-3 calendar days	Depending on relationship
Emergency Leave	No limit	To attend to emergencies in the family; under extreme circumstances and at the Head of School's discretion, unpaid
Maternity Leave	98 consecutive calendar days	Up to two children
Paternity Leave	15 consecutive calendar days	Up to two children
Child Adoption Leave	25 consecutive calendar days	For all mothers from 1st year of employment