SCIE Foreign Contract Teachers Salary Scale 2026-2027

To reach the entry point on the teachers' salary scale (Level 20) it is assumed that the teacher has:

- A degree in their area of expertise
- A teaching qualification (PGCE or equivalent)
- 2 years of teaching experience

Teachers who do not meet these requirements will need to discuss their starting salary based on what experience and qualifications they have.

For teachers with more than 2 years of experience, their starting level goes up as follows:

2 to 3 years of experience = Level 20
4 to 5 years of experience = Level 21
6 to 7 years of experience = Level 22
8 to 9 years of experience = Level 23
10 to 11 years of experience = Level 24
12 years of experience (or more) = Level 25 (the highest starting point)

This experience must be either at AL, IGCSE or an equivalent level, e.g. IB, AP.

Level	**RMB/Month (gross)**	
	2026-2027	
20	34500	
21	35300	
22	36200	
23	37000	
24	37800	
25	38600	Maximum Entry Point
26	39300	
27	40400	Maximum Entry Point for Heads of Faculty and SLT
28	41500	
29	42700	
30	43900	
31	45000	
32	46100	
33	47200	Maximum Salary

Level Progression and Gratuity:

Typically, after joining SCIE, teachers progress one level each contract year.

A gratuity equivalent to two months' salary, subject to tax, including responsibility allowances, is payable at the end of the 2-year contract. Monthly responsibility allowance, subject to tax, is included in the calculation of the gratuity. If the position has been held for less than one year at the end of the contract, then a proportion of the allowance will be awarded on a pro rata basis.

Point progression and the Payment of the gratuity is contingent upon receiving a satisfactory rating or better in all appraisal standards without violation of school regulations and achieving attendance records of over 80% in the previous academic year.

Responsibility Allowances:

Head of Faculty	11 000 RMB/month
Head of Year	8 000 RMB/month
Head of Subject	5 000 RMB/month or 5 500 RMB/month if line manage≥6 staff
Form Tutor	2 500 RMB/month
Teacher Mentor	2 500 RMB/month
Head of House	2 500 RMB/month

Accommodation:
Furnished apartment provided.

Notes:The college reserves the final interpretation right.