

## SCIE Foreign Contract Teachers Salary Scale 2021-2022

**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, MEd or equivalent)
- 2 years teaching experience

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

In addition, the starting salary is increased as follows

- 2 years teaching experience = +1 level

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

**The highest entry point on the scale is Level 25.**

Level	RMB/month (gross)	
	<b>2021-2022</b>	
<b>20</b>	29700	
<b>21</b>	30500	
<b>22</b>	31400	
<b>23</b>	32200	
<b>24</b>	33000	
<b>25</b>	33800	Maximum Entry Point
<b>26</b>	34900	
<b>27</b>	35900	Maximum Entry Point for Heads of Faculty and SLT
<b>28</b>	36900	
<b>29</b>	37900	
<b>30</b>	39000	
<b>31</b>	40000	
<b>32</b>	41000	
<b>33</b>	42000	Maximum Salary

After joining SCIE, teachers progress one point each contract year subject to receiving a satisfactory rating in all appraisal standards.

**Responsibility Allowances:**

Head of Faculty/Level/Residential	8 000 RMB/month
Head of Subject	5 000 RMB/month
Head of Year	5 000 RMB/month
Deputy Head of Residential	5 000 RMB/month
Head of IA	4 500 RMB/month
Head of House	2 000 RMB/month
Form Tutor	1 200 RMB/month

**Accommodation:**

Furnished apartment provided.

**Gratuity:**

A gratuity equivalent to two months salary, subject to tax, including responsibility allowances, is payable at the end of the 2-year contract. Payment of the gratuity is contingent upon receiving a satisfactory rating or better in all appraisal standards.

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.