

XLIS EXPATRIATE STAFF SALARY & BENEFITS SUMMARY

SALARY SCALE

Monthly Gross Salary	¥ 28,000 -- ¥ 42,000	All salaries are paid in the local RMB (¥) currency.
Salary changes will be recalculated at each contract renewal.		

ALLOWANCE (Reimbursed)

Shipping Allowance	Candidates hired outside of Xi'an : ¥5,000	1st half for arrival; 2nd half for leave
Flight Allowance	Single package per school year: ¥8,000 from within Asia ¥12,000 from outside Asia	Each family member may not exceed half of the total budget.
	Family package per school year: ¥16,000 from within Asia ¥24,000 from outside Asia	
Overseas Visa	¥5,000 per family	Reimbursed against original receipts for expenses directly incurred to obtain the necessary incoming Chinese work visa e.g. criminal clearance, medical check and authentication of documents (degree, birth and marriage certificates). Travel or hotel costs cannot be reimbursed.
Residence Permit	Max ¥1,000 per family member per year	Subsequent work visa renewal will be processed and paid by the school throughout the term of employment.

HOUSING (Gross)

Housing Allowance (per month)	Single package per month: ¥4,000	Any unused part of the housing allowance will not be paid out. School covers Apartment Renting Agent Fee for first time.
	Family package per month: ¥5,000	
	Family package with 4 or more members per month: ¥5,500	

PD, WELLNESS, INSURANCE, CHILDREN'S TUITION, LEAVE BENEFITS

Training Allowance	¥5,000 per year	Reimbursement for up to two years of combined budgets within current contract period.
Wellness	Breakfast or lunch up to ¥40 on every working day	
	A free health check up at the medical check-up organization in Xi'an at each contract renewal	
	Access to the school swimming pool, gym and sports facilities at designated times	
	Birthday benefits and Baby shower gifts	
Medical Insurance	Worldwide emergency treatment, and Worldwide insurance (not including USA) from the insurance company in cooperation	Includes eligible spouse and dependent children who live in Xi'an up to age 18.
Kids Tuition Free	Free of tuition for children who satisfy the admission requirements	
Personal Leave	3 days per school year	
Sick Leave	6 days per school year	Staff can optionally choose to be deducted 1 sick day to contribute to the teachers sick bank for critical illnesses.
Training Leave	3 days per school year	Based on actual PD approved
Bereavement Leave	7 days for the death of an immediate family member	Extra 7 days' international travel leave will be granted when the travel takes place.
	3 days for the death of a close family member	
Maternity and Paternity Leave	168 calendar days for the mother (including 10 days pre-conception check-up leave), while 15 calendar days will be given for the father.	

BONUS (Gross)

Contract Finish Gratuity	Completion of 1 year contract: 1/2 month's basic salary
	Completion of a 2 year contract: 1 month's basic salary
Contract Renewal Gratuity	Renewal for 1 year: ¥1,0000
	Renewal for 2 years and above: ¥30,000
	Renewal for 2 years and above (having worked at XLIS for 4 years and completed two contracts): ¥35,000

STIPENDS (Gross)

Responsibility Stipend	Primary Primary Lead Teacher: ¥2,000/month	
	Secondary CAS Coordinator: ¥2,000/month Service As Action Coordinator: ¥2,000/month Secondary Academic Subject Leader: ¥2,000/month	
	Whole School Athletics Coordinator: ¥2,000/month Performing Arts Coordinator: ¥2,000/month Coach: ¥5,000/season Assistant Coach: ¥2,500/season	
	Teacher: ¥5,000/semester	Children of ECA Teacher or TA benefit from free ECA learning opportunities
Teaching Assistant: ¥1,500/semester		
Extra-curricular Activities (ECA) Stipend		

Notes: Please refer to the contract and school policies for more detailed information.