



## Contract Highlights

Base pay	20K to 28K yuan (dependent on lead teaching hours)
Move-in stipend	10,000 yuan (with first month's pay)
Leave	21 personal days, 11 government holidays, 1 religious day
Insurance	Public and private health insurance, generous sick leave
Visa fees	Repayment of notarization, authentication and consular fees
Overtime	250 yuan per lead teaching hour
Retention incentive	6,000 yuan every 12 months; 10,000 yuan bonus in year two
Tuition remission	Full tuition remission for children of foreign staff
Training	2 weeks of paid training
Referrals	10,000 yuan bonus per referred teacher
Fringe benefits	Chinese courses, maternity/paternity and marriage leave

## Compensation

Lead teaching hours	<b>17.5 / 20.5 / 22.5</b> hours per week
Base pay	8,200 / 12,200 / 16,200 yuan
Local minimum wage	1,800 yuan
Housing	5,000 yuan
Performance bonus	5,000 yuan (max)
<b>Total</b>	<b>20,000 / 24,000 / 28,000 yuan</b>

## Classroom Overview

Student-teacher ratio	No more than six students per academic staff member
Classroom staff	Lead teacher, co-teacher and caregiver
Multidisciplinary classes	Sciences, Psychology, Languages, Arts, Safety & Health
Student population	Ages 2 through 6
Prepared environment	Books, student materials, circle area, monthly purchase budget

## Typical Day (sample)

8:30 a.m. - 9:00 a.m.	Prep time
9:00 a.m. - 11:30 a.m.	Class time (circle time, bathroom break, recess, snack, etc.)
11:30 a.m. - 12:00 p.m.	Student lunchtime
12:00 p.m.- 1:00 p.m.	Break
1:00 p.m. - 2:30 p.m.	Prep and/or meeting time
2:30 p.m. - 3:30 p.m.	Class time
3:30 p.m.- 5:00 p.m.	Variable, dependent upon contracted lead teaching hours

## Support Network

Academic Coordinators	Training, curriculum development, lesson planning, etc.
HR Staff Advisors	Hospital visit assistance, bank set-up, apartment searches, etc.
Bilingual management	Guidance, support and understanding
Diverse staff	Collaborative environment on a daily basis