

XIAMEN INTERNATIONAL SCHOOL

Compensation at a Glance

	BA + 4 Years	MA + 8 Years
Annual Base Salary	\$41,000	\$50,000
Housing Allowance*	Up to \$12,000/year	Up to \$12,000/year
School Retirement Contribution**	Up to \$4,100/year	Up to \$5,000/year
Annual Airfare	\$2,100	\$2,100
Moving Allowance	\$1,500	\$1,500
Health Insurance	Fully Paid	Fully Paid
Tuition for Children	Free – up to 2 children	Free – up to 2 children

* Housing allowance varies according to family and teaching-couple status.

** Retirement contribution depends on year of service.

Salary

Salaries are stated in **U.S. Dollars**

Qualification & Experience	Annual Salary
BA + 4 years of experience	\$41,000 USD
MA + 8 years of experience	\$50,000 USD

Salaries are **pre-tax** and exclude the value of benefits and any variable bonuses.

Additional stipends may be available for teachers who assume **leadership or coaching responsibilities**.

Housing

Family Situation	Monthly Allowance
Individual teacher	\$1,000
Teaching couple	\$1,300
Teaching couple with child/children	\$1,350
Family with one teaching spouse	\$1,150

Relocation & Travel

Moving Allowance: \$1,500 in the entrance year and \$1,500 in the exit year.

Annual Airfare: \$2,100 cash annually, plus **\$1,200 per dependent for up to two dependents.**

Retirement

Year of Service	School Contribution
Year 1	4%
Year 2	6%
Year 3+	10%

Contributions are based on annual base salary and increase according to the school's salary matrix.

Bonuses

Longevity Bonus

- **Year 3:** \$3,600
- **Year 4 and thereafter:** \$4,200 annually

Contract Renewal Bonus

Additional **\$1,200** when renewing for a 2-year contract following the initial contract.

Health & Insurance

Health Insurance

Fully paid by Xiamen International School

- Comprehensive coverage
- Worldwide coverage, excluding the U.S. and Canada
- Emergency evacuation
- \$100 deductible

U.S. and Canada coverage is excluded - emergency situations only (check with insurance).

Insurance Benefit	Coverage
Health Insurance	Fully Paid
Life Insurance	No
Dental Insurance	No
Long-Term Disability	No

Leave Benefits

- **8 sick days**
- **2 personal leave days**
- **Bereavement leave provided**

Education Benefits

Free tuition for up to two children in a teaching-couple family.

Taxation – all benefits are taxed

Estimated tax deduction: **15–20%**

The tax is **not paid by the school**.

Actual taxation and take-home pay should be confirmed with the school and/or appropriate tax authority.

XIAMEN INTERNATIONAL SCHOOL

A Comprehensive International Educator Compensation Package

Base Salary • Housing • Airfare • Retirement • Health Insurance • Tuition • Longevity Bonuses • Relocation Support

Important Note

The figures presented are a summary of the reported compensation and benefits package. All salary, allowances, bonuses, retirement contributions, insurance provisions, tuition benefits, taxation, and eligibility requirements should be **confirmed in writing by Xiamen International School before accepting an employment contract**.

Package values may vary according to individual qualifications, family status, years of service, and contract terms.