



Salary Steps and Considerations Keystone Academy

Teaching Staff Salary and Benefits, Keystone Academy 2018-2019

Our school understands that the quality, commitment, sense of purpose and sheer enjoyment of its teachers is one of its most important assets. We strive to recruit and retain teachers who embody these qualities below, as listed in our mission:

Our teachers are passionate about learning, rigorous in their standards, and inspirational in their methods. They are respectful listeners, attentive caregivers, interrogative thinkers, compassionate mentors, and world-minded citizens.

We expect all our teachers to embrace the distinctive mission of our school, and to practice and follow through its implications in their professional lives. We want them to thrive, and to ensure that all our students thrive in their care and tutelage.

To this end, the philosophy underlying our compensation model is to reward our teachers well through our base salary scale of 40 steps, and also to pay attention; both quantitatively and qualitatively, to assessed stipends and allowances. In the “quantitative” category, we place the further academic qualifications of Masters and Doctoral degrees, residential living in boarding houses and dorms, responsibility positions such as Department Leader and Dorm Head at Keystone Academy. In the “qualitative” category, we offer an additional allowance to all teachers who earn the appellation of “Leading Teacher”.

The Dean of Faculty and the Director of Human Resources determine where teachers enter. It should be noted that the base salary scale is net of Chinese tax.

NET ANNUAL REMUNERATION IN CHINESE RMB AFTER CHINESE INDIVIDUAL INCOME TAX. PLES AE NOTE THAT THE EMPLOYEE’S MANDATORY INDIVIDUAL CONTRIBUTION TO CHINA SOCIAL INSURNACE WILL BE DEDUCTED MONTHLY.

RMB		RMB	
Step	Net Salary	Step	Net Salary
1	285000	21	387000
2	290000	22	392000
3	295000	23	396000



4	300000	24	401000
5	305000	25	406000
6	310000	26	411000
7	316000	27	416000
8	321000	28	421000
9	327000	29	426000
10	332000	30	431000
11	338000	31	437000
12	343000	32	442000
13	349000	33	448000
14	354000	34	454000
15	359000	35	459000
16	364000	36	464000
17	369000	37	470000
18	374000	38	475000
19	378000	39	481000
20	383000	40	487000

Allowances and Stipends in RMB per annum (after Chinese individual income tax).
These do not alter the base salary, which is the step on the scale.

Masters Degree 15,000

Doctoral Degree 25,000
(Masters allowance falls away)

Boarding House/Dorm parent 30,000

Administrative responsibility 30,000
(Department Leader, Subject Head, Grade Leader, Dorm Head, etc.)

Leading Teacher, for the duration of this status 30,000