



# Western Academy of Beijing 2015-2016 Teacher Compensation

Criteria	Step	Net-of-Tax Compensation	
		Annual Net Salary (RMB)	Guaranteed Annual Bonus (RMB)
After 16 years full-time teaching	16	404,308	33,692
After 15 years full-time teaching	15	396,000	33,000
After 14 years full-time teaching	14	387,692	32,308
After 13 years full-time teaching	13	379,385	31,615
After 12 years full-time teaching	12	371,077	30,923
After 11 years full-time teaching	11	362,769	30,231
After 10 years full-time teaching	10	354,462	29,538
After 9 years full-time teaching	9	346,154	28,846
<b>After 8 years full-time teaching</b>	<b>*8</b>	<b>337,846</b>	<b>28,154</b>
After 7 years full-time teaching	7	329,538	27,462
After 6 years full-time teaching	6	321,231	26,769
After 5 years full-time teaching	5	312,923	26,077
After 4 years full-time teaching	4	304,615	25,385
After 3 years full-time teaching	3	296,308	24,692
After 2 years full-time teaching	2	288,000	24,000
Fewer than 2 years full-time teaching	1	269,538	22,462

## Step Guidelines

- New teachers joining WAB will be placed on a step in line with their full-time teaching experience.
- Teachers who are in their first year of teaching will enter and remain at Step 1 for their first two years.
- The \*maximum entry for new teachers is Step 8, including teachers with 9 years of experience or more.
- When the employment is renewed, each teacher (0.8 FTE or more) will advance a step in the following school year.
- When the employment is renewed, teacher (FTE less than 0.8 but more than 0.5) will progress two steps within three school years in the second and third school year.
- When the employment is renewed, teacher (0.5 FTE or less) will process one step each two school years.
- The "Daily Rate" according to the Chinese government guidelines is = (Annual Net Salary ÷ 12) ÷ 21.75