

PTCNET SURVEY RESULTS - 2018

Topic: Salary Scale and Benefits	Date conducted: 12-12-17
Number of responses: 7	Submitted by: Nevine Refaat

What is the annual percentage you offer for retirement?

- 8.33% (one month's salary) paid directly to teacher to use toward a retirement plan of their choosing (technically, they can use it however they want but we suggest they use it toward retirement)
- 8 percent
- We offer one month's salary as a gratuity at the end of a 2-year contract, but it is up to the teacher what they do with it.
- By Indian law, we are required to contribute 12.5% of our salary to the Provident Fund (an Indian equivalent to Social Security). AISC matches that. So the school's contribution is 12.5% of our salary.
- 10% + 1% per year to max of 15%
- We offer 7% initially, then a further 3% matched. So the maximum the school will pay is 10% with the staff member paying a further 3%.
- retirement percentage is for local teachers following the government low

How much do you offer for housing allowance?

- We provide housing so do not give allowances.
- It is valued locally at \$1200-1500/month
- \$530/month
- Our housing allowance does not really cover the cost of a reasonable apartment in Shanghai as rents have increased hugely in the past few years. Our single teachers take 4500 RMB (approx USD 680), married teachers take 6000 RMB (approx USD 910) and teaching couples have 7000 RMB (USD 1060)
- The school provides everyone with housing, including rent and all utilities (electricity, water, sewer, trash, high-speed internet, and phone) upon arrival. If people wish to move, they may explore alternatives and the school provides moving assistance (movers/truck/boxes) free of charge one time. The budget is about \$1200/month, which affords us really nice houses. My wife, baby, and I live in a huge, 5-bedroom, 4-bathroom house 2 blocks from the beach! The school also takes care of ANY "maintenance" issues, from smoke detectors to ants or even hanging art on the walls.
- We provide housing
- We provide apartments for staff with all utilities paid. There are 3 standard sizes; single, couple and family. The increase is therefore irrelevant.
- up to 400USD

What is the yearly increase percentage of amount?

- Each year of experience gets 2% plus we try to add 1-3 percentage points on top of that, although this year it was just the step increase (2% only)
- Salaries are adjusted based on the annual inflation rate.
- Our salaries have increased biannually as each contract is for 2 years. There has been no mid-contract increase. The increase has been around 7% but is announced as an amount. We have a salary scale and so the scale changes.
- Our annual increase is subject to annual approval but has been 5% per year for the past several years. We also have bonuses in the fall and spring, which amount to \$3000 in the fall and 6.5% of salary in the spring.
- About 2.3% per step.
- 5%
- about 5%

Do you have a step limit in your salary scale for number of years of experience? (example: even if a teacher has 13 years of experience, the limit is fixed at 10 years)?

- No
- Our limit is fixed at 5 years.
- Yes, there is a maximum. Our older colleagues are at the top of the scale and so cannot move up. However, the scale changes (see above) so there is an increase every 2 years.
- I think ours stops at 20 years. We have only been a school for 22 years, so there are only 2 teachers who are beyond that limit...with 3 other original hires who retired in the past 2 years.
- 13 years.
- For new staff we have 14 grades based on years of prior experience (minimum 2), and then 12 steps based on years at AAS. It is an automatic annual step increase unless there are big issues
- 12 years