

Appendix D

Blended Salary Scale



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BLENDED SALARY SCALE

2011-12 Pay Scale and Benefit Information

Concord Colleges of Sino-Canada and International Schools

| Category | Qualifications | Years of Experience | 1 st year in China (Annual Salary) | 2 nd year returning staff bonus (split over 12 months) | 3 rd year returning staff bonus (split over 12 months) | 4 th year of returning staff | 5 th and subsequent years |
|-----------------|---|---------------------|---|---|---|---|--------------------------------------|
| A (see note) | Have a degree but not a teacher's license | 0 -5 years | \$19,800 | \$21,800 | \$29,900 | \$31,700 | \$32,700 |
| | | 6+ years | \$25,300 | \$27,300 | \$29,900 | \$31,700 | \$32,700 |
| B | Has a recognized teacher's license | 0 -5 years | \$25,300 | \$27,300 | \$34,900 | \$37,000 | \$38,000 |
| | | 6+ years | \$27,500 | \$29,500 | \$34,900 | \$37,000 | \$38,000 |
| C | Teacher's Assistant | 0 -5 years | \$12,000 | \$14,000 | \$17,800 | \$19,000 | +\$1000 |
| | | 6+ years | \$13,200 | \$15,200 | \$17,800 | \$19,000 | +\$1000 |

Note: All Category A – Art or Music teachers that do not have Teacher Certification but specialist degrees in Art or Music will receive the Category B pay scale.