

Teachers' Remuneration Package

Terms and conditions of an ESF International Kindergarten teacher for the 2018-19 school year are as follows:

A. Contract

Unless specified, the contract period is two years. A further contract may follow, if this is mutually agreed.

* Please note that the ESF mandatory retirement age is 60.

B. Professional Development

Teachers are required to attend Continuous Professional Development training outside of normal class contact time. Five days are assigned to this purpose.

C. Salary

Teaching Staff	A 15-point pay scale* ranges from HK\$475,080 to HK\$831,300 per year.
Vice Principal	A salary scale based on a minimum salary, mid-point salary and a maximum salary for the role is in place.

* The current exchange rate (Nov 2018) is £1 = HK\$10

D. Benefits

The benefits package includes:

1. **Education Allowance:**

80% remission of the Foundation's school fees for up to two dependent children who attend primary and secondary school managed by ESF. Allowance provided is subjected to Double Benefits Rule.

2. **Cash Allowance (in lieu of housing allowance):**

Teacher: A cash allowance of HK\$8,050 per month.

Vice Principal: A cash allowance of HK\$12,650 per month.

Cash Allowance provided is subjected to the Double Benefits Rule.

3. **Medical/Dental Scheme:**

Teachers and their three dependants (in academic year 2019-2020 onwards) will be included in the Foundation's medical/dental scheme.

4. **Passages and Hotel:**

On first appointment, teachers who are recruited from outside of Hong Kong will be assisted with one-way economy air passages to Hong Kong for themselves and dependants (spouse and up to three dependant children) and 14 nights of hotel accommodation.

5. **Pension:**

Teachers will be enrolled in the statutory Mandatory Provident Fund (MPF) Scheme.

6. **Gratuity:**

A gratuity shall be an amount which is equivalent to 20% of the gross salary (excluding cash allowance) earned in that period relative to the contract.