

## Teacher Salary Scales – SESJ & SLS

The following is valid for new teachers and for renewals of contracts as of October 1<sup>st</sup>, 2007

	<b>Basic Monthly Salary</b>	<b>Contract Completion Payment</b>
<b>1st Yr SES Teachers</b>	250,000 Yen (255,000 TESOL / CELTA or equivalent qualified teachers)	65,000 Yen
<b>2<sup>nd</sup> Yr SES* Teachers</b>	as above +5,000 Yen + (one of the following):	
a) 6 months (i.e 18 months in total)	37,500	End of Contract bonus
b) 9 months (21 months in total)	56,250	“
c) 12 months (2 years in total)	75,000	“
<b>3<sup>rd</sup> Yr SES Teachers</b>	as above +3000 Yen + (one of the following):	
d) 6 months (i.e 18 months in total)	50,000	End of Contract bonus
e) 9 months (21 months in total)	75,000	“
f) 12 months (2 years in total)	100,000	“
<b>4<sup>th</sup> Yr</b>	as above +2000 Yen + bonuses as for 3 <sup>rd</sup> Yr SES	

(\*N.B. SES experience outside SES Japan is also recognised.)

### Monthly Increments

a) More than one year's good experience inside or outside of Japan before joining SES Japan (Post TESOL / CELTA or acceptable equivalent)

**= 5,000 Yen per month**

b) An MA in an EFL-related discipline, or an RSA Dip. or equivalent

**= 10,000 Yen per month**

c) A PGCE, or B.Ed (or MBA in the case of SLS)

**= 5,000 Yen per month**

(only one from b or c)

c) Senior Teachers

**= 5,000 per month + extra 60,000 end of contract bonus**

d) SLS Teachers (full-time teachers)

**= 15,000 per month**

### Bonus Calculations

Hourly rates for hours taught over 275 per quarter

*Bonus Hour Rate*            2,500 Yen (all teachers)

N.B. Both Contract Completion Payments and Quarterly Bonuses are *ex gratia* payments and are thus only payable in cases where teachers have fully abided by the terms and conditions of their contracts.