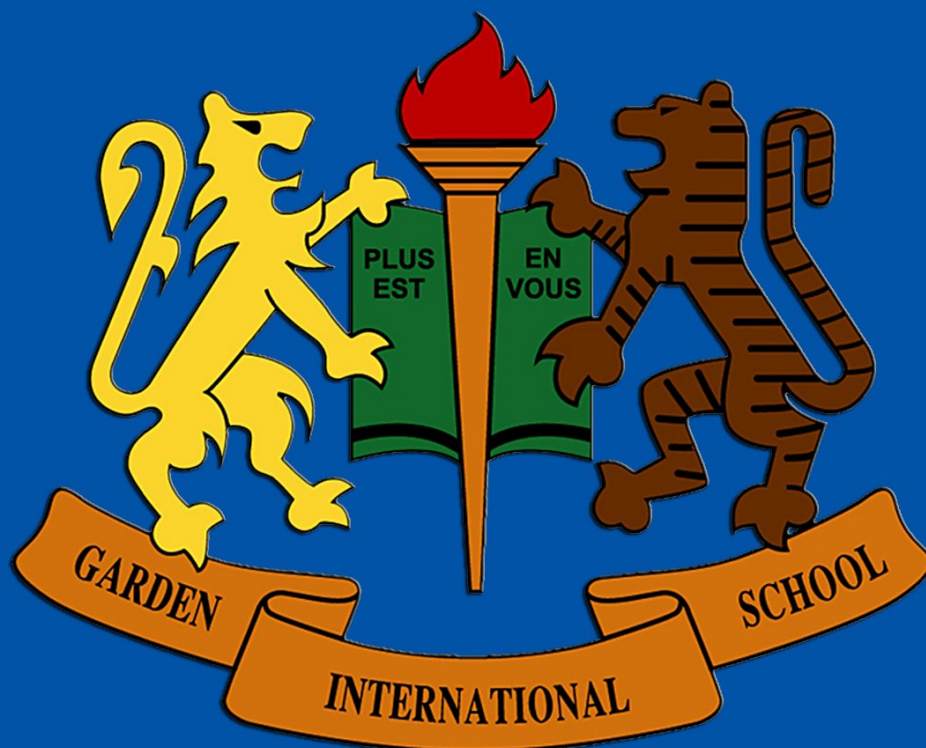


Garden International School

Eastern Seaboard, Ban Chang

Your choice. Their future. Our family.



THAILAND
SINCE 1994

Guidelines for Prospective New Staff 2017 - 2018

Garden International School is fully accredited by the Council of International Schools (CIS), the International Baccalaureate Organisation (IBO), Cambridge International Examinations (CIE) and the Thai Ministry of Education (ONESQA). We are affiliated to the International Schools Association of Thailand (ISAT) and the Department for Education in the United Kingdom. We are also a founder member of the Federation of British International Schools in Asia (FOBISIA).



Garden International School is a coeducational school of around 480 students, with classes from Early Years to Year 13. We have around 40 nationalities represented in our community and use an educational framework based on the English National curriculum, leading to IGCSE and the International Baccalaureate Diploma. The school has a wonderful sense of community and class sizes are generally small, with the students well behaved, engaged in their learning and supported by their families. Our IGCSE results are consistently well above UK averages, and our IB results last year were 100% pass, with an average of 34 points.

Many of our students have English as a second, or even third, language. We do however have a strong English Language Support (ELS) department and students are well supported to achieve required levels of proficiency.



Ban Chang is in Rayong Province, about 2 hours from Bangkok and 45 minutes from the bustling tourist hot-spot of Pattaya. Thailand is a vibrant and exciting country with rich cultural experiences, it is a beautiful part of the world with year-round sun and is a safe place to work overseas. The cost of living is very reasonable and teachers tend to avail themselves of high quality holiday experiences around the region.



Garden International School offers:

- An attractive salary.
- Health insurance and accident insurance.
- Annual bonus.
- Baggage allowance (for Overseas Hire contracts only).
- Flights (for Overseas Hire contracts only) at the start of the two-year contract and at the completion of the two-year contract. Flights are also provided for legal spouse and up to two dependent children.
- Two-year contract (renewable by mutual agreement).
- Tuition Fee remission for up to two dependent children.

Salary

Salaries are paid monthly; a fully-qualified teacher with no experience would begin on Point 1 of the salary scale, with each year of suitable experience meaning an increment of one step.

Point	Years of appropriate experience	Monthly base salary (baht)	
1	none	55,600	
2	1 to 3	77,400	Basic entry point
3	4 or 5	88,300	
4	6 or 7	99,200	
5	8 or 9	104,650	Maximum entry point
6	10 to 12	110,100	
7	13 to 15	115,550	
8	Over 15	119,910	

Note: Newly-appointed staff are limited to starting at Point 5 of the scale regardless of experience or qualifications.

Allowances

A significant number of leadership allowances exist at 5 levels – from A grade posts such as House Activities co-ordinator, which attracts 2000 Baht per month, right through to E grade posts such as Assistant Head or Assistant Principal which attract 12000 Baht per month. Positions do come up from time to time and are advertised to all relevant staff. Allowances are paid with the monthly salary and are subject to tax.

Tax Scheme

Tax levels in Thailand are low. In addition, there is an agreement between the governments of Thailand and Great Britain, Australia, USA, Singapore and Spain whereby the first 2 years working in Thailand is tax-free. If, however, someone works in to a third year then the tax for the first two years is collected. For this reason GIS taxes all staff for the first 2 years and if the teacher leaves Thailand after that, the collected tax is refunded – although an application with the Thai Tax Department can only be made from January of the following year and takes several months to process. As in many countries, tax arrangements can change from time to time and updated information will be provided when required.

Medical

The teacher, legal spouse and up to two legal dependents have medical insurance through Allianz Ayudhya Thailand. Some teachers pay an excess in premium to upgrade, which is done annually for the start of each calendar year. Group Personal Accident insurance is also provided at 48 times the basic monthly salary in case of death and 60,000 baht per claim, per disability. This has been arranged, at the request of staff, on top of the medical insurance and staff pay a compulsory annual premium, of around 800 baht, for this cover.

Baggage Allowance

For transport of personal effects from Thailand at the end of the final contract. Up to 25,000 baht is allowed for each teacher or up to 40,000 baht for a married couple with non-working spouse.

School Food

The canteen provides lunch from a full buffet, both Thai and Western food, with salad and fruit bars using a prepay card for staff. Children's food is covered by tuition fees, but for children of staff there is a subsidised charge (refer Tuition Fees for Dependent Children). There is also a café on-site where staff can purchase espresso, smoothies, snacks and so on.

Bonus

It is expected that all GIS teachers would receive a bonus at the end of each year – even for new staff who will be mid-contract – however it is not a guarantee. Satisfactory performance, progress against targets, meeting general professional standards and courtesies, as well as unsolicited contributions to wider activities and so on are expected.

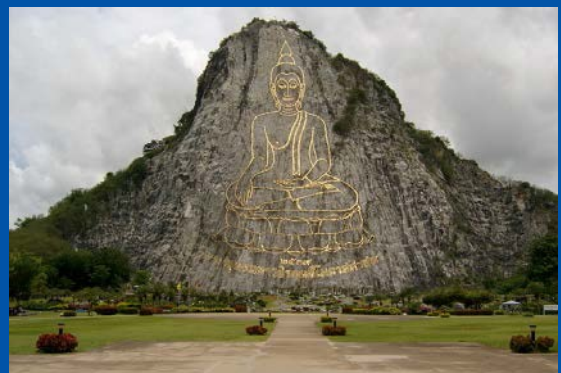
Tuition Fees for Dependent Children

These are waived for up to 2 dependent children, as are the Enrolment Fees. But other associated fees such as SEN, English Language Support, Examination Fees and the accident insurance levy (about 700 baht per annum) are the responsibility of the parents. The Application Fee is 2,000 baht, uniform will cost around 2,000 baht and the Resource and Lunch Fee due each term is 5,600 baht for Foundation, 6,850 for Primary and 8,000 for Secondary. (Lunch is provided free to students, as the costs are incorporated into the Tuition Fees, so for children of staff an 'at cost' rate is used).

LOCAL ATTRACTIONS

North of Pattaya city are Khao Kheo Open Zoo, Sri Racha Tiger Zoo and a Crocodile Farm. There is also the Cartoon Network Amazone water park, Underwater World, Nong Nooch Tropical Gardens (a whole day out for the family), an Elephant Park, One Million Years BC Park, Alangkarn Theatre (Thai cultural show) and much more. Pattaya itself is busy, frantic, over-developed and tourist dominated. Despite this, it also offers hundreds of international, high-quality restaurants. There is a vibrant nightlife, which unfortunately includes some rather seedy areas – which are mostly centred around the infamous Walking Street, but there are many other entertainment options and family activities.

Sattahip, a 15-minute drive north of Ban Chang, is a working fishing port and major military town with the best beaches in the area, including the excellent '20 baht beach' which requires an entry fee – of 20 baht!



Between Pattaya and Ban Chang is Khao Chee Chan. This is a massive golden image of the Buddha on the side of a mountain, which has free entry. Nearby is Silverlake Vineyard, the lakeside Wat (temple) Yansangwararam and Viharn Sien, a Chinese museum (which includes real terracotta warriors).

In the Rayong area there is Suphatra Land Orchard, where you can pick your own mangosteen, rambutan and other fruits, Rayong Resort and Rayong Aquarium. East of Rayong town are some pleasant areas for day trips, such as nature parks and waterfalls. The boat to the beautiful island of Koh Samet, ideal for weekend breaks, is from Ban Phe, the far side of Rayong town.

The Ban Chang area has Phayoon Beach (a shaded and quiet beach with restaurants dotted around – which are literally on the beach), Phala Beach (similar to Phayoon, but quieter and with its own temple area) and Nam Rin Beach (a little farther south; long beach with a handful of restaurants).

The school campus is adjacent to Eastern Star Country Club and Resort, with a beautiful golf course and housing; the Boarding House is opposite The Emerald Golf Club. There are many high-quality golf courses scattered around Southeast Thailand, and a dozen of them are within easy reach of Ban Chang.

LOCAL AMENITIES

Banks: A number of Thai banks are located in Ban Chang itself – such as Kasikorn, UOB, Bangkok Bank, Siam Commercial Bank etc.... The bank which GIS uses, Thanachart Bank, is located in central Rayong near Tesco Lotus. We do have an ATM at the front gate of the school and internet banking is available.

Medical Care: There are plenty of options – from clinics to Bangkok Hospitals (one in Rayong and one in Pattaya) which are like a 5-star hotel. There are many dental clinics in Ban Chang or there is the more expensive option of the dental department in Bangkok Hospitals.

Big Stores: Ban Chang has Tesco Lotus, as does Rayong, Sattahip and Pattaya. Pattaya also has Big C, Tops, Villa Market, Friendship, Foodland, Makro (cash and carry) and Best – all of which stock western-type needs. Rayong has a Tops supermarket inside Central Plaza and Laem Thong (the two main shopping malls), Tesco Lotus, Makro and Big C. Home Pro is ideal for home interior/garden and DIY items and has branches in Rayong and Pattaya. There is also a Home Works and Index in Pattaya.

Shopping Malls: Pattaya has plenty, the best of which are Central Festival Mall Pattaya (the largest beachfront mall in Southeast Asia, where you can find H&M, M&S, Zara and other familiar stores), Royal Garden Plaza and The Avenue. In Rayong there is Laem Thong and Central Plaza on Route 36. For IT needs and mobiles the best option is TukCom in Pattaya.

Convenience Stores: Other than Tesco Lotus, there are several 7-11s in Ban Chang and also a couple of Tesco Expresses. Kitch Friend Supermarket and Al's Deli are small, but well-stocked with western foods.

Restaurants: There are lots of places on the street in the centre of Ban Chang or on Sukhumvit Road where food can be bought for as little as 30 or 40 baht a dish. There are also plenty of eating options from top-end eateries at hotels to fast food such as KFC and pizza. Romsons on Phayoon beach is a popular option for GIS staff, especially those with children. Other options in Ban Chang include Japanese, Korean, Italian, Indian, European and of course plenty of Thai restaurants. There is a food court upstairs in Tesco Lotus for fast food, together with KFC,

Black Canyon and the Thai favourite “MK”. Further afield there are plenty of options in both Rayong and Pattaya.

Cinemas: There are several options for ‘soundtrack’ showings, which means it is in the original English and not dubbed. The best are at Central Festival or The Avenue in Pattaya and Central Plaza in Rayong.



Bowling: There are many options in Pattaya, including in Central Festival Pattaya and Blu-o, which is upstairs in The Avenue.

Nightlife: Pattaya – don’t be put off by the Pattaya scene, there are a lot of great restaurants and places catering to a wide market. However, be aware that Walking Street and similar places exist and attract a certain type of tourist. In Rayong, most nightlife and restaurants are on a long street parallel to Sukhumvit called Rajbamrung – with *Zoods* being the biggest and best nightclub. In Ban Chang, there is one small road of male orientated bars, but with traditional style pubs The Camel and Offshore/Sports Bar at either end; both of these are decent places with good expat-style food and service.

Markets (Dalat Nut): Opposite Tesco are food, fruit and vegetable markets. There are also other markets selling clothes, DVDs and nick-nacks. There is a Saturday morning market in the streets around central Ban Chang.

TRANSPORT

A bus to Bangkok is about 160 baht one way and takes around 2hrs 15 mins. There are private options too such as minivans, but they can be a bit reckless....

Public transport is not readily available in Ban Chang. A bus to Pattaya is 40 baht one way and takes about 1 hour, to Rayong only 20 baht by songtiew (basically the back of a modified pick-up). Ban Chang centre to the beach can be about 70 baht by songtiew or 40 baht by motorbike taxi.

Taxi to Suvarnabhumi Airport/Bangkok: From around 800 baht, if from Pattaya/Jomtien. From Ban Chang to Suvarnabhumi is around 1,500 baht one-way and to the middle of Bangkok costs around 2,000 baht one-way.

U-Tapao Airport: This is close to the school and has Bangkok Airways and Air Asia flights to Koh Samui, Phuket, Chiang Mai, KL, Macau, Singapore and several other destinations. Suvarnabhumi International Airport (Bangkok) has all the major international flights, although some budget airlines use the old international airport – Don Muang. Good prices are available throughout the region with a number of the budget airlines, particularly Air Asia.

Driving - a few hints: At first you may find it a little chaotic, the good news is that you will get used to the chaos. Motorbikes will tend to scoot by you, sometimes in both directions. Flashing lights means “get out of my way, I’m coming through”. You can usually turn left at red lights, although in Pattaya this is not always the case...there are now signs in English to warn you not to at some intersections. Wearing a crash helmet is the law on motorbikes - if stopped you will be fined 200 baht on the spot. An international drivers’ license is a wise investment, after receiving a work permit getting a Thai license is advisable.

Sorting out personal transport quickly is crucial. There are reputable suppliers and contacts and during Induction there is time and support to do this. Rental: 10,000 to 13,000 baht is the average monthly rental for a car and 2,000-4,000 baht for a motorbike. Many staff rent, at least initially. Purchasing: New motorbike: from 35,000 to 55,000 baht. For a car, about 500,000 to 1.2 million baht. Most pickups are around 600,000 baht. You will need to add tax and insurance.

FINAL NOTE

Garden International School is a caring and family-oriented school, and fees are moderate; as such, salaries and associated allowances for teachers are decent by Thailand standards – but not extravagant. You will live well in Thailand on the package and will have plenty of opportunities for travel.

Living in Ban Chang can be wonderful; it is relatively quiet and peaceful. The Thai experience is much more genuine than in the more developed areas. If you can accept that life in Thailand, and Ban Chang in particular, is not the same as it is in the UK and you are prepared to experience it and enjoy it for what it is then Garden International School could be the school for you. It may be a cliché, but it is true, Thailand is the Land of Smiles and the Thai people generally kind, calm and welcoming. Uptight and angry people will not last too long in Thailand... *Jai Yen Yen*, “a cool heart”, gets you a long way in Thailand - and the rewards are endless.

