



Garden International School

Eastern Seaboard, Ban Chang

Your choice. Their future. Our family.

Information for Prospective New Staff 2019 – 2020

Garden International School (GIS) is fully accredited by the Council of International Schools (CIS), the International Baccalaureate Organisation (IBO), Cambridge Assessment International Education 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).

GIS is a coeducational school of around 500 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 35 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.





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Garden International School offers:

- An attractive salary, paid monthly in Thai baht.
- Health insurance and accident insurance.
- Annual bonus.
- Baggage allowance (for Overseas Hire contracts).
- Flights (for Overseas Hire contracts) at the start and end of the two-year contract, and annually thereafter. 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

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

An NQT would begin on Point 1 of the salary scale. Newly-appointed staff are limited to starting at Point 5 of the scale regardless of experience or qualifications. Salaries are adjusted as relevant years of experience are gained.

Allowances

A significant number of leadership allowances exist at 5 levels – from A grade posts such as TOK co-ordinator, which attracts a stipend of 2000 Baht per month, right through to D or E grade posts such as Assistant Head or Assistant Principal which attract 8000/12000 Baht per month respectively. Positions do come up from time to time and are advertised internally, as well as externally. Allowances are paid with the monthly salary and are also subject to tax.

Tax Scheme

Tax levels in Thailand are very low, and details of net salaries will be provided at final interview. In addition, there is an agreement between the governments of Thailand and Great Britain, Australia, USA, Singapore and certain other countries 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.

Despite this apparent incentive to move on after two years, thankfully very few staff choose to do so. Over the last 3 years our staff turnover has been very low, at around 10%, and it is this stability that is a real strength of our school.

Medical

The teacher, legal spouse and up to two legal dependents are provided with medical insurance. 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 for staff at 48 times the basic monthly salary in case of death and a maximum of 100,000 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.





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School Food

The canteen provides lunch from a full buffet, both Thai and Western food, with salad and fruit bars. Children's food is included in tuition fees, and for children of staff there is a subsidised charge. Staff can also purchase a 3 course lunch for 50 Baht (just over £1). There is also a café on-site where staff can purchase coffee, smoothies, snacks and so on.

Bonus

Normally, all GIS teachers receive a bonus, equivalent to one month's salary, at the end of each year – even for new staff who will be mid-contract – however it is not guaranteed, and is contingent upon satisfactory performance, meeting general professional standards and courtesies, as well as contributions to the wider life of the school.

Tuition Fees for Dependent Children

These are waived for up to 2 dependent children. Other associated fees such as lunches, SEN, English Language Support, Examination Fees and the accident insurance levy are the responsibility of the parents. Further details on fees will be provided at final interview.

Visas and work permits

The school's HR department is very experienced in dealing with these, and will provide all the guidance and documentation you need. It is highly advisable to follow their advice to the letter, as errors and omissions can be costly.

THE LOCAL AREA

The school is situated in the Ban Chang area, which is a small semi-rural town on the coast. Ban Chang has all the usual facilities of a small town – shops, restaurants, banks, hairdressers etc. It has a number of beaches such as Phayoon Beach (a shaded and quiet beach with restaurants dotted around – which are literally on the beach), Phala Beach (similar to Phayoon, with its own temple area) and Nam Rin Beach (a 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.

Public transport is not readily available in Ban Chang and sorting out your own transport is essential. School will help with this, but to give you an idea: 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.

SHOPPING AND EATING OUT

Big Stores: Ban Chang has Tesco Lotus. Pattaya also has Big C, Tops, Villa Market, Friendship, Foodland, Makro (cash and carry) and Siambury's – all of which stock western-type needs. Rayong has a Tops supermarket inside





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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. Farther afield, there is an IKEA in Bang Na, on the outskirts of Bangkok.

Shopping Malls: Pattaya has plenty, the best of which are Central Festival Mall and the newly opened Terminal 21, where you can find H&M, M&S, Zara and other familiar stores. In Rayong there is Laem Thong and Central Plaza on Route 36.

Convenience Stores: Other than Tesco Lotus, there are several 7-11s in Ban Chang and also a couple of Tesco Express stores. There is also a small Ex Pat Mart that sells home comforts.

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.

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. Romson 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.

ENTERTAINMENT

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, nightlife is largely limited to restaurants and bars, with plenty of places with good expat-style food and service.

SERVICES

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 Rayong. 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.

TRANSPORT

Road: A bus to Pattaya is 40 baht one way and takes about 1 hour, to Rayong only 20 baht and 40 minutes. A bus to Bangkok is about 160 baht one way and takes around 2hrs 15 mins. A taxi from Ban Chang to Bangkok's Suvarnabhumi airport 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, and several other destinations. Bangkok's Suvarnabhumi International Airport has all the major international flights, although some budget airlines use the old international airport, Don Muang.

Driving: At first you may find it a little chaotic, the good news is that you will get used to the chaos. Wearing a crash helmet is the law on motorbikes - if not and you are stopped you will be fined 200 baht on the spot. An international





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drivers' license is a wise investment in the short term, and after receiving a work permit getting a Thai license is highly advisable.

TOURIST ATTRACTIONS/THINGS TO DO

Pattaya is a tourist destination and, as such, offers a wealth of activities to suit all tastes. 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.

Sattahip, a 15-minute drive from 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 with its restaurants, cafes and photogenic gardens, the lakeside Wat (temple) Yansangwararam and Viharn Sien, a Chinese museum (which allegedly includes real terracotta warriors).

In the Rayong area there is Rayong Resort and Rayong Aquarium as well as Suphatra Land Orchard, where you can pick your own mangosteen, rambutan and other seasonal fruits,. 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, leaves from Ban Phe, the far side of Rayong town.



FINAL NOTE

Garden International School is a caring and family-oriented school. Fees are moderate and, as such, salaries and associated allowances for teachers are high 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 cities and 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/your home country, 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 are 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.

