

## Information for Teacher Candidates

- Teacher Salary Scales
- Dependent Education Assistance

**Issue Date: 29 September 2021**

The information contained herein is accurate at the time of issue but may change. Applicants should seek clarification on salaries and benefits at the time of contract offer to confirm their entitlements.

## ELTP Teacher Salary Scale & Increments

The teacher monthly salary scale, based on years of experience, is provided in the table below. Once in service with CfBT Brunei, teachers move up the incremental scale after each full 12 month period of service (i.e. 12 months from the date of joining CfBT). The highest level entry point for new (i.e. first time with CfBT) teachers is Increment Level 6. Teachers who leave CfBT and return will re-join at a level based on their qualifications and years of experience.

### Interim Teacher Salary Table: 1 Jan 2023

Pre-2023 Increment Level	Increment Level from 01.01.2023	Years of Experience	Non-Honours Status	Honours Status
1	Not applicable	Up to 6+	B\$3,500	B\$3,750
2	1	Up to 8	B\$3,750	B\$4,000
3	2	9-10	B\$4,000	B\$4,250
4	3	11-12	B\$4,250	B\$4,500
5	4	13-14	B\$4,500	B\$4,750
6*	5*	15+	B\$4,750*	B\$5,000*
7	6		B\$5,000	B\$5,250
8 (Upper Limit)	7 (Upper Limit)		B\$5,250	B\$5,500

\*Highest level entry point possible for new teachers

Information about other benefits including housing, contract completion bonus, flights, settling in allowance etc can be found in question 19 in the FAQs on our website at [Frequently Asked Questions | CfBT Education Services](#)

## Dependent Education Benefits

### General Provisions

CfBT will pay a single education allowance per child for up to two dependent children per employee and for up to four dependent children where a husband and wife are both employed by CfBT. The education allowance is paid in respect of a child who is:

- a. attending an international school in Brunei,
- b. attending a local private school in Brunei,
- c. being home-schooled in Brunei, or
- d. residing in Brunei and undertaking school tuition via distance learning.

Payment of the allowance is applicable for dependent children from the age of five, or on commencement of Reception class, at an international school, or other private school, in Brunei up to and including the year in which they turn 18 years of age or complete Year 13 in school in Brunei. The allowance is structured according to the current three-term school year.

The education allowance is paid to eligible employees from when the dependent child is residing in Brunei, and only during their period of residence in Brunei. The unused portion of an education allowance for one dependent child is not transferable to another dependent child.

### International School Education Allowances & Upfront Payment Assistance

CfBT will contribute to the payment of term and registration fees up to the limits specified in the table immediately below for dependent children attending international schools in Brunei.

Year / Grade	Per Term (3 Terms per Year)	Annual
Secondary Years 12-13	B\$3,869	B\$11,607
Secondary Years 7-11	B\$3,516	B\$10,548
Reception to Grade / Year 6	B\$2,552	B\$7,656
Registration Fee	B\$200	

Where the school fee exceeds the education allowance provided, CFBT will make an upfront payment of the school fee for the entire academic year, or for the period of

enrolment if less than a year, directly to the international school. CfBT will then recover the parents' payable portion through a monthly salary deduction.

### **International School Benefit Exclusions**

For dependent children attending the **International School of Brunei (ISB)**, CfBT will not cover payment of the following:

- a. Any kindergarten term, entrance or registration fee.
- b. Withdrawal Deposit of B\$500.
- c. Examination fees.
- d. Any late entry fees for children entering the International Baccalaureate (IB) programme having missed Term 1, which are currently B\$650 for extra tuition, or the IB development fee of B\$500 per term in lieu of the Entrance Fee.
- e. The Entrance Fee, which is a one-off charge that ISB uses for the maintenance and development of its campus and facilities.

The Withdrawal Deposit is lost if insufficient notice is given when a child leaves the school. The notice required is one term for the International School Brunei.

For dependent children attending **Jerudong International School (JIS)**, CfBT will not cover payment of the following:

- a. Any kindergarten term, entrance or registration fee.
- b. Application fee of B\$200.
- c. Annual Facilities fee of B\$500 (Reception to Year 5) or B\$600 (Year 6 to Year 13).
- d. Withdrawal Deposit Fee (which is refundable provided parents give at least two months written notice of their intention to withdraw their children from the school).

### **Upfront Payment Assistance for ISB & JIS Entrance Fees**

Where a parent is required make an upfront payment for the initial entrance fee at either the International School of Brunei or Jerudong International School, and requests assistance, CfBT can make the upfront payment for up to two children per employee. Recovery of the upfront payment is to be made according to one of the following options:

- a. CfBT pays the initial Entrance fee directly to the school and deducts the whole sum from the employee's Contract Completion Bonus.
- b. CfBT pays the initial Entrance Fee directly to the school and deducts an equal sum from the monthly salary in addition to the monthly parents' payable portion.

### **Local Private School Education Allowance**

Where an employee's dependent child residing in Brunei is attending a local private school in Brunei, CfBT will reimburse claims of tuition or school fees up to a maximum of B\$500 per month per child.

### **Home Schooling / Distance Learning Education Allowance**

Where an employee's dependent child residing in Brunei is being home-schooled or undertaking distance learning, CfBT will pay the following costs against the maximum education allowance:

- a. Course fees.
- b. Examination charges.
- c. Postage costs.

### **Upfront Payment Assistance for IGCSE Examinations**

Where an employee's dependent child residing in Brunei is sitting the IGCSE examinations and the employee seeks financial assistance, CfBT will give consideration to paying the upfront subject examination costs, to be repaid by the employee over a maximum period of 10 months.

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