

# TEACH IN CHINA

## By TESOL IN CHINA

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### WHY TEACH?

We are all Teachers. We teach every moment of the day. Some of us teach more than others; some of us teach better than others; some of us choose to teach. But, we are all Teachers.

Teaching is one of Life's greatest experiences.

By Teaching you can (1) help, (2) learn, (3) feel good about yourself, (4) be needed, (5) be remembered, (6) feed your ego, (7) make a difference, (8) be respected, and (9) experience the metaphysical comingling of thought, emotion, love, and life itself.

You can teach all your life and/or some of your life, but you can never not teach for part of your life.

If you are a professional, career Teacher, you can teach in China. If you have never stood before a Class in your life, you can teach in China.

In addition to your looks, your character, personality and other qualities, both good and bad, you possess one of the greatest skills that a human has. YOU speak ENGLISH. It comes naturally to you. And, that is what so many others in the world want.

There are more people in China who want to learn English than there are Americans who speak English.

You do NOT need a degree. You do NOT need experience.

You are needed. If English is your native language, you are healthy, and adventuresome, you can teach English somewhere, including your own English Speaking Country.

## **WHY CHINA?**

China is currently “The Land of Opportunity.” China is “booming! China is “Going Green,” China is “Sexy” China loves BMW’s, Calvin Klein, Lady Gaga, and more.

China imports oil, steel, minerals, foods, and exports trillions of dollars of finished goods to the world.

Every Chinese child wants to speak English. Every Chinese Adult wants to speak English. Every High School Student wants to study in America. Every Chinese admires the West.

Collectively, they are

- (1) Healthy
- (2) Ambitious
- (3) Family Oriented
- (4) Hard Working
- (5) Love to Smile
- (6) Love to Love
- (7) Want to Learn
- (8) Are envious of you
- (9) Want to be where you are, and
- (10) They are working harder than you to be there

The women are beautiful, sweet, fashionable, traditional, loving. The men are hardworking, entrepreneurial, ambitious, and bright (and so are the women).

They all have a dream. They all have a plan.

They want to know you. They want to learn from you.

They respect and admire you. Don’t let them down.

They are full of questions such as, “Can you drink water straight from the tap in America?” “Do you have a gun?” Do you like “Sex in the City” and “Friends?”

Every single day in China for you will be an Experience. There are rules and regulations, and sometimes it is hard to get something (that you would think is simple) accomplished, such as wiring money or sending a package or mail.

China has openings for 150,000 English Speaking Teachers. There are less than 100,000 filling this need. Conclusion? There are job opportunities here in China.

Your salary (even if it is the absolute lowest on the foreign teacher scale) will probably be higher than the average income in the community where you will teach. And, you will already have your housing and your food.

You will be immersed in a Culture with a 5,000 year tradition, and you will marvel at the similarities and the differences.

You will smile when you hear "I am traditional Chinese Girl." That expression is "easy" to figure out and understand.

You will get frustrated when you hear, "It is the Chinese Way." That can mean that "what I am doing now would be illegal, improper, or unethical in your country, but here, well, that is the "Chinese Way."

You will come away from China a richer person emotionally, spiritually, mentally, financially, and probably physically.

You will be better off financially because you will know you can live on less and you will also be able to command more from your new career based on your Chinese Credentials.

This is an interesting Paradox. I am always amazed at the emphasis that Teachers coming to China place on the salary they will receive in China. Forget the salary. You should "pay" to come here for what you will gain.

Forget the salary. You should "pay" to come here for what you

## A QUICK LOOK AT CHINA

I wrote an article once about "Four Chinas." Today, there are four Chinas. There is Taiwan, Hong Kong, The East Coast of China,

and The Hinterland. One could easily make a case for many more Chinas. And, yet, there is One China.

Taiwan and Hong Kong are First World in every sense of the word. And, the Coast and about 100 miles inland from the Coast, will soon be First World. However, you will find a duality in the Coastal areas. You can ride a limo, have dinner and drink Laffite Rothschild wine, see fashion everywhere, speak English, and think you are in New York or Paris. But, in the same city, you can also have lunch for \$1.00, ride across the city for \$0.50 cents and see people sweeping the streets with straw brooms. Some of the people make well over \$1,000,000 dollars per year, many make over \$100,000 US dollars per year and some are making \$200 per month and all of them live in the same city. It is a strange duality.

Then, there is what I call the "Hinterland." This is the China you think of (until recently).

Places like WuLuMuQi in Xinjiang Province, Hohhot in NeiManGuo, and even NanNing in Guangxi. Life is different there. It is simpler and slower. If it were me, I would choose to go to the "hinterland" because that is where the adventure is.

But, it is not me. It is you, and you have to think about where you want to be.

In addition to the economic and social differences, there are climate differences as well. China is a big country. You can find extreme cold and long winters, and yet, China is also tropical.

Most of us have heard about the Harbin Ice Festival. Harbin in the Northeast is a powerful city, but bring your long underwear. The same is true of NeiManguo (Inner Mongolia) which borders Outer Mongolia. These are cold places.

You also have the Tropics in China as well. Places like Yunnan Province that borders Myanmar, and then Guangxi which borders Vietnam, offer mild climates with plenty of heat in the summer too.

China also has Hainan... a large, soon to be famous Tropical

Island in The South directly East from Vietnam. It has “mangos and papayas, anything your heart desires.” It also has “Sanya,” soon to be an international “Jet Set” destination.

Clearly, in China, you can find any climate.

So, you have culture, climate, and economics. There is a great mix. Think about what you want. You can find a Teaching Position anywhere. You are needed and welcomed in any one of these locations.

## **FINDING THE JOB**

Keep this in mind. As of 2010, there is a demonstrable shortfall of English Teachers in China. It is difficult to get an accurate number because (1) there are Teaching needs that go unnoticed, (2) Many of the remote schools and those with limited budgets just give up looking so their numbers are not included, and (3) there are no real records for how many “Foreign Teaching Jobs” in China Jobs there are.

One good measurement is the number of “Ads” for Teachers. Just take a look “online,” and you will know that you are wanted.

I am an American Lawyer in China, but I am in the Education Industry in China. I am always being asked by Chinese School Administrators, “John, I need 15 teachers NOW. Do you know how I can get them?”

As interesting phenomenon is that the normal economic model of “Supply and Demand” does not work in this instance. In a normal economic model the price of the product (teacher) is driven upward until the supply meets the demand at the final price. The problem is, that in this case, the School cannot meet the “price” so there is a constant “Shortfall.” This is an instance where the market economy has not reached the education field.

I want to add here, parenthetically, that it is very hard, if

not impossible, for a Chinese School to “fire” a Chinese Teacher. This

is part of their system. So that element creates a distortion in the system. Hard to fire, so reluctant to hire. But, the same Rules do NOT

apply to the Foreign Teacher.

So, if you speak English and you are in China, you have a job. (You will need to have a Visa to make it official and to stay).

There are essentially Five ways to find a Teaching Job in China:

(1) You can go to China and look around. If you have the time and the money this would be a great way to do it. But most of us don't. But, if you did, it could be done. You can actually visit the school and talk with your potential employer. You can go to China on a Tourist visa (you can get a 60 day visa if you ask hard enough). Sixty Days is more than enough time to find a Teaching Job in China. During this period you can see the Country, see the School, and talk to both the School Administrators and the other Teachers that are teaching there. In 60 days you can tell your own story. Now, you will have to leave and come back, but you only have to go as far away as Hong Kong.

(2) Hire a Recruiter who represents you.

You can work

with Someone or an Organization who will find a position for you (for a Fee from you). A Recruiter can be in or outside China. He, she or it can be Chinese or not Chinese. They earn their living by placing you with a School. These People or Organizations have done most of the research for you and can help you find the right position and location for you. In most cases, they will find you the best job, the best location and possibly the best deal. The Fee for this Service is typically in the \$500 range which is equivalent to about one half of your first month's salary. But, if you have some administrative and research skills, their services may not be needed. It depends on you.

(3) You can work with a Recruiter who is paid by the School for recruiting you. This is "not all bad." The Recruiter does have access to information that you don't have, although they will undoubtedly promote their and their School's interest. But, since you are not a dummy, you can generally "sift" through the information and make an intelligent decision.

The advantages of both (2) and (3) are the quick access to information. The disadvantage is that the information represents only that of the Recruiter or Organization on whom you are relying.

There are also some caveats to these two approaches.

Since it is a “one time” placement and the venues are 10,000 miles apart, there are some Recruiters and Organizations that are more interested in your payment to them than your successful experience as a Teacher in China.

There is a lot of “Recruiter” bashing on the Internet

Trust your instincts about these approaches. You can do some research on your own, and there are “postings” on the web that try to keep track of those who are not serving your best interest.

(4) The Chinese Government at several levels (but not on a National Level) is also involved in recruiting Teachers. They do advertise on the Internet and News Papers. And some of them work with American Colleges and Universities as well as some international organizations for their recruiting needs. It is also paradoxical that, given the apparent need for Teachers, that the Chinese Government, at the National level, does not take a more active role in recruitment. Especially, since It is in the best position to do so. When reviewing ads for Teachers you can generally determine whether it is a government agency, but it is not full proof, and their system of recruitment is not organized. Your best bet here is when you find a Province (such as Liaoning, Shandong, etc.) that has its own recruitment Program. Contrary to intuitive logic, these programs are not necessarily the best deal. One of the reasons that they are advertising on their own is that their programs are having a hard time finding Teachers. Their paid is generally lower and

most of these programs are in the so-called less desirable Regions.

(5) Deal Directly with the School.

Chinese Schools, AT ALL

LEVELS, but in varying degrees, are involved in recruiting their English Speaking Teachers. Their main source comes from The Internet. There is word of mouth, local newspaper advertising, even advertising with American Colleges and Universities, but 90% of the Recruitment comes from "The Internet." The advantage of dealing directly with the school is that you are "going to the source." When you have a question there is generally an immediate answer. Another "small" advantage is

that there are no fees involved.

Keep in mind that you will have to deal with many schools, and this can be a pleasurable experience or hard work, depending on how you look at it.

In the final analysis, your search may consist of a combination of all of the above approaches. And, remember, at some point in time you are going to have to choose. The good news is that

you are "on your way" to a great adventure

## WHICH SCHOOL OR PROGRAM

Another decision in the Process is, "in what Type of School or Program do I want to participate?" There are many options.

This option is unrelated to geography, weather, culture, etc. It is what School Environment is right for you.

There are Private Schools, and quite frankly, these are prime choices. They are less adventurous, but these are the schools where either wealthy Chinese or Expats are sending their children. These Schools generally have the nicest facilities, and they also have the "highest" salary, if that is important to you (I will argue later that "Salary" should be one of your last, if not "the last" factors in making your decision about teaching in China)

Most of the employment will come from the Public Schools. They also vary in facilities and budgets, not totally unlike Western



environments where certain neighborhoods have higher budgets and, hence, better schools.

There is another option. You can teach at a Foreign Language School. There are one billion Foreign Language Schools teaching English to the Chinese. (I predict that in 2015 there will be

more English Language Schools than there are Chinese People. Each Chinese Person will have his own English Language School. I am kidding, of course, but there are more Language Schools than there are Starbucks or MacDonal'd's). These Schools teach at all levels from Kindergarten to Corporate Executives. These generally have the best facilities and the highest salaries. With these programs you are more removed from the cultural experience, but you can always involve yourself in the community on your own.

In summary, there are three types of Schools: Public, Private, and Language Schools.

Now, you have to make a decision about the type of student you want to teach. There is a need from Teachers for kindergarten, elementary, middle, high, college, university, adult, and corporate training. And, you can also "Tutor" at any of these levels.

Your decision about the Program or School will largely depend on your personal interest in terms of the type of school and age of the student.

## FACTORS TO CONSIDER

After you make your decision about geographic location and type of school you need to get more specific. Here is a suggested "Check List," not necessarily in order of importance:

### (1) School Facilities.

- a. What does the School look like?
- b. Where is it located?
- c. What does my classroom look like?
- d. What are my resources such as copy machine, computer, school supplies, etc.?

### (2) School Program

- a. How many students in my class? The Class size may surprise you.

- b. Do I have an assistant?
- c. How many Hours of Office Time?
- d. Do I work on weekend?
- e. How many Holidays?
- f. How many Sick Days?
- g. Are there organized socials, trips, and discussion groups?

(3) My Accommodations.

- a. How far am I from the School?
- b. How far from a bus or metro?
- c. What does my room look like?
- d. Do I share a room?
- e. Do I share a bathroom?

f.

Is their Heat (This is VERY important as many apartments in China do NOT have heat)?

- g. Is there air conditioning?
- h. Is there a Washing machine?

i.

What are my utility expenses, if any?

j.

Is there Internet access and how much does it cost?

- k. Is there cable or satellite TV and how much does it cost?

(4) Food.

- a. How do I eat?
- b. School Cafeteria?

c.

Allowance?

d. This should be a low priority because you will learn to survive on food you never thought you would eat, and you will not starve

(5) Health Insurance

- a. This is a big item, and it will be different depending on your age and circumstances.

b. Most Chinese Programs do NOT provide Health Insurance for you.

c.

Health Insurance is available through some Programs, but that depends on your age and health as well.

d. Best Bet.

Make sure you have the health insurance you want and need before you leave your country.

e. Medicare.

Medicare is only available for Americans in America.

(6) Salary

a. Your salary will range from zero to as much as 20,000 rmb per month.

b. It will be zero if you are a volunteer.

c.

Salaries Levels of 1,000 to 4,000 if you are in a remote area and/or if you do not have “credentials.”

d. Salary Levels of 4,000 to 6,000 for the typical Teacher with some “credentials.”

e. Salary Levels of 6,000 to 10,000 for Teachers with “Credentials.”

f.

Salaries from 10,000 to 15,000 with credentials such as University Degree, Certifications, experience, and special subjects such as math.

g. Salaries from 15,000 to 20,000 with advance degrees teaching at top notch private schools, colleges, universities, and upper end Language Schools

Please note: There are many variables here. And, in almost every instance, you will be making more than the average salaries in your community.

(7) Bonuses

a. Is there a reimbursement or Bonus for my airfare?

b. How much and what are the conditions for this reimbursement?

c.

Are there other bonuses?

(8) Extra Work

a.

Can I Tutor “on the side?”

b. Answer is “probably.” And, you will have to choose between the extra money and free time.

(9) Mandarin Lessons

a. Does the School offer Mandarin Lessons for me?

b. If so, how many hours and week and is there a charge?

(10) Intangibles.

a.

School's Reputation

b. Can Teaching at this School help me in the Future?

c. What language is spoken in the community?

While all educated Chinese speak Mandarin (the world's most widely spoken language followed by Hindi and then English) it may not be spoken in the community where you choose to teach. You may want to factor this in, but you can learn Mandarin anywhere depending on how hard you want to study.

## **WHAT DO YOU HAVE TO OFFER?**

I want to repeat that, "if you speak English, have a pulse, and you are in China, you have a job." You also have to be healthy and not have a criminal past.

You do not need to have a University Degree to teach in China. You do not have to have Teaching Experience to Teach in China. You do NOT have to be "Certified" to teach in China.

With every one of these "Credentials" you increase both your employability and your placement (and salary).

You really only need three things: An ability to speak English, good health, and an ability to get to China.

Just so you know. A School is NOT going to pay your way to come. They may reimburse you after you finish your program with them, but not before. Once again, I am always amazed at how many applicants ask, "Why don't they just give me a ticket?" The answer is that if you get here, you may decide the travel around or teach somewhere else.

Because of the demand for your services, you can teach in China, and be well received irrespective of your Education credentials and you age. The realities of these factors will mean you will not necessarily teach at Beijing University, but you can certainly teach at an Elementary School in Sichuan Province. And, you will be loved and appreciated for being there.

There are other realities. The School or Program may have a Preference (and probably does) for a certain ethnicity, certain age, and even a certain sex. The Schools will exercise this preference. BUT, because of the High Demand and the Shortage of Teachers, Schools and Programs are accepting Teachers with the Basic “Speak English and Healthy” requirement.

There is now an active program for Seniors to teach in China. This is a new phenomenon.

Another not surprising phenomenon is the “No Show” Teacher.” This is the Teacher who plans on coming and makes a commitment to the Chinese School, but does not show.

There are many reasons for this, but the most common is that the Teacher just changes his/her mind. That is life, but it is a problem for the School. Schools are now “gun shy, “ and they are looking for some assurances that the Teacher they have selected will be in their school on the appointed date.

The best way to solve this problem to develop a “good” solid working relationship with your School. Let them know you are a serious and committed employee. Keep them posted on the status of your Passport, your Visa, and your Airline Ticket. With each additional item the School becomes more and more comfortable with your ultimate appearance.

You may also consider offering an “Arrival Bond” for your School. This is a guarantee that you will be there, and if you do not show, for whatever reason, your forfeit the bond. This bond is typically in the 100 to 1000 US Dollar range, and it is a further commitment on your part to The School. When you do “arrive,” your bond is refunded and you are “on your way” to teaching in China.

## **TIMING**

The Chinese School Year is similar to the West. So, the highest demand for Teachers is in the fall followed by the New Year.

BUT, there is a “year around” need. There is always a place for you now! You may not get your first choice, but you can “Teach” now.

## MARKETING YOURSELF

All of you will come to this process with different

“credentials.” You will all be at different points and places in your life.

For example, you may be a 60 year old retired American Fireman, 20 year old Canadian University Student who wants and needs a break, a 40 year old Australian Surfer, or a 25 year old British High School English Teacher with a Masters Degree in English Literature with a minor in Chinese Studies.

Whatever it is, complete a Resume and tell the world truthfully who you are. Then, write a cover letter telling “why” you want to “Teach in China.

Get this information to as many “would be” employers as you can.

Here are some helpful hints:

- (1) Make your Resume complete and accurate
- (2) Be honest and disclose any physical disabilities
- (3) Be honest about any prior criminal convictions
- (4) Include a Photo (I am always amazed at how many people want a job and elect not to send a photo, especially when the application ask for it).
- (5) Some, if not most, Schools will not even consider your application without a photograph
- (6) Have a good email address
- (7) Phone number is less important
- (8) If you don't have a passport and you think you are going overseas, get one.
- (9) As a bonus, include a copy of the Front page of your passport.
- (10)

I am also amazed at how many people are reluctant to include their passport information either with their application or when they get their passport. Why? It is a passport, not a “body part.” The School will need your

passport information at some point. If someone wants to “be you” or “steal your identity” there are better ways than using the front page of your Passport.

Remember, the following credentials are important: University Degree, Teaching Experience, and Certification, but, they are NOT a requirement for getting a Teaching Job in China.

## MAKING THE COMMITMENT

The Process of coming to China to teach is not as complicated as people seem to want to make it.

Choose your school and ask them to send you a Contract. Review it and make sure it is what you expect. You can ask questions and discuss changes, etc.

There is a Program in China called, “SAFEA” which regulates the hiring of foreign teachers. You may want to ask if your School or Program is SAFEA compliant.

The concept of “Contract” in China is “different” than the concept with which you are familiar. It will be more important for you to rely on your “instincts” both while you are “signing” and while you are there.

I recommend that you read an Article by The US Embassy Counsel from Shenyang, China about “Teaching in China” as it points out some of the differences in the Two Countries concepts about “contracts.” This Article can be found in The “China Teacher Registry” or by “googling” Teach in China Article by Shenyang American Consulate. The Article is invaluable reading.

When you have made this commitment the School will send you the necessary document to get your Visa. You will first need a Passport, but we assume you know that.

There are Visa issues to consider. There are essentially Three Types of Visas that could relate to you and your time in China

(1) Tourist Visa.

This permits you to visit China for a period of up to 60 days (generally 30) and you can have multiple entries for up to one year. You cannot work in China with this Visa. Some do, but you are not supposed to. Do so at your own risk.

(2) Business Visa.

This permits you to visit China for typically a 90 day period. The purpose is to conduct business...to discuss business, buy something, sell something. Technically, you cannot work in China which means you cannot teach, but many do.

(3) Working Visa.

This permits you to live and work in China for certain periods of up to one year. This is typically the Visa that you will want and need to teach in China. Your School or Program will provide you with the necessary documents to obtain this visa.

(4) One more note. When you are in China for an extended period... such as a period of Teaching, you should

register with the local police. It will take some of your time, and maybe you can get the School to have someone help you. It is a requirement in most jurisdictions, but my guess is that it is rarely done.

When you have your Passport and Visa (or even before), you can make your "Round Trip" Travel Arrangements. You will need a Round Trip Ticket to China. You may want to purchase a ticket with

some "changes" permitted, but that is sometimes difficult to do.

Now, you are set.

## MISCELLANEOUS

There are some important items in this Section, and calling it "Miscellaneous" is probably not fair.

(1)



FORUMS. I recommend that you read the Forums, especially with reference to the Complaints about Schools and Recruiters.

But, in many respects the Forums are “unfair,” and in many respects that are TOTALLY inaccurate. I read them sometimes when I can’t find the “comics.” But, these “Forums” do provide “invaluable” information.

Some of the Postings are one person’s vendetta against another. BUT, when you read comments from 15 or more different people who say that the School or Recruiter is “bad,” it is probably true, and that School or Recruiter should be avoided.

(2)

CERTIFICATIONS. There is TEFL, TESL, TOFEL, CELTA, MASTERS, and maybe more. They are all similar. They all have something to offer.

There are good Programs and bad Programs. Let me summarize by saying that any Program is probably

better than “None,” but not necessarily. And, a Class Room Program is better than an “Online” Program. A “Longer” Program is better than a “Shorter” one, etc.

And, there are some good schools and some bad ones. You get the point.

(3) Your Passport. Your Passport is somewhat of a “misnomer.” It is actually your Country’s Passport which you are using. But, next to your Country, you and another GOVERNMENT, are the only one that can “control” your Passport.

I frequently hear Stories about a “School” holding a Teacher’s

Passport over a disagreement. Call your Embassy and get your

Passport back!

First of all, when you get a Passport make several copies. Scan

a copy into your computer. Use copies when you don’t need an

original. Keep a copy in case you lose it or when a School tries to keep it from you.

Secondly, there is only one reason why a School needs to

“have” your passport and that is to deal with visa issues or extensions.

That should take a few days, and then they should give it back to you.

If a School wants to “keep” your Passport, that is not a good sign. And, if they have it, and won’t give it back, contact your Embassy.

(4)

QUITTING. If you are not being treating “fairly, honestly, kindly, etc., or if the School is NOT abiding by the “Contract,” then, quit.

Don’t be “intimidated.” Now, there are consequences,

such as the revocation of your visa, but you can find another job and get another visa.

The “Flip Side” of this is that you have a responsibility

too. The biggest complaint we get from the Schools is

that, “He quit.” How would you like to be a School

running a great program, doing what you have agreed to do, and wake up one morning without a Teacher.

## ODDS AND ENDS

### (1) Safety.

You are very safe in China. Use common sense, especially with small moveable valuables, but this is true everywhere.

(2) Politics. It is best not to discuss The Three "T's." Tibet, Tiananmen, and Taiwan. I do enjoy reading a very good News Paper, "China Daily." It is very informative and insightfully well written.

(3) TV by satellite is available, but not everywhere.

There

is cable, but with fewer choices.

(4) Facebook, Twitter, YouTube are problematic.

I will let

you deal with those issues.

(5) Food. This will be different.

I rely on a lot of noodles

and fruits. I also miss my American, French, and Italian bread.

(6) Health. There is both Western and Eastern health facilities. Most prescriptions, but not all, are available here. It is wise to bring what you think you will need.

(7) Shipping.

It is not easy to ship and receive, especially items of value. Consider this when planning.

## CONCLUSION

(1) Your Teaching Experience in China will be an Experience of a Lifetime

(2) China is emerging from Buddha, Confucius, Taoism, and

Communism. The West is a product of The Renaissance, the Reformation, the importance of the individual, and over consumption.

(3) The meeting, merging and melding of these differences is one of the defining experiences of the 21st Century.

(4) The Chinese are much more similar to you than you think.

(5) 99% of the Chinese love, admire, and respect The West

(6) You will learn to love and respect the Chinese Culture, Tradition and History as well.

(7) You will learn that it is “hard” for a Chinese Person to say “No” even when their answer is “No.”

(8) You will also experience something called “The Chinese Way.” This one is difficult and almost uncomfortable to explain. You will have to learn about it on your own.

(9) Both the Chinese Woman and Chinese Man are becoming less “Traditional” and more “International.”

(10)

Love, Family, Emotion, Hopes, Dreams, Ambitions, etc. are the same for the Chinese man, woman, and child as they are for you.

(11)

What is different is food, some culture, budgeting, and the past.

(12) None of us know about the Future.

(13) Expect the unexpected.

(14)

Salary..... When you think about your experience in China, the issue of “Salary” is so inconsequential. I know that we all need to eat and stay warm and dry, but don’t let the difference of a few thousand RMB deter

you from experiencing China.

(15) Choose the Program first, and the Salary second.

(16) Carp Diem

(17) China and Its People welcome you.

(18)

You certainly will be a different person after you “give to” and “bring home” from China.

For more information about Teaching in China, please visit our Web Site [www.TESOLCHINA.org](http://www.TESOLCHINA.org) [www.TESOLsh.com](http://www.TESOLsh.com)

