

W O N D E R L A N D

EMPLOYMENT AGREEMENT FOR TEACHER FIRST YEAR CONTRACT

This EMPLOYMENT AGREEMENT has been made between Wonderland (Anyang) (hereinafter referred to as the "Employer") and _____, (as the "Teacher") under the terms and conditions set forth below.

Both parties agree on the terms and conditions:

CLAUSE 1 (APPOINTMENT)

- a. The employer agrees to employ the teacher during the period stipulated herein.
- b. The teacher agrees to accept the employment and will work in his/her full capacity for the school.

CLAUSE 2 (PERIOD OF EMPLOYMENT)

- a. The total Agreement term is approximately one year, commencing from the date of _____
- b. The teacher agrees to discontinue his/her in Korea under the visa status arranged and sponsored by the employer within five days of the termination of this contract.

CLAUSE 3 (THE EMPLOYER'S RESPONSIBILITIES)

- a. The employer and teacher are equal individuals working together to provide quality English instruction under the terms stated in this contract.
- b. The employer will honor the terms and conditions of employment for the teacher as stated within this contract.
- c. The employer will guarantee the teacher a monthly salary of _____ Won in consideration of the teacher's teaching hours and proper preparation for the classes.

1 The teacher's initials :

CLAUSE 4 (THE TEACHER'S RESPONSIBILITIES AND DUTIES)

- a. During the terms of this Agreement, the teacher must cooperate and comply with the instructions and disciplines of the school. Assisting the Supervisor he/she must carry out assignments as directed by the employer. The Supervisor will be responsible for establishing and communicating the Standards of Performance as related to the duties stated in this contract.
- b. The teacher must have adequately prepared for the classes in advance.
- c. At all times during the terms of this contract, the male teachers should wear ties and the female teachers will wear dresses or dress pants in the school unless otherwise instructed.
- d. The teacher's work will include the following:
 - ①. Teaching of English language (Target students' ages: 5 to 15)
 - ②. Development of educational programs and materials
 - ③. Curriculum design and implementation
 - ④. Indoor and outdoor classroom activities for/with students
 - ⑤. Grading and assessment of students
 - ⑥. Student counseling or evaluation
 - ⑦. Attending at teacher's meetings, workshops and parents' meetings
 - ⑧. Other related activities

CLAUSE 5 (SALARY AND OVERTIME RATE)

- a. The employer agrees to pay the teacher a monthly salary(PCM) of _____ won for 110 teaching hours per month and preparation for classes.
The employer will deduct 1,000,000 won as a housing and utility deposit only from first monthly salary and will pay this deposit back to the instructor upon completion of one year contract. In the case of termination of the contract, the employer is going to pay off utility and telephone charges, etc with this withholding pay.
Any balance due the teacher after all bills have been paid will be transferred to the teacher's account back home two months after the termination of the contract
- b. Each teaching hour exceeding the 110 working hours is considered as overtime. And the payment for the overtime will be 19,000 won per each working hour. Attendance as scheduled staff meetings and workshops is mandatory and not considered as overtime.
- d. The monthly salary for assigned teaching hours is inclusive of preparation, and all

teachers will have a scheduled block of planning time each day.

CLAUSE 6 (WORKING HOURS)

- a. During the term of this Agreement, the teacher should work in cooperation with the Supervisor from Monday through Friday.
- b. The employer cannot guarantee his/her requested teaching schedule.
- c. The teacher agrees to teach upon 100 teaching hours, which is 165 classes since a class at Wonderland lasts for 40 minutes, a month and to spend a scheduled block for lesson planning.

CLAUSE 7 (TAX)

Income tax and retirement taxes will be withheld from the salary in accordance with the Korean tax law.

CLAUSE 8 (National Pension)

Korean National Pension will be deducted from the teacher's monthly salary (currently 4.5 %)

CLAUSE 9 (TRANSPORATATION)

- a. 1.2 million won as a Round trip economy airfare is provided with the one-year contract from the teacher's nearest airport to the international airport in Korea and transportation from the airport to the teacher's residence in Korea (by reimbursement). Upon arrival, the employer will reimburse a quarter (300,000 won), The other quarter (300,000 won) will be paid after three months. Upon completion of this contract, the teacher will be provided with the half(600,000 won).
- b. If the teacher leaves the school before six (6) months period of this contract for his/her own sake, the teacher must reimburse the employer the cost of the ticket the school has paid for his/her trip to Korea or the school may deduct the same off the teacher's last month payment. If the teacher leaves the school before his/her contract period ends, the school will not pay for his/her return ticket.
- c. If the teacher leaves the school prior to completing six (6) months period of this

contract for any reason, the teacher must reimburse the school the cost of the ticket paid by the school or the school may deduct the equivalent amount from the teacher's last month's pay.

CLAUSE 10 (ORIENTATION PERIOD/ALLOWNACE)

- a. Upon arrival in Korea, the teacher may be allowed a few days' lead time for adjustment and preparation for school prior to beginning of his/her regular teaching work.
- b. The teacher will be on payroll from the date of his/her arrival in Korea, except for weekends and national holidays.
- c. During the orientation period the teacher is required to be at the school making lesson plans and learning about the school system. The rate of payment for the orientation period will be 30,000 won per day and will be paid on the last day of the same month.

CLAUSE 11 (MEDICAL INSURANCE)

- a. The teacher will be covered by medical insurance under the Korean Medical Insurance Upon, a private health organization.
- b. Half of the insurance premium will be paid by the Employer and the other half by the teacher. (For reference, the current insurance premium rate is 1.5% of the monthly salary)

CLAUSE 12 (VACATION & HOLIDAYS)

The teacher will be allowed for national holidays and vacation that are indicated in a yearly academic calendar of Wonderland.

CLAUSE 13 (ACCOMMODATIONS)

- a. The school will provide the teacher with furnished accommodations, either a two or three bedroom apartment (however accommodations for teachers now provided by Anyang Wonderland are a single-room apartment), which is to be shared by two or three teachers and with a shared kitchen and bathroom. In either case, the teacher is to be allocated with a single separate bedroom.
- b. Furnishings being provided by the employer include: television, refrigerator,

washing machine, bed, kitchen table, chairs, two-burner gas hot plate, and telephone.

- c. Selection of the apartment will be made by the employer.
- d. The cost of monthly service, utilities, and telephone charges for the accommodations will be paid by the teacher. In the case of a shared apartment, the cost will be shared by the roommates.

CLAUSE 14 (SEVERANCE PAYMENT)

Upon completion of this one-year contract, the teacher will receive one-month salary of _____ won as a severance payment in accordance with Korean Labor Laws. This payment will be made at the time of completion of the contract period.

CLAUSE 15 (DISMISSAL OR VOLUNTARY RESIGNATION)

- a. The employer reserves the right to dismiss the teacher from employment for the following causes:
 - ①. Neglect or inability to perform his/her duties stipulated in this agreement
 - ②. Frequent absences from work
 - ③. Receiving two warning letters
 - ④. Criminal behavior or misconduct
 - ⑤. Teaching any private classes outside of the Wonderland school
- b. The employer agrees to give the employee 20 working days notice in the event of dismissal. However, in the case of a teacher's criminal behavior or misconduct, he/she will be dismissed from employment immediately with no warning or notice.
- c. In the event the teacher resigns from employment, he/she can do so giving 20 working days notice to the employer.
- d. In either case of dismissal or resignation before completing six (6) months period of the contract term, the teacher must reimburse the employer the cost of the ticket to Korea.
- e. In either case of dismissal or resignation before completing the contract term, the teacher will NOT receive one-month salary of _____ won as a severance payment in accordance with Korean Labor Laws. If the Instructor's resignation is determined to be voluntary (unilateral and without just cause),

the teacher is liable up to 1 million won for the costs in recruiting and placing under contract Instructor's replacement, the Instructor will forfeit any accumulated but unpaid salary or bonus, or other incentive pay not yet paid. Institute shall receive its reimbursement for the above cost by keeping the portion of unpaid but earned salary or bonus necessary to cover these costs (and any other personal costs and debts, any unpaid utilities and phone bills, and any damages to Institute Teacher leaves behind--) and will give the balance to Teacher either in person or by mailing.

If, however, the Instructor has worked more than 8 months under the contract and gives the Institute at least one month notice of Instructor's intention for all of the above costs, excluding Instructor's replacement cost.

In the case of the instructor's failure in conducting his /her work properly such as keeping late for the classes, not following the school directions, not cooperating with other teacher members as a team and given three times of written notice by the institute before sixth months of contractual period, the institute can terminate this contract by the director's decision without giving the forth written notice.

In this case, the Instructor is liable up to 1 million won for the costs in recruiting and placing under contract Instructor's replacement as well.

CLAUSE 16 (GOVERNING LAW & JURISDICTION)

- a. This Agreement is governed by the law of the Republic of Korea.
- b. This Agreement is made final and firm unless any material modification or amendment to this Agreement is executed with the full knowledge and consent of the undersigned and incorporated into this Agreement.

In witness thereof, we have affixed our signatures hereon.

Employer

Teacher

Date

Date