

# **Research on Personal Income Tax Planning of University Teachers under the New Tax**

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**Abstract:** With the development of education, the income of educators has gradually increased, and the number and variety of individual income tax for teachers has also increased. This paper will briefly explain the income composition of college teachers and the status quo of teachers' personal income tax planning. By analyzing the shortcomings of the current stage, this paper proposes a scientific and effective income tax planning plan to provide reference for those in need.

## **1. Introduction**

As the income of teachers increases, the taxation department has also increased the supervision of teachers' tax payment, and the tax burden of teachers has also increased. Therefore, studying the personal income tax planning of college teachers under the new tax will help to protect the personal interests of college employees. In order to formulate an effective planning plan, it is very important to know the salary composition of college teachers and the status of teacher income tax planning.

## **2. College Teacher Salary Composition**

The salary of college teachers is usually composed of basic salary and bonus, and the bonus is composed of class time, non-performing and various subsidies. At the same time, the scientific research results completed by college teachers also have certain bonuses, and some teachers may also involve labor compensation in their education work. For example, revenues for review fees, lecture fees, service fees, etc.

## **3. The Status Quo of Individual Income Tax Planning for College Teachers**

### **3.1. The policy has not been specifically implemented**

College teachers often have insufficient subjective awareness in personal income tax planning and are unwilling to pay the relevant fees legally. The reason is mainly because the school and relevant departments did not implement the policy concretely, and the propaganda was not in place, making it difficult for teachers to understand its significance.

### **3.2. Lack of reasonable communication**

The salary of college teachers is also the responsibility of the finance department. However, the cooperation between the personnel department and the research department in terms of system formulation and job evaluation can be counted. Therefore, the communication between these departments and the finance department is very important. However, at this stage, the communication and cooperation between the university departments is obviously difficult to provide good help for the accounting work of the financial department. Even the phenomenon of the distribution of bonuses and wages due to lack of communication often leads to an increase in the tax burden of teachers.

### **3.3. Available funds and staff shortage**

Personal income tax involves the interests of all teachers in colleges and universities, and the planning of income tax needs to receive sufficient attention to play its role. However, due to the

limited allocation of funds and manpower in many universities, the main work of the finance department is focused on the statistics of wages, reimbursement, and collection of various expenses. It is difficult to allocate sufficient time in the planning of personal income tax. energy. At the same time, personal income tax is a cumbersome and complicated job, and the workload is also very large. In addition, the importance of personal income tax is more reflected in the personal interests of teachers, and does not affect the assessment of various indicators.

### **3.4. Financial staff lack professional competence**

In the process of calculating personal income tax, there are many policies to be considered, and once financial personnel do not pay more attention to this aspect, it is difficult to effectively apply various policy systems to the calculation of income tax. At the same time, the tax also contains many types, and it requires the financial personnel of colleges and universities to have good professional knowledge and skills. Zhenen can calculate the complicated personal tax results and ensure the accuracy.

## **4. New Individual Taxation Plan for College Teachers Under the New Tax**

### **4.1. Enhance the publicity of individual income tax policy**

At this stage, most college teachers do not have enough knowledge in this aspect of the tax law. Instead, they feel that the finance department needs to continue to be responsible for personal income tax planning on the basis of salary distribution. As a result, many teachers believe that the taxes and fees paid are to the finance department. However, in fact, the finance department is only a bridging link, enabling teachers to fulfill their tax obligations in accordance with the law [1]. Therefore, college teachers should realize that they are the main body of tax payment, increase the emphasis on personal income tax planning, and timely change the misunderstanding of thinking, and the financial department should greatly promote the personal income tax policy. For example, relevant personnel can go deep into colleges and universities to effectively communicate and explain the latest policies on personal income tax to teachers. At the same time, an independent website can be set up in colleges and universities for teachers to understand the relevant policies at any time, and the advantages of new media can be used to fully utilize the value of WeChat, Weibo and other media to help teachers answer questions when needed. Confused. Through these methods, it can effectively help college teachers to love the understanding of fiscal and taxation policies, strengthen taxation awareness, thereby enhancing the subjective awareness in tax planning, and then actively participate in the payment of personal income tax under the premise of reasonable taxation. And in the process of tax planning, to protect their own interests.

### **4.2. Strengthen communication between various departments**

The salary of college teachers not only needs the statistics of the financial department, but also the support of various departments such as personnel department, scientific research department and academic affairs department. For example, the assessment criteria and management system of the teacher's workload need to be completed by the personnel department to ensure the accuracy of the final salary amount; while the lecture fees and research expenses should be issued at the end of the year, but many colleges often choose to According to the monthly issuance, the personal income tax has increased, and in the long run, there is no rationality. In order to reduce the tax amount of the classroom and reduce the burden, it is necessary to effectively promote communication and exchanges between various departments. Only by ensuring the smooth progress of cooperation can the plan be implemented and the monthly personal income tax of teachers can be reduced, thereby reducing the annual tax amount [2]. Not only can it meet the requirements of relevant laws and regulations, but it can also realize the reasonable distribution of wages and ensure the vital interests of teachers. Therefore, colleges and universities should pay attention to strengthen communication and exchanges between various departments, thus promoting the smooth progress of personal income tax planning.

#### **4.3. Scientific issue year-end award**

A sound salary management system is very important in the operation of colleges and universities. It can guide the work direction and behavioral norms of staff, which is of great significance for its long-term development. Relevant financial personnel need to understand and master relevant theories and meanings in a timely manner. On this basis, the value of the relevant systems can be fully utilized to maximize the benefits for teachers. In the salary management system of colleges and universities, the improvement and supplement of the year-end awards are often neglected, but this aspect often has a great impact on the amount of taxation. The State Administration of Taxation has pointed out in the relevant documents the criteria for the issuance of year-end awards, usually the reference to the amount of the year-end award and the month as the tax rate, and the tax rate is not fixed. Under the new tax law, the lack of this calculation method has gradually become prominent. For example, there are problems with the fact that teachers pay more and less. Therefore, for the year-end accounting needs to be properly planned to ensure that teachers can reduce the tax amount to a minimum. Design a reasonable year-end bonus amount through collaboration between various departments and reference to relevant laws.

#### **4.4. Correct understanding of wages and labor compensation**

Although there are many employees in colleges and universities in China at this stage, the lack of experience in financial management control is due to the fact that the level of cognition needs to be improved. Under the influence of traditional thinking, many financial personnel do not even have the concept of labor compensation. In the actual work, the management of this aspect plays an important role in the statistics of teachers' wages, and the relevant staff should strengthen their cognition. Both wages and labor compensation are items that require taxation, but they have certain differences. For example, in terms of taxation basis, teachers can count the income from many independent labors into the labor compensation, and the large amount of income can be included in the scope if it can meet the salary standard, which can greatly reduce the teacher's Tax burden. Therefore, it is important to make an effective distinction between wages and labor compensation. Wages are mainly the rewards obtained by the teachers during the period of their employment, according to the relevant provisions of the labor contract, including bonuses, subsidies, etc.; and the labor remuneration is mainly the funds obtained by the teachers independently through the provision of services, the additional income obtained, usually without long-term work. Conditional limit [3].

#### **4.5. College teachers' income welfare**

Making the teacher's income welfare is to reimburse the teacher for the cost of completing the work, or to provide feedback in the form of benefits and subsidies. For example, the benefits of college teachers in terms of transportation, dining, etc. can be paid by means of wages and taxed reasonably. If the university implements the system of actual report sales, the subsidies can be distributed to canteens, automobile companies and other institutions, thereby realizing the conversion of payment subjects and reducing the tax burden of teachers. At the same time, the management of teacher income welfare management is a kind of work that needs to be carried out for a long time. Such characteristics also require relevant staff to be good at absorbing and improving welfare measures in the course of work, and ensuring that welfare benefits can be carried out for a long time. In addition, colleges and universities can also pay the water and electricity costs that the classrooms need to pay to the water supply and power supply company, thereby reducing the taxable income of the faculty and staff. Therefore, the welfare of the classroom within the legal scope can further protect its own interests.

#### **4.6. Utilization of tax incentives**

Planning for personal income tax requires a detailed understanding of the relevant tax law and effective use of preferential policies in taxation. At present, in China's tax preferential policies, the policies related to colleges and universities are mainly provided by provincial governments and

other organizational units. For example, academician allowances, bonuses, etc. are exempt from taxation; retired teachers and subsidies earned by experts during their separation from employment cannot be included in the scope of personal income tax. At the same time, China's relevant tax laws also stipulate that housing provident fund and individual social insurance can not be included in the taxable income, thus effectively reducing the teacher's tax burden. In addition, in the planning work, help relevant personnel understand the importance of personal income tax, and combine its significance, effectively carry out propaganda and promotion, and carry out training for relevant staff to provide an orderly guarantee for planning work. During the training of the staff, it is necessary to pay attention to the integration of the national taxation system and policies, to implement relevant content into the relevant knowledge system, and to supplement and improve the deficiencies in the actual work, in this way at the source. Strengthening the cognition of the work and recognizing its importance, it has a positive effect on the smooth application of tax incentives.

## **5. Conclusion**

In summary, the planning of individual income tax for college teachers under the new tax conditions has a positive effect on maintaining the vital interests of teachers and promoting their development. On the basis of clarifying the meaning of personal income tax payment, colleges and related departments need to combine the shortcomings of tax planning in colleges and universities at the present stage, and use reasonable and effective planning strategies to reduce the tax burden of college teachers, thus providing a good guarantee for their interests.

## **References**

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