



American International School Vienna

Salmansdorfer Strasse 47, 1190 Vienna, Austria

www.ais.at · info@ais.at · t. +43 1 40132 0 · f. +43 1 40132 5

Faculty Benefits At A Glance 2025-2026

About Us

The American International School Vienna is located in the Neustift-am-Walde area of Vienna, adjacent to the famous Vienna Woods (Wienerwald), and provides an instructional setting amidst the beauty of the surrounding hills, forest, and countryside. On our 11-acre premises there are seven interconnected buildings housing Elementary, Middle, and High Schools.

AIS Vienna serves approximately 800 students from 80 countries, with about half of the total American or Austrian.

The school is divided into three divisions -- Elementary (Pre-Kindergarten to Grade 5), Middle (Grade 6 to Grade 8), and High School (Grade 9 to Grade 12). The typical class has 15-20 students, with many language classes considerably smaller.

AIS Vienna educators are thinking coaches. They are academically and pedagogically accomplished. They do not simply provide superior instruction; they lead, inspire, and excite. They are chosen because of their passion for the job and their ability to relate to students in a loving, supportive manner. They find true delight in teaching and are committed to igniting the potential in every student.

From The Director

The American International School Vienna works every day to fulfill our mission and enliven our core values of respect, aspire, and achieve, throughout our diverse international community. We offer a student-centered approach to learning within an academically relevant American/IB curriculum set in the culturally rich environment of Vienna. We recruit exceptional talent worldwide to join our school as active and engaged members of our community. The ideal AIS Vienna candidate embodies the pedagogical skills and personal traits which help our students thrive in our rich, international context. We look forward to partnering with you in the pursuit of innovation and excellence. We have a great school community, one that others want to be part of!



Dr. Kathryn Miner

Director

K.Miner@ais.at

Our Mission

At the American International School Vienna, we empower each student with the skills and character strengths necessary to be positively impactful global citizens who strive for personal growth and excellence in an ever-changing world.

Our Vision

A community of innovative learners realizing their chosen futures with courage, curiosity and joy.

Our Values

Respect. Aspire. Achieve.

Benefits



Transportation

Initial one-way economy air transportation via the most direct route from the employee's "Home leave city" or nearest airport to Vienna is provided to the employee at the commencement of employment not to exceed the amount of 1,200 Euro. This includes where applicable, the employee's dependents residing in Vienna with the employee.



Home Leave Subsidy

Every year, an employee and his/her dependents will receive 700 Euro per adult and 350 Euro per dependent child (11 years and younger) as home leave subsidy. This allowance will be provided by AIS Vienna in the June pay period.



Settling-In

AIS Vienna will provide a one-time settling-in allowance of 2,500 Euro for a single teacher or a family upon arrival.



Housing

Teachers will be supported by a relocation agency to find appropriate housing in Vienna prior to and upon arrival.



Initial Arrival On Site

New hire employees must arrive in Vienna at the end of July / beginning of August, prior to the New Teacher Orientation.



Tuition At AIS Vienna

A full-time teacher will be permitted to enroll two dependent children (a teaching couple three dependent children) residing with him/her/them in Vienna at AIS Vienna, tuition and registration fees waived, in Pre-K through Grade 12, as per the AIS Vienna Admissions Policy.

Other Policies Provide For

Sick Leave / Home Care Leave / Maternity Leave / Paternity Leave /
Emergency Leave / Bereavement Leave / Personal Leave



Shipping & Repatriation

AIS Vienna will provide an allowance of:

Single Teacher: 2,500 Euro

Teaching Couple: 4,000 Euro

Add for Spouse/Partner: 1,500 Euro

Add for each dependent child, up to a maximum of three: 750 Euro

for shipment of personal effects to Vienna upon presentation of receipt. The allowance will be paid into the employee's Austrian bank account. Moving/shipment allowance also applies for teachers leaving AIS Vienna (after fulfilling their contractual obligations) back to the point of origin or the home of record, upon presentation of receipt.



Passport / Residence Permit

Teachers and accompanying dependents must have passports which are valid for at least two years from the date of arrival from their native country. An Austrian residence permit (visa) will be required. The AIS Vienna HR department will guide the new teacher step-by-step through this process prior to arrival in order to obtain the necessary documents. AIS Vienna will reimburse expenses of the residence permit (visa) card (no reimbursement for passport pictures, etc.).



Health Insurance & Pension Plan

Private Health Insurance and Pension Plan (Plan 1) For US Citizens and Third Country Nationals

Medical, Dental & Vision

Worldwide medical, dental and vision insurance provided with AIS Vienna paying 75% of the cost of insurance premiums. Teachers can choose from either CIGNA or UNIQA. Full local and international medical, dental and vision is provided from the beginning of the employment contract for the employee and dependent family members.

Long-Term Disability and Basic Life Insurance

AIS Vienna provides long-term disability income insurance protection and a basic life insurance policy for the employee at a 75% AIS Vienna / 25% employee basis.

Retirement Plan

AIS Vienna contributes 10% of the teachers' salary towards pension savings, and provides US citizens with the opportunity to save for retirement on a tax-advantaged basis (Roth401k).

-- OR --

Austrian Social Security System (Plan 2) For Austrian Citizens and Austrian System Hires

The Faculty Member has to register with the social security authority (Österreichische Gebietskrankenkasse, ÖGK) and receives benefits from the Austrian social security system. The Faculty Member must provide evidence of their registration and the annual registration update from ÖGK.

The School will compensate the Faculty Member the Euro amount for the employer contribution under the Social Security Law (Allgemeines Sozialversicherungsgesetz ASVG).



Professional Development Opportunities

AIS Vienna encourages faculty to develop new skills in current best practices in American education and to keep themselves up-to-date in their field of expertise. Attending relevant professional conferences is encouraged. An amount of 1000 Euro per school year is available per employee to pursue professional development opportunities. A teacher's professional development fund may be carried forward for three years.

Contracts



Christine Kelly
ES Principal
C.Kelly@ais.at

The American International School Vienna has long held a valued role in Austria and enjoys specific employer-related benefits. In 1991, the Republic of Austria and the United States of America entered into two bilateral treaties, which among other things exempts the school from withholding your income tax and your part of the social security contributions. The salary listed is not taxed for non-Austrian nationality teachers at AIS Vienna in Austria.

However, non-Austrian nationality teachers at AIS Vienna are subject to their home country's income tax and social security law. E.g., US citizens at AIS Vienna need to file income taxes in the US but the Foreign Earned Income Exclusion (FEIE, using IRS Form 2555) allows US citizens to exclude a certain amount of earned income from US tax. For tax year 2024 this exclusion is USD 126,500.



Lauren Mehrbach
MS Principal
L.Mehrbach@ais.at

Based on your individual circumstances (home country), you need to identify the applicable income tax/social security jurisdictions you are subject to and comply with all applicable tax/social security obligations. The starting salary will depend on the teacher's educational level and teaching experience (the highest step for an incoming teacher is step 6). The salary and benefits listed are based on the Teacher Personnel Policy B2 for the 2024-25 school year. Values on the Step Factor Matrix are shown in EURO and rounded to the nearest whole value.

One step increase will apply for each year of employment at the School up to step 15. In addition there is an inflation rate adjustment which is capped at 4%. In cases of a higher inflation, the policy allows for an extended adjustment. The euro amount derived from the inflation rate adjustment of the salary applicable to such Faculty Member's degree (BA, MA, or PhD) under step 1 of the salary scale (Appendix 1) will be applied to each Faculty Member's salary at the beginning of each Contract Year.



Jarret Lambie
HS Principal
J.Lambie@ais.at

Step	BA	MA	PhD
1	€ 42,923	€ 47,759	€ 52,595
2	€ 44,359	€ 49,196	€ 54,032
3	€ 45,796	€ 50,632	€ 55,469
4	€ 47,232	€ 52,069	€ 56,905
5	€ 48,669	€ 53,505	€ 58,342
6	€ 50,106	€ 54,942	€ 59,778



Michaela Sattlegger
HR Manager
HR@ais.at

Degree	Starting salaries range from	Highest possible entry salary	Exchange rate as of Sept. 27, 2024
Bachelor's	€ 42,923	€ 50,106	\$ 47,885 - \$ 55,898
Master's	€ 47,759	€ 54,942	\$ 53,280 - \$ 61,293
Doctorate	€ 52,595	€ 59,778	\$ 58,675 - \$ 66,688