



International
School of
Debrecen

OVERSEAS-HIRED EXPATRIATE TEACHER

Salary & Benefits



OVERSEAS-HIRED EXPATRIATE TEACHER

SALARY SCALE

All income is taxable in Hungary. You will find both gross and net amounts in this brochure. International employees are responsible for the tax obligations of their home country.

BASE SALARY

STEP 0 - STEP 6: GROSS 9,857,640 - 13,557,480 HUF/YEAR

NET 6,555,330 - 9,015,720 HUF/YEAR

EDUCATION POINTS (MAX: 2 POINTS)

BA Degree/Teaching Certificate: required (no points awarded)

Master's Degree: 1 point

PhD: 2 points

Only the highest relevant degree is counted.

*EXPERIENCE POINTS (MAX: 4 POINTS)

International Baccalaureate (IB) Schools (excluding ISD):

1 point per 2 years of full-time teaching (Maximum 4 points)

Non-IB Local or International Schools:

1 point per 3 years of full-time teaching (Maximum 3 points)

LOYALTY POINTS AT ISD

After completing 2 full years at ISD → +1 point

Each additional year → +1 point

Maximum step including loyalty: Step 10

*Only full academic years of full-time teaching are recognized.

Initial placement is capped at Step 6, loyalty points can move you up to Step 10.

OVERSEAS-HIRED EXPATRIATE TEACHER

COORDINATOR STIPENDS

Divisional Coordinator

gross 1,925,170 HUF/year
net 1,280,240 HUF/year

School-wide Coordinator

gross 3,851,090 HUF/year
net 2,560,970 HUF/year

Teachers who perform coordinator duties supporting the operation of the school may be eligible for salary supplement (stipend). The amount of the salary supplement is determined by the school director, taking into account the importance of the given task for the operation of the school and the following criteria:

- the scope of the coordinator's activities
- the extent to which the teacher is released from teaching duties
- the scope and complexity of the task performed.



BENEFITS

One-time Relocation Allowance

The purpose of the one-time relocation benefit is to provide assistance by contributing to the one-time costs of moving to Hungary.

gross 1,436,090 HUF
*gross 1,077,068 HUF

net 955,000 HUF
*net 716,250 HUF

*Both partners/parents are employed at ISD and entitled to the International Benefit Package.

Flight Allowance

The purpose of the flight benefit is to provide a contribution to the annual costs of international travel to maintain contact with family members. The flight benefit is provided by the Institution once a year, in the holiday period toward the end of the calendar year for international teachers and one family member living in the same household.

North America (western part), Asia, Africa, Australia

gross 478,195 HUF/year
net 318,000 HUF/year

North America (eastern part)

gross 382,556 HUF/year
net 254,400 HUF/year

Europe

gross 112,782 HUF/year
net 75,000 HUF/year

EURO Based Compensation

The purpose of this benefit is to introduce the practice used at other international schools, whereby teachers' base salaries, set in Hungarian Forint (HUF) under Hungarian legislation, follow possible changes in the EUR/HUF exchange rate.

Housing Allowance

The purpose of the housing allowance is to provide assistance to the employees in the form of a contribution to their housing costs. The housing allowance shall be paid by the Institution to the employee in monthly instalments, during the entire term of the employment or the existence of the entitlement, in an amount that depends on family status.

Single	gross 6,526,316 HUF/year	net 4,340,000 HUF/year
Couple	gross 6,852,632 HUF/year	net 4,557,000 HUF/year
Couple*	gross 3,589,474 HUF/year	net 2,387,000 HUF/year
Family	gross 8,810,526 HUF/year	net 5,859,000 HUF/year
Family*	gross 4,894,738 HUF/year	net 3,255,000 HUF/year

*Both partners/parents are employed at ISD and entitled to the International Benefit Package.

Hungarian National Healthcare Provision (TAJ)

Employees in Hungary are entitled to a basic health insurance. Public healthcare is delivered through a state system which entitles employees to free healthcare funded by compulsory monthly social security payments.

Private Health Insurance

The purpose of the health insurance is to provide employees who are entitled to the international benefit package—and their family members living in the same household in Debrecen—with additional coverage beyond the compulsory social security scheme in the event of sickness or accident. ISD offers these employees and their eligible family members Medihelp health insurance, provided by Generali.

Sick Leave Supplement

The purpose of the benefit is, in line with the practice of international schools, to supplement the amount of the sick leave benefit payable due to the employee for the first ten days of sick leave per calendar year to 100% of the employee's daily pay.

Tuition Fee Reduction

90% tuition fee reduction provided for international faculty members. Registration fee of 1000 EUR is not subject to reduction.

Leave

Personal Days:

3 days / academic year for personal business that cannot be addressed outside of school hours. Personal days do not accumulate.

Bereavement Leave:

2 days official leave, exceptions may be made based on individual circumstances.

Sick Leave:

International faculty members are entitled to the same sick leave and sick pay as local employees, additionally, the first 10 days of their sick leave is supplemented to be paid at a 100%.



Teacher's Salary Scale						
Step	Base Salary		Euro Compensation		Total Salary	
10	26,590	EUR	5,140	EUR	31.730	EUR
9	25,570	EUR	4.940	EUR	30.510	EUR
8	24,550	EUR	4.740	EUR	29.290	EUR
7	23,530	EUR	4.550	EUR	28.080	EUR
6	22,500	EUR	4.350	EUR	26.850	EUR
5	21,480	EUR	4.150	EUR	25.630	EUR
4	20,460	EUR	3.950	EUR	24.410	EUR
3	19,430	EUR	3.760	EUR	23.190	EUR
2	18,410	EUR	3.560	EUR	21.970	EUR
1	17,390	EUR	3.360	EUR	20.750	EUR
0	16,360	EUR	3.160	EUR	19.520	EUR

The above amounts are annual net amounts specified in euros for informational purposes only, as Hungarian law stipulates that salaries must be paid in Hungarian currency, Hungarian forints.

