



TOPIC:	Local and Overseas Hiring Policies
QUERY:	Thank you to those who responding to this survey about Local and Overseas Hiring Policies in International Schools. The results are most interesting.
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Date conducted	12-14-17

Summary of local/overseas conversion information

Classification of Staff--some schools have clear classification criteria that set parameters or exclusions on staff from moving between local/overseas positions. Staff may be....

1. Classified by language of instruction at the school; overseas contracts are granted to staff who teach in English, local contracts are granted to staff who teach in the native language--regardless of teacher passport or nationality.
2. Classified by the passport the staff member holds (2 responses).
3. Classified by connection to country. Overseas staff cannot be married to, have children with/from, or own real estate in their host country (at which point they would transition to local).
4. Classified by the fact that overseas staff have to relocate to the country to take the job.
5. Categorized and remain as local if they have permanent residence within that country.
6. Categorized as an overseas indefinitely; once hired overseas, the person can stay as an overseas hire as long as employed at the school (2 responses).
 - a. If you have somebody who is positive and contributes to your school, you should work to keep that individual as long as possible.
7. Categorized as local indefinitely. Once hired as a local staff member the person can never transition to an overseas position (2 responses).
8. Placed on a salary scale based on credentials. Salary is differentiated based on credentials, although overseas benefits (housing, etc.) are only granted to those moving into the home country.
9. Placed on a single pay scale, but benefits are allocated based on need. If an employee does not receive benefits through his or her spouse or family, that person receives the benefits through the school.



Principals' Training Center

PTCnet Survey Summary

Overseas to Local. Conversions are permitted when the staff member....

1. Has been at the school for 7 years (2 responses).
 - a. In one instance, staff lose their overseas benefits, but stay on the overseas salary scale (which is slightly above local).
2. Marries a resident of the country or purchases real estate within the country.

Local to Overseas. Conversions are...

1. Not typically permitted (3 responses).
2. Permitted on a case by case basis, very infrequently.
3. Allowed when a teacher has completed two contracts with the school.
4. Permitted if a person resigns his or her position and attends an overseas job fair. The person must be hired and work at another international school, before applying for a position back at his or her original school.