

## **Thuringia International School (THIS) New Teacher Benefits**

*(For teachers beginning at THIS during the 2025-2026 school year)*

Teachers' pay is defined in the Works Agreement between the school and the Works Council, which can be provided to staff upon request.

In addition to the provisions in this agreement, the school will assist in covering the relocation costs of new teachers joining the school on a two-year contract and who are not already resident in Thuringia, provided receipts are provided, by way of the following benefits:

- A refund of costs incurred by a teacher and dependents for travel to Weimar as approved by the school prior to the purchase of tickets. Flights must be economy class, train travel must be 2<sup>nd</sup> class, and driving is compensated at € 0.30 / km;
- A settling-in stipend of € 964 per teacher is paid, without need to provide receipts. There is an additional payment of € 643 for each child dependent (up to two) who is under the age of 18 at the start of contract.
- A refund of rental costs incurred for temporary accommodation organized by and charged to the school upon first arrival in Weimar up to a maximum of two weeks.
- A refund of costs incurred as a result of visa and registration requirements for a teacher and dependents associated with the move to Germany.

The school is able to provide teachers with an interest-free loan to cover costs associated with moving into an apartment up to a maximum of € 2,600, to be paid back to the school in equal instalments over a maximum of twelve months. A request for a loan must be in written form to the Business Manager and include evidence of costs to be incurred.