



2021/22

**TEACHER RECRUITMENT  
CATALOG**

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Korea International School

*To inspire students with a passion for learning and to cultivate the competence, self-assurance, initiative, and creativity necessary for success in the global community.*





# Korea International School

## POST SURVEY DRAFT

### 2021 - 2022 Academic Calendar

Su	Mon	Tue	Wed	Thur	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### July 2021

Summer  
Asynchronous PD

Su	Mon	Tue	Wed	Thur	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

#### January 2022

3-7 Winter Break  
10 New Student Orientation  
11 Semester 2 Begins  
31 Lunar Break

Su	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

#### August 2021

5-10 New Faculty Orientation  
11-16 Full Faculty Orientation  
13 New Student Orientation  
17 First Day of School  
15 Liberation Day

Su	Mon	Tue	Wed	Thur	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

#### February 2022

1-2 Lunar Break

Su	Mon	Tue	Wed	Thur	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

#### September 2021

7 MS/HS Back To School Night  
8 SC Back To School Night  
9 ES Back To School Night  
20-24 Chuseok Break

Su	Mon	Tue	Wed	Thur	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

#### March 2022

1 Movement Day  
No School for Students/Teacher PD  
9 National Election  
24-25 ES/MS/HS Parent Teacher Conferences  
Half Day for Students  
28-31 Spring Break

Su	Mon	Tue	Wed	Thur	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

#### October 2021

3 Foundation Day  
9 Hangeul Day  
11 Hangeul Day Observed  
Canadian Thanksgiving  
28 ES/MS/HS Parent Teacher Conferences  
Half Day for Students  
29 ES/MS/HS Parent Teacher Conferences  
No School for Students

Su	Mon	Tue	Wed	Thur	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

#### April 2022

1 Spring Break  
15 General Election

Su	Mon	Tue	Wed	Thur	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

#### November 2021

25 Half Day for Thanksgiving  
26 Thanksgiving Break

Su	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

#### May 2022

5 Children's Day  
6 No School  
8 Buddha's Birthday  
9 Buddha's Birthday Observed

Su	Mon	Tue	Wed	Thur	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

#### December 2021

17 Half Day for Winter Break  
20-31 Winter Break

Su	Mon	Tue	Wed	Thur	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

#### June 2022

17 Last Student Day  
Half Day for Students  
18 Last Teacher Day

- New Faculty Orientation
- Full Faculty Orientation
- Start of Semester
- Open House
- No School
- Teacher PD Day

	Student Days	Teacher Days
Semester 1	81	86
Semester 2	99	102
Totals	180	188

# ABOUT US

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## Korea International School

KIS is a premier Pre-K to Grade 12 school boasting a rigorous North American curriculum. As a high-performing college preparatory school, we deliver a comprehensive education in humanities, world languages, engineering, arts, math, and science using both traditional and innovative teaching practices, applied learning opportunities, and a global perspective.

KIS opened its doors in 2000 with a handful of students in grades K-5 at Seoul Campus. Today our school boasts two campuses, one in Gangnam (PK-5) and another located half an hour south of Seoul in Pangyo (PK-12), as well as alumni who are studying at prestigious universities and working around the world.

True to the principles of our founding, we prepare today's students for the global challenges of tomorrow by applying all learning. KIS is a place where students discover personal talents and strengths through challenging academic coursework, a variety of co-curricular opportunities, off-campus experiences, and by leading and serving others. These experiences foster the development of critical thinking, creativity, communication, and collaboration skills. These abilities are the hallmark of a 21st century education. We aim to prepare KIS students for future success by giving them the skillset they need to excel in jobs that are yet to be created.

## Our Core Values

- ✓ **Global Citizenship**  
By understanding and appreciating the diverse cultures, communities, and perspectives that enrich us all.
- ✓ **Adaptability**  
By embracing challenge and change as positive growth experiences.
- ✓ **Balance in Life**  
By nurturing physical, social-emotional, creative, and intellectual wellness.

- ✓ **Integrity**  
By choosing to be ethical, fair, honest, and responsible citizens and nurturing a safe and supportive environment.
- ✓ **Empowerment**  
By applying learning with confident and responsible leadership to address authentic situations. Making learning purposeful and relevant.



"I think KIS is a great school because of the sense of community. On the inside, we are all very proud of our school."  
*Juliet (Finland) - Grade 12*

## DISCOVER YOUR SEOUL

From the moment you are hired you are part of the KIS community, welcomed by current faculty via email. "Send questions!" your new colleague will type. During your first year in Korea, keep asking questions! The KIS community is a wealth of practical and cultural knowledge.

- ✓ Make a routine of nearby places like a favorite noodle shop or cafe but explore other neighborhoods too. Seoul has layers of character: traditional blocks tucked next to design districts, international streets and high rises.
- ✓ Ultra modern public transportation is safe, affordable, easily accessible and quickly learned. Walking and biking paths make it easy to be a pedestrian. KIS provides reliable busing to and from school.

- ✓ Food matters! Traditional Korean food is rice, noodles, soups, kimchi, vegetables, fish and barbeque. Local markets and small grocers provide most of your groceries. Department stores feature import and specialty foods and many teachers use iHerb to order goods not found on shelves here
- ✓ Time outdoors is valued here. Well maintained paths run along rivers and through parks. Playgrounds are a part of city planning, easy to find. Teachers here bike, run, practice yoga, hike, ski and play team sports.
- ✓ The KIS social calendar is phenomenal! The Social Committee organizes cultural events in and around Seoul, and other clubs and annual events offer teachers a chance to get together outside of the school day. Take a day trip to Nami Island, spend a night playing trivia, and celebrate Thanksgiving in the mountains.



# ELEMENTARY SCHOOL

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KIS has two elementary campuses. Seoul campus, housed at the original KIS location, has a small student body and staff that continues to grow its community, cooperation and compassion. Pangyo campus is housed at a purpose built facility where elementary students and staff learn and work alongside middle and high school peers and colleagues. KIS has roots of traditional North American educational philosophy, aiming to provide a round experience of

strong academics, quality co-curriculars and opportunities. KIS students develop confidence as problem solvers, decision makers, critical and creative thinkers. KIS students are challenged and supported through differentiated learning. KIS students prepare for the continued rigor of middle and high school. More, KIS students learn the fun of learning as they apply their knowledge to authentic questions and problems.



“In my class I get to learn in a group which makes learning fun because I get to do it with my friends. If you’re stuck, your friends can help you and I can help my friends.”

*Grant (USA) - Grade 4*



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## Our Teachers Matter Here

KIS elementary teachers commit to their students' personal and academic success. Teachers are given time to manage planning, make parent contact, and pursue professional development. KIS teachers provide a variety of learning experiences, including transdisciplinary units and project based learning, to ensure students have diverse learning

and assessment opportunities. KIS teachers collaborate, take initiative, and demonstrate knowledge of their content areas and best practices. KIS teachers are valued by administration, parents, and students.

✓ One thing I love about teaching in the elementary school at KIS is the ability to introduce small children to new activities and sports. Getting them excited about learning how to do something they have never tried is so rewarding!

*Sally, Grade 3 Teacher*

✓ As a parent, I really enjoy having my kids in the elementary. I get to see them around campus and I know they're happy. I also know they're receiving a great education. As a teacher, I appreciate our small class sizes and the time we have to plan well.

*Mike, Junior Kindergarten Teacher*



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### Co-curricular Activities

KIS offers sports and clubs throughout the year for pre-K through grade five students. Sports include soccer, basketball, cross country, and swimming; seasons often conclude with a multi-school jamboree. After school clubs provide a number of options such as stop motion animation, forest free play, coding club and drumming. The PTO is an active part of the KIS community and routinely organize special days or activities for elementary students.

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### Applied Learning

Applied learning is an integral part of KIS curriculum. At each grade level, students are asked to make sense of what they are learning by making connections to their own world. Makerspaces and design labs on campus also give students the chance to test classroom learning. For example, grade three students learning about natural disasters design and test structural prototypes to see what it might take to survive a blizzard, tsunami or volcano.

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### Friendship

Because KIS is diverse and growing, friendship matters. House Teams, composed of students from each grade level, bring a diverse group of students together to play and learn, along the way practicing collaboration and cooperation. Conversations about respectful and caring behavior equate to students who understand the value of including others, accepting differences, and being kind.

# MIDDLE SCHOOL

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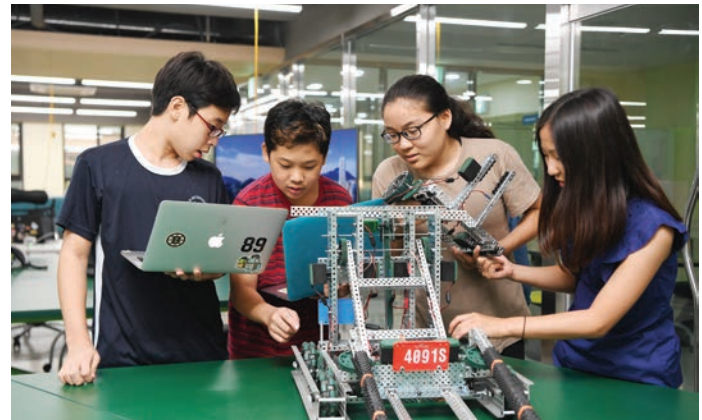
The KIS middle school community recognizes the challenge and fun of students' middle years. This compassion translates to a commitment to provide a variety of learning opportunities and environments that support the comprehensive education of each student. Our teachers are invited to develop transdisciplinary units and implement problem-based learning to connect content to students' real-world interests.

KIS focuses on five core values - global citizenship, integrity, adaptability, balance in life, and empowerment - developed through a full academic and co-curricular program. KIS middle school pioneered Experiential Education, a program that is now school-wide. At the middle school level, students participate in single day and overnight EE trips packed with activities like ropes courses and kayaking designed to boost students' sense of community and self.

## Makers In The Middle

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KIS students practice the Stanford Design Thinking Model. Innovative courses such as robotics and engineering use the makerspace and other design labs to solve real-world problems. Teachers and students enjoy good resources and immediate applicability of their learning and skills.



## Unlock Your Passion...

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KIS offers a variety of fine and performing arts electives including drama, stagecraft, band, orchestra, choir, 2D/ 3D art and creative writing. Students are able to register for multiple fine and performing arts subject areas to enhance their middle school education. Teachers recognize that students' new passions may lead to a lifelong art. KIS encourages and supports art on campus.



## Culture of Care

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The student advisory program occurs within the school day three times per week. These sessions focus on building community, developing quality study habits, and teaching valuable leadership skills. The relationships established in an advisory group support individual students throughout the academic year. The practical skills developed carry into high school.







"I feel like KIS is a big community. Here, it feels like you actually connect with everyone: teachers and students. It has been easy to make friends here. Even though they had friends from elementary school, they welcomed me and that felt really nice."

*Atrin (Iran) - Grade 8*

## Our Teachers Matter Here

KIS middle school teachers choose to continue the collaborative spirit of the elementary school. Core teachers have a guaranteed block of time in the school day to meet as a group to plan transdisciplinary units, address the needs of each grade level, and participate in shared professional development. KIS middle school teachers enjoy the challenge

and fun of working with students who are learning more of their own interests. Because resources are abundant, teachers are able to help students self-direct or extend their learning. The energy of the middle school comes from teachers who are learners too.



What I love about KIS MS is I have incredible resources, workspace and freedom to build the class I've always wanted to teach. My students create robots, 3D print projects, and build from their own blueprints.

*Mike, Design Teacher*



I like that we are really here for each other whether on campus or off. Any time of day or night, a co-worker is willing to help. Living abroad, having a local support system is important.

*Sharon, Science Teacher*



“KIS gives [you] so many opportunities; it is up to the students to grasp them, to take them and to maximize their potential.”

*Matthew (USA) - Grade 11*

## HIGH SCHOOL

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KIS high school prepares students for lifelong learning by offering a stimulating curriculum of arts, mathematics, sciences, social studies, English, world languages, and physical education as well as over twenty AP classes, including Capstone Seminar and Research. Small class sizes and advisory groups allow for personalized attention at each grade level.

Building on elementary and middle school foundations, KIS encourages independent thinking in an environment that recognizes the necessity of interdependence. Experiential Education trips and a great selection of co-curriculars and activities create a dynamic and highly engaging community at KIS.



## Supporting Autonomy

KIS provides a safe environment for students to practice a range of the full independence they will soon have. Autonomous blocks are built into each student schedule, giving students the chance to manage their time and pursuits on campus. Students take initiative to create performances, presentations and programs. Students negotiate the limits of their abilities and find support from faculty and fellow students.



## Preparing Citizens

KIS desires to send forward students who live from a sense of security and compassion. Throughout the high school years, students learn about political, economical and social issues around the world. The aim is to recognize needs as well. To engender civic responsibility, KIS offers service volunteer opportunities such as teaching English to a variety of age groups, working with disabled persons, and caring for shelter animals - with an emphasis on sustainable, authentic and relationship-centered service.



## College Counseling

Beginning in grade nine, students attend in workshops and forums establishing the importance of pursuing education after high school graduation. The KIS college counseling department works closely with students and their parents throughout the college application process and supports teachers as they write recommendation letters.



## Our Teachers Matter Here

At the high school, KIS teachers enjoy freedom to design coursework that best fits their students. Supported by administration, teachers are encouraged to take creative risks. Working with a motivated and self-directed student

body means teachers can trust the learning process to continue beyond the class block. KIS teachers are encouraged to continue their professional learning through sessions offered locally or around the world.

✔ Our students are great! They are motivated to do well which makes teaching fun. I truly enjoy going to work everyday. Also, our administration is supportive. Students and teachers are able to take risks and try new things.

*Tricia, HS Math*

# 2021-22 SALARY TABLE

Please Note: Grade 12 is the maximum salary grade for newly hired faculty.



Salary Step	Total Salary + Retirement	Annual Salary Paid In USD	Salary Paid In KRW (over 10 months)
0	\$47,645	\$36,645	₩11,000,000.00
1	\$48,245	\$37,245	₩11,000,000.00
2	\$48,845	\$37,845	₩11,000,000.00
3	\$49,545	\$38,545	₩11,000,000.00
4	\$50,245	\$39,245	₩11,000,000.00
5	\$50,945	\$39,945	₩11,000,000.00
6	\$51,745	\$40,745	₩11,000,000.00
7	\$52,545	\$41,545	₩11,000,000.00
8	\$53,345	\$42,345	₩11,000,000.00
9	\$54,145	\$43,145	₩11,000,000.00
10	\$54,945	\$43,945	₩11,000,000.00
11	\$55,745	\$44,745	₩11,000,000.00
12	\$56,545	\$45,545	₩11,000,000.00
13	\$57,345	\$46,345	₩11,000,000.00
14	\$58,145	\$47,145	₩11,000,000.00
15	\$59,045	\$48,045	₩11,000,000.00
16	\$59,945	\$48,945	₩11,000,000.00
17	\$60,845	\$49,845	₩11,000,000.00
18	\$61,845	\$50,845	₩11,000,000.00
19	\$62,845	\$51,845	₩11,000,000.00
20	\$63,845	\$52,845	₩11,000,000.00
21	\$64,845	\$53,845	₩11,000,000.00
22	\$65,845	\$54,845	₩11,000,000.00
23	\$66,945	\$55,945	₩11,000,000.00
24	\$68,045	\$57,045	₩11,000,000.00
25	\$69,145	\$58,145	₩11,000,000.00

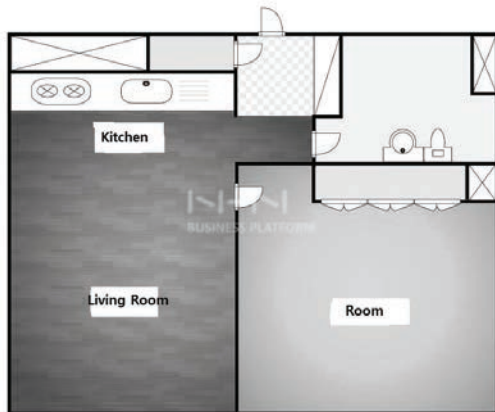
# 2021-22 BENEFITS PACKAGE

Item	Currency/Benefit	Conditions
<b>Salary</b>	Salary is paid in US Dollars & KRW	Total Salary will be paid as follows: US dollars paid: 12 monthly installments (exclusive severance payment) Korean Won paid: 10 monthly installments (KIS pays all Korean income tax)
<b>Relocation</b>	Korean Won (Paid upon arrival)	₩1,200,000 - Single Teacher ₩1,500,000 - Teacher with dependent ₩ 2,000,000 - Teaching couple ₩ 2,300,000 - Teaching couple with children
<b>Shipping Allowance</b>	US Dollars (Paid upon submitting receipts)	\$500 - Single Teacher \$700 - Teacher with dependent \$800 - Teaching couple \$1,000 - Teaching couple with children
<b>Transportation</b>	US Dollars	Fixed amount (except for in-coming flight tickets provided by KIS) for teachers and legal dependents (75% on the first summer for children under 12)
<b>Health Insurance</b>	Cigna Worldwide	<b>Medical</b> Full Coverage. \$250 deductible per person per year. \$750 deductible for family. <b>Dental</b> \$1,500/yr (per person), \$25 (per person) deductible per year \$1,500/yr (per person), \$75 (per family) deductible per year <b>Vision</b> \$150 maximum for eye exam/yr \$100 maximum for eyewear/yr Dependent children under age 18 living with employee are covered.
<b>Disability</b>	Short & Long Term	Paid at 66% with board approval
<b>Life Insurance</b>	US Dollars	Paid at twice annual salary
<b>Housing</b>	Provided (School Selected)	Partially Furnished: 1 Bedroom Apartment - Single 2 Bedroom Apartment - Teacher with dependent, Teaching Couple 3 Bedroom Apartment - Teaching Couple with Children
<b>Tuition for Dependents</b>	Waiver	Tuition is free for one child per teacher
<b>Exit Shipping Allowance*</b>	US Dollars	\$400- Single Teacher \$600- Teaching couple \$800 - Teaching couple w/ children * Available after 4 years at KIS with escalators for additional years of service with KIS
<b>Professional Development</b>	US Dollars	\$500/two year contract with escalators for additional years of service with KIS
<b>Contract Renewal</b>	US Dollars	\$1,000/1 yr \$5,000/2 yrs
<b>Sick &amp; Personal Leave</b>	Paid Leave	7 sick leave days 3 personal leave days (unused sick and personal days refundable at \$100/day)
<b>Maternity Leave</b>	Paid Leave	60 days with pay, 30 days without pay
<b>Paternity Leave</b>	Paid Leave	10 days with pay
<b>Nursery Care</b>	US Dollars	Offsite childcare provided for children 6 months - 3 years (Pre-K eligible) for returning parents.
<b>Severance/Retirement</b>	US Dollars	Korean Won amount equal to 1 month's pay per a year of work deposited to investment account. Employee can withdraw severance investments when leaving KIS after one or more years (not eligible for severance prior to one full year of work).
<b>Korea National Pension</b>	US Dollars	9% total (up to Salary of approximately \$46,000) (50% employee / 50% employer contribution)

# HOUSING

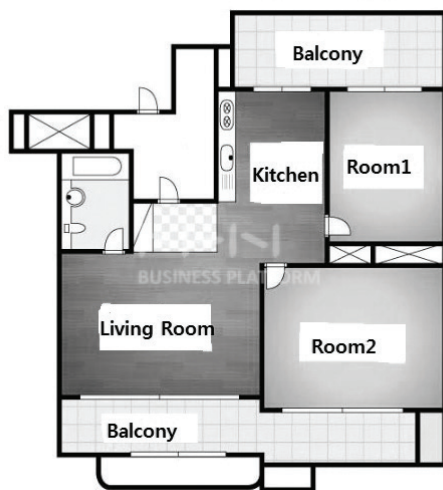
KIS teachers are typically housed in eight areas near the Pangyo campus. Apartments are clean with working fixtures and are partially furnished with essential bedroom, living and dining furniture. Upon arrival, your apartment is also stocked with basic linens, grocery staples and kitchen utensils. All housing areas are

near grocers and restaurants to make your first days in Korea easy. Throughout your time at KIS, apartment maintenance needs are handled by our Faculty Support Team. Below are three sample areas where teachers are commonly housed.



## Single Teachers

Highrise apartment buildings closest to campus. The apartment design is simple but quality, featuring white walls and hardwood flooring. Stepping out the front door you see a subway station and across the streets is access to the river walk. Nearby is a cafe street for easy takeaway or relaxed dining.



## Teaching Couples

These apartment complexes are adjacent to a spacious park but also have their own playgrounds. Apartments have a logical layout with great windows for natural light. The apartments are part of a comfortable neighborhood, easy walking distance to the subway station, community library and a main street with with restaurants, coffee shops, doctors, pharmacies, kids cafes, and grocers.



## Teaching Families

These apartment buildings have river walk access. Apartments may be decorated differently but are in good repair; each space offers a surprising amount of storage and versatility. There are playgrounds within each complex and multiple outdoor spaces to walk or rest. Wonderful cafes, restaurants, and bakeries are a five or ten minute walk away.





## Contact Information

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