

Working Conditions

Salary schedule

- [Our salary scale](#) is competitive with similar international schools and currently includes fixed automatic step increases, as well as government mandated regular cost of living increases.
- The regulations concerning staff placement within the salary scales are set within the Collective Bargaining Agreement (a document negotiated every 2-3 years by the Employee Delegates and the ISL Board of Governors). The steps on the salary schedule refer to years of full-time teaching or other professional experience.
- A member of the Faculty with no previous full-time experience shall be placed on step 1, a member of the Faculty with one year of previous full-time experience shall be placed on step 2, and so forth, with up to 9 years' credit given for previous experience.
- Examples of salary estimations are available [p.3 of this document](#).

Social Contributions

According to Luxembourg law, all employees must have the following social contributions deducted from their monthly gross salary.

- national pension fund 8%,
- national health system 4.45%

Income Tax

- Under Luxembourg law, income taxes are only partially deducted at source. The employer makes the appropriate deductions.
- Then an annual income declaration enables the Tax office to finalise the amount of taxes due.
- Income tax in Luxembourg is calculated based upon tax brackets; the top tax rate is 39%. Thus, in order to help prospective new staff better calculate their monthly "take home" salaries, the school estimates that staff members can expect to pay the following approximate percentage of their salary in terms of Luxembourg income tax:
 - Single staff member – 22% approximately
 - Married staff member (1 spouse working only, no children) – 10% approximately
 - Married staff members (2 staff members working, no children) – 20% approximately

Stipends

- Should you choose to take on additional duties such as department head, athletic coaches, club advisors, etc., you can expect to be paid a stipend for this activity (applicable taxes and social contributions will be deducted).



Benefits

All staff benefit packages include subsidised lunch*, the possibility to join a supplementary pension plan*, and access to professional development opportunities.

Lunch vouchers

- Members of the staff who work at least 50% of a full-time position shall be entitled to receive digital lunch vouchers ("UP Card"). The school will contribute a fixed amount per month over 10 months to the lunch voucher plan and the employee will contribute a lesser amount per month over 12 months not subject to income tax or to social security and pension fund charges, which will be deducted from the net monthly salary.
- In return, the employee will receive 18 vouchers per month valued at €10.80 each.

Complementary pension

- The school offers a defined contribution supplementary pension plan through the company, Swiss Life. All CBA staff members who have completed 12 months of service at the school are eligible to be enrolled in the school's supplementary pension plan.
- The school contributes 5% gross for each staff member (applicable taxes and social contributions

will be deducted at the time of payment). Employee contributions are optional, though limited in amount (up to €100 per month) due to Luxembourg insurance regulations. Employee contributions are tax deductible.

Tuition

- Faculty staff employed under indefinite duration contracts who work between 50%-100% of a full-time position are granted a tuition reduction (up to a 100% reduction if employed full time) for up to two dependent children.
- The value of this benefit in kind is subject to income tax withholding.
- The benefit of tuition reduction can only be granted after a successful application for admissions has been made and as long as there are spaces within grade levels. For children with support needs, ISL has provisions for mild to moderate needs.

Anniversary Awards

- After a teacher has worked at ISL for 10 years (and then 15, 20, 25, 30, 35 years) they receive a voucher with an amount of money, where they then get to choose what they would like to buy themselves. This is gifted to the teacher as a thank you for their hard work and the amount of time they have spent at the school.

*when applicable

