J-1 EXCHANGE VISITOR PROGRAM
GENERAL SUMMARY OF FEES AND OTHER COSTS

Estimated Program Costs *As of July 2025*

The International School of Boston (the School) will reimburse all visa fees, including the Student and Exchange Visitor Information System (SEVIS) fee, for our J-1 visa holders. J1 exchange visitors will be required to pay for the following fees, whenever applicable:

Visa Applications		SEVIS Fee
J1 – Exchange Visitor	$185 – reimbursed by ISB	$220 – reimbursed by ISB
J2 – Dependent(s)	$185 each – not reimbursed by ISB	N/A

Exchange participants will not be required to obtain local teaching certification or pass any teaching equivalency exam. The School is a union-free workplace; union dues will not apply. The School will cover costs associated with translating transcripts and/or degrees, as applicable. The following onboarding costs may apply: Summary of criminal record from home country or last country of residence: $0 - $100.

The School does not work with or is associated with any domestic or foreign third parties.

Payroll Deductions

Exchange participants are compensated at the same level as their American colleagues with equal education and experience. Compensation is based on an internal salary grid, revised annually to take into consideration the cost of living. A J1 visa sponsored by the School cannot be used to seek employment with another school or establishment. Also, an exchange participant cannot engage in activities outside of the one listed on their DS-2019.

Salary in the United States of America is subject to Federal and State income taxes and withholdings, and Federal Insurance Contributions Act (FICA) Deductions. Based on the country of citizenship of the J-1 visa holder, one may be eligible for certain tax treaty benefits.

If exempt of taxes due to certain tax treaty benefits (such as French Citizens on first visa J1 – exceptions may apply), withholding rates will be as follows:

Arrival Date		Federal & FICA	Massachusetts State
Year 1	Sept 1 to Dec 31	exempt	exempt
Year 1	Jan 1 to Aug 31	exempt	exempt
Year 2	Sept 1 to Dec 31	exempt	exempt
Year 2	Jan 1 to Aug 31	7.65% FICA	exempt
Year 3	Sept 1 to Dec 31	15% - 25%	5%
Year 3	Jan 1 to Aug 31	15% - 25%	5%

For exchange participants that do not benefit from a tax treaty, withholding rates will be as follows:

Arrival Date		Federal & FICA	Massachusetts State
Year 1	Sept 1 to Dec 31	15% - 25%	5%
Year 1	Jan 1 to Aug 31	15% - 25%	5%
Year 2	Sept 1 to Dec 31	15% - 25%	5%
Year 2	Jan 1 to Aug 31	15% - 25%	5%
Year 3	Sept 1 to Dec 31	15% - 25%	5%
Year 3	Jan 1 to Aug 31	15% - 25%	5%

An exchange participant and their dependents must maintain proper medical coverage for the entire duration of the program. The School provides medical plans that meets the State Department specifications. Enrollment in one of these medical plans is mandatory for all exchange program participants. Failure to meet this requirement is grounds for termination of program participation.

Massachusetts Paid Family Medical Leave is a mandatory insurance that provides eligible individuals with up to 26 weeks of combined family and medical leave per benefit year. This is insurance that is funded through payroll deductions. In 2024, the employee contribution will be 0.46% of an employee's gross wages each pay period.

In addition, exchange participants may voluntarily decide to participate in the School's retirement plan. The School will match contributions dollar for dollar up to 2% of gross income after one year of employment with the School.

Monthly Expenses

The following monthly expenses are estimates of monthly costs a J-1 Visa Holder can expect to pay while in the Cambridge/Arlington and surrounding areas; these estimates are based on one person (no family member) and may vary based on lifestyle choices:

	Cost Per Month
Housing (1-bedroom) *Cost varies by location/amenities; first month's rent + one-month deposit usually due at lease signing (sometimes last month's rent)*	$3,000-3,500
Housing when sharing with a roommate	$1,500-2,200
Rental insurance	$50 and up
Utilities (electricity, gas, water) *depending on amount of use; monthly amounts will vary based on seasons*	$100-200
Cell Phone/Internet/Cable TV	$150-300
Medical Health Insurance (for teacher only) - includes medical, dental and vision *	$88–161
Food	$300-500
Public transportation	$60-110
Travel, Entertainment & Clothing	Varies upon preferences

The estimated cost of living increases with each added dependent.

	Cost Per Month
Housing (2 bedroom apartment)	$3,750-4,200
Medical Health Insurance (for teacher and one person) - *includes medical, dental and vision*	$800-1,015
Medical Health Insurance (for teacher and family) - *includes medical, dental and vision**	$1,299-1,600
Food – incremental cost for each J-2 dependent	$300 approx.
Childcare & schooling	Daycare centers: $2,000 and up per month. Private nannies rate starts from $22/hour. Children of full-time School's employees, including J1 visa holders, who wish to have their J-2 dependent child to attend our school, are eligible for need-based financial aid. Additionally, J2-dependent children can be enrolled for free in the local K-12 public school systems

** Cost is reassessed every June 1.*

The School will provide a relocation handbook to the exchange teachers. To help with the cost of moving to the USA, the School will reimburse reasonable relocation expenses against receipts of up to a fixed amount, as included in the Employment contract.

Cross-Cultural Activity Component

Exchange teachers must have a letter from the head of a school in another country, preferably that teacher's home country, which states that school's willingness to work with the exchange teacher on the cross-cultural activity component.

Exchange teachers will be required to complete, within the United States, and during each academic year of program participation, at least one cross-cultural activity from each of the following two categories:

i. An activity for the teacher's classroom, larger host school or host school district population, or the community at large designed to give an overview of the history, traditions, heritage, culture, economy, educational system and/or other attributes of his or her home country.;

ii. (ii) An activity that involves U.S. student dialogue with schools or students in another country, preferably in the exchange teacher's home school, through virtual exchange or other means, in order to supplement the goals of the in-person exchange