

# Salaries and Benefits for Teachers

The following income and benefits you can expect being employed at LICS:

1.	Gross Salaries per month in the academic year: (an experience and reward oriented system)	2010-2011															
	LICS has different salary ranges with zones:																
		<table border="1"> <thead> <tr> <th>From ...</th> <th>To ...</th> <th>Zones</th> </tr> </thead> <tbody> <tr> <td>1,800 USD</td> <td>2,800 USD</td> <td>8 Zones</td> </tr> <tr> <td>2,300 USD</td> <td>3,400 USD</td> <td>8 Zones</td> </tr> <tr> <td>3,000 USD</td> <td>3,800 USD</td> <td>8 Zones</td> </tr> <tr> <td>3,400 USD</td> <td>5,500 USD</td> <td>10 Zones</td> </tr> </tbody> </table>	From ...	To ...	Zones	1,800 USD	2,800 USD	8 Zones	2,300 USD	3,400 USD	8 Zones	3,000 USD	3,800 USD	8 Zones	3,400 USD	5,500 USD	10 Zones
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1.1	Base Teachers (NQTs)																
1.2	Main Teachers (Experienced teachers)																
1.3	Lead Teachers (HoD/Coordinators/Vice-Principals)																
1.4	Senior Teachers (Principals)																
	Additional increases:																
1.5	Married couples (only if not double income)	One zone up															
1.6	Up to two children (only if not double income)	Two zones up															
1.7	More than 2 children (only if not double income)	Three zones up															
2.	Taxes on Salaries (ZRA, Zambia Revenue Authority)	35% on gross salary															
3.	Gratuity	10% of basic salary, paid after completion of contract (subject to taxation by ZRA at special rate)															
4.	School Fees (for children at LICS)	Registration fee and 80% of the tuition fee(s) of up to two children															
5.	Housing (only for overseas hired staff)	Free housing up to a maximum amount for each specific salary range and family status															
6.	Medical / Insurance (for all staff members)	Membership (Clinic and Hospital, subscription only) in local medical scheme incl. spouse and up to two children															
	(only for overseas hired staff)	SES / Emergency Evacuation to Johannesburg South Africa (RSA)															
7.	Baggage Costs (only for overseas hired staff)	Up to 2,000 USD depending on the family status and number of children															
8.	Airfares (only for overseas hired staff)	Most economic fare at start and end of contract for spouse and dependant children (under 18) from/back to the place of overseas recruitment															
9.	Settling In Costs (only for overseas hired staff)	4,000,000 ZMK for single staff members, 6,000,000 ZMK for families upon arrival (not applicable on renewal of contract)															
10.	Working Days	200 days / year 180 teaching days and in average 7-8 professional days in the course of the year.															
11.	Duration of Contract	2 years with subsequent renewal of 2 years															
12.	Further Training / Professional Development	LICS offers continuous further training support to its staff members															

Last but not least LICS offers a welcoming and supportive working environment.