

LIVING IN SOUTH AFRICA



Welcome to the American International School of Johannesburg

As you will come to discover, South Africa is a beautiful country that boasts a wide variety of beautiful landscapes and cultures. We hope you will have the opportunity to explore this scenic, cultural, and nature rich environment through the many tourism websites. You can also leaf through the book "Scenic South Africa," copies of which our recruiters will be able to provide.

This brochure is intended to give you a brief explanation and introduction to life in South Africa, and the benefits offered to new hires.

Mobilization/Repatriation

You and your eligible dependents will be mobilized at the School's expense from your home of record at the commencement of your contract and repatriated to your home of record at the end of your employment with the School. Any costs above the economy class airfare, as determined by the School will be borne by you.

The School will purchase a one-way ticket for you. Your anticipated arrival date in Johannesburg will be approximately July 29th, 2014.

Currency

The salary of an overseas hired teacher is calculated in Dollars and a teacher can choose what combination of Rands and Dollars they are paid in. As a result, it is useful to keep your eye on the current exchange rate between the US Dollar and the South African Rand. Currently, 1 US Dollar equals approximately 10.00 Rand.

Shipping Allowance

The shipping allowance is provided at the commencement and termination of your employment with the School. The shipping allowance is payable in US Dollars into your bank account based on submitted receipts. The shipping allowance for the 2013 - 2014 school year is:

- If the Teacher is single - an amount of \$ 3 500.00
- If the Teacher is single with children - an amount of \$ 4 500.00 plus \$ 1 000.00, for each approved dependent
- If the Teacher is married with a non-teaching spouse and dependent children - an amount of \$ 4 500.00 plus \$ 1 000.00 for each approved dependent
- If the Teacher is married or is involved in a permanent cohabiting relationship with another overseas hired contracted AISJ Teacher - the amount of \$ 5 000.00
- If the Teacher is married or is involved in a permanent cohabiting relationship with another overseas hired contracted AISJ Teacher with him/her in South Africa, and has children - an amount of \$ 5 000.00 plus \$ 1 000.00 for each approved dependent

Housing

The School shall provide you with ready to move in accommodation in accordance to your family size.

The housing will be as follows:

- Single
Two bedroom, 1 or 2 bathrooms - approximately 80 square meters.
- Single with one dependent child or trailing spouse
Two bedrooms, two bathrooms - approximately 80+ square meters.
- Teaching couple with 1 or more dependent children
Three bedrooms, two bathrooms - approximately 100 square meters.
- All housing is within an easy commuting distance to school.

Settlement Allowance

Upon arrival, a one-time allowance of approximately US \$ 2 000 will be provided to each household. It is a one-time, no receipts required cash benefit paid in Rand. In the case of overseas hire couples, only one settlement allowance will be provided. To provide some clarification on the value of US \$ 2 000 (R 20 000), the following items can be obtained for prices as listed below. These are average prices, and different brand items may be available for higher or lower rates:

Clothes Dryer	R 3 000 - R 5 000
Microwave Oven	R 800 - R 2 000
Sony Television	R 2 000 and upwards
Samsung DVD Player	R 3 000 - R 3 500
Vacuum Cleaner	R 500 - R 2 000

In South Africa, electricity is supplied at 220V and although PAL-1 is the local television system, Multi System DVD players and TV's are sold at the same price.

Furniture and Appliances

Your home will be supplied with basic furnishings consisting of:

- Sofa/chair combination
- Coffee table and two side tables with lamps
- Dining room table and chairs
- A South Africa queen size (152 cm x 188 cm) bed for the Teacher and a South African single bed (91 cm x 188 cm) for each dependent child, and bedside tables.
- Basic linens, which include a set of sheets for each bed, pillows, light duvet, and bathroom towels
- Curtains for the living room, dining room and bedrooms
- A fridge

- Washing machine
- An electric kettle
- Hair dryer
- Iron and ironing board
- Heaters
- 4 place setting of basic dishes
- A set of pots and pans
- Cutlery
- Drinking glasses
- Can opener
- Sharp knife
- A small selection of cleaning supplies

We will also provide you with a GPS navigation device for your car, a telephone book, and the orientation package will be waiting for you on your kitchen counter.

Internet and TV

When you purchase a TV in South Africa, you are mandated by law to also purchase a TV license. It is also mandated that the TV license be renewed each year. The annual cost of a TV license is R 250. To receive stations other than the three government-owned TV stations (SABC) you will need to subscribe to a satellite TV service. The country's largest satellite TV service is DSTV. The cost of a basic/compact package is R 260 for 50 - 60 channels.

Compared to the rest of the continent, South Africa's broadband internet services are relatively robust and reliable. With the new deep-sea cable off the eastern coast of the African continent and other cables coming down the west coast, service is expected to become less expensive and even quicker.

Driving in South Africa

Although as a country South Africa is vast, it is relatively easy to drive around. With superhighways connecting all cities and decent rural roads reaching even the smallest town, the country has excellent and well maintained road infrastructure. South Africans drive on the left-hand side of the road, and cars are therefore right-hand drive vehicles.

Interest Free Car Loan

When you arrive in Johannesburg, the Leadership Team of the school will be at the airport to meet you and take you to your home. For your first few days in South Africa, there will be school vehicles and drivers available to transport you around. South Africa does not have a very effective or reliable public

transportation system. Your first few days in South Africa will be Orientation Week. Having a driver and school vehicle available will allow you to become familiar with the roads and get used to vehicles driving on the left side of the road. After a few days, the school will rent a car for you for a period of two weeks. You can use this time to learn your way around and start looking for either a used or new vehicle. If you choose to keep the rental car after the two-week period, you may do so at your own expense.

It is important that you try and get a car as soon as possible. To get an idea of available models and the asking price for used vehicles, please look at the following web sites:

- www.topdeals.co.za
- www.cmhcarshop.co.za
- www.surf4cars.co.za
- www.autotrader.co.za
- www.carfind.co.za

When searching these web sites, please click on the “Gauteng Region” of South Africa. Gauteng is the name of the province that Johannesburg and Pretoria are located in.

Once you have chosen your car, the School will assist you by checking it over for possible faults before you buy it, and getting it licensed once you have bought it. One thing to note: If you buy a car privately you will probably get a better price, but you will have no protection in case the car turns out to be “defective.” South Africa has very weak consumer protection laws. However, if you buy it from a dealer, the cost will be slightly higher, but you can have some assurance that the car will have been looked at and if something goes wrong, you can go back to the dealer.

As a new employee, you are eligible for an interest free loan from the School for the purpose of purchasing a car. The maximum loan that will be approved is 40% of your annual salary, repayable over 20 months. The car loan is available only once during your employment with the School.

Major Medical Insurance

Health care in South Africa is very good. There are a number of excellent private hospitals in Johannesburg that have all the facilities to cater for any type of emergency. There are numerous doctors’ offices located throughout the suburbs and they are easily accessible. Much of the equipment used by doctors in South Africa is state of the art, and most doctors’ offices are very well equipped.

The school pays 100% of the contribution towards worldwide medical coverage. The medical policy is through Clements’ “Scholars Program” and provides 100% coverage outside the U.S. and Canada, 100% inside the U.S. if you use the First Health Network of Physicians and Hospitals, and 80% if you choose to go outside the network in the United States. A **Certificate of Coverage** from your current medical insurer is required to be

submitted with the Scholars Enrollment Form to avoid a pre-existing conditions penalty being applied. The Certificate of Coverage should include children where applicable. Coverage includes basic dental, but not vision. You pay for doctors' bills at the time of service, and then a claim form with attached receipts is submitted to HTH Worldwide for processing and reimbursement. We are happy to say that our service from HTH and Clements have been exceptional.

Retirement

For employees holding American nationality, citizenship, or permanent residence (green card holders), the School will contribute 10% of your base salary to a 401(K) account set up in the USA. For non-American employees, the school will contribute 10% of your base salary to Momentum, a local South African pension fund. You must contribute 5% of your base salary towards the relevant retirement scheme.

Life and Disability Insurance

The School provides a life insurance policy, which pays four times your annual salary in the event of an approved claim, and a disability policy, which pays up to 60% of your base monthly salary to a maximum benefit of \$ 6 500 per month up to age 65, in the event of an approved claim. The School pays all premiums on these policies and all overseas hired teachers are automatically enrolled. You will complete a beneficiary nomination form during the orientation session when you arrive in South Africa.

Home Leave Travel Allowance

You and your eligible dependents are entitled to annual home leave to your home of record, unless exercising the option of relocating from Johannesburg at the termination of the two year contract period. You may request your home leave allowance prior to the completion of a full twelve months if your contract, when fulfilled, will complete the full requirement of twelve months. Entitlement is 100 % of the cost of a refundable, changeable but non-endorsable economy class round-trip ticket to your home of record.

Tuition

All approved school-aged dependents will be eligible to attend AISJ tuition free, during the course of your employment with the School providing they meet our admissions requirements. Enrollment forms are required to be completed and a Study Permit applied for in order for your children to attend the School. Our Admissions Office will contact you prior to your arrival to start the enrollment process. Please note that immunization records and school records from previous schools are part of the documentation required to register your child for school. Please be prepared to bring those documents with you.

Contract Duration

Your initial contract will be for two years. A teacher's work year consists of a 188 work day commitment. In order to qualify for a step increase for the following school year, the teacher must complete a full school year and receive a successful evaluation from their supervisor. After the initial two year contract, teachers may be offered annual extensions.

Leave

Various types of leaves are available under South African Law. More details will be found in the Faculty Handbook that you will receive when you arrive in South Africa. To give you a very brief description, you will receive one day sick leave for every month of your contract (i.e. 24 days for the first two year contract). Thereafter, you will receive 12 days per year. Unused sick leave cannot be accumulated and is not transferable. All employees receive three days a year as Family Responsibility Leave, primarily to be used if your child or spouse is ill. All teachers are eligible for two leave days with pay per year. Leave with pay days have some restrictions as to when they can be used.

Cost of Living Notes

The cost of living in South Africa, relative to the United States is very reasonable. The US Dollar buys a whole lot more goods and services in South Africa than it does in the USA. The cost purchasing locally grown food, locally manufactured toiletries or cleaning supplies, and labor-intensive services (child-care, household help) is far less than in Europe or the USA.

To give you a sense of what things cost in Johannesburg, here is a brief list:

Item	Cost in Rand
A loaf of bread	R 12
1 litre milk	R 10
1 dozen eggs	R 15
A good cup of coffee with service (latte, etc.)	R 20
A movie ticket for an international release movie	R 55
Fast food hamburger	R 40
A music CD	R 140
1 kg dried pasta	R 20
An average bottle of wine	R 50 - R 60
A good bottle of wine	R 70 - R 250
A 3 - course restaurant meal for two with wine	R 500 - R 600