American International School Vienna



Working at AIS Vienna

A School Focused on Student-Centered Learning in One of the Most Livable Cities in the World

2027-2028

American International School Vienna

Our Mission

At the American International School Vienna, we empower each student with the skills and character strengths necessary to be positively impactful global citizens who strive for personal growth and excellence in an ever-changing world.

Our Vision

A community of innovative learners realizing their chosen futures with courage, curiosity, and joy.

Our Values

Respect
We will be kind, considerate, inclusive, and thoughtful in our interactions with others and the environment.

Aspire
We will pursue our passions, imagine possibilities, and make them real.

Achieve
We will apply ourselves to the best of our ability with effort and ingenuity, and strive for personal growth.

Strategic Plan 2026-2029

Our Priorities

01
Teaching & Learning

Developing learners who know themselves, own their learning, and thrive in a complex, connected world.

02
Global Citizenship, Character & Wellbeing

Building belonging, character, and inspiring purposeful action.

03
Finance

Stewarding resources to support current and future students.

04
Facilities

Creating spaces to support innovative and future focused learning.

05
Governance

Strategic governance for sustained excellence.

For our full Strategic Plan 2026-2029, please visit: www.ais.at/about/strategic-plan

Environmental Ethics & Sustainability

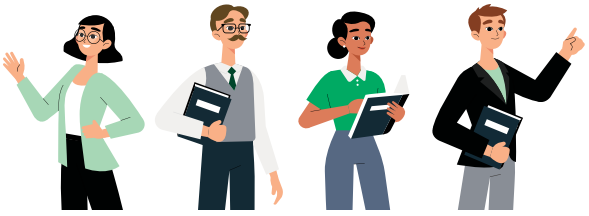
The AIS Vienna community is committed to developing an environmentally friendly school by raising environmental awareness, making environmentally friendly decisions, including environmental action and education in our daily routine, and supporting the environmental policies of Austria.

Key Facts



STUDENTS **790** NATIONALITIES **76**

LANGUAGES **57**



TEACHERS **106** NATIONALITIES **14**



APPLE DEVICES **1:1**

MASCOT **KNIGHT**



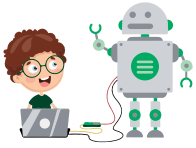
CLASS OF 2026 COLLEGE ACCEPTANCE RATE **100%**



ATHLETIC TEAMS **40**



ARTS EVENTS **55**



CLUBS & ACTIVITIES **75**

ALUMNI NETWORK MEMBERS **14,313**

CAMPUS AREA **45,000 m²**

YEARS IN EXISTENCE **67**

EMPLOYEES **188**

*All data as of September 2026



A Brief Introduction

The American International School Vienna is an independent, college preparatory, coeducational day school serving students in Pre-Kindergarten through Grade 12. The school was founded in 1959 and continues to thrive as an outstanding center for education in the wonderful city of Vienna.

We welcome our students and employees to AIS Vienna today - and to the vision of tomorrow. An excellent school is continuously improving. We are always looking for ways to thoughtfully pursue new ideas, new possibilities and new ways to meet our potential.

We are strongly committed to retaining the DNA of AIS Vienna. Guiding our students to learn, grow, adapt, and prepare for a rapidly changing world remains our core objective. We go forward empowered by our deep care for our students, knowing that it is our responsibility to prepare them for futures not yet imagined.

A Letter From the Director

The American International School Vienna works every day to fulfill our mission and enliven our core values of respect, aspire, and achieve, throughout our diverse international community. We offer a student-centered approach to learning within an academically relevant American/IB curriculum set in the culturally rich environment of Vienna. We recruit exceptional talent worldwide to join our school as active and engaged members of our community. The ideal AIS Vienna candidate embodies the pedagogical skills and personal traits to help our students thrive in our vibrant, international context. We look forward to partnering with you in the pursuit of innovation and excellence. We have a great school community, one that others want to be part of!



Kathy Miner, DEd
Director

Our Legacy

The American International School Vienna was founded in 1959 by the Embassies of the United States and Canada after the US Ambassador advised that US funds would be available for an American sponsored school. In 1961, primarily through grant funds, AIS Vienna took possession of a 44,000 square meter site for its new school on Salmannsdorfer Strasse, in the Neustift-am-Walde area of Vienna, adjacent to the famous Vienna Woods (Wienerwald), where the school is located to this day. The first event on the new campus was the graduation ceremony that took place in Spring of 1964. By Fall of that same year, 357 students with 28 nationalities were enrolled on the new site.

In 1977, the International Baccalaureate Diploma Program was first offered, and in 2022, AIS Vienna celebrated its 45th anniversary as an IB World School. During the 2024-25 school year, AISV celebrated its 65th anniversary and our continuing connection with thousands of alumni from all around the world.

Currently, there are nearly 800 students representing almost 80 nationalities enrolled, with about half of all students being American or Austrian citizens. AIS Vienna is one of five international schools in Vienna and stands out for its American-style curriculum, its array of co-curricular activities, outstanding IBDP scores, and student placement in the world's top universities.

Additionally, our unique location provides an instructional setting amidst the beauty of the surrounding hills, forest, and countryside. On our 11-acre premises there are seven interconnected buildings housing our three divisions — Elementary School (Pre-Kindergarten to Grade 5), Middle School (Grade 6 to Grade 8), and High School (Grade 9 to Grade 12). The typical class has 15-20 students, with many language classes considerably smaller.





Conditions for Learning

At AIS Vienna, we believe high-quality learning results in the application of knowledge, concepts, and skills in a variety of contexts.

On-going Assessment

Utilizing the cycle of feedback and reflection, we know where we are in our process of learning, where we still need to go, and how we will get there.

Authentic Contexts

We recognize what we're learning and why we're learning it, and we seek relevant and engaging challenges throughout the process.

Personalization

We maximize our strengths, proactively take steps to improve upon our areas of challenge, and claim ownership of our learning through opportunities for personal choice.

Collaboration

We appreciate that learning is a social process, and we respect diverse perspectives and ways of knowing.

Persistence

We embrace opportunities to take risks, and we view setbacks as learning opportunities.

PK-12 Philosophy of Assessment

At AIS Vienna, we know on-going assessment and feedback is essential to the learning process and allows us to evaluate a student's ability to apply knowledge, concepts, and skills in a variety of contexts. A variety of assessment tools empower the student to demonstrate their strengths and areas of growth which enhances metacognition and facilitates individualized support.

Our Governance

The school is governed by a 10-member Executive Board, eight of whom are elected by the Association that sponsors the school, one who is appointed by the US Ambassador, and the Director (ex-officio). Membership in the Association is automatically conferred on the parents or guardians of children enrolled in the school. The school is incorporated under Austrian law and is affiliated with the Office of Overseas Schools, US Department of State.

The Executive Board sets general policies and is responsible for hiring the school Director, who oversees the operations of the school. There is a healthy and open partnership between school leadership and the Executive Board.

Our Community

Once a Knight, Always a Knight

Whether a student or faculty member is here one year or many years, they will always be part of the AIS Vienna family.

Relationships are what sets our community apart from other schools in Vienna and beyond. We value inclusion and belonging, and create opportunities for community members to settle in quickly when they join our school. Thanks to the connections made while here, our alumni maintain strong ties long after they've departed.

Students

AIS Vienna serves some 800 students from about 80 countries, with about half of the total American or Austrian. Because of the international and transient character of our student body, the average stay at AISV is four years, with approximately 200 new students admitted each year. Many students, however, spend eight years or longer with us. Our international parent community is predominantly affiliated with embassies, international organizations, and international corporations. Our local parents tend to work in private businesses or professions such as medicine and law.

Faculty

The core of excellence at AIS Vienna is our talented faculty and strong teacher leaders. The AISV Faculty numbers over 100 individuals. More than 88% of our teachers hold advanced degrees, with several having earned doctorates. A substantial majority are North American, but the school does have teachers of other nationalities, including Europe and Asia. Teachers at AIS Vienna are dedicated professionals with a commitment to on-going improvement, as demonstrated not just by frequent attendance at regional and international conferences, IB training, and subject-specific workshops, but also in leading others both within our school and the wider international school community.

AIS Vienna faculty range in age from 28-65, with an average and median age of about 46. The average stay of a faculty member at AISV is over ten years, which greatly enhances the school's stability and continuity.

Each of the three academic divisions is headed by a trained and experienced principal. In addition, the Senior Leadership Team includes the three division principals, the Director, the Director of Teaching & Learning, the Director of Events, the Director of Technology, the Human Resources Manager, and the Business Manager. There are also trained and experienced counselors in each of the three divisions, resource staff, and librarians for the Elementary and Secondary schools.

Our Facilities

AISV is located in the Neustift-am-Walde area of Vienna, adjacent to the famous Vienna Woods, and provides an instructional setting in the midst of the physical beauty of the surrounding hills, forest, and countryside. On our 11-acre (4.5 hectare) premises there are seven interconnected buildings housing an Elementary, Middle, and High School.

Overall, there are more than 70 classrooms, eight science labs, art studios, music rooms, two libraries, a theater, two gyms, a cafeteria, a health unit, and a separate sports hall (housing three indoor tennis courts or two basketball courts or ten badminton courts). There are various offices for counseling, the International Baccalaureate program, division offices, technology, and faculty departments. The exterior facilities include a soccer field, a running track, an elementary playground, an outdoor tennis court, an amphitheater, and outdoor classrooms.

The land for the school was bought by the US government in the late 1950s, using US government funds obtained through the Marshall Plan, and the school occupies the premises in perpetuity. The school is built along a sloping hillside, making for many different levels and stairs.





Teaching & Learning

Academic programs at AIS Vienna are always given the highest priority by both the school's dedicated faculty and the leadership team. The AIS Vienna curriculum is based on the American system with an international flavor.

In the Elementary and Middle Schools, the curriculum ensures that all students learn a coherent and unified body of knowledge and academic skills. Our teaching and learning is guided by the Common Core Standards for English Language Arts and Mathematics, NGSS for Science, C3 and Aero for Social Studies, NCAS for the Arts, ISTE for Technology, and SHAPE for PE and Health. We follow an inquiry-driven curriculum review cycle and are shifting to a strong data-based system for guiding our improvements to support continuously improving student outcomes.

High School students follow a challenging college-preparatory curriculum that leads to a US High School Diploma, with the option of pursuing the International Baccalaureate Diploma in full or by course, including opportunities to engage with the IB's core of Theory of Knowledge (TOK), the Extended Essay (EE), or the Creativity, Activity, and Service (CAS) program.

English is the language of instruction, with instruction in German language offered for all levels of proficiency beginning in Early Childhood. At the secondary level, we also offer French and Spanish, and students in the IBDP are encouraged and supported with studying literature or language acquisition in their mother tongue.

Recent strategic initiatives focus on strengthening student-centered instructional approaches that ensure equitable access to learning for every student. This includes differentiating for individual abilities, interests, learning needs, and diverse perspectives. We are in the process of refreshing our pedagogy to enhance inquiry and deliver authentic, standards-based learning experiences in which students take ownership of the process.

All AIS Vienna students receive individual academic advice and support, and High School students receive extensive college counseling in their Junior and Senior years.

Accreditation and Memberships

AIS Vienna is accredited by Council of International Schools (CIS), the Middle States Association of Colleges and Schools (MSA-CESS), and the IB. We are affiliated with CEESA, ECIS, ELMLE, ISST and more.



Related Arts

Built on the firm belief that art is essential to our humanity, the Arts Department provides students with the skills to recognize, appreciate, create, and evaluate art in its many forms – from the glories of orchestral music through the quiet of charcoal drawings on paper. Although a quality product is often inherent in artistic endeavors, it is the process itself that is the primary focus of the Arts Program. The curriculum provides each child with opportunities to develop self-expression, self-discipline, collaboration, spontaneity, imagination, and a lasting understanding and appreciation of the arts. AIS Vienna students actively participate in a wide range of activities that often culminate with choral and instrumental concerts, art exhibits, as well as theater and dance performances – including at renowned venues in Vienna and around the world. While many of our graduates enter creative professions, our goal is for all students to become lifetime lovers of the arts.



Athletics & Activities

AIS Vienna offers over 45 clubs and activities to our High School and Middle School students. Activities like Speech & Debate, Math Team, Habitat for Humanity, and Amnesty Youth all meet either after school or during lunch. In the Elementary School, our extensive After School Activities program (ASA) offers over 30 different classes. Most of our Elementary students participate in at least one ASA.

Our athletics program is divided into fall, winter, and spring seasons, each offering competitive programs. Our Middle and High School students take part in local games, overnight trips, and final season tournaments in one of the two conferences to which we belong: the International Schools Sports Tournaments (ISST) and the Danube Valley Athletic Conference (DVAC). We are founding members of both conferences.



Technology for Learning

Our Technology Vision

American International School Vienna students are empowered responsible digital citizens who thrive in a rapidly transforming technological world. Our students think creatively and critically; construct knowledge and design solutions; communicate and collaborate effectively; and engage responsibly with technology as respectful future-minded members of the global community.

Our Technology Philosophy

We believe technology and innovative practice stimulates curiosity and creativity, inspires the joy of discovered passions, and provides students with the tools and skills to confidently meet future challenges. Technology is fundamental in providing equal access to learning for all students.

1:1 Device Program

AIS Vienna is a 1:1 Apple school. Our students learn and collaborate with interactive SMARTboards, Apple TVs, iPads (1:1 program in Elementary School), and MacBook Air laptops (1:1 program in Middle School & High School).



Belonging Commitments & Practices

Our Strategic Plan prioritizes *setting and reinforcing expectations of what it means to be an AIS Vienna citizen in a community that embraces diversity, equity and inclusion, building on the foundation of ethical character, purposeful action and international mindedness.*

At AISV, we believe that every member of our school community should feel seen, valued, and supported. Our strategic focus on Belonging is rooted in the values of ethical character, purposeful action, and international mindedness, and is driven by our commitment to creating a learning environment where dignity and respect are foundational — not aspirational.

Our Respect & Anti-Discrimination Policy protects all members of our community from discrimination on the basis of race, national or ethnic origin, color, religion, gender, gender identity, sexual orientation, mental and physical ability, and political affiliation; and from any attitudes or behavior towards others which reflect lack of respect for the inherent dignity of any individual.

A dedicated Belonging Team amplifies student voices, supports professional growth, and leads initiatives that strengthen community connections and deepen understanding of diverse perspectives. With the support of an external Belonging consultant, AISV will expand this work by translating data and dialogue into actionable strategies, resources, and tools, deepening our collective capacity to create a welcoming, inclusive community where every learner thrives.



What Makes AIS Vienna Special

A positive, well-rounded experience that supports lifelong learning.

At AIS Vienna, we strive to ensure that every student is welcomed and appreciated. As educators, we understand our mission is not just to facilitate learning in the classic sense, but also to facilitate experiences, and create memories that will sustain every student through futures not yet imagined. Our goal is for children to love school and to develop a life-long love of learning.

Our teachers love working with children and our students enjoy school.

AIS Vienna is widely recognized as a school that fosters positive relationships between teachers and students. These relationships translate into highly motivated and engaged learners. AIS Vienna students arrive with smiles and energy each morning, ready to learn.

We offer a warm and welcoming atmosphere.

We believe in developing strong relationships between students and teachers, and these relationships are the foundations of the family-like feeling of our school community.

Our Elementary School Program

In our Elementary School, the instructional excellence of the faculty is complemented by a genuine appreciation of childhood development. Our carefully chosen programs allow for differentiated instruction and a high degree of student choice to ensure that learning is authentic and meaningful. Students are encouraged to make connections to personal experiences, and to draw from these experiences to gain deeper understandings of content and text materials.

Our enrollment in the Elementary School hovers between 300 and 330 students from Pre-Kindergarten through Grade 5. Students benefit from outstanding academic programs enriched by fine arts, physical education, technology, and German language instruction. Through after school activities, field trips, and collaboration across grade levels, we ensure every single child finds multiple opportunities to explore new interests, further develop existing passions, and find confidence in their unique expression.





Our Middle School Program

The Middle School offers a nurturing environment in which teacher support and enthusiasm meet the unique developmental needs of students aged 11 to 14. This is a period of rapid intellectual and social development, and our courses and programs help students to realize their potential and take increasing responsibility in a caring, supportive environment.

Our curricular and co-curricular programs are designed to build the foundation for a lifetime of independent and self-reliant learning. Skill building is emphasized, and reading and writing are priorities in most areas of academic study. Our language arts program is literature based, and students learn to write in a variety of genres and styles. In mathematics, students begin with concrete, computational work, and develop the abstract thinking and problem-solving skills needed for algebra. “Hands-on” learning and laboratory work are emphasized in the general sciences. All students explore the fine and performing arts, as well as develop their computer and technology skills. Physical education keeps our active students fit and focused on a healthy lifestyle.

Additionally, elective exploratory courses introduce students to subjects that they may wish to pursue in future years. All students study German, with French and Spanish as additional options. Language instruction is an important feature of the Middle School curriculum, and English as an Additional Language (EAL) is provided for students with intermediate English proficiency.

Every autumn, all faculty and students participate in the Middle School fall trips. These three-day treks (each grade goes to a different destination in Austria) provide an opportunity for students to make friends, for students and teachers to get to know each other, and to build spirit and spark enthusiasm for the new school year.

Our High School Program

The High School provides a comprehensive university-preparatory academic program. All AIS Vienna High School students work towards earning a US High School Diploma. The majority of our students also choose to pursue the globally-recognized International Baccalaureate (IB) Diploma. Core areas of our academic program include English, mathematics, science, social studies, world languages, visual and performing arts, and physical education. The World Language program includes German (both native and non-native), French, and Spanish. Resource support may be available for students with additional learning support needs. Each year, our IB results indicate achievement well above world averages.

AIS Vienna is well-known for its caring faculty and positive student-teacher relationships. Our experienced and certified faculty are experts in their subjects. Most of our faculty is from the United States and Canada, but we employ teachers from all corners of the globe. They devote themselves to the success of our students by providing world-class learning opportunities, a nurturing environment, and a culture of integrity and curiosity. Three counselors and an academic dean are dedicated to assisting students in their applications to universities in North America, the UK, Europe, and throughout the world.

In addition to the academic program, the High School offers co-curricular choices in music, dance, drama, scholarly challenges, and athletics. AIS Vienna is a member of several international school associations, providing opportunities for competitions and festivals throughout Europe and around the world. We also promote and facilitate service and learning opportunities in Vienna, our neighboring countries and beyond. We welcome new learners into our community, challenging and fostering future leaders, life-long learners, and long-term friends.





Our Teachers

Welcome to a collaborative teaching community of lifelong learners! AIS Vienna educators are thinking coaches. They are academically and pedagogically accomplished. They do not only provide superior instruction; they lead, inspire, and excite. They are chosen because of their passion for the job and their ability to relate to students in a caring, supportive manner. They find true delight in teaching and are committed to igniting the potential in every student.

We believe that AIS Vienna brings out the best teacher in you, and AISV in turn becomes a stronger school with you on our team.

Facts & Figures

We pride ourselves on the quality of our teaching and we celebrate every one of our internationally diverse teachers. They are fully committed to upholding our Core Values - Respect, Aspire, and Achieve - which are directly linked to student learning at AIS Vienna.

Facts & Figures About the People Who Help Make AIS Vienna Special

Faculty Members	106
Countries Represented	14
Teachers with Advanced Degrees	90%
Student-Teacher Ratio	7:1

On average, our faculty stay at AIS Vienna for 10 years. International school teachers like exploring the world, but when they get to AISV, they tend to hit the “pause” button and stick around to enjoy their surroundings for a while.

Our School Year

The 2026-27 school year will consist of 178 days of teaching and 6 additional days of teaching-related, professional development activities. New hire teachers arrive by the end of July/the beginning of August so they can settle in before New Hire Orientation. AIS Vienna publishes a calendar each year indicating the dates of school holidays, including Austrian public holidays.

The core working day for teachers is 8:00 AM - 3:15 PM.

For the most current version of our AIS Vienna calendar, please visit: www.ais.at/about/calendar.



AIS Vienna Offers

In addition to expert teaching and learning resources and a location in one of the most picturesque districts of Vienna, AIS Vienna offers:

- A warm and welcoming campus community
- Talented, collaborative, and outgoing faculty
- A student-centered approach to teaching and learning
- Investment in lifelong learning
- Class sizes of less than 20 students
- Teaching assistants in all Elementary School grade levels
- Individual technology set-up with both device and programs for all employees & students
- Over 40 clubs and activities for Middle and High School students
- Over 30 After School Activities (ASAs)
- PK-12 Visual Arts program including music and theater within the rich cultural context of Vienna

Our parents invest significantly in an AIS Vienna education. Through our faculty compensation and benefits, so do we.

Top 5 Reasons to Join Us

1. **Benefit from extensive professional development.** AIS Vienna is a community of lifelong learners. Our teachers are dedicated and talented individuals who work collaboratively to support our students PK-12, and have access to extensive professional development opportunities that ensure they are prepared to meet the needs of all students.

2. **Explore opportunities to grow.** Want to make a difference? So do we. AIS Vienna fosters a dynamic team of highly engaged and competent international teachers and leaders. Our teachers have opportunities to grow into grade level leaders, subject leaders, and heads of department. Step in to explore AIS Vienna career opportunities.

3. **Experience our student-centered learning approach.** Students are at the heart of everything we do. Our student body is diverse and multicultural, and our teachers foster a student-centered, adaptive approach to learning. We believe that creativity and innovation make our world a better place, and we nurture and actively encourage our students to become happy and successful global citizens.

4. **Join our AIS Vienna Family.** For 65 years and counting, AIS Vienna has been a home to globally mobile students and teachers. We are more than just a school, and we are proud to have such a warm, inclusive, and welcoming community with teachers whose commitment and involvement make AIS Vienna truly unique.

5. **Enjoy an attractive benefits package.** AIS Vienna offers attractive salaries and benefit packages including health and life insurance, no-cost tuition for dependent children, retirement funds, and an annual home leave subsidy. Teachers at AIS Vienna live comfortably with the potential for savings.




NURTURE
INCLUDE
CORE VALUES
CHALLENGE
RESPECT

Professional Development

AIS Vienna is a community of learners, both students and faculty. We ignite and inspire lifelong learning in our students, which starts by cultivating this lifelong learning mindset across our Faculty. AIS Vienna teachers don't just teach; they practice what they teach.

Teachers at AIS Vienna are committed to growing in their ability to meet the individual learning needs of every student. To support this goal, we provide a range of professional learning opportunities. At AIS Vienna, this means learning that is engaging, ongoing, and relevant. In addition to a wide range of professional development activities both on and off campus, our teachers interact with a team of about 190 faculty and staff, in which over 89% of our faculty have obtained a Master's degree or higher.

Over the past couple of years, teachers have engaged in professional learning that supported our strategic initiatives, led by a variety of world renowned expert consultants, such as inquiry author and speaker Trevor MacKenzie; leading workshop model team Erin Kent Consulting; author, speaker and consultant Tom Schimmer whose expertise includes Standards Based Grading; Diversity, Equity and Inclusion expert Derrick Gay; and Matt Glover, an author and consultant whose specialty is nurturing writers and supporting children's intellectual growth and development.

Additionally, professional development for the IB Diploma Program receives ongoing support at AIS Vienna, including sending our teachers to subject specific seminars—the first workshops in the world for supporting IBDP teachers with the latest IBDP curriculum. Job-A-Likes and some network groups are provided and coordinated through our regional affiliate CEESA.

From this wealth of experience, we build collaborative teams within our wider professional learning community. This stretches both within and across grade levels and subject areas, to actively inspire, share, exchange and craft the best possible experiences for the lifelong learners in all of us.

1000 EUR per year is available to each teacher to pursue professional development opportunities. This amount can accumulate for up to three years.

Engagement Outside the Classroom

In addition to their teaching duties, we expect our teachers to be engaged outside of the classroom. This includes attending relevant parent information events, campus events, sports tournaments, art shows, etc. Our teachers establish and lead co-curricular activities, during which they share their personal passions and expertise.



Salary Scale

A teacher's salary depends on their academic level and the amount of teaching experience they bring with them. The listed salaries are based on our Teacher Personnel Policy B2 for the 2026-27 school year. All amounts within the Step Factor Matrix are shown in Euros. The salary is paid monthly and is typically transferred mid-month. Please note that the highest possible entry is step 6.

Teachers with additional responsibilities (e.g. heads of department, grade level leaders, etc.) are paid a stipend (additional monthly amount).

One step increase will apply for each year of employment at the school up to step 15. In addition there is an inflation rate adjustment which is capped at 4%.

The listed teacher salaries are not taxed in Austria for non-Austrian citizens.

All salaries are stated in Euro and reflect the 2026-27 school year. Salaries will be updated once the 2027-28 budget is approved in December/January.



Step	BA	MA	PhD
1	€ 45,845	€ 51,010	€ 56,176
2	€ 47,320	€ 52,486	€ 57,652
3	€ 48,796	€ 53,961	€ 59,127
4	€ 50,271	€ 55,437	€ 60,602
5	€ 51,746	€ 56,912	€ 62,078
6	€ 53,222	€ 58,387	€ 63,553
7	€ 54,697	€ 59,863	€ 65,029
8	€ 56,173	€ 61,338	€ 66,504
9	€ 57,648	€ 62,814	€ 67,979
10	€ 59,123	€ 64,289	€ 69,455
11	€ 60,599	€ 65,765	€ 70,930
12	€ 62,074	€ 67,240	€ 72,406
13	€ 63,550	€ 68,715	€ 73,881
14	€ 65,025	€ 70,191	€ 75,356
15	€ 66,500	€ 71,666	€ 76,832
16	€ 67,976	€ 73,142	€ 78,307
17	€ 69,451	€ 74,617	€ 79,783
18	€ 70,927	€ 76,092	€ 81,258

Taxation Information

The listed teacher salaries are not taxed in Austria for non-Austrian citizens. However, non-Austrian citizen teachers at AIS Vienna are subject to their home country's income tax and social security law.

E.g., US citizens at AISV need to file income taxes in the US, but the Foreign Earned Income Exclusion (FEIE, IRS Form 2555) allows US citizens to exclude a certain amount of earned income from US tax. For tax year 2026 this exclusion is USD 132,900.

Based on your individual circumstances (home country), you need to identify the applicable income tax/social security jurisdictions and comply with all applicable tax/social security obligations. It is each individual's own responsibility to negotiate any special arrangements concerning taxation agreements that may exist between Austria and their home country.

An AIS Vienna teacher who is required to register with the Austrian Social Security may elect either the "Private Health Insurance & Pension Plan Package" or the "Austrian Health Insurance & Pension Plan Package".

Health Insurance & Pension Plan

Private Health Insurance and Pension Plan (Plan 1)
For US citizens and Third Country Nationals

Medical, Dental & Vision
Worldwide medical, dental and vision insurance provided with AIS Vienna paying 75% of the cost of insurance premiums. Teachers can choose from either CIGNA or UNIQA. Full local and international medical, dental and vision is provided from the beginning of the employment contract for the employee and dependent family members.

Long-Term Disability and Basic Life Insurance
AIS Vienna provides long-term disability income insurance protection and a basic life insurance policy for the employee at a 75% AIS Vienna / 25% employee basis.

Retirement Plan
AIS Vienna contributes 10% of the teachers' salary towards pension savings, and provides US citizens with the opportunity to save for retirement on a tax-advantaged basis (Roth401k).

-- OR --

Austrian Social Security System (Plan 2)
For Austrian Citizens and Austrian System Hires
The Faculty Member has to register with the social security authority (Österreichische Gebietskrankenkasse, ÖGK) and receives benefits from the Austrian social security system. The Faculty Member must provide evidence of their registration and the annual registration update from ÖGK.

The School will compensate the Faculty Member the Euro amount for the employer contribution under the Social Security Law (Allgemeines Sozialversicherungsgesetz ASVG).

Passport / Residence Permit

Teachers and accompanying dependents must have passports which are valid for at least two years from the date of arrival. An Austrian residence permit (visa) will be required to remain in Austria. The AIS Vienna Human Resources department will guide new teachers through this process step-by-step prior to arrival, in order to obtain the necessary documents and ensure the application process runs as smoothly as possible.

AIS Vienna will reimburse residence permit (visa) card expenses (no reimbursement for specific costs such as passport pictures etc.).

Shipping & Repatriation

AIS Vienna will provide an allowance of:

- 2,500 EUR for a single teacher
- 4,000 EUR for a teaching couple
- 1,500 EUR additionally for an accompanying Spouse/Partner:
- 750 EUR additionally for each dependent child, up to a maximum of three children

for the shipment of personal belongings to Vienna, upon submitting an original shipment confirmation and receipt of payment. The allowance will be paid in full to the employee's Austrian bank account. Moving/shipment allowance also applies for teachers leaving AIS Vienna (after fulfilling their contractual obligations), who are either returning to their point of origin or their recorded home address. This is also subject to presentation of the original shipment confirmation and receipt of payment. In cases where a passenger fare below the set allowance is secured, any surplus funds may be applied towards additional shipping expenses and vice versa.

Transportation to Vienna

One-way economy class airfare covering the most direct route from the employee's recorded "Home Leave City" to Vienna is available to the employee upon starting their employment, providing the amount does not exceed 1,200 EUR. If applicable, dependents residing with the employee are also entitled.

Home Leave Subsidy

Every year, teachers and their dependents will receive 700 EUR per adult and 350 EUR per dependent child (11 years and younger) as Home Leave Subsidy. This allowance will be provided by AIS Vienna in the April payment period.

Settling-In Allowance

AIS Vienna will provide a one-time settling-in allowance of 2,500 EUR for a single teacher, teaching couple or family upon arrival in Vienna.

Housing Support

Teachers will be supported by a relocation agency to find appropriate housing in Vienna, prior to and upon their arrival.

Initial Arrival On Site

New hire teachers arrive by the end of July/the beginning of August so they can settle in before the start of New Hire Orientation.

Tuition at AIS Vienna

A full-time teacher is permitted to enroll up to two dependent children (a teaching couple up to three dependent children) in AIS Vienna at no cost. The students must meet the criteria outlined in the AIS Vienna Admissions Policy.

Leave Policies

Sick Leave / Home Care Leave / Maternity Leave / Paternity Leave / Emergency Leave / Bereavement Leave / Personal Leave



Welcome to Vienna

Vienna is a city that truly speaks for itself. It is not only the capital city of Austria and a center of European culture and history, but is also regarded as one of the world's most livable cities!

Vienna is an international meeting point, bringing a diverse network of people from around the world together. It is a city for people from all walks of life to enjoy, offering a fantastic quality of life for singles, couples, and families.

Vienna is an impressive world destination and a highly desirable place to live for international communities:

Vienna - A Benchmark for Quality of Life

In the 2026 Global Liveability Index by the Economist Intelligence Unit (EIU), Vienna ranked again 2nd in the world. After leading the rankings from 2022 to 2024 and coming in second in 2025, Vienna continues to set global standards with perfect scores in healthcare, education, infrastructure, and culture. The city's blend of rich history, efficient public services, and abundant green spaces keeps it among the most desirable places to live worldwide.

Vienna - A Sustainable & Green City

With its impressive public transport system, network of bike lanes and pedestrian walkways, plethora of green spaces, consistent investments in sustainable energy sources, and ongoing commitment to reducing pollution levels, Vienna is truly a world leader when it comes to setting an example for sustainable and green living. Residents are not only committed to practicing sustainability, but hold the goal of making their city a greener place as a personal passion near and dear to their hearts.

Vienna - A Smart City

Vienna is not only committed to being a green city, but also a smart city! The city is constantly striving to develop innovative solutions to challenges of the modern world. Development projects in the areas of mobility, environment, and digitalization are ensuring Vienna reaches its goal of creating a brighter and smarter future for all residents.

Lifestyle In Vienna

As in many other cities of the world, residents of Vienna enjoy a special kind of lifestyle that comes naturally living in such a cultural and cosmopolitan hot spot. Whether they are strolling through the historic inner city and taking in the impressive architecture, visiting an insightful exhibition in a local art gallery or museum, attending a breathtaking opera or theater performance, or winding their way through the renowned vineyards that frame the city, one thing can be said for sure - Viennese residents are true “Genießer” and enjoy life to the fullest!

Vienna for Families

For families living in the city, Vienna makes the experience both enjoyable, memorable and enriching for all! The wide array of green spaces, family friendly activities, the safe environment and sustainable way of life make Vienna a highly attractive destination for families looking to experience their next big city adventure. Vienna’s green surroundings and safe environment ensure that children grow up experiencing the best a childhood in the city has to offer!

Vienna for All Ages

No matter what stage of life residents of Vienna find themselves in, this multifaceted city has much to offer for all ages! Whether they are young students embarking on their first big city adventure, high-flying professional couples with active social lives, growing families balancing busy careers and home-lives, or senior citizens unwinding from the hustle and bustle of working life - life in Vienna easily adapts to the needs of its different residents with its diverse offerings on accommodation, infrastructure, facilities, hospitality, and leisure activities!

Sources: https://www.wien.info/en & https://www.austria.info/en





Welcome to Austria

Austria is a breathtaking country to discover. Situated in the heart of Europe, it borders a total of eight countries (Germany, Czech Republic, Slovakia, Hungary, Slovenia, Italy, Switzerland, and Liechtenstein) making it the ideal place from which to explore the rest of Europe. Simply hop on a nearby train or bus and you'll be there in a matter of hours!

The country of Austria is a charming collection of picturesque landscapes, cultural cities, culinary delights and exciting outdoor activities. Whether you're traveling through breathtaking country valleys framed by lakes and mountains, or exploring the cultural sights and culinary highlights of the country's many cities, Austria has much to offer for all interests. For outdoor adventurers, there are a wide range of exciting activities in nature, such as hiking, biking, and swimming in summer and skiing, snowboarding, and ice skating in winter. If you prefer the warmer comforts of a city, explore the variety of impressive architecture, museums, art galleries, coffee shops and patisseries of famous Austrian cities, such as Vienna, Salzburg, and Innsbruck.

Source: https://www.austria.info/en

What are you waiting for? Experience life in Vienna, Austria and all this impressive place has to offer for yourself!



AIS Vienna Channels & Networks

To keep up with the latest happenings at AIS Vienna, follow us on the channels below. (We post great stuff, trust us!)

www.facebook.com/AISVienna

www.instagram.com/ais_vienna

www.youtube.com/aisvienna

www.linkedin.com/school/aisvienna/

www.ais.at/social-media-landing

Our Employee Recruitment Brochure features a number of website links.
Please visit our AIS Vienna website (www.ais.at) to access this online content.

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