

# Bill of Rights for International Educators



## 1. EDUCATORS HAVE THE RIGHT TO ACCURATE INFORMATION

- Candidates' questions are answered honestly during the recruiting process.
- School housing, if offered, is clearly represented by photos and written descriptions at recruiting time.
- If educators are provided with health care-benefits, a copy of the policy is available.
- Promises made verbally are disclosed in writing, including: all expenses and materials that will be reimbursed, class size, after-school activity expectations, number of class hours per week, how salaries are paid, professional development allowance and how to receive it.

## 2. EDUCATORS HAVE THE RIGHT TO ETHICAL CONTRACT PRACTICES

- Educators are presented with the final wording of their contracts at the recruiting fair.
- Contracts for foreign-hires are in English and shall not require interpretation.
- Contracts completely delineate an educator's duties and benefits.
- No other contract can ever supercede the contract signed by the educator.
- Employment handbooks are available at recruiting fairs and outline policies referred to in the contract.
- Educators have access to an up-to-date salary schedule at recruitment time.
- When signatures by school personnel not present at a recruiting fair are needed to finalize a contract, the original wording of the contract is never changed from that already agreed to by the educator.
- Educators may take up to 48 hours to accept a contract. During that time the school guarantees the position's continued availability.
- When a host country requires a contract in the host-country language, the school guarantees all statements in the educator's English language version.
- Renewal contracts are presented far enough in advance so that educators may decide not to sign and still have ample time to take the necessary steps to recruit for the next school year.

## 3. EDUCATORS HAVE THE RIGHT TO WORK IN A SAFE, SUPPORTIVE ENVIRONMENT

- The school will make every effort to ensure all educators work in an environment free from bullying and harassment from administrators, students, parents and /or educators.
- Educators are supported by administration when confronted with individuals acting outside the bounds of acceptable behavior. Agendas not beneficial to the school/school-community are not permitted.
- Educators are provided with the material support and initial orientation required to successfully do their jobs. Non-educator managing directors no not interfere in educational matters beyond their expertise.

## 4. EDUCATORS HAVE THE RIGHT TO PARTICIPATE IN A SCHOOL-STAFF ASSOCIATION

- A School-Staff Association is in place and has a genuine forum for negotiation with administration. Educators have freedom of speech without fear of reprisal.

## 5. EDUCATORS HAVE THE RIGHT TO ASSISTANCE WITH TRANSITION INTO THE HOST COUNTRY

- All educators are assisted in making a smooth financial, cultural and legal transition into the host country.
- Passports are held only for the purpose of visa renewal and are returned upon request.
- Educators are supported and protected, to the extent possible, by school administration against authorities and/or individual members of the host country who wish the educator harm (possible imprisonment, travel ban) for no justifiable reason.

## 6. EDUCATORS HAVE THE RIGHT TO A TRANSPARENT AND IMPARTIAL EVALUATION PROCESS

- Educator evaluation is transparent and as impartial as possible. Visiting accreditation organizations are invited to incorporate a review of fair educator compliance. Educators are never dismissed arbitrarily and are given due process.