

# Hiring International Teachers

## *H1B Visa & J1 Visa*

Presented by:

Dan Dalchow – Superintendent, Climax-Shelly Public Schools  
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SCAN ME





# VISA PROGRAM FOR TEACHERS

- J1 Exchange Visitor Program
- H1B Non-Immigrant Visa



# J1 EXCHANGE VISITOR PROGRAM

Authorized for those who intend to participate in an approved program for the purpose of teaching, instructing or lecturing, studying, observing, conducting research, consulting, demonstrating special skills, receiving training, or to receive graduate medical education or training.

- Duration of Stay:  
5 Years (Initial 3 Yrs.; 1 or 2 yr. increments)  
Enter the US 30 days before the program start and remain 30 days post completion
- Nature: **Exchange visitor visa** (Not an employment visa)
- Dependents (J2):  
Spouses  
Unmarried Children < 21 Yrs. old  
May apply for Work permit

# H1B NON-IMMIGRANT VISA PROGRAM

Authorized to reside in the US to perform services in a specialty occupation (including teaching), etc.

- Duration of Stay:  
6 Years (Initial 3 Yrs.; extendable up to 3 more)  
May lead to a Green Card
- Nature: **Temporary (nonimmigrant) Visa**
- Dependents (J2):  
Spouses  
Unmarried Children < 21 Yrs. old  
Most not authorized to work, unless H1B holder has an approved I-140 immigrant visa petition



# WHAT SERVICES ARE OFFERED?

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## 1. Provide the pre-screening and selection process

- Foreign Credentials Evaluation
- Qualifications for Teaching License
- Match the applicant to the right position

## 2. Coordination from Interview to Departure

- Coordination between the applicant, host company and sponsor

## 3. Point of Contact for Teacher-related emergencies and unforeseen events



## HIREFOX STAFFING AGENCY

*FORSYTH, MISSOURI*

*417-590-8090*

*HIREFOX-STAFFING.COM*

*PRESENTED BY JETHRO LIMSON*

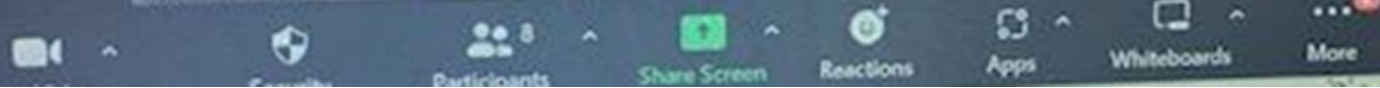


# H1B CAP EXEMPT DEPLOYMENT PLANNING TOOL

ACTUAL	APPLICANT'S LOCATION			ACTIVITY DESCRIPTION	PROCESSING TIMES
	IN THE PHILIPPINES (PH)	OUTSIDE PH	IN THE US		
	Enter the Date when you intend to start the H1B process in the yellow colored cell				
06/15/23	06/15/23	#####	#####	Case Preparation	
	06/22/23	#####	#####	Filing of Labor Condition Application (LCA) to Dept. Of Labor (DOL)	
	07/02/23	#####	#####	LCA Approval	10 business days
	07/09/23	#####	#####	Filing of Petition for a Nonimmigrant Worker (I-129, H1B), Premium Processing	1 wk Petition preparation
	07/24/23	#####	#####	Approval of H1B (Premium processed)	15 business days
	08/07/23	#####		Scheduling of interview at the US Embassy	1-2 Wks from Approval
	09/06/23	#####		US Embassy interview (Expedited interview based on	1 month
	09/20/23	#####		Visa Issuance	1-2 wks from interview
	11/01/23			Obtain Overseas Employment Certificate (OEC) from the Philippine Overseas Employment Agency (POEA)	4-6 Wks from Visa Issuance, Applies Only to Filipinos.interviewing.in
	11/04/23	#####	#####	Flight to the US (Start of Employment for Applicants in the US)	

NOTES





End

# WHAT SERVICES ARE OFFERED?

## INTERNATIONAL ALLIANCE GROUP



1. **Provide the pre-screening and selection process**
  - Foreign Credentials Evaluation
  - Qualifications for Teaching License
  - Application and Interview data, including recorded interviews and classroom experience videos
2. **Coordination from Interview to Departure**
  - Coordination between the applicant, host company and sponsor
3. **Point of Contact for Teacher-related emergencies and unforeseen events**

President: Jason Hammond –  
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SVP: Dr. Jennifer Spring –  
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<https://iagusa.org/>

Elementary Classroom Teacher (grades 4-8) 2023-2024 school year

Edward Amador (Candidate)

Jennifer L. Spring (International Alliance Group LLC)

Interview Questions (6)

1. What are your three most important reasons for becoming a teacher?
2. Why are you interested in teaching in the USA?
3. What are the three most important things you want to know about your students?
4. What four key components do you believe must be included in a lesson plan?
5. When you think about your students in what ways do you most want to influence their lives?
6. Which two core teaching strategies do you use most often to achieve this result?

[Link to interview Video](#)

[Link to Classroom Video](#)



# J1 VISA – INTERNATIONAL ALLIANCE GROUP

	Domestic Teacher	IAG Teacher Year 1 & 2	IAG Teacher Year 3, 4 & 5
Minnesota Teacher Salary Two Years of Experience	\$41,000	\$41,000	\$41,000
FICA (7.65%)	\$3,137	N/A	\$3,137
Work Comp & Unemployment (Estimate 1.20%)	\$492	\$492	\$492
Employee Health Insurance (District Provided is an Estimate)	\$10,000	\$3,000	\$3,000
Minnesota Teachers Retirement Association (7.91%)	\$3,243	\$3,243	\$3,243
IAG Partnering Rate 20% or SPED / HTF 25%	N/A	\$8,200	\$8,200
<b>Gross Salary Per Year</b>	<b>\$57,872</b>	<b>\$55,935</b>	<b>\$59,072</b>
<b>Savings by Year</b>	<b>\$ -</b>	<b>\$1,937</b>	<b>(1,200)</b>
<b>Savings by Years</b>	<b>\$ -</b>	<b>\$3,873</b>	<b>(3,600)</b>
<b>Gross Savings Over Five Years</b>			<b>\$273</b>

## Goal:

- Fill Positions

## Positive Byproduct:

- Savings in Health Insurance and FICA
- Diversity & Cultural Education
- Excitement!





# REQUIREMENTS

## H1B - Visa (HireFox)

- Employ Teachers for Exchange Period (1-year Increments)
- Maintain Supervision and Guidance
- Offer Full-time Positions
- Pay & Benefits Have to be Commensurate
- Provide Training
- Open Communication

## J1-Visa (International Alliance Group ([IAG](#)))

- Employ Teachers for Exchange Period (1-year Increments)
- Maintain Supervision and Guidance
- Offer Full-time Positions
- Pay Has to be Commensurate
- Provide Training
- Embrace Cultural Spirit
- Open Communication



# Visa Sponsors (Examples)

## •GeoVisions

- Share Information About Candidates and District
- Embrace Cultural Spirit
- Support Candidates with Arrival, Travel Needs, and Social Security Card
- Formal [Letter from MDE](#) Acknowledging we are an Approved Educational Institution.
- Proof of Work Comp Coverage

## •Greenheart

- Proof of Accreditation
- Proof of Work Comp Coverage
- Proof of “meeting or exceeding state standards that identifies the school rating by MDE. If not available, provide:
  - Total Enrollment
  - # students receiving one or more out of school suspensions
  - # students having chronic absenteeism
  - # students involved in incidents of violence
  - # students that have been arrested or referred to law enforcement
  - If school has conducted any climate and school safety surveys, provide the findings



# LESSONS LEARNED

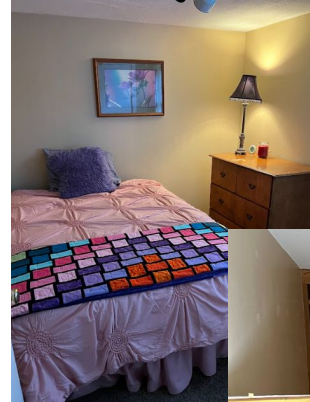
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- Teaching & Learning Is Quite Different from the US.
  - Class Sizes
  - Classroom Management
  - Curriculum
  - IEP's
  - Mentality
  - Becoming a Teacher
- Culture Shock and Homesickness is REAL
- Do not hire just 1 person...
- Ask! It's an exchange program!



# THINGS TO CONSIDER...

- **What would it be like for you to leave your family and move to a new country for a new job?**
  - Housing - structure, contents
  - Transportation - license, vehicle
  - Communication - WiFi, credit
  - Identification - SSN



# THINGS TO CONSIDER... (cont'd)

- **Requirements upon Arrival**
  - Social Security Interview
  - Cultural events during year

- **Ongoing Support**
  - Learning a new life, job, home, school, culture
  - Professional Development & Mentorship

## To plug worker shortage, Willmar hires teachers from abroad

Hannah Yang | Willmar, Minn. | September 12, 2022 4:00 AM



From left to right: Katherine Gillz Cusa, Almera Jane Amindato, Missi May Flores and Shelamie Santillan are several of the new teachers who are starting the new school year with Willmar Public Schools after being hired through an international teaching agency. This is Willmar's first year hiring teachers from abroad.



Shelamie Santillan organizes books inside of her classroom at Roosevelt Elementary School in Willmar, Minn. Having come from the Philippines, Santillan was one of the newest hires for the school district. Hannah Yang | MPR News



ing their best to help us to be zed," she said. "They always ask guys? Do you have groceries? They e."

dato, will teach fourth grade at elementary. She reviewed the new ll be teaching and says it doesn't at different from what she taught in

[Link to Article](#)

[Link to Video](#)



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Questions?

