MISSION STATEMENT

The American School of Milan ensures a modern and rigorous education for International students to excel in the changing world of tomorrow.
In 2015, 93% of ASM candidates earn their IB diploma.

- Students: 770
- Nationalities: 50+
- Years of innovation: 54
- Average IB score: Class of 2014: 34
- Families: 506
- Employees: 136
ORGANIZATION

ASM was founded in 1962 by a group of parents. The school is a non-profit organization characterized by a dynamic culture which emphasizes the intellectual and moral growth of our students within the context of a community of learners. The school is governed by a twelve-member Board of Directors elected for overlapping three-year terms by the American School of Milan Association, which is comprised of the parents or guardians of the children enrolled in the school.

We believe in our school values of Accountability, Respect and Empowerment.

STUDENT BODY

ASM has enjoyed rapid growth in the past decade. Today we enroll 770 students representing 50+ nationalities.

FACULTY

There are 85 full-time faculty members, including 55 U.S. citizens, 14 host-country nationals, and 16 third-country nationals.

ACCREDITATION

The American School of Milan is fully accredited by the Middle States Association of Colleges and Schools. We are also a member of the National Association of Independent Schools, the European Council of International Schools, and the Mediterranean Association of Independent Schools.

LEARNING UNITS AND PROGRAMS

The school is comprised of: The Lower School (Grades EC-5), the Upper School (Grades 6-12). Each Learning Unit is supported by specialist teachers in the fields of PE, music, art, technology, English as an Additional Language (EAL) and Italian, both as a foreign language and for native speakers. French and Spanish are available from grade 7. The International Baccalaureate Diploma Program is the grade 11/12 curriculum.

Staff Shout-Out:

“I am proud to work with some of the most talented, kind, good-humored staff on Earth. Not only am I surrounded by such great people, but I am grateful for the autonomy we are given. We are respected and empowered to make decisions about improving student learning.”

— Laura Ann Gerken, IB English Grade 11 and 12 and English Grade 10 Teacher
CAMPUS HIGHLIGHTS

› The campus is composed of three interconnected buildings located on nine acres of land
› 7 state-of-the-art science labs with two prep rooms
› Motion Picture Arts Studio with editing lab and production studio
› A multimedia library containing 27,000 volumes, e-books and a digital film archive
› 2 full-sized American gyms
› 2 spacious art studios and 3 music rooms
› A natural grass soccer field, 2 tennis courts and an outdoor basketball court
› Separate play areas for pre-K and elementary school students
› A cafetorium with full kitchen and stage
› A spacious multi-purpose room

GIVING AT ASM: FUND FOR EXCELLENCE

The ASM Fund for Excellence was launched 6 years ago in accordance with the Board of Trustees goal to seek alternative sources of income for the school and to reduce reliance on tuition and fee income to maintain the school’s high standards of excellence.

Giving is not new to ASM, however, and has been the hallmark of ASM’s growth throughout its 50+ year history. Over the years, the school has benefitted from a large number of donations including the land upon which the school was built, the school library, science labs, Motion Picture Arts Studio, Cafetorium, and most recently, a state of the art climbing wall and weight room equipment.

In October 2014, we launched the Fund for Excellence as a three-year fundraising effort to support teachers to bring the extraordinary programs and equipment to classroom instruction.

Staff Shout-Out:

“It can be nerve-racking to leave your home country, especially to start a new job. The orientation team at ASM, as well as the rest of the staff, made me feel welcome and important from the minute I stepped off the plane. Within a week I felt like I could handle this big change- I could tackle a new country, new job, new language- with the support of this community behind me.”

— Jackie Raseman, Elementary, Grade 3 Teacher

ABOUT US
HISTORY

Milan, or Mediolanum, as was the Roman name for the city, originated as a Celtic village. It was later conquered by Roman legions and annexed to the Empire. It was, at one time in its history, the capital of the western part of the Roman Empire. With the fall of the Empire, Mediolanum was sacked and only a few traces of Roman civilization remain in the modern city.

In the Middle Ages, Milan was ruled by feudal lords belonging to the Visconti and Sforza families. Milan’s most famous historical monuments, the Duomo (Cathedral) and the Sforzesco Castle have their origins in this period of Milan’s past. Subsequent to the rule of the Sforza family, Milan was occupied by Spain, Austria, and France and the influence of these countries and their cultures may be found today in the architecture and dialect of Milan.

GEOGRAPHY

Milan enjoys an enviable geographic position. Its location in central Europe places Milan in close proximity to other major European cities. All of the railways and roads arriving in Italy from Europe must cross the Alps, the mountain chain which is Italy’s border to the north. Milan is, therefore, the junction for commercial traffic and for tourism, connecting Italy to Europe and to the other Mediterranean countries.

CLIMATE

Milan has a continental sub-alpine climate with chilly, damp winters during which snow is a rarity. Summers are humid and hot. Spring arrives early and the sun shines bright from March to November. Fog is a common occurrence in fall and winter due to Milan’s low-lying position in the Po River Valley.

THE CITY

Milan, the center of Italian finance and banking, is a modern city, yet full of history with artistic treasures and monuments of great renown. The focal point of the center of town is Piazza del Duomo, the square from which the complex web of streets making up the city begins. The “Galleria” shopping gallery houses fashionable shops and cafes as do the surrounding streets. La Scala Opera House is located nearby. Milan is Italy’s second city in population, and the first in economic importance. Milan is known as the ideological, if not the actual, capital of Italy. It is also the home of the country’s stock market.

LANGUAGE

Italians are generally friendly and patient with foreigners struggling with their language. Many educated people and shopkeepers speak English, but all attempts with Italian are appreciated. You will find that little English is spoken in the local shops and markets. Beginning Italian language lessons are offered to new staff free of charge for the first four months, and are then available at a reasonable cost for those teachers who wish to continue. In addition, there are many language schools in Milan that offer Italian lessons.
RECREATION AND ENTERTAINMENT

Life in Milan and Italy can be very pleasant. A favorite pastime of the Milanese, and indeed of Italians in general, is eating out, and Milan is justly proud of its excellent restaurants which range from those of world-renown to local “trattorie” - all with good food. Pizzerias are abundant and offer an alternative to more expensive restaurants. Many bars offer a light buffet with the purchase of an aperitif in the early evening.

Milan has active theater life, in Italian, although there are a number of movie houses which show films in the original language. Productions at La Scala, considered by many to be the world’s premier opera house, are spectacular events. Discounted tickets are often available through the school. Evenings out at the theater are a common occurrence throughout the year. There are many pubs and jazz clubs in addition to discotheques for an active nightlife. Brera and the Navigli areas of Milan abound with bars, pubs, and clubs and are popular weekend destinations.

The school itself is located next to a sporting complex with an 18-hole golf course and a swimming pool. Other swimming facilities and squash courts may be found throughout the city. Gyms are readily available in the nearby town of Opera and in the Milan city center. Classes in dance, art, and music can be followed at a variety of private schools and city-sponsored cultural foundations.

Many people like to make excursions to the nearby Lake District, to Switzerland, or to the mountains for a weekend or a day outing. Milan is surrounded by many quaint towns and villages that can be reached in little over an hour. Beautiful beaches are two hours away in Liguria. Skiing in the Alps is a popular winter activity and some of the world’s best ski slopes are within two hours travel time from Milan.

A number of new discount airlines fly in and out of Milan’s three international airports and cheap fares make weekend trips to a variety of European destinations a possibility.

Dress

The Milanese takes a back seat to no one in terms of elegance. Milan rivals Paris as a world fashion center, as the stores and people attest. At ASM, casual, neat, and functional clothing is the preferred attire for staff members. It is necessary to strike an appropriate balance between professional dress and the specific nature of your work, e.g. teachers who work with small children will adopt a style of dress which will allow them to interact appropriately in the classroom and on the playground. In school men generally wear ties. Jeans are discouraged.
SALARY AND BENEFITS

CONTRACTS

The school normally enters into a three-year contract with new teachers. A contract may be offered for less than three years under unusual circumstances. In such a case, benefits are adjusted accordingly.

PLACEMENT AND STEP

The annual salary will be paid in 13 monthly installments. Approved prior years of teaching experience will be added to the base salary. Prior years of experience shall be granted upon administrative review for each full year up to a maximum of 7 years of employment as a full time contracted teacher at an accredited K-12 school at the rate of Euro 650.00 per year.

BASE SCHEDULE

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*Note: U.S. teachers do not pay Italian taxes until their third year. The increase in salary between years 2 and 3 is to minimize the impact of taxation on the net salary. (Please refer to contract for more information.)

MANDATORY SOCIAL SECURITY & HEALTH INSURANCE

Teachers holding U.S. citizenship pay approximately 10% social security, Medicare and Italian social health coverage. The mandatory national health insurance includes medical care in Italy. Teachers may want to maintain a health insurance policy outside Italy.

SEVERANCE PAY

Each teacher receives approximately 1/13 of his/her salary for each year of service upon termination of contract.
ADDITIONAL INCOME

Teachers are encouraged to participate in the school’s extensive extra and co-curricular after-school program. Extra compensation is earned by assisting with the programming. Preference in hiring is given to teachers who agree to help extend the “spirit of the community” by participating in the after school program. There are also many opportunities to earn additional compensation tutoring students at our school.

ITALIAN LESSONS

The school provides four months of beginners Italian lessons at no cost to the teacher. Lessons are provided on campus.

PROFESSIONAL DEVELOPMENT

ASM supports professional development with an annual Professional Growth Fund of €70,000. Teachers may be granted up to €2,500 per year for activities that meet the guidelines of the fund. Additionally, IB training is both encouraged and supported by the school.

ALLOWANCES

Upon completion of every three years of employment at ASM, teachers, spouse and dependents (up to a maximum of three adult fares) will be entitled to reimbursement for the cost of air travel from Milan to their point of origin and return via the most direct route at the most economic fare to the school.

Staff Shout-Out:

“I love working at ASM! Being new to Milan, and to the world of International teaching, I immediately found a family within ASM. The community of staff, parents, and students have no doubt been the most welcoming, supportive, and professional I have ever encountered!”

— Lisa Rizzuto, College Counselor, CAS Coordinator
SAT/ACT Coordinator
**LEGAL REQUIREMENTS**

Newly contracted teachers are responsible for obtaining and renewing visas and work permits to reside and work in Italy. The school assists with the procurement of visas and reimburses the associated expenses. In addition, teachers are obliged to undergo a pre-employment health examination and are required to submit the results to the school immediately after being offered a contract with ASM. Teachers must also register their address within the “comune” of residence subsequent to their arrival in Milan.

In addition, at the time of the employment start date, the employee must be in possession of all legal permits required to work in the country of employment according to the law (e.g. a valid residence permit, work permit and criminal record check).

**PENSION FUND**

The school also provides a program to match the contributions made by teachers to a retirement investment plan (Piano di Previdenza Complementare).

In order for ASM to match funds, a teacher must enroll in a pension fund that has been selected by the School and communicate to the Administration the intention to contribute to one or more of the investment lines provided by such funds.

The pension fund currently selected by the School for this program is called “Il Mio Domani” and is provided by Intesa SanPaolo Bank Group.

Both the contribution made by the teacher and the portion that is matched by the School will be managed directly by the Administration on a monthly basis within the pay slip.

To be eligible for said matching contributions, a teacher must have met the minimum contribution requirement of 1% as defined in the collective contract with the Pension Fund.

The School will match the teacher’s contribution up to the following maximum amounts:

› 1% of base salary during the 1st year of employment with ASM  
› 2% of base salary during the 2nd year of employment with ASM  
› 3% of base salary during the 3rd year of employment with ASM  
› 5% of base salary during the 4th year (and onward) of employment with ASM
EXPLORE MORE ONLINE:

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» www.asmilan.org/teaching

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» Instagram: @americanschoolofmilan

We are also on Linkedin!
Accountability, Respect and Empowerment

We ARE our Values