

Foreign Teacher Hiring for Polish Schools

Choose the right route before promising salary, contract, start date, legal-stay support, or civil/B2B cooperation.

Independent reviews + Polish school-owner interviews

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Polish school-owner interviews

[View reviews](#)

[Watch Polish school-owner interviews](#)

Inside: Free self-service · Training · Contract reality · JDG/incubator routes · Paid recruitment



Guide Contents

Click a page button to jump to the section you need. Start with P03 if your school has not chosen the route yet.

Choose support

P03

Need a Foreign Teacher?

Choose the support route.



P04

Free Self-Service

Manage it yourself.



P05

School Training

Learn before promising.



Check the route

P06

Legal Route

Check work and stay.



P07

Contract Reality

Check the real relationship.



P08

PIP 2026 Audit

Audit existing staff routes.



P09

RSPO + UoP

Use UoP route correctly.



Offer, recruit, act

P10

Total Contract Value

Calculate annual value.



P11

Retention Cost Ladder

See weak-offer cost.



P12

Paid Recruitment Process

See paid EW work.



P13

School-Owner Proof

Watch school-owner proof.



P14

Money and Protection Terms

Check payment protection.



P15

Choose the Route

Choose final action.



Suggested read paths

New teacher hire:
P03 → P05 → P06 → P10 → P12

Existing staff risk:
P07 → P08 → P15

Ready to act:
P15

Need a Foreign Teacher?

Choose the route before asking for names. Posting is free. EW work is paid.

Choose your route before asking EW for teachers.



ONE COMMERCIAL RULE

If EW searches, shortlists, privately introduces, protects your hiring process, audits existing arrangements, or transitions workers to JDG/incubator, it is paid work.



Free Self-Service

You do the work

Post, browse, message, interview, and manage candidate replies yourself.

Post free vacancy



School Training

We teach your team

Use when your school is unsure about route, salary, contract, JDG, incubator, retention, or HR practice.

Book school training



Contract Reality Check

Existing staff?

Use for current teachers or school workers on zlecenie, B2B, JDG, incubator, or mixed arrangements.

Start contract check



Paid Recruitment

EW works for you

Use when EW should search, filter, shortlist, position your offer, and introduce candidates.

Submit paid brief



Unsure which route applies?

Book training before asking for names. A weak September start means lost classes, parent complaints, emergency hiring, and brand damage.



Komunikacja z English Wizards jest po angielsku, bo zatrudnianie zagranicznych nauczycieli wymaga jasnej komunikacji po angielsku. Jeśli szkoła nie potrafi opisać oferty, kontraktu i procesu po angielsku, nie jest gotowa na profesjonalną rekrutację cudzoziemca

What schools keep getting wrong

Teacher status ≠ work permission

8 months ≠ full-time value

Admin promise ≠ legal route

No interview plan = September chaos

Free Self-Service: You Do the Work

Use this when your school can manage search, replies, interviews, follow-up, route checks, and contract risk without EW support.

Free is useful. Your school handles every step and owns the recruitment work.



Post



Browse



Message



Interview



Check + Decide

What your school can do for free

- Post vacancy.
- Browse teacher profiles.
- View ready-to-interview profiles.
- Contact teachers through platform.
- Profiles needing work/legal-stay support.
- Manage replies/interviews yourself.
- Compare against requirements.

What EW does not do for free

- Private candidate search.
- Teacher shortlisting.
- Candidate prep for your role.
- Reply chasing.
- Private introductions.
- Offer review.
- Recruitment process protection.
- Contract route / reality check.

Best for

Simple, low-risk cases where your school already understands route, salary, contract, legal constraints, and candidate follow-up.



Free means school responsibility

Posting is not recruitment. Unsure what to offer? Book training. If EW works privately, use paid recruitment or paid route support.

Post free vacancy

Browse teacher profiles

Book training if unsure

School Training: Route & Contract Clarity

A 60-minute training is cheaper than a bad September start caused by guessed route, contract, salary, start date, JDG, incubator, or PIP risk.

For schools that want practical clarity on immigration, contracts, HR, and PIP before hiring or renewing staff.



You leave with operational clarity

- Route clarified: your school stops guessing.
- Work-permission and legal-stay risk identified before start dates are promised.
- Contract route checked: UoP, zlecenie, B2B/JDG, incubator, or no-go.
- Contract reality checked: time, place, supervision, substitution, business risk, and benefits.
- Salary and offer structure checked: weak offers are caught early.
- Next action chosen: free self-service, paid recruitment, contract check, transition pack, or no-go.

Do not mix separate systems

Local compliance does not equal immigration route.

Local compliance

RSPO, Kuratorium, title, duties, education.

Immigration route

Work permission, legal stay, documents, evidence.

A compliant school role can still fail if the immigration route or contract reality is wrong.



Polish school owners explain why route clarity matters before recruitment.

[Watch school-owner interviews](#)

Still unsure? Book training. Do not guess.

Do not promise salary, contract, start date, or legal-stay support until the route is checked.

Book 60-minute school training - 300 PLN gross final

Legal Route: What Can You Actually Offer?

Work permission + legal stay + contract reality. Contract route changes by teacher status and real working model.



1. Work Permission

Can this person legally perform work for your school?



2. Legal Stay

Can this person legally remain in Poland while working?



3. Contract Reality

Does the real working relationship match the contract route?

Examples: EU rights, Polish graduate status, work permit, RSPO exemption, JDG eligibility, visa, TRC, residence card, civil/B2B reality.

Decision board: teacher status → contract route

Teacher/status	RSPO + UoP	Non-RSPO direct UoP	Umowa zlecenie	Umowa o współpracy	
				JDG	Business Incubator
EU / existing rights	No work permit	No work permit	No work permit	Available	Available
Polish full-time graduate	No work permit	No work permit	No work permit	Available	Available
US passport holder	No work permit	Work permit required	Work permit required	Available	Not advised by EW
Visa-free non-EU	No work permit	Work permit required	Work permit required	Not available	Only if minimum value met
Non-visa-free non-EU	No work permit	Work permit required	Work permit required	Not available	Only if minimum value met

No work permit ≠ legal-stay clearance. Contract label ≠ working reality.

Do not promise route, contract, start date, JDG, incubator, or legal-stay support until checked. If unsure, book training before speaking to candidates.

Book 60-minute route training · 300 PLN

Contract Reality: The Label Is Not the Route

Civil contracts, B2B, JDG, and incubators can be valid only when the real working relationship supports them.



Civil contracts are not dead.

Fake civil contracts are the problem.



Professional schools should welcome cleaner standards.

The goal is not to scare schools away from civil cooperation. The goal is to stop pretending that an employee is independent just because the paperwork says so.

PIP 2026 · Dz.U. 2026 poz. 473 · main entry into force: 8 July 2026

What PIP can look at

1. Time



Who sets the working time?

2. Place



Who sets where the work happens?

3. Supervision



Who gives ongoing direction or control?

4. Personal work



Must the same person always perform the work?

5. Business risk



Does the worker carry real independent business risk?

6. Benefits & integration



Do benefits, meetings, tools, and rules make the person look like staff?

Green — Civil/B2B may continue

Independent service logic, clear scope, invoice/payment structure, real business risk, controlled but not employee-like cooperation.

Amber — Fix wording and behaviour

Some school control, unclear substitution, unclear availability, unpaid admin, direct benefits, or inconsistent cancellation rules.

Red — Employment-like

Fixed hours, fixed place, personal work, direct supervision, no business risk, employee-like benefits, staff-style control.

A template cannot save an employment-like relationship. If the school wants employee-level control, the clean route may be UoP or Polish legal/accounting partner review.

[Take the 3-minute survey](#)

PIP 2026 Contract Reality Audit

For existing teachers and school workers on zlecenie, B2B, JDG, incubator, or mixed arrangements.

This is not only for teachers. Schools can check teachers, admin, reception, sales, marketing, coordinators, camp staff, support staff, and other workers before renewing or rewriting contracts.



1. Survey

Short Contract Reality Survey for each role or worker group.



2. Sort

Green, amber, red, blue, or no-go classification.



3. Decide

Route: civil rewrite, JDG, incubator, RSPO + UoP, or Polish partner review.



4. Onboard

1:1 onboarding: route, income, documents, risk, benefits, next steps.



5. Implement

Update documents, rules, payment flow, benefits route, manager behaviour.



If the answer is no, do not buy a rewrite. A new contract cannot fix an employment-like reality.

Can your school accept these boundaries?

- Real independence within agreed service.
- No employee-style fixed schedule unless the route supports it.
- No daily staff-style supervision.
- Substitution/refusal/cancellation rules clear.
- Payment matches service or scope.
- Benefits added or routed deliberately.
- Prepared to change behaviour.

Contract Reality offers

Contract Reality Snapshot

One role/model. Fast written route note.

JDG Transition Pack

1,200 PLN gross final per eligible worker.

LUXMED / MultiSport

Monthly subscriptions. No setup fee.

Existing Worker Audit

Multiple teachers or workers.

Incubator Transition Pack

1:1 onboarding + school coordination.

The safest route matches paperwork, immigration facts, tax/accounting route, and the real relationship.

Request Contract Reality Audit

Source basis: Dz.U. 2026 poz. 473; Gov.pl PIP reform summary; Article 22 Labour Code criteria.

This guide is practical route guidance, not a substitute for legal review.

RSPO + UoP: Free Immigration Support

RSPO helps only when the school, role, contract route, and legal-stay documents are correct.



English Wizards rewards schools that prepare the route correctly.

Free EW immigration support applies when the school, role, UoP route, and legal-stay documents are ready. If the working reality is employment-like, UoP may be the clean route, not a failure.

RSPO + UoP self-check flow

1



Search RSPO

Is the school in the official RSPO system?

2



Confirm hiring entity

Is the hiring entity actually the school?

3



Confirm language role

Is the role foreign-language teaching?

4



Prepare UoP route

Is direct employment documented clearly?

5



Handle legal stay

Are visa/TRC/residence documents aligned?

Immigration + employment document package

- Contract.
- Letter of offer / invitation.
- RSPO confirmation PDF.
- Local compliance evidence where applicable.
- School contact for document clarification.



Local compliance ≠ immigration

RSPO/Kuratorium duties do not create immigration clearance. The foreigner still needs work permission, legal stay, and evidence.

[Request free RSPO + UoP support](#)[Not sure? Book training first](#)

Total Contract Value: Hours Are Not the Offer

The real offer is what a teacher can live on over the full contract period — and whether the route can survive review.

Teacher net target × paid months + guaranteed benefits + any completion bonus – unpaid gaps + route stability = real offer value.

60,000 PLN

minimum annual teacher-net value standard

Net target

Paid months

Real value

Standard 12-month role



60,000 PLN

5,000 PLN net × 12 months
Minimum full-time standard

Weak 8-month role



40,000 PLN

5,000 PLN × 8 months
Looks cheaper. Fails as full-time.

Adjusted 8-month role



60,000 PLN

7,500 PLN net × 8 months
Acceptable annual standard.

Same number. Four realities.

- School cost: payroll, benefits, admin, or invoice value.
- Teacher net: offer strength, retention, and total contract value.
- Candidate decides on the complete economic reality.
- Route risk: contract model matches working reality.

Gross-to-net calculator

Check teacher net target.

Open gross-to-net

Survive or Thrive calculator

Test offer strength before hiring.

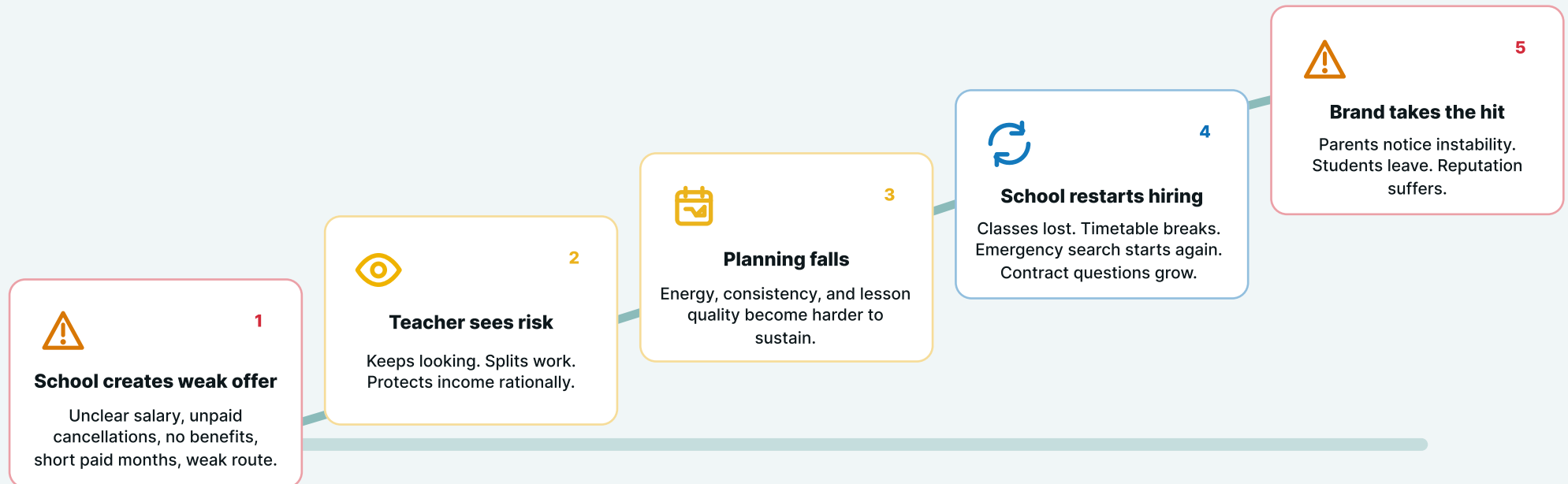
Open Survive or Thrive

Submit paid recruitment brief

Retention Cost Ladder: Weak Offers Become Expensive

Cheap contracts do not save money if the teacher leaves, classes collapse, parents complain, or contract risk grows.

A weak offer is not frugal. It is an operational decision that creates later cost.



Retention tools that reduce churn

Guaranteed paid months. Clear cancellation policy. Private healthcare / LUXMED. MultiSport.

Paid preparation. Stable schedule. Transparent contract. Contract reality checked. Completion bonus handled correctly.

Check your offer before recruiting

Book 60-minute training

Paid Recruitment: Why and Process

You pay for controlled search, filtering, offer positioning, and process protection.



Better offer

- Offer review.
- Salary standard check.
- Contract route check.
- Contract reality check.



Better candidates

- Active search.
- Filtering.
- Shortlisting.
- Offer positioning.



Better start

- Interview coordination.
- Start-date alignment.
- Process protection.
- Fewer false starts.



No candidate names, contact details, private introductions, route promises, or contract rebuilds before signed terms and paid deposit.

School must provide before EW starts

- City
- Salary
- Contract route
- Paid months / contract period
- Start date
- Timetable
- Cancellation policy
- Benefits
- Contract reality answer

Paid process gates

1

Brief

City, salary, contract route.

2

Route review

Work, stay, reality.

3

Agreement

Terms signed.

4

Deposit

Deposit paid.

EW search starts after signed terms, paid deposit, and basic route review.

5

Search

Active work.

6

Interview

School decides.

7

Offer

Offer clarity confirmed.

8

Start

Teacher starts.



Watch Polish school-owner interviews

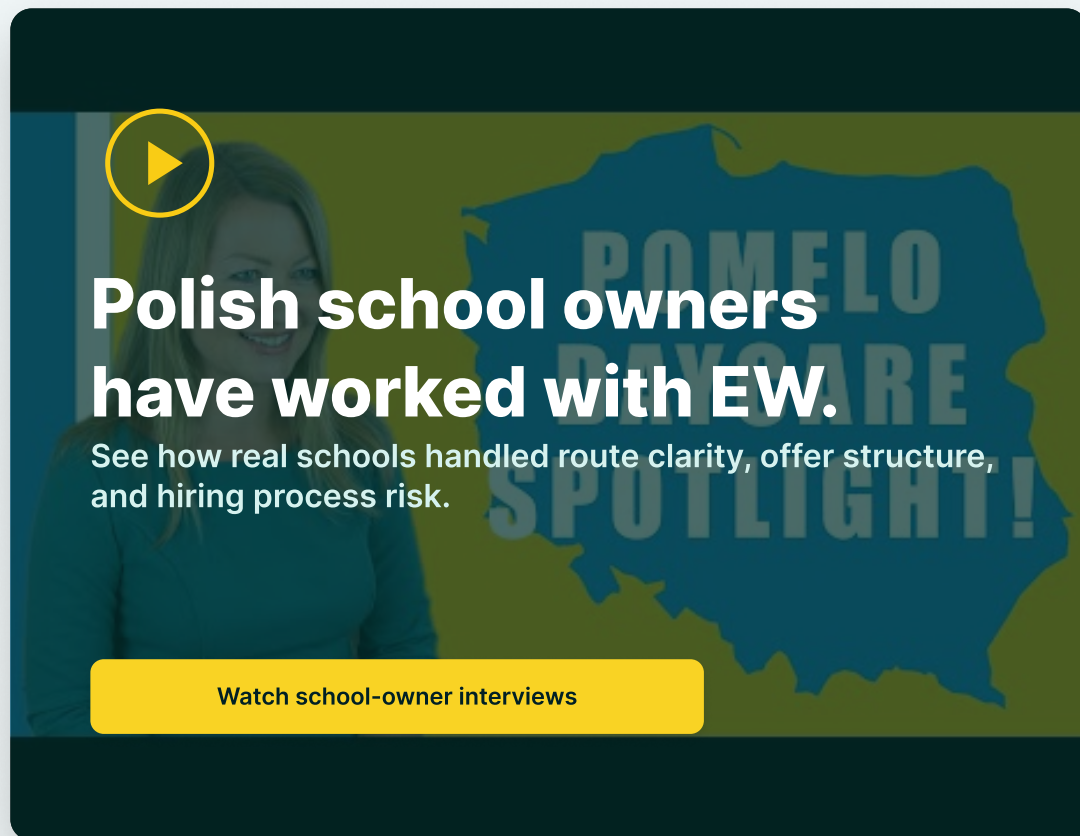
Route clarity. Offer structure. Process protection.

Submit paid recruitment brief

Polish School-Owner Proof

Other Polish schools have trusted EW. Professional schools prepare before they promise.

This is not theory. Polish school owners have worked with EW for over 8 years.



Polish school owners have worked with EW.

See how real schools handled route clarity, offer structure, and hiring process risk.

Watch school-owner interviews



Pomelo Daycare

School-owner interview



Baśniowy Dom

Owner perspective



Global English

Recruitment perspective



Infinity School

Peer school interview



Edumotive

School-owner interview



Kliny Courses

Local school perspective

Professional schools do not guess.

They check the route, structure the offer, choose the right contract reality, and involve EW before making candidate promises.

Submit paid recruitment brief

Book 60-minute training

Paid Recruitment: Money and Protection Terms

The structure protects the school, the teacher, and the recruitment process.

10,000 PLN gross final, invoiced upfront



5,000 PLN
recruitment fee



5,000 PLN
completion bonus
held by EW

Why upfront?

Upfront payment protects the process. The recruitment fee funds active work; refund, replacement, and completion-bonus release follow school terms.
Route must be checked before offer promises.



EW recruitment fee

Funds active search, advertising, filtering, shortlisting, and process work.



Completion bonus allocation

Held by EW. Paid only if the teacher completes the signed contract.



No-fault cancellation

Replacement search or full refund less 7.5% applies under terms.



Signed commitment

After signed teacher commitment, the EW recruitment fee is non-refundable.



Early exit

If the teacher does not complete the signed contract, the bonus returns under terms.



Anti-bypass

3,600 PLN recovery charge per bypass offence, plus platform sanctions under terms.

Submit paid recruitment brief

Not sure? Book training first

Choose the Route. Act Professionally. Hire with Clarity.

Foreign teacher recruitment works when schools check the route, contract reality, and offer before promising the job.

Unsure? Book training. Existing staff? Start contract check.
Want EW to work? Submit paid brief. Know the route? Post free vacancy.

Choose your route



Book Route Training

Unsure about route, salary, contract, or legal stay.

Book training



Contract Reality Check

Existing staff? Check the route.
Use for current teachers or school workers on zlecenie, B2B, JDG, incubator, or mixed arrangements.

Start contract check



Submit Paid Brief

Want EW to search, filter, shortlist, and protect the process.

Submit paid brief



Post Free Vacancy

Know the route and want to manage candidate replies yourself.

Post vacancy

Calculators



Gross-to-net

Open gross-to-net



Survive or Thrive

Open Survive or Thrive

Retention Benefits



LUXMED 12% off

Offer LUXMED



MultiSport

Offer MultiSport

Monthly subscriptions. No setup fee. Open to staff and teachers where the route is appropriate.

Tools & Support



Teacher Directory

Browse profiles



RSPO + UoP Support

Request support



Teacher Profiles

View profiles



Polish school-owner interviews

Watch Polish school owners discuss working with EW.

Watch interviews