SUMMARY OF TERMS AND CONDITIONS FOR STAFF HIRED OVERSEAS

Initial contracts are for two years, renewable on an annual basis thereafter at the option of both parties.

**Notes on Entry Point Salary Scale:**

Entry point to the BISAK basic scale will depend on number of years of relevant experience. Assimilation to the scale would be as follows:-

|  |  |  |
| --- | --- | --- |
| 5 years or less | M1 | 102,680 SAR |
| 6 – 7 years | M2 | 110,800 SAR |
| 8 – 9 years | M3 | 119,710 SAR |
| 10 years + | M4 | 128,918 SAR |

Currently maximum entry is M4 for teachers with 10 years or more teaching experience.

In addition to the basic scale an annual overseas allowance is payable as follows:-

* Single Status Teacher – 50,000 SAR.
* Married Status Teacher - 40,000 SAR.
* Married Teaching Couple – 40,000 SAR each.

Please note this scale is not based on the UK system.

**Summary of Benefits:**

1. Annual Healthcare Insurance is provided.
2. Free fully-furnished accommodation including soft pack (bedding, crockery etc.) the cost of (maintenance, water, and electricity ‘to a maximum of 2,000 SAR per year’). Please note telephone and internet costs are not included.
3. Initial flight and annual flight allowance, based on point of origin.
4. Reimbursement of cost of transporting up to 150kg of personal belongings for a single status teacher, 300 kg for a sponsored family. At the commencement and completion of the contract, from point of origin. (Three formal written quotes are required).
5. Free on the premises education for the first 2 school aged sponsored children and 50% contribution to school fees for a third child.
6. An optional loan of SR 5,000 cash per employee is offered, payable upon arrival repayable from first two months’ salary.

Teachers are entitled to an interest-free car loan of up to 40,000 SAR, repayable monthly over the duration of the contract.

**Summary of Sponsorship:**

* Full sponsorship benefits include; flights, visas (see note below), medicals, accommodation, baggage, etc.
* Single status teachers and teaching couples will each receive full sponsorship benefits.
* A married teacher will receive full sponsorship benefits; their spouse will be responsible for their initial entry visa costs, flight, baggage and medicals. Thereafter, after Board approval they will receive full sponsorship benefits.
* Dependent children declared and approved by the Board will receive full sponsorship.

Note on visa; under full sponsorship the school will provide the initial entry visa and exit-re-entry visas per school year.