

Salary and Contract

INITIAL CONTRACT	EXTENSION
Salary: According to salary schedule as determined in initial contract offer placement	Annual salary step increase
Contract: 2 years/191 workdays per contract year for teachers, counselors and librarians	Annually upon invitation
Residency permit and visas: Initial entry visa/exit visa, two annual multi exit/entry visas per employee and eligible dependents and annual residency permit (Iqama) renewal	Continued
Professional development: Site-funded learning events, workshops, seminars/conferences	Continued

Relocation

INITIAL CONTRACT	EXTENSION
Mobilization allowance: SAR 3,750 (US\$1,000) per adult and SAR 1,500 (US\$400) per eligible child	N/A
Shipping allowance: SAR 6,667 (US\$1,778) for single employee SAR 11,111 (US\$2,963) for employee couple SAR 3,333 (US\$888) for each eligible dependent to a maximum of SAR 10,000 (US\$2,667)	SAR 750 (\$200) annual shipping allowance each additional contract year per employee
Mobilization travel: One-way airline from home of record for employee and eligible dependents	N/A

Settling-In

INITIAL CONTRACT	EXTENSION
Settling-in allowance upon arrival: SAR 3,000 (US\$800) upon arrival	N/A
Housing: Furnished housing including utilities	Continued
Computer allowance: SAR 5,625 (US\$1,500) for purchase of initial device	SAR 1,875 (US\$500) annually toward device replacement after 3 years

Child Education and Care

INITIAL CONTRACT	EXTENSION
Tuition: Dependent child ISG school tuition	Continued
Childcare: For family status, on-site day care provided	Continued

Insurance

INITIAL CONTRACT	EXTENSION
Worldwide health insurance: Health/dental/vision insurance provided for each employee and eligible dependent, life/long-term disability insurance provided for employees	Continued

International Teacher Benefits 2022 – 2023*

Transportation and Airfare

INITIAL CONTRACT	EXTENSION
Transportation: Transportation to and from work available	Continued
Annual airfare allowance: Employees and eligible dependents receive round-trip airfare from school site to home of record	Continued

Paid Leaves of Absence

INITIAL CONTRACT	EXTENSION
Paid leave: Paid annual leave that is in accordance with local labor law and pre-determined by work site to support site's operational and calendar needs	Continued

Incentive

INITIAL CONTRACT	EXTENSION
Incentive: Financial award for accepting invitation to renew employment after completing initial 2-year contract	2% bonus on annual salary

End of Service

INITIAL CONTRACT	EXTENSION
Demobilization travel allowance: One-way airfare travel funds to home of record for employee and eligible dependents	N/A
Demobilization shipping allowance: SAR 5,000 (US\$1,333) per employee and each eligible dependent on completion of initial 2 year contract	N/A
Service award: Financial award for completing years of service: 2-5 years: 50% monthly salary per year of service 6+ years: 1 month salary for all subsequent years	N/A

Exchange rate (approx.) USD \$1.00 = SR3.75

*Subject to change pending Board approval