

International Teacher Benefits 2019 – 2020*

Initial Contract	Extension
Salary: According to salary schedule as determined in initial contract offer placement	<i>Annual salary step increase</i>
Contract: 2 years/191 work days per contract year for teacher 2 years/200 work days per contract year for counselor	<i>Annually upon invitation</i>
Residency permit & visas: Initial entry visa, two annual multi-exit/entry visas per employee and eligible dependents plus annual residency permit (Iqama) renewal	<i>Continued</i>
Professional development: Site-funded learning events, workshops, seminars/conferences	<i>Continued</i>

Relocation

Initial Contract	Extension
Mobilization allowance: SR3,750 (\$1,000) per adult and SR1,500 (\$400) per eligible child	<i>N/A</i>
Shipping allowance: SR6,667 (\$1,778) for single employee; SR11,111 (\$2,963) for employee couple; SR3,333 (\$888) for each eligible dependent to a maximum of SR10,000 (\$2,667)	<i>SR750 (\$200) annual shipping allowance each additional contract year per employee</i>
Mobilization travel: One-way airline ticket from home of record for employee and eligible dependents	<i>N/A</i>

Settling-In

Initial Contract	Extension
Settling-in allowance: SR3,000 (\$800) upon arrival	<i>N/A</i>
Housing: Furnished housing including utilities	<i>Continued</i>
Computer allowance: SR5,625 (\$1,500) for purchase of initial device	<i>SR1,875 (\$500) annually toward device replacement after 3 years</i>

Child Education and Care

Initial Contract	Extension
Tuition: In-Kingdom dependent school tuition provided (excluding taxes)	<i>Continued</i>
Childcare: On-site day care provided (excluding incidentals)	<i>Continued</i>

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	<i>Continued</i>

Transportation and Airfare

Initial Contract	Extension
Transportation: Transportation to and from work	<i>Continued</i>
Annual airfare: Employees and eligible dependents receive round-trip airfare from school site to home of record	<i>Continued</i>

Paid Leaves of Absence

Initial Contract	Extension
Maternity leave: 50% pay for 10 weeks after 12 months of employment	<i>100% pay for 10 weeks after 36 months of employment</i>
Adoption leave: 50% pay for 6 weeks after 12 months of employment	<i>100% pay for 6 weeks after 36 months of employment</i>
Bereavement leave: 100% pay for 10 work days and single round-trip air ticket reimbursed in accordance with policy	<i>Continued</i>
Sick leave: 20 days at 100% pay then 40 days at 75% pay	<i>Continued</i>
Leave with pay: 3 days maximum per year upon application approval	<i>Continued</i>
Recruitment leave: Eligible after completing 16 months of employment	<i>3 days paid leave in accordance with policy</i>

Incentive

Initial Contract	Extension
Incentive: Financial award for accepting invitation to renew employment after completing initial 2-year contract	<i>2% on total salary</i>

End of Service

Initial Contract	Extension
Demobilization travel: One-way airfare travel funds to home of record for employee and eligible dependents	<i>Continued</i>
Demobilization shipping: SR5,000 (\$1,333) per employee and each eligible dependent upon completion of initial 2-year contract	<i>SR750 (\$200) per employee and each eligible dependent accrued for each year beyond initial contract</i>
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	<i>Continued</i>

Exchange rate (approx.) USD \$1.00 = SR 3.75

*Subject to change pending board approval