

## Salary and Contract

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

## Relocation

INITIAL CONTRACT	EXTENSION
<b>Mobilization allowance:</b> SAR 3,750 (US\$1,000) per adult and SAR 1,500 (US\$400) per eligible child	N/A
<b>Shipping allowance:</b> 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 (US\$200) annual shipping allowance each additional contract year per employee
<b>Mobilization travel:</b> One-way airline from home of record for employee and eligible dependents	N/A

## Settling-In

INITIAL CONTRACT	EXTENSION
<b>Settling-in allowance upon arrival:</b> SAR 3,000 (US\$800) upon arrival	N/A
<b>Housing:</b> Furnished housing including utilities	Continued
<b>Computer allowance:</b> SAR 5,625 (US\$1500) for purchase of initial device	SAR 1,875 (US\$500) annually toward device replacement after 3 years

## Child Education and Care

INITIAL CONTRACT	EXTENSION
<b>Tuition:</b> Dependent child ISG school tuition (excluding taxes)	Continued
<b>Childcare:</b> On-site day care provided (excluding incidentals)	Continued

## Insurance

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

## Transportation and Airfare

INITIAL CONTRACT	EXTENSION
<b>Transportation:</b> Transportation to and from work	Continued
<b>Annual Airfare:</b> Employees and eligible dependents receive round-trip airfare from school site to home of record	Continued

## Paid Leaves of Absence

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

## Incentive

INITIAL CONTRACT	EXTENSION
<b>Incentive:</b> 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
<b>Demobilization travel:</b> One-way airfare travel funds to home of record for employee and eligible dependents	Continued
<b>Demobilization shipping:</b> SAR 5,000 (US\$1,333) per employee and each eligible dependent on completion of initial 2-year contract	SAR 750 (US\$200) per employee and each eligible dependent accrued for each year beyond initial contract
<b>Service award:</b> 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	Continued

Exchange rate (approx.) US\$1.00 = SAR 3.75  
\*Subject to change pending board approval