



DHAHRAN AHLIYYA SCHOOLS

SAUDI ARABIA

TEACHER BENEFITS 2015 - 2016 (for credentialed overseas hires)

Benefits	Initial Contract	Extension
Salary	Competitive and tax-free; amounts determined in initial placement according to qualifications, credentials and experience on school-wide salary schedules	Increases through years of service and also through evidence of advancement in professional practice.
Contract	Minimum of two years; full time	Renewable
Visas	Help towards the initial entry visa up to a maximum of \$ US 500 Work permit and residency (iqama); multi-exit/entry visas	N/A
Settling In	SAR 1,000 per employee on arrival; temporary mobile telephone with KSA SIM credit	N/A
Shipping/Luggage	3 x checked bags of 23kg per person for first entry to Kingdom	N/A
Transportation	Transportation Allowance of SAR 600 per month for employees included in salary (*excludes single female employees – see below)	Continues
Single Female Transportation	Car and driver service of 32 hours per month for teachers in DAS housing only	Continues
Other Transport	Weekly shopping bus service for employees and their families	Continues
Housing	Free, furnished, air-conditioned and equipped housing with Welcome Pack of essentials on arrival OR Housing Allowance at school discretion	Continues
Utilities	Free utilities in all DAS housing	Continues
Medical	BUPA insurance provided for each employee and eligible dependents up to age 18 years; in Kingdom and worldwide at local prices; covers health; life; long term disability; dental; and vision	Continues



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Tuition	50% discounted tuition for up to 3 children registered at DAS	Continues
Nursery Care	On-site nursery care at 50%	Continues
Airfare – Annual	Full tickets for employee, spouse and up to 2 (full fare) children for round-trip airfare from work site to home of record	Continues
Car Loan	Interest free loan for purchase; maximum SAR 20,000	On application
Computer	Interest free loan for purchase; maximum SAR 5,000 towards a computer	On application
Internet	Free Wifi service provided with all DAS housing	Continues
Professional Development	School funded, on site professional development	Continues
Maternity Leave	50% pay for 10 weeks, after 12 months of employment	Full pay for 10 weeks after 36 months of employment
Bereavement Leave	3-5 days for immediate family	Continues
Sick Leave	30 days paid at full pay, then 60 days at ¾ pay <i>According to Saudi Labor Law</i>	Continues
Other Leave with Pay	2 days maximum per year	Continues



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Technology Bonus	Monthly bonus of SAR 200 per month upon successful completion of test	Continues
Termination of Service Award	1-5 years of service = ½ month salary per year of service 6+ years of service = 1 month salary per year of service <i>According to Saudi Labor Law</i>	N/A
Demobilization Airfare	One-way ticket to home of record for employee and up to 3 eligible dependent(s)	N/A
Demobilization Shipping/Luggage	3 x checked bags of 23kg per person for final exit from Kingdom	N/A

* SAR = Saudi Arabian Riyals

** Typical exchange rate: SAR 3.75 = US\$ 1.00