



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