

PROFESSIONAL SALARY AND BENEFITS 2016-2018
SINGLE FOREIGN-HIRED TEACHERS

NAME:

Salary:

Base salary	9122 K.D	9122 K.D.
Teaching Certificate	500 K.D	K.D.
Graduate Degree	350K.D	K.D.

Experience

Non ASK: KD 60/ year (10 years max) $60 \times \quad =$ K.D.
ASK: KD 125/every two years (12 years max) $125 \times \quad =$ K.D.

Total Salary per annum K.D

End of service award:

(Effective 1998) as per Kuwait's Labor Law

Monthly Salary (0.5 month's salary years 1-5) (1.0 month's salary years 6+)

Other Cash Benefits:

Relocation Allowance (**KD 200** Single)

Baggage Allowance to Kuwait (**200 K.D** single) (receipts required)

Baggage Allowance from Kuwait (**200 K.D** single) (receipts required + complete 2 years)

Teacher will be reimbursed 35 KD per day for up to any of the first 6 full days of sick leave that remain unused during the year.

Expat Allowance (**K.D 300**) paid in 2 installments/ yearly.

Every 2 years incentive signing bonus paid in 2 installments.

Other Employment Benefits

- ☐ Sick leave per year
 - 6 days full pay 6 days- 50% of full pay
 - 6 days- 75% of full pay 6 days – 25% of full pay
- ☐ Tax free residency as per IRS publication 54 (USA Taxes only).
- ☐ Personal leave up to 2 days per year
- ☐ Furnished maintained housing
- ☐ Utilities including local telephone services (If Available)
- ☐ Economy air fare from point of origin to Kuwait (International Airline selected by school)
- ☐ Paid summer leave of approximately 69 consecutive days.
- ☐ Excursion airfare to and from point of origin for summer leave (International Airline selected by school).
- ☐ Medical and Hospitalization insurance for self.
- ☐ Kuwait government health and medical services.
- ☐ Worker's compensation insurance as per Kuwait's labor law.
- ☐ Annual professional development of 100 K.D.
- ☐ Assistance with processing work visa, residency, driving license.
- ☐ Bereavement leave of 5 days with airline ticket for immediate family.
- ☐ Up to 4 days leave for attending a recruiting fair for non-returning faculty upon approval of the Superintendent.

PROFESSIONAL SALARY AND BENEFITS 2016-2018
SINGLE + DEPENDENT FOREIGN-HIRED TEACHERS

NAME:

Salary:

Base salary	9122 K.D	9122 K.D.
Teaching Certificate	500 K.D	K.D.
Graduate Degree	350K.D	K.D.

Experience

Non ASK: KD 60/ year (10 years max) $60 \times \text{_____} =$ K.D.
 ASK: KD 125/every two years (12 years max) $125 \times \text{_____} =$ K.D.

Total Salary per annum K.D

End of service award:

(Effective 1998) as per Kuwait's Labor Law

Monthly Salary (0.5 month's salary years 1-5) (1.0 month's salary years 6+)

Other Cash Benefits:

Relocation Allowance (**KD 200** Single)

Baggage Allowance to Kuwait (**200 K.D** single) (receipts required)

Baggage Allowance from Kuwait (**200 K.D** single) (receipts required + complete 2 years)

Teacher will be reimbursed 35 KD per day for up to any of the first 6 full days of sick leave that remain unused during the year.

Expat Allowance (**K.D 300**) paid in 2 installments/ yearly.

Every 2 years incentive signing bonus paid in 2 installments.

Other Employment Benefits

- ☐ Sick leave per year
 - 6 days full pay
 - 6 days- 50% of full pay
 - 6 days- 75% of full pay
 - 6 days – 25% of full pay
- ☐ Tax free residency as per IRS publication 54 (USA Taxes only).
- ☐ Personal leave up to 2 days per year
- ☐ Furnished maintained housing
- ☐ Utilities including local telephone services (If Available)
- ☐ Economy air fare from point of origin to Kuwait for self and one dependent (International Airline selected by school)
- ☐ Paid summer leave of approximately 69 consecutive days.
- ☐ Excursion airfare to and from point of origin for summer leave for self and one dependent (International Airline selected by school).
- ☐ Medical and Hospitalization insurance for self and one dependent.
- ☐ Kuwait government health and medical services.
- ☐ Worker's compensation insurance as per Kuwait's labor law.
- ☐ Free Tuition at ASK for one (1) dependent child.
- ☐ Residency fee and processing assistance for 1 dependent child.

Name: Passport

(EXCEPTION: in case where the contracted teacher is a female teacher with an accompanying male spouse, by Kuwaiti law neither she nor the school may sponsor him for residency. In this case, it will be necessary for the husband to enter and stay in Kuwait on a Visitor's Visa. This will require him to leave Kuwait as each visitor visa expires and reenter the country as a visitor. All costs related to doing this are the responsibility of the teacher.)

- ☐ Annual professional development of 100 K.D.
- ☐ Assistance with processing work visa, residency, driving license.
- ☐ Bereavement leave of 5 days with airline ticket for immediate family.
- ☐ Up to 4 days leave for attending a recruiting fair for non-returning faculty upon approval of the Superintendent.
- ☐ Dependent: New born child or an Ask enrolled student or an unemployed spouse less than 60 years old. In all listed cases the dependent must be residing in Kuwait.

PROFESSIONAL SALARY AND BENEFITS 2016-2018
MARRIED FOREIGN-HIRED TEACHERS

NAME:

Salary:

Base salary	9122 K.D	9122 K.D.
Teaching Certificate	500 K.D	K.D.
Graduate Degree	350K.D	K.D.

Experience

Non ASK: KD 60/ year (10 years max) $60 \times \underline{\hspace{1cm}} =$ K.D.
ASK: KD 125/every two years (12 years max) $125 \times \underline{\hspace{1cm}} =$ K.D.

Total Salary per annum K.D

End of service award:

(Effective 1998) as per Kuwait's Labor Law

Monthly Salary (0.5 month's salary years 1-5) (1.0 month's salary years 6+)

Other Cash Benefits:

Relocation Allowance (**KD 400** Couple)

Baggage Allowance to Kuwait (**KD 300** Couple) (receipts required)

Baggage Allowance from Kuwait (**KD 300** Couple) (receipts required + complete 2 years)

Teacher will be reimbursed 35 KD per day for up to any of the first 6 full days of sick leave that remain unused during the year.

Expat Allowance (**K.D 300**) paid in 2 installments/ yearly.

Every 2 years incentive signing bonus paid in 2 installments.

Other Employment Benefits

- ☐ Sick leave per year
 - 6 days full pay
 - 6 days- 50% of full pay
 - 6 days- 75% of full pay
 - 6 days – 25% of full pay
- ☐ Tax free residency as per IRS publication 54 (USA Taxes only).
- ☐ Personal leave up to 2 days per year
- ☐ Furnished maintained housing
- ☐ Utilities including local telephone services (If Available)
- ☐ Economy air fare from point of origin to Kuwait for self and one dependent (International Airline selected by school)
- ☐ Paid summer leave of approximately 69 consecutive days.
- ☐ Excursion airfare to and from point of origin for summer leave for self and one dependent (International Airline selected by school).
- ☐ Medical and Hospitalization insurance for self and one dependent.
- ☐ Kuwait government health and medical services.
- ☐ Worker's compensation insurance as per Kuwait's labor law.
- ☐ Free Tuition at ASK for one (1) dependent child.
- ☐ Residency fee and processing assistance for 1 dependent child.

Name: Passport

(EXCEPTION: in case where the contracted teacher is a female teacher with an accompanying male spouse, by Kuwaiti law neither she nor the school may sponsor him for residency. In this case, it will be necessary for the husband to enter and stay in Kuwait on a Visitor's Visa. This will require him to leave Kuwait as each visitor visa expires and reenter the country as a visitor. All costs related to doing this are the responsibility of the teacher.)

- ☐ Annual professional development of 100 K.D.
- ☐ Assistance with processing work visa, residency, driving license.
- ☐ Bereavement leave of 5 days with airline ticket for immediate family.
- ☐ Up to 4 days leave for attending a recruiting fair for non-returning faculty upon approval of the Superintendent.
- ☐ Dependent: New born child or an Ask enrolled student or an unemployed spouse less than 60 years old. In all listed cases the dependent must be residing in Kuwait.