



SUMMARY OF THE SALARY & BENEFITS PACKAGE (OVERSEAS)

Salary:

- All salaries are paid in Kuwaiti Dinars - tax free and transferable. The annual starting salary for teaching faculty is **KD 10,380/USD 34,600 minimum; KD 12,275/USD 41,000 at midpoint; and KD 13,775/USD 46,000 at maximum** depending upon qualifications and experience.
- Salary is paid for 12 months beginning September of contract year through August of each academic year.

Housing:

- Fully furnished, single/occupied, climate controlled apartment. Electricity and water paid by school in addition to local phone line installation in school provided housing – local calls are free.

Airfare:

- Annual IATA economy class round trip air transportation.

Health Insurance:

- International Health Insurance is provided.

Tuition Fee Benefit:

- Teaching couples employed full-time at the school receive full tuition paid for two children enrolled at the school provided places are available and admission requirements are met.
- A single teacher with a school-aged child will receive full tuition paid for one child provided places are available and admission requirements are met.

Allowances:

- Baggage allowance of KD 400 is reimbursed against receipts at beginning and end of service.
- Settling-in allowance of KD 200 is paid upon arrival in Kuwait for the initial contract.

Transportation:

- School provided bus transportation to work (AM, PM and late bus home on meeting and club days)

Visa Sponsorship:

- Visa related fees (medical tests, police clearance, visa fee charged by Kuwait Embassy, postage, etc.) is paid by the school in addition to Kuwait residency and Civil ID related fees.

Other Benefits:

- Employees offering co-curricular activities, serving as Head of Department/Grade Level Coordinator, sports coaches, etc. are adequately compensated.
- Finder's Fee – BBS teachers who recommend a professional for employment at the school are eligible to receive KD 100.
- Sick leave as per Kuwait Labor Law.
- Up to six days of unused sick leave compensated at the end of each academic year.
- 15 days indemnity paid at the end of the contract for each year of employment up to five years; increased to one month after completion of five years of service and thereafter. The monthly salary is based upon 26 working days and is paid at the end of service according to Kuwait Labor Law for the Private Sector.
- Support for professional development opportunities.
- Force Majeure action for the evacuation and repatriation of the employee including one month's salary.



SUMMARY OF THE SALARY & BENEFITS PACKAGE (NON-OVERSEAS)

Salary:

- All salaries are paid in Kuwaiti Dinars - tax free and transferable. The annual starting salary for teaching faculty ranges from min **KD 8,675/USD 28930** to **midpoint KD 9130/USD 30,445** to a **maximum of KD 9,610/USD 32,050** depending upon qualifications and experience.
- Non-overseas teachers teaching English subjects receive additional allowance.
- Salary is paid for 12 months beginning September of contract year through August of each academic year.

Housing:

- Housing allowance is provided according to the base salary.

Health Insurance:

- Private health insurance plan is provided.

Tuition Fee Discount:

- Full time non-overseas employees will receive a 50% discount on tuition for children enrolled at the school provided places are available and admission requirements are met.

Visa Sponsorship:

- Residency visa and Civil ID related fees are paid by the school.

Other Benefits:

- Employees offering co-curricular activities, serving as Head of Department/Grade Level Coordinator, sports coaches, etc. are adequately compensated.
- Finder's Fee – BBS teachers who recommend a professional for employment at the school are eligible to receive KD 100.
- Sick leave as per Kuwait Labor Law.
- Up to six days of unused sick leave is compensated at the end of each academic year.
- 15 days indemnity paid at the end of the contract for each year of employment up to five years; increased to one month after completion of five years of service and thereafter. The monthly salary is based upon 26 working days and is paid at the end of service according to Kuwait Labor Law for the Private Sector.
- Support for professional development opportunities.

Also, check our Total Rewards Structure file.