



## Salary and Benefits Package 2012 - 2013

- (A) **Expatriate teachers** (hired from outside of Jordan or already on an existing expatriate package) will receive a compensation package which includes the following:
- **Very competitive base salary** (in the range of **JD 25,558 net to JD 33,593 net** per annum depending on qualifications, experience and professional skills and qualities, plus up to 2% performance bonus).
  - **Gratuity** (one month's salary, not including Post of Responsibility Allowance, per year of contract, payable at the end of each year)
  - **Responsibility Allowance structure** (ranging from 100 JD net per month to 300 JD net per month depending on the level of responsibility)
  - **Free high quality housing** provided (furnished, including free satellite TV and Broadband Internet connection). Staff has the option to move out of school housing after one year and would receive the appropriate housing allowance depending on family circumstance.
  - **Shipping Allowance** (In the range of JD 500 to JD 750 for in and out bound)
  - **Annual Relocation/Utility Allowance** (range of JD 800 to 1,300 per annum)
  - **Annual Airfare Allowance** for Teacher and eligible dependants (spouse and up to two dependent children, based on point of hire)
  - **Free Comprehensive Health Insurance** for Teacher and eligible dependants (spouse and up to two dependent children; includes in- and outpatient care)
  - **Free Life Insurance**
  - **Tuition Fee reduction** for children, (1<sup>st</sup> child 80%, 2<sup>nd</sup> child 40%)
  - **Food Allowance** of JD 30 per month
  - **Free Transport** to and from School (within existing bus routes)



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- (B) **Local teachers** (hired from inside of Jordan) will receive a compensation package which includes the following:
- **Very competitive base salary** (in the range of **JD 12,044 to JD 27,750 per annum** depending on qualifications, experience and professional skills and qualities, plus up to 2% performance bonus).
  - **Responsibility Allowance structure** (ranging from 100 JD per month to 300 JD net per month depending on the level of responsibility)
  - **Social Security:** the staff member pays 6.5% of total monthly salary, while the school pays 12.25%
  - **Provident Fund (pension):** the School contributes 8% of salary and the staff member contributes 8%
  - **Free Comprehensive Health Insurance** for Teacher and Eligible dependants (spouse and up to two dependent children; includes in- and outpatient care)
  - **Free Life Insurance**
  - **Tuition Fee reduction** for up to two eligible dependants enrolled at ABS, (1<sup>st</sup> child 80%, 2<sup>nd</sup> child 40%)
  - **Food Allowance** of JD 30 per month
  - **Free Transport** to and from School (within existing bus routes)