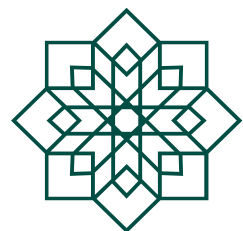
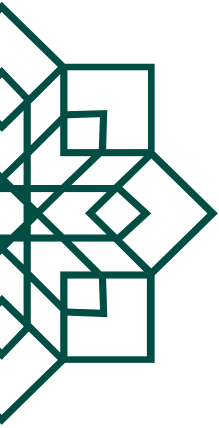


# Experience *More* at ACS



**AMERICAN COMMUNITY SCHOOL**  
OF ABU DHABI *SINCE 1972*



## WHO WE ARE

The American Community School of Abu Dhabi is a nonprofit American standards-based curriculum school serving approximately 1,200 students in KG1 through Grade 12 representing more than 80 countries. Led by our mission, vision and core values, we deliver excellence in our four pillars: Academics, the Arts, Athletics and Service Learning.

After 50 years on its current campus, ACS is building a new, state-of-the-art campus on Saadiyat Island, with plans to relocate in 2023. Our new campus is an integral part of our vision and furthers our mission of excellence for the next 50 years and beyond.

## VISION

We are a compassionate, student-centered community of learners that engages, prepares and inspires.

## MISSION

Our community empowers all students to define and shape their futures for learning, service and global citizenship.

## ACS CORE VALUES



### **Courage**

Having the confidence to take risks and do the right thing.



### **Curiosity**

Being eager to learn and explore to gain a deeper understanding through inquiry and critical questioning.



### **Compassion**

Taking actions to understand how others think and feel and appreciating the value of difference.



### **Integrity**

Being honest, fair and responsible in words and actions, and staying true to one's principles.





## OUR STORY

The story of the ACS is a story of partnership and growth. In 1972, a small community school with 50 students was officially established in a city that looked very different than it does today. The country grew rapidly and so did the demand for our high-caliber education.

Because of an additional generous land donation from the UAE government in 1989, we were able to expand our current campus to accommodate the increasing number of students.

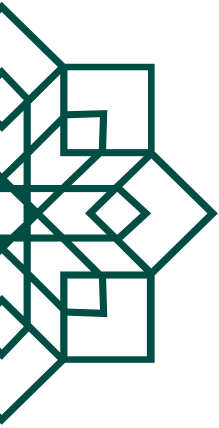
## BUILDING FOR OUR FUTURE

After 50 years on its current campus, ACS is building a new, state-of-the-art campus on Saadiyat Island, with plans to relocate in 2023. Our new campus is an integral part of our vision and furthers our mission of excellence for the next 50 years and beyond.

## NEW CAMPUS HIGHLIGHTS

- Doubles the size of the current campus, offering much-needed space for our academics, arts, athletics and service-learning programs
- Improves infrastructure, parking, security and green space
- Is located in one of the most desirable locations in Abu Dhabi, close to NYU Abu Dhabi and the newly developing cultural district
- Gives ACS the ability to compete on a more equal footing for the most accomplished faculty
- Sets the standard for environmentally sustainable educational facilities in the region
- Provides inspired, flexible and innovative learning spaces across a more sustainable and technologically-advanced campus
- Allows for a larger student population, enabling expanded programmatic offerings while maintaining a close sense of community

# STRATEGIC PLAN



In 2018, ACS embarked on a collaborative strategic planning exercise involving our entire community of parents, staff, faculty and students. The result was the ACS Strategic Plan, which ensures that ACS delivers on its mission to empower students to shape the future.

Four priorities – each grounded in the school's vision, mission and core values – comprise the heart of the strategic plan. Moving forward, the school is committed to personalizing learning, growing community, delivering excellence, and inspiring global citizens. Within each of these objectives are three strategies intended to achieve each desired outcome for the school. This framework will guide ACS' decisions, practices and investments in the years ahead, and will guarantee the school grows as a compassionate, student-centered community of learners that engages, prepares and inspires.

## EMPOWERING STUDENTS TO SHAPE THE FUTURE



### PERSONALIZE LEARNING

- Offer a highly engaging, innovative and flexible core curriculum
- Meet the unique needs of learners requiring additional support
- Establish structures and resources to challenge uniquely motivated and talented students

PERSONALIZE  
LEARNING



### DELIVER EXCELLENCE

- Build an innovative, globally leading new campus that pushes the boundaries of education
- Analyze and share data to enhance learning outcomes
- Implement innovative curriculum that promotes creativity and self-expression

DELIVER  
EXCELLENCE



### GROW COMMUNITY

- Advance a shared understanding of who we are and what we do
- Deepen relationships with external partners and leading universities
- Distinguish ACS as an internationally-recognized, leading institution

GROW  
COMMUNITY



### INSPIRE GLOBAL CITIZENS

- Strengthen school-wide service learning program to nurture global citizenship
- Provide social-emotional wellness programs to promote wellbeing and build confidence
- Enhance world languages model, including a leading Arabic program, for greater cultural understanding

INSPIRE  
GLOBAL CITIZENS

ACS  
STRATEGIC  
PLAN



## ACS TEACHER PROFILE

### We believe...

- that the growth and success of all students is the collective responsibility of the learning community.
- that impactful learning experiences are ongoing and include time for planning, implementation and reflection.
- in the allocation of time and space to pursue passions, explore new ideas and balance the philosophical and functional sides of teaching.

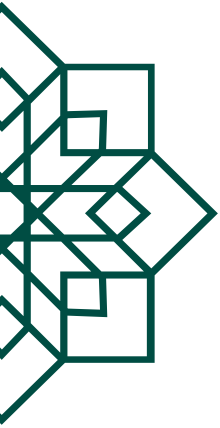
### Our teachers:

**ENGAGE:** Form positive relationships and honor the uniqueness of individuals; Display curiosity and an enthusiasm for learning that fosters creativity and innovation; Participate in cognitive dissonance; Foster an environment where all community members are heard, respected and supported; Collaborate to analyze and share data to enhance learning outcomes.

**PREPARE:** Utilize instructional strategies to meet the unique needs of all learners; Prioritize habits that promote balance and well-being; Implement innovative curriculum that promotes creativity and self expression; Design authentic learning experiences that allow students to demonstrate their understanding in a variety of ways; Create opportunities to think critically, solve problems and elevate strengths.

**INSPIRE:** Display resilience and act with integrity and courage; Champion diversity and contribute to the community with empathy and compassion; Take action to understand how others think and feel and appreciate the value of difference; Take risks and display the vulnerability needed to learn from others; Contribute positively to a culture of continuous growth and coaching.

# LIVING IN ABU DHABI



Abu Dhabi is a very safe, cosmopolitan city with a strong sense of culture and history with all of the conveniences you would find in a modern Western city.

After 50 years on its current campus in the city, ACS is building a new, state-of-the-art campus on Saadiyat Island, one of the most desirable locations in Abu Dhabi. The campus will be close to NYU Abu Dhabi and the newly developing cultural district, currently featuring the Louvre Abu Dhabi and the coming Zayed National Museum, Guggenheim Abu Dhabi, Natural History Museum Abu Dhabi and The Abrahamic Family House. The island also boasts stunning, white-sand beaches, which are also home to the protected and critically endangered hawksbill turtles.

A clean modern city, Abu Dhabi is quickly embracing many extraordinary opportunities in both culture and sports. This includes an outstanding annual classical concert series, international film and jazz festivals, concerts by world famous musical entertainers, a European Tour golf event, world class tennis and soccer competitions, and Formula One racing.

Life in Abu Dhabi offers a large range of activities in which to participate. Golf, horseback riding, sailing, scuba diving, picnics at the beach, desert camping and off roading are just a few of the ways in which you can spend your leisure time.

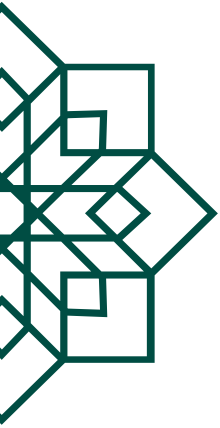
The city's next stages of growth will bring even more richness, with several planned world-class museums, an exceptional performing arts center, theme parks, entertainment areas and even more world-class golf courses. Yet, even with all of this happening around us, we are pleased that the feel of our city has remained friendly and accessible.





American Community School of Abu Dhabi

# ELEMENTARY SCHOOL



**A curiosity and joy for learning starts early. Our Elementary School program inspires courage, creativity and self-directed learning in our youngest students.**

ACS students experience explosive growth in Elementary School, rapidly developing into capable readers, writers, mathematicians, scientists, athletes, artists and empathetic global citizens. We work in an environment that is rich in resources, collaborative in nature and focused on constant improvement.

Through instruction guided by ACS's four pillars – the arts, athletics, academics and service learning – students develop fundamental skills and passions that fuel their joy in learning. We work in an environment that is rich in resources, collaborative in nature and focused on constant improvement. Our students engage in critical subjects of literacy, mathematics, science and social studies – as well as in daily language instruction and rich and varied 'specials'. In all lessons, they regularly practice becoming effective communicators, creative thinkers and courageous contributors, whether coding in the Library's Innovation Lab, modeling a math strategy in the classroom or performing a new piece of music. ACS' standards-based curricular plan guides academic growth and helps learners set goals and identify next steps in learning, recognizing that there are multiple pathways available to reach the same goal.







ACS' Core Values of courage, compassion, curiosity and integrity are consistently integrated into instruction. This is a practice essential for creating a strong learning community, as is our faculty's continuous review of instruction in all curricular areas, ensuring that best practices drive our teaching and learning.

Daily Arabic classes are part of every student's school day, grouped according to proficiency level. Students also take classes in Art, Dance and Drama, Library and Innovation, Music, Physical Education and Social Emotional Learning. Beginning in Grade 1, swim instruction is included in the PE curriculum. Service opportunities are created to develop attitudes and skills necessary to make a positive impact in their world.

We work in partnership with parents to provide the best program possible for our students. We believe family time is important and children should have some choice in their learning outside of the school day. We invite children to participate in reading and self-directed learning and to explore their curiosities. We do not assign one-size-fits-all homework for Elementary students to complete at home.

# MIDDLE SCHOOL



**Compassionate and ethical students enliven our Middle School. We believe deeply in preparing our students to care for their intellectual, physical, social and emotional well-being.**

ACS takes great care to help students reach their full potential as their minds and bodies grow and their social circles expand. Our classes and programs are designed to allow students to work collaboratively, to problem solve and to apply new learning, while participating in a wide range of academic, artistic and athletic endeavors.

At ACS, Middle School is a time for students to develop their personal identity, learn what it means to be a member of the ACS community and engage with our wider world. Students should be excited to come to school, to have fun and to experience cycles of wonder, discovery and reflection. The many experiences they have every day, inside and outside the classroom, expand their comfort zones and help them to understand their environment and how they might have an impact on it.

The Middle School enjoys a collaborative environment where staff members are committed to working together in effective teams to design experiences for students meant to challenge them and help them grow.

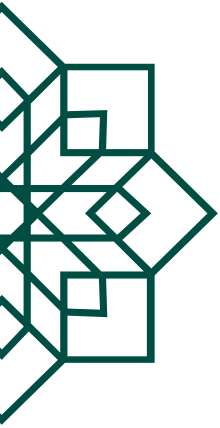
We aim to prepare our students to have the mindset to accept the challenges that lay before them after their Middle School years. Students leave knowing that they are



capable scientists, musicians, mathematicians, athletes, historians, performers, writers, linguists, artists, advocates and creators. Our programs ensure our students have a strong foundation in wellness, permitting them to be mindful citizens and thoughtful self-advocates. Together, our students learn to engage and interact to become confident authors of their own stories. They are empowered to shape the future.

The school campus is very active after school, and our Middle School staff does a great job providing quality extracurricular activities for our students. The Fun After School program includes intramural sports, as well as teacher-led organizations on topics like cooking, drama, music, chess, robotics and more.

Service Learning is an integral part of our commitment to nurture global citizens and provides an opportunity to deepen students' empathy and understanding of the world while connecting with both local and global communities. Middle School students focus on a distinct service project at each grade level. Through Viper Venture, our annual experiential learning program, students are invited to participate in grade-level trips locally or internationally to apply several curricular learning objectives in a new environment, while promoting team-building and collaboration.



**Our High School students astound us with courage, integrity and resilience as they engage in opportunities that define and shape their futures.**

At ACS, students in Grades 9-12 commit to a challenging, standards-based American curriculum, as well as initiate meaningful service work and develop as formidable teammates and artists.

High School teachers and staff at ACS work diligently to awaken students' curiosity, equip our adolescents with the skills necessary to succeed in an increasingly complex and interdependent world, and ensure that our young adults gain an appreciation of the great intellectual, aesthetic and musical traditions, which have withstood the test of time.

Our academic program prepares our culturally diverse student body for a lifelong commitment to learning, service and global citizenship. Students in Grades 9-12 complete a rigorous and balanced program of studies in English, Social Studies, World Languages, Mathematics, Science, Creative Arts and Physical Education/Health. Students are encouraged to select a program of study that meets their ability-level, piques their interest, fulfills diploma requirements and furthers their university admission and/or career objectives. In addition to the courses developed by our High School faculty, students in Grades 11 and 12 can access the IB Diploma (IB) Programme, in Grades 10, 11 and 12 can access a selection of Advanced Placement (AP) classes. Further, students who wish to obtain UAE Equivalency are also supported in their coursework.

Our commitment to the whole child promotes excellence in academics, athletics, arts and service. ACS offers a comprehensive co-curricular program to encourage students to become involved in our community outside of the classroom. As a member of the Middle East South Asian Conference (MESAC) and the Emirates Athletic Council (EAC), our ACS Sand Vipers travel to and compete in academic, arts and athletic events throughout the Middle East. We also offer a wide range of service-learning opportunities both abroad and, increasingly, within the UAE. Through Viper Venture, our annual experiential learning program, students are invited to participate in grade-level trips locally or internationally to apply several curricular learning objectives in a new environment, while promoting team-building and collaboration.

The High School faculty consists of a talented team of educators whose dedication not only cultivates the academic skills needed for success but also attends to the needs of the whole child. ACS graduates are responsible, well-rounded leaders who are well prepared for life beyond high school.



 Amman, Jordan - 2,338 km

 Washington D.C. - 11,340 km

 Canberra, Australia - 11,946 km

 New Delhi, India - 2,313 km

 Rabat, Morocco - 5,976 km

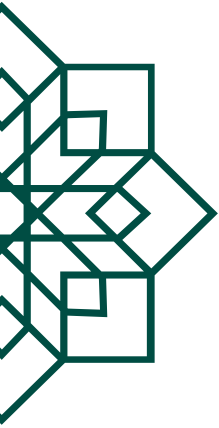
 Stockholm, Sweden

# OVERSEAS HIRES BENEFITS



<b>Salary Basic</b>	See salary scale (goes up 1 step each year). Maximum initial step placement for related teaching experience is step 10. An initial 2-year commitment is required.
<b>Overseas Hire Incentive</b>	17.5% of base salary (first two years) 18.13% of base salary in subsequent years – paid in September
<b>End of Service &amp; Retirement Supplement</b>	An annual, government required End of Service retirement amount is banked on your behalf until your final year; this includes 21 days of pay for the first 5 years of service, and 30 days for each year thereafter. The total amount is paid out at the salary rate at the time of your departure. Additionally, ACS offers a retirement supplement that is paid out annually in June. This includes 39 days of pay for the first 2 years of service and increases to 45 days of pay for each year thereafter.
<b>Work Days</b>	Monday to Friday
<b>Pay Periods</b>	Salary is paid in 12 monthly installments from August to July (June and July are paid before the end of school in June). Salary is paid on the last working day of each month.
<b>Method of Payment</b>	All salaries/payments are paid by direct transfer only, in local AED currency, into a UAE bank (3.67 UAE Dirhams = \$1.00)
<b>Taxes</b>	There are no local income taxes in the UAE.
<b>Health, Vision &amp; Dental Insurance</b>	Employer provides (and pays 100% of the premium for) international and local medical, vision, and dental insurance for employee and authorized dependents (by Seven Corners Insurance).
<b>Duplication of Benefits</b>	If a spouse is also an ACS employee, there will be no duplication of housing, utilities, and family designated benefits.
<b>Long-Term Disability Insurance</b>	ACS pays for a long-term disability insurance plan.
<b>Tuition Waiver</b>	For each full-time overseas hire, ACS will waive ACS tuition and fees for one Eligible Dependent.
<b>Staff Development</b>	Provided according to annual budget provision and Superintendent's approval

# OVERSEAS HIRES BENEFITS



**Shipping Allowance** *Arrival:* AED 14,500 for employee, AED 5,500 for spouse, AED 2,750 for each child. Those moving within the UAE, ACS will arrange door-to-door delivery. *Departure:* AED 14,500 for employee, AED 5,500 for spouse, AED 2,750 for each child. After the completion of four years of employment, the departure allowance will increase 10% each year up to a maximum of 50% above the base allowance.

**Relocation/Repatriation** For the first year of service, ACS will provide economy air transportation from point of origin to Abu Dhabi. For each subsequent year of service, ACS will pay an annual allowance (in January) for round-trip airfare to the point of origin. Upon completion of the contract, ACS will pay the actual cost of economy airfare from Abu Dhabi to the point of origin. This benefit covers the employee and their eligible dependents.

**Housing** ACS will provide semi-furnished housing as well as a one-time furniture and appliance allowance of AED 20,000 per household. This allowance will be amortized over a 3-year period. If the employee leaves ACS before the end of three years, the pro-rata unamortized portion of the allowance will be deducted from the final paycheck.

**Utilities** ACS will pay 100% of utilities.

**Car Loan** ACS will provide a one time interest-free car loan of up to AED 24,000 to be repaid over up to 24-months.

**Physical Examination** At the start of the initial contract the employee will furnish ACS with a physician's statement attesting to good health.

**Holiday Leave** Entitled to all school holidays and vacations.

**Sick Leave** For the first year: 15 working days at full pay, 30 days at half pay, and 45 working days without pay. Each subsequent year, employee will receive an additional 15 working days at full pay which will be combined with unused full pay days from prior years and can be supplemented by half pay/unpaid days to the maximum total of 90 days.

**Business/Emergency Leave** Three days with pay per year, when authorized by the Superintendent (cannot be used for vacation or adjacent to school holidays). May accumulate unused leave in this category up to 7 working days if approved by Superintendent.

**Maternity Leave** For birth or adoption: After one year of service, employee is entitled to 60 calendar days with full pay. Half pay is granted for employees of less than 1 year. Further leave without pay for up to 100 days will be granted upon a physician's recommendation.

**Paternity Leave** Up to 5 working days at full pay in the case of birth or adoption



# OVERSEAS HIRES BENEFITS



**Compassionate Leave** Up to 10 paid working days in cases of serious illness, injury, or death of an immediate family member (parent, spouse, brother, sister, or child). ACS will pay the cost of the employee's air transportation as long as it does not exceed the cost of travel to/from the employee's point of origin. This leave and allowance will be granted only once per family member and must be approved by the Superintendent.

**Unpaid Leave** Granted at the discretion of the Superintendent only for compelling reasons. The school board must approve any unpaid leave beyond 45 calendar days.

**Emergency Evacuation** In an emergency situation of a temporary nature, ACS will fly employee and authorized dependents to the nearest safe haven (as determined by ACS) and will pay a per diem for each family until they are either returned to Abu Dhabi or to their point of origin, to maximum of 28 days. In the case of an emergency situation requiring the semi-permanent or permanent closure of the school, ACS will pay salary to the end of the school year or for three months from the last day of instruction, whichever is less. In addition, the employee and authorized dependents will be entitled to direct air transport to their point of origin, plus shipping allowances and other end of contract benefits on a pro-rata basis.

# PAY SCALE

## COL I, NO DEGREE

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$28,025	\$4,904	\$4,671	\$37,600
1	\$29,508	\$5,164	\$4,918	\$39,590
2	\$30,989	\$5,423	\$5,165	\$41,577
3	\$32,472	\$5,683	\$5,412	\$43,567
4	\$33,954	\$5,942	\$5,659	\$45,554
5	\$35,436	\$6,201	\$5,906	\$47,543
6	\$36,919	\$6,461	\$6,153	\$49,532
7	\$37,886	\$6,630	\$6,314	\$50,831
8	\$38,854	\$6,800	\$6,476	\$52,130
9	\$39,821	\$6,969	\$6,637	\$53,426
10	\$40,789	\$7,138	\$6,798	\$54,726
11	\$41,756	\$7,307	\$6,959	\$56,022
12	\$42,723	\$7,476	\$7,120	\$57,320
13	\$43,689	\$7,646	\$7,282	\$58,616
14	\$44,656	\$7,815	\$7,443	\$59,914
15	\$45,623	\$7,984	\$7,604	\$61,211
16	\$46,590	\$8,153	\$7,765	\$62,508
17	\$47,556	\$8,322	\$7,926	\$63,805
18	\$48,523	\$8,492	\$8,087	\$65,102

## COL II, BA/BS

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$33,532	\$5,868	\$5,589	\$44,989
1	\$35,015	\$6,128	\$5,836	\$46,978
2	\$36,497	\$6,387	\$6,083	\$48,966
3	\$37,980	\$6,646	\$6,330	\$50,956
4	\$39,463	\$6,906	\$6,577	\$52,946
5	\$40,945	\$7,165	\$6,824	\$54,934
6	\$42,427	\$7,425	\$7,071	\$56,923
7	\$43,393	\$7,594	\$7,232	\$58,219
8	\$44,362	\$7,763	\$7,394	\$59,519
9	\$45,330	\$7,933	\$7,555	\$60,818
10	\$46,297	\$8,102	\$7,716	\$62,116
11	\$47,264	\$8,271	\$7,877	\$63,413
12	\$48,233	\$8,441	\$8,039	\$64,713
13	\$49,199	\$8,610	\$8,200	\$66,009
14	\$50,168	\$8,779	\$8,361	\$67,309
15	\$51,136	\$8,949	\$8,523	\$68,607
16	\$52,104	\$9,118	\$8,684	\$69,906
17	\$53,071	\$9,287	\$8,845	\$71,203
18	\$54,037	\$9,457	\$9,006	\$72,500

## COL III, BA +15

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$34,720	\$6,076	\$5,787	\$46,583
1	\$36,202	\$6,335	\$6,034	\$48,571
2	\$37,686	\$6,595	\$6,281	\$50,561
3	\$39,168	\$6,854	\$6,528	\$52,550
4	\$40,650	\$7,114	\$6,775	\$54,538
5	\$42,133	\$7,373	\$7,022	\$56,528
6	\$43,614	\$7,632	\$7,269	\$58,515
7	\$44,581	\$7,802	\$7,430	\$59,812
8	\$45,549	\$7,971	\$7,592	\$61,112
9	\$46,515	\$8,140	\$7,752	\$62,407
10	\$47,482	\$8,309	\$7,914	\$63,705
11	\$48,450	\$8,479	\$8,075	\$65,004
12	\$49,419	\$8,648	\$8,236	\$66,304
13	\$50,385	\$8,817	\$8,398	\$67,600
14	\$51,353	\$8,987	\$8,559	\$68,898
15	\$52,320	\$9,156	\$8,720	\$70,196
16	\$53,289	\$9,326	\$8,882	\$71,496
17	\$54,257	\$9,495	\$9,043	\$72,794
18	\$55,223	\$9,664	\$9,204	\$74,091

## COL IV, BA +30

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$35,948	\$6,291	\$5,991	\$48,230
1	\$37,430	\$6,550	\$6,238	\$50,219
2	\$38,913	\$6,810	\$6,486	\$52,209
3	\$40,395	\$7,069	\$6,733	\$54,197
4	\$41,876	\$7,328	\$6,979	\$56,184
5	\$43,359	\$7,588	\$7,227	\$58,174
6	\$44,841	\$7,847	\$7,474	\$60,162
7	\$45,809	\$8,017	\$7,635	\$61,461
8	\$46,775	\$8,186	\$7,796	\$62,756
9	\$47,742	\$8,355	\$7,957	\$64,053
10	\$48,710	\$8,524	\$8,118	\$65,353
11	\$49,676	\$8,693	\$8,279	\$66,648
12	\$50,644	\$8,863	\$8,441	\$67,948
13	\$51,612	\$9,032	\$8,602	\$69,246
14	\$52,580	\$9,201	\$8,763	\$70,545
15	\$53,547	\$9,371	\$8,925	\$71,842
16	\$54,516	\$9,540	\$9,086	\$73,142
17	\$55,484	\$9,710	\$9,247	\$74,441
18	\$56,451	\$9,879	\$9,409	\$75,739

# PAY SCALE

## COL V, MA

## COL VI, MA +15

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$37,215	\$6,513	\$6,203	\$49,930
1	\$38,697	\$6,772	\$6,450	\$51,919
2	\$40,179	\$7,031	\$6,696	\$53,906
3	\$41,661	\$7,291	\$6,944	\$55,896
4	\$43,145	\$7,550	\$7,191	\$57,886
5	\$44,627	\$7,810	\$7,438	\$59,874
6	\$46,109	\$8,069	\$7,685	\$61,863
7	\$47,077	\$8,238	\$7,846	\$63,161
8	\$48,042	\$8,407	\$8,007	\$64,457
9	\$49,010	\$8,577	\$8,168	\$65,755
10	\$49,976	\$8,746	\$8,329	\$67,051
11	\$50,942	\$8,915	\$8,490	\$68,347
12	\$51,910	\$9,084	\$8,652	\$69,647
13	\$52,877	\$9,254	\$8,813	\$70,944
14	\$53,846	\$9,423	\$8,974	\$72,243
15	\$54,814	\$9,592	\$9,136	\$73,542
16	\$55,781	\$9,762	\$9,297	\$74,840
17	\$56,749	\$9,931	\$9,458	\$76,138
18	\$57,718	\$10,101	\$9,620	\$77,438

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$38,521	\$6,741	\$6,420	\$51,682
1	\$40,003	\$7,001	\$6,667	\$53,671
2	\$41,488	\$7,260	\$6,915	\$55,662
3	\$42,969	\$7,519	\$7,161	\$57,649
4	\$44,450	\$7,779	\$7,408	\$59,636
5	\$45,933	\$8,038	\$7,656	\$61,627
6	\$47,416	\$8,298	\$7,903	\$63,616
7	\$48,381	\$8,467	\$8,064	\$64,912
8	\$49,348	\$8,636	\$8,225	\$66,209
9	\$50,316	\$8,805	\$8,386	\$67,507
10	\$51,282	\$8,974	\$8,547	\$68,804
11	\$52,250	\$9,144	\$8,708	\$70,102
12	\$53,217	\$9,313	\$8,869	\$71,399
13	\$54,184	\$9,482	\$9,031	\$72,697
14	\$55,151	\$9,651	\$9,192	\$73,994
15	\$56,120	\$9,821	\$9,353	\$75,294
16	\$57,086	\$9,990	\$9,514	\$76,591
17	\$58,054	\$10,159	\$9,676	\$77,889
18	\$59,021	\$10,329	\$9,837	\$79,187

## COL VII, MA +30

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$39,868	\$6,977	\$6,645	\$53,489
1	\$41,350	\$7,236	\$6,892	\$55,478
2	\$42,831	\$7,495	\$7,139	\$57,465
3	\$44,313	\$7,755	\$7,386	\$59,454
4	\$45,798	\$8,015	\$7,633	\$61,446
5	\$47,279	\$8,274	\$7,880	\$63,433
6	\$48,761	\$8,533	\$8,127	\$65,422
7	\$49,729	\$8,703	\$8,288	\$66,720
8	\$50,695	\$8,872	\$8,449	\$68,015
9	\$51,662	\$9,041	\$8,610	\$69,314
10	\$52,630	\$9,210	\$8,772	\$70,612
11	\$53,595	\$9,379	\$8,932	\$71,906
12	\$54,563	\$9,549	\$9,094	\$73,206
13	\$55,530	\$9,718	\$9,255	\$74,503
14	\$56,498	\$9,887	\$9,416	\$75,801
15	\$57,465	\$10,056	\$9,578	\$77,099
16	\$58,433	\$10,226	\$9,739	\$78,398
17	\$59,403	\$10,396	\$9,901	\$79,699
18	\$60,369	\$10,565	\$10,062	\$80,995

### Placement

Employees shall be placed in the column of the salary scale appropriate for their degree(s). For initial step placement, employees shall be credited with one step from zero to ten for each year of prior, full time, relevant experience. The maximum entry level for employees with more than ten years of experience is Step 10.

**National Board Certification holders will be entitled to a \$900 one-time stipend.**

US\$ and UAE dirham equivalents are calculated on the prevailing exchange rate of \$1 to AED 3.67.

### Incentive Allowance

Is equal to 17.5% of the base salary for the first two years and then 18.13% thereafter.

### Gratuity

For the first two years of service, this will be equal to 60 days of the annual base salary. For the third and subsequent years of service, the benefit will increase to 75 days. As required by UAE law, ACS will withhold 21 days of the annual salary for the first five years of employment and 30 days thereafter, to be paid upon termination of employment.

\*Standard contract days: 190

# CORE BELIEFS



## We believe that:

Curiosity and an enthusiasm for learning foster creativity, innovation and deeper understanding.

An ethical and compassionate community is built through participation, collaboration and mutual respect.

Reflection on learning experiences in and out of the classroom enables learners to define and shape their futures.

Intellectual, physical, social and emotional balance contribute to one's well-being.

Leadership is developed through courage, resilience and integrity.