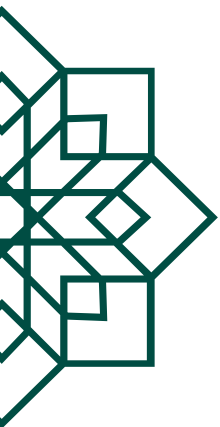


AMERICAN COMMUNITY SCHOOL
OF ABU DHABI *SINCE 1972*





IDENTITY

The American Community School of Abu Dhabi is a non-profit, U.S. accredited, college preparatory school. Our American, standards-based curriculum provides excellence in academics, the arts, athletics, and service.

VISION

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

MISSION STATEMENT

The American Community School of Abu Dhabi provides a balanced learning program to foster excellence in academics, the arts, and athletics. In partnership with parents, we empower all students to define and shape their futures. Our dynamic and challenging educational program prepares a culturally diverse student body 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.



Welcome to the American Community School of Abu Dhabi, a truly exceptional school located in the exciting and fast developing capital of the United Arab Emirates. ACS is a private, non-profit, parent-governed school accredited by the Middle States Association of Schools and Colleges.

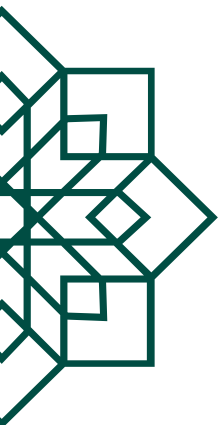
ACS is a Community School. The concept of community is very important to us. We have an outstanding parent body that is engaged, involved and supportive. The ACS Board of Trustees are ACS parents and are elected by ACS parents and school employees. The culture of ACS is one of partnership between faculty, parents and students, and we work together to provide an exceptional environment for student learning and development.

At ACS we believe that the purpose of our school is to create a learning climate in which students can best acquire the academic and social skills necessary to become productive adults who are well informed, compassionate, and empathetic global citizens. ACS teachers believe in the value and importance of students striving to attain individual and group goals. ACS students thrive in an atmosphere, both in and out of the classroom, which fosters both positive self-expression and collaboration with others.

ACS has students from over 50 countries and, while approximately 65% of our students are American, the culture of our school promotes appreciation of differences and capitalizes on our diversity to encourage academic and social growth. ACS also has outstanding faculty and staff who come from a number of different countries but commonly hold a deep belief in realizing the current best practices in their classrooms.

If you are looking for a school that embraces best practices and is located where opportunities for adventure are easily accessible but with all the amenities of a clean, safe, modern city, we encourage you to give serious consideration to joining us.

STRATEGIC PLAN



VISION To be a compassionate, student-centered community of learners that engages, prepares and inspires.

During 2018-19, ACS embarked on a strategic planning exercise, a collaborative process involving our entire community of parents, staff, faculty and students. The result was the ACS Strategic Plan: Empowering Students to Shape the Future. During the process, the community was asked to evaluate “Who we are?” “How can we be better?” “Where do we want to go?” and “How Do We Get There?” We reaffirmed our mission, vision, and values, and delved into the work of identifying our strategic objectives upon which the plan would be based.

Within each of these four objectives, there are three strategies to achieve each desired outcome for the School. As a collective, our community believe that if we accomplish this ambitious plan, ACS will be well positioned for its move to a new campus in 2022-2023 and for the future.

FOUR STRATEGIC OBJECTIVES



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



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



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



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



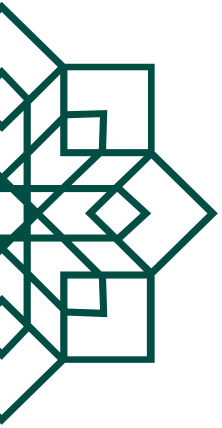


In 1969 there were few trees and almost no grass in Abu Dhabi, but the recent discovery of oil would turn this tiny village into a major cosmopolitan city. The Phillips 66 Oil Company was booming and to provide for its growing workforce, they organized a school. The school was located in a few concrete block buildings in the middle of the desert with 27 students and 3 teachers. The buildings featured small windows and porches that doubled as sidewalks surrounded by sand. This was the beginning of what would emerge to become the American Community School of Abu Dhabi.

In 1972, the American Community School, as we now know it, was established as a non-profit school by the United States Embassy and representatives of major western oil companies, which had employees in Abu Dhabi. Today, nearly 50 years later, we enroll approximately 1200 students in Kindergarten through Grade 12. The faculty, administration and staff have grown to over 200. The original concrete block buildings have long been replaced. ACS now consists of facilities that include over 60 classrooms, 6 science labs, two media centers, a black box theatre and a multi-purpose auditorium with a stage and theatrical lighting. Each division has their own technology lab and the High School includes a film and production studio and computer science lab. A full cafeteria, three art studios and instrumental and choral music rooms contribute to the ACS learning experience.

Technology is central to learning at ACS. We have a successful 1:1 Mac laptop program in Grades 6-12, over 150 Mac laptops for Grades 3-5, and over 100 iPads for KG through Grade 2. Our entire campus is equipped with current educational technology tools, including a Mac laptop and iPad for each teacher, an extensive software library, interactive whiteboards, Google Apps integration, and high-speed wireless access throughout the entire campus. Additionally, the physical education complex includes a full-sized gymnasium, an elementary gym, a fitness center, a climbing wall, classrooms and locker room space. There is also a training room, a dance/aerobic room and a 25-meter swimming pool. Outdoor sports teams compete on an artificial turf field. The PE facility also includes a long jump pit, 2 playground areas for both kindergarten and elementary and an artificial grass athletic field.

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.

ACS is located in one of the best residential areas of the city, only two blocks from an outstanding beach on the Arabian Gulf and minutes from downtown, the city's largest shopping mall and the 7-star Emirates Palace Hotel.

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, the Louvre, 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.

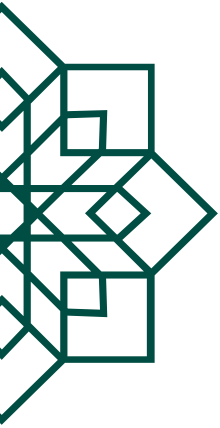
Life in Abu Dhabi offers a large range of activities in which to participate. Golf, horseback riding, sailing, scuba diving, picnics at the beach, desert camping and off roading are just a few of the ways in which you can spend your leisure time.

The city's next stages of growth will bring even more richness, with several world-class museums including the Guggenheim, an exceptional performing arts center, theme parks 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.





ELEMENTARY SCHOOL



In the Elementary School, we provide a nurturing environment that strives to meet the varied intellectual, physical, and social-emotional needs of each of our students.

We work in an environment that is rich in resources, collaborative in nature, and focused on constant improvement:

- Regular team planning time focuses on looking at student work, planning units of study, and designing assessments. Professional Development Days offer opportunities to collaborate on cross-grade level topics, work with a consultant, or build new skills in areas targeted by the school.
- Classrooms offer areas for students and teachers to work collaboratively in centers, and individually. Student work is displayed in classrooms and hallways.
- Instructional assistants offer support in KG1-5 classrooms, fine arts, Arabic, technology, and Learning Support.
- Classroom teachers are responsible for instruction in Everyday Math, social studies, and science, as well as reading/writing workshops and word study.
- Classroom-based and external, standardized MAP tests provide formative and summative data.
- Students have access to technology throughout Elementary School. The tech integration team works with teachers to ensure technology is integrated into units of study.
- Students with mild learning variabilities identified through a referral process may receive support for their academic needs through our pull out or in-class Learning Support program.



- Our Elementary School has a well-established curriculum that we implement collaboratively across each grade level/subject and update/improve through a curriculum review process led by our Office of Learning.
- Our Elementary School counselors work with individual students and small groups on social, emotional, and behavioral issues. Regular social-emotional learning lessons promote a positive environment, giving all students problem-solving strategies and community-building skills.

In the Elementary School, we begin helping students identify with the whole school mission, profile of graduates and core values through classroom activities and elementary school spirit assemblies.

We work in partnership with parents to provide the best program possible for our students. Parents help in classrooms as homeroom parents. Parent Conferences give teachers and parents a chance to discuss student progress. Monthly Parent Coffees provide a venue to discuss a range of educational topics as well as to socialize. Parents are always welcome to attend our monthly elementary school student-led assemblies, where we enjoy student performances.

At ACS, our Elementary School teachers are enthusiastic about our programs and related professional development. They have a positive attitude, are problem solvers, and enjoy the camaraderie of a strong community. We regularly provide both our students and our community with many opportunities to celebrate success.



MIDDLE SCHOOL



Our Middle School's philosophy is based on a balanced education and the creation of a learning environment that best serves our students. Middle School students are unique, and our teachers have the ability to create engaging relationships with adolescents that will encourage their overall personal growth.

The Middle School enjoys a collaborative environment with staff members who are committed to working together in effective teams. We have a shared secondary schedule with our High School, and teachers have scheduled collaborative planning time with their teaching partners. This shared time gives teachers the opportunity to develop and discuss their units, which improves and strengthens student learning. Our grade level teams meet to discuss plans that impact our Middle School students. The collaborative atmosphere at ACS is definitely one of the strengths of our program.

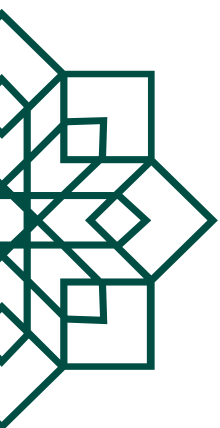
Our belief in a balanced education is evident in the encore choices that we offer our Middle School students. Students can choose from a variety of courses such as Choir, Band, Drama Production, Theatre Medley, Art & Technology, Mixed Media Art, full-year art and drama classes, as well as Exploring Technology. Student performances, artwork on display, appearances at assemblies, and large-scale theater and music productions are highlights of our creative arts program. Our creative arts and technology programs are a real strength and our students have many opportunities throughout the year to immerse themselves in their passions and apply their learning across to other disciplines.



The school campus seems to be the most active after school, and our Middle School staff does a great job providing quality extra curricular activities for our students. We are excited about our Fun After School (FAS) program, which includes an intramural sports program, divided into distinct seasons. FAS is more than just sports, with our teachers offering a variety of clubs and activities to our students such as cooking, reporting, drama, quiz team, robotics, guitar, and an annual film festival and photography contest. In addition, our teachers lead an exploratory course program that empowers students to try something new, to pursue a passion and engage with service learning initiatives. Middle School teachers at ACS are committed to providing students with opportunities outside the classroom that will enrich their school experience.

One of the cornerstone programs in the Middle School is the Week Without Walls. Usually held in late October/early November, these week-long trips to Greece (Grade 6), Bosnia (Grade 7), and Thailand (Grade 8) are often cited as the fondest memory of our students' Middle School experiences. The philosophy behind the Week Without Walls program is to offer students the opportunity to visit another culture and apply several curricular learning objectives in a new environment. Each trip promotes bonding and team-building among students and teachers.

Young people are capable of far more than adults often assume and our faculty members are committed to providing our students with the opportunities and challenges that they require to reach their full potential.



Culturally diverse, the High School at the American Community School of Abu Dhabi is composed of a unique blend of students and teachers from over 50 countries. The word “community” anchors the school name and functions as a common thread, pulling together teachers, students, and parents within the school environment and then sending them out to serve the community as a whole. Both students and families grow and learn together within the welcoming and community-focused environment provided by the high school faculty and staff.

ACS also offers the International Baccalaureate (IB) Diploma Program and Advanced Placement (AP) College Board courses. The number of students graduating with an IB diploma has steadily grown each year since the program's inception in 2007. The majority of the faculty has received IB training and has considerable experience working with the International Baccalaureate program.

The faculty and administrators at ACS stress collaboration and assessment design as areas of focus. Professional Development days throughout the year offer time for teaching partners and departments to collaborate by examining student work, planning units of study, and designing assessments. Professional development days are incorporated into the calendar in order to afford the faculty opportunities to work with consultants and to build new skills in targeted areas.

Thriving with athletic and cocurricular activities, ACS prepares students to participate internationally in the Middle East South Asian Conference. Competitive sports include volleyball, swimming, soccer, basketball, cross-country, softball, badminton, tennis, golf and track & field. The Arts department and its students contribute to international exchanges involving band, choral, drama, dance, and visual arts as well as produce school-wide concerts, plays, and visual art events. Academically, students also participate in Model United Nations and Academic Games.

Service Learning is one of the strongest programs offered at ACS. Students are involved in numerous service initiatives throughout the school year, some of which include Habitat for Humanity, Global Issues, Palestinian Children's Relief Foundation, and the Green Team. Bursting with activity, ACS offers ample opportunities for both teachers and students to be involved in the world outside the classroom, school, and country.

ACS enjoys the benefits of a positive student culture, which promotes student leadership and a sense of mutual respect between students and teachers. Students play a fundamental role in developing a positive school environment as evidenced by the numerous ways the students take responsibility for their learning and growth both inside and outside the classroom.

Welcoming new members to the school community with a warm reception is paramount at ACS High School. American Community School of Abu Dhabi offers students, teachers, and families a diverse, warm, and challenging learning community in which to plan goals and then to achieve them.





Amman, Jordan - 2,338 km



Washington D.C. - 11,340 km



Canberra, Australia - 11,946 km



New Delhi, India - 2,313 km

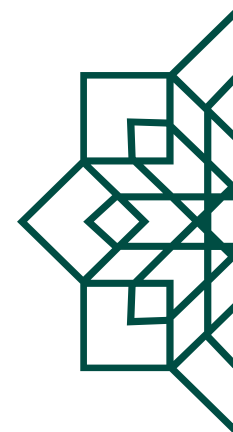


Rabat, Morocco - 5,976 km



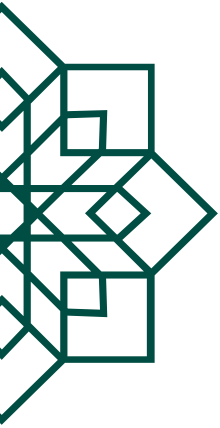
Stockholm, Sweden

OVERSEAS HIRES BENEFITS



Salary Basic	Basic Teacher Scale
Overseas Hire Incentive	17.5% of base salary (first two years) 18.13% of base salary in the third and subsequent years – paid in September.
Retirement (End of Service)	EOS payments are withheld in accordance with UAE law: 21 days of pay for the first 5 years of service and 30 days thereafter. The total amount will be paid out upon termination at the current salary rate. An additional retirement supplement will be paid as follows: 39 days of pay for the first 2 years of service and 45 days thereafter. This retirement supplement will be paid out each year in June.
Work Days	Sunday to Thursday
Pay Periods	Beginning in August there will be twelve pay periods. Payment will be made on the last working day of the month, except for June and July which is paid in June at the end of the school year.
Method of Payment	All salaries will be paid by direct transfer only, in Dirhams, into a UAE bank (3.67 UAE Dirhams = \$1.00)
Taxes	There are no UAE income taxes
Health, Vision & Dental Insurance	Employer-sponsored international and local medical, vision and dental Insurance insurance, 100% paid by ACS for EMPLOYEE and authorized dependents. The insurance provider is Seven Corners.
Duplication of Benefits	If a spouse is also employed there will be no duplication of housing, utilities, and family designated benefits.
Long-Term Disability Insurance	It is a school-designated plan, fully paid by the school.
Tuition Waiver	If ACS employs one parent on a full-time basis, ACS will waive tuition and fees for one Eligible Dependent enrolled at ACS. If ACS employs both parents under full-time overseas contracts, ACS will waiver tuition and fees for two Eligible Dependents.
Staff Development	Is provided according to annual budget provision and Superintendent's approval

OVERSEAS HIRES BENEFITS



Shipping Allowance

Overseas contracted employees shall be given a shipping set as a fixed dirham amount per employee, spouse and children on arrival and departure. The amount allocated for the employee is AED 14,500. The spouse will receive AED 5,500 and AED 2,750 for each child.

The shipping allowance for departing employees will be increased by 10% per year following the completion of the employee's fourth year of employment.

An additional 10% of the base allowance will be added to the shipping allowance for each year of employment thereafter up to a maximum of 50% above the base allowance.

Relocation/Repatriation

For the first year of service, the EMPLOYER will provide economy air transportation from the Point of Origin to Abu Dhabi for the EMPLOYEE and each Eligible Dependent. For each subsequent year of service, ACS will pay an annual allowance for round trip air transport to the Point of Origin for all returning Employees and their Eligible Dependents. Upon completion of the Contract, the EMPLOYER will pay the actual cost of economy air transport from Abu Dhabi to the Point of Origin for the EMPLOYEE and each Eligible Dependent.

Housing

ACS shall provide semi-furnished housing to the EMPLOYEE. In addition, a one-time furniture and appliance allowance of AED 20,000 per household shall be provided. This allowance will be amortized over a three-year period. If the EMPLOYEE leaves the school before the end of three years, the pro-rata unamortized portion of the furniture allowance will be deducted from the EMPLOYEE's final paycheck. The EMPLOYEE will own all furniture not provided by the EMPLOYER.

Utilities

The EMPLOYER will pay reasonable utilities.

Car Loan

The EMPLOYER may provide the EMPLOYEE a one time, interest-free car loan of up to AED 24,000 to be repaid over a 24-month period or depending upon the number of months remaining in the contracted term.

Physical Examination

Upon commencement of initial contract or as requested by the Superintendent, the EMPLOYEE will furnish the Employer with a physician's statement attesting to good health. The cost to be reimbursed by the school to the amount of \$300.

Annual Leave

Annual home leave is provided for the EMPLOYEE and authorized dependents at the average price of major airline rates from Abu Dhabi to the EMPLOYEE'S Point of Origin and return.

Holiday Leave

The EMPLOYEE is entitled to scheduled school holidays and vacations.

OVERSEAS HIRES BENEFITS



Sick Leave There are 3 categories of sick leave at ACS: Full Pay, Half Pay and Leave Without Pay. The maximum total number of sick leave days across the three categories is 90 working days. When a teacher is first employed at ACS, they are allotted the following number of days in each category:

Full Pay: 15 working days **Half Pay:** 30 working days
Leave Without Pay: (approval required by the Superintendent)
45 working days.

**Business/
Emergency Leave** The EMPLOYEE is entitled to 3 days per year with pay when authorized by the Superintendent. Business/emergency leave cannot be used for vacation or adjacent to scheduled holidays. Educators may accumulate unused business/emergency leave up to a maximum of seven (7) working days that may be used for a business/emergency trip if approved by the Superintendent.

**Maternity/Adoption
Leave** After one year of service, the EMPLOYEE is entitled to 60 calendar days with 100% pay. Half pay will be granted to EMPLOYEES having less than one year's service. Further leave without pay for up to one hundred (100) consecutive or non-consecutive days will be granted upon a physician's recommendation.

Paternity Leave Paternity leave will be granted to the EMPLOYEE for up to five (5) working days at full pay in the case of birth or adoption.

Compassionate Leave The EMPLOYEE is entitled to ten (10) paid working days in cases of serious illness, injury or death of an immediate family member (parent, spouse, brother, sister or child). The EMPLOYER will pay the cost of air transport so long as it does not exceed the cost of travel to and from the Employee's Point of Origin. Leave and allowance will be granted only once per school year, unless approved by the Superintendent.

Unpaid Leave Unpaid leave is granted only for compelling reasons at the discretion of the Superintendent. The school board must approve any unpaid leave beyond forty-five (45) calendar days. When unpaid leave is granted, salary deductions will be made based on a prorated amount of the annual salary for each working day taken.

**Emergency Evacuation
(non-medical)** In an emergency situation of a temporary nature, the EMPLOYEE and authorized dependents will be flown at the EMPLOYER'S expense to the nearest safe haven as identified by the EMPLOYER. A per diem for each family in addition to base salary will be paid for the period of time until they are either returned to Abu Dhabi or transported to their Point of Origin. The maximum payment of safe haven per diem shall be 28 calendar days. In the case of an emergency situation requiring the closure of the school on a permanent or semi-permanent basis, the EMPLOYEE will be paid up to three months base salary (from the date of the last day of instruction) or to the end of the school year, 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

COL II, BA/BS

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL	STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$27,611	\$4,832	\$4,602	\$37,045	0	\$33,037	\$5,781	\$5,506	\$44,324
1	\$29,072	\$5,088	\$4,845	\$39,005	1	\$34,498	\$6,037	\$5,750	\$46,284
2	\$30,531	\$5,343	\$5,089	\$40,963	2	\$35,957	\$6,292	\$5,993	\$48,242
3	\$31,992	\$5,599	\$5,332	\$42,923	3	\$37,418	\$6,548	\$6,236	\$50,203
4	\$33,452	\$5,854	\$5,575	\$44,881	4	\$38,880	\$6,804	\$6,480	\$52,163
5	\$34,912	\$6,110	\$5,819	\$46,840	5	\$40,340	\$7,059	\$6,723	\$54,122
6	\$36,373	\$6,365	\$6,062	\$48,801	6	\$41,800	\$7,315	\$6,967	\$56,082
7	\$37,326	\$6,532	\$6,221	\$50,080	7	\$42,752	\$7,482	\$7,125	\$57,359
8	\$38,280	\$6,699	\$6,380	\$51,359	8	\$43,707	\$7,649	\$7,284	\$58,640
9	\$39,232	\$6,866	\$6,539	\$52,637	9	\$44,660	\$7,815	\$7,443	\$59,919
10	\$40,187	\$7,033	\$6,698	\$53,917	10	\$45,613	\$7,982	\$7,602	\$61,198
11	\$41,139	\$7,199	\$6,856	\$55,195	11	\$46,566	\$8,149	\$7,761	\$62,476
12	\$42,091	\$7,366	\$7,015	\$56,472	12	\$47,520	\$8,316	\$7,920	\$63,756
13	\$43,044	\$7,533	\$7,174	\$57,750	13	\$48,472	\$8,483	\$8,079	\$65,034
14	\$43,996	\$7,699	\$7,333	\$59,028	14	\$49,427	\$8,650	\$8,238	\$66,314
15	\$44,949	\$7,866	\$7,491	\$60,306	15	\$50,380	\$8,816	\$8,397	\$67,593
16	\$45,901	\$8,033	\$7,650	\$61,584	16	\$51,334	\$8,983	\$8,556	\$68,872
17	\$46,854	\$8,199	\$7,809	\$62,862	17	\$52,286	\$9,150	\$8,714	\$70,151
18	\$47,806	\$8,366	\$7,968	\$64,140	18	\$53,239	\$9,317	\$8,873	\$71,429

COL III, BA +15

COL IV, BA +30

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL	STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$34,207	\$5,986	\$5,701	\$45,894	0	\$35,417	\$6,198	\$5,903	\$47,517
1	\$35,667	\$6,242	\$5,945	\$47,853	1	\$36,877	\$6,453	\$6,146	\$49,476
2	\$37,129	\$6,497	\$6,188	\$49,814	2	\$38,338	\$6,709	\$6,390	\$51,437
3	\$38,589	\$6,753	\$6,431	\$51,773	3	\$39,798	\$6,965	\$6,633	\$53,396
4	\$40,049	\$7,009	\$6,675	\$53,732	4	\$41,257	\$7,220	\$6,876	\$55,354
5	\$41,510	\$7,264	\$6,918	\$55,693	5	\$42,719	\$7,476	\$7,120	\$57,314
6	\$42,969	\$7,520	\$7,162	\$57,650	6	\$44,179	\$7,731	\$7,363	\$59,273
7	\$43,922	\$7,686	\$7,320	\$58,928	7	\$45,132	\$7,898	\$7,522	\$60,552
8	\$44,876	\$7,853	\$7,479	\$60,209	8	\$46,083	\$8,065	\$7,681	\$61,829
9	\$45,827	\$8,020	\$7,638	\$61,485	9	\$47,036	\$8,231	\$7,839	\$63,106
10	\$46,780	\$8,187	\$7,797	\$62,764	10	\$47,990	\$8,398	\$7,998	\$64,387
11	\$47,734	\$8,353	\$7,956	\$64,043	11	\$48,941	\$8,565	\$8,157	\$65,663
12	\$48,688	\$8,520	\$8,115	\$65,324	12	\$49,896	\$8,732	\$8,316	\$66,944
13	\$49,641	\$8,687	\$8,273	\$66,601	13	\$50,849	\$8,899	\$8,475	\$68,223
14	\$50,594	\$8,854	\$8,432	\$67,880	14	\$51,803	\$9,065	\$8,634	\$69,502
15	\$51,547	\$9,021	\$8,591	\$69,159	15	\$52,756	\$9,232	\$8,793	\$70,781
16	\$52,502	\$9,188	\$8,750	\$70,440	16	\$53,710	\$9,399	\$8,952	\$72,061
17	\$53,455	\$9,355	\$8,909	\$71,718	17	\$54,664	\$9,566	\$9,111	\$73,340
18	\$54,407	\$9,521	\$9,068	\$72,996	18	\$55,617	\$9,733	\$9,270	\$74,620

PAY SCALE

COL V, MA

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$36,665	\$6,416	\$6,111	\$49,193
1	\$38,125	\$6,672	\$6,354	\$51,152
2	\$39,585	\$6,927	\$6,597	\$53,109
3	\$41,046	\$7,183	\$6,841	\$55,070
4	\$42,507	\$7,439	\$7,085	\$57,030
5	\$43,967	\$7,694	\$7,328	\$58,989
6	\$45,428	\$7,950	\$7,571	\$60,949
7	\$46,381	\$8,117	\$7,730	\$62,228
8	\$47,332	\$8,283	\$7,889	\$63,504
9	\$48,285	\$8,450	\$8,048	\$64,783
10	\$49,238	\$8,617	\$8,206	\$66,061
11	\$50,189	\$8,783	\$8,365	\$67,337
12	\$51,143	\$8,950	\$8,524	\$68,617
13	\$52,096	\$9,117	\$8,683	\$69,895
14	\$53,050	\$9,284	\$8,842	\$71,175
15	\$54,004	\$9,451	\$9,001	\$72,455
16	\$54,957	\$9,617	\$9,159	\$73,734
17	\$55,910	\$9,784	\$9,318	\$75,013
18	\$56,865	\$9,951	\$9,477	\$76,293

COL VI, MA +15

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$37,952	\$6,642	\$6,325	\$50,919
1	\$39,412	\$6,897	\$6,569	\$52,878
2	\$40,874	\$7,153	\$6,812	\$54,840
3	\$42,334	\$7,408	\$7,056	\$56,798
4	\$43,793	\$7,664	\$7,299	\$58,755
5	\$45,254	\$7,919	\$7,542	\$60,716
6	\$46,715	\$8,175	\$7,786	\$62,676
7	\$47,667	\$8,342	\$7,944	\$63,953
8	\$48,619	\$8,508	\$8,103	\$65,230
9	\$49,572	\$8,675	\$8,262	\$66,509
10	\$50,524	\$8,842	\$8,421	\$67,787
11	\$51,478	\$9,009	\$8,580	\$69,066
12	\$52,430	\$9,175	\$8,738	\$70,344
13	\$53,384	\$9,342	\$8,897	\$71,623
14	\$54,336	\$9,509	\$9,056	\$72,900
15	\$55,290	\$9,676	\$9,215	\$74,181
16	\$56,243	\$9,842	\$9,374	\$75,459
17	\$57,196	\$10,009	\$9,533	\$76,738
18	\$58,149	\$10,176	\$9,692	\$78,017

COL VII, MA +30

STEP	SALARY	INCENTIVE	GRATUITY	TOTAL
0	\$39,279	\$6,874	\$6,546	\$52,699
1	\$40,739	\$7,129	\$6,790	\$54,658
2	\$42,198	\$7,385	\$7,033	\$56,616
3	\$43,658	\$7,640	\$7,276	\$58,575
4	\$45,122	\$7,896	\$7,520	\$60,538
5	\$46,581	\$8,152	\$7,763	\$62,496
6	\$48,041	\$8,407	\$8,007	\$64,455
7	\$48,994	\$8,574	\$8,166	\$65,734
8	\$49,946	\$8,740	\$8,324	\$67,010
9	\$50,899	\$8,907	\$8,483	\$68,289
10	\$51,852	\$9,074	\$8,642	\$69,569
11	\$52,803	\$9,240	\$8,800	\$70,844
12	\$53,757	\$9,407	\$8,960	\$72,124
13	\$54,709	\$9,574	\$9,118	\$73,402
14	\$55,663	\$9,741	\$9,277	\$74,681
15	\$56,616	\$9,908	\$9,436	\$75,960
16	\$57,569	\$10,075	\$9,595	\$77,239
17	\$58,523	\$10,241	\$9,754	\$78,518
18	\$59,477	\$10,408	\$9,913	\$79,798

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 3.685.

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:

Learning empowers.

People have equal intrinsic value.

Diversity with respect is a strength.

People flourish in safe and caring relationships.

Ethical and responsible conduct is fundamental to sustaining our society.

People are responsible for their choices, actions, and the consequences that result.