

THE AMERICAN COMMUNITY SCHOOL OF ABU DHABI

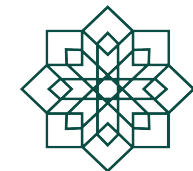
Faculty Salary Scale 2022-2023 School Year

Col I, No Degree					Col II, BA/BS				Col III, BA+15				Col IV, BA +30			
Step	Salary	Incentive	Gratuity	Total	Salary	Incentive	Gratuity	Total	Salary	Incentive	Gratuity	Total	Salary	Incentive	Gratuity	Total
0	\$27,611	\$4,832	\$4,602	\$37,045	\$33,037	\$5,781	\$5,506	\$44,324	\$34,207	\$5,986	\$5,701	\$45,894	\$35,417	\$6,198	\$5,903	\$47,517
1	\$29,072	\$5,088	\$4,845	\$39,005	\$34,498	\$6,037	\$5,750	\$46,284	\$35,667	\$6,242	\$5,945	\$47,853	\$36,877	\$6,453	\$6,146	\$49,476
2	\$30,531	\$5,343	\$5,089	\$40,963	\$35,957	\$6,292	\$5,993	\$48,242	\$37,129	\$6,497	\$6,188	\$49,814	\$38,338	\$6,709	\$6,390	\$51,437
3	\$31,992	\$5,599	\$5,332	\$42,923	\$37,418	\$6,548	\$6,236	\$50,203	\$38,589	\$6,753	\$6,431	\$51,773	\$39,798	\$6,965	\$6,633	\$53,396
4	\$33,452	\$5,854	\$5,575	\$44,881	\$38,880	\$6,804	\$6,480	\$52,163	\$40,049	\$7,009	\$6,675	\$53,732	\$41,257	\$7,220	\$6,876	\$55,354
5	\$34,912	\$6,110	\$5,819	\$46,840	\$40,340	\$7,059	\$6,723	\$54,122	\$41,510	\$7,264	\$6,918	\$55,693	\$42,719	\$7,476	\$7,120	\$57,314
6	\$36,373	\$6,365	\$6,062	\$48,801	\$41,800	\$7,315	\$6,967	\$56,082	\$42,969	\$7,520	\$7,162	\$57,650	\$44,179	\$7,731	\$7,363	\$59,273
7	\$37,326	\$6,532	\$6,221	\$50,080	\$42,752	\$7,482	\$7,125	\$57,359	\$43,922	\$7,686	\$7,320	\$58,928	\$45,132	\$7,898	\$7,522	\$60,552
8	\$38,280	\$6,699	\$6,380	\$51,359	\$43,707	\$7,649	\$7,284	\$58,640	\$44,876	\$7,853	\$7,479	\$60,209	\$46,083	\$8,065	\$7,681	\$61,829
9	\$39,232	\$6,866	\$6,539	\$52,637	\$44,660	\$7,815	\$7,443	\$59,919	\$45,827	\$8,020	\$7,638	\$61,485	\$47,036	\$8,231	\$7,839	\$63,106
10	\$40,187	\$7,033	\$6,698	\$53,917	\$45,613	\$7,982	\$7,602	\$61,198	\$46,780	\$8,187	\$7,797	\$62,764	\$47,990	\$8,398	\$7,998	\$64,387
11	\$41,139	\$7,199	\$6,856	\$55,195	\$46,566	\$8,149	\$7,761	\$62,476	\$47,734	\$8,353	\$7,956	\$64,043	\$48,941	\$8,565	\$8,157	\$65,663
12	\$42,091	\$7,366	\$7,015	\$56,472	\$47,520	\$8,316	\$7,920	\$63,756	\$48,688	\$8,520	\$8,115	\$65,324	\$49,896	\$8,732	\$8,316	\$66,944
13	\$43,044	\$7,533	\$7,174	\$57,750	\$48,472	\$8,483	\$8,079	\$65,034	\$49,641	\$8,687	\$8,273	\$66,601	\$50,849	\$8,899	\$8,475	\$68,223
14	\$43,996	\$7,699	\$7,333	\$59,028	\$49,427	\$8,650	\$8,238	\$66,314	\$50,594	\$8,854	\$8,432	\$67,880	\$51,803	\$9,065	\$8,634	\$69,502
15	\$44,949	\$7,866	\$7,491	\$60,306	\$50,380	\$8,816	\$8,397	\$67,593	\$51,547	\$9,021	\$8,591	\$69,159	\$52,756	\$9,232	\$8,793	\$70,781
16	\$45,901	\$8,033	\$7,650	\$61,584	\$51,334	\$8,983	\$8,556	\$68,872	\$52,502	\$9,188	\$8,750	\$70,440	\$53,710	\$9,399	\$8,952	\$72,061
17	\$46,854	\$8,199	\$7,809	\$62,862	\$52,286	\$9,150	\$8,714	\$70,151	\$53,455	\$9,355	\$8,909	\$71,718	\$54,664	\$9,566	\$9,111	\$73,340
18	\$47,806	\$8,366	\$7,968	\$64,140	\$53,239	\$9,317	\$8,873	\$71,429	\$54,407	\$9,521	\$9,068	\$72,996	\$55,617	\$9,733	\$9,270	\$74,620

Col V, MA					Col VI, MA +15				Col VII, MA +30			
Step	Salary	Incentive	Gratuity	Total	Salary	Incentive	Gratuity	Total	Salary	Incentive	Gratuity	Total
0	\$36,665	\$6,416	\$6,111	\$49,193	\$37,952	\$6,642	\$6,325	\$50,919	\$39,279	\$6,874	\$6,546	\$52,699
1	\$38,125	\$6,672	\$6,354	\$51,152	\$39,412	\$6,897	\$6,569	\$52,878	\$40,739	\$7,129	\$6,790	\$54,658
2	\$39,585	\$6,927	\$6,597	\$53,109	\$40,874	\$7,153	\$6,812	\$54,840	\$42,198	\$7,385	\$7,033	\$56,616
3	\$41,046	\$7,183	\$6,841	\$55,070	\$42,334	\$7,408	\$7,056	\$56,798	\$43,658	\$7,640	\$7,276	\$58,575
4	\$42,507	\$7,439	\$7,085	\$57,030	\$43,793	\$7,664	\$7,299	\$58,755	\$45,122	\$7,896	\$7,520	\$60,538
5	\$43,967	\$7,694	\$7,328	\$58,989	\$45,254	\$7,919	\$7,542	\$60,716	\$46,581	\$8,152	\$7,763	\$62,496
6	\$45,428	\$7,950	\$7,571	\$60,949	\$46,715	\$8,175	\$7,786	\$62,676	\$48,041	\$8,407	\$8,007	\$64,455
7	\$46,381	\$8,117	\$7,730	\$62,228	\$47,667	\$8,342	\$7,944	\$63,953	\$48,994	\$8,574	\$8,166	\$65,734
8	\$47,332	\$8,283	\$7,889	\$63,504	\$48,619	\$8,508	\$8,103	\$65,230	\$49,946	\$8,740	\$8,324	\$67,010
9	\$48,285	\$8,450	\$8,048	\$64,783	\$49,572	\$8,675	\$8,262	\$66,509	\$50,899	\$8,907	\$8,483	\$68,289
10	\$49,238	\$8,617	\$8,206	\$66,061	\$50,524	\$8,842	\$8,421	\$67,787	\$51,852	\$9,074	\$8,642	\$69,569
11	\$50,189	\$8,783	\$8,365	\$67,337	\$51,478	\$9,009	\$8,580	\$69,066	\$52,803	\$9,240	\$8,800	\$70,844
12	\$51,143	\$8,950	\$8,524	\$68,617	\$52,430	\$9,175	\$8,738	\$70,344	\$53,757	\$9,407	\$8,960	\$72,124
13	\$52,096	\$9,117	\$8,683	\$69,895	\$53,384	\$9,342	\$8,897	\$71,623	\$54,709	\$9,574	\$9,118	\$73,402
14	\$53,050	\$9,284	\$8,842	\$71,175	\$54,336	\$9,509	\$9,056	\$72,900	\$55,663	\$9,741	\$9,277	\$74,681
15	\$54,004	\$9,451	\$9,001	\$72,455	\$55,290	\$9,676	\$9,215	\$74,181	\$56,616	\$9,908	\$9,436	\$75,960
16	\$54,957	\$9,617	\$9,159	\$73,734	\$56,243	\$9,842	\$9,374	\$75,459	\$57,569	\$10,075	\$9,595	\$77,239
17	\$55,910	\$9,784	\$9,318	\$75,013	\$57,196	\$10,009	\$9,533	\$76,738	\$58,523	\$10,241	\$9,754	\$78,518
18	\$56,865	\$9,951	\$9,477	\$76,293	\$58,149	\$10,176	\$9,692	\$78,017	\$59,477	\$10,408	\$9,913	\$79,798

Incentive Allowance: is equal to 17.5% of the base salary for the first 2 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 5 years of employment and 30 days thereafter, to be paid upon termination of employment.



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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.

THE AMERICAN COMMUNITY SCHOOL OF ABU DHABI

Salary Scale for Teachers 2022/2023

Col 1, No Degree			Col II, BA/BS		Col III, BA+15		Col IV, BA +30		Col V, MA		Col VI, MA +15		Col VII, MA +30	
Step	US\$	AED	US\$	AED	US\$	AED	US\$	AED	US\$	AED	US\$	AED	US\$	AED
0	\$27,611	101,332	\$33,037	121,244	\$34,207	125,540	\$35,417	129,979	\$36,665	134,561	\$37,952	139,283	\$39,279	144,153
1	\$29,072	106,695	\$34,498	126,606	\$35,667	130,899	\$36,877	135,338	\$38,125	139,921	\$39,412	144,642	\$40,739	149,512
2	\$30,531	112,050	\$35,957	131,963	\$37,129	136,262	\$38,338	140,701	\$39,585	145,276	\$40,874	150,009	\$42,198	154,867
3	\$31,992	117,412	\$37,418	137,325	\$38,589	141,621	\$39,798	146,060	\$41,046	150,638	\$42,334	155,364	\$43,658	160,226
4	\$33,452	122,768	\$38,880	142,688	\$40,049	146,979	\$41,257	151,415	\$42,507	156,001	\$43,793	160,719	\$45,122	165,596
5	\$34,912	128,127	\$40,340	148,047	\$41,510	152,342	\$42,719	156,777	\$43,967	161,360	\$45,254	166,083	\$46,581	170,951
6	\$36,373	133,489	\$41,800	153,406	\$42,969	157,697	\$44,179	162,136	\$45,428	166,719	\$46,715	171,445	\$48,041	176,310
7	\$37,326	136,988	\$42,752	156,900	\$43,922	161,193	\$45,132	165,635	\$46,381	170,218	\$47,667	174,936	\$48,994	179,810
8	\$38,280	140,488	\$43,707	160,403	\$44,876	164,695	\$46,083	169,126	\$47,332	173,709	\$48,619	178,431	\$49,946	183,300
9	\$39,232	143,982	\$44,660	163,902	\$45,827	168,186	\$47,036	172,622	\$48,285	177,208	\$49,572	181,930	\$50,899	186,799
10	\$40,187	147,485	\$45,613	167,400	\$46,780	171,684	\$47,990	176,124	\$49,238	180,702	\$50,524	185,425	\$51,852	190,298
11	\$41,139	150,979	\$46,566	170,896	\$47,734	175,184	\$48,941	179,615	\$50,189	184,194	\$51,478	188,923	\$52,803	193,786
12	\$42,091	154,475	\$47,520	174,399	\$48,688	178,687	\$49,896	183,118	\$51,143	187,696	\$52,430	192,419	\$53,757	197,288
13	\$43,044	157,970	\$48,472	177,893	\$49,641	182,181	\$50,849	186,616	\$52,096	191,192	\$53,384	195,918	\$54,709	200,783
14	\$43,996	161,466	\$49,427	181,396	\$50,594	185,680	\$51,803	190,116	\$53,050	194,694	\$54,336	199,412	\$55,663	204,282
15	\$44,949	164,962	\$50,380	184,894	\$51,547	189,178	\$52,756	193,614	\$54,004	198,193	\$55,290	202,915	\$56,616	207,780
16	\$45,901	168,457	\$51,334	188,394	\$52,502	192,681	\$53,710	197,117	\$54,957	201,692	\$56,243	206,410	\$57,569	211,280
17	\$46,854	171,953	\$52,286	191,891	\$53,455	196,179	\$54,664	200,616	\$55,910	205,190	\$57,196	209,909	\$58,523	214,778
18	\$47,806	175,448	\$53,239	195,386	\$54,407	199,674	\$55,617	204,115	\$56,865	208,693	\$58,149	213,407	\$59,477	218,281

US\$ & UAE Dirham equivalents are calculated on the prevailing exchange rate of : One US dollar equals to AED3.67

This Salary Scale was approved at the May 28, 2019 ACS Board of Trustees meeting.

- Employees shall be placed in the column of the salary scale appropriate for their degree(s). This salary scale is based on 190 working days.
- For initial step placement, employees with zero to ten years of prior, full time, relevant experience shall be credited with one step for each year of 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 US\$900 (AED 3,317) stipend..

Appendix 5B
Policy 5.8.1