

WE TAKE CARE OF YOU

SO YOU CAN TAKE CARE OF BUSINESS.

We know from research that a caring school community is a huge benefit for students—from improving academic success to encouraging kind and helpful behavior to a stronger feelings of connectedness. But a caring school community is not just teachers caring for students. It's a place where every member feels valued—from students to teachers to administrative staff to principals.

When you join the DA community, you join a community that cares. And because we care, we offer a generous benefits package to provide the peace of mind that enables you to care well for your students and classrooms.

Full Time Staff Benefits

Calculations are for one full-time staff member and are based on a 10 month/year contract. While our stipends are generous and housing is included, we do require our staff to raise additional support funds to cover other living costs. Support requirements vary; please contact recruiter@dakar-academy.org for more information.

- Furnished housing and utilities (monthly value of \$450/single and \$900/family)
- \$650/month salary stipend
- \$360/month health insurance stipend
- \$750/year travel stipend (*after first year)
- **Tuition:** Each full-time staff member may have two children attend DA for free (value of \$12,750/student/year)
- **Longevity Benefit:** Once a staff member has served 8 years, they will receive a \$2,250 bonus each year, regardless of future commitment.
- **Vehicles:** All staff have access to a small fleet of vehicles. Staff must pay mileage for these vehicles but pay nothing for maintenance.

Commitment Bonus

All bonus payments will be contingent on a successful performance evaluation for the year and mutual agreement of all parties that the staff member will continue their service at DA the following year.

2-Year Commitment

Staff members making a 2-year commitment at the time of hiring will receive a \$1,500 bonus at the end of each year.

4-Year Commitment

Staff members making a 4-year commitment at the time of hiring will receive a total of \$2,250 per year paid out as follows:

- Year one: \$1,500
- Year two: \$1,500
- Year three: \$2,250
- Year four: \$3,750

