

**Salary Range and Allowances for Teachers & Guidance Counsellors
(Overseas Direct Recruitment Package - DR)**

Teachers' Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Base Salary (Band H)	30,846	32,080	33,313	34,547	35,781	37,015
Recruitment Allowance	4,627	4,812	4,997	5,182	5,367	5,552
Accommodation Allowance	9100	9100	9100	9100	9100	9100
Storage Allowance	2000	2000	2000	2000	2000	2000
Total: Paid as an annual salary	46,573	47,992	49,410	50,829	52,248	53,667

Note:

The above remuneration range is for qualified & experienced teachers & includes:

1. Base Salary (at Cook Islands rates)
2. Recruitment Allowance (15% of base)
3. Housing Allowance
4. Storage Allowance
5. Management Units (where applicable)

Points 2-4 only applies to overseas applicants

Additional Allowances include (DR):

1. Superannuation subsidy of 5% Gross Salary
2. Return airfares (appointee and dependents)
3. Return seafreight allowance
4. Arrival & departure accommodation
5. Establishment grant \$500/family
6. Assistance with finding suitable accommodation upon arrival
7. Cost and handling of immigration documents, including work permit and extensions for duration of contract
8. Medical costs reimbursement (excluding local fee component) for first 6 months

Contract Information:

1. Length of contract is 3 years, with up to 2 year extension.
2. Appointment is subject PSC (Public Services Commission) approval.
3. VISA applications involve obtaining police and medical clearance in country of origin.
4. Husband/wives or partners - if both employed by the MOE, then only one will receive the accommodation and storage allowance

5. Medical referral support to NZ (NZ passport holders); pre-existing & maternity not included.
6. Bereavement Leave and air fare cover (1 person) for immediate family members.
7. If renewing contract after 3 years then contract pays return airfare to place of recruitment.

Other Support:

1. MOE pays annual renewal of VISA fees for employees.
2. MOE provides letter of support to Immigration for partners securing employment locally.
3. MOE and school induction programs ensure transition into new environment.
4. MOE dedicated contact person for all enquiries.