

**MOE Salary Range and Allowances for Overseas Based Teachers
(Overseas Direct Recruitment Package - DR)**

Teachers' Salary Range	1	2	3	4	5	6	7
Base Salary (Band H&I)	30,846	32,080	33,313	34,547	35,473	36,892	38,310
Recruitment Allowance	4,627	4,812	4,997	5,182	5,321	5,534	5,747
Accommodation Allowance	9100	9100	9100	9100	9100	9100	9100
Storage Allowance	2000	2000	2000	2000	2000	2000	2000
Total: Paid as an annual salary	46,573	47,992	49,410	50,829	51,894	53,526	55,157

Note:

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

1. Base Salary (Cook Islands salary)
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 sea freight 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 possible 1 or 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/wife or partner in a defacto relationship - 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 conditions & maternity not included.
7. Sick leave & other leave entitlements.
8. Bereavement Leave and air fare support (1 person) for immediate family members.
9. If renewing contract after 3 years then contract pays return airfare to place of recruitment.

Other Support:

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