



West Nairobi School Staff Benefits Highlighted for Job Descriptions / Postings

West Nairobi School believes it is important to provide additional benefits above and beyond the monthly stipend teachers receive while teaching with us.

Full-time teachers and administrators who have been hired as NICS Missionaries are eligible to receive these benefits.

We are pleased to be able to offer a generous package which includes:

1. Travel Assistance

- Upon signing the initial two year contract, West Nairobi School will purchase a round trip ticket to Kenya and back to your home country/city. (1-way to start the contract and 1-way home.)

2. Housing / Housing Set Up

- West Nairobi School will provide a monthly housing stipend equivalent to \$200 USD (pretax) per month per NICS Missionary.
- Upon moving, West Nairobi School will give each NICS Missionary Teacher \$1,200 USD to help them with housing set up.

3. School Lunch

- Teachers at WNS will receive free school lunch each day.

4. Tuition Waiver

- WNS Teachers who are hired as NICS Missionaries will receive a tuition waiver for their children while teaching at WNS. NICS Missionary Teachers may be required to pay for their children's class supplies.

5. Professional Development

- West Nairobi School believes in the growth of their teachers. Professional Development opportunities will be provided all throughout the school year. An additional \$300 USD will be allotted for each teacher to use toward their own professional growth.
- West Nairobi School also provides the opportunity for teachers to apply for a Continuing Education Grant should the teacher desire to pursue a Master's or Doctorate degree.
- West Nairobi School supports teachers in the recertification process by providing opportunities to earn ACSI CEUs throughout the school year.

6. Work Permit

- West Nairobi School will pay for the work permit and the processing of the document. WNS will ask for all of the necessary documentation from each teacher and is more than willing to assist expatriate teachers in this way.

7. Health Insurance

- West Nairobi School will provide Cigna Envoy insurance for each NICS Missionary on the field in Kenya.

8. Laptop Stipend

- WNS Teachers are required to provide their own device for school and classroom use. WNS Teachers will receive \$500 toward your laptop computer at the start of the contract.

9. Previous Experience

- WNS recognizes up to 5 years previous Teaching experience on our pay scale.

Future Benefits upon Contract Renewal

- WNS Teachers who renew after the initial 2-year contract will receive the following additional benefits:
 - Annual Airfare for Teachers. Family members will receive a partial reimbursement up to 80% of the airfare depending upon age.
 - \$100 Education/Retirement stipend. WNS Teachers can receive the \$100 to help with Education or can receive up to \$100 match toward our 401k plan (starts in September).