

**Pamoja Teacher Pay
Information
(effective from Sept 2019)**

March 2019

1. Purpose

This document outlines Pamoja Teacher pay from September 2019 and specifically covers all payment for teaching sections that commence between 1 September 2019 and 31 August 2020 (this is FY19/20), plus IB Diploma Programme Extended Essay fees for M2021 and N2020¹. It covers IB Diploma, Cambridge International AS and A Level and Cambridge IGCSE programmes.

The document is specifically for teachers who did not teach with Pamoja in FY18/19.

2. Company Background

Since 2009, Pamoja has provided online International Baccalaureate (IB) courses to IB World Schools across the globe. Initially founded and funded by Pamoja Capital as a for-profit social enterprise, Pamoja has demonstrated growth in student enrolments each year and today delivers IB Diploma Programme (DP) courses to almost 5,000 students across the globe.

2019 marks the 10th anniversary of Pamoja Education which is now 80% owned by GEMS Education and 20% owned by Pamoja Capital. The Pamoja Education Board is chaired by Simon Lebus, previously the CEO of Cambridge Assessment. Other Pamoja Education Board members are Jay Varkey (Group Executive Director of GEMS Education), Vikas Pota (Group Chief Executive of Tmrw Digital) and Didier Breton (Pamoja Capital).

We have recently registered as a Cambridge International School offering Cambridge IGCSE and Cambridge International AS and A Level courses online from September 2019. These courses will enable more students to study with Pamoja, and provides exciting new opportunities for those wishing to teach online with Pamoja.

¹ M2021 is the cohort of students who will be taking their final IB exams in May 2021. N2020 refers to the cohort who will be taking their final IB exams in November 2020.

3. FY19/20 Teacher Pay

The FY19/20 Teacher Pay description applies to the payment of Pamoja teaching sections that commence between 1 September 2019 and 31 August 2020. Teacher pay depends on the following parameters:

- Type of course (IB DP only): Film, Language Ab Initio or Standard (ie not Film or Ab Initio);
- The number of students in the section in each Semester;
- The Region for the teacher (based on country of residence and nationality). Refer to Section 4 of this document for further information;
- Whether the section is IB DP, Cambridge IGCSE or Cambridge International AS and A Level.

All pay conditions are provided per Semester. An academic year consists of two Semesters. Contracts are issued for one academic year.

The number of students in each section is set by Pamoja and will be dependent on the total number of enrolments in each course. We typically aim to have between 25 and 30 students in each section (20 to 25 for Film), but the actual number may vary depending on circumstances.

For the purposes of payment, the number of students in each section in each Semester is calculated as follows:

- Semester 1: The number of students in the section at Drop Date², plus enrolments after Drop Date into the section in Semester 1;
- Semester 2: The number of students in the section at the start of Semester 2, plus transfers into the section in Semester 2;
- Semester 3: The number of students in the section at the start of Semester 3, plus transfers into the section in Semester 3;
- Semester 4: The number of students in the section at the start of Semester 4, plus transfers into the section in Semester 4.

² Drop Date is four weeks after the start of Year 1 of a Pamoja Course. If a student drops the course before Drop Date, the school is charged a lower administrative charge. The full course fee becomes payable by the school after Drop Date.

IB: Semester Pay for Sections starting in FY19/20

IB Standard Course

Base pay per Semester for up to 5 students
 Pay per additional student over 5 per Semester

Region A	Region B	Region C
\$1,545	\$1,236	\$927
\$103	\$83	\$62
\$7,210	\$5,792	\$4,334

*Memo: Pay for **full year** with 25 students*

IB Ab Initio Course

Base pay per Semester for up to 5 students
 Pay per additional student over 5 per Semester

Region A	Region B	Region C
\$1,740	\$1,392	\$1,044
\$137	\$110	\$83
\$8,960	\$7,184	\$5,408

*Memo: Pay for **full year** with 25 students*

IB Film Course

Base pay per Semester for up to 5 students
 Pay per additional student over 5 per Semester

Region A	Region B	Region C
\$2,060	\$1,648	\$1,236
\$103	\$83	\$62
\$7,210	\$5,786	\$4,332

*Memo: Pay for **full year** with 20 students*

IB: Pay for Extended Essay

The fee payable for each M2021 or N2020 Extended Essay allocated and successfully supervised will be \$175. This is irrespective of Region

These will be paid at the end of Semester 4.

Cambridge International A Level and Cambridge IGCSE: Semester Pay for Sections starting in FY19/20

IGCSE Course

	Region A	Region B	Region C
Base pay per Semester for up to 5 students	\$1,250	\$1,000	\$750
Pay per additional student over 5 per Semester	\$75	\$60	\$45
<i>Memo: Pay for full year with 25 students</i>	<i>\$5,500</i>	<i>\$4,400</i>	<i>\$3,300</i>

A-Level Course

	Region A	Region B	Region C
Base pay per Semester for up to 5 students	\$2,000	\$1,600	\$1,200
Pay per additional student over 5 per Semester	\$125	\$100	\$75
<i>Memo: Pay for full year with 25 students</i>	<i>\$9,000</i>	<i>\$7,200</i>	<i>\$5,400</i>

Refer to the pay calculator for further clarity. Payment is made at the end of each semester upon receipt of an invoice. Further information is issued by Pamoja throughout the contract to inform of invoice submission dates.

4. FY19/20 Teacher Pay Regions

The Teacher Pay Region for a Teacher is the “higher” of their country of residence (at the time of contract signature) and their nationality.

For example, if the teacher lives in a country in Region B, but has nationality from a country in Region C, then they will be considered to be in Region B for the purposes of the payment.

Teachers will be requested to provide Pamoja with proof of eligibility to work in their country of residence and a copy of their passport (the full set of documents required from Teachers will be communicated as part of the recruitment process).

Countries	Region
North America: USA, Canada, Mexico	A
Central & South America: Argentina, Brazil, Chile, Peru	C
South Asia: India, Bangladesh, Pakistan, Sri Lanka	C
China	B
SE Asia: Malaysia, Indonesia, Vietnam, Thailand, Philippines, Cambodia, Laos	B
Singapore	A
NE Asia: Japan, Taiwan, South Korea	A
ANZ: Australia and New Zealand	A
ME: UAE, Kuwait, Qatar, Oman	A
Africa & Eastern Mediterranean: Tunisia, Morocco, Egypt, Israel, Lebanon, Turkey, Greece	B
Central & Eastern Europe: Czech Republic, Hungary, Russia, Lithuania, Estonia, Croatia	B
Western Europe: Switzerland, Finland, France, Germany, Italy, Netherlands, Spain, Portugal, UK, Ireland, Scandinavia	A