

**Pamoja Teacher Pay
Information
(effective from Sept 2020)**

STANDARD CONDITIONS

December 2019 (v1.0)

1. Purpose

This document details the Standard Conditions for Pamoja Teacher pay from September 2020 and specifically covers all payment for teaching sections that commence between 1 September 2020 and 31 August 2021 (this is FY20/21), plus IB Diploma Programme Extended Essay fees for M2022 and N2021¹. It covers IB Diploma, Cambridge International AS and A Level and Cambridge IGCSE programmes.

2. Company Background

Since 2009, Pamoja Education has provided online International Baccalaureate (IB) Diploma courses to IB World Schools across the globe. In 2019, Pamoja introduced a complementary initial offering of online Cambridge IGCSE and Cambridge International AS and A Level courses to Cambridge Schools across the world. This initial offering was significantly expanded in 2020.

Pamoja Education is owned by GEMS Education. 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).

Pamoja Education delivers courses to approximately 5,000 students across the globe each year.

¹ M2022 is the cohort of students who will be taking their final IB exams in May 2022. N2021 refers to the cohort who will be taking their final IB exams in November 2021.

3. FY20/21 Teacher Pay

The FY20/21 Teacher Pay description applies to the payment of Pamoja teaching sections that commence between 1 September 2020 and 31 August 2021. 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 FY20/21

IB Standard Course

	Region A	Region B	Region C
Base pay per Semester for up to 5 students	\$1,575	\$1,260	\$945
Pay per additional student over 5 per Semester	\$105	\$84	\$63
<i>Memo: Pay for full year with 25 students</i>	<i>\$7,350</i>	<i>\$5,880</i>	<i>\$4,410</i>

IB Ab Initio Course

	Region A	Region B	Region C
Base pay per Semester for up to 5 students	\$1,774	\$1,420	\$1,065
Pay per additional student over 5 per Semester	\$140	\$112	\$84
<i>Memo: Pay for full year with 25 students</i>	<i>\$9,148</i>	<i>\$7,320</i>	<i>\$5,490</i>

IB Film Course

	Region A	Region B	Region C
Base pay per Semester for up to 5 students	\$2,100	\$1,680	\$1,260
Pay per additional student over 5 per Semester	\$105	\$84	\$63
<i>Memo: Pay for full year with 20 students</i>	<i>\$7,350</i>	<i>\$5,880</i>	<i>\$4,410</i>

IB: Pay for Extended Essay

The fee payable for each M2022 or N2021 Extended Essay allocated and successfully supervised will be \$200. 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 FY20/21

iGCSE Course

	Region A	Region B	Region C
Base pay per Semester for up to 5 students	\$1,274	\$1,020	\$765
Pay per additional student over 5 per Semester	\$77	\$62	\$47
<i>Memo: Pay for full year with 25 students</i>	<i>\$5,628</i>	<i>\$4,520</i>	<i>\$3,410</i>

A-Level Course

	Region A	Region B	Region C
Base pay per Semester for up to 5 students	\$2,038	\$1,631	\$1,223
Pay per additional student over 5 per Semester	\$128	\$103	\$77
<i>Memo: Pay for full year with 25 students</i>	<i>\$9,196</i>	<i>\$7,382</i>	<i>\$5,526</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. FY20/21 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