



**Pamoja Teacher Pay Information  
(effective from Sept 2023)**

## 1. Purpose

This document details the Standard Conditions for Pamoja Teacher pay from September 2023 and specifically covers all payment for teaching sections that commence between 1 September 2023 and 31 August 2024, plus IB Diploma Programme Extended Essay fees for M2024 and N2023<sup>1</sup>.

## 2. Company Background

Since 2009, Pamoja Education has provided online International Baccalaureate (IB) courses to IB World Schools across the globe.

Pamoja Education joined the Faria Education Group in June 2020. Faria Education Group was founded in 2006 to transition schools from paper onto a curriculum-focused learning platform, ManageBac, which is a world leader in international education systems and services.

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

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<sup>1</sup> M2024 is the cohort of students who will be taking their final IB exams in May 2024. N2023 refers to the cohort who will be taking their final IB exams in November 2023.

### 3. 2023/2024 Teacher Pay

The 2023/2024 Teacher Pay description applies to the payment of Pamoja teaching sections that commence between 1<sup>st</sup> September 2023 and 31<sup>st</sup> August 2024. Teacher pay depends on the following parameters:

- Type of course: Film, Language Ab Initio or Standard;
- 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;

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 Date<sup>2</sup>, 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.

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).

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<sup>2</sup> 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 September 2022

### IB Standard Course

	Region A	Region B	Region C
Base pay per semester for 1-5 students	\$1,650	\$1,321	\$991
Pay per additional student over 5 per semester	\$110	\$88	\$67
Note: pay for <b>full year</b> with 25 students	\$7,711	\$6,178	\$4,645

### IB ab initio Course

	Region A	Region B	Region C
Base pay per semester for 1-5 students	\$1,858	\$1,487	\$1,116
Pay per additional student over 5 per semester	\$147	\$118	\$88
Note: pay for <b>full year</b> with 25 students	\$9,583	\$7,675	\$5,768

### IB Film Course

	Region A	Region B	Region C
Base pay per semester for 1-5 students	\$2,200	\$1,760	\$1,320
Pay per additional student over 5 per semester	\$110	\$88	\$67
Note: pay for <b>full year</b> with 20 students	\$7,706	\$6,171	\$4,636



## IB: Pay for Extended Essay

The fee payable for each M2024 or N2023 Extended Essay allocated and successfully supervised will be \$208. This is irrespective of region.

These will be paid at the end of Semester 4.

## 4. 2023/2024 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.

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

