Pan American School of Bahia

TEACHER BENEFITS PACKAGE FOR 2026-2027

1.ANNUAL SALARY

The annual salary will be paid in R$/Reais following Brazilian law, in 13.33 payments, with the COLA paid quarterly. The salary scale is adjusted annually for inflation. This adjustment is based on an agreement between local schools and the teachers' unions. All teachers will enter at step 1 with the column to be verified upon arrival in Brazil.

2.COLA (Cost of Living Adjustment)

Teachers will receive the equivalent of $ 22,500 to be paid in R$/Reais in 4 installments.

3.BRAZILIAN MANDATED "RETIREMENT" PLAN FOR EMPLOYEE'S (FGTS)

Annually, the school will deposit an additional 8% of the gross salary and COLA into a government "retirement" account. This amount can be fully withdrawn at the end of your contract here in Brazil. If you extend your initial contract to a total of 4 or more years, your "retirement" balance will increase an additional 40%.

4.HOUSING

The School will rent a furnished apartment supplied with basic furniture. Employees are responsible for utility costs, including Internet.

5.PORTUGUESE LESSONS

The School offers Portuguese lessons free of charge.

6.WELLNESS PROGRAM

The School offers a free activities/wellness program for school employees after school hours.

7.AIRFARE

At the beginning of the contract, you (and dependents if applicable) are entitled to a one-way ticket from your home of record. The School will provide the employee (and dependents if applicable) an annual economy-class airline ticket from Salvador to the home of record, except in the last year of contract, when the school will provide a one-way (return) ticket that can only be used in June. The School reserves the right to make all travel arrangements through a travel agent that is a partner of the school, with HR approval.

8.VISA PROCUREMENT

The School agrees to reimburse the Employee for expenses related to securing documentation for employment in Brazil to the Brazilian Real equivalent of US$1,000. Receipts must be presented for reimbursement. Payment will be made upon the Teacher's arrival in Brazil.

9.BAGGAGE ALLOWANCE

The School will reimburse any baggage expenses incurred en route to Salvador up to US$1,000, to be paid upon presentation of receipts for expenses incurred.

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10. RELOCATION ALLOWANCE

Upon arrival, the School agrees to pay the Employee a Brazilian Real equivalent relocation allowance of US$1,500 to assist with settling-in costs.

11. HEALTH INSURANCE

The School provides the Employee and dependents an international health insurance plan covering medical doctors, hospital stays, and medical exams, allowing for local and overseas coverage. The School will also provide a local dental plan that covers preventive dental care.

12. LIFE INSURANCE

The School will pay up to 50% of a life insurance policy for teachers. The maximum benefit of the policy is R$ 180,000.

13. SCHOLARSHIP FOR AUTHORIZED DEPENDENT MINOR CHILDREN

The School will grant each Employee a 100% scholarship for the first 2 (two) dependent children older than 3 years of age. A 75% scholarship is provided for a third and any subsequent children older than 3 years of age, valid only for attendance at PASB.

14. BEREAVEMENT LEAVE

Full-time certified staff members may request up to nine (9) consecutive working days of Bereavement Leave in the event of a death in the immediate family. The immediate family is defined as mother, father, spouse, daughter, son, sister, or brother. Bereavement Leave will be approved by the Superintendent and taken as leave with pay.

15. CANTEEN

The School will provide the Employee with lunch at the School canteen at the price of R$ 3.72 per workday yearly, adjusted by local inflation. The Employee authorizes the School to deduct this amount from the monthly payroll, which appears as a credit in the teacher's account with the food service provider.

16. SCHOOL TRANSPORTATION

The School will provide the Employee transportation to and from school via contracted vans. Van routes to and from school will be established at the beginning of the school year. Pick-up or drop-off may not be directly in front of the Employee's dwelling. Dependents are not eligible for this service.

17. PROFESSIONAL LEARNING

The school will host professional learning opportunities throughout the year. Teachers may also apply for opportunities aligned with all school goals that are hosted off-site.

18. RENEWAL BONUS

The Employee who chooses to renew this Employment Agreement for two (2) additional years will receive a renewal bonus of US$ 2,000 in the first month of the beginning of this contract, to be paid in Brazilian Reais per Brazilian law.

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PASB - PAN AMERICAN SCHOOL OF BAHIA

Gross Earning Scale for Expat Hire Teacher (Year 2026-2027)
Approximate U.S. dollar salary

Sample Year 1 gross earnings: Salary + COLA

Bachelor	Salary + COLA		BA+16	Salary + COLA		Master	Salary + COLA		PHD	Salary + COLA
1	45,109		1	46,523		1	48,220		1	52,105

Sample Year 1 gross earnings: Salary

Year Union Agreement	BACHELOR'S DEGREE		Year Union Agreement	BA+ 16 APPROVED GRADUATE HOURS		Year Union Agreement	MASTER'S DEGREE		Year Union Agreement	PHD
1	22,609		1	24,023		1	25,720		1	29,605
2	23,626		2	25,104		2	26,877		2	30,937
3	24,689		3	26,233		3	28,087		3	32,329
4	25,800		4	27,414		4	29,351		4	33,784
5	26,961		5	28,647		5	30,671		5	35,304
6	28,174		6	29,936		6	32,051		6	36,893
7	29,442		7	31,284		7	33,494		7	38,553

Important notes:

- The COLA (Cost of Living Allowance) is USD 22.500.
- The school will guarantee a minimum exchange value of R$4,00 for the international annual COLA stipend.
- Estimated Dollar rate for 2026-27 – R$5,60.
- Teachers will pay their gross earnings approximately 25% of local Income and Social Security Tax.
- Every year, the salary portion in Reais is increased by the estimated union agreement of about 4,5%.
- Every two years, the salary portion in Reais is also raised by about 4% if one receives two positive evaluations.