



January 31, 2023
Feast Day of St. John Bosco

Dear Archdiocesan Catholic School Families,

Happy Catholic School Week! This week we celebrate all that is unique and remarkable about Catholic education in our Archdiocese and across the country. Catholic schools have historically played a vital role in educating our Catholic and non-Catholic children in the United States and here in San Francisco, San Mateo, and Marin counties. During this Catholic Schools Week, we celebrate the specific aspects of Faith, Excellence, and Service. We celebrate our pastors, who lead our schools by placing Christ at the center of every decision. Our pastors teach by example through their vocation and dedication to their faith. We celebrate our parishioners, who pray for us daily and support our schools through their time and treasure. We celebrate our school families who sacrifice so much to be able to provide their children with a Catholic education. Our school only exists with your many hours of support with fundraisers, Auctions, Festivals, and service on Parent Groups and School Boards.

This Catholic Schools Week, I ask us to celebrate, especially our teachers and administrators. Being a Catholic School educator is not a job. It is a calling, a lifestyle, and a way of serving our Church that requires a dedication beyond the hours spent in the classroom. The Catholic school teachers and administrators in our Archdiocese have always been remarkable, but their work has been truly outstanding for the last three years. No other local school system could navigate and thrive during the extreme struggles and obstacles brought on by the COVID-19 pandemic better than our Catholic schools. This was due to excellent school leaders and teachers who put aside their "job descriptions" and did whatever it took to serve our children and families. The recent results of the National Assessment of Educational Progress (NAEP) support the excellent work of our teachers and principals, with Catholic School students outperforming their public and charter school counterparts in almost every area.

The Archdiocese is dedicated to hiring and retaining excellent Catholic educators to continue the Faith, Excellence, and Service that our communities deserve. Despite the outstanding work of our teachers and administrators, they are paid much lower than their public and charter school colleagues. Teachers in the Archdiocese of San Francisco are paid between 10% to 30% less than their local public school district teachers, while principals are paid between 15% and 35% less than their public school counterparts. With our current pay scale set to expire at the end of this school year, a committee of Catholic school and Chancery leaders took a serious and prayerful look at our current pay structure in light of our Mission. The committee's work resulted in the new Elementary Compensation Framework that rolled out this week. In this new framework, our teachers will receive a 5% pay increase for the 23/24 school year and a 4.5% increase over each subsequent three school years. Our principals will receive an 8% pay increase for the 23/24 school year and a 4.5% increase over each following three years.

I feel strongly that these increases are necessary and in line with our Catholic Social Teaching of providing our workers with a just and living wage. These increases will likely result in a more significant than usual tuition increase at each of our school sites. Our schools will work with their school boards and parish finance councils to review their individual budgets and will communicate final tuition information when it is finalized.

I thank you for your continued support of our Archdiocesan Catholic schools, and I look forward to continuing to partner with you in creating schools where every student feels safe, knows that they are a beloved child of God, and knows that they are held to high expectations.

Catholic Schools Week Blessings,

Superintendent of Schools