



DIOCESE OF OAKLAND

2121 HARRISON STREET, SUITE 100 • OAKLAND, CA 94612-3788
510.628.2154 • FAX: 510.451.5331 • www.csdo.org

DEPARTMENT OF CATHOLIC SCHOOLS

January 26, 2023

“Let us thank all those who teach in Catholic schools. Educating is an act of love; it is like giving life.”
- Pope Francis -

Dear Staff, Teachers and Principals,

Thank you for your steadfast dedication to the ministry of Catholic education in the Diocese of Oakland. We are incredibly blessed to have such faithful, diligent, and virtuous support staff, classroom teachers, and principals ministering in our school communities. As National Catholic Schools Week approaches, we give thanks for your contributions to ***educating children in the Catholic faith and nurturing their minds, bodies, and souls, inspiring them to live the Gospel of Jesus Christ, achieve their highest academic and creative potential, and actively serve and enrich the community.***

The challenges of the last couple of years have made the demanding work of teachers much tougher, and schools across all sectors (public, charter & private) have faced challenges in staffing since the start of the pandemic. ***The National Assessment of Educational Progress (NAEP), a biennial report of the U.S. Department of Education notes Catholic schools outperformed their public and charter school counterparts in almost all categories.*** While Catholic schools may outperform public schools, public school districts in our diocese (funded by local taxes) provide higher wages than our Catholic schools.

Each year the Diocese of Oakland provides an annual salary adjustment guideline for parish, school and chancery employees. Our Diocese is committed to retaining the wonderful educators and staff serving in our schools, while also attracting qualified, mission-aligned individuals to join our fold. Honoring the professional qualifications and training of our Catholic school educators and providing a competitive annual salary increase reflective of the Bay Area’s cost of living is mission critical. To that end, a comparative analysis of our Diocesan salary scale, taking into account the cost-of-living adjustment (COLA), was completed as part of our 2023 -2024 planning process. The consultants facilitating this process work with many dioceses across the country. Neighboring dioceses and public school districts salary trends were examined. Currently, the Diocese of Oakland salary scale:

“...pays between \$10-\$20K less for credentialed teachers than surrounding Catholic and public school competitors, with the difference increasing the higher credentialed an individual becomes.”

“...pays between \$30-\$40K less for credentialed principals than surrounding Catholic and public school competitors with the difference increasing the higher credentialed an individual becomes.”



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At the end of this analysis a recommendation for salary increases was made by the Diocesan Finance Committee and Presbyteral Council to Bishop Michael Barber, S.J., who in December approved the following increases for the new Fiscal Year (beginning July 2023 for schools):

- 6% salary increase for parish, school, Chancery, and Department of Catholic Schools & Lumen Christi Academies staff
- 10% salary increase for administrators and teachers

The steps in the [2023 - 24 Faculty Salary Scale](#) and the [2023 - 24 Administrator Salary Scale](#) reflect the 10% increase noted above. The 6% increase for parish, school and chancery staff will be factored into the conditions of employment and contracts prepared for the upcoming fiscal year.

Thank you for your continued commitment to the students entrusted to your collective care. We are honored to partner with you and our school communities as we all strive *to know Christ better and make Him better known*. Abundant blessings to you in your ministry and Happy Catholic Schools Week!

At your service,

Andrew Currier, Ph.D.
Superintendent of Schools

CC: Gloria Espinoza, Director, Department of Human Resources