

February 14, 2020

Dear OLMC School Families,

As I wrap up a very successful admissions season and prepare to send letters of acceptance to incoming families, I want to share the tuition schedule for the 2020-2021 school year. This time last year, I communicated that we were implementing the first of three years of known tuition increases that have two objectives:

1. Execute the 3-year **salary schedule** mandated by the Archdiocese of San Francisco.
2. Work toward a **balanced school budget**.

Urgent & Important Salary Increases

Our team of committed faculty, instructional aides, and staff is responsible for nurturing, teaching, and caring for our children each and every day at school. As such, personnel costs are our most significant expense, yet the Archdiocese of San Francisco compensation has not kept pace with the rising costs of living in the Bay Area. Teacher salaries in Catholic schools have lagged far behind our peer public and private schools. To begin to address this critical issue, the Archdiocese committed to a **3-year 5.3% pay increase for all Faculty**. This year was year #1. This pay increase is a much-needed sign of solidarity with our valued educators and strives to reduce teacher turnover in an environment of robust employment, yet scarcity of highly qualified candidates.

To support these necessary increases in compensation, tuition for 2020-2021 reflects the total increased expense of 7%, which includes related costs for health insurance, benefits, pensions, and payroll taxes. You can expect a similar tuition increase next year because the Archdiocese has made a 3-year salary commitment to our teachers. This cumulative salary increase of nearly 16% will bring teacher pay rates in the Archdiocese from approximately 60% to **approximately 80%** of those in the local Redwood City School District and other neighboring public school districts.

Work Toward a Balanced Budget

While my goal is to keep OLMC tuition affordable, fiscal responsibility necessitates a nominal additional 2.5% tuition increase to **offset the deficit I inherited and the rising expenses** beyond personnel expenses (facilities, utilities, curriculum purchases, etc.). Historically, the tuition and fees you pay cover approximately 78% of the total cost to educate your child(ren), with the remaining 22% coming from fundraising, donations, and savings when the budget is not balanced. Even with the generosity of our greater school community, our budget has not been

fully balanced for the last five years. I am committed to bringing the OLMC budget into balance to ensure long-term sustainability of vital educational programs and important enrichment resources.

I have worked with the Pastor, the Parish Finance Council, the School Board, and the School Finance Working Group to determine the tuition and budget for 2020-2021. Our goal in setting tuition is to move closer to a fully balanced budget and enable us to deliver on our Mount Carmel mission:

Our Lady of Mount Carmel School is a welcoming and diverse community, rooted in Roman Catholic values, where students pursue academic excellence, grow in social awareness, and develop a passion for living Jesus's message in a sustainable way, year after year.

Celebrating Our Community

While Mount Carmel's tuition continues to be one of the lowest of the San Mateo County Catholic elementary schools, the amount of tuition assistance we distribute is amongst the highest. I am committed to an active outreach effort to encourage and facilitate families to apply for essential resources from outside sources. As a result, many of our families receive a significant amount of financial assistance from private and Archdiocese funds. I am extremely proud that OLMC is one of the most diverse Catholic PS-8 schools in San Mateo county. Because we strive to make OLMC accessible to a wide range of students through our strong financial assistance and academic resources, all of our students benefit from interacting with others from a diversity of backgrounds. The interpersonal skills and social awareness gained from our school's diversity will benefit every student throughout their educational, professional, and social lives.

I want to thank each and every one of you for being a vital member of our Padre family. In addition, our Padre family will grow in 2020-2021 with the joy of new students and the vitality of new families next year. We now have a waitlist for both PreSchool and Transitional Kindergarten, and I expect a full Kindergarten class. I have deep gratitude for the many blessings of this community, and I look forward to working together to continue to build on the positive momentum we've created.

In my continued efforts to streamline our school systems, there will be a one-step online FACTS enrollment process this year rather than the two steps of previous years (registration followed by enrollment). Comprehensive enrollment instructions will follow by February 21st.

With gratitude,



Deborah Farrington, Ed.D.
Principal
Our Lady of Mount Carmel School

Tuition Schedule for 2020-2021

Enrollment fee	\$400 for every student	
	Participation Tuition per Student	Non-Participation Tuition per Student
2-day PreSchool	\$3,830	\$4,595
3-day PreSchool	\$5,744	\$6,893
1 child Family*	\$8,325	\$9,990
2 child Family*	\$8,159	\$9,790
3 child Family*	\$7,992	\$9,590
4 child Family*	\$7,826	\$9,391

*multi-child discount for all students enrolled in a 5-day program: PreSchool, TK, K-8th

2 child family = 2% discount,
 3 child family = 4% discount,
 4 child family = 6% discount

- Participation Tuition expects a volunteer commitment of a minimum of 40 hours per family.
- Non-Participation Tuition is 20% higher than Participation Tuition.
- Payment discounts (2% for annual & 1% for semi-annual) will be applied to FACTS tuition payment plans in July 2020.

Horario de Matrícula 2020-2021

Cuota de inscripción	\$400 por cada estudiante	
	Matrícula con participación por estudiante	Matrícula sin participación por estudiante
Preescolar de 2 días	\$3,830	\$4,595
Preescolar de 3 días	\$5,744	\$6,893
Familia 1 niño*	\$8,325	\$9,990
Familia 2 niños*	\$8,159	\$9,790
Familia 3 niños*	\$7,992	\$9,590
Familia 4 niños*	\$7,826	\$9,391

*El descuento se ofrece a familias que en programs de 5 días: Preescolar, TK, K-8

Familia 2 hijos = 2% de descuento,

Familia 3 hijos = 4% de descuento,

Familia 4 hijos = 6% de descuento

- La matrícula con participación se les ofrece a familias que participant en obras voluntarias (40 horas o mas).
- La matrícula sin participación es 20% más que la matrícula con participación.
- Los descuentos (2% anual y 1% semestral) se aplicarán en julio de 2020.