

ALL STUDENTS DESERVE GREAT TEACHERS

Why is it so Hard for San Francisco to recruit and retain teachers?

High Cost of Living



San Francisco is **one of the most expensive places to live in the country** creating outstanding economic disparity within the City. Skyrocketing rents and the Bay Area's **affordability crisis** has made it difficult and nearly impossible for teachers to make ends meet and many are being priced out of the City. Nearly 60% of San Francisco's public school teachers report struggling with housing insecurity.

Our schools face a dire teacher shortage.

IN SAN FRANCISCO

1st Year Teacher Salary



\$57,000

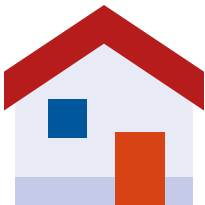
Comfortable Living Wage



\$100,000+

**50% of income covers necessities, 30% covers discretionary items, and 20% is for savings*

Unattainable Rents and Retention Rates



To afford a one-bedroom unit in San Francisco at the **median monthly rate of \$3,500**, the average teacher would have to **spend 64 percent** of their salary on housing.



In 2016, **more than 11%** of San Francisco Unified School District teachers left the district, the **largest sum in more than a decade** and nearly double the amount from five years ago.



The highest possible salary offered by the San Francisco Unified School District is **~\$90,000**, and that's only after more than **20 years in the classroom.**

We need to ensure a better future for our teachers and incentivize careers in education.

In order to do so, Gateway launched an ambitious effort to change the teacher compensation model and increase teacher salaries 25-30% over the course of five years.

INVESTMENT ASSOCIATED WITH GATEWAY'S SALARY PROJECT

How is Gateway recruiting and retaining teachers?

Building a Foundation for Teachers

2016-2017



In 2016-2017, all teachers received an additional 5% raise as an initial retention effort.

2017-2018



In 2017-2018, returning teachers received an average 10% increase.

2018-2019



Next school year, all teachers will receive a 7% increase on their current salaries.

Incremental Investment Beyond Standard Annual Increases

\$200,000

Spent

\$225,000

Spent

\$425,000

Budgeted Cost

Creating an Equitable Future for Teachers

2019-2020

\$450,000

Projected

2020-2021

\$525,000

Projected

In 2019-2020, Gateway will launch the new teacher compensation model - moving away from the traditional scale of years of experience and credits earned over a BA - to a model built around student engagement, community involvement, and professional growth. With the current scaled model, a teacher would need **20+ years of experience and secondary degrees** to make the baseline livable wage in San Francisco.

In the new model, a first year teacher can move from the \$57,000 average base to the \$80,000 base in only five years.

By 2020-2021, all Gateway teachers will have received a **25-30% increase in their salaries** - retaining highly qualified, committed, and beloved educators for public school students.

TO BE PART OF GATEWAY'S EFFORTS AND TO INVEST IN TEACHERS, CONTACT:
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