

# This is a commitment to our faculty

*Housing is a very real issue for teachers. SF Day has the opportunity to be the leading independent school to address this issue head-on by providing housing to faculty.*

- SYLVIA RODRIGUEZ-DOUGLASS,  
UNIVERSAL DESIGN FOR LEARNING COACH

## This is our day!

### The Campaign for San Francisco Day School

#### Our Opportunity

Our teachers are essential to the quality of the learning experience, yet the high cost of housing makes it difficult for them to live here. While we continue to provide competitive compensation, comprehensive benefits, and opportunities for professional growth, we want to do more.

As part of *This Is Our Day: The Campaign for SF Day*, we are renovating 2120-22 Golden Gate to create a faculty residence. The plans include four separate self-contained apartments; one studio apartment, two one-bedroom units, and one two-bedroom unit. A modest yet significant step, our faculty residence allows the school to offer below-market housing to current employees and can also serve to ease the transition for new teachers who are relocating to join the SF Day community.

Most importantly, our faculty residence helps ensure SF Day students continue to benefit from the incredible approaches, perspectives, and experience that our teachers bring.

#### Faculty Housing: At a Glance

- In a 2017-18 faculty survey on affordability, housing was identified as one of the most significant financial pressures our teachers face.
- Over 45% of faculty spend 40-60% of their take-home salary on housing and another nearly 10% spend 61% or more.
- 30% of SF Day faculty spend more than an hour a day commuting to and from school and nearly half of those (14.5%) spend more than an hour each way.
- Housing is also one of the biggest considerations that teachers who are looking to join SF Day from other cities face—often the option for low cost temporary housing can make all the difference for a teacher new to our community and city.



“With additional housing, teachers will have the option to live closer or have fewer (or no) roommates, which can help morale, self-confidence, and happiness. This could encourage more opportunities for cross-grade and lateral collaboration days. It also shows the community how much we care and invest in our teachers.”

- ASHLEY GOLDSMITH, LOWER SCHOOL COUNSELOR

“I am really thrilled about the prospect of faculty housing. San Francisco’s housing market is ruthless, and I know I would feel incredibly supported (and grateful!) if I were able to take advantage of housing provided by the school.”

- SF DAY TEACHER



## A MULTI-LEVEL APPROACH TO IMPROVING AFFORDABILITY FOR OUR FACULTY

- SF Day offered \$225,000 in professional development grants to faculty and staff in 2019-20, making SF Day’s investment in professional growth one of the highest amongst our peers.
- Each year we strive to ensure that our faculty benefit from robust health insurance and retirement savings options—all individuals receive insurance at no cost to them and the school matches retirement contributions up to 7%.
- We also care for the health and wellness of our faculty—the school negotiates faculty discounts at area restaurants and gyms and subsidizes weekly yoga and bootcamp classes on campus.
- SF Day faculty follow the same application and qualification standards as all families seeking Discounted Tuition awards. In 2019-20, SF Day awarded \$390,000 in Discounted Tuition to support 14 faculty and staff children.

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