



Catholic Schools
A Faith-Based Education
that Lasts a Lifetime

May 20, 2024

Dear Pastors, Principals, and Bookkeepers,

I am pleased to share important news with you regarding an update to the ADW Teacher Salary Scale. In 2009, a step scale was created to meet the needs of our teachers. This scale served our educational community well for a few years, but unfortunately, the scale was never updated and therefore over time became obsolete for many of our schools. A committee was formed last school year to begin the important work of focusing on teacher recruitment and retention. From the Retention and Recruitment committee, a subcommittee was formed to focus exclusively on a teacher salary scale. The purpose of the subcommittee was to create a competitive and equitable pay scale while honoring the teachers who educate our youth to teach in the mission of Christ. The plan was created and finalized over the past 12-18 months. On April 18th it was presented and approved by Priest Council and Cardinal Gregory.

Education	Minimum	Midpoint	Maximum
Bachelors without Certification	\$44,200	\$52,200	\$60,200
Bachelors with Certification	\$47,200	\$62,200	\$77,200
Masters without Certification	\$50,200	\$65,200	\$80,200
Masters w/ Certification	\$53,200	\$68,200	\$83,200

The committee reviewed several options and ultimately concluded that a salary range that offers flexibility would best meet the needs of our vastly diverse schools throughout the archdiocese. The range is based on 85% of the average between Prince George County Public Schools and Montgomery County Public Schools. The new scale offers a minimum, midpoint, and maximum pay range while providing guidance to principals and pastors on how to make teacher salary decisions. Parishes and schools will be tasked with implementing the new scale over a 3-year period, and to be fully compliant by 2027.

ARCHDIOCESE OF WASHINGTON CATHOLIC SCHOOLS

Archdiocesan Pastoral Center: 5001 Eastern Avenue, Hyattsville, Maryland 20782 | Mailing Address: Post Office Box 29260, Washington, DC 20017-0260

www.adwcatholicsschools.org | 301-853-4518 | schools@adw.org



Catholic Schools
A Faith-Based Education
that Lasts a Lifetime

The Catholic Schools Office in collaboration with the Office of Human Resources will be scheduling several presentations to share the details with pastors, principals, and bookkeepers to delve further into the creation of the scale and the strategies and resources available to facilitate implementation. The schedule for these presentations includes the following dates, locations, and types of meeting. Please select the link to register. If possible, we ask that pastors, principals, and bookkeepers attend the same meeting.

June 14, 2024, 9:00 -11:00 AM – Saint Elizabeth School - Rockville, MD. Use the link below to register for this meeting.

[St. Elizabeth 9-11 am June 14](#)

June 14, 2024, 2:00 -4:00 PM – Saint Peter School - Waldorf, MD. Use the link below to register for this meeting.

[St. Peter Waldorf 2-4 pm June 14](#)

June 18, 2024, 2:00 -4:00 PM – Virtual Training. Use the link below to register for this meeting.

[VIRTUAL Training 2-4 pm June 18](#)

After the initial rollout this June, a needs-based survey will be launched to determine what level of support parishes and schools will need to implement the new pay scale. As some schools are already paying teachers within the new pay scale range and may need little to no support, other schools will need guidance on how to meet the financial demands of incorporating the new scale over the 3-year implementation period. The Office of Human Resources, Finance Office, and the Catholic Schools Office are committed to supporting schools in developing each parish's and school's individual plan.

I want to thank all the members of the Teacher Recruitment and Retention Committee, the Office of Human Resources, the Roman Catholic Archdiocese of Washington Priest Council, and Cardinal Gregory for working together to complete and approve this

ARCHDIOCESE OF WASHINGTON CATHOLIC SCHOOLS

Archdiocesan Pastoral Center: 5001 Eastern Avenue, Hyattsville, Maryland 20782 | Mailing Address: Post Office Box 29260, Washington, DC 20017-0260

www.adwcatholicsschools.org | 301-853-4518 | schools@adw.org



Catholic Schools
A Faith-Based Education
that Lasts a Lifetime

important initiative. Many hours of time were spent in planning, dialoguing and preparing for this new scale.

I look forward to sharing further details of the new teacher salary scale with you in June, and supporting parishes and schools through the implementation of the plan in the future.

Thank you for your commitment and support of Catholic education in all that you do in the Roman Catholic Archdiocese of Washington.

May God bless you all.

Peace of Christ,

Kelly Branaman
Secretary for Catholic Schools and Superintendent of Schools

ARCHDIOCESE OF WASHINGTON CATHOLIC SCHOOLS

Archdiocesan Pastoral Center: 5001 Eastern Avenue, Hyattsville, Maryland 20782 | Mailing Address: Post Office Box 29260, Washington, DC 20017-0260

www.adwcatholicsschools.org | 301-853-4518 | schools@adw.org