

Dear RSSAA Community,

Every year at this time we set tuition for the coming school year. The process of setting an appropriate tuition level for the 2023-24 school year has been particularly challenging. As we shared at the December State of the School Town Hall, we have been working to balance the unusually high increase in the cost of living over the past 12 months, the need to increase the salaries of our full and part-time faculty and staff, and the need to keep tuition within reach for all of the families in our community. In the Finance Committee we came to the agreement that the new tuition level needs to support the following:

- Meet the increased costs of all supplies, utilities, contractors and curriculum materials.
- Increase full and part-time salaries beyond the approximately 2% per year that we have given historically with a commitment to increasing all full-time salaries by \$3000, and all part-time by \$1.50 an hour for the 2023-24 school year. This is still a level that is less than the approximately 9% inflation of the past year, but much closer to it than our usual \$1000 and \$0.50 an hour increases.
- Ensure that there is a budget for additional tuition assistance to support families who cannot manage the tuition increase.
- Ensure that our budget deficit does not exceed \$350,000, which is an amount that we can manage (through the use of reserves) in the coming twelve months.

In addition to these agreements the Finance Committee also reflected on the support shown for the relaunching of an Enrollment Taskforce (we had started this work immediately pre-pandemic) with a focus on growing our 5th - 12th grade classes. Full, or near full, enrollment is the most manageable way to keep our financial sustainability without large tuition increases.

Last week the Finance Committee brought the following proposal to the Board of Trustees and it was approved.

- **An equal, across-the-board, increase in tuition for all students for the 2023-24 School Year of \$1,800**
 - Full Early Childhood Tuition will increase from \$16,500 to \$18,300
 - Tuition for children attending less than five full days will have a proportional increase
 - Full Grades 1 - 8 Tuition will increase from \$20,140 to \$21,940
 - Full High School Tuition will increase from \$24,910 to \$26,710
- **An equal, across-the-board, pay increase of \$3000 for all full-time, and \$1.50/hour for all part-time faculty and staff**
- A 12% increase in tuition assistance funds to support families who need assistance to manage the tuition increase
- Using \$300,000 of reserves to balance the budget for the 2023-24 school year
- The relaunch of the Enrollment Taskforce - you will receive an invitation to participate early next week.

You will notice that this is not our normal percentage increase to tuition, but instead a single increase of \$1,800 for all children attending the school. This is because this

increase is not about programs or changes in curriculum, but simply about the increases in costs (supplies, payroll, etc.) for the coming year, and we felt it was most fairly applied equally to all students.

We also want to assure families who currently receive tuition assistance, or will need some to help with this increase, that we are committed to all of our current families and will be working together to ensure that everyone is able to continue to be part of this community of children, parents, teachers and staff.

Please reach out to me at sowen-cruise@steinerschool.org, or your level coordinator, if you have any questions, concerns, or would simply like a conversation about how we reached this decision.

Thank you,

Sian Owen-Cruise

School Administrator