



The  
Association of  
Reform Jewish Educators

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# Navigating Negotiations

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Sponsored by the ARJE Advocacy Team

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# Pirkei Avot 3:21



רבי אלעזר בן עזריה אומר, אם אין תורה, אין דרך ארץ. אם אין דרך ארץ, אין תורה. אם אין חכמה, אין יראה. אם אין יראה, אין חכמה. אם אין בינה, אין דעת. אם אין דעת, אין בינה. אם אין קמח, אין תורה. אם אין תורה, אין קמח.

Rabbi Elazar ben Arzaryah said: Where there is no Torah, there is no proper conduct; where there is no proper conduct, there is no Torah. Where there is no wisdom, there is no reverence; where there is no reverence, there is no wisdom. Where there is no knowledge, there is no understanding; where there is no understanding, there is no knowledge. Where there is no bread, there is no Torah; where there is no Torah, there is no bread.

# Important to Keep in Mind

- ▶ Ideally, both parties come away from the negotiation feeling valued and appreciated
- ▶ Be a *mensch*
- ▶ Know your institution's budget
- ▶ Don't ask for money they don't have
- ▶ Be assertive—you are your own best advocate



# Important to Keep in Mind

- ▶ Job Description—Mutual expectations
- ▶ You should have a written contract with a specific term
  - ▶ In any negotiation, remember that you are not negotiating just for this contract
- ▶ You are educating the institution about what a professional educator is all about and how one is compensated and treated

# Benefits

- ▶ In terms of benefits, you should be treated like the other professionals in the congregation
- ▶ Benefits are not “fringe”—they are an integral part of your contract



# Benefits

- ▶ Pension (15%, as recommended by the RPB)
- ▶ Long Term Disability
- ▶ Congregational Membership
- ▶ School Tuition
- ▶ Vacation
- ▶ Health Care

# Benefits

- ▶ Professional Learning and Growth
- ▶ Professional Dues
- ▶ Days off
- ▶ Working at camp (not vacation)
- ▶ Leading an Israel trip (not vacation)
- ▶ Parental leave
- ▶ Shiva, personal leave



# 4 Values in a Contract

1. Cost of living
2. Value of increased activity
3. Value of continuity
4. Cost of replacement

Always show your contract to an attorney before you sign it.



# If It's a New Position



- ❖ **Moving expenses**
- ❖ **Allow for cost of living in your area**
- ❖ **To whom do you report ?**
- ❖ **Job description**
- ❖ **Performance evaluation process**



# Additional Benefits

- ▶ Discretionary Fund
- ▶ Cell phone
- ▶ Day school tuition
- ▶ Book line
- ▶ Golem, Club Ed, materials plans
- ▶ Camp tuition
- ▶ Car
- ▶ Home Loan
- ▶ Sabbatical
- ▶ Extra money in professional growth line
- ▶ Israel trip
- ▶ Tuition for post-graduate degree



# Miscellaneous Considerations

- ▶ Job title
- ▶ Performance review process
- ▶ Adequate support staff
- ▶ Think about where you'd like to be at the end of a contract
- ▶ Learn about and pay attention to the culture of your institution

# ARJE Resources

<http://reformededucators.org/placement-contract-negotiation>



- ▶ Contract Sampler
- ▶ Job Descriptions
- ▶ Guidelines for Educator Congregational Relations (Blue Book)
- ▶ Educator Evaluation
- ▶ 2014 Compensation & Benefits Survey

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