



The
Association of
Reform Jewish Educators
Since 1955

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Recommendations and Suggestions for Institutions to Consider for their Educators upon Retirement

Crafted by the ARJE / Ziknay NATE Retirement Task Force, November 2015

We understand that each congregation and/or institution has its own set of circumstances and relationship with its educator. Many factors are likely to be considered when deciding how a congregation chooses to honor its educator upon retirement. These factors include, but are not limited to, the educator's length of service to the congregation and/or field of Jewish education, part-time or full-time employment, financial health of the congregation, and the congregation's plan for its educational leadership in the future.

That being said, we recommend that congregations do all they can do to show *kavod* (honor) and appreciation to their educator as s/he retires. The following is a list of recommendations and suggestions to be considered. All of these ideas have been carried out at various congregations across North America.

1. Honoring event upon retirement (*Shabbat* service, Gala/honoring event, Sunday morning event with religious school)
2. Title of "educator emeritus/emera"
3. Dedication of room/space in the building in educator's name (e.g., kids' corner in the library, classroom, etc.)
4. Naming of a recurring educational program in educator's honor
5. Creation of a special fund named for the educator (for learning opportunities, teacher professional development costs, lectureship, educator-in-residence event, etc.)
6. Gift (Judaica; plaque; gift card; cash; trip to Israel)
7. Free lifetime synagogue membership
8. Vatikai ARJE membership dues
9. Continued health insurance for educator (and spouse)
10. Healthy participation/consultation in the search process for the next educator
11. Request that educator create his/her own job description to assist in search for new educator. This will help the synagogue to search, craft position for the future, and show kavod to retiring educator.
12. Continued teaching opportunities in the synagogue
13. Opportunity to consult or mentor for the next year or few years

For additional consultation and professional guidance, please contact the ARJE's Executive Director, Stan Schickler, at 212-452-6510 or sschickler@reformededucators.org, or ARJE / Ziknay NATE Retirement Task Force co-chairs Sharon Amster Brown, RJE (sab@tilb.org) and Harriet Levine (hl19845@gmail.com).