

2020 Compensation and Benefits Survey Executive Summary Report

conducted for the



**Association of Reform Jewish Educators
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May 2021

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METHODOLOGY

The Association of Reform Jewish Educators (ARJE) selected Association Research, Inc., to conduct its 2020 Compensation and Benefits Survey as a follow-up to a similar survey ARJE conducted in 2013/2014. The purpose of the 2020 survey is to assess trends in Reform Jewish educators' compensation and benefits and to study factors impacting compensation. Those factors include individual-specific characteristics such as gender, education, experience, being an ordained rabbi/cantor, and professional certification as well as position-related characteristics such as job title/role, serving as a senior staff member, and supervising others in the organization. Employer-specific features, including location, primary work setting, size of the congregation (in terms of the number of households), and the number of education/youth staff, are also considered factors affecting compensation and benefits. The 2020 survey also asked questions about the extent to which COVID-19 had been impacting members and their jobs.

In late 2020, a link to the online survey was emailed to 669 individuals, excluding remove requests and bounces. In total, 252 surveys were completed—an overall response rate of 37.7%. The number of responses received enables reliable and valid characterization of compensation and benefits for Reform Jewish educators/education directors in the United States. Almost all reports were received from locations in the United States; 6 responses were from Canada. The ARJE also posted announcements regarding the survey on social media and sent out notices to members encouraging their participation. These efforts may have positively impacted the response rate.

This survey was made possible by a grant from the Reform Pay Equity Initiative (RPEI), with funding provided by the SRE Network and the Jewish Women's Foundation of New York.

Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations, other non-profit organizations, and professional societies, carried out the survey and performed the analysis reported herein. Total confidentiality was maintained throughout. No individual salary data is or will be reported.

TERMS & DEFINITIONS

Many of the graphs report **median** values along with the **mean** (average) value. The median salary is the value that is in the middle of all of the salaries, sorted from lowest to highest—higher than half of all salaries in the category and lower than half of the salaries. The mean, or simple average, is the total of all salaries divided by the number of individuals reporting. The mean value can be distorted by unusually high or unusually low numbers. The median is not influenced by extreme values.

Another statistic used in the report is the **quartile**. This statistic is similar to a median in that it is the salary that divides all salaries into two groups: one group containing 25 percent of the salaries and the other group containing the remaining 75 percent. The first quartile, therefore, is that salary that is higher than 25 percent of the salaries but lower than the remaining 75 percent. Similarly, the third quartile is that salary figure that is higher than 75 percent of the other salaries presented. It should be noted that to protect confidentiality, medians and quartiles are only presented when four or more individuals are included in a particular category and the mean value is presented for three or more individuals.

Base salary excludes benefits and represents the annual salary for the respondents' primary position in Jewish education. Unless otherwise stated, base salaries referenced in this report are for full-time employees who provided a salary.

USING THIS REPORT FOR SALARY COMPARISON

The information in this report is suitable for making general compensation comparisons—that is, it provides an array of useful benchmarks (location, education, congregation size, etc.). However, no one benchmark is a sufficient basis for comparison. It is only by combining and considering the information available from a number of benchmarks that appropriate compensation determinations can be made.

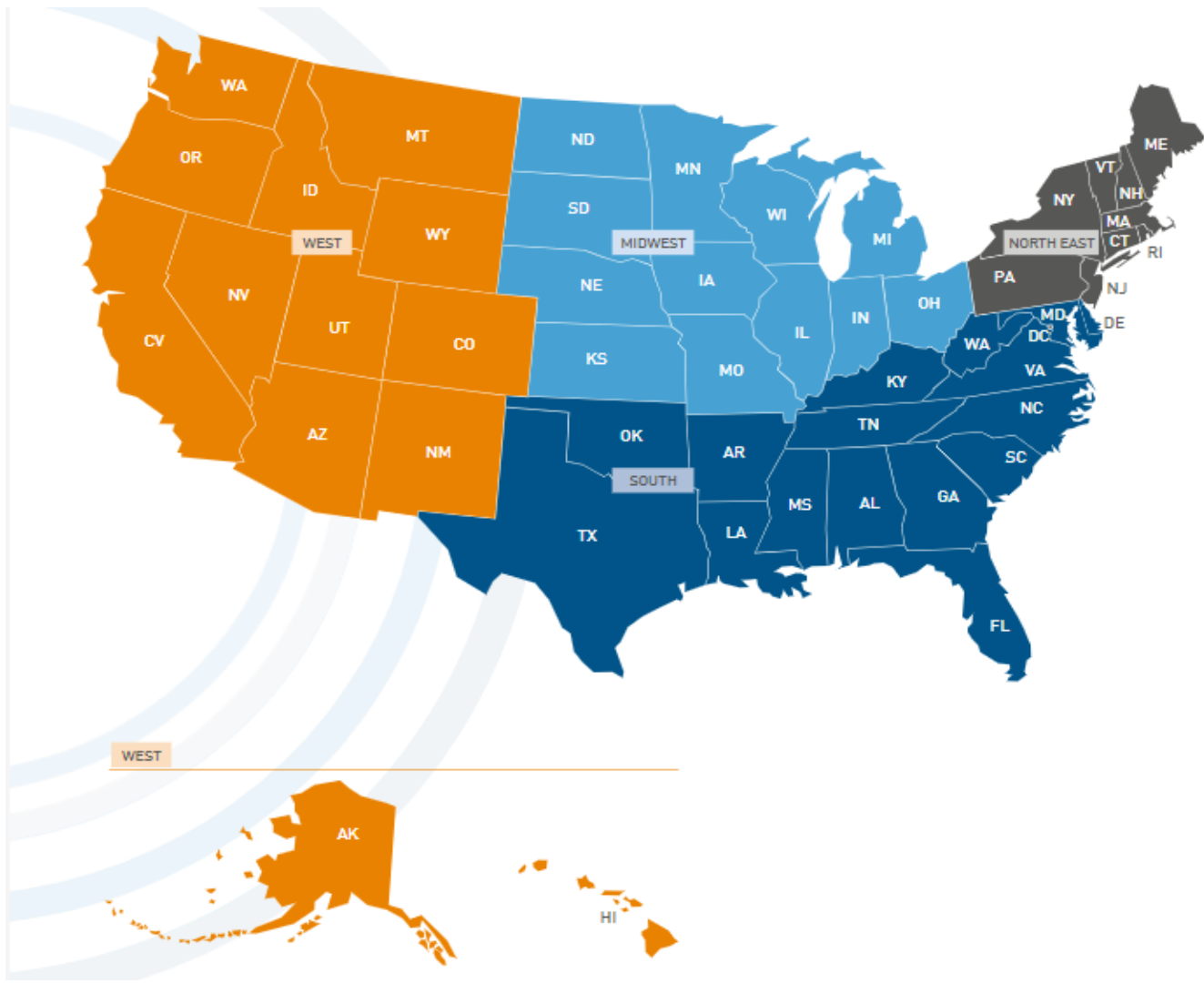
An individual's compensation depends on many things, including education, experience, tenure, certification, location, congregation size, and more. To illustrate the point, as of July 1, 2020, \$95,777 is the average annual base salary for 124 directors of education in the survey. The median salary is \$92,288. Twenty-five percent of all directors of education (first quartile) earned \$73,962 or less, and 75% earned \$113,120 or less (third quartile). However, respondents with an advanced degree (there were 24) averaged \$98,592 in annual base salary, and those who were ordained rabbis averaged \$112,752. Directors of education whose primary position/employer was in the West averaged \$109,848 in annual base salary, whereas those in the Midwest earned an average annual base salary of \$89,762.

All of this is to underscore that no one factor provides an adequate benchmark for compensation determination. An objective assessment of compensation is possible only when a host of factors are considered in combination and weighted appropriately to unique circumstances.

LOCATION

As the costs of living vary from region to region, city to city, and metro area to non-metro area, location is a significant factor in evaluating compensation. To allow multiple cuts of the salary data by location and other demographic characteristics, locations were grouped into **four U.S. Census regions plus Canada** (all provinces) as shown in the map on the following page.

Map and List of U.S. Census Regions



Northeast: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New Jersey, New York, and Pennsylvania

Midwest: Illinois, Indiana, Michigan, Ohio, Wisconsin, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

South: Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, and Texas

West: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming, Alaska, California, Hawaii, Oregon and Washington

A good balance between large census regions and ZIP code areas is using the **seven Consolidated Metropolitan Statistical Areas (CMSA)**. The Census Bureau defines numerous large metro areas, and ARJE respondents were segmented, based on ZIP codes, into metro and non-metro areas in regions. Using this approach also facilitated the ability to compare salary data for full-time directors of education in metropolitan areas with those located in non-metropolitan areas.

List of Consolidated Metropolitan Statistical Areas (CMSA)

Participants were grouped into the following seven **Consolidated Metropolitan Statistical Areas (CMSA)**:

- Boston-Worcester-Lawrence CMSA
- New York-Northern N.J.-Long Island CMSA
- Philadelphia-Wilmington-Atlantic City CMSA
- Washington-Baltimore CMSA
- Chicago-Gary-Kenosha CMSA
- Los Angeles-Riverside-Orange County CMSA
- San Francisco-Oakland-San Jose CMSA

The respondents **outside of CMSAs** were grouped into the following five regions –

- **Other East:** Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania, Delaware, Maryland, Virginia, and West Virginia
- **Southeast:** North Carolina, South Carolina, Georgia, and Florida
- **Other Central:** Minnesota, North Dakota, South Dakota, Wisconsin, Michigan, Ohio, Indiana, Illinois, Iowa, Nebraska, Kansas, Missouri, Kentucky, Oklahoma, Arkansas, Louisiana, Mississippi, Alabama, Tennessee, and Texas
- **Other West:** Montana, Wyoming, Colorado, New Mexico, Idaho, Utah, Nevada, Arizona, Washington, Oregon, California, Alaska, and Hawaii
- **Canada:** All provinces

GENERAL OBSERVATIONS

- The majority of Reform Jewish educators responding to the survey were directors of education (145). Nearly nine in 10 respondents (87.8%) indicated that their primary employer was a congregation.
- Eighty percent of all respondents were female, 37.7% were ordained rabbis, and about one-third had their primary position/employer located in the Northeast region of the U.S. Only six Jewish educators responded from Canada.
- Seventy percent of respondents held a master's degree as their highest level of education and reported having 19 years (median) of experience in the field of Jewish education; 84.1% held the RJE certification.
- Reform Jewish educators working in a congregation indicated that their congregation served, on average, 714 households, 180 religious school students, and 77 ECC students. Those congregations employed an average of 4 full-time staff and 13 part-time staff in the education and youth department.
- Eight out of 10 respondents were employed full-time in their primary Jewish education position; those who were part-time worked an average of 22 hours per week. The analysis of salaries in this report is focused primarily on full-time Jewish educators who are directors of education, with some cited data specific to those employed in a congregation.
- Overall, the average annual base salary as of July 1, 2020 for 192 Reform Jewish educators was \$94,480, and the median base salary was \$90,000. The average annual base salary for 124 directors of education was \$95,777 and the median base salary was \$92,288. For this group, the average percent increase in annual base salary from July 1, 2019 to July 1, 2020 was 2.3%.
- Knowing that geographic location is a major influence in compensation, the majority of this report differentiates among four major U.S. Census regions in addition to Canada. The average annual base salary for directors of education was the highest for those whose primary position/employer was in the West (\$109,848), followed by those located in the Northeast (\$98,891). The annual base salary for those employed in Canada was \$56,965.
- Both education and years of experience in Jewish education positively affected compensation. The majority of directors of education who reported a salary held a master's degree (90 out of 124) and averaged \$94,638 in annual base salary, about \$4,000 lower than those with an advanced degree (PhD, EdD, or other advanced degree). Also, directors of education with 11-20 years of experience in Jewish education reported the highest average annual base salary (\$102,461), compared to \$81,450 for those with 10 years or less.
- The average annual base salary for directors of education whose primary work setting is a congregation (119 out of 124) was \$95,343. Within this group, a director of education who is an ordained rabbi earned substantially more in average base salary than a non-clergy counterpart, \$113,193 versus \$86,797, respectively.
- Overall, a female director of education earned 93% of her male counterpart's average annual base salary in 2020, \$94,982 vs \$101,813, respectively. However, the average salary among females increased by 2.5% between 2019 and 2020, while the base salary among males increased at a slower rate (1.0%) during the same time period.

- In most cases (66.7%), respondents note that their base salary has not been impacted by the COVID-19 pandemic. Among those who did report an impact, salary freezes and salary decreases were cited most often (38.8% each); just one-fifth of those impacted reported that there was a delay in receiving a scheduled increase.
- In terms of benefits offered prior to COVID-19, congregation membership dues for the respondent were fully covered for 84.4% of all respondents, and ARJE dues were fully covered for 84.3% of all respondents. Congregation membership for dependents were fully covered for 76.0% of all respondents.
- Medical/health insurance was offered by primary employers to 84.8% of respondents, 53.7% offered employees a separate dental plan, and 43.5% offered employees a separate vision plan. Just under two-thirds (63.5%) of respondents were entitled to a long-term disability plan offered by their primary employers.
- Paid time off in the form of vacation was offered to 90.9% of respondents, while 80.7% of all respondents were offered sick leave and 56.6% reported that personal leave was available.
- More than one-third (35.2%) of respondents' primary employers offered parental leave paid at full salary for an average of 53.5 days, while 13.7% offered the same (paid full salary) for family leave. Sabbaticals were offered to 10.5% of all respondents.
- Sixty percent of employers offered a retirement plan in the form of the Reform Pension Board (RPB) plan. The average respondent contribution was 5.8% of base salary while the average employer contribution was 10.9% of base salary.

COMPENSATION VARIABLES

All of the demographic variables—individual and organizational characteristics—have some effect on compensation levels. While some characteristics were clearly more impactful than others (e.g., location, experience, clergy, and congregation size), all of the characteristics had some effect. It is the composite of characteristics—with different weights—that constitutes a valid compensation benchmark in determining fairness, appropriateness, and comparability. Knowing that geographic location is a major influence in compensation, this report differentiates among four major U.S. Census regions in addition to Canada. Survey respondents were asked to identify the country of the location of their primary position/employer and to provide the ZIP code for locations in the U.S. For some results, respondents were segmented according to several CMSAs. The original intention was to provide additional analysis based on CMSAs, but observations had to be limited to avoid a breach of confidentiality given the number of respondents.

OVERALL—THE BIG PICTURE

As of July 1, 2020, the average annual base salary for 124 directors of education was \$95,777 and the median salary was \$92,288. The average percent increase in annual base salary over 2019 for this group was 2.3%. A rabbi/cantor earned an average annual base salary of \$131,825 (19 reports) in 2020, with an average increase of 5.7% over 2019's salary. For 13 religious school principals, the average base salary was \$82,034 as of July 1, 2020, and the average percent increase in pay over 2019 was 2.4%. Overall, the average annual base salary for 192 Reform Jewish educators was \$94,480 and the median base salary was \$90,000.

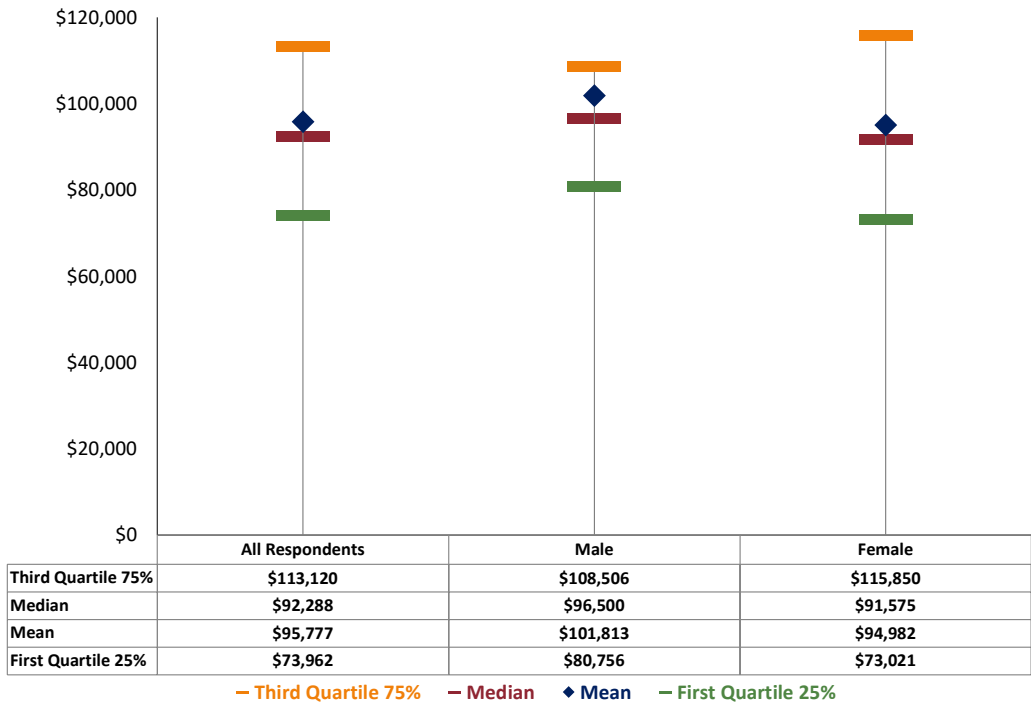
All Full-Time Employees Annual Base Salary (U.S. Dollars) as of July 1, 2020, and Percent Change in Base Salary 2019-2020								
	Annual base salary (U.S. Dollars) as of July 1, 2020					Percent Change in Base Salary 2019-2020		
	Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean	
All Full-time Employees								
All Respondents	192	94,480	71,000	90,000	113,120	112	4.3%	
Title/Role	Director of Education	124	95,777	73,962	92,288	113,120	75	2.3%
	Religious School Principal	13	82,034	73,125	76,500	92,859	7	2.4%
	Assistant Director (Synagogue/Religious School setting)	7	67,438	50,000	68,000	79,000	2	
	Teacher/Professor	1					0	
	Camp Professional	3	88,000				1	
	Youth Professional	8	59,822	42,000	52,500	81,643	3	-0.7%
	School Administrator	1					0	
	Rabbi/Cantor	19	131,825	107,100	120,500	147,000	14	5.7%
	Other	15	82,640	64,794	75,000	105,584	10	4.3%

**BASE SALARY OF FULL-TIME DIRECTORS OF EDUCATION BY BACKGROUND CHARACTERISTICS—
ALL WORK SETTINGS**

Base Salary by Gender

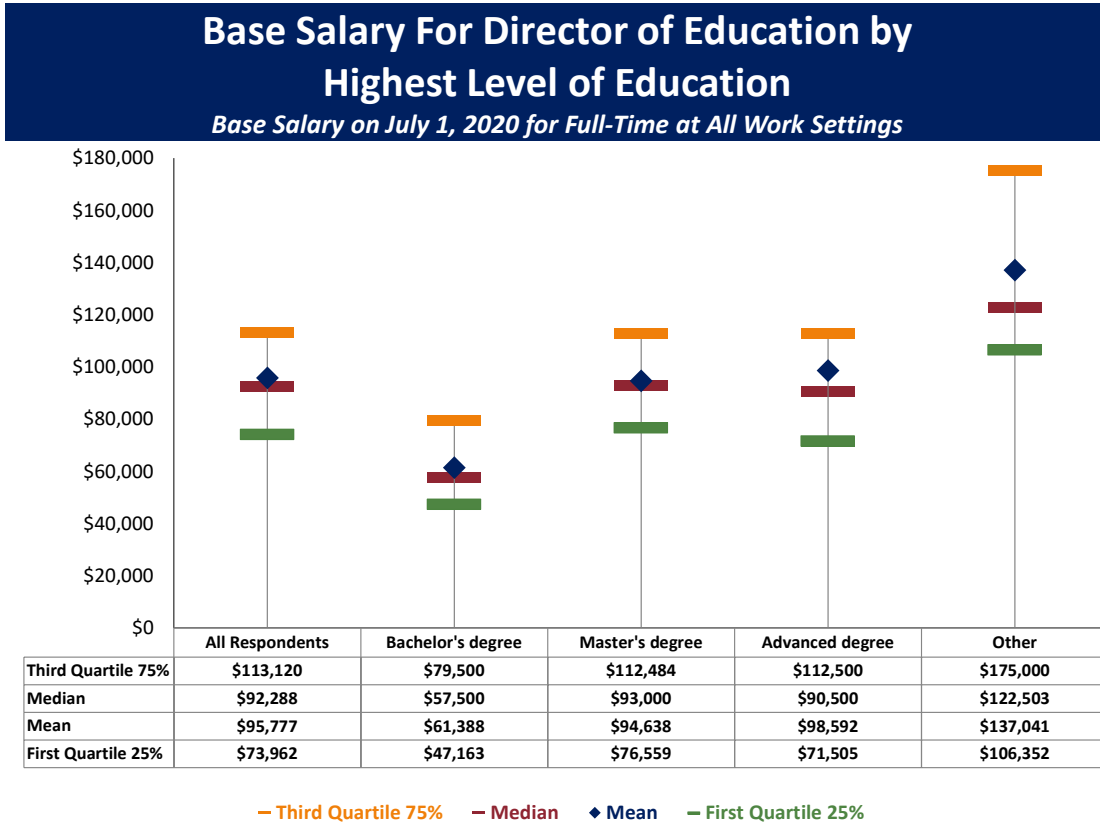
The average annual base salary for a male director of education was \$101,813, compared to \$94,982 for a female director. The gender gap in median base salary was narrower, though—male directors earned about \$5,000 more than female directors.

Base Salary For Director of Education by Gender
Base Salary on July 1, 2020 for Full-Time at All Work Settings



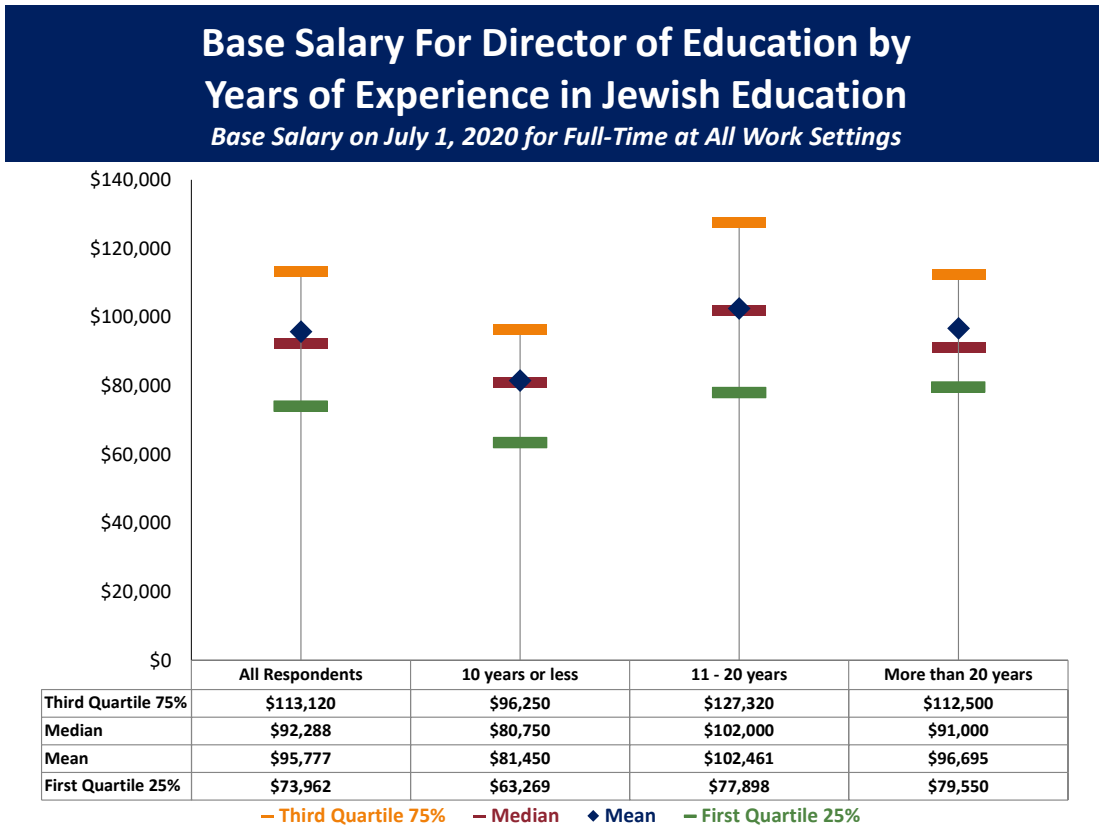
Base Salary by Highest Level of Education

Annual base salary increased with the highest level of education obtained, from an average of \$61,388 for those with a bachelor’s degree to \$98,592 for those holding an advanced degree (PhD, EdD, or other advanced degree).



Base Salary by Years of Experience in Jewish Education

Annual base salaries for directors of education also increased with years of experience in Jewish education, with those with 11-20 years of experience making the highest average salary (\$102,461), followed by those with more than 20 years of experience (\$96,695). Directors of education with 10 years or less of experience in Jewish education reported an average annual base salary of \$81,450, which is more than \$15,000-\$21,000 lower than those with more experience.

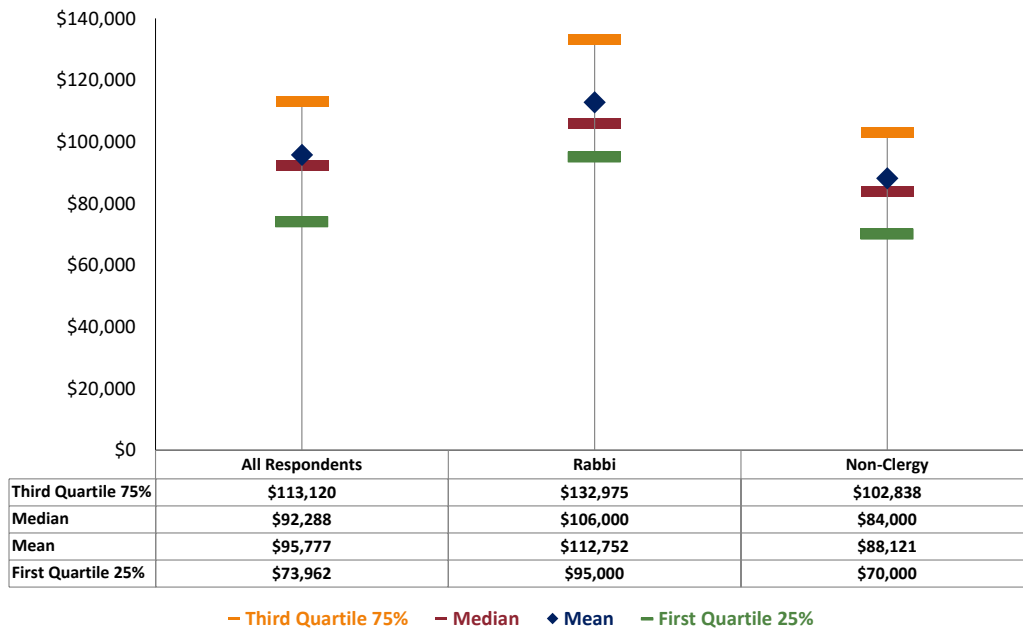


Base Salary by Ordained vs. Non-Clergy

An ordained rabbi director of education earned substantially more in average base salary than a non-clergy counterpart, \$112,752 versus \$88,121, respectively.

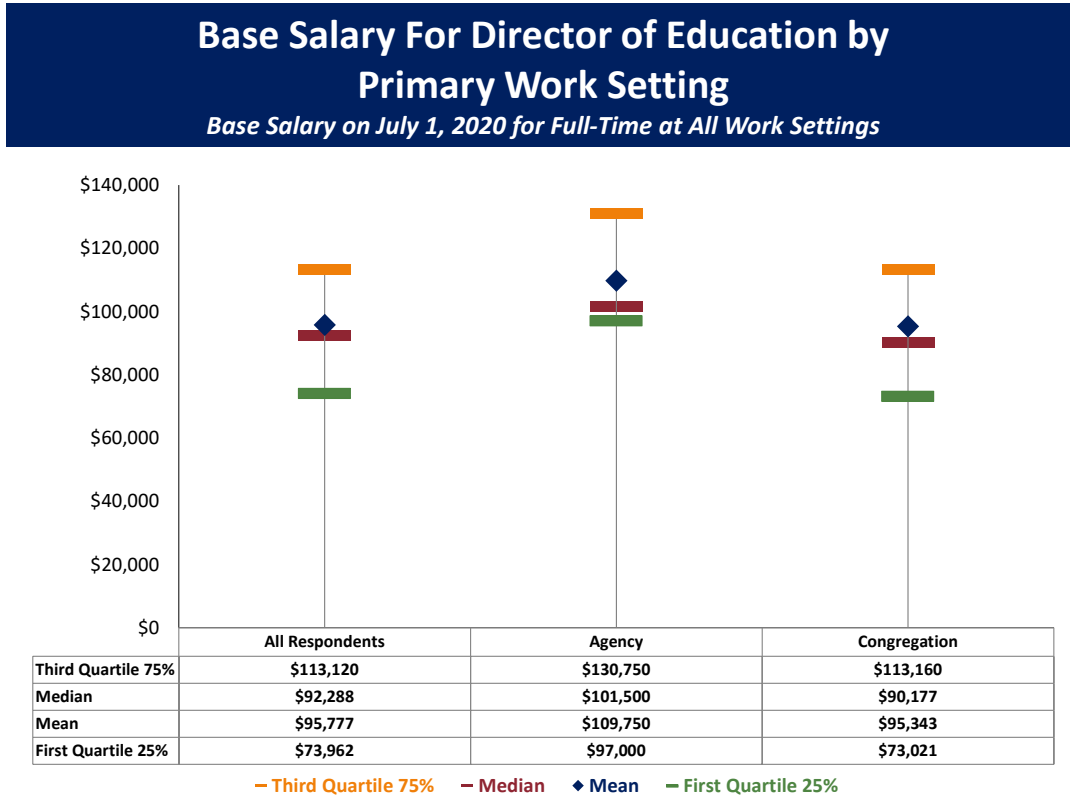
Base Salary For Director of Education by Ordained vs. Non-Clergy

Base Salary on July 1, 2020 for Full-Time at All Work Settings



Base Salary by Primary Work Setting

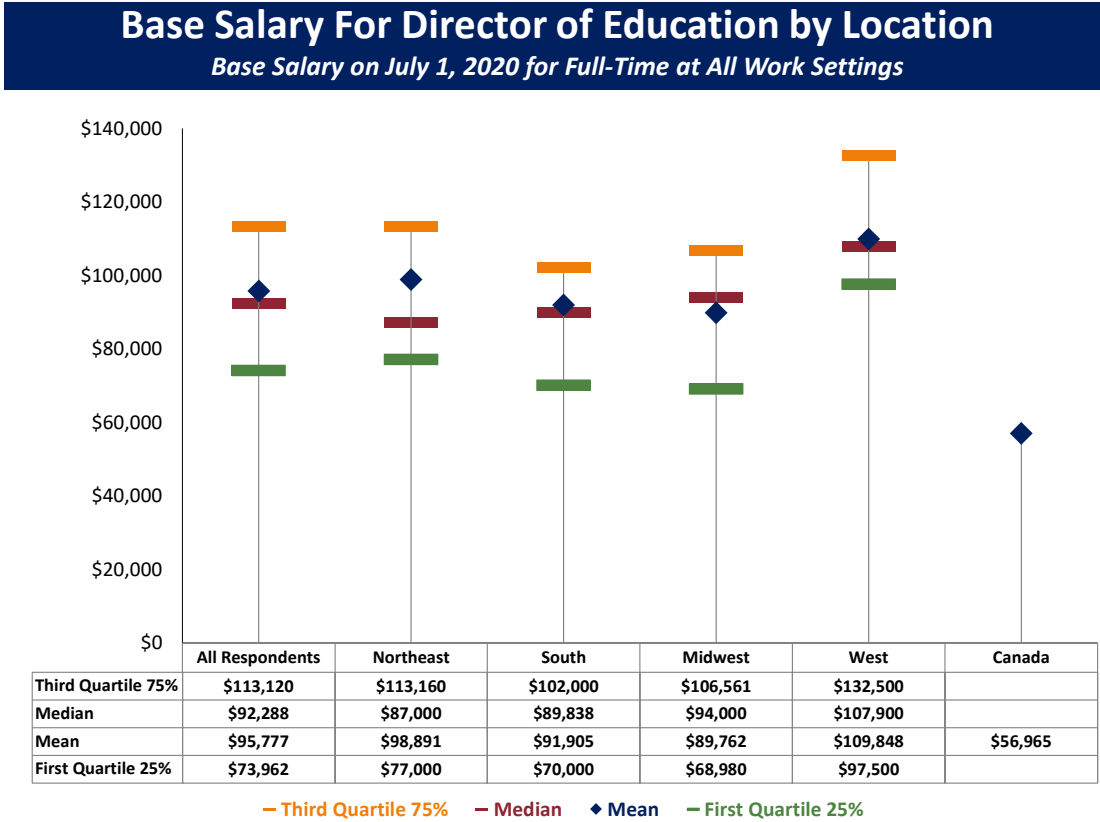
The primary work setting also affected compensation, with those working in an agency earning more in average base salary than those working in a congregation, as shown below. It should be noted, however, that there were only four salary reports for agency compared to 119 reports for congregation.



Base Salary by Location

The location of the primary position/employer plays an important role in determining compensation because different locations have different cost of living and/or cost of labor factors, which directly influence the pay of otherwise similar work forces.

The average base salary for a director of education (regardless of primary work setting) was highest in the West, \$109,848, followed by the Northeast, \$98,891. Average base salaries in the South (\$91,905) and the Midwest (\$89,762) were somewhat lower, but the lowest average base salary was in Canada (\$56,965).



BASE SALARY OF FULL-TIME DIRECTORS OF EDUCATION BY REGION—CONGREGATION ONLY

Among responding directors of education in congregations, the average base salary was \$110,190 in the West, more than \$20,000 above the average base salary in the Midwest (\$89,409). Congregation average base salaries were in between these two extremes in the Northeast (\$97,809) and the South (\$91,775).

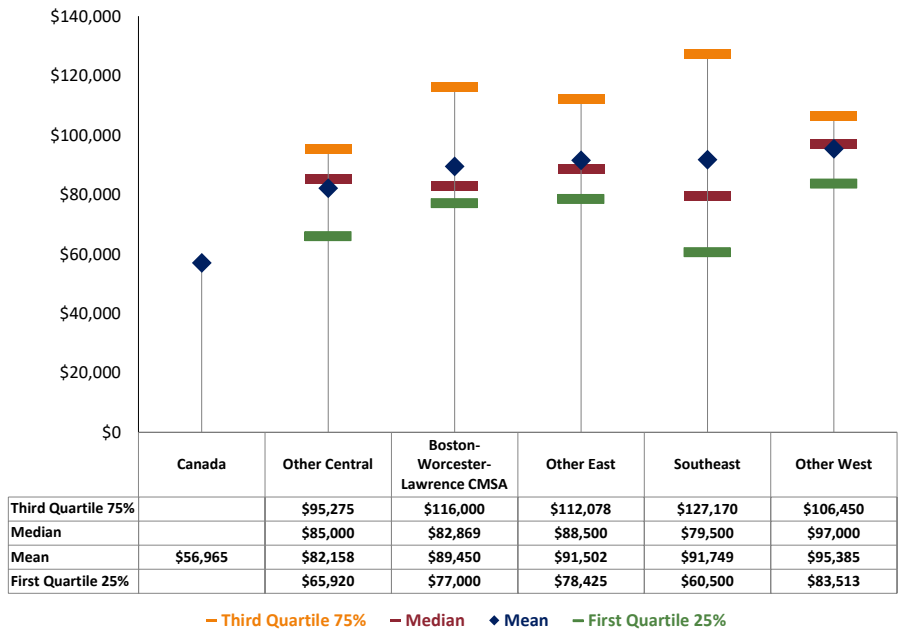
All Regions

Director of Education Annual Base Salary (U.S. Dollars) as of July 1, 2020, and Percent Change in Base Salary 2019-2020								
Full-time Director of Education – Congregation Only	Annual base salary (U.S. Dollars) as of July 1, 2020					Percent Change in Base Salary 2019-2020		
	Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean	
All Respondents	119	95,343	73,021	90,177	113,160	71	2.6%	
Region	Northeast	38	97,809	76,916	86,011	112,524	24	4.4%
	South	29	91,775	67,500	88,000	108,925	15	4.4%
	Midwest	29	89,409	67,960	93,000	107,122	19	2.9%
	West	20	110,190	97,250	110,450	133,750	12	-2.5%
	Canada	3	56,965				1	

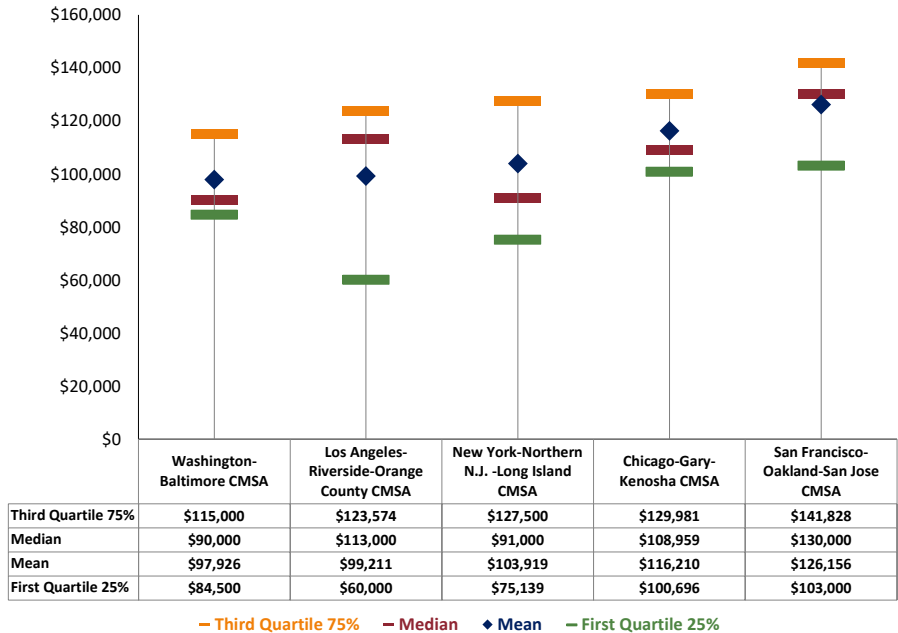
BASE SALARY OF FULL-TIME DIRECTORS OF EDUCATION BY CONSOLIDATED METROPOLITAN STATISTICAL AREAS (CMSA)—ALL WORK SETTINGS

Full-time directors of education reported the highest average base salary, as of July 1, 2020, in the San Francisco-Oakland-San Jose CMSA at \$126,156. For U.S. locations, the lowest average base salary for full-time directors of education was reported in Other Central (\$82,158). The average base salary in Canada was \$56,965. Additionally, the average annual base salary for full-time directors of education in the New York-Northern N.J.-Long Island CMSA was \$103,919, while those in the Chicago-Gary-Kenosha CMSA earned an average of \$116,210.

Base Salary For Director of Education by CMSA Location
Base Salary on July 1, 2020 for Full-Time at All Work Settings



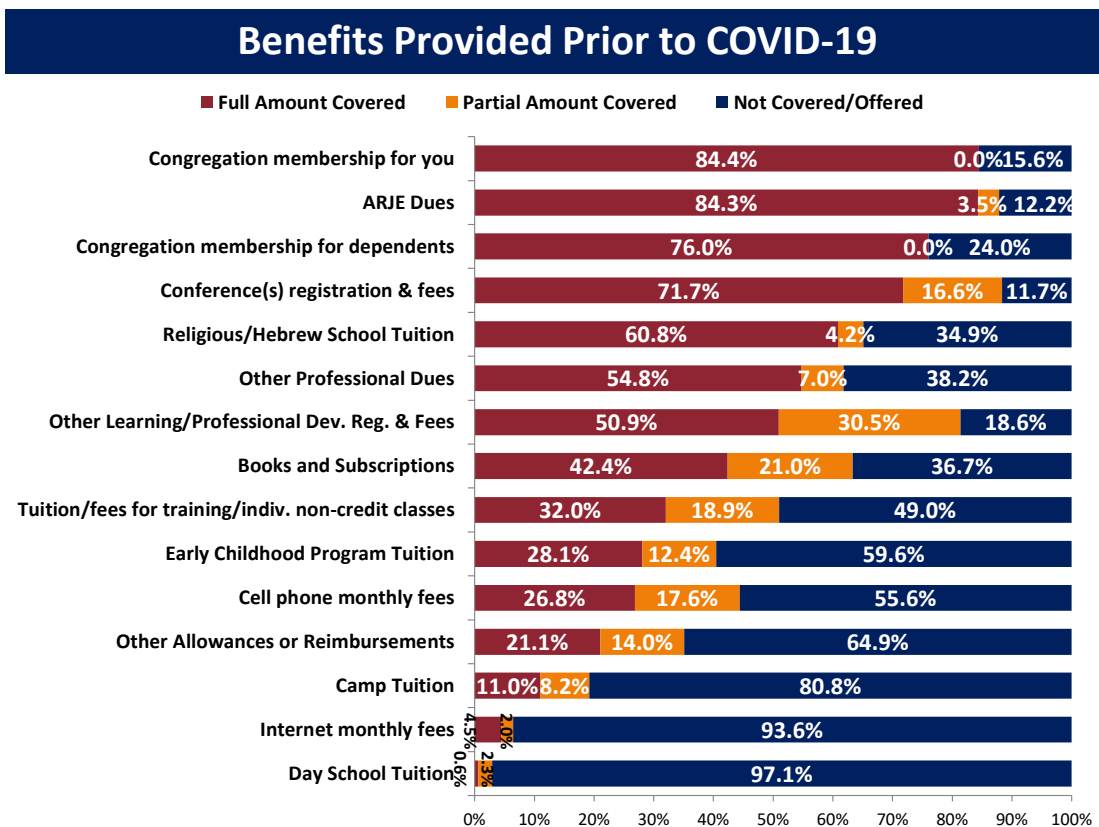
Base Salary For Director of Education by CMSA Location
Base Salary on July 1, 2020 for Full-Time at All Work Settings



BENEFITS, TIME OFF & RETIREMENT PLANS

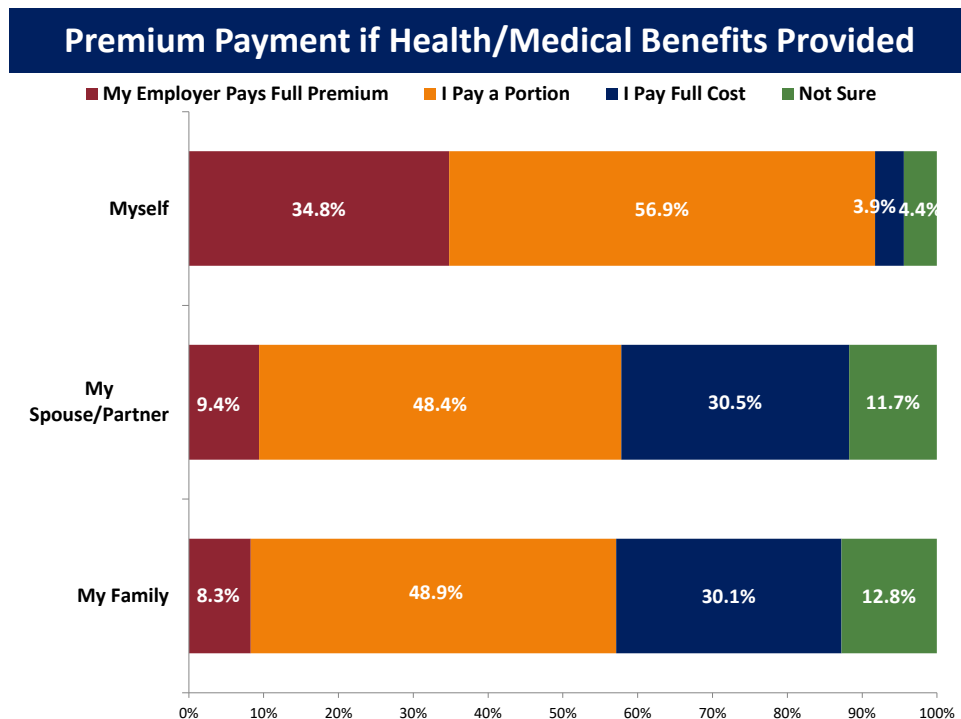
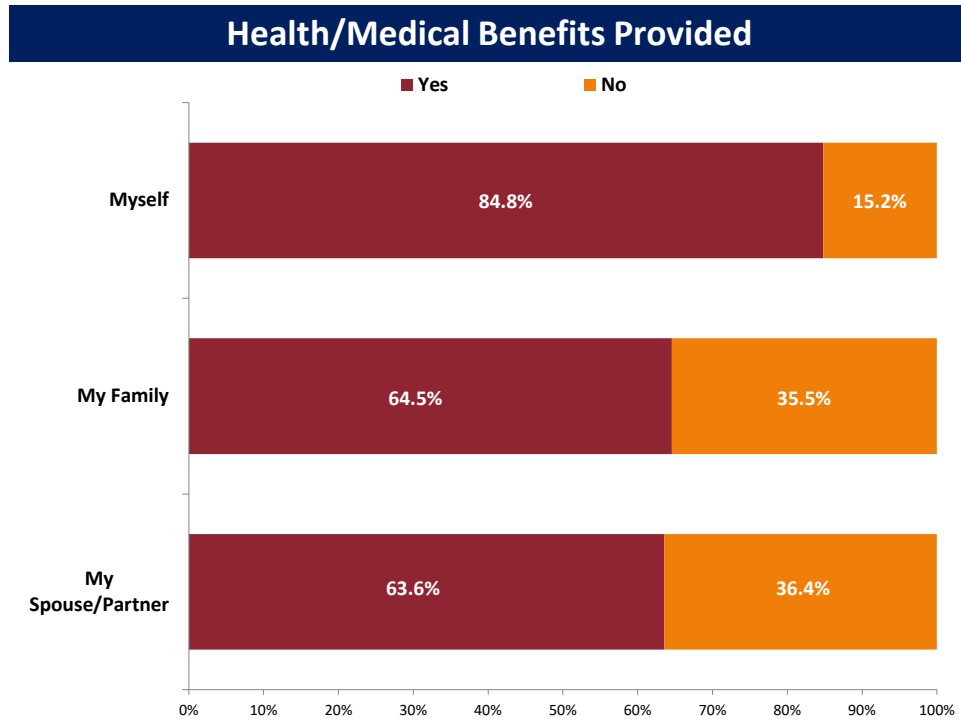
BENEFITS

Respondents were asked to identify the benefits for which their employer offered an allowance or reimbursed expenses prior to the COVID pandemic, whether this provision was in their contract, and if the benefit changed due to COVID. More than eight in 10 respondents indicated that their employer covered the full amount for “congregation membership for you” (84.4%) and ARJE professional dues (84.3%). An allowance or reimbursement of expenses for congregation membership for dependents and for conference(s) registration and fees was fully covered by the employer for 76.0% and 71.7% of the respondents, respectively. Less than one-third (30.5%) of respondents indicated that their primary employer covered a partial amount of the allowance for other learning/professional development registration & fees, although about half of all respondents indicated that this benefit was fully covered.

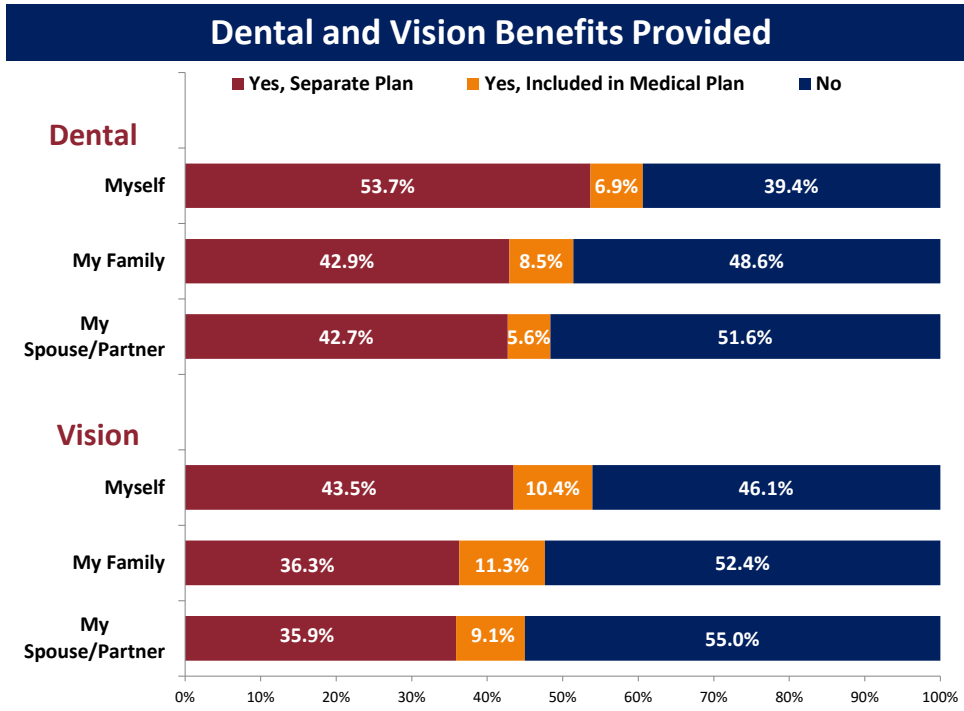


HEALTH, DENTAL AND VISION BENEFITS

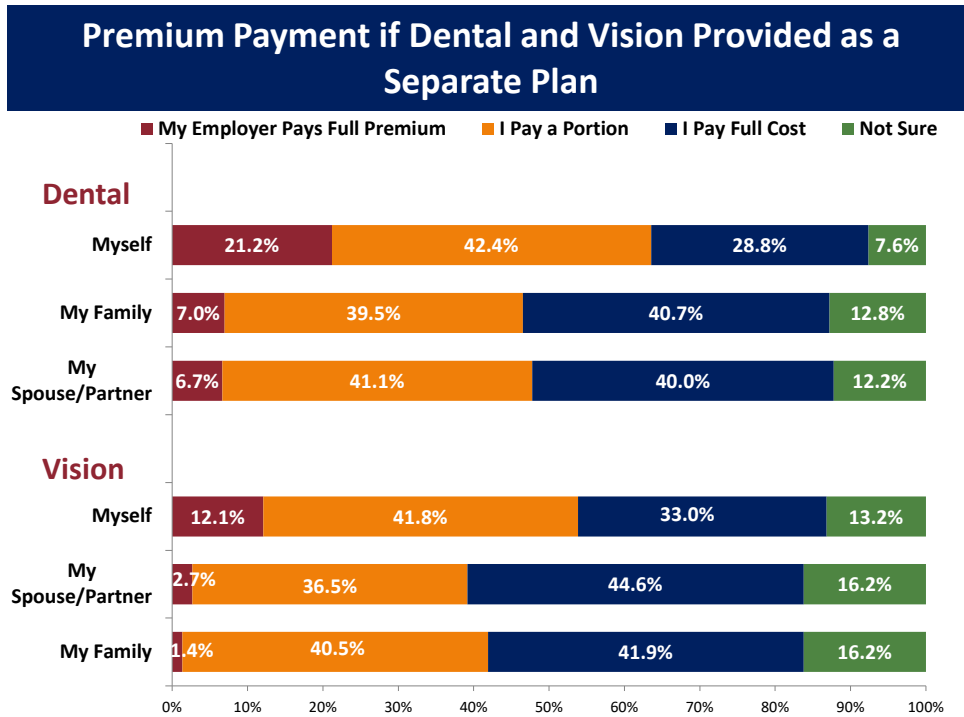
A health/medical benefit that covers only the employee was provided by the primary employer to more than four-fifths of the respondents (84.8%), while nearly two-thirds indicated that a health/medical benefit was also offered to a spouse/partner or to a family. About one-third (34.8%) indicated that the employer paid the full premium for individual coverage, while around half indicated that they pay a portion of the premium for themselves and for their spouse/partner or family.



More than half of all respondents (53.7%) indicated that dental coverage was provided as a separate plan for themselves, and four in 10 indicated that employers provided dental benefits as a separate plan for their spouse/partner or family. Vision benefits (either as a separate plan or included in medical) were offered to more than half the respondents themselves (53.9%), whereas less than half indicated that their employers provided vision coverage (either as a separate plan or included in medical) for the spouse/partner or family.



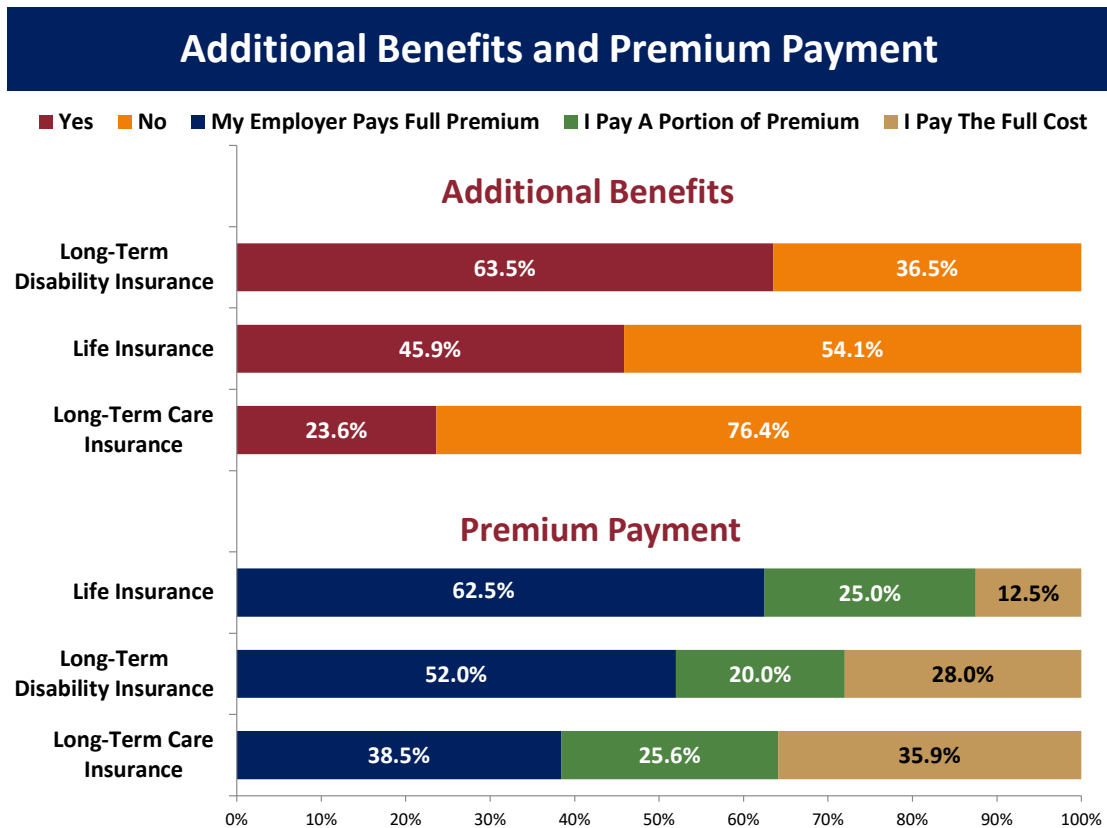
The majority of respondents (about 70-80%) either paid a portion or paid the full cost of the premium for dental and vision benefits. Only a minority indicated that the employer paid full premium for these benefits.



ADDITIONAL BENEFITS

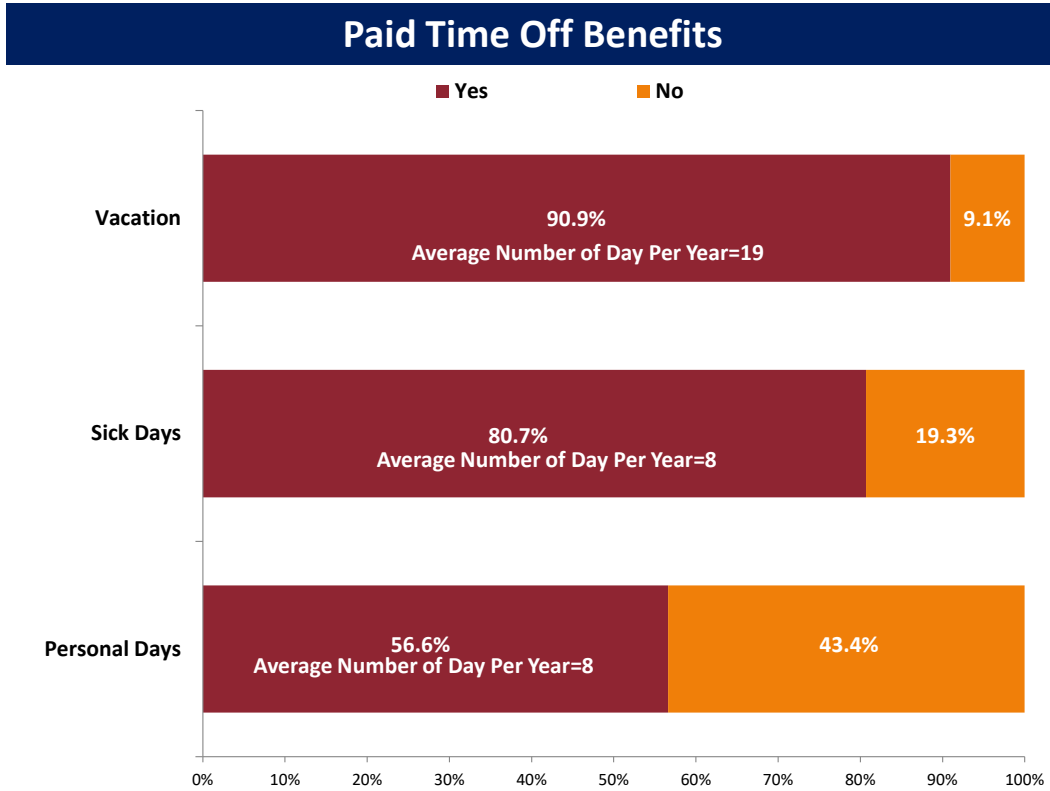
Most often, respondents indicated that their employer offered long-term disability insurance (63.5%), although nearly half said they were provided with life insurance (45.9%). Just under one-quarter were entitled to long-term care insurance (23.6%).

Nearly two-thirds of respondents (62.5%) said that their employer pays the full premium for life insurance and more than one half (52.0%) said the same about long-term disability. Just under four in 10 (38.5%) reported that their employer pays the full premium for long-term care insurance, although a proportion nearly as large (35.9%) said that they cover the full cost of this benefit themselves.



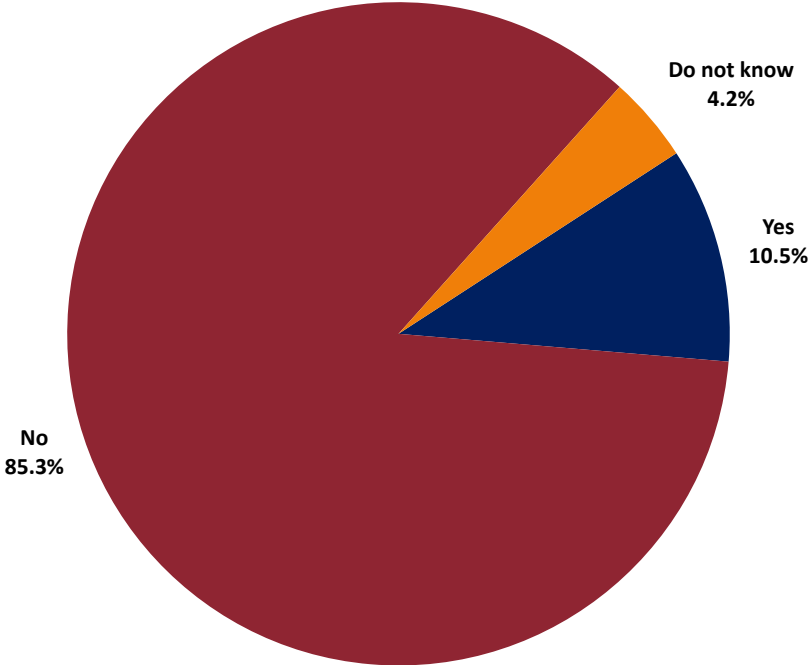
TIME OFF

The most frequently offered paid time off benefit to employees was vacation, with an average of 19 days per year. Sick days was the second-most offered paid time off benefit (80.7% of respondents), with an average of 8 days available per year. Personal days were available to more than half (56.6%) of respondents for an average of 8 days per year.

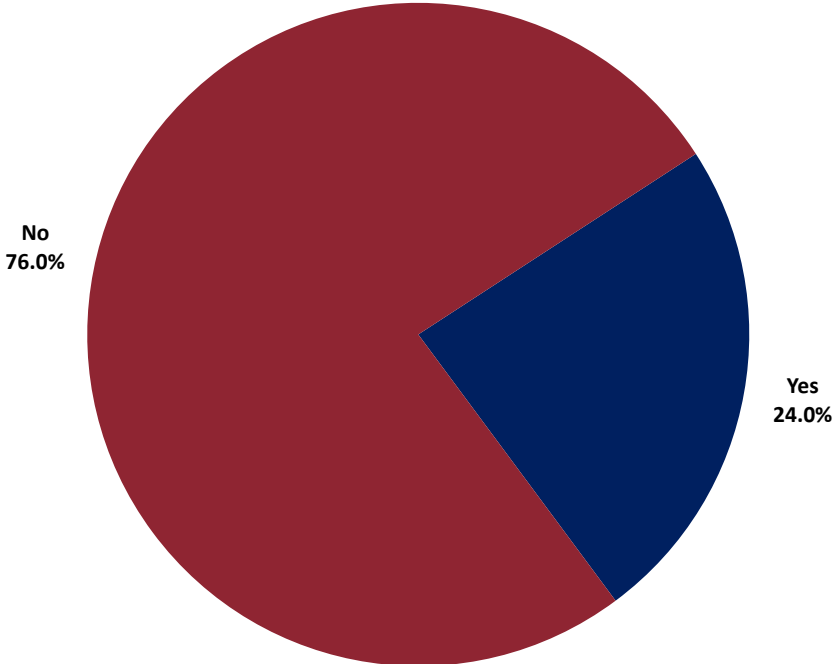


Most respondents (85.3%) indicated that their contract/agreement did not provide for a sabbatical; and of the 10.5% who indicated that their contract/agreement did provide for a sabbatical, three-quarters (76.0%) have never taken one.

Contract/Agreement Provides for a Sabbatical

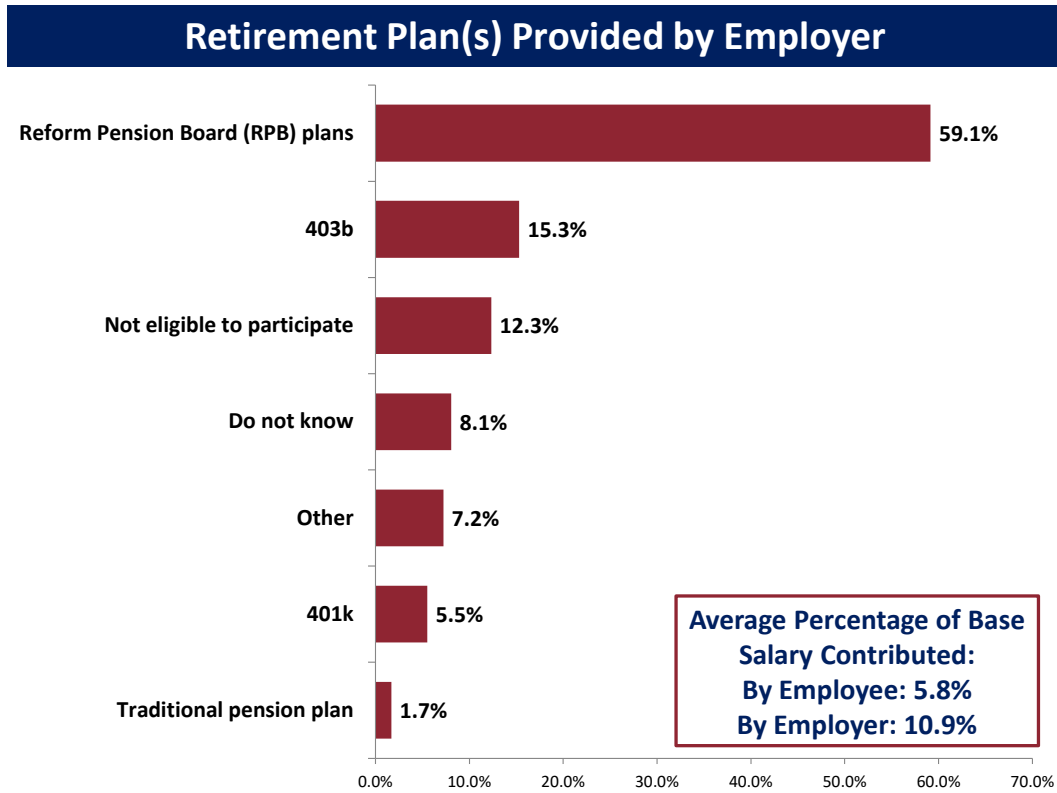


Ever Taken a Sabbatical



RETIREMENT PLANS

Six in 10 respondents (59.1%) were provided the Reform Pension Board (RPB) retirement plans by their employer, and around one in six (15.3%) were provided a 403b plan. Over one-tenth (12.3%) were not eligible to participate in their employer provided retirement plan(s). Those who were eligible to participate in an employer's retirement plan contributed on average 5.8% of base salary to the plan, while their employer contributed an average of 10.9% of base salary.



It is our hope that you find the information contained in this study useful. If you have any questions, please feel free to contact the ARJE.

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