



The  
**Association of  
Reform Jewish Educators**  
Since 1955

633 Third Avenue | New York, NY 10017-6778

**EDUCATOR SEARCH APPLICATION**

**RETURN ORIGINAL TO:**

**(Preferably by E-mail)**

Rabbi Stan Schickler, RJE

Association of Reform Jewish Educators

633 Third Avenue

New York, NY 10017-6778

212-452-6510

[sschickler@reformeducators.org](mailto:sschickler@reformeducators.org)

|   |                           |                                   |              |
|---|---------------------------|-----------------------------------|--------------|
| <b>CONGREGATION/INSTITUTION</b>                   | Temple Sholom             | <b>DATE OF APPLICATION</b>        | 3/21/2022    |
| <b>STREET ADDRESS</b>                             | 1925 Lake Avenue          |                                   |              |
| <b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b> | Scotch Plains, NJ 07076   |                                   |              |
| <b>TELEPHONE NUMBER</b>                           | 908-889-4900              | <b>FAX</b>                        |              |
| <b>E-MAIL</b>                                     | Slramos2000@yahoo.com     | <b>WEBSITE</b>                    | Sholomnj.org |
| <b>URJ DISTRICT</b>                               |                           | <b>DATE POSITION IS AVAILABLE</b> | July 1, 2022 |
| <b>POSITION TITLE</b>                             | Religious School Director | <b>FULL or PART-TIME</b>          | part-time    |

☐ **Director of Lifelong Jewish Learning (DoLJL) or Director of Lifelong Learning (DoLL)**—Responsible for oversight of virtually all education in the congregation; supervises all education and educational administration personnel. When a congregation seeks to hire a DoLJL or DoLL, it should consider how the position will be appropriately supported with additional educational **and** administrative staff, all of whom would be supervised by the DoLJL or DoLL.

☐ **Director of Congregational Learning (DoCE)**—Serves in an oversight capacity of the congregational school and has other congregational education responsibilities (which may or may not include supervision in the area[s] of youth programming, adult education, early childhood, and / or other areas of education).

When a congregation seeks to hire a DoCE, it should consider how the position will be appropriately supported with additional educational **and** administrative staff, such as an Assistant Director of Congregational Education, all of whom would be supervised by the DoCE.

☒ **Religious School Director (RSD)**—Primary responsibility is direction of the religious school

☐ **Assistant Religious School Director**—May be hired to provide additional educational support to the Religious School Director

☐ **School Administrator**—Primarily responsible for administration of the school and perhaps some educational responsibilities

**PLEASE INCLUDE A JOB DESCRIPTION WITH THIS APPLICATION**

## I. DEMOGRAPHICS

|                | TOTAL NUMBER OF<br>FAMILY UNITS | # OF FAMILIES WITH<br>CHILDREN IN THE<br>RELIGIOUS SCHOOL | TOTAL # OF STUDENTS IN<br>THE RELIGIOUS SCHOOL | AVERAGE # OF<br>ANNUAL B'NAI<br>MITZVAH |
|----------------|---------------------------------|---|--|---|
| THIS YEAR      |                                 | 56  | 79 (k-7 <sup>th</sup> grade)                   | 16                                      |
| FIVE YEARS AGO | 255<br>243                      | 72  | 129  | 14                                      |

FUTURE DEMOGRAPHIC PROJECTIONS ARE 5% annual growth in families and students

### NUMBER OF STUDENTS ENROLLED BY GRADE

| PreK  | K | 1 | 2 | 3  | 4  | 5  | 6  | 7 | 8 | 9 | 10 | 11 | 12 |
|---|---|---|---|----|----|----|----|---|---|---|----|----|----|
|   | 1 | 3 | 4 | 13 | 13 | 12 | 25 | 9 | 5 | 1 | 3  |    |    |
| OTHER (specify): The 8-12 <sup>th</sup> graders are part of a multi-congregational program called haMakom. The program is not run by the educator |   |   |   |    |    |    |    |   |   |   |    |    |    |

| DAY CARE         | PARENTS' DAY OUT | EARLY CHILDHOOD |
|------------------|------------------|-----------------|
| OTHER (specify): |                  |                 |

|   |  |                         |                             |                |   |                              |  |        |
|---|--|-------------------------|-----------------------------|----------------|---|------------------------------|--|--------|
| OTHER (specify):                        |  |                         |                             |                |   |                              |  |        |
| HEBREW BEGINS IN GRADE                  |  | 3                       | AND CONTINUES THROUGH GRADE |                | 6 | CONFIRMATION BEGINS IN GRADE |  | 8      |
| ADULT PROGRAMMING                       |  | responsibility of Rabbi |                             |                |   | JEWISH PARENTING PROGRAMMING |  | Cantor |
| CAMPS (URJ REGIONAL AND CONGREGATIONAL) |  |                         |                             | Eisner, Harlam |   |                              |  |        |

## II. DAYS AND TIMES OF CLASSES

| RELIGIOUS SCHOOL        | HEBREW SCHOOL        | CONFIRMATION                        | POST-CONFIRMATION |
|-------------------------|----------------------|-------------------------------------|-------------------|
| Sunday 9:30-12:00pm     | Tuesday 4:00-6:00 pm | variable, JU Education program      |                   |
| WEEKDAY EARLY CHILDHOOD | DAY CARE             | PARENTING/FAMILY PROGRAMMING        | PARENTS' DAY OUT  |
| no                      | no                   | monthly/Saturday 4-7pm;family track | no                |
| CAMP(CONGREGATION ONLY) |                      |                                     |                   |
| OTHER (specify)         |                      |                                     |                   |

## III. PROFESSIONAL STAFF

Even if they will not be associated with the congregation next year, please list the names of all current professional staff members. Indicate if their position is full-time or part-time and their years of service with the congregation. Additional lines are provided for other staff positions, if applicable.

|                                       | NAME            | FULL or PART-TIME | YEARS SERVED |
|---------------------------------------|-----------------|-------------------|--------------|
| SENIOR RABBI                          | Joel Abraham    | full              | 21           |
| ASSOCIATE RABBI                       |                 |                   |              |
| ASSISTANT RABBI                       |                 |                   |              |
| CANTOR                                | Darcie Sharlein | part              | 5            |
| EDUCATOR *                            | Ronit Bivas     | part              | 1            |
| ASSISTANT EDUCATOR                    |                 |                   |              |
| ADMINISTRATOR                         | Joel Goldman    | part              | 11           |
| PROGRAM DIRECTOR                      |                 |                   |              |
| YOUTH WORKER                          | Geri Flood      | part              | 1            |
| EARLY CHILDHOOD EDUCATOR              |                 |                   |              |
| ● *using principal model current year |                 |                   |              |

**Does the professional staff undergo a regular performance review process ? Yes How often ?  
yearly Please include a description of this process, especially as it applies to the educator.  
Discussion a with Rabbi, President and chair of Board of Education**



| SECRETARIES/ADMINISTRATIVE ASSISTANTS | FULL or PART-TIME        | YEARS SERVED |
|---------------------------------------|--------------------------|--------------|
| TO EDUCATOR(S) Andrea Redmont         | part (12 hours per week) |              |
| TO RABBI(S)                           |                          |              |
| TO CANTOR(S)                          |                          |              |
| TO ADMINSTRATOR                       |                          |              |

| NUMBER OF TEACHERS                          |           | SPECIALISTS     |                   |
|---|-----------|-----------------|-------------------|
| COORDINATORS / DEPARTMENT HEADS             | no        | ART             | 1(same as Hebrew) |
| PRIMARY                                     | 2         | COMPUTER        |                   |
| INTERMEDIATE                                | 4Sun./8Tu | DANCE           |                   |
| UPPER                                       |           | DRAMA           |                   |
| BAR / BAT MITZVAH                           | 1 Sun     | HEBREW          | 1 (same as Art)   |
| HIGH SCHOOL / POST B'NAI MITZVAH            | 3         | LEARNING CENTER |                   |
| ARE THERE ANY FULL-TIME TEACHERS ?          | no        | LIBRARIAN       |                   |
| CUSTODIAL STAFF (specify full or part-time) |           | 2(part-time     |                   |

#### IV. FACILITIES

|  |     |                         |     |
|--|-----|-------------------------|-----|
| SANCTUARY  | yes | NUMBER OF CLASSROOMS    | 9   |
| CHAPEL   | no  | ART ROOM                | no  |
| LIBRARY  | no  | MUSIC ROOM              | no  |
| SOCIAL HALL / AUDITORIUM   | no  | YOUTH LOUNGE            | no  |
| SANCTUARY / SOCIAL HALL COMBINATION                                | yes | TEACHER RESOURCE CENTER | no  |
|  |     | EDUCATOR'S OFFICE       | yes |
|  |     | COMPUTER ROOM           | no  |
|  |     | STUDENT LEARNING CENTER | no  |
| OTHER (SPECIFY)  |     |                         |     |
| IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ? n/a |     |                         |     |

|                   |           |   |        |   |             |   |
|-------------------|-----------|---|--------|---|-------------|---|
| AGE of BUILDINGS: | SANCTUARY | 7 | SCHOOL | 7 | OFFICE AREA | 7 |
|-------------------|-----------|---|--------|---|-------------|---|

If there is a satellite facility, please describe it. Include size, distance from main facility, age, days/hours spent on that site, etc.

no

#### V. CONGREGATIONAL IDENTITY

|  |                  |  |      |
|--|------------------|--|------|
| The Congregation / Institution was founded in          | 1913             | and became a member of the URJ (UAHC) in | 1949 |
| The Shabbat prayer book used is                        | Mishkan T'Filah  |  |      |
| The High Holy Day <i>machzor</i> used is               | Mishkan HaNefesh |  |      |
| Has the Religious School received ARJE Accreditation ? |                  | If yes, in what year ?                   |      |

What are the three primary goals of your congregation/institution?  
 Welcoming all into our community (inclusiveness/accessibility), life-long learning, fostering Reform Judaism

What are the congregation's/institution's strengths?  
 Committed staff, flexibility in the face of current adversity, commitment to innovation.

What are the strengths of your educational program?  
 Committed teaching staff with an expectation of excellence and innovation; special funds for innovation.

What three qualities in your Educator are most important to the congregation/institution?  
 Communication skills, administrative strength and educational vision

The three most important priorities of the congregation/institution's Educator should be:  
 Engage with our teachers and students, learn and take ownership of the curriculum and review that curriculum as well as program structure with the aim of working with clergy and lay leadership to revitalize it.

The single most important thing an Educator needs to know about the congregation/institution is:  
 Temple Sholom takes pride in our leading edge educational program

The three most important issues facing the congregation/institution in the next five years will be:  
 Recovering from two years of learning throughout covid (remote and hybrid models) and worship, energizing our volunteer community and maintaining financial stability

## VI. INCUMBENT EDUCATOR

|  |              |
|--|--------------|
| Has the current educator been informed that the congregation / institution is in placement ? | yes          |
| On what date will the current educator relinquish his/her position ?                         | June 1, 2022 |

## VII. COMMUNITY ATTRACTIONS

|  |   |                         |        |
|--|---|-------------------------|--------|
| General population of location   | 563,892 Union County  | Total Jewish population | 35,000 |
| JEWISH INSTITUTIONS IN AREA  | JCC of Central NJ, conservative congregation in Scotch Plains, reform congregation in Westfield |                         |        |
| JCC  | JCC of Central NJ   |                         |        |
| Federation   | Greater Metrowest   |                         |        |
| Jewish Family Service  | JFS of Central NJ   |                         |        |
| Central Jewish Education Agency  | none  |                         |        |
| Jewish Day School (which grades) ?   | Solomon Schechter   |                         |        |
| Other  |   |                         |        |
| Majority of members' children attend public school, private school, or Jewish day school ? | public  |                         |        |
| Colleges, universities and music conservatories in the area include                        | Rutgers University, Kean University, Princeton University, New York City universities           |                         |        |

**What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?**

NJ Symphony Orchestra, Papermill Playhouse, theaters and concert halls in NYC



## VIII. REMUNERATION

**INDICATE EITHER A SPECIFIC FIGURE OR A SPECIFIC RANGE.** The "Proposed Salary" section should read, for example, "\$60,000-\$70,000" or "the minimum salary base is \$60,000" or "the maximum salary is \$80,000." PLEASE DO NOT WRITE "negotiable", or "open," or "not yet determined" with no numbers included. **Without this information, your position will not be included in the ARJE's placement listings. It is also highly recommended that you NOT list remuneration as a "package."**

PROPOSED SALARY or SALARY RANGE 45,000

Percentage of pension (RPB) in addition to salary (15% recommended) 0

Length of original contract (two years recommended) 2

### STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY

|                                |    |                        |                    |                               |     |                 |    |
|--------------------------------|----|------------------------|--------------------|-------------------------------|-----|-----------------|----|
| Medical-Hospitalization        | no | Moving Allowance       | no                 | Books & Periodicals           | no  | Sabbatical      | no |
| Major Medical Insurance        | no | Professional Dues      | yes                | Congregational Membership     | yes | Cell Phone      | np |
| Dental Insurance               | no | ARJE Conference        | *                  | Religious School Tuition      | yes | Laptop Computer | no |
| Long Term Disability Insurance | no | URJ Biennial           | *                  | Early Childhood Tuition       | no  | Israel Trips    | no |
|                                |    | Regional URJ Gathering | •<br>onfer<br>ence | conference budget may be used |     |                 |    |

Other (please specify) Attendance at a URJ camp as faculty is encouraged for 1-2 weeks

**Social Security is required by Federal Law**

Is this position being listed with any other professional placement service ? yes

If "YES" please indicate which one and the title by which it is being listed Jewish Jobs


### In making this request to the ARJE PLACEMENT SERVICE, the congregation/institution agrees that it will

|   |   |
|---|---|
| A |   |
| A | In keeping with the high ideals of Reform Judaism, not exclude a candidate from consideration based on age, gender, sexual orientation or marital status;   |
| B | Keep the ARJE Placement Service informed of ALL interviews and their outcomes;  |
| C | Reimburse all travel and related expenses for an Educator invited for an interview;   |
| D | Arrange the terms of its contract and/or letter of agreement with its Educator-Designate following the principles of the document entitled <i>GUIDELINE FOR EDUCATOR CONGREGATIONAL RELATIONSHIPS</i> ("The Blue Book"), as adopted and recommended May 1988 by the Board of Trustees of the Union of American Hebrew Congregations, the Central Conference of American Rabbis, and the National Association of Temple Educators; |
| E | On acceptance of the contract and/or letter of intent by both the congregation/institution and the Educator-Designate, forward a copy of the contract and/or letter of agreement for the files of the Placement Service, ALL files being confidential.  |
| F | <b>NOTIFY THE ARJE PLACEMENT OFFICE OF THE NAME OF THE EDUCATOR-DESIGNATE WHEN THE SEARCH IS FINALIZED.</b>   |

Name of person completing this form and position in congregation / institution

Stephanie Ramos Greenberg, Member, Temple Sholom Religious School Board and Chair, Educator Search Committee

Signature





## CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

|  |  |                 |                                |
|--|--|-----------------|--------------------------------|
| <b>NAME</b>  | Stephanie Ramos Greenberg  | <b>POSITION</b> | Member, Religious School Board |
| <b>STREET ADDRESS</b>  | 110 Cray Terrace   |                 |                                |
| <b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>  | Fanwood, NJ 07023  |                 |                                |
| <b>TELEPHONE NUMBER</b>  | 908-322-6261   | <b>FAX</b>      |                                |
| <b>E-MAIL</b>  | <a href="mailto:slramos2000@yahoo.com">slramos2000@yahoo.com</a> |                 |                                |
| <b>Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):</b> |  |                 |                                |
| Pamela Brander, President.<br>President@sholomnj.org   |  |                 |                                |
| Stephanie Ramos Greenberg, chair of educator search committee.<br>slramos2000@yahoo.com  |  |                 |                                |

**IF THE CONGREGATION/INSTITUTION HAS A MISSION STATEMENT,  
PLEASE ENCLOSE A COPY**

Temple Sholom is a Reform Jewish congregation that welcomes traditional and non-traditional families and individuals. Our congregation aspires to create a warm and caring atmosphere that fosters inclusiveness and community. We engage in life-long learning, worship, life-cycle events and social action (Tikun Olam). We cultivate a love and understanding of our Jewish heritage and promote the perpetuation of Judaism. We strive to be an inclusive and accessible synagogue to all who wish to meaningfully participate in our Jewish community.