

2022 Compensation and Benefits Survey Report

conducted for the



**Association of Reform Jewish Educators
633 Third Avenue
New York, NY 10017-6778**

January 2023

Survey conducted and report prepared by:



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METHODOLOGY

The Association of Reform Jewish Educators (ARJE) selected Association Research, Inc., to conduct its 2022 Compensation and Benefits Survey as a follow-up to similar surveys ARJE conducted in 2020 and 2013/2014. The 2022 survey was streamlined with the purpose of continuing to assess trends in Reform Jewish educators' compensation and benefits. All questions are broken out by various respondent characteristics such as primary work setting, job title/role for those with a primary work setting of congregation or community part-time school, gender, years of experience in a supervisory or managerial level position in Jewish education, ordained rabbi or cantor, and region. Compensation data for Educators of Lifelong Learning or Senior Level Professionals are reported using some additional breakouts, including highest level of education, congregation size (number of households), program/school/department number of full time employees, and other more detailed location breakouts.

In early November 2022, a link to the online survey was emailed to 543 ARJE members; multiple weekly reminders were also sent to those who had not yet completed their surveys. ARJE provided additional outreach to ensure maximum participation. ARJE members were asked to remove themselves from the panel if they were not working in a supervisory or managerial position in Jewish education, and based on this exercise, the sample surveyed was 438. In total, 241 surveys were submitted—an overall response rate of 55.0%. The number of responses received enables reliable and valid characterization of compensation and benefits for Reform Jewish educators of lifelong learning or senior level professionals in the United States. Almost all responses were received from locations in the United States; 5 responses were from Canada.

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) values. 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. Additionally, all data for a few categories (Adult Educator, Day School and Self-employed/Consultant/Coach) with a total of only one or two respondents overall were removed from the tables in the appendix to protect confidentiality.

Base salary excludes benefits and represents the annual salary for the respondents' primary position in Jewish education. While pay for part-time individuals was collected, there were not enough part-time respondents to share this data. Salaries referenced in this report are for full-time employees who provided a salary, and most salary data reported is for those who are educators of lifelong learning or senior level professionals employed by congregations.

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 experience, location, and more. To illustrate the point, as of July 1, 2022, \$98,935 is the average annual base salary for 112 educators of lifelong learning or senior level professionals in the survey. The median salary is \$95,000. Twenty-five percent of all educators of lifelong learning/senior level professionals (first quartile) earned \$75,500 or less, and 75% earned \$115,750 or less (third quartile). However, educators of lifelong learning/senior level professionals with more than 20 years of supervisory/managerial experience in Jewish education (there were 30) averaged \$105,097 in annual base salary, and those who were ordained rabbis averaged \$119,703. Educators of lifelong learning or senior level professionals whose primary position/employer was located in the West averaged \$110,720 in annual base salary, whereas those in the Midwest earned an average annual base salary of \$86,158.

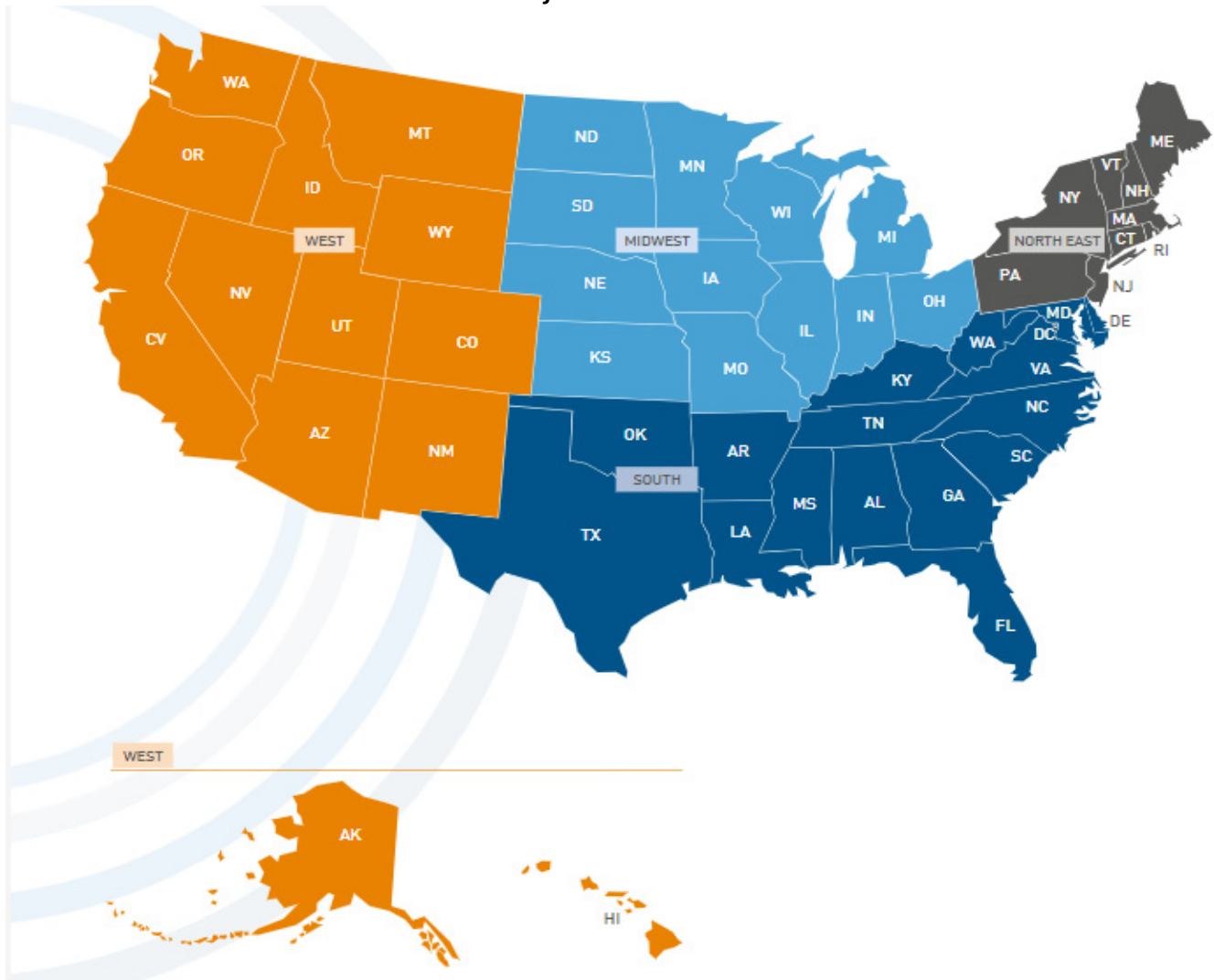
All of this is to underscore that no one factor provides an adequate benchmark for compensation determination. An objective assessment of compensation is possible only when a host of factors are considered in combination and weighted appropriately to unique circumstances.

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. While these four regions allow the most salary data to be shown for the multi-cuts by location and other demographic variables, additional location breakouts, including by **nine U.S. Census divisions** and by **seven Consolidated Metropolitan Statistical Areas (CMSA) plus other non-metro areas in regions**, are also provided in the appendix. There were not enough respondents to show the Canadian salary data this year, nor for the Philadelphia-Wilmington-Atlantic City CMSA. In addition, there were no full-time educators of lifelong learning reporting salary data in Division 6—East South Central so this category is not available in the applicable salary tables.

Map and List of U.S. Census Regions

See List Below for the U.S. Census Divisions



Northeast: (*Division 1 - New England*): Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, (*Division 2 - Middle Atlantic*): New Jersey, New York, and Pennsylvania

Midwest: (*Division 3 - East North Central*): Illinois, Indiana, Michigan, Ohio, Wisconsin, (*Division 4 - West North Central*): Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

South: (*Division 5 - South Atlantic*): Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, West Virginia, (*Division 6 - East South Central*): Alabama, Kentucky, Mississippi, Tennessee, (*Division 7 - West South Central*): Arkansas, Louisiana, Oklahoma, and Texas

West: (*Division 8 - Mountain*): Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming, (*Division 9 - Pacific*): 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

GENERAL OBSERVATIONS

- More than eight in 10 respondents (85.4%) indicated that their primary employer was a congregation or community part-time school. The majority of Reform Jewish educators at a congregation or community part-time school were educators of lifelong learning or senior level professionals (134 respondents).
- The average total current institutional operating budget reported by Reform Jewish educators in this year's survey was \$5,328,100, and the average current operating budget for the program/school/department was \$594,241.
- About eighty percent of all respondents (82.5%) were female, 28.4% were ordained rabbis, and one-third had their primary position/employer located in the Northeast region of the U.S. Only five Jewish educators responded from Canada.
- Nearly eighty percent of all respondents held a master's degree as their highest level of education. The overall sample also reported having 14 years (median) of experience at the supervisory or managerial level in the field of Jewish education as well as reported working for their *current employer* in a supervisory/managerial position for six years (median).
- Reform Jewish educators working in a congregation indicated that their congregation served, on average, 695 households.
- Responding Jewish educators, regardless of primary work setting, reported having an average of 267 youth in the programs/departments they supervise. Additionally, they supervised an average of 4 full-time staff and 19 part-time staff in their programs/schools/departments.
- More than eight in 10 of all respondents (85.8%) were employed full-time in their primary Jewish education position. The analysis of salaries in this report is focused primarily on full-time Jewish educators who are educators of lifelong learning or senior level professionals at congregations or community part-time schools.
- Overall, the average annual base salary as of July 1, 2022, for 203 Reform Jewish educators, regardless of primary work setting, was \$101,768, and the median base salary was \$95,000.
- The average annual base salary for 112 full-time educators of lifelong learning or senior level professionals was \$98,935 and the median base salary was \$95,000. For this group, the average percent increase in annual base salary from July 1, 2021, to July 1, 2022, was 4.7%.
- Given that geographic location is a major influence on compensation, this report differentiates among four major U.S. Census regions in addition to Canada¹. The average annual base salary for full-time educators of lifelong learning or senior level professionals was the highest for those whose primary position/employer was in the West (\$110,720), followed by those located in the Northeast (\$105,689). The lowest average base salary within the U.S. regions was reported for those employed in the Midwest (\$86,158).
- Both education level and years of supervisory/managerial experience in Jewish education positively affected compensation. Most full-time educators of lifelong learning or senior level professionals who reported a salary held a master's degree (93 out of 112) and averaged \$95,577 in annual base salary, about \$16,000 more than those who hold a bachelor's degree as their highest degree (5 respondents). Moreover, educators of lifelong learning or senior level professionals with more than 20 years of supervisory/managerial experience in Jewish education reported the highest average annual base salary (\$105,097), compared to \$86,711 for those with 10 years or less.

¹ There was not enough data to show the Canadian salary data this year.

- Overall, a female Reform Jewish educator, regardless of primary work setting, earned nearly 98% of her male counterpart's average annual base salary in 2022—\$101,550 vs \$103,958, respectively. The gender pay gap is even smaller for educators of lifelong learning or senior level professionals—\$99,211 vs \$99,473, respectively. The average salary increase among female educators of lifelong learning or senior level professionals was 4.5% between 2021 and 2022, compared to 5.6% for male counterparts during the same time period.
- In terms of benefits offered, around one in 6 respondents (17.4%) received a flat amount for benefits to be used at their discretion, of which four-fifths (81.8%) indicated that this provision is in their contract.
- Of those who do not receive a flat amount for benefits to be used at their discretion, the most-offered benefit with the employer covering the full amount was ARJE dues at 84.5%, followed by congregation membership at 80.0%, ARJE conference(s) registration and fees at 71.9%, and other professional dues/subscriptions at 63.6%. Health/medical insurance for the employee was covered fully by primary employers for 44.6% of all respondents, and 34.3% of respondents indicated that employers provided partially covered health/medical insurance for the employee family. The most not covered/offered benefits were day school tuition for child(ren)/dependents at 95.1%, camp tuition for child(ren)/dependents at 80.5%, and long term care insurance at 72.2%.
- Time off in the form of separate vacation, sick, and personal days was offered to 58.1% of respondents, while 41.9% of all respondents were offered paid time off (PTO). The average number of days allowed per year was 29 days for separate vacation, sick, and personal days and 20 days for paid time off (PTO).
- One-third (33.5%) of all respondents had a written policy regarding family leave, which could include parental/maternity/ paternity leave as well as leave for serious illness in the family paid at full salary for an average of 58.8 days. Just 10.4% offered a combination of paid (full and/or partial) and unpaid family leave for an average of 61.0 days.
- More than eight in 10 respondents (82.3%) had a contract or letter of employment. Of those that had a contract, 70.6% indicated that the contract provides for more than one year of employment, and about one-half indicated that the contract provides for raises or cost of living increases.
- For those employees eligible to participate in the employer's retirement plan (RPB or any other plan) plan, the average respondent contribution was 4.8% of base salary while the average employer contribution was 9.7% of base salary.

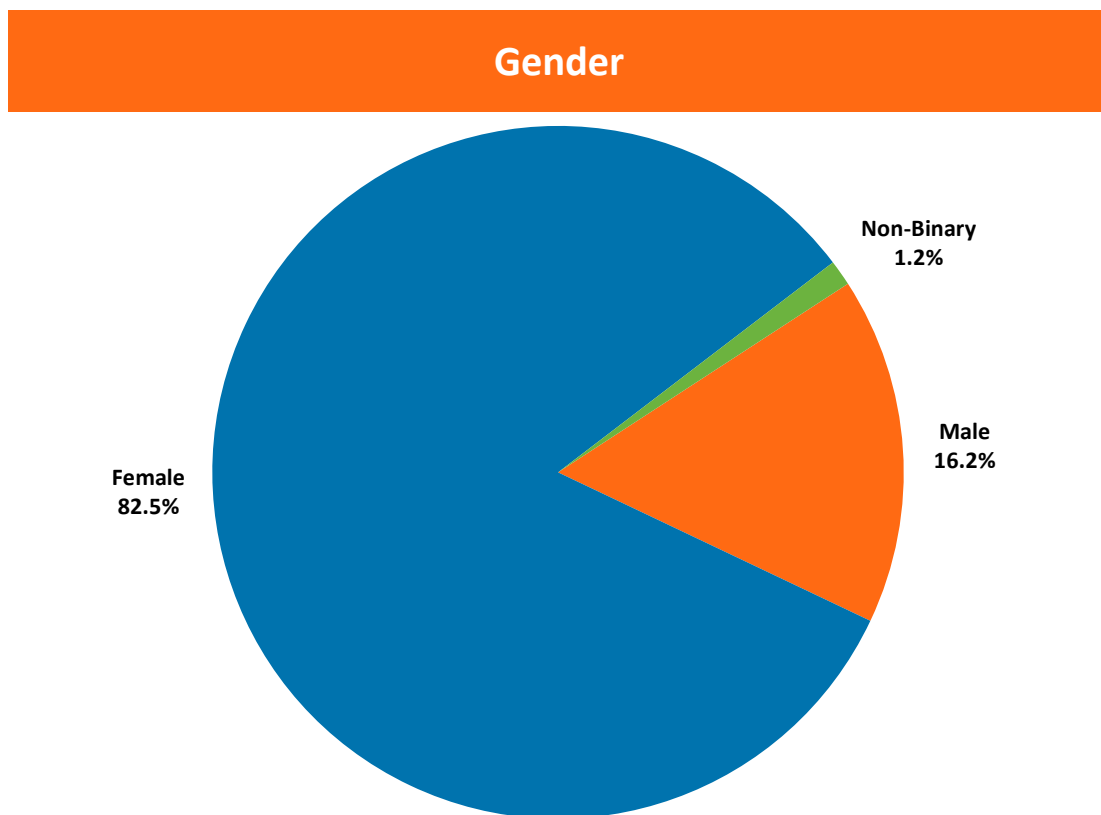
RESPONDENT BACKGROUND

The survey collected respondents' demographic information as well as information about their current employer to help better define those in the profession and to understand differences in compensation and benefits among Reform Jewish educators.

DEMOGRAPHICS

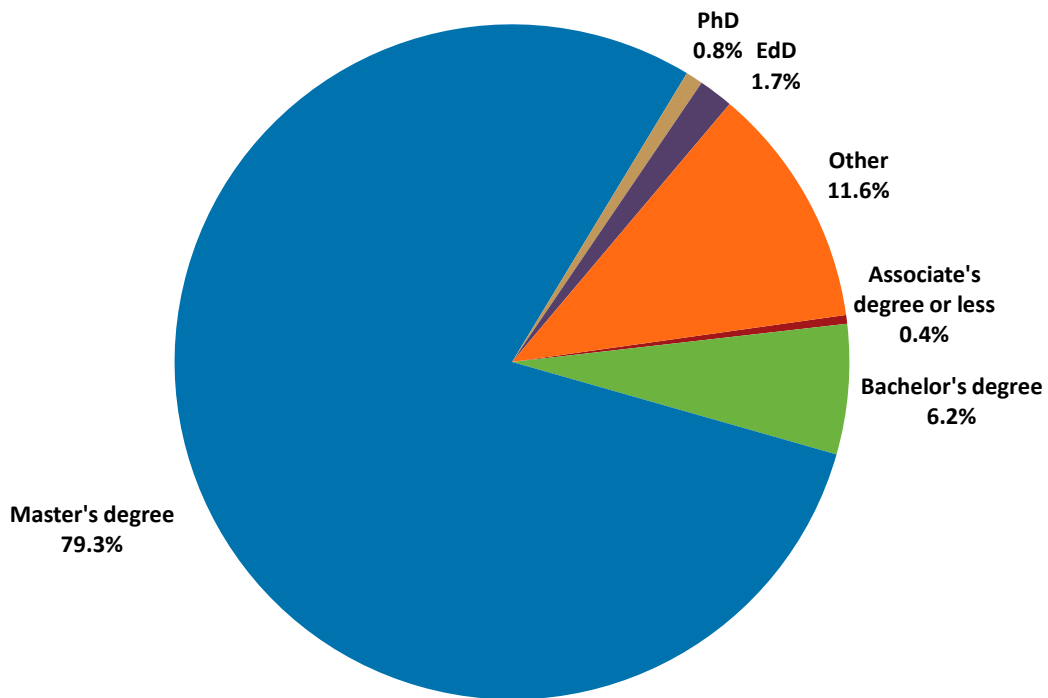
The majority of all survey respondents were female (82.5%) and held a master's degree as the highest level of education obtained (79.3%). Only 3.7% of all respondents were ordained cantors while 28.4% were ordained rabbis². Respondents had 14 years (median) of experience at the supervisory or managerial levels in the field of Jewish education (median) and worked six years (median) as a supervisor or manager for their current employer.

Respondents' primary employer was most often located in the Northeast (33.6%), followed by the South (25.3%). The primary work setting was most frequently a congregation or community part-time school (85.4%), and of those respondents that work at a congregation or community part-time school, 65.4% were educators of lifelong learning or senior level professionals.

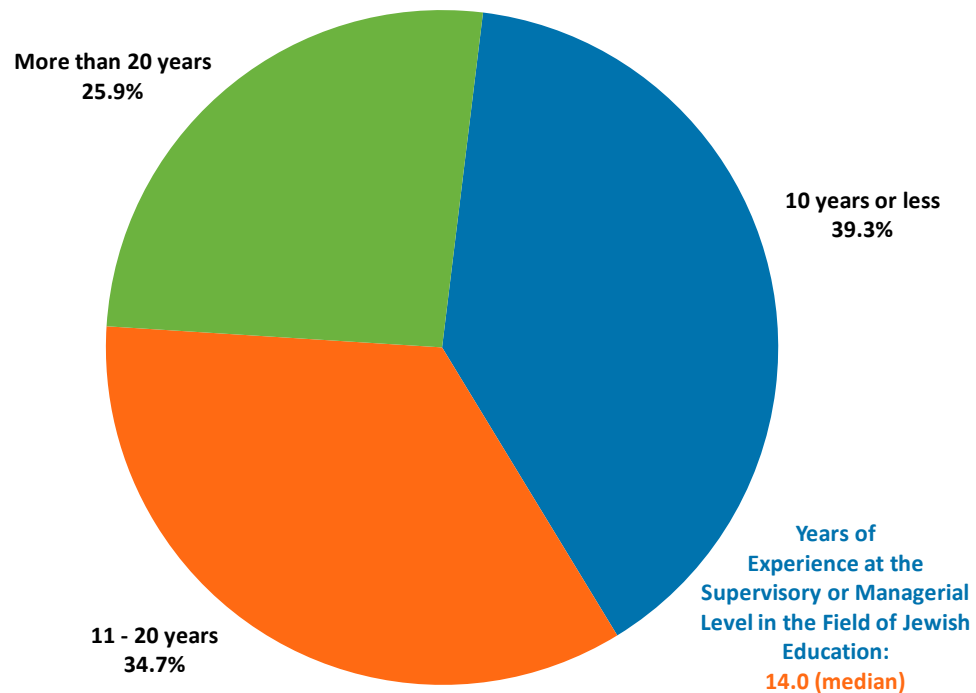


² Responses to both the Ordained-Rabbi and Ordained-Cantor questions were combined to create breakouts by ordained vs. non-clergy, and the resulting percentages are slightly different from the original percentages above.

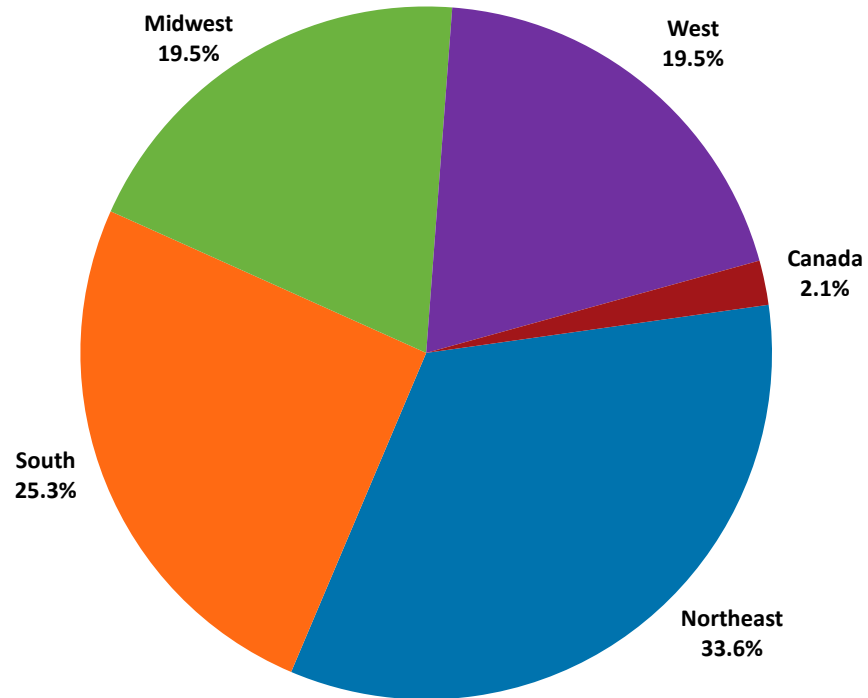
Highest Level of Education



Years of Supervisory/Managerial Experience in Jewish Education



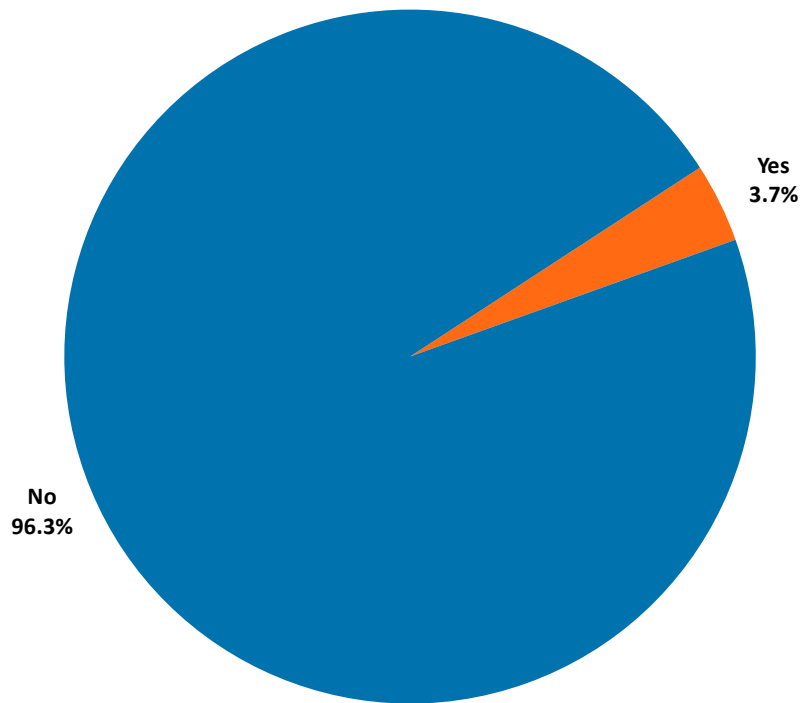
Region of Primary Employer



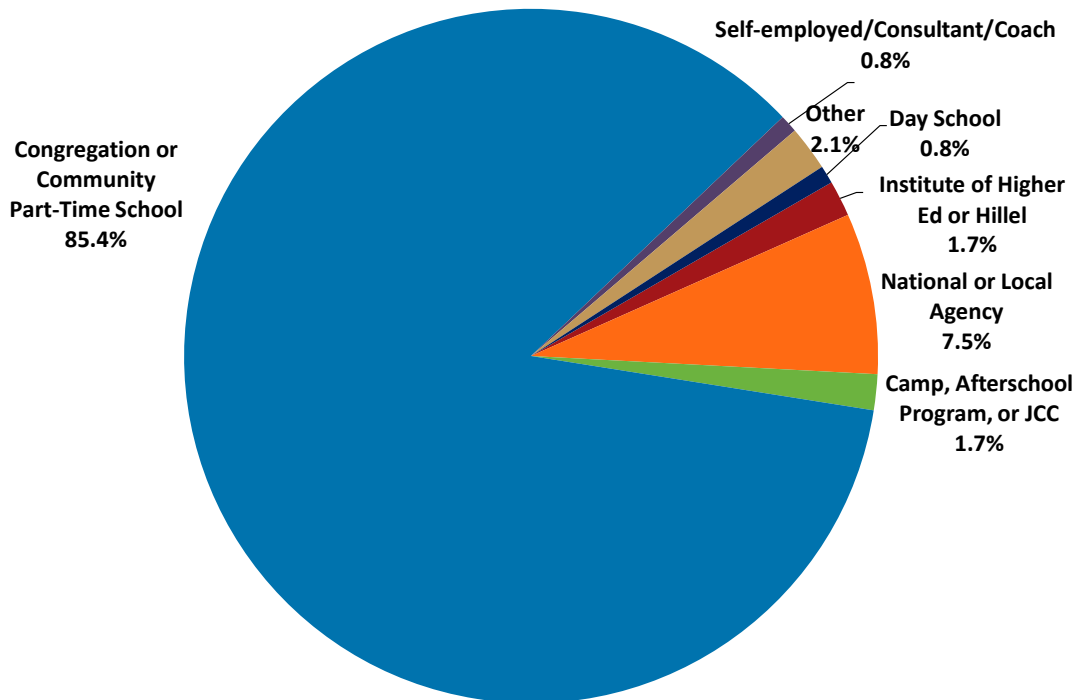
Ordained Rabbi



Ordained Cantor

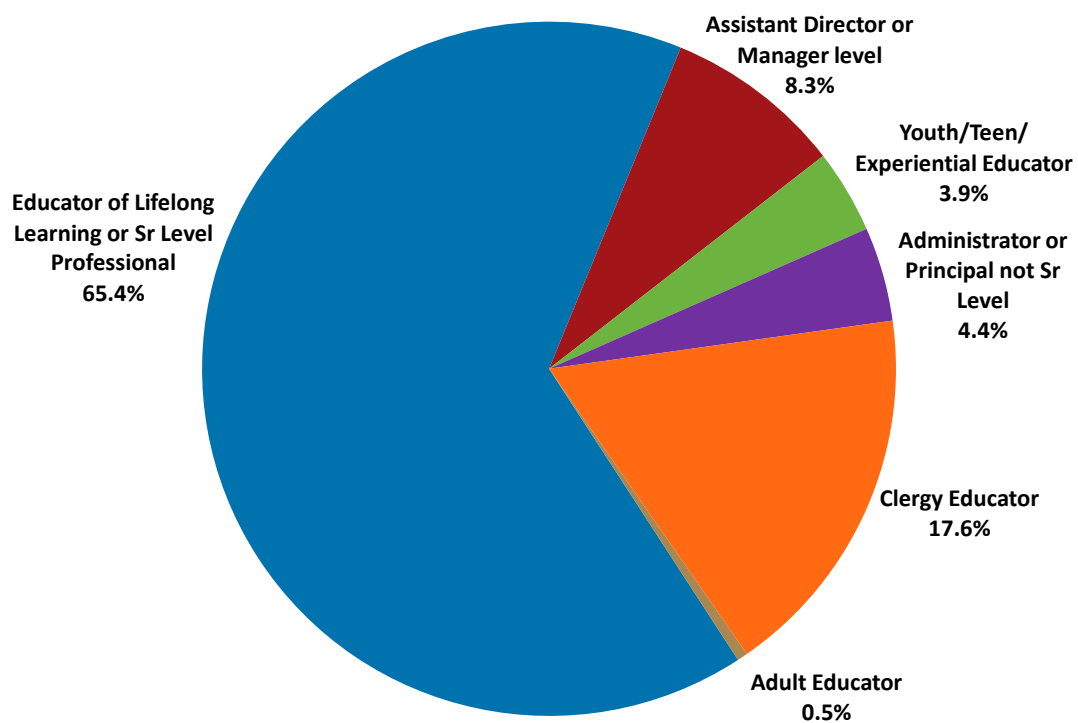


Primary Work Setting



Congregation or Community Part-Time School Job Title/Role

If have multiple responsibilities, choose the job title/role that most closely represents how the majority of time is spent.



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 Canada³. 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 further among nine U.S. Census districts as well as among several Consolidated Metropolitan Statistical Areas (CMSA).

OVERALL—THE BIG PICTURE

As of July 1, 2022, the average annual base salary for 173 full-time Reform Jewish educators whose primary employer was a congregation or community part-time school was \$100,263 and the median base salary was \$93,000. The average annual base salary for 112 full-time educators of lifelong learning or senior level professionals at a congregation or community part-time school was \$98,935 and the median salary was \$95,000. The average percent increase in annual base salary over 2021 for this group was 4.7%. These educators of lifelong learning that are ordained rabbis earned an average annual base salary of \$119,703 (20 reports) in 2022, with an average increase of 2.5% over 2021's salary. For the 77 non-clergy educators of lifelong learning, the average base salary was \$93,882 as of July 1, 2022, and the average percent increase in pay over 2021 was 5.4%.

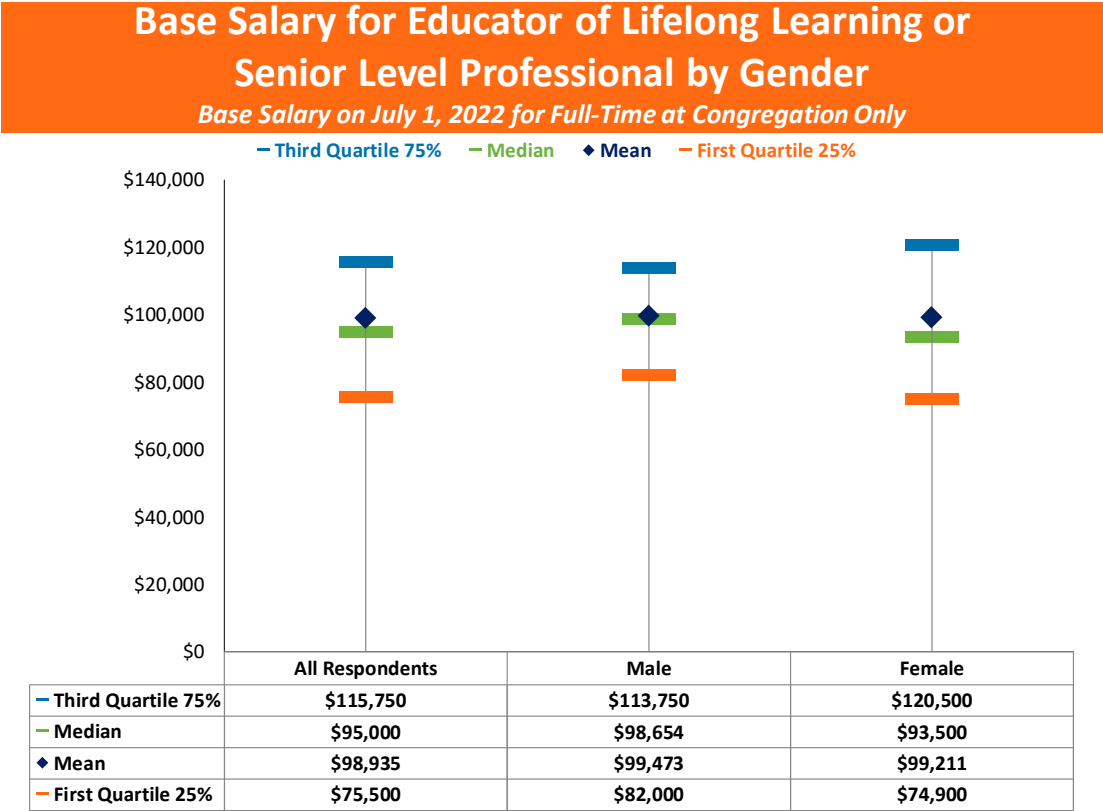
All Full-Time Employees at Congregation Only								
Annual Base Salary (U.S. Dollars) as of July 1, 2022, and Percent Change in Base Salary 2021-2022								
Full-time— Congregation Only		Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean
All Respondents		173	100,263	73,000	93,000	120,500	144	5.3%
Title/Role	Educator of Lifelong Learning or Senior Level Professional	112	98,935	75,500	95,000	115,750	90	4.7%
	Assistant Director or Manager level	15	76,178	62,000	72,000	82,000	12	3.6%
	Youth/Teen/ Experiential Educator	8	62,966	51,569	64,000	69,563	8	11.1%
	Administrator or Principal not at a senior level	4	68,200	61,850	64,500	78,250	3	5.7%
	Clergy Educator	33	128,840	100,969	125,000	150,500	30	6.4%
	Adult Educator	1					1	

³ There was not enough data to show the Canadian salary data this year.

BASE SALARY OF FULL-TIME EDUCATORS OF LIFELONG LEARNING BY BACKGROUND CHARACTERISTICS—
CONGREGATION ONLY

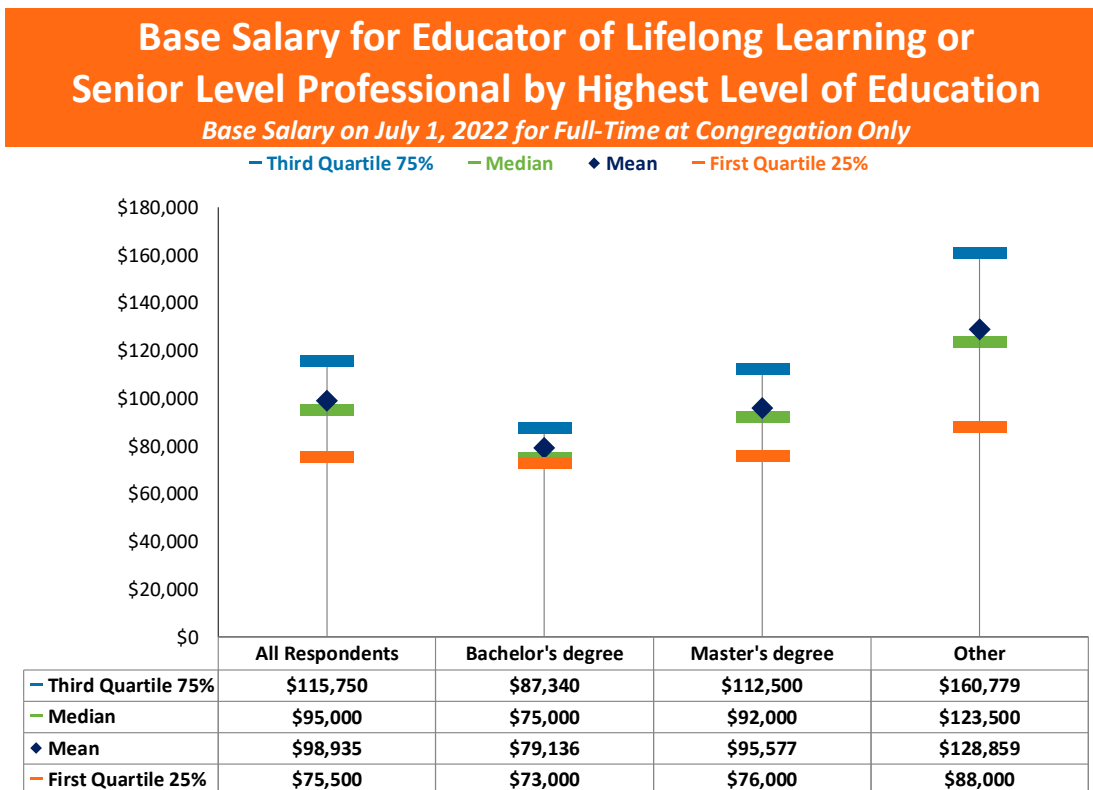
Base Salary by Gender

The average annual base salary for 20 male educators of lifelong learning/senior level professionals was \$99,473, compared to \$99,211 for 70 female educators of lifelong learning. The gender gap in median base salary was wider, though—male educators of lifelong learning earned about \$5,000 more than female educators of lifelong learning.



Base Salary by Highest Level of Education

Annual base salary for educators of lifelong learning increased with the highest level of education obtained, from an average of \$79,136 for those with a bachelor's degree as their highest degree to \$95,577 for those holding a master's degree as their highest. There were only five respondents with a bachelor's degree as their highest level of education that provided salary data, so those results should be interpreted with caution.

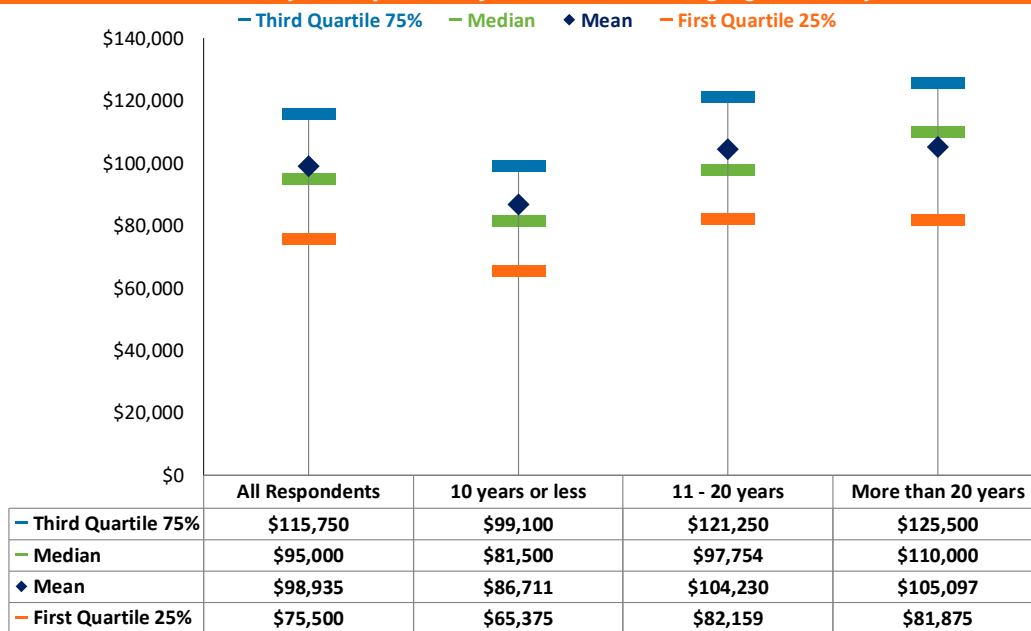


Base Salary by Years of Supervisory/Managerial Experience in Jewish Education

Annual base salaries (average and median) for educators of lifelong learning increased with total years of experience at the supervisory or managerial level in the field of Jewish education, with those with more than 20 years of experience making the highest average salary (\$105,097), followed by those with 11-20 years of experience (\$104,230). Full-time educators of lifelong learning with 10 years or less of supervisory or managerial experience in Jewish education reported an average annual base salary of \$86,711, nearly \$20,000 lower than those with the most experience.

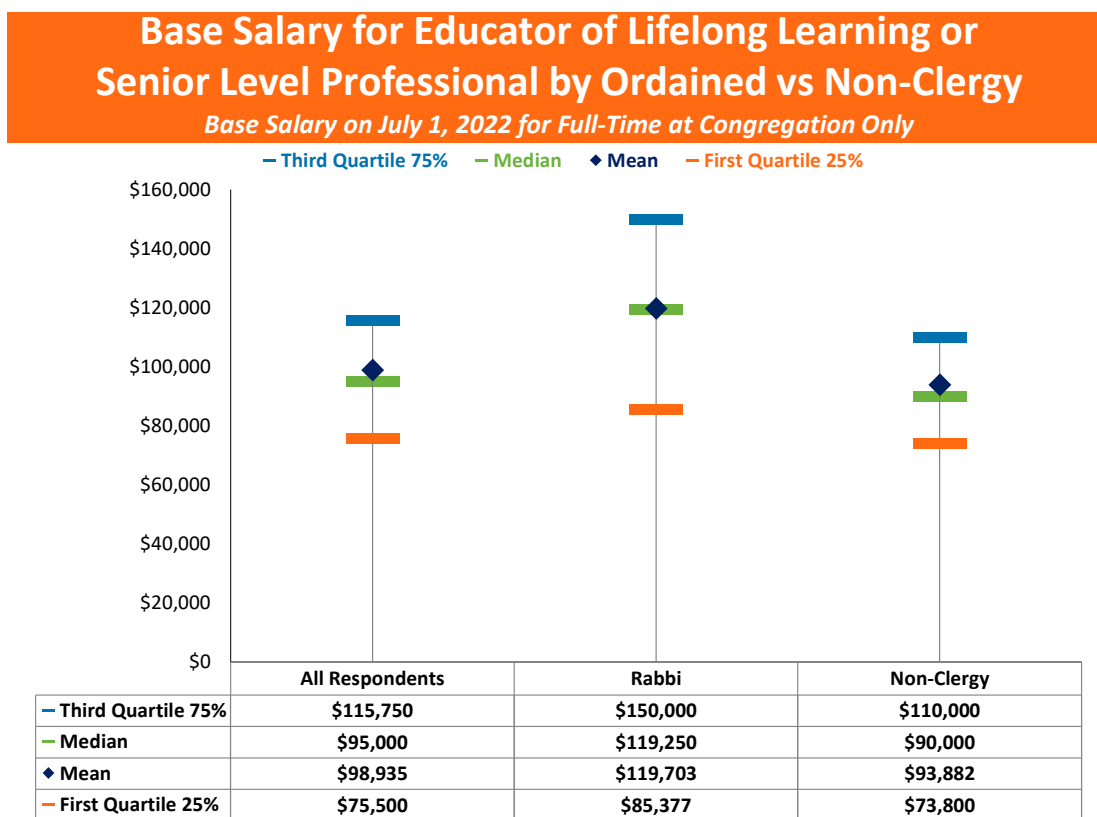
Base Salary for Educator of Lifelong Learning or Senior Level Professional by Years of Supervisory/Managerial Experience in Jewish Education

Base Salary on July 1, 2022 for Full-Time at Congregation Only



Base Salary by Ordained vs. Non-Clergy⁴

Responding educators of lifelong learning that are ordained rabbis earned substantially more in average base salary than their non-clergy counterparts, \$119,703 and \$93,882, respectively.

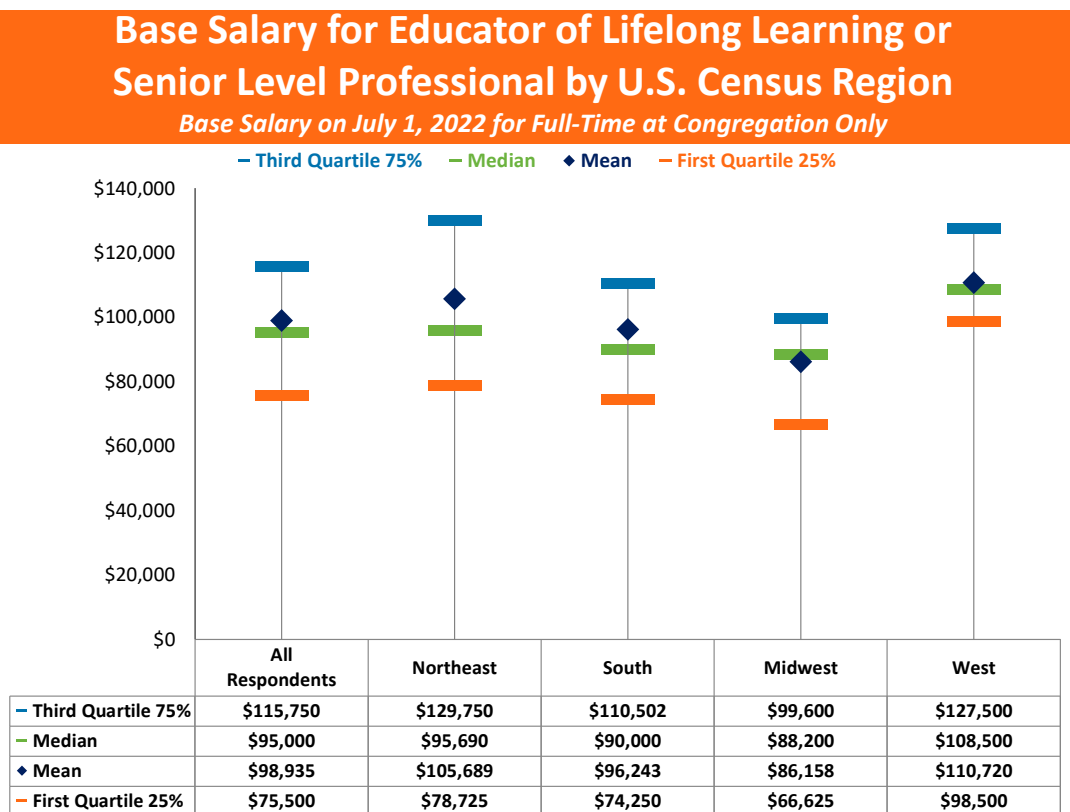


⁴ Note there were no full-time educators of lifelong learning/senior level professionals that were also cantors.

Base Salary by Location of Primary Employer – Four U.S. Census Regions

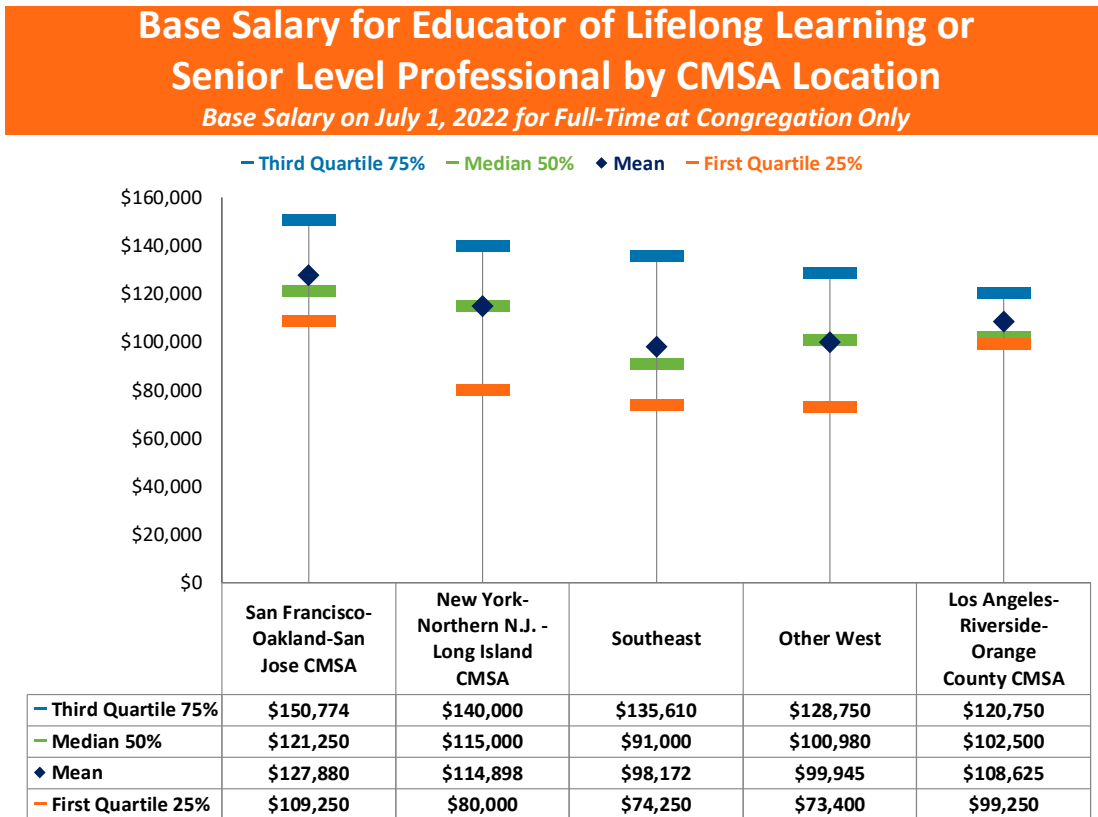
The location of the primary position/employer plays an important role in determining compensation because different locations have different cost of living and/or cost of labor factors, which directly influence the pay of otherwise similar work forces.

The average base salary for full-time educators of lifelong learning was highest for those with employers in the West, \$110,720, followed by the Northeast, \$105,689. The lowest average base salary for U.S. respondents was reported for those with primary employers in the Midwest (\$86,158) followed by the South (\$96,243). The average base salary for educators of lifelong learning in Canada could not be shown as there was only two respondents in this category.



Base Salary by Location of Primary Employer – Consolidated Metropolitan Statistical Areas (CMSA)⁵

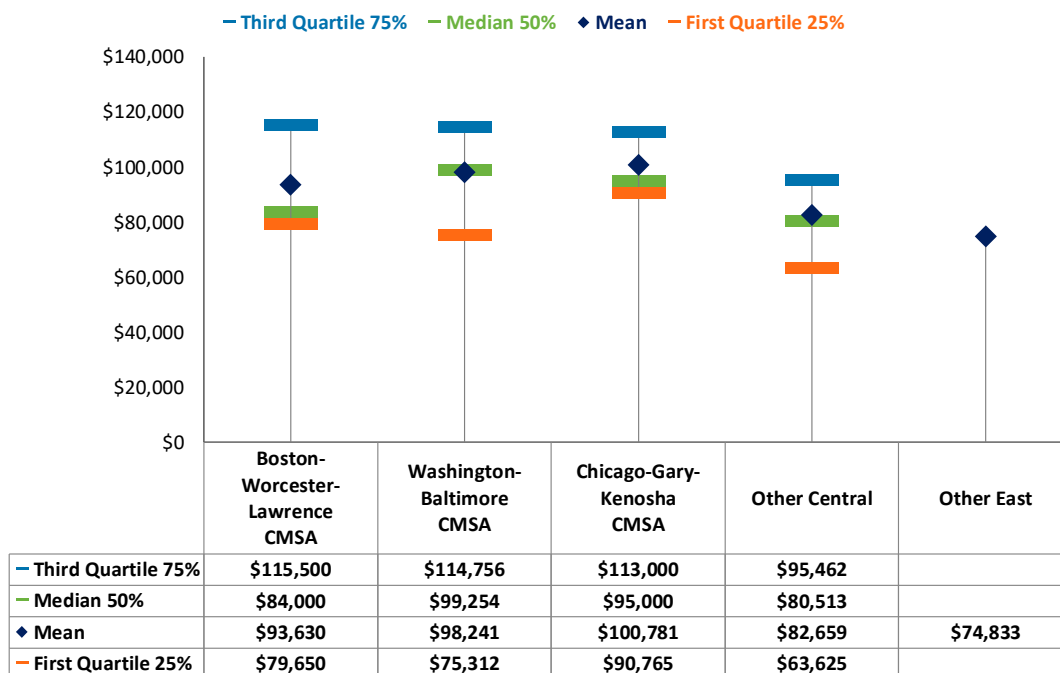
Full-time educators of lifelong learning reported the highest average base salary, as of July 1, 2022, in the San Francisco-Oakland-San Jose CMSA at \$127,880. The next highest average annual base salary for full-time educators of lifelong learning was reported by those employed in the New York-Northern N.J.-Long Island CMSA (\$114,898), followed by those employed in the Los Angeles-Riverside-Orange County CMSA, who earned an average of \$108,625. For these U.S. location breakouts, the lowest average base salary for full-time educators of lifelong learning was reported by those with an employer in Other East (\$74,883), noting however that there were only three respondents in this location segment and caution should be used when interpreting this data.



⁵ There was not enough salary data to show from the Philadelphia-Wilmington-Atlantic City CMSA this year.

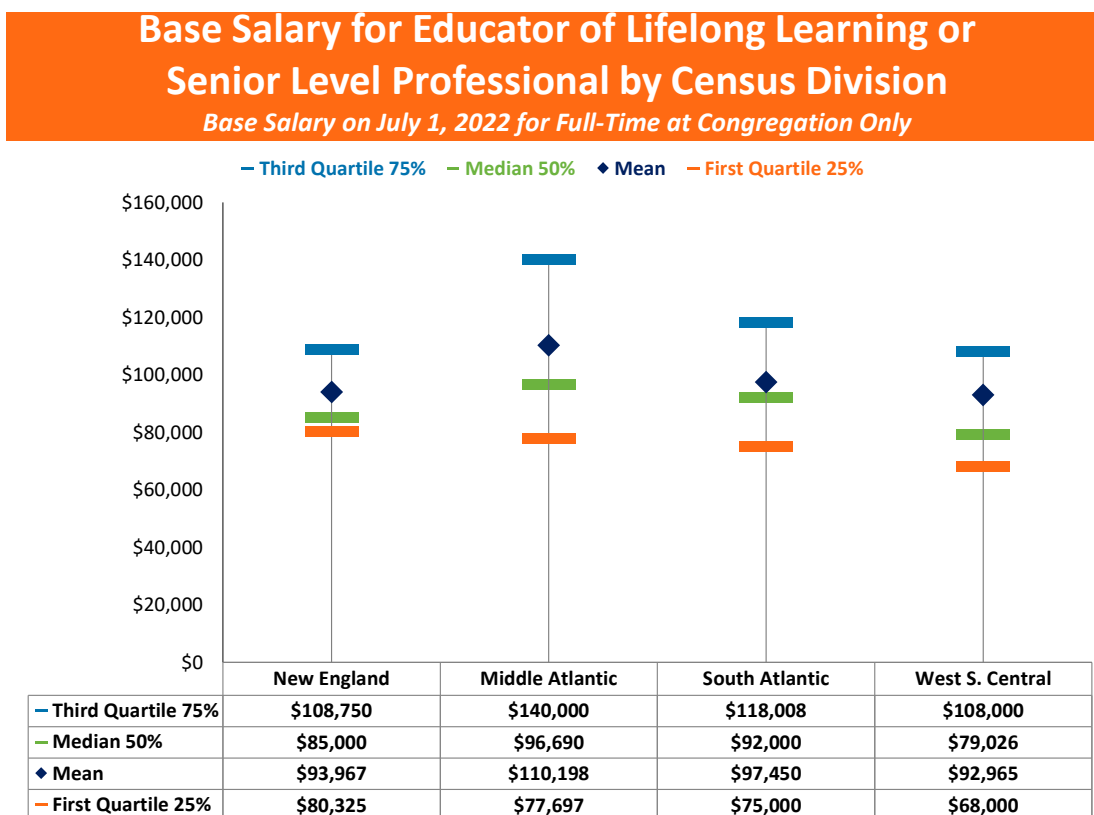
Base Salary for Educator of Lifelong Learning or Senior Level Professional by CMSA Location

Base Salary on July 1, 2022 for Full-Time at Congregation Only



Base Salary by Location of Primary Employer – U.S. Census Divisions⁶

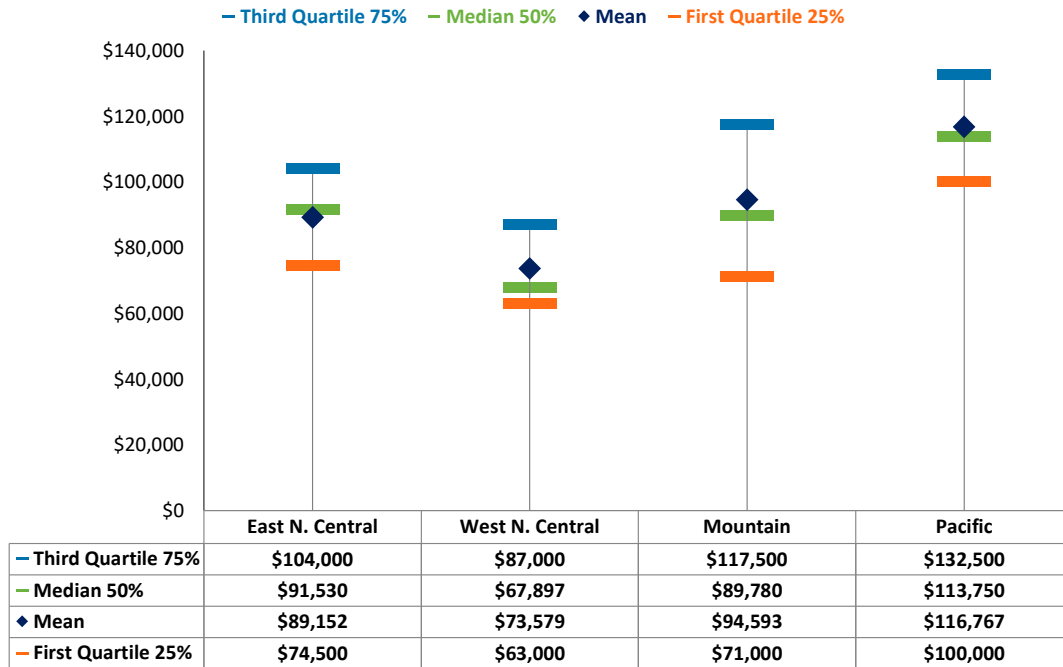
In terms of location as U.S. Census Divisions, full-time educators of lifelong learning reported the highest average base salary, as of July 1, 2022, in the Pacific region at \$116,767 followed by those employed in the Middle Atlantic, who earned an average of \$110,198. The lowest average base salary by the nine U.S. Census Divisions was for those in the West N. Central (\$73,579); however, note that there were only five respondents in this division which means caution should be used when interpreting this data.



⁶ There was not enough salary data to show from Division 6 – East South Central this year.

Base Salary for Educator of Lifelong Learning or Senior Level Professional by Census Division

Base Salary on July 1, 2022 for Full-Time at Congregation Only

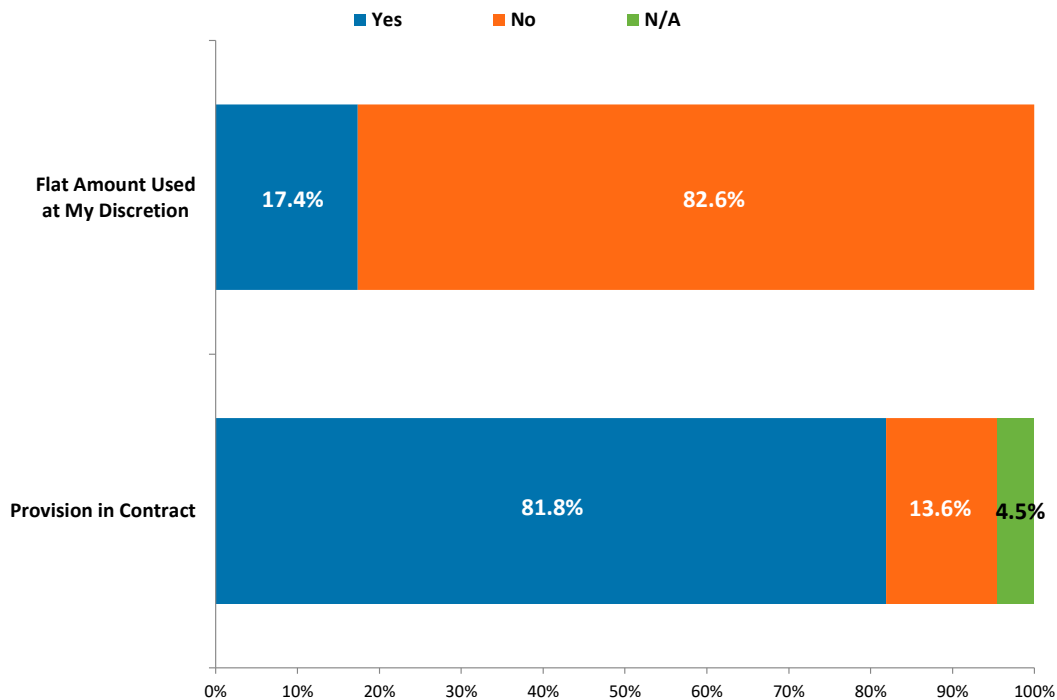


BENEFITS, TIME OFF, CONTRACTS & RETIREMENT PLANS

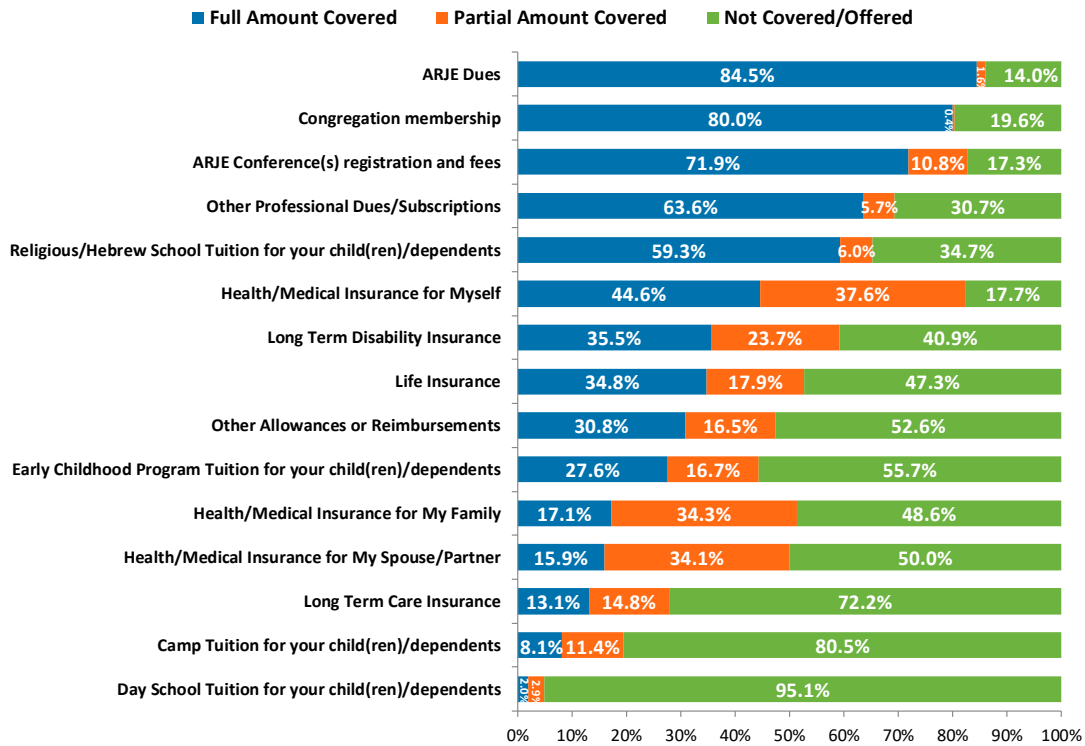
BENEFITS

Respondents were asked to identify the benefits for which their employer offered an allowance or reimbursed expenses, and whether this provision was in their contract. About one in six respondents (17.4%) reported receiving a flat amount for benefits to be used at their discretion, of which four-fifths (81.8%) indicated that this provision was in their contract. Of those who do not receive a flat amount for benefits to be used at their discretion, the most offered benefit with the employer covering the full amount was ARJE dues at 84.5%, followed by congregation membership at 80.0%, ARJE conference(s) registration and fees at 71.9%, and other professional dues/subscriptions at 63.6%. Health/medical insurance for the employee was covered fully by primary employers for 44.6% of respondents, whereas 34.3% provided partially covered health/medical insurance for the employee family. The most not covered/offered benefits were day school tuition for child(ren)/dependents (95.1% not covered), camp tuition for child(ren)/dependents (80.5%), and long term care insurance (72.2%).

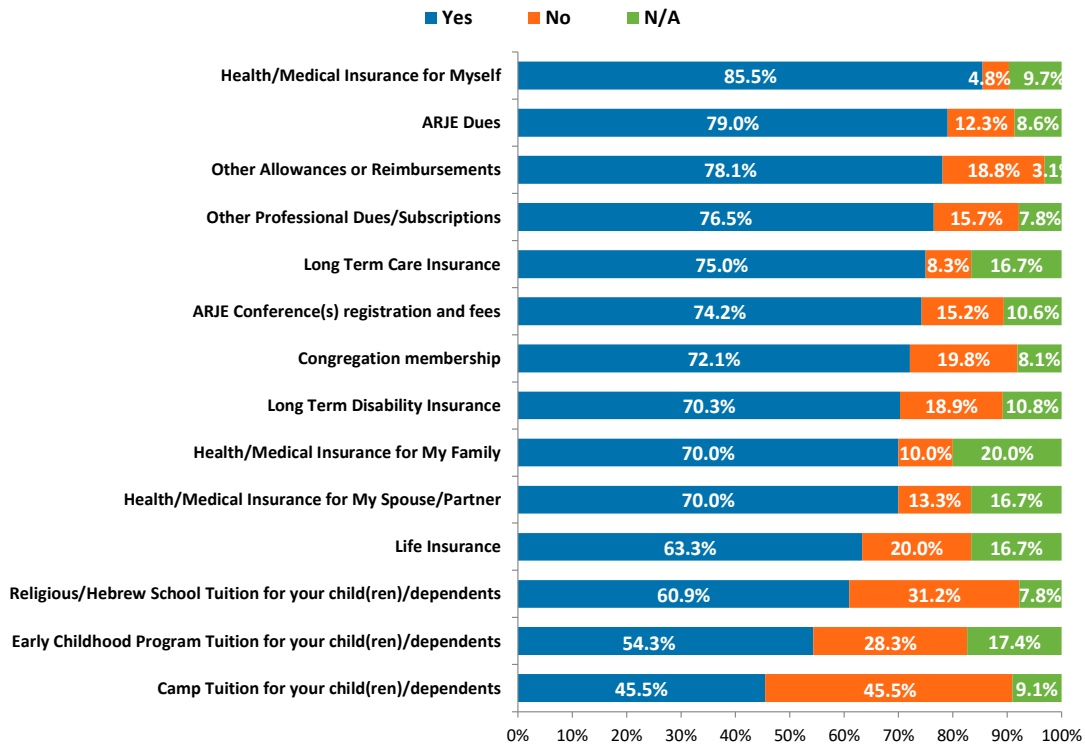
Benefits Offered: Receive Flat Amount to be Used at My Discretion and, if Yes, is a Provision in Contract



Benefits Offered and Amount of Benefit Covered

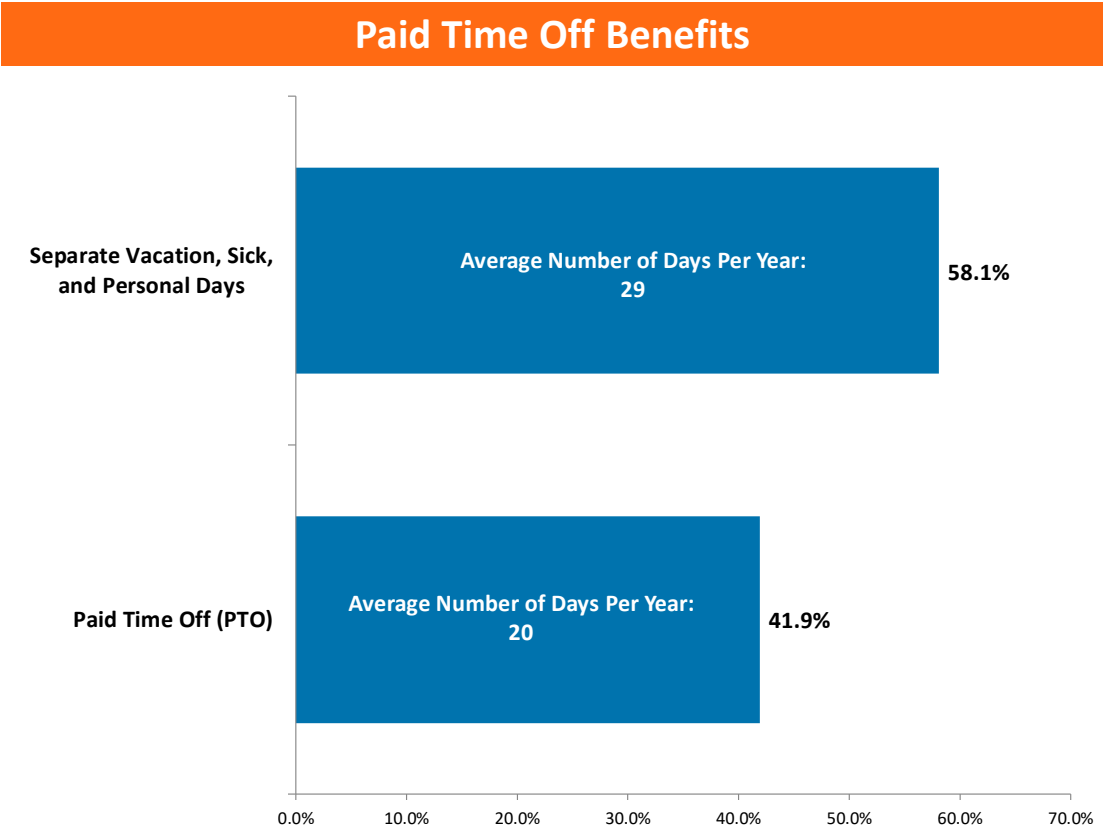


Benefit is Provision in Contract



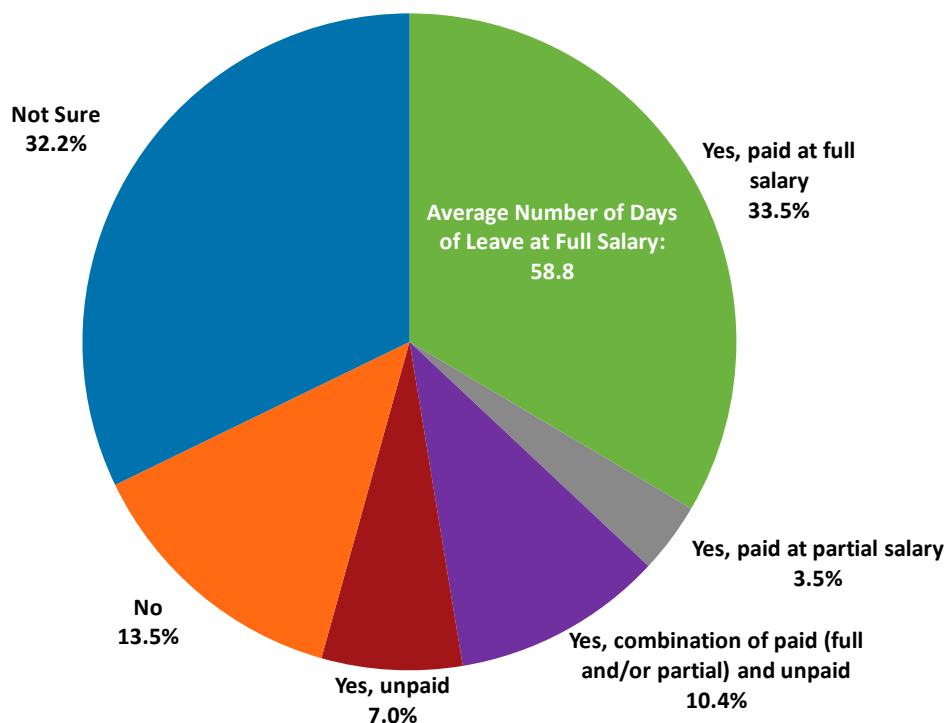
TIME OFF

In terms of time off, most employers offered employees separate vacation, sick, and personal days (58.1%), with an average of 29 days per year. A paid time off (PTO) benefit, which combines all available paid leave into one bank of time to be used by the employee at their discretion, was offered to 41.9% of respondents, with an average of 20 days available per year.



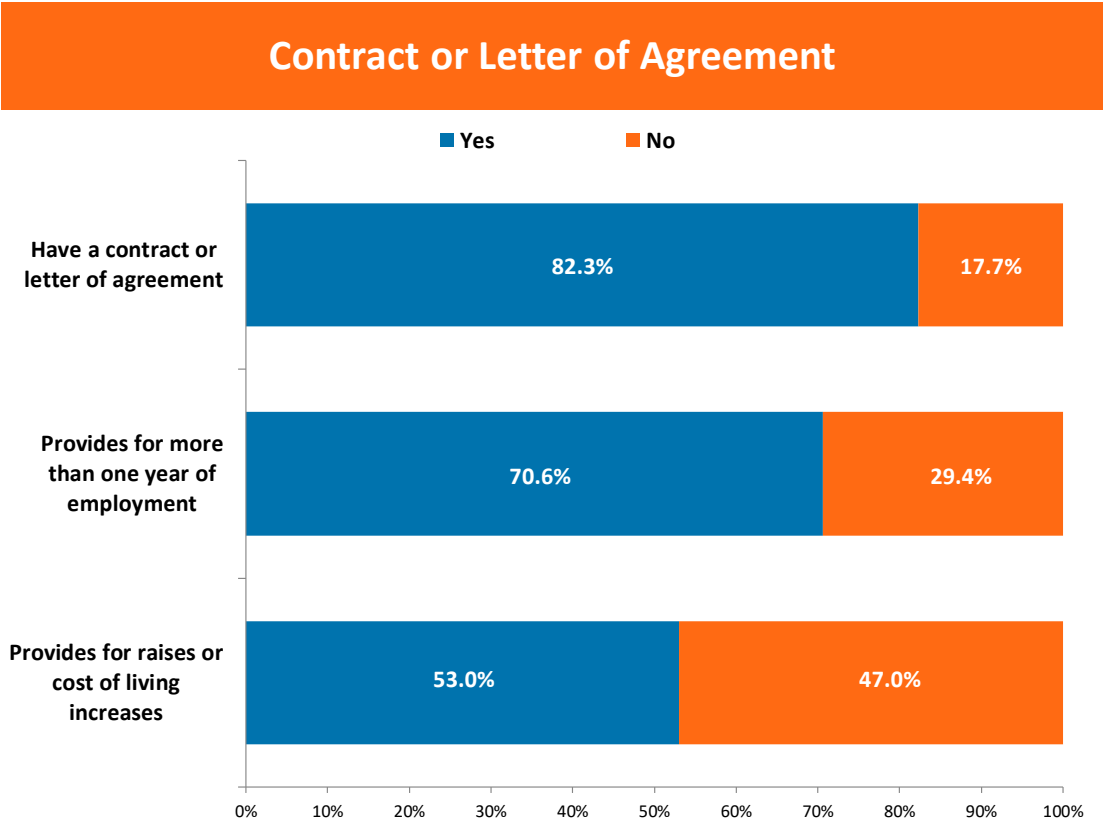
More than one-half of all respondents (54.4%) indicated that their employer has a written policy regarding family leave, which could include parental/maternity/paternity leave as well as leave for serious illness in the family, with 33.5% saying that it was paid at full salary for an average of 58.8 days per year. Only 13.5% of respondents did not have a written policy regarding family leave and another one-third were not sure.

Employer Has Written Policy Regarding Family Leave



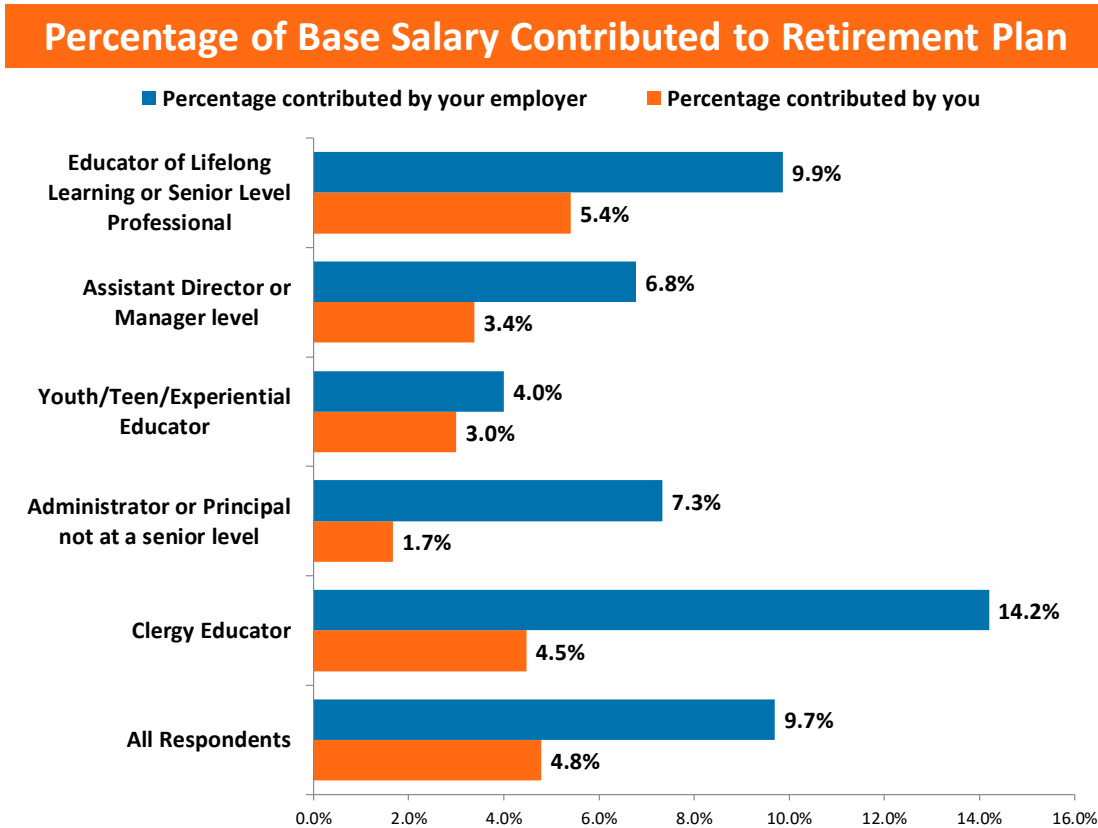
EMPLOYMENT CONTRACT

Most respondents (82.3%) have a contract or letter of agreement. Of those who have a contract or letter of agreement, 70.6% indicated that their contract provides for more than one year of employment, and 53.0% indicated that their contract provides for raises or cost of living increases.



RETIREMENT PLANS

For those eligible to participate in their employer's retirement plan (RPB or any other plan), the average percentage contributed by the employee was 4.8% of base salary and the average percentage contributed by the employer was 9.7% of base salary.



Appendix A

Respondent Background

		Total	
			Count
All Respondents		100.0%	241
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	65.4%	134
	Assistant Director or Manager level at your institution	8.3%	17
	Youth/Teen/Experiential Educator	3.9%	8
	Administrator or Principal not at a senior level	4.4%	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	17.6%	36
	Adult Educator	0.5%	1
Gender	Male	16.2%	39
	Female	82.5%	198
	Non-Binary	1.2%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	39.3%	94
	11 - 20 years	34.7%	83
	More than 20 years	25.9%	62
Ordained vs Non-Clergy	Rabbi	28.3%	62
	Cantor	2.7%	6
	Non-Clergy	68.9%	151
Primary Work Setting	National or Local Agency	7.5%	18
	Camp, Afterschool Program, or JCC	1.7%	4
	Congregation or Community part-time School	85.4%	205
	Day School	0.8%	2
	Institute of Higher Education or Hillel	1.7%	4
	Self-employed, Consultant, Coach	0.8%	2
	Other	2.1%	5
Region	Northeast	33.6%	81
	South	25.3%	61
	Midwest	19.5%	47
	West	19.5%	47
	Canada	2.1%	5

Q2 Gender

		Gender			Total
		Male	Female	Non-Binary	Count
All Respondents		16.2%	82.5%	1.2%	240
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	15.0%	83.5%	1.5%	133
	Assistant Director or Manager level at your institution	17.6%	82.4%	0.0%	17
	Youth/Teen/Experiential Educator	0.0%	100.0%	0.0%	8
	Administrator or Principal not at a senior level	22.2%	77.8%	0.0%	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	27.8%	72.2%	0.0%	36
	Adult Educator				1
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	18.3%	81.7%	0.0%	93
	11 - 20 years	12.0%	85.5%	2.4%	83
	More than 20 years	17.7%	80.6%	1.6%	62
Ordained vs Non-Clergy	Rabbi	27.4%	72.6%	0.0%	62
	Cantor	16.7%	83.3%	0.0%	6
	Non-Clergy	12.6%	86.1%	1.3%	151
Primary Work Setting	National or Local Agency	5.6%	94.4%	0.0%	18
	Camp, Afterschool Program, or JCC	0.0%	100.0%	0.0%	4
	Congregation or Community part-time School	17.6%	81.4%	1.0%	204
	Day School				2
	Institute of Higher Education or Hillel	25.0%	75.0%	0.0%	4
	Self-employed, Consultant, Coach				2
	Other	0.0%	80.0%	20.0%	5
Region	Northeast	18.8%	80.0%	1.2%	80
	South	13.1%	83.6%	3.3%	61
	Midwest	14.9%	85.1%	0.0%	47
	West	19.1%	80.9%	0.0%	47
	Canada	0.0%	100.0%	0.0%	5

Q3 Highest Level of Education Obtained

		Highest Level of Education Obtained						Total
		Associate's degree or less	Bachelor's degree	Master's degree	PhD	EdD	Other	Count
All Respondents		0.4%	6.2%	79.3%	0.8%	1.7%	11.6%	241
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	0.0%	6.0%	82.8%	0.0%	2.2%	9.0%	134
	Assistant Director or Manager level at your institution	0.0%	5.9%	94.1%	0.0%	0.0%	0.0%	17
	Youth/Teen/Experiential Educator	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	8
	Administrator or Principal not at a senior level	11.1%	11.1%	55.6%	0.0%	11.1%	11.1%	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	0.0%	0.0%	77.8%	0.0%	0.0%	22.2%	36
	Adult Educator							1
Gender	Male	0.0%	0.0%	79.5%	2.6%	0.0%	17.9%	39
	Female	0.5%	7.1%	79.8%	0.5%	1.5%	10.6%	198
	Non-Binary	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	1.1%	8.5%	80.9%	0.0%	1.1%	8.5%	94
	11 - 20 years	0.0%	6.0%	75.9%	1.2%	0.0%	16.9%	83
	More than 20 years	0.0%	3.2%	80.6%	1.6%	4.8%	9.7%	62
Ordained vs Non-Clergy	Rabbi	0.0%	0.0%	61.3%	3.2%	0.0%	35.5%	62
	Cantor	0.0%	0.0%	83.3%	0.0%	0.0%	16.7%	6
	Non-Clergy	0.7%	7.9%	87.4%	0.0%	1.3%	2.6%	151
Primary Work Setting	National or Local Agency	0.0%	0.0%	77.8%	5.6%	0.0%	16.7%	18
	Camp, Afterschool Program, or JCC	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	4
	Congregation or Community part-time School	0.5%	6.8%	80.0%	0.0%	2.0%	10.7%	205
	Day School							2
	Institute of Higher Education or Hillel	0.0%	0.0%	50.0%	25.0%	0.0%	25.0%	4
	Self-employed, Consultant, Coach							2
	Other	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	5
Region	Northeast	0.0%	6.2%	80.2%	0.0%	0.0%	13.6%	81
	South	1.6%	9.8%	78.7%	0.0%	3.3%	6.6%	61
	Midwest	0.0%	2.1%	76.6%	4.3%	2.1%	14.9%	47
	West	0.0%	6.4%	78.7%	0.0%	2.1%	12.8%	47
	Canada	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	5

Q4 Ordained Rabbi or Cantor and Years Ordained/Cerified

		Ordained Rabbi				Ordained Cantor			
		Yes		No		Yes		No	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
All Respondents		62	28.4%	156	71.6%	7	3.7%	180	96.3%
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	20	16.9%	98	83.1%	0	0.0%	109	100.0%
	Assistant Director or Manager level at your institution	2	14.3%	12	85.7%	0	0.0%	13	100.0%
	Youth/Teen/Experiential Educator	0	0.0%	7	100.0%	0	0.0%	7	100.0%
	Administrator or Principal not at a senior level	2	22.2%	7	77.8%	2	25.0%	6	75.0%
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	29	85.3%	5	14.7%	5	26.3%	14	73.7%
	Adult Educator	.	.	.	.	.	.	.	.
Gender	Male	17	47.2%	19	52.8%	2	6.7%	28	93.3%
	Female	45	25.0%	135	75.0%	5	3.2%	150	96.8%
	Non-Binary	0	0.0%	2	100.0%	0	0.0%	2	100.0%
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	22	26.8%	60	73.2%	4	5.4%	70	94.6%
	11 - 20 years	30	39.0%	47	61.0%	1	1.6%	62	98.4%
	More than 20 years	10	17.5%	47	82.5%	2	4.2%	46	95.8%
Ordained vs Non-Clergy	Rabbi	62	100.0%	0	0.0%	1	3.3%	29	96.7%
	Cantor	0	0.0%	4	100.0%	6	100.0%	0	0.0%
	Non-Clergy	0	0.0%	151	100.0%	0	0.0%	151	100.0%
Primary Work Setting	National or Local Agency	4	22.2%	14	77.8%	0	0.0%	15	100.0%
	Camp, Afterschool Program, or JCC	1	25.0%	3	75.0%	0	0.0%	4	100.0%
	Congregation or Community part-time School	53	28.8%	131	71.2%	7	4.4%	151	95.6%
	Day School	.	.	.	.	.	.	.	.
	Institute of Higher Education or Hillel	2	50.0%	2	50.0%	0	0.0%	3	100.0%
	Self-employed, Consultant, Coach	.	.	.	.	.	.	.	.
	Other	0	0.0%	4	100.0%	0	0.0%	4	100.0%
Region	Northeast	20	27.4%	53	72.6%	3	4.6%	62	95.4%
	South	8	14.0%	49	86.0%	3	5.7%	50	94.3%
	Midwest	18	43.9%	23	56.1%	0	0.0%	30	100.0%
	West	16	37.2%	27	62.8%	1	2.9%	34	97.1%
	Canada	0	0.0%	4	100.0%	0	0.0%	4	100.0%

Q5 How many total years of experience do you have at the supervisory or managerial level in the field of Jewish education?

		Years of Experience at the Supervisory or Managerial Level in the Field of Jewish Education		
		Average	Median	Count
All Respondents		15.1	14.0	239
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	16.0	15.0	132
	Assistant Director or Manager level at your institution	6.4	7.0	17
	Youth/Teen/Experiential Educator	10.8	9.0	8
	Administrator or Principal not at a senior level	11.5	7.0	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	12.6	11.0	36
	Adult Educator			1
Gender	Male	13.9	11.0	38
	Female	15.3	15.0	197
	Non-Binary	18.7		3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	5.8	6.0	94
	11 - 20 years	15.8	15.0	83
	More than 20 years	28.4	27.0	62
Ordained vs Non-Clergy	Rabbi	13.9	13.3	62
	Cantor	8.5	2.5	6
	Non-Clergy	15.8	15.0	149
Primary Work Setting	National or Local Agency	22.0	21.5	18
	Camp, Afterschool Program, or JCC	10.0	8.0	4
	Congregation or Community part-time School	14.4	13.0	203
	Day School			2
	Institute of Higher Education or Hillel	16.1	11.5	4
	Self-employed, Consultant, Coach			2
	Other	17.6	17.0	5
Region	Northeast	15.2	15.0	81
	South	14.3	12.0	60
	Midwest	17.0	15.0	47
	West	13.7	11.5	46
	Canada	18.8	15.0	5

Q8 Primary Work Setting

		Primary Work Setting							Total
		National or Local Agency	Camp, Afterschool Program, or JCC	Congregation or Community part-time School	Day School	Institute of Higher Education or Hillel	Self-employed, Consultant, Coach	Other	Count
All Respondents		7.5%	1.7%	85.4%	0.8%	1.7%	0.8%	2.1%	240
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	0.0%	0.0%	100.0%		0.0%		0.0%	134
	Assistant Director or Manager level at your institution	0.0%	0.0%	100.0%		0.0%		0.0%	16
	Youth/Teen/Experiential Educator	0.0%	0.0%	100.0%		0.0%		0.0%	8
	Administrator or Principal not at a senior level	0.0%	0.0%	100.0%		0.0%		0.0%	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	0.0%	0.0%	100.0%		0.0%		0.0%	36
	Adult Educator								1
Gender	Male	2.6%	0.0%	92.3%		2.6%		0.0%	39
	Female	8.6%	2.0%	84.3%		1.5%		2.0%	197
	Non-Binary	0.0%	0.0%	66.7%		0.0%		33.3%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	2.2%	3.2%	90.3%		2.2%		1.1%	93
	11 - 20 years	8.4%	1.2%	85.5%		1.2%		3.6%	83
	More than 20 years	14.5%	0.0%	77.4%		1.6%		1.6%	62
Ordained vs Non-Clergy	Rabbi	6.5%	1.6%	85.5%		3.2%		0.0%	62
	Cantor	0.0%	0.0%	100.0%		0.0%		0.0%	6
	Non-Clergy	9.3%	2.0%	83.4%		1.3%		2.6%	151
Region	Northeast	12.3%	3.7%	81.5%		1.2%		1.2%	81
	South	3.3%	0.0%	88.5%		0.0%		6.6%	61
	Midwest	8.5%	0.0%	85.1%		6.4%		0.0%	47
	West	4.3%	2.1%	87.2%		0.0%		0.0%	47
	Canada	0.0%	0.0%	100.0%		0.0%		0.0%	4

Q9 What is your total current institutional operating budget?

		What is your total current institutional operating budget?		
		Average	Median	Count
All Respondents		5,328,100	2,010,000	180
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	4,477,770	1,947,675	110
	Assistant Director or Manager level at your institution	8,604,702	7,282,600	6
	Youth/Teen/Experiential Educator			2
	Administrator or Principal not at a senior level	2,439,754	1,125,000	6
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	2,967,310	2,050,000	32
	Adult Educator			1
Gender	Male	4,549,332	2,143,947	35
	Female	5,580,436	2,020,000	143
	Non-Binary			2
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	3,116,950	1,733,353	63
	11 - 20 years	7,361,375	2,700,000	68
	More than 20 years	5,432,785	1,710,913	48
Ordained vs Non-Clergy	Rabbi	8,763,808	3,500,000	57
	Cantor	2,003,555	1,164,421	5
	Non-Clergy	3,903,441	1,615,000	104
Primary Work Setting	National or Local Agency	19,725,000	6,000,000	12
	Camp, Afterschool Program, or JCC			1
	Congregation or Community part-time School	4,175,673	2,000,000	158
	Day School			2
	Institute of Higher Education or Hillel			2
	Self-employed, Consultant, Coach			2
	Other	1,063,833		3
Region	Northeast	6,864,614	1,750,000	55
	South	3,697,471	2,143,947	43
	Midwest	3,789,188	1,986,500	40
	West	6,901,023	2,600,000	39
	Canada	601,867		3

Q10 What is the current operating budget for your program/school/department?

		What is the current operating budget for your program/school/department?		
		Average	Median	Count
All Respondents		594,241	250,000	200
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	417,952	202,000	125
	Assistant Director or Manager level at your institution	541,799	500,000	9
	Youth/Teen/Experiential Educator	144,048		3
	Administrator or Principal not at a senior level	382,100	332,500	6
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	317,348	281,718	31
	Adult Educator			1
Gender	Male	770,991	300,000	35
	Female	562,864	210,000	161
	Non-Binary	370,833		3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	346,975	170,000	71
	11 - 20 years	604,629	306,310	74
	More than 20 years	924,444	250,000	53
Ordained vs Non-Clergy	Rabbi	957,743	357,500	58
	Cantor	281,757	51,015	4
	Non-Clergy	446,972	186,650	120
Primary Work Setting	National or Local Agency	1,089,652	750,000	12
	Camp, Afterschool Program, or JCC			2
	Congregation or Community part-time School	399,072	237,358	175
	Day School			2
	Institute of Higher Education or Hillel			2
	Self-employed, Consultant, Coach			2
	Other	487,154	409,647	4
Region	Northeast	607,223	280,900	64
	South	425,130	210,000	47
	Midwest	595,582	185,000	43
	West	812,260	270,000	42
	Canada	70,000	77,500	4

Q11a Congregation: Number of Households

		Number of households		How do these numbers of households compare to what was expected or budgeted?			
		Count	Mean	Higher	As Expected	Lower	Do Not Know
				Percent	Percent	Percent	Percent
All Respondents		189	695	15.4%	53.8%	16.4%	14.4%
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	127	655	14.6%	55.4%	16.2%	13.8%
	Assistant Director or Manager level at your institution	12	1156	14.3%	28.6%	35.7%	21.4%
	Youth/Teen/Experiential Educator	6	1013	16.7%	33.3%	16.7%	33.3%
	Administrator or Principal not at a senior level	8	662	0.0%	44.4%	22.2%	33.3%
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	35	640	20.0%	65.7%	8.6%	5.7%
	Adult Educator	1					
Gender	Male	35	777	17.1%	71.4%	5.7%	5.7%
	Female	151	685	15.3%	50.3%	17.8%	16.6%
	Non-Binary	2		0.0%	50.0%	50.0%	0.0%
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	74	700	13.9%	41.8%	21.5%	22.8%
	11 - 20 years	68	745	17.1%	67.1%	10.0%	5.7%
	More than 20 years	45	607	15.9%	54.5%	18.2%	11.4%
Ordained vs Non-Clergy	Rabbi	51	753	21.2%	59.6%	7.7%	11.5%
	Cantor	6	572	0.0%	83.3%	0.0%	16.7%
	Non-Clergy	113	673	12.6%	50.4%	19.3%	17.6%
Primary Work Setting	Congregation or Community part-time School	189	695	15.4%	53.8%	16.4%	14.4%
Region	Northeast	62	637	12.5%	51.6%	18.8%	17.2%
	South	47	877	26.5%	44.9%	14.3%	14.3%
	Midwest	38	654	13.2%	71.1%	5.3%	10.5%
	West	38	657	10.0%	52.5%	22.5%	15.0%
	Canada	4	231	0.0%	50.0%	50.0%	0.0%

Q11b Number of youth

		Number of youth		How do these numbers of youth compare to what was expected or budgeted?			
		Count	Mean	Higher	As Expected	Lower	Do Not Know
				Percent	Percent	Percent	Percent
All Respondents		195	267	32.8%	49.0%	13.5%	4.7%
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	125	219	36.3%	46.0%	15.3%	2.4%
	Assistant Director or Manager level at your institution	12	289	16.7%	50.0%	16.7%	16.7%
	Youth/Teen/Experiential Educator	7	286	42.9%	42.9%	0.0%	14.3%
	Administrator or Principal not at a senior level	9	183	12.5%	50.0%	25.0%	12.5%
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	35	229	30.3%	57.6%	9.1%	3.0%
	Adult Educator	0	.				
Gender	Male	34	227	37.1%	48.6%	14.3%	0.0%
	Female	157	280	32.0%	49.7%	12.4%	5.9%
	Non-Binary	3	78	0.0%	33.3%	66.7%	0.0%
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	80	206	27.3%	50.6%	15.6%	6.5%
	11 - 20 years	67	252	34.8%	49.3%	13.0%	2.9%
	More than 20 years	46	395	38.6%	47.7%	9.1%	4.5%
Ordained vs Non-Clergy	Rabbi	52	267	33.3%	54.9%	7.8%	3.9%
	Cantor	6	187	0.0%	80.0%	20.0%	0.0%
	Non-Clergy	118	270	34.7%	44.1%	15.3%	5.9%
Primary Work Setting	National or Local Agency	2		0.0%	100.0%	0.0%	0.0%
	Camp, Afterschool Program, or JCC	1		100.0%	0.0%	0.0%	0.0%
	Congregation or Community part-time School	188	226	33.0%	48.1%	14.1%	4.9%
	Day School	1					
	Self-employed, Consultant, Coach	1					
	Other	2		0.0%	100.0%	0.0%	0.0%
Region	Northeast	64	337	27.0%	49.2%	17.5%	6.3%
	South	50	293	36.7%	51.0%	12.2%	0.0%
	Midwest	36	188	25.7%	54.3%	14.3%	5.7%
	West	41	217	42.9%	45.2%	4.8%	7.1%
	Canada	4	60	33.3%	0.0%	66.7%	0.0%

Q11c-d Program/School/Department Staff

		Number of full-time staff		Number of part-time staff	
		Count	Mean	Count	Mean
All Respondents		133	4	204	19
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	76	4	127	20
	Assistant Director or Manager level at your institution	11	2	15	21
	Youth/Teen/Experiential Educator	3	3	5	23
	Administrator or Principal not at a senior level	3	3	9	14
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	26	2	33	20
	Adult Educator	1		1	
Gender	Male	22	3	35	17
	Female	110	4	165	20
	Non-Binary	1		3	9
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	53	2	84	18
	11 - 20 years	50	5	73	18
	More than 20 years	29	6	45	21
Ordained vs Non-Clergy	Rabbi	44	5	53	19
	Cantor	3	3	6	11
	Non-Clergy	76	3	126	19
Primary Work Setting	National or Local Agency	5	5	4	5
	Camp, Afterschool Program, or JCC	2		3	37
	Congregation or Community part-time School	120	3	191	19
	Day School	2		2	
	Institute of Higher Education or Hillel	1		1	
	Self-employed, Consultant, Coach	0	.	1	
	Other	3	4	2	
Region	Northeast	43	5	70	17
	South	34	4	51	25
	Midwest	22	2	39	18
	West	33	4	40	17
	Canada	1		4	8

Q12 Is your primary Jewish education position full-time or part-time as defined by your employer?

		Is your primary Jewish education position full-time or part-time as defined by your employer?		Total
		Full-time	Part-time	Count
All Respondents		85.8%	14.2%	240
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	83.6%	16.4%	134
	Assistant Director or Manager level at your institution	88.2%	11.8%	17
	Youth/Teen/Experiential Educator	100.0%	0.0%	8
	Administrator or Principal not at a senior level	55.6%	44.4%	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	91.7%	8.3%	36
	Adult Educator			1
Gender	Male	97.4%	2.6%	39
	Female	83.8%	16.2%	197
	Non-Binary	66.7%	33.3%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	88.3%	11.7%	94
	11 - 20 years	85.4%	14.6%	82
	More than 20 years	82.3%	17.7%	62
Ordained vs Non-Clergy	Rabbi	93.5%	6.5%	62
	Cantor	83.3%	16.7%	6
	Non-Clergy	82.7%	17.3%	150
Primary Work Setting	National or Local Agency	94.4%	5.6%	18
	Camp, Afterschool Program, or JCC	100.0%	0.0%	4
	Congregation or Community part-time School	85.4%	14.6%	205
	Day School			2
	Institute of Higher Education or Hillel	75.0%	25.0%	4
	Self-employed, Consultant, Coach			2
	Other	75.0%	25.0%	4
Region	Northeast	84.0%	16.0%	81
	South	85.0%	15.0%	60
	Midwest	91.5%	8.5%	47
	West	89.4%	10.6%	47
	Canada	40.0%	60.0%	5

Q14 How many years have you worked for your current employer in a supervisory/managerial position:

		Years in a Supervisory/Managerial Position with Current Employer		
		Average	Median	Count
All Respondents		7.1	6.0	237
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	7.4	6.0	134
	Assistant Director or Manager level at your institution	3.7	2.5	16
	Youth/Teen/Experiential Educator	9.6	9.0	8
	Administrator or Principal not at a senior level	7.5	6.0	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	6.4	3.8	36
	Adult Educator			1
Gender	Male	6.2	5.3	38
	Female	7.4	6.0	195
	Non-Binary	4.5		3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	3.6	2.0	92
	11 - 20 years	7.5	6.5	82
	More than 20 years	11.9	9.0	61
Ordained vs Non-Clergy	Rabbi	6.9	6.3	62
	Cantor	4.2	2.0	6
	Non-Clergy	7.3	5.5	147
Primary Work Setting	National or Local Agency	6.6	5.5	18
	Camp, Afterschool Program, or JCC	8.8	8.0	4
	Congregation or Community part-time School	7.1	5.5	203
	Day School			1
	Institute of Higher Education or Hillel	5.3	4.3	4
	Self-employed, Consultant, Coach			2
	Other	6.9	5.3	4
Region	Northeast	7.2	6.0	80
	South	5.7	4.0	60
	Midwest	7.7	6.5	47
	West	7.8	6.0	45
	Canada	10.9	3.5	5

Q16a Benefits Offered: I receive a flat amount to be used at my discretion

		I receive a flat amount to be used at my discretion				PROVISION IN CONTRACT					
		Yes		No		Yes		No		N/A	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
All Respondents		41	17.4%	195	82.6%	18	81.8%	3	13.6%	1	4.5%
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	24	17.9%	110	82.1%	10	76.9%	2	15.4%	1	7.7%
	Assistant Director or Manager level at your institution	0	0.0%	17	100.0%	0	0.0%	0	0.0%	0	0.0%
	Youth/Teen/Experiential Educator	3	37.5%	5	62.5%	0	0.0%	1	100.0%	0	0.0%
	Administrator or Principal not at a senior level	3	37.5%	5	62.5%	2	100.0%	0	0.0%	0	0.0%
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	9	25.7%	26	74.3%	6	100.0%	0	0.0%	0	0.0%
	Adult Educator	.	.	.	.	.	.	.	.	.	.
Gender	Male	11	30.6%	25	69.4%	8	88.9%	1	11.1%	0	0.0%
	Female	29	14.8%	167	85.2%	9	81.8%	2	18.2%	0	0.0%
	Non-Binary	0	0.0%	3	100.0%	0	0.0%	0	0.0%	1	100.0%
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	20	21.7%	72	78.3%	8	100.0%	0	0.0%	0	0.0%
	11 - 20 years	15	18.3%	67	81.7%	6	66.7%	3	33.3%	0	0.0%
	More than 20 years	6	10.0%	54	90.0%	4	80.0%	0	0.0%	1	20.0%
Ordained vs Non-Clergy	Rabbi	9	15.0%	51	85.0%	7	100.0%	0	0.0%	0	0.0%
	Cantor	2	33.3%	4	66.7%	1	100.0%	0	0.0%	0	0.0%
	Non-Clergy	25	16.9%	123	83.1%	9	75.0%	3	25.0%	0	0.0%
Primary Work Setting	National or Local Agency	0	0.0%	18	100.0%	0	0.0%	0	0.0%	0	0.0%
	Camp, Afterschool Program, or JCC	0	0.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%
	Congregation or Community part-time School	39	19.3%	163	80.7%	18	81.8%	3	13.6%	1	4.5%
	Day School	.	.	.	.	.	.	.	.	.	.
	Institute of Higher Education or Hillel	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%
	Self-employed, Consultant, Coach	.	.	.	.	.	.	.	.	.	.
	Other	2	50.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%
Region	Northeast	15	18.8%	65	81.2%	9	90.0%	1	10.0%	0	0.0%
	South	12	20.3%	47	79.7%	3	75.0%	0	0.0%	1	25.0%
	Midwest	7	15.6%	38	84.4%	4	100.0%	0	0.0%	0	0.0%
	West	6	12.8%	41	87.2%	1	33.3%	2	66.7%	0	0.0%
	Canada	1	20.0%	4	80.0%	1	100.0%	0	0.0%	0	0.0%

Q16b-o Benefits Offered: I do not receive a flat amount to be used at my discretion

	Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Offere d	Total Count
ARJE Dues	84.5%	1.6%	14.0%	193
Other Professional Dues/Subscriptions	63.6%	5.7%	30.7%	176
ARJE Conference(s) registration and fees	71.9%	10.8%	17.3%	185
Health/Medical Insurance for Myself	44.6%	37.6%	17.7%	186
Health/Medical Insurance for My Spouse/Partner	15.9%	34.1%	50.0%	176
Health/Medical Insurance for My Family	17.1%	34.3%	48.6%	181
Life Insurance	34.8%	17.9%	47.3%	184
Long Term Disability Insurance	35.5%	23.7%	40.9%	186
Long Term Care Insurance	13.1%	14.8%	72.2%	176
Congregation membership	80.0%	0.4%	19.6%	230
Early Childhood Program Tuition for your child(ren) /dependents	27.6%	16.7%	55.7%	210
Day School Tuition for your child(ren)/dependents	2.0%	2.9%	95.1%	205
Religious/Hebrew School Tuition for your child(ren) /dependents	59.3%	6.0%	34.7%	216
Camp Tuition for your child (ren)/dependents	8.1%	11.4%	80.5%	210
Other Allowances or Reimbursements	30.8%	16.5%	52.6%	133

Q16b-o Benefits Offered: PROVISION IN CONTRACT

	Yes	No	N/A	Total
				Count
ARJE Dues	79.0%	12.3%	8.6%	81
Other Professional Dues/Subscriptions	76.5%	15.7%	7.8%	51
ARJE Conference(s) registration and fees	74.2%	15.2%	10.6%	66
Health/Medical Insurance for Myself	85.5%	4.8%	9.7%	62
Health/Medical Insurance for My Spouse/Partner	70.0%	13.3%	16.7%	30
Health/Medical Insurance for My Family	70.0%	10.0%	20.0%	30
Life Insurance	63.3%	20.0%	16.7%	30
Long Term Disability Insurance	70.3%	18.9%	10.8%	37
Long Term Care Insurance	75.0%	8.3%	16.7%	12
Congregation membership	72.1%	19.8%	8.1%	86
Early Childhood Program Tuition for your child(ren) /dependents	54.3%	28.3%	17.4%	46
Day School Tuition for your child(ren)/dependents	0.0%	50.0%	50.0%	2
Religious/Hebrew School Tuition for your child(ren) /dependents	60.9%	31.2%	7.8%	64
Camp Tuition for your child (ren)/dependents	45.5%	45.5%	9.1%	11
Other Allowances or Reimbursements	78.1%	18.8%	3.1%	32

Q16a Benefit offered: ARJE Dues

		ARJE Dues			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		84.5%	1.6%	14.0%	193
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	93.6%	1.8%	4.5%	110
	Assistant Director or Manager level at your institution	82.4%	0.0%	17.6%	17
	Youth/Teen/Experiential Educator	100.0%	0.0%	0.0%	5
	Administrator or Principal not at a senior level	40.0%	0.0%	60.0%	5
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	92.3%	0.0%	7.7%	26
	Adult Educator				1
Gender	Male	88.0%	4.0%	8.0%	25
	Female	84.2%	1.2%	14.5%	165
	Non-Binary	66.7%	0.0%	33.3%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	84.7%	0.0%	15.3%	72
	11 - 20 years	88.1%	1.5%	10.4%	67
	More than 20 years	78.8%	3.8%	17.3%	52
Ordained vs Non-Clergy	Rabbi	84.3%	2.0%	13.7%	51
	Cantor	75.0%	0.0%	25.0%	4
	Non-Clergy	84.3%	1.7%	14.0%	121
Primary Work Setting	National or Local Agency	64.7%	0.0%	35.3%	17
	Camp, Afterschool Program, or JCC	25.0%	0.0%	75.0%	4
	Congregation or Community part-time School	91.4%	1.2%	7.4%	163
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	3
	Self-employed, Consultant, Coach				2
	Other	100.0%	0.0%	0.0%	1
Region	Northeast	80.0%	0.0%	20.0%	65
	South	88.9%	0.0%	11.1%	45
	Midwest	94.7%	0.0%	5.3%	38
	West	78.0%	7.3%	14.6%	41
	Canada	75.0%	0.0%	25.0%	4

Q16a Provision in contract: ARJE Dues

		ARJE Dues			Total
		Yes	No	N/A	Count
All Respondents		79.0%	12.3%	8.6%	81
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	83.1%	10.2%	6.8%	59
	Assistant Director or Manager level at your institution	62.5%	12.5%	25.0%	8
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	8
Gender	Male	90.0%	0.0%	10.0%	10
	Female	77.5%	14.1%	8.5%	71
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	79.3%	10.3%	10.3%	29
	11 - 20 years	86.2%	10.3%	3.4%	29
	More than 20 years	68.2%	18.2%	13.6%	22
Ordained vs Non-Clergy	Rabbi	85.0%	10.0%	5.0%	20
	Non-Clergy	72.5%	15.7%	11.8%	51
Primary Work Setting	National or Local Agency	40.0%	40.0%	20.0%	5
	Congregation or Community part-time School	82.7%	9.3%	8.0%	75
	Self-employed, Consultant, Coach				1
Region	Northeast	86.7%	6.7%	6.7%	30
	South	63.2%	15.8%	21.1%	19
	Midwest	81.2%	18.8%	0.0%	16
	West	80.0%	13.3%	6.7%	15
	Canada	100.0%	0.0%	0.0%	1

Q16b Benefit offered: Other Professional Dues/Subscriptions

		Other Professional Dues/Subscriptions			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		63.6%	5.7%	30.7%	176
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	64.7%	6.9%	28.4%	102
	Assistant Director or Manager level at your institution	61.5%	15.4%	23.1%	13
	Youth/Teen/Experiential Educator	75.0%	0.0%	25.0%	4
	Administrator or Principal not at a senior level	20.0%	0.0%	80.0%	5
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	88.0%	4.0%	8.0%	25
	Adult Educator				1
Gender	Male	75.0%	4.2%	20.8%	24
	Female	61.7%	6.0%	32.2%	149
	Non-Binary	66.7%	0.0%	33.3%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	58.7%	6.3%	34.9%	63
	11 - 20 years	74.6%	3.2%	22.2%	63
	More than 20 years	56.2%	8.3%	35.4%	48
Ordained vs Non-Clergy	Rabbi	80.4%	3.9%	15.7%	51
	Cantor	75.0%	0.0%	25.0%	4
	Non-Clergy	54.7%	7.5%	37.7%	106
Primary Work Setting	National or Local Agency	50.0%	0.0%	50.0%	16
	Camp, Afterschool Program, or JCC	0.0%	0.0%	100.0%	3
	Congregation or Community part-time School	67.8%	6.7%	25.5%	149
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	3
	Self-employed, Consultant, Coach				1
	Other	100.0%	0.0%	0.0%	1
Region	Northeast	53.4%	6.9%	39.7%	58
	South	65.1%	7.0%	27.9%	43
	Midwest	80.6%	5.6%	13.9%	36
	West	63.9%	2.8%	33.3%	36
	Canada	33.3%	0.0%	66.7%	3

Q16b Provsion in contract: Other Professional Dues/Subscriptions

		Other Professional Dues/Subscriptions			Total
		Yes	No	N/A	Count
All Respondents		76.5%	15.7%	7.8%	51
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	75.7%	16.2%	8.1%	37
	Assistant Director or Manager level at your institution	75.0%	0.0%	25.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	7
Gender	Male	83.3%	0.0%	16.7%	6
	Female	75.6%	17.8%	6.7%	45
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	76.5%	11.8%	11.8%	17
	11 - 20 years	90.0%	10.0%	0.0%	20
	More than 20 years	57.1%	28.6%	14.3%	14
Ordained vs Non-Clergy	Rabbi	77.8%	22.2%	0.0%	18
	Non-Clergy	69.2%	15.4%	15.4%	26
Primary Work Setting	National or Local Agency	33.3%	66.7%	0.0%	3
	Congregation or Community part-time School	79.2%	12.5%	8.3%	48
Region	Northeast	75.0%	18.8%	6.2%	16
	South	71.4%	7.1%	21.4%	14
	Midwest	69.2%	30.8%	0.0%	13
	West	100.0%	0.0%	0.0%	7
	Canada	100.0%	0.0%	0.0%	1

Q16c Benefit offered: ARJE Conference(s) registration and fees

		ARJE Conference(s) registration and fees			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		71.9%	10.8%	17.3%	185
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	84.1%	7.5%	8.4%	107
	Assistant Director or Manager level at your institution	62.5%	18.8%	18.8%	16
	Youth/Teen/Experiential Educator	80.0%	20.0%	0.0%	5
	Administrator or Principal not at a senior level	50.0%	0.0%	50.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	64.0%	16.0%	20.0%	25
	Adult Educator				1
Gender	Male	80.0%	16.0%	4.0%	25
	Female	70.7%	10.2%	19.1%	157
	Non-Binary	66.7%	0.0%	33.3%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	65.2%	14.5%	20.3%	69
	11 - 20 years	79.4%	11.1%	9.5%	63
	More than 20 years	70.6%	5.9%	23.5%	51
Ordained vs Non-Clergy	Rabbi	65.3%	18.4%	16.3%	49
	Cantor	50.0%	25.0%	25.0%	4
	Non-Clergy	74.4%	7.7%	17.9%	117
Primary Work Setting	National or Local Agency	50.0%	12.5%	37.5%	16
	Camp, Afterschool Program, or JCC	25.0%	50.0%	25.0%	4
	Congregation or Community part-time School	78.3%	10.2%	11.5%	157
	Day School				1
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	3
	Self-employed, Consultant, Coach				2
	Other	100.0%	0.0%	0.0%	1
Region	Northeast	59.7%	19.4%	21.0%	62
	South	83.7%	2.3%	14.0%	43
	Midwest	84.2%	5.3%	10.5%	38
	West	68.4%	13.2%	18.4%	38
	Canada	50.0%	0.0%	50.0%	4

Q16c Provision in contract: ARJE Conference(s) registration and fees

		ARJE Conference(s) registration and fees			Total
		Yes	No	N/A	Count
All Respondents		74.2%	15.2%	10.6%	66
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	80.0%	14.0%	6.0%	50
	Assistant Director or Manager level at your institution	33.3%	16.7%	50.0%	6
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	6
Gender	Male	70.0%	20.0%	10.0%	10
	Female	75.0%	14.3%	10.7%	56
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	77.3%	9.1%	13.6%	22
	11 - 20 years	70.8%	20.8%	8.3%	24
	More than 20 years	73.7%	15.8%	10.5%	19
Ordained vs Non-Clergy	Rabbi	66.7%	22.2%	11.1%	18
	Non-Clergy	73.2%	14.6%	12.2%	41
Primary Work Setting	National or Local Agency	25.0%	50.0%	25.0%	4
	Congregation or Community part-time School	77.4%	12.9%	9.7%	62
Region	Northeast	70.8%	16.7%	12.5%	24
	South	70.6%	5.9%	23.5%	17
	Midwest	64.3%	35.7%	0.0%	14
	West	100.0%	0.0%	0.0%	10
	Canada	100.0%	0.0%	0.0%	1

Q16d Benefit offered: Health/Medical Insurance for Myself

		Health/Medical Insurance for Myself			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		44.6%	37.6%	17.7%	186
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	43.4%	35.8%	20.8%	106
	Assistant Director or Manager level at your institution	52.9%	41.2%	5.9%	17
	Youth/Teen/Experiential Educator	60.0%	40.0%	0.0%	5
	Administrator or Principal not at a senior level	25.0%	0.0%	75.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	42.3%	38.5%	19.2%	26
Gender	Male	44.0%	40.0%	16.0%	25
	Female	44.9%	37.3%	17.7%	158
	Non-Binary	33.3%	33.3%	33.3%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	40.8%	42.3%	16.9%	71
	11 - 20 years	49.2%	32.3%	18.5%	65
	More than 20 years	41.7%	39.6%	18.8%	48
Ordained vs Non-Clergy	Rabbi	49.0%	37.3%	13.7%	51
	Cantor	25.0%	50.0%	25.0%	4
	Non-Clergy	44.3%	36.5%	19.1%	115
Primary Work Setting	National or Local Agency	52.9%	47.1%	0.0%	17
	Camp, Afterschool Program, or JCC	50.0%	50.0%	0.0%	4
	Congregation or Community part-time School	43.9%	36.3%	19.7%	157
	Day School				2
	Institute of Higher Education or Hillel	0.0%	66.7%	33.3%	3
	Self-employed, Consultant, Coach				1
	Other	100.0%	0.0%	0.0%	1
Region	Northeast	38.1%	39.7%	22.2%	63
	South	47.7%	29.5%	22.7%	44
	Midwest	37.8%	45.9%	16.2%	37
	West	60.5%	36.8%	2.6%	38
	Canada	25.0%	25.0%	50.0%	4

Q16d Provision in contract: Health/Medical Insurance for Myself

		Health/Medical Insurance for Myself			Total
		Yes	No	N/A	Count
All Respondents		85.5%	4.8%	9.7%	62
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	88.1%	4.8%	7.1%	42
	Assistant Director or Manager level at your institution	66.7%	11.1%	22.2%	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	6
Gender	Male	88.9%	0.0%	11.1%	9
	Female	84.9%	5.7%	9.4%	53
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	73.9%	13.0%	13.0%	23
	11 - 20 years	95.7%	0.0%	4.3%	23
	More than 20 years	86.7%	0.0%	13.3%	15
Ordained vs Non-Clergy	Rabbi	94.4%	0.0%	5.6%	18
	Non-Clergy	78.4%	8.1%	13.5%	37
Primary Work Setting	National or Local Agency	75.0%	0.0%	25.0%	4
	Congregation or Community part-time School	86.0%	5.3%	8.8%	57
	Day School				1
Region	Northeast	85.7%	4.8%	9.5%	21
	South	73.3%	0.0%	26.7%	15
	Midwest	92.9%	7.1%	0.0%	14
	West	90.9%	9.1%	0.0%	11
	Canada	100.0%	0.0%	0.0%	1

Q16e Benefit offered: Health/Medical Insurance for My Spouse/Partner

		Health/Medical Insurance for My Spouse/Partner			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		15.9%	34.1%	50.0%	176
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	12.6%	28.2%	59.2%	103
	Assistant Director or Manager level at your institution	8.3%	66.7%	25.0%	12
	Youth/Teen/Experiential Educator	25.0%	25.0%	50.0%	4
	Administrator or Principal not at a senior level	25.0%	0.0%	75.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	23.1%	30.8%	46.2%	26
Gender	Male	12.0%	28.0%	60.0%	25
	Female	16.9%	35.1%	48.0%	148
	Non-Binary	0.0%	33.3%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	9.1%	39.4%	51.5%	66
	11 - 20 years	22.2%	33.3%	44.4%	63
	More than 20 years	17.8%	28.9%	53.3%	45
Ordained vs Non-Clergy	Rabbi	26.0%	36.0%	38.0%	50
	Cantor	0.0%	50.0%	50.0%	4
	Non-Clergy	12.1%	33.6%	54.2%	107
Primary Work Setting	National or Local Agency	25.0%	56.2%	18.8%	16
	Camp, Afterschool Program, or JCC	25.0%	75.0%	0.0%	4
	Congregation or Community part-time School	14.9%	31.1%	54.1%	148
	Day School				2
	Institute of Higher Education or Hillel	0.0%	33.3%	66.7%	3
	Self-employed, Consultant, Coach				1
	Other	0.0%	0.0%	100.0%	1
Region	Northeast	14.8%	42.6%	42.6%	61
	South	9.5%	26.2%	64.3%	42
	Midwest	21.2%	33.3%	45.5%	33
	West	22.2%	30.6%	47.2%	36
	Canada	0.0%	25.0%	75.0%	4

Q16e Provision in contract: Health/Medical Insurance for My Spouse/Partner

		Health/Medical Insurance for My Spouse/Partner			Total
		Yes	No	N/A	Count
All Respondents		70.0%	13.3%	16.7%	30
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	78.9%	15.8%	5.3%	19
	Assistant Director or Manager level at your institution	40.0%	20.0%	40.0%	5
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	50.0%	0.0%	50.0%	2
Gender	Male	50.0%	0.0%	50.0%	2
	Female	71.4%	14.3%	14.3%	28
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	53.3%	26.7%	20.0%	15
	11 - 20 years	88.9%	0.0%	11.1%	9
	More than 20 years	83.3%	0.0%	16.7%	6
Ordained vs Non-Clergy	Rabbi	66.7%	11.1%	22.2%	9
	Non-Clergy	66.7%	16.7%	16.7%	18
Primary Work Setting	National or Local Agency	66.7%	0.0%	33.3%	3
	Congregation or Community part-time School	69.2%	15.4%	15.4%	26
	Day School				1
Region	Northeast	75.0%	16.7%	8.3%	12
	South	50.0%	0.0%	50.0%	6
	Midwest	71.4%	14.3%	14.3%	7
	West	75.0%	25.0%	0.0%	4
	Canada	100.0%	0.0%	0.0%	1

Q16f Benefit offered: Health/Medical Insurance for My Family

		Health/Medical Insurance for My Family			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		17.1%	34.3%	48.6%	181
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	14.2%	28.3%	57.5%	106
	Assistant Director or Manager level at your institution	8.3%	66.7%	25.0%	12
	Youth/Teen/Experiential Educator	25.0%	25.0%	50.0%	4
	Administrator or Principal not at a senior level	25.0%	0.0%	75.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	23.1%	30.8%	46.2%	26
Gender	Male	12.0%	36.0%	52.0%	25
	Female	18.3%	34.0%	47.7%	153
	Non-Binary	0.0%	33.3%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	9.1%	40.9%	50.0%	66
	11 - 20 years	22.2%	33.3%	44.4%	63
	More than 20 years	22.0%	28.0%	50.0%	50
Ordained vs Non-Clergy	Rabbi	26.0%	36.0%	38.0%	50
	Cantor	0.0%	50.0%	50.0%	4
	Non-Clergy	12.7%	34.5%	52.7%	110
Primary Work Setting	National or Local Agency	23.5%	58.8%	17.6%	17
	Camp, Afterschool Program, or JCC	25.0%	75.0%	0.0%	4
	Congregation or Community part-time School	15.9%	31.1%	53.0%	151
	Day School				2
	Institute of Higher Education or Hillel	0.0%	33.3%	66.7%	3
	Self-employed, Consultant, Coach				2
	Other	0.0%	0.0%	100.0%	1
Region	Northeast	14.5%	43.5%	41.9%	62
	South	11.6%	25.6%	62.8%	43
	Midwest	22.9%	34.3%	42.9%	35
	West	24.3%	29.7%	45.9%	37
	Canada	0.0%	25.0%	75.0%	4

Q16f Provision in contract: Health/Medical Insurance for My Family

		Health/Medical Insurance for My Family			Total
		Yes	No	N/A	Count
All Respondents		70.0%	10.0%	20.0%	30
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	75.0%	15.0%	10.0%	20
	Assistant Director or Manager level at your institution	50.0%	0.0%	50.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	50.0%	0.0%	50.0%	2
Gender	Male	66.7%	0.0%	33.3%	3
	Female	70.4%	11.1%	18.5%	27
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	50.0%	21.4%	28.6%	14
	11 - 20 years	88.9%	0.0%	11.1%	9
	More than 20 years	85.7%	0.0%	14.3%	7
Ordained vs Non-Clergy	Rabbi	66.7%	11.1%	22.2%	9
	Non-Clergy	64.7%	11.8%	23.5%	17
Primary Work Setting	National or Local Agency	66.7%	0.0%	33.3%	3
	Congregation or Community part-time School	69.2%	11.5%	19.2%	26
	Day School				1
Region	Northeast	66.7%	16.7%	16.7%	12
	South	50.0%	0.0%	50.0%	6
	Midwest	75.0%	12.5%	12.5%	8
	West	100.0%	0.0%	0.0%	3
	Canada	100.0%	0.0%	0.0%	1

Q16g Benefit offered: Life Insurance

		Life Insurance			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		34.8%	17.9%	47.3%	184
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	29.5%	13.3%	57.1%	105
	Assistant Director or Manager level at your institution	50.0%	18.8%	31.2%	16
	Youth/Teen/Experiential Educator	25.0%	50.0%	25.0%	4
	Administrator or Principal not at a senior level	25.0%	0.0%	75.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	36.0%	32.0%	32.0%	25
	Adult Educator				1
Gender	Male	28.0%	16.0%	56.0%	25
	Female	35.9%	18.6%	45.5%	156
	Non-Binary	33.3%	0.0%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	32.4%	25.0%	42.6%	68
	11 - 20 years	32.8%	20.3%	46.9%	64
	More than 20 years	42.0%	6.0%	52.0%	50
Ordained vs Non-Clergy	Rabbi	30.0%	24.0%	46.0%	50
	Cantor	50.0%	0.0%	50.0%	4
	Non-Clergy	35.1%	14.9%	50.0%	114
Primary Work Setting	National or Local Agency	61.1%	16.7%	22.2%	18
	Camp, Afterschool Program, or JCC	25.0%	50.0%	25.0%	4
	Congregation or Community part-time School	32.5%	17.5%	50.0%	154
	Day School				2
	Institute of Higher Education or Hillel	33.3%	33.3%	33.3%	3
	Self-employed, Consultant, Coach				1
	Other	0.0%	0.0%	100.0%	1
Region	Northeast	24.2%	17.7%	58.1%	62
	South	40.0%	15.6%	44.4%	45
	Midwest	47.2%	19.4%	33.3%	36
	West	35.1%	18.9%	45.9%	37
	Canada	25.0%	25.0%	50.0%	4

Q16g Provision in contract: Life Insurance

		Life Insurance			Total
		Yes	No	N/A	Count
All Respondents		63.3%	20.0%	16.7%	30
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	65.0%	25.0%	10.0%	20
	Assistant Director or Manager level at your institution	25.0%	25.0%	50.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	4
Gender	Male	60.0%	20.0%	20.0%	5
	Female	64.0%	20.0%	16.0%	25
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	58.3%	16.7%	25.0%	12
	11 - 20 years	69.2%	23.1%	7.7%	13
	More than 20 years	60.0%	20.0%	20.0%	5
Ordained vs Non-Clergy	Rabbi	60.0%	30.0%	10.0%	10
	Non-Clergy	60.0%	13.3%	26.7%	15
Primary Work Setting	National or Local Agency	50.0%	0.0%	50.0%	2
	Congregation or Community part-time School	64.3%	21.4%	14.3%	28
Region	Northeast	57.1%	14.3%	28.6%	7
	South	37.5%	25.0%	37.5%	8
	Midwest	88.9%	11.1%	0.0%	9
	West	60.0%	40.0%	0.0%	5
	Canada	100.0%	0.0%	0.0%	1

Q16h Benefit offered: Long Term Disability Insurance

		Long Term Disability Insurance			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		35.5%	23.7%	40.9%	186
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	32.7%	15.0%	52.3%	107
	Assistant Director or Manager level at your institution	35.7%	42.9%	21.4%	14
	Youth/Teen/Experiential Educator	25.0%	50.0%	25.0%	4
	Administrator or Principal not at a senior level	25.0%	0.0%	75.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	42.3%	34.6%	23.1%	26
	Adult Educator				1
Gender	Male	40.0%	32.0%	28.0%	25
	Female	34.8%	22.8%	42.4%	158
	Non-Binary	33.3%	0.0%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	26.9%	38.8%	34.3%	67
	11 - 20 years	36.4%	18.2%	45.5%	66
	More than 20 years	45.1%	11.8%	43.1%	51
Ordained vs Non-Clergy	Rabbi	37.3%	25.5%	37.3%	51
	Cantor	25.0%	25.0%	50.0%	4
	Non-Clergy	33.3%	21.9%	44.7%	114
Primary Work Setting	National or Local Agency	44.4%	38.9%	16.7%	18
	Camp, Afterschool Program, or JCC	50.0%	50.0%	0.0%	4
	Congregation or Community part-time School	34.2%	21.3%	44.5%	155
	Day School				2
	Institute of Higher Education or Hillel	0.0%	33.3%	66.7%	3
	Self-employed, Consultant, Coach				2
	Other	0.0%	0.0%	100.0%	1
Region	Northeast	28.6%	22.2%	49.2%	63
	South	29.5%	20.5%	50.0%	44
	Midwest	51.4%	21.6%	27.0%	37
	West	39.5%	31.6%	28.9%	38
	Canada	25.0%	25.0%	50.0%	4

Q16h Provision in contract: Long Term Disability Insurance

		Long Term Disability Insurance			Total
		Yes	No	N/A	Count
All Respondents		70.3%	18.9%	10.8%	37
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	76.0%	16.0%	8.0%	25
	Assistant Director or Manager level at your institution	25.0%	50.0%	25.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	5
Gender	Male	85.7%	0.0%	14.3%	7
	Female	66.7%	23.3%	10.0%	30
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	64.3%	21.4%	14.3%	14
	11 - 20 years	75.0%	16.7%	8.3%	12
	More than 20 years	70.0%	20.0%	10.0%	10
Ordained vs Non-Clergy	Rabbi	83.3%	8.3%	8.3%	12
	Non-Clergy	61.1%	22.2%	16.7%	18
Primary Work Setting	National or Local Agency	33.3%	33.3%	33.3%	3
	Congregation or Community part-time School	73.5%	17.6%	8.8%	34
Region	Northeast	60.0%	20.0%	20.0%	10
	South	50.0%	16.7%	33.3%	6
	Midwest	81.8%	18.2%	0.0%	11
	West	77.8%	22.2%	0.0%	9
	Canada	100.0%	0.0%	0.0%	1

Q16i Benefit offered: Long Term Care Insurance

		Long Term Care Insurance			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		13.1%	14.8%	72.2%	176
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	8.7%	11.7%	79.6%	103
	Assistant Director or Manager level at your institution	16.7%	33.3%	50.0%	12
	Youth/Teen/Experiential Educator	25.0%	25.0%	50.0%	4
	Administrator or Principal not at a senior level	0.0%	0.0%	100.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	26.1%	13.0%	60.9%	23
	Adult Educator				1
Gender	Male	20.8%	29.2%	50.0%	24
	Female	12.1%	12.1%	75.8%	149
	Non-Binary	0.0%	33.3%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	14.1%	21.9%	64.1%	64
	11 - 20 years	11.1%	14.3%	74.6%	63
	More than 20 years	14.9%	6.4%	78.7%	47
Ordained vs Non-Clergy	Rabbi	14.6%	8.3%	77.1%	48
	Cantor	25.0%	25.0%	50.0%	4
	Non-Clergy	13.0%	17.6%	69.4%	108
Primary Work Setting	National or Local Agency	22.2%	22.2%	55.6%	18
	Camp, Afterschool Program, or JCC	0.0%	50.0%	50.0%	4
	Congregation or Community part-time School	13.0%	13.7%	73.3%	146
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	3
	Self-employed, Consultant, Coach				1
	Other	0.0%	0.0%	100.0%	1
Region	Northeast	6.6%	13.1%	80.3%	61
	South	9.8%	22.0%	68.3%	41
	Midwest	26.5%	2.9%	70.6%	34
	West	16.7%	19.4%	63.9%	36
	Canada	0.0%	25.0%	75.0%	4

Q16i Provision in contract: Long Term Care Insurance

		Long Term Care Insurance			Total
		Yes	No	N/A	Count
All Respondents		75.0%	8.3%	16.7%	12
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	66.7%	16.7%	16.7%	6
	Assistant Director or Manager level at your institution	50.0%	0.0%	50.0%	2
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	3
Gender	Male	75.0%	0.0%	25.0%	4
	Female	75.0%	12.5%	12.5%	8
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	71.4%	14.3%	14.3%	7
	11 - 20 years	100.0%	0.0%	0.0%	2
	More than 20 years	66.7%	0.0%	33.3%	3
Ordained vs Non-Clergy	Rabbi	100.0%	0.0%	0.0%	3
	Non-Clergy	62.5%	12.5%	25.0%	8
Primary Work Setting	National or Local Agency	100.0%	0.0%	0.0%	1
	Congregation or Community part-time School	72.7%	9.1%	18.2%	11
Region	Northeast	100.0%	0.0%	0.0%	1
	South	0.0%	33.3%	66.7%	3
	Midwest	100.0%	0.0%	0.0%	5
	West	100.0%	0.0%	0.0%	2
	Canada	100.0%	0.0%	0.0%	1

Q16j Benefit offered: Congregation membership

		Congregation membership			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		80.0%	0.4%	19.6%	230
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	87.3%	0.7%	11.9%	134
	Assistant Director or Manager level at your institution	93.8%	0.0%	6.2%	16
	Youth/Teen/Experiential Educator	100.0%	0.0%	0.0%	8
	Administrator or Principal not at a senior level	87.5%	0.0%	12.5%	8
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	94.3%	0.0%	5.7%	35
Gender	Male	88.9%	0.0%	11.1%	36
	Female	78.4%	0.5%	21.1%	190
	Non-Binary	66.7%	0.0%	33.3%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	81.3%	0.0%	18.7%	91
	11 - 20 years	81.2%	1.2%	17.5%	80
	More than 20 years	75.4%	0.0%	24.6%	57
Ordained vs Non-Clergy	Rabbi	86.4%	0.0%	13.6%	59
	Cantor	83.3%	0.0%	16.7%	6
	Non-Clergy	77.6%	0.0%	22.4%	143
Primary Work Setting	National or Local Agency	6.2%	0.0%	93.8%	16
	Camp, Afterschool Program, or JCC	0.0%	0.0%	100.0%	4
	Congregation or Community part-time School	90.0%	0.5%	9.5%	200
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	2
	Self-employed, Consultant, Coach				2
	Other	33.3%	0.0%	66.7%	3
Region	Northeast	72.7%	0.0%	27.3%	77
	South	82.8%	1.7%	15.5%	58
	Midwest	83.7%	0.0%	16.3%	43
	West	85.1%	0.0%	14.9%	47
	Canada	80.0%	0.0%	20.0%	5

Q16j Provision in contract: Congregation membership

		Congregation membership			Total
		Yes	No	N/A	Count
All Respondents		72.1%	19.8%	8.1%	86
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	82.0%	13.1%	4.9%	61
	Assistant Director or Manager level at your institution	33.3%	33.3%	33.3%	6
	Youth/Teen/Experiential Educator	0.0%	100.0%	0.0%	1
	Administrator or Principal not at a senior level	50.0%	0.0%	50.0%	2
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	56.2%	37.5%	6.2%	16
Gender	Male	72.2%	16.7%	11.1%	18
	Female	71.6%	20.9%	7.5%	67
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	65.6%	25.0%	9.4%	32
	11 - 20 years	80.0%	17.1%	2.9%	35
	More than 20 years	66.7%	16.7%	16.7%	18
Ordained vs Non-Clergy	Rabbi	68.0%	24.0%	8.0%	25
	Cantor	100.0%	0.0%	0.0%	2
	Non-Clergy	68.8%	20.8%	10.4%	48
Primary Work Setting	Congregation or Community part-time School	72.1%	19.8%	8.1%	86
Region	Northeast	71.4%	25.0%	3.6%	28
	South	81.0%	4.8%	14.3%	21
	Midwest	72.2%	16.7%	11.1%	18
	West	58.8%	35.3%	5.9%	17
	Canada	100.0%	0.0%	0.0%	2

Q16k Benefit offered: Early Childhood Program Tuition for your child(dren) /dependents

		Early Childhood Program Tuition for your child(ren)/dependents			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		27.6%	16.7%	55.7%	210
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	27.8%	16.7%	55.6%	126
	Assistant Director or Manager level at your institution	25.0%	33.3%	41.7%	12
	Youth/Teen/Experiential Educator	28.6%	42.9%	28.6%	7
	Administrator or Principal not at a senior level	25.0%	25.0%	50.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	50.0%	9.4%	40.6%	32
Gender	Male	29.4%	20.6%	50.0%	34
	Female	27.9%	15.1%	57.0%	172
	Non-Binary	0.0%	33.3%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	25.0%	22.5%	52.5%	80
	11 - 20 years	32.5%	15.6%	51.9%	77
	More than 20 years	25.5%	7.8%	66.7%	51
Ordained vs Non-Clergy	Rabbi	50.9%	7.3%	41.8%	55
	Cantor	40.0%	0.0%	60.0%	5
	Non-Clergy	18.6%	20.2%	61.2%	129
Primary Work Setting	National or Local Agency	0.0%	0.0%	100.0%	16
	Camp, Afterschool Program, or JCC	0.0%	0.0%	100.0%	4
	Congregation or Community part-time School	31.7%	17.8%	50.6%	180
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	2
	Self-employed, Consultant, Coach				2
	Other	0.0%	66.7%	33.3%	3
Region	Northeast	34.7%	12.5%	52.8%	72
	South	23.1%	28.8%	48.1%	52
	Midwest	15.0%	7.5%	77.5%	40
	West	36.6%	19.5%	43.9%	41
	Canada	0.0%	0.0%	100.0%	5

Q16k Provision in contract: Early Childhood Program Tuition for your child (dren)/dependents

		Early Childhood Program Tuition for your child(ren)/dependents			Total
		Yes	No	N/A	Count
All Respondents		54.3%	28.3%	17.4%	46
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	54.5%	27.3%	18.2%	33
	Assistant Director or Manager level at your institution	0.0%	50.0%	50.0%	2
	Youth/Teen/Experiential Educator	0.0%	100.0%	0.0%	1
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	77.8%	22.2%	0.0%	9
Gender	Male	40.0%	40.0%	20.0%	10
	Female	57.1%	25.7%	17.1%	35
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	56.2%	18.8%	25.0%	16
	11 - 20 years	52.4%	33.3%	14.3%	21
	More than 20 years	55.6%	33.3%	11.1%	9
Ordained vs Non-Clergy	Rabbi	66.7%	33.3%	0.0%	15
	Cantor	100.0%	0.0%	0.0%	1
	Non-Clergy	38.5%	30.8%	30.8%	26
Primary Work Setting	Congregation or Community part-time School	55.6%	28.9%	15.6%	45
	Day School				1
Region	Northeast	65.0%	20.0%	15.0%	20
	South	41.7%	33.3%	25.0%	12
	Midwest	50.0%	50.0%	0.0%	4
	West	50.0%	30.0%	20.0%	10

Q16I Benefit offered: Day School Tuition for your child(ren)/dependents

		Day School Tuition for your child(ren) /dependents			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		2.0%	2.9%	95.1%	205
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	0.8%	2.5%	96.7%	121
	Assistant Director or Manager level at your institution	9.1%	0.0%	90.9%	11
	Youth/Teen/Experiential Educator	0.0%	0.0%	100.0%	6
	Administrator or Principal not at a senior level	16.7%	0.0%	83.3%	6
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	0.0%	3.1%	96.9%	32
Gender	Male	2.9%	5.9%	91.2%	34
	Female	1.8%	2.4%	95.8%	167
	Non-Binary	0.0%	0.0%	100.0%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	2.6%	5.2%	92.2%	77
	11 - 20 years	1.3%	2.7%	96.0%	75
	More than 20 years	2.0%	0.0%	98.0%	51
Ordained vs Non-Clergy	Rabbi	5.5%	1.8%	92.7%	55
	Cantor	0.0%	0.0%	100.0%	5
	Non-Clergy	0.8%	3.2%	96.0%	126
Primary Work Setting	National or Local Agency	0.0%	6.2%	93.8%	16
	Camp, Afterschool Program, or JCC	0.0%	0.0%	100.0%	4
	Congregation or Community part-time School	1.7%	2.3%	96.0%	175
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	2
	Self-employed, Consultant, Coach				2
	Other	0.0%	0.0%	100.0%	3
Region	Northeast	0.0%	2.8%	97.2%	72
	South	2.0%	3.9%	94.1%	51
	Midwest	0.0%	0.0%	100.0%	38
	West	7.7%	5.1%	87.2%	39
	Canada	0.0%	0.0%	100.0%	5

Q16m Benefit offered: Religious/Hebrew School Tuition for your child(ren) /dependents

		Religious/Hebrew School Tuition for your child(ren)/dependents			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		59.3%	6.0%	34.7%	216
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	65.1%	5.4%	29.5%	129
	Assistant Director or Manager level at your institution	58.3%	25.0%	16.7%	12
	Youth/Teen/Experiential Educator	71.4%	14.3%	14.3%	7
	Administrator or Principal not at a senior level	60.0%	40.0%	0.0%	5
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	76.5%	0.0%	23.5%	34
Gender	Male	66.7%	11.1%	22.2%	36
	Female	58.5%	5.1%	36.4%	176
	Non-Binary	0.0%	0.0%	100.0%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	62.2%	12.2%	25.6%	82
	11 - 20 years	67.1%	1.3%	31.6%	79
	More than 20 years	41.5%	3.8%	54.7%	53
Ordained vs Non-Clergy	Rabbi	75.9%	0.0%	24.1%	58
	Cantor	60.0%	0.0%	40.0%	5
	Non-Clergy	55.0%	6.9%	38.2%	131
Primary Work Setting	National or Local Agency	6.2%	0.0%	93.8%	16
	Camp, Afterschool Program, or JCC	0.0%	0.0%	100.0%	4
	Congregation or Community part-time School	67.2%	7.0%	25.8%	186
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	2
	Self-employed, Consultant, Coach				2
	Other	33.3%	0.0%	66.7%	3
Region	Northeast	60.5%	5.3%	34.2%	76
	South	64.7%	7.8%	27.5%	51
	Midwest	53.7%	4.9%	41.5%	41
	West	58.1%	7.0%	34.9%	43
	Canada	40.0%	0.0%	60.0%	5

Q16m Provision in contract: Religious/Hebrew School Tuition for your child (ren)/dependents

		Religious/Hebrew School Tuition for your child(ren)/dependents			Total
		Yes	No	N/A	Count
All Respondents		60.9%	31.2%	7.8%	64
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	63.5%	30.8%	5.8%	52
	Assistant Director or Manager level at your institution	0.0%	66.7%	33.3%	3
	Administrator or Principal not at a senior level	0.0%	0.0%	100.0%	1
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	75.0%	25.0%	0.0%	8
Gender	Male	46.7%	33.3%	20.0%	15
	Female	65.3%	30.6%	4.1%	49
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	50.0%	36.4%	13.6%	22
	11 - 20 years	75.9%	20.7%	3.4%	29
	More than 20 years	50.0%	41.7%	8.3%	12
Ordained vs Non-Clergy	Rabbi	66.7%	27.8%	5.6%	18
	Non-Clergy	59.5%	32.4%	8.1%	37
Primary Work Setting	Congregation or Community part-time School	60.9%	31.2%	7.8%	64
Region	Northeast	54.2%	37.5%	8.3%	24
	South	85.7%	7.1%	7.1%	14
	Midwest	57.1%	42.9%	0.0%	14
	West	45.5%	36.4%	18.2%	11
	Canada	100.0%	0.0%	0.0%	1

Q16n Benefit offered: Camp Tuition for your child(ren)/dependents

		Camp Tuition for your child(ren) /dependents			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		8.1%	11.4%	80.5%	210
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	5.5%	8.7%	85.8%	127
	Assistant Director or Manager level at your institution	18.2%	0.0%	81.8%	11
	Youth/Teen/Experiential Educator	0.0%	16.7%	83.3%	6
	Administrator or Principal not at a senior level	0.0%	50.0%	50.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	9.1%	9.1%	81.8%	33
Gender	Male	8.6%	8.6%	82.9%	35
	Female	8.2%	11.7%	80.1%	171
	Non-Binary	0.0%	33.3%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	8.9%	5.1%	86.1%	79
	11 - 20 years	7.8%	15.6%	76.6%	77
	More than 20 years	7.7%	15.4%	76.9%	52
Ordained vs Non-Clergy	Rabbi	12.7%	9.1%	78.2%	55
	Cantor	0.0%	0.0%	100.0%	5
	Non-Clergy	6.2%	14.6%	79.2%	130
Primary Work Setting	National or Local Agency	0.0%	37.5%	62.5%	16
	Camp, Afterschool Program, or JCC	100.0%	0.0%	0.0%	4
	Congregation or Community part-time School	6.7%	9.4%	83.9%	180
	Day School				2
	Institute of Higher Education or Hillel	0.0%	0.0%	100.0%	2
	Self-employed, Consultant, Coach				2
	Other	0.0%	33.3%	66.7%	3
Region	Northeast	6.9%	15.3%	77.8%	72
	South	1.9%	9.6%	88.5%	52
	Midwest	5.0%	7.5%	87.5%	40
	West	22.0%	9.8%	68.3%	41
	Canada	0.0%	20.0%	80.0%	5

Q16n Provision in contract: Camp Tuition for your child(ren)/dependents

		Camp Tuition for your child(ren) /dependents			Total
		Yes	No	N/A	Count
All Respondents		45.5%	45.5%	9.1%	11
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	44.4%	44.4%	11.1%	9
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	50.0%	50.0%	0.0%	2
Gender	Male	0.0%	66.7%	33.3%	3
	Female	62.5%	37.5%	0.0%	8
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	100.0%	0.0%	0.0%	1
	11 - 20 years	50.0%	33.3%	16.7%	6
	More than 20 years	25.0%	75.0%	0.0%	4
Ordained vs Non-Clergy	Rabbi	50.0%	50.0%	0.0%	2
	Non-Clergy	28.6%	57.1%	14.3%	7
Primary Work Setting	Congregation or Community part-time School	45.5%	45.5%	9.1%	11
Region	Northeast	25.0%	75.0%	0.0%	4
	South	100.0%	0.0%	0.0%	1
	Midwest	33.3%	66.7%	0.0%	3
	West	50.0%	0.0%	50.0%	2
	Canada	100.0%	0.0%	0.0%	1

Q16o Benefit offered: Other Allowances or Reimbursements

		Other Allowances or Reimbursements			Total
		Yes, Full Amount Covered	Yes, Partial Amount Covered	Not Covered/Of fered	Count
All Respondents		30.8%	16.5%	52.6%	133
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	31.0%	17.9%	51.2%	84
	Assistant Director or Manager level at your institution	0.0%	25.0%	75.0%	4
	Youth/Teen/Experiential Educator	66.7%	33.3%	0.0%	3
	Administrator or Principal not at a senior level	0.0%	50.0%	50.0%	4
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	50.0%	6.2%	43.8%	16
Gender	Male	47.6%	14.3%	38.1%	21
	Female	27.8%	17.6%	54.6%	108
	Non-Binary	33.3%	0.0%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	27.5%	21.6%	51.0%	51
	11 - 20 years	35.6%	15.6%	48.9%	45
	More than 20 years	30.6%	11.1%	58.3%	36
Ordained vs Non-Clergy	Rabbi	31.0%	17.2%	51.7%	29
	Cantor	33.3%	33.3%	33.3%	3
	Non-Clergy	28.6%	16.5%	54.9%	91
Primary Work Setting	National or Local Agency	16.7%	0.0%	83.3%	12
	Camp, Afterschool Program, or JCC	0.0%	50.0%	50.0%	2
	Congregation or Community part-time School	32.7%	18.2%	49.1%	110
	Day School				1
	Institute of Higher Education or Hillel	50.0%	0.0%	50.0%	2
	Self-employed, Consultant, Coach				2
	Other	33.3%	0.0%	66.7%	3
Region	Northeast	24.5%	18.9%	56.6%	53
	South	35.5%	19.4%	45.2%	31
	Midwest	45.0%	5.0%	50.0%	20
	West	25.0%	20.8%	54.2%	24
	Canada	40.0%	0.0%	60.0%	5

Q16o Provision in contract: Other Allowances or Reimbursements

		Other Allowances or Reimbursements			Total
		Yes	No	N/A	Count
All Respondents		78.1%	18.8%	3.1%	32
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	81.8%	13.6%	4.5%	22
	Youth/Teen/Experiential Educator	0.0%	100.0%	0.0%	1
	Administrator or Principal not at a senior level	100.0%	0.0%	0.0%	2
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	100.0%	0.0%	0.0%	5
Gender	Male	62.5%	25.0%	12.5%	8
	Female	83.3%	16.7%	0.0%	24
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	84.6%	15.4%	0.0%	13
	11 - 20 years	76.9%	15.4%	7.7%	13
	More than 20 years	66.7%	33.3%	0.0%	6
Ordained vs Non-Clergy	Rabbi	85.7%	14.3%	0.0%	7
	Cantor	100.0%	0.0%	0.0%	2
	Non-Clergy	71.4%	23.8%	4.8%	21
Primary Work Setting	National or Local Agency	0.0%	100.0%	0.0%	1
	Congregation or Community part-time School	83.3%	13.3%	3.3%	30
	Day School				1
Region	Northeast	90.9%	9.1%	0.0%	11
	South	71.4%	28.6%	0.0%	7
	Midwest	75.0%	25.0%	0.0%	4
	West	66.7%	22.2%	11.1%	9
	Canada	100.0%	0.0%	0.0%	1

Q17 How does your employer manage time off, and how many total number of days per year are allowed??

		:How does your employer manage time off?		Separate Vacation, Sick and Personal days		Paid Time Off (PTO) days	
		Separate Vacation, Sick and Personal Days	Paid Time Off (PTO)				
		Percent	Percent	Count	Mean	Count	Mean
All Respondents		58.1%	41.9%	116	29	83	20
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	55.6%	44.4%	62	28	53	20
	Assistant Director or Manager level at your institution	56.2%	43.8%	8	23	6	17
	Youth/Teen/Experiential Educator	37.5%	62.5%	3	21	4	16
	Administrator or Principal not at a senior level	25.0%	75.0%	2		4	17
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	67.6%	32.4%	21	31	10	23
	Adult Educator			1		0	.
Gender	Male	51.4%	48.6%	16	28	14	21
	Female	59.8%	40.2%	99	29	68	20
	Non-Binary	0.0%	100.0%	0	.	1	
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	51.7%	48.3%	43	28	38	19
	11 - 20 years	60.0%	40.0%	41	27	28	23
	More than 20 years	64.3%	35.7%	30	31	17	19
Ordained vs Non-Clergy	Rabbi	62.7%	37.3%	35	31	20	23
	Cantor	60.0%	40.0%	3	32	2	17
	Non-Clergy	55.5%	44.5%	65	27	53	19
Primary Work Setting	National or Local Agency	77.8%	22.2%	11	33	3	17
	Camp, Afterschool Program, or JCC	75.0%	25.0%	3	39	1	
	Congregation or Community part-time School	55.8%	44.2%	96	28	77	20
	Day School			1		1	
	Institute of Higher Education or Hillel	100.0%	0.0%	2		0	.
	Self-employed, Consultant, Coach			1		0	.
	Other	33.3%	66.7%	1		1	
Region	Northeast	61.3%	38.7%	42	30	25	20
	South	48.1%	51.9%	23	25	23	20
	Midwest	53.3%	46.7%	23	28	21	21
	West	68.2%	31.8%	25	30	13	20
	Canada	75.0%	25.0%	3	25	1	

Q18 Does your employer have a written policy regarding Family leave which could include parental/maternity/ paternity leave as well as leave for serious illness in the family?

		Does your employer have a written policy regarding Family leave which could include parental/maternity/ paternity leave as well as leave for serious illness in the family?						Total
		Yes, paid at full salary	Yes, paid at partial salary	Yes, combination of paid (full and/or partial) and unpaid	Yes, unpaid	No	Not Sure	Count
All Respondents		33.5%	3.5%	10.4%	7.0%	13.5%	32.2%	230
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	28.8%	3.8%	11.4%	6.8%	15.9%	33.3%	132
	Assistant Director or Manager level at your institution	18.8%	12.5%	18.8%	18.8%	0.0%	31.2%	16
	Youth/Teen/Experiential Educator	25.0%	0.0%	0.0%	12.5%	0.0%	62.5%	8
	Administrator or Principal not at a senior level	12.5%	0.0%	0.0%	0.0%	12.5%	75.0%	8
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	58.8%	0.0%	5.9%	2.9%	17.6%	14.7%	34
	Adult Educator							1
Gender	Male	38.9%	5.6%	5.6%	2.8%	16.7%	30.6%	36
	Female	32.5%	3.1%	11.5%	7.9%	12.6%	32.5%	191
	Non-Binary	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	2
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	26.7%	7.8%	12.2%	8.9%	12.2%	32.2%	90
	11 - 20 years	40.7%	1.2%	9.9%	6.2%	11.1%	30.9%	81
	More than 20 years	35.1%	0.0%	8.8%	5.3%	19.3%	31.6%	57
Ordained vs Non-Clergy	Rabbi	58.3%	1.7%	8.3%	5.0%	11.7%	15.0%	60
	Cantor	20.0%	0.0%	0.0%	0.0%	40.0%	40.0%	5
	Non-Clergy	22.2%	4.9%	12.5%	8.3%	13.2%	38.9%	144
Primary Work Setting	National or Local Agency	38.9%	5.6%	11.1%	0.0%	0.0%	44.4%	18
	Camp, Afterschool Program, or JCC	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	4
	Congregation or Community part-time School	32.8%	3.5%	10.1%	7.1%	14.1%	32.3%	198
	Day School							2
	Institute of Higher Education or Hillel	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	2
	Self-employed, Consultant, Coach							2
	Other	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	3
Region	Northeast	29.5%	2.6%	12.8%	2.6%	14.1%	38.5%	78
	South	33.3%	1.8%	12.3%	10.5%	10.5%	31.6%	57
	Midwest	46.7%	0.0%	8.9%	4.4%	11.1%	28.9%	45
	West	31.1%	8.9%	6.7%	13.3%	17.8%	22.2%	45
	Canada	0.0%	20.0%	0.0%	0.0%	20.0%	60.0%	5

Q18a Family Leave: number of days per year paid at full salary

		Full salary - number of days per year	
		Average	Count
All Respondents		58.8	63
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	53.8	31
	Assistant Director or Manager level at your institution	66.7	3
	Youth/Teen/Experiential Educator		2
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	63.6	18
Gender	Male	50.6	11
	Female	60.5	51
	Non-Binary		1
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	62.7	24
	11 - 20 years	57.2	25
	More than 20 years	55.0	14
Ordained vs Non-Clergy	Rabbi	65.8	28
	Cantor		1
	Non-Clergy	53.1	27
Primary Work Setting	National or Local Agency	55.0	4
	Camp, Afterschool Program, or JCC		2
	Congregation or Community part-time School	59.0	54
	Day School		1
	Other		2
Region	Northeast	57.1	19
	South	58.6	18
	Midwest	51.3	13
	West	69.2	13

Q18b Family Leave: number of days per year paid at partial salary

		Partial salary - number of days per year	
		Average	Count
All Respondents		49.6	5
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	32.7	3
	Assistant Director or Manager level at your institution		2
Gender	Male		1
	Female	47.0	4
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	57.5	4
	11 - 20 years		1
Ordained vs Non-Clergy	Rabbi		1
	Non-Clergy	47.0	4
Primary Work Setting	Congregation or Community part-time School	49.6	5
Region	Northeast		2
	West		2
	Canada		1

Q18c Family Leave: combination of paid and unpaid number of days per year

		Combination paid and unpaid - number of days per year	
		Average	Count
All Respondents		61.0	14
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	61.0	10
	Assistant Director or Manager level at your institution		1
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)		1
Gender	Male		2
	Female	56.2	12
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	57.7	7
	11 - 20 years	62.0	5
	More than 20 years		2
Ordained vs Non-Clergy	Rabbi	71.3	3
	Non-Clergy	58.0	10
Primary Work Setting	Camp, Afterschool Program, or JCC		2
	Congregation or Community part-time School	62.8	12
Region	Northeast	68.0	5
	South	50.0	4
	Midwest		2
	West	71.3	3

Q18d Family Leave: unpaid number of days per year

		Unpaid - number of days per year	
		Average	Count
All Respondents		62.2	11
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	67.7	7
	Assistant Director or Manager level at your institution		1
	Youth/Teen/Experiential Educator		1
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)		1
Gender	Male		1
	Female	62.4	10
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	66.0	4
	11 - 20 years	60.0	5
	More than 20 years		2
Ordained vs Non-Clergy	Rabbi	60.0	3
	Non-Clergy	63.0	8
Primary Work Setting	Congregation or Community part-time School	62.4	10
	Institute of Higher Education or Hillel		1
Region	Northeast		2
	South	70.8	5
	Midwest		2
	West		2

Q19a Do you have a contract or letter of agreement?

		Do you have a contract or letter of agreement?		Total
		Yes	No	Count
All Respondents		82.3%	17.7%	232
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	85.6%	14.4%	132
	Assistant Director or Manager level at your institution	81.2%	18.8%	16
	Youth/Teen/Experiential Educator	62.5%	37.5%	8
	Administrator or Principal not at a senior level	87.5%	12.5%	8
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	97.1%	2.9%	34
	Adult Educator			1
Gender	Male	83.3%	16.7%	36
	Female	82.8%	17.2%	192
	Non-Binary	33.3%	66.7%	3
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	85.7%	14.3%	91
	11 - 20 years	86.2%	13.8%	80
	More than 20 years	71.2%	28.8%	59
Ordained vs Non-Clergy	Rabbi	89.7%	10.3%	58
	Cantor	100.0%	0.0%	6
	Non-Clergy	76.7%	23.3%	146
Primary Work Setting	National or Local Agency	66.7%	33.3%	18
	Camp, Afterschool Program, or JCC	50.0%	50.0%	4
	Congregation or Community part-time School	86.4%	13.6%	198
	Day School			2
	Institute of Higher Education or Hillel	33.3%	66.7%	3
	Self-employed, Consultant, Coach			2
	Other	50.0%	50.0%	4
Region	Northeast	81.0%	19.0%	79
	South	72.9%	27.1%	59
	Midwest	90.5%	9.5%	42
	West	87.2%	12.8%	47
	Canada	100.0%	0.0%	5

Q19b If yes, does it provide for more than one year of employment?

		If yes, does it provide for more than one year of employment?		Total
		Yes	No	Count
All Respondents		70.6%	29.4%	187
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	74.5%	25.5%	110
	Assistant Director or Manager level at your institution	53.8%	46.2%	13
	Youth/Teen/Experiential Educator	60.0%	40.0%	5
	Administrator or Principal not at a senior level	42.9%	57.1%	7
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	96.9%	3.1%	32
	Adult Educator			1
Gender	Male	75.9%	24.1%	29
	Female	69.2%	30.8%	156
	Non-Binary	100.0%	0.0%	1
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	64.6%	35.4%	79
	11 - 20 years	77.3%	22.7%	66
	More than 20 years	72.5%	27.5%	40
Ordained vs Non-Clergy	Rabbi	84.3%	15.7%	51
	Cantor	66.7%	33.3%	6
	Non-Clergy	64.2%	35.8%	109
Primary Work Setting	National or Local Agency	27.3%	72.7%	11
	Camp, Afterschool Program, or JCC	0.0%	100.0%	3
	Congregation or Community part-time School	75.4%	24.6%	167
	Day School			2
	Institute of Higher Education or Hillel	0.0%	100.0%	1
	Other	50.0%	50.0%	2
Region	Northeast	71.4%	28.6%	63
	South	70.7%	29.3%	41
	Midwest	70.3%	29.7%	37
	West	68.3%	31.7%	41
	Canada	80.0%	20.0%	5

Q19c If yes, does it provide for raises or cost of living increases?

		If yes, does it provide for raises or cost of living increases?		Total
		Yes	No	Count
All Respondents		53.0%	47.0%	185
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	56.0%	44.0%	109
	Assistant Director or Manager level at your institution	33.3%	66.7%	12
	Youth/Teen/Experiential Educator	40.0%	60.0%	5
	Administrator or Principal not at a senior level	28.6%	71.4%	7
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	65.6%	34.4%	32
	Adult Educator			1
Gender	Male	48.3%	51.7%	29
	Female	53.2%	46.8%	154
	Non-Binary	100.0%	0.0%	1
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	41.6%	58.4%	77
	11 - 20 years	69.2%	30.8%	65
	More than 20 years	47.6%	52.4%	42
Ordained vs Non-Clergy	Rabbi	62.7%	37.3%	51
	Cantor	50.0%	50.0%	6
	Non-Clergy	47.2%	52.8%	108
Primary Work Setting	National or Local Agency	36.4%	63.6%	11
	Camp, Afterschool Program, or JCC	0.0%	100.0%	3
	Congregation or Community part-time School	55.2%	44.8%	165
	Day School			2
	Institute of Higher Education or Hillel	0.0%	100.0%	1
	Other	50.0%	50.0%	2
Region	Northeast	49.2%	50.8%	63
	South	60.0%	40.0%	40
	Midwest	43.2%	56.8%	37
	West	61.0%	39.0%	41
	Canada	50.0%	50.0%	4

Q20 If you are eligible to participate in your employer's retirement plan (RPB or any other plan) what percentage of your base salary:

		Percentage contributed by you		Percentage contributed by your employer	
		Count	Mean	Count	Mean
All Respondents		143	4.8%	167	9.7%
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	85	5.4%	99	9.9%
	Assistant Director or Manager level at your institution	8	3.4%	9	6.8%
	Youth/Teen/Experiential Educator	5	3.0%	7	4.0%
	Administrator or Principal not at a senior level	3	1.7%	3	7.3%
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	24	4.5%	28	14.2%
	Adult Educator	1		1	
Gender	Male	25	3.5%	30	11.4%
	Female	116	5.1%	135	9.4%
	Non-Binary	1		1	
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	56	4.7%	60	8.6%
	11 - 20 years	51	4.3%	63	10.5%
	More than 20 years	34	4.8%	42	10.1%
Ordained vs Non-Clergy	Rabbi	43	3.7%	53	12.2%
	Cantor	2		2	
	Non-Clergy	82	5.4%	96	8.2%
Primary Work Setting	National or Local Agency	11	4.7%	13	5.0%
	Camp, Afterschool Program, or JCC	3	2.8%	3	9.0%
	Congregation or Community part-time School	126	4.9%	147	10.2%
	Day School	1		1	
	Institute of Higher Education or Hillel	1		1	
	Self-employed, Consultant, Coach	0	.	1	
	Other	1		1	
Region	Northeast	51	4.3%	56	9.4%
	South	33	4.3%	39	9.8%
	Midwest	30	4.2%	36	9.9%
	West	29	6.9%	36	9.9%

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022

		Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
		Number of Respond - ents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respond - ents	Mean
All Full-time Employees								
All Respondents		203	101,768	74,600	95,000	124,000	168	5.1%
Gender	Male	36	103,958	82,750	103,250	115,750	33	6.1%
	Female	164	101,550	72,000	92,250	125,000	133	4.9%
	Non-Binary	2				.	2	
Highest Level of Education	Bachelor's degree	11	66,373	52,000	63,000	75,000	9	7.5%
	Master's degree	161	98,735	74,800	92,000	115,500	132	5.0%
	Advanced degree	4	121,250	77,750	125,000	161,000	3	5.7%
	Other	27	131,389	95,000	125,000	160,117	24	4.8%
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	82	90,466	65,375	82,000	103,500	63	6.9%
	11 - 20 years	70	110,452	83,675	100,000	136,090	60	3.7%
	More than 20 years	49	108,654	82,250	108,774	132,000	44	3.9%
Ordained vs Non-Clergy	Rabbi	57	130,017	98,654	125,000	150,000	51	5.1%
	Cantor	5	105,067	80,469	105,500	129,450	5	9.0%
	Non-Clergy	122	89,905	67,798	83,950	105,250	98	5.2%
Primary Work Setting	National or Local Agency	17	116,387	80,460	108,774	143,500	14	3.9%
	Camp, Afterschool Program, or JCC	4	105,500	72,750	105,000	138,750	2	
	Congregation or Community part-time School	173	100,263	73,000	93,000	120,500	144	5.3%
	Day School	2				.	2	
	Institute of Higher Education or Hillel	2				.	2	
	Self-employed, Consultant, Coach	2				.	2	
	Other	3	81,667			.	2	
Region	Northeast	67	105,766	78,300	96,380	130,000	55	4.4%
	South	50	92,676	66,500	82,450	105,750	40	6.4%
	Midwest	42	94,570	75,414	91,765	105,775	36	5.2%
	West	42	115,934	86,250	112,500	140,000	35	5.0%
	Canada	2				.	2	

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 By Job Title/Role

		Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
		Number of Respond - ents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respond - ents	Mean
Full-time Employees - Congregation Only								
All Respondents		173	100,263	73,000	93,000	120,500	144	5.3%
Title/Role	Educator of Lifelong Learning or Senior Level Professional at your institution	112	98,935	75,500	95,000	115,750	90	4.7%
	Assistant Director or Manager level at your institution	15	76,178	62,000	72,000	82,000	12	3.6%
	Youth/Teen/Experiential Educator	8	62,966	51,569	64,000	69,563	8	11.1%
	Administrator or Principal not at a senior level	4	68,200	61,850	64,500	78,250	3	5.7%
	Clergy Educator (Responsible for Educational Program AND Pulpit/Lifecycle responsibilities)	33	128,840	100,969	125,000	150,500	30	6.4%
	Adult Educator	1					1	

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 -- Educator of Lifelong Learning or Senior Level Professional

		Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
		Number of Respond - ents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respond - ents	Mean
Full-time - Congregation Only								
All Respondents		112	98,935	75,500	95,000	115,750	90	4.7%
Gender	Male	20	99,473	82,000	98,654	113,750	17	5.6%
	Female	90	99,211	74,900	93,500	120,500	72	4.5%
	Non-Binary	1					1	
Highest Level of Education	Bachelor's degree	5	79,136	73,000	75,000	87,340	4	6.6%
	Master's degree	93	95,577	76,000	92,000	112,500	74	4.7%
	Advanced degree	2					1	
	Other	12	128,859	88,000	123,500	160,779	11	3.2%
Years of Supervisory/Managerial Experience in Jewish Education	10 years or less	34	86,711	65,375	81,500	99,100	22	5.0%
	11 - 20 years	46	104,230	82,159	97,754	121,250	40	4.1%
	More than 20 years	30	105,097	81,875	110,000	125,500	27	4.2%
Ordained vs Non-Clergy	Rabbi	20	119,703	85,377	119,250	150,000	17	2.5%
	Non-Clergy	77	93,882	73,800	90,000	110,000	61	5.4%
Primary Work Setting	Congregation or Community part-time School	112	98,935	75,500	95,000	115,750	90	4.7%
Region	Northeast	36	105,689	78,725	95,690	129,750	30	3.7%
	South	26	96,243	74,250	90,000	110,502	20	6.7%
	Midwest	26	86,158	66,625	88,200	99,600	21	3.7%
	West	22	110,720	98,500	108,500	127,500	17	5.6%
	Canada	2					2	

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by Location - Educator of Lifelong Learning or Senior Level Professional

			Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
			Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean
Full-time - Congregation Only									
Northeast	All Respondents		36	105,689	78,725	95,690	129,750	30	3.7%
	Gender	Male	6	83,083	65,625	80,500	100,000	5	5.7%
		Female	29	111,311	81,440	97,000	135,600	25	3.3%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	27	103,542	77,916	88,000	129,000	23	4.0%
		More than 20 years	9	112,131	82,840	115,000	135,000	7	2.9%
	Ordained vs Non-Clergy	Rabbi	8	134,161	80,250	139,500	158,250	7	2.0%
		Non-Clergy	24	99,510	80,720	95,690	115,000	20	4.2%
	Congregation Size	Less than 300 HH	4	80,545	78,725	80,500	82,409	3	4.5%
		300 - 499 HH	12	90,518	75,510	84,840	108,250	11	3.0%
		500 - 999 HH	13	103,199	73,103	97,000	129,500	12	3.5%
		1000 HH or more	6	133,472	110,500	135,600	154,408	3	6.3%
	Program/School/Department Full-time Staff	One	6	99,383	90,729	96,690	115,000	6	4.0%
		2 - 4	8	127,289	98,250	127,500	158,250	6	4.4%
		5 or more	9	129,416	81,520	130,000	145,000	8	2.6%
South	All Respondents		26	96,243	74,250	90,000	110,502	20	6.7%
	Gender	Male	4	107,052	75,500	95,254	150,402	3	5.6%
		Female	21	94,772	73,500	90,000	113,004	16	7.2%
		Non-Binary	1					1	
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	20	93,165	70,812	90,000	104,250	15	6.0%
		More than 20 years	5	112,802	83,500	118,008	139,500	5	8.8%
	Ordained vs Non-Clergy	Rabbi	1					1	
		Non-Clergy	22	94,535	71,604	90,000	110,502	16	7.1%
	Congregation Size	300 - 499 HH	5	78,180	63,500	83,900	90,000	4	7.8%
		500 - 999 HH	11	90,759	70,416	92,000	105,000	8	5.0%
		1000 HH or more	9	115,118	82,500	108,000	142,180	7	7.6%
	Program/School/Department Full-time Staff	One	7	78,290	68,000	75,000	92,000	3	13.3%
		2 - 4	8	110,171	92,500	105,000	130,002	7	4.8%
		5 or more	4	131,522	92,860	139,680	162,025	4	3.1%
Midwest	All Respondents		26	86,158	66,625	88,200	99,600	21	3.7%
	Gender	Male	4	98,075	86,875	95,650	111,700	4	1.9%
		Female	22	83,991	64,875	84,450	97,962	17	4.1%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	18	80,943	63,000	83,500	94,075	13	3.5%
		More than 20 years	8	97,890	84,875	95,808	114,500	8	4.1%
	Ordained vs Non-Clergy	Rabbi	5	88,330	59,425	98,800	112,000	5	3.0%
		Non-Clergy	16	79,815	65,875	82,250	91,883	12	3.8%
	Congregation Size	Less than 300 HH	3	60,482				3	5.2%
		300 - 499 HH	6	76,550	58,701	74,750	97,750	5	3.9%
		500 - 999 HH	11	89,157	82,000	90,000	98,800	7	2.6%
		1000 HH or more	5	107,323	94,308	110,000	119,000	5	4.4%
	Program/School/Department Full-time Staff	One	7	89,000	82,000	90,000	95,000	4	1.6%
		2 - 4	4	103,279	93,529	99,308	117,000	4	2.3%
West	All Respondents		22	110,720	98,500	108,500	127,500	17	5.6%
	Gender	Male	6	111,743	106,490	110,000	118,375	5	8.6%
		Female	16	110,336	80,200	102,500	138,750	12	4.3%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	14	112,446	99,250	106,000	130,665	10	4.6%
		More than 20 years	7	107,371	74,600	110,000	135,000	6	2.8%
	Ordained vs Non-Clergy	Rabbi	6	130,103	114,375	123,000	154,029	4	1.5%
		Non-Clergy	13	106,632	86,800	107,000	127,500	11	7.7%
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	5	86,320	68,500	74,600	110,000	4	13.4%
		500 - 999 HH	11	116,329	100,000	117,500	125,000	8	2.2%
		1000 HH or more	3	116,540				3	4.5%
	Program/School/Department Full-time Staff	One	7	100,086	97,000	100,000	105,000	5	2.2%
		2 - 4	6	134,213	114,875	134,330	154,029	5	2.6%
		5 or more	4	96,240	72,250	88,980	127,490	3	3.3%
Canada	All Respondents		2					2	
	Gender	Female	2					2	
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	1					1	
		More than 20 years	1					1	
	Ordained vs Non-Clergy	Non-Clergy	2					2	
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	1					1	

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by CMSA -- Educator of Lifelong Learning or Senior Level Professional

		Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
		Number of Respond - ents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respond - ents	Mean
Full-time - Congregation Only								
All Respondents		112	98,935	75,500	95,000	115,750	90	4.7%
Location	Boston-Worcester-Lawrence CMSA	9	93,630	79,650	84,000	115,500	8	2.4%
	New York-Northern N.J. -Long Island CMSA	23	114,898	80,000	115,000	140,000	19	4.4%
	Philadelphia-Wilmington-Atlantic City CMSA	2				.	2	
	Washington-Baltimore CMSA	8	98,241	75,312	99,254	114,756	6	5.7%
	Other East	3	74,833			.	2	
	Southeast	10	98,172	74,250	91,000	135,610	7	7.1%
	Chicago-Gary-Kenosha CMSA	9	100,781	90,765	95,000	113,000	7	3.6%
	Other Central	24	82,659	63,625	80,513	95,462	20	5.0%
	Los Angeles-Riverside-Orange County CMSA	8	108,625	99,250	102,500	120,750	6	2.9%
	San Francisco-Oakland-San Jose CMSA	6	127,880	109,250	121,250	150,774	4	4.0%
	Other West	8	99,945	73,400	100,980	128,750	7	8.8%

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by U.S. Census District -- Educator of Lifelong Learning or Senior Level Professional

		Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
		Number of Respond - ents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respond - ents	Mean
Full-time - Congregation Only								
All Respondents		112	98,935	75,500	95,000	115,750	90	4.7%
Census District	New England	10	93,967	80,325	85,000	108,750	9	2.4%
	Middle Atlantic	26	110,198	77,697	96,690	140,000	21	4.3%
	South Atlantic	19	97,450	75,000	92,000	118,008	14	6.2%
	West S. Central	7	92,965	68,000	79,026	108,000	6	8.0%
	East N. Central	21	89,152	74,500	91,530	104,000	18	3.9%
	West N. Central	5	73,579	63,000	67,897	87,000	3	2.5%
	Mountain	6	94,593	71,000	89,780	117,500	5	10.5%
	Pacific	16	116,767	100,000	113,750	132,500	12	3.5%
	Canada	2				.	2	

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by U.S. Census District - Educator of Lifelong Learning or Senior Level Professional

			Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
			Number of Respond - ents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respond - ents	Mean
Full-time - Congregation Only									
New England	All Respondents		10	93,967	80,325	85,000	108,750	9	2.4%
	Gender	Male	1					1	
		Female	8	97,546	83,159	91,500	122,250	8	2.2%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	10	93,967	80,325	85,000	108,750	9	2.4%
	Ordained vs Non-Clergy	Rabbi	3	92,763			.	3	1.5%
		Non-Clergy	6	97,180	83,720	91,500	109,300	6	2.9%
	Congregation Size	Less than 300 HH	3	80,726			.	2	
		300 - 499 HH	2				.	2	
		500 - 999 HH	4	99,072	75,467	99,500	122,250	4	1.2%
		1000 HH or more	1					1	
	Program/School/Department Full-time Staff	One	1					1	
		2 - 4	1					1	
		5 or more	3	115,400			.	3	2.7%
Middle Atlantic	All Respondents		26	110,198	77,697	96,690	140,000	21	4.3%
	Gender	Male	5	83,500	63,750	80,000	105,000	4	6.1%
		Female	21	116,555	78,958	115,000	145,000	17	3.8%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	17	109,175	76,020	95,000	145,000	14	5.0%
		More than 20 years	9	112,131	82,840	115,000	135,000	7	2.9%
	Ordained vs Non-Clergy	Rabbi	5	159,000	115,000	150,000	207,500	4	2.4%
		Non-Clergy	18	100,286	77,697	95,690	115,000	14	4.8%
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	10	91,622	74,500	82,840	115,000	9	3.0%
		500 - 999 HH	9	105,033	68,958	96,380	140,000	8	4.6%

(cont.)

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by U.S. Census District - Educator of Lifelong Learning or Senior Level Professional

			Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
			Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean
Full-time - Congregation Only									
	Program/School/Department Full-time Staff	1000 HH or more	5	133,927	106,000	140,000	158,817	2	
		One	5	99,859	86,458	96,380	115,000	5	4.4%
		2 - 4	7	130,902	97,000	140,000	161,000	5	4.9%
		5 or more	6	136,423	74,655	135,000	176,000	5	2.6%
South Atlantic	All Respondents		19	97,450	75,000	92,000	118,008	14	6.2%
	Gender	Male	3	86,836			.	2	
		Female	15	100,476	75,000	100,000	134,000	11	6.4%
		Non-Binary	1	83,900	83,900	83,900	83,900	1	2.3%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	15	91,970	72,000	90,000	102,000	11	6.4%
		More than 20 years	3	132,336			.	3	5.1%
	Ordained vs Non-Clergy	Rabbi	1					1	
		Non-Clergy	16	94,253	72,750	90,000	114,756	11	6.3%
	Congregation Size	300 - 499 HH	4	75,225	60,250	76,950	88,475	3	4.2%
		500 - 999 HH	8	98,786	77,000	99,254	114,756	6	4.9%
		1000 HH or more	7	108,623	75,000	102,000	139,360	5	8.8%
	Program/School/Department Full-time Staff	One	5	83,800	73,500	75,000	98,500	2	
		2 - 4	7	110,481	90,000	102,000	134,000	6	4.6%
		5 or more	2				.	2	3.3%
West S. Central	All Respondents		7	92,965	68,000	79,026	108,000	6	8.0%
	Gender	Male	1					1	
		Female	6	80,510	66,258	78,013	94,500	5	9.0%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	5	96,752	64,516	79,026	137,850	4	4.8%
		More than 20 years	2				.	2	
	Ordained vs Non-Clergy	Non-Clergy	6	95,289	66,258	83,500	122,925	5	9.0%
	Congregation Size	300 - 499 HH	1					1	
		500 - 999 HH	3	69,353			.	2	
		1000 HH or more	2				.	2	
	Program/School/Department Full-time Staff	One	2				.	1	
		2 - 4	1					1	
		5 or more	2				.	2	
East N. Central	All Respondents		21	89,152	74,500	91,530	104,000	18	3.9%
	Gender	Male	4	98,075	86,875	95,650	111,700	4	1.9%
		Female	17	87,053	66,250	90,000	104,000	14	4.5%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	14	84,363	63,550	88,200	99,600	11	3.5%
		More than 20 years	7	98,731	82,500	96,616	116,000	7	4.6%
	Ordained vs Non-Clergy	Rabbi	4	94,663	66,588	100,400	117,000	4	2.9%
		Non-Clergy	12	81,012	65,875	83,750	92,258	10	4.1%
	Congregation Size	Less than 300 HH	2				.	2	
		300 - 499 HH	5	79,260	56,401	82,500	100,500	4	4.0%
		500 - 999 HH	9	92,859	85,700	91,530	100,400	7	2.6%
		1000 HH or more	4	111,154	99,962	113,000	120,500	4	5.2%
	Program/School/Department Full-time Staff	One	4	96,500	86,250	92,500	110,750	3	1.7%
		2 - 4	4	103,279	93,529	99,308	117,000	4	2.3%
West N. Central	All Respondents		5	73,579	63,000	67,897	87,000	3	2.5%
	Gender	Female	5	73,579	63,000	67,897	87,000	3	2.5%
	Years of Supervisory/Managerial	20 years or less	4	68,974	63,000	65,449	78,474	2	

(cont.)

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by U.S. Census District - Educator of Lifelong Learning or Senior Level Professional

			Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
			Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean
Full-time - Congregation Only									
	Experience in Jewish Education	More than 20 years	1					1	
	Ordained vs Non-Clergy	Rabbi	1					1	
		Non-Clergy	4	76,224	64,224	74,949	89,500	2	
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	1					1	
		500 - 999 HH	2				.	0	.
		1000 HH or more	1					1	
	Program/School/Department Full-time Staff	One	3	79,000			.	1	
Mountain	All Respondents		6	94,593	71,000	89,780	117,500	5	10.5%
	Gender	Male	2				.	2	19.0%
		Female	4	88,150	67,000	73,800	123,650	3	4.9%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	2				.	2	
		More than 20 years	3	95,867			.	2	
	Ordained vs Non-Clergy	Non-Clergy	6	94,593	71,000	89,780	117,500	5	10.5%
	Congregation Size	300 - 499 HH	3	83,200			.	3	16.9%
		500 - 999 HH	1					1	
		1000 HH or more	1					1	
	Program/School/Department Full-time Staff	One	1					1	
		5 or more	2				.	2	
Pacific	All Respondents		16	116,767	100,000	113,750	132,500	12	3.5%
	Gender	Male	4	113,875	107,750	113,750	120,125	3	1.7%
		Female	12	117,731	99,250	112,500	144,495	9	4.1%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	12	117,023	100,000	112,250	141,995	8	2.8%
		More than 20 years	4	116,000	101,750	115,000	131,250	4	5.1%
	Ordained vs Non-Clergy	Rabbi	6	130,103	114,375	123,000	154,029	4	1.5%
		Non-Clergy	7	116,951	100,000	110,000	135,000	6	5.4%
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	2				.	1	
		500 - 999 HH	10	120,662	103,750	118,750	131,750	7	3.0%
		1000 HH or more	2				.	2	
	Program/School/Department Full-time Staff	One	6	104,333	98,500	100,000	110,000	4	2.8%
		2 - 4	6	134,213	114,875	134,330	154,029	5	2.6%
		5 or more	2				.	1	
Canada	All Respondents		2				.	2	
	Gender	Female	2				.	2	
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	1					1	
		More than 20 years	1					1	
	Ordained vs Non-Clergy	Non-Clergy	2				.	2	
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	1					1	

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by CMSA - Educator of Lifelong Learning or Senior Level Professional

			Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
			Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean
Full-time - Congregation Only									
Boston-Worcester-Lawrence CMSA	All Respondents		9	93,630	79,650	84,000	115,500	8	2.4%
	Gender	Male	1					1	
		Female	7	97,624	82,879	86,000	129,000	7	2.2%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	9	93,630	79,650	84,000	115,500	8	2.4%
		More than 20 years							
	Ordained vs Non-Clergy	Rabbi	3	92,763			.	3	1.5%
		Non-Clergy	5	97,216	83,440	86,000	116,600	5	3.0%
	Congregation Size	Less than 300 HH	3	80,726			.	2	
		300 - 499 HH	2				.	2	
		500 - 999 HH	3	99,763			.	3	0.9%
		1000 HH or more	1					1	
	Program/School/Department Full-time Staff	2 - 4	1					1	
		5 or more	3	115,400			.	3	2.7%
New York-Northern N.J. -Long Island CMSA	All Respondents		23	114,898	80,000	115,000	140,000	19	4.4%
	Gender	Male	3	85,000			.	2	
		Female	20	119,382	81,420	115,000	147,500	17	3.8%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	15	113,398	77,040	96,380	150,000	13	4.9%
		More than 20 years	8	117,710	93,010	115,000	137,500	6	3.3%
	Ordained vs Non-Clergy	Rabbi	5	159,000	115,000	150,000	207,500	4	2.4%
		Non-Clergy	15	105,510	80,000	97,000	115,000	12	5.0%
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	9	94,302	76,020	85,680	115,000	8	3.3%
		500 - 999 HH	7	112,899	77,916	115,000	150,000	7	4.5%
		1000 HH or more	5	133,927	106,000	140,000	158,817	2	
	Program/School/Department Full-time Staff	One	4	101,074	82,532	105,690	115,000	4	4.1%
		2 - 4	7	130,902	97,000	140,000	161,000	5	4.9%
		5 or more	5	150,208	103,520	140,000	202,000	4	3.2%
Philadelphia-Wilmington-Atlantic City CMSA	All Respondents		2				.	2	
	Gender	Male	1					1	
		Non-Binary	1					1	
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	2				.	2	
		More than 20 years							
	Ordained vs Non-Clergy	Non-Clergy	2				.	2	
Washington-Baltimore CMSA	All Respondents		8	98,241	75,312	99,254	114,756	6	5.7%
	Gender	Male	2				.	2	
		Female	6	102,904	85,104	102,500	122,006	4	5.1%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	6	88,987	70,312	94,254	101,250	4	5.7%
		More than 20 years	2				.	2	
	Ordained vs Non-Clergy	Rabbi	1					1	
		Non-Clergy	6	97,904	70,312	97,500	122,006	4	5.3%
	Congregation Size	300 - 499 HH	1					1	
		500 - 999 HH	5	98,386	84,462	100,000	111,504	4	4.7%
		1000 HH or more	2				.	1	
	Program/School/Department Full-time Staff	One	1					0	.
		2 - 4	4	110,502	92,500	109,004	130,002	3	5.7%
Other East	All Respondents		3	74,833			.	2	
	Gender	Male	1					1	

(cont.)

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by CMSA - Educator of Lifelong Learning or Senior Level Professional

			Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
			Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean
Full-time - Congregation Only									
		Female	2				.	1	
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	2				.	1	
		More than 20 years	1					1	
	Ordained vs Non-Clergy	Non-Clergy	3	74,833			.	2	
	Congregation Size	300 - 499 HH	1					1	
		500 - 999 HH	2				.	1	
	Program/School/Department Full-time Staff	One	1					1	
		5 or more	1					1	
Southeast	All Respondents		10	98,172	74,250	91,000	135,610	7	7.1%
	Gender	Male	1					0	.
		Female	9	98,858	73,500	90,000	136,860	7	7.1%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	8	95,215	72,750	91,000	126,270	6	7.6%
		More than 20 years	1					1	
	Ordained vs Non-Clergy	Non-Clergy	9	92,969	73,500	90,000	118,180	6	7.6%
	Congregation Size	300 - 499 HH	2				.	1	
		500 - 999 HH	3	99,453			.	2	
		1000 HH or more	5	107,272	75,000	102,000	142,180	4	8.6%
	Program/School/Department Full-time Staff	One	4	78,500	72,750	75,000	87,750	2	
		2 - 4	3	110,453			.	3	3.5%
		5 or more	2				.	2	
Chicago-Gary-Kenosha CMSA	All Respondents		9	100,781	90,765	95,000	113,000	7	3.6%
	Gender	Male	2				.	2	
		Female	7	99,790	90,000	95,000	110,000	5	4.3%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	5	92,406	86,000	91,530	99,250	3	2.8%
		More than 20 years	4	111,250	98,750	113,000	122,000	4	4.2%
	Ordained vs Non-Clergy	Non-Clergy	5	94,406	86,000	91,530	104,250	4	3.0%
	Congregation Size	300 - 499 HH	2				.	1	
		500 - 999 HH	4	99,508	90,383	92,015	116,125	3	2.5%
		1000 HH or more	2				.	2	
	Program/School/Department Full-time Staff	One	3	100,333			.	2	
		2 - 4	1					1	
Other Central	All Respondents		24	82,659	63,625	80,513	95,462	20	5.0%
	Gender	Male	3	117,167			.	3	2.3%
		Female	21	77,730	63,000	77,000	91,000	17	5.5%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	18	82,150	62,508	73,513	99,600	14	4.0%
		More than 20 years	6	84,186	74,500	86,250	93,154	6	7.4%
	Ordained vs Non-Clergy	Rabbi	5	88,330	59,425	98,800	112,000	5	3.0%
		Non-Clergy	17	80,985	64,250	77,000	91,000	13	6.0%
	Congregation Size	Less than 300 HH	3	60,482			.	3	5.2%
		300 - 499 HH	5	69,660	54,401	67,000	86,250	5	7.2%
		500 - 999 HH	10	79,076	64,875	80,513	89,500	6	3.6%
		1000 HH or more	5	117,263	94,308	108,000	144,850	5	3.4%
	Program/School/Department Full-time Staff	One	6	75,172	62,508	75,000	86,750	3	2.9%
		2 - 4	4	107,154	97,962	105,000	118,500	4	3.8%
		5 or more	2				.	2	
Los Angeles-Riverside-Orange County CMSA	All Respondents		8	108,625	99,250	102,500	120,750	6	2.9%
	Gender	Male	1					1	
		Female	7	106,857	99,000	100,000	120,000	5	3.4%
	Years of Supervisory/Managerial	20 years or less	6	108,333	93,000	102,500	128,750	4	2.0%

(cont.)

Salary Tables

Annual Base Salary (U.S. Dollars) As of July 1, 2022 by CMSA - Educator of Lifelong Learning or Senior Level Professional

			Annual base salary (U.S. Dollars) as of July 1, 2022					Percent Change in Base Salary 2021-2022	
			Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Number of Respondents	Mean
Full-time - Congregation Only									
	Experience in Jewish Education	More than 20 years	2				.	2	
	Ordained vs Non-Clergy	Rabbi	3	126,000			.	2	
		Non-Clergy	3	106,333			.	3	4.9%
	Congregation Size	300 - 499 HH	1					0	.
		500 - 999 HH	6	116,167	99,750	112,500	128,750	5	2.9%
	Program/School/Department Full-time Staff	One	4	101,000	99,250	100,000	103,750	3	3.4%
		2 - 4	2				.	2	
		5 or more	1					0	.
	All Respondents		6	127,880	109,250	121,250	150,774	4	4.0%
	Gender	Male	3	111,500			.	2	
		Female	3	144,259			.	2	
San Francisco-Oakland-San Jose CMSA	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	5	131,455	112,250	125,000	153,889	3	4.4%
		More than 20 years	1					1	
	Ordained vs Non-Clergy	Rabbi	3	134,206			.	2	
		Non-Clergy	3	121,553			.	2	
	Congregation Size	300 - 499 HH	1					1	
		500 - 999 HH	4	127,404	109,625	121,250	151,338	2	
		1000 HH or more	1					1	
	Program/School/Department Full-time Staff	One	1					0	.
		2 - 4	4	133,069	109,625	132,580	157,003	3	4.4%
	All Respondents		8	99,945	73,400	100,980	128,750	7	8.8%
Other West	Gender	Male	2				.	2	
		Female	6	97,433	71,000	85,800	136,250	5	4.7%
	Years of Supervisory/Managerial Experience in Jewish Education	20 years or less	3	88,987			.	3	8.2%
		More than 20 years	4	105,650	73,400	104,800	138,750	3	1.5%
	Ordained vs Non-Clergy	Non-Clergy	7	100,366	73,000	104,960	135,000	6	10.1%
	Congregation Size	Less than 300 HH	1					1	
		300 - 499 HH	3	83,200			.	3	16.9%
		500 - 999 HH	1					1	
		1000 HH or more	2				.	2	
	Program/School/Department Full-time Staff	One	2				.	2	
		5 or more	3	104,320			.	3	3.3%

Appendix B



The
Association of
Reform Jewish Educators
Since 1955

2022 COMPENSATION AND BENEFITS SURVEY

CONFIDENTIAL

ASSOCIATION RESEARCH, INC. (ARI), AN INDEPENDENT SURVEY RESEARCH ORGANIZATION LOCATED IN IJAMSVILLE, MARYLAND, IS CONDUCTING THIS CONFIDENTIAL SURVEY FOR THE ASSOCIATION OF REFORM JEWISH EDUCATORS (ARJE). **ALL RESPONSES WILL BE CONFIDENTIAL.** PLEASE COMPLETE YOUR QUESTIONNAIRE NO LATER THAN **NOVEMBER 30, 2022**, EITHER ONLINE, BY FAX (240) 268-1267, OR BY MAIL DIRECTLY TO ASSOCIATION RESEARCH, INC., 10097 TYLER COURT, SUITE #3, IJAMSVILLE, MD 21754.

YOU MAY COMPLETE THE SURVEY ONLINE BY GOING TO THE FOLLOWING WEB SITE:

<https://www.ari-surveys.com/pub/arje2022>

Respondent Contact Information:

In the event that ARI needs to contact you with any questions about your response, please enter your contact information below. Additionally, this information will be used to distribute a full copy of the survey results to those who complete the survey. Note that individual responses will not be shared with ARJE staff or members, and only the contact information will be passed along to ARJE for the report distribution:

YOUR NAME: _____

EMAIL ADDRESS: _____

PHONE: _____

About You

1. What year were you born? _ _ _ _ _

2. What is your gender? (CHECK ONLY ONE)

- ☐ 1. Male
- ☐ 2. Female
- ☐ 3. Non-Binary
- ☐ 4. Prefer to self describe (PLEASE SPECIFY): _____

3. Choose the highest level of education you have obtained: (CHECK ONLY ONE)

- ☐ 1. Associate's degree or less
- ☐ 2. Bachelor's degree (SPECIFY FIELD/FIELDS): _____
- ☐ 3. Master's degree (SPECIFY FIELD/FIELDS): _____
- ☐ 4. PhD (SPECIFY FIELD/FIELDS): _____
- ☐ 5. EdD
- ☐ 6. Other (PLEASE SPECIFY): _____

4. Please indicate if you are an Ordained Rabbi or Cantor:

- | | Yes | No |
|----------------------|--------------------------|--------------------------|
| a. Ordained – Rabbi | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Ordained – Cantor | <input type="checkbox"/> | <input type="checkbox"/> |

5. How many total years of experience do you have at the supervisory or managerial level in the field of Jewish education: _____ Years

Current Employer Information

Please respond to the rest of this survey for your current primary position/employer in Jewish education.

6. In which country is your primary position/employer located? _____

7. If located in the U.S., what is the ZIP code of where your primary position/employer is located? If you work at multiple locations, please report the ZIP code of the central office/headquarters:

8. What best describes your current primary work setting? (CHECK ONLY ONE)

- ☐ 1. National or Local Agency (e.g., Federation, URJ, or Foundation)
- ☐ 2. Camp, Afterschool Program, or JCC
- ☐ 3. Congregation or Community part-time School
- ☐ 4. Day School
- ☐ 5. Institute of Higher Education or Hillel
- ☐ 6. Self-employed, Consultant, Coach
- ☐ 7. Other (PLEASE SPECIFY): _____

9. What is your total current institutional operating budget? \$ _____

10. What is the current operating budget for your program/school/department? (Note: you do not need to supervise this budget. The total might be the same as Question 9 if you are the top executive of your institution.)

\$ _____

11. Please report the following: (If any of the below are not applicable to you, please leave blank.)

		How do these numbers compare to what was expected or budgeted?			
		Higher	As Expected	Lower	Do Not Know
As of October 1, 2022					
If current work setting is a congregation:					
a.	Number of households _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Number of youth in the programs/departments you supervise:					
b.	Number of youth _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Number of staff you supervise in your program/school/department:					
c.	Number of full-time staff _____				
d.	Number of part-time staff _____				

Position Overview

It is understood that some members may hold more than one job. If you have more than one job, please continue to provide responses for the position that you consider to be your primary Jewish education position.

12. Is your primary Jewish education position full-time or part-time as defined by your employer? (CHECK ONLY ONE)

- ☐ 1. Full-time
- ☐ 2. Part-time

13. Which best describes your role? *If you have multiple responsibilities, please choose the job title/role that most closely represents how you spend the majority of your time.* (CHECK ONLY ONE)

- ☐ 1. Educator of Lifelong Learning or Senior Level Professional at your institution
- ☐ 2. Assistant Director or Manager level at your institution
- ☐ 3. Youth/Teen/Experiential Educator
- ☐ 4. Administrator or Principal not at a senior level
- ☐ 5. Clergy Educator (Responsible for Educational Program AND Pulpit/ Lifecycle responsibilities)
- ☐ 6. Adult Educator

14. How many years have you worked for your current employer in a supervisory/managerial position: _____ Years

Salary and Bonus (NOT INCLUDING ANY BENEFITS)

The following questions are about your **SALARY** for your primary position in Jewish education. Do not include information about benefits in this section.

15. As of July 1, 2022, what is your annual base salary or hourly wage?

\$_____ per year (U.S. DOLLARS) **OR** \$_____ per hour (U.S. DOLLARS)

If you were in the same position a year ago, what was your annual base salary or hourly wage as of July 1, 2021? ☐ Not Applicable, not in the same position

\$_____ per year (U.S. DOLLARS) **OR** \$_____ per hour (U.S. DOLLARS)

Benefits Offered

16. For which of the following benefits does your employer offer to you an allowance, or reimburse expenses, and if your employer offers you an allowance or reimburses expenses for any of the following, please indicate if this provision is in your contract (Please report benefits that are available to you and not just benefits that are used.)

	YES	NO	PROVISION IN CONTRACT		
			YES	NO	N/A
a. I receive a flat amount to be used at my discretion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you do not receive a flat amount for benefits to be used at your discretion, please complete the below:

BENEFITS OFFERED

	YES, FULL	YES, PARTIAL	NOT COVERED/	PROVISION IN CONTRACT		
	AMOUNT COVERED	AMOUNT COVERED	OFFERED	YES	NO	N/A
a. ARJE Dues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Other Professional Dues/Subscriptions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. ARJE Conference(s) registration and fees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Health/Medical Insurance for Myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Health/Medical Insurance for My Spouse/Partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Health/Medical Insurance for My Family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Long Term Disability Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Long Term Care Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Congregation membership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Early Childhood Program Tuition for your child(ren)/dependents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Day School Tuition for your child(ren)/dependents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Religious/Hebrew School Tuition for your child(ren)/dependents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Camp Tuition for your child(ren)/dependents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Other Allowances or Reimbursements (PLEASE SPECIFY):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For purposes of this survey please respond by providing the number of days when requested. If your organization refers to time off by number of weeks or months, please convert to days as follows: 1 week = 5 days; 1 month = 20 days. Please also provide what is offered by your employer whether you take the time off or not.

17. Some employers offer *separate* Vacation, Sick and Personal Days while others offer Paid Time Off (PTO), which combines all available paid leave into one bank of time to be used by the employee at their discretion. How does your employer manage time off, and how many total number of days per year are allowed?

- ☐ 1. Separate Vacation, Sick and Personal Days (SPECIFY COMBINED TOTAL NUMBER OF DAYS) _____
- ☐ 2. Paid Time Off (PTO) (SPECIFY TOTAL NUMBER OF DAYS) _____

18. Does your employer have a written policy regarding Family leave which could include parental/maternity/paternity leave as well as leave for serious illness in the family? (CHECK ONLY ONE)

- ☐ 1. Yes, paid at full salary (SPECIFY TOTAL NUMBER OF DAYS ALLOWED PER YEAR): _____
- ☐ 2. Yes, paid at partial salary (SPECIFY TOTAL NUMBER OF DAYS ALLOWED PER YEAR): _____
- ☐ 3. Yes, combination of paid (full and/or partial) and unpaid (SPECIFY TOTAL NUMBER OF DAYS ALLOWED PER YEAR): _____
- ☐ 4. Yes, unpaid (SPECIFY TOTAL NUMBER OF DAYS ALLOWED PER YEAR): _____
- ☐ 5. No
- ☐ 6. Not Sure

19a. Do you have a contract or letter of agreement?

- ☐ 1. Yes
- ☐ 2. No

b. If yes, does it provide for more than one year of employment?

- ☐ 1. Yes
- ☐ 2. No

c. If yes, does it provide for raises or cost of living increases?

- ☐ 1. Yes
- ☐ 2. No

20. If you are eligible to participate in your employer's retirement plan (RPB or any other plan), what percentage of your base salary:

- a. do you contribute? _____%
- b. *does your employer contribute? _____%

*For comparability, if your employer contributes a flat fee, please calculate and enter the percentage of your base salary.

21. Please use this area to provide any additional information or comments you believe will be helpful. You may also use this space to clarify any of your responses. _____

THANK YOU VERY MUCH FOR PARTICIPATING IN THIS SURVEY.

PLEASE RETURN YOUR QUESTIONNAIRE NO LATER THAN **NOVEMBER 30, 2022**, EITHER ONLINE
<https://www.ari-surveys.com/pub/arje2022>

BY FAX (240) 268-1267, OR BY MAIL DIRECTLY TO

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