

## Why Your Voice Matters: Fill Out the ARJE Salary Survey

We talk a lot about *value* in Jewish education—instilling values, teaching values, living our values. But it's just as important that we, as professionals, feel valued ourselves. One of the most tangible ways to do that is by ensuring fair, transparent, and equitable compensation across the field. That starts with good data—and that's why your participation in this year's **AJRE Salary Survey** matters so much.

Our field is dominated by women. Older studies once claimed that women were less likely than men to ask for raises—but recent research has flipped that narrative. Women *do* ask for raises just as often; they're just less likely to *get them*. When we contribute accurate, detailed salary data, we empower ourselves and our peers with the information needed to advocate effectively.

As an educators, we know that salaries are only meaningful when compared across truly comparable roles. An ARJE member in Manhattan has a very different cost of living and salary scale than one in Detroit or Denver. That's why we need **as many educators as possible**—from every region, role, and type of organization—to fill out the survey. More participation means more robust data that can help each of us see the full picture.

We're also facing a growing challenge: **young professionals are leaving—or never entering—Jewish education** because of its reputation for lower salaries. By sharing and spreading access to reliable salary data, we can help change that narrative. Transparency empowers early-career educators to advocate for themselves, negotiate fair compensation, and stay in this sacred work.

And let's be honest—many of our organizations and synagogues simply don't have the infrastructure to develop comprehensive salary bands or benefits frameworks. By filling out this survey, we're not only helping ourselves—we're helping *them* help *us*. The more information available, the easier it is for leadership to make informed, equitable offers and create sustainable career pathways.

**Plus there's a bonus:** complete the survey within the first three days and you'll be entered to win one of **five \$25 DoorDash gift cards!**

Your few minutes of participation can make a real difference—for you, for your colleagues, and for the next generation of Jewish educators.

**Take the survey now and help us build a stronger, fairer field!**

- Mike Silverstone, ARJE Job Services Committee Member