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AMERICAN JEWISH ARCHIVES

MS-831: Jack, Joseph and Morton Mandel Foundation Records, 1980–2008.

Series D: Adam Gamoran Papers. 1991–2008.

Subseries 4: The Jewish Indicators Project, 1996–2000.

Box
66

Folder
11

Kaplan, David. "Mandel Foundation Indicators Report: A Study of Salaries and Benefits in Jewish Day Schools." Includes drafts and data with statistical analysis, 1999-2000.

For more information on this collection, please see the finding aid on the
American Jewish Archives website.

call w/ EG, DK 10/13/99

- ① blessing of educators
- ② working conditions of educators
- ③ sch climate - probs, a-tm, goals etc.
leadership
- ④ finances



jewish_school

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. use ~/work/sass/data/restrict/9394/tch9394,clear;

. label define type 1 "Catholic -- parochial"
> 2 "Catholic -- diocesan" 3 "Catholic -- private"
> 4 "Oth rel Conservative Christian"
> 5 "Oth rel Affiliated"
> 6 "Oth rel Unaffiliated"
> 7 "Non-sectarian -- Regular"
> 8 "Non-sectarian -- Special emphasis"
> 9 "Non-sectarian -- Special education";

. label values TYPOLOGY type;

. * create var for teacher type so only pt and ft teachers included-
> librarians, citinerant teachers, long-term subs, etc. coded missin
g;
. gen byte tchtype=T0020;

. recode tchtype 3/11=.;
(3185 changes made)

. label define tchtype 1 "FT" 2 "PT";

. label values tchtype tchtype;

. tab TYPOLOGY tchtype,m;
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TYPOLOGY	tchtype		.	Total
	FT	PT		
Catholic -- parochial	1189	225	60	1474
Catholic -- diocesan	825	106	57	988
Catholic -- private	487	68	44	599
Oth rel Conservative	500	118	49	667
Oth rel Affiliated	1236	425	129	1790
Oth rel Unaffiliated	791	173	62	1026
Non-sectarian -- Regu	827	136	73	1036
Non-sectarian -- Spec	341	68	27	436
Non-sectarian -- Spec	314	26	16	356
.	42589	1848	2668	47105
Total	49099	3193	3185	55477

```
. table TYPOLOGY tchtype,c(m T1420 sd T1420);
```

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TYPOLGY		FT	PT
Catholic -- parochial		19512.89	9932.129
		5928.006	6508.905
Catholic -- diocesan		22054.26	11592.66
		6741.242	7110.153
Catholic -- private		26837.54	17275.18
		9470.563	11250.15
Oth rel Conservative Christian		15882.39	8386.822
		6680.905	6777.285
Oth rel Affiliated		23345.57	12551.27
		8740.129	8441.237
Oth rel Unaffiliated		20623.98	9731.335
		8332.233	6898.326
Non-sectarian -- Regular		26189.18	15131.38
		10801.86	11846.22
Non-sectarian -- Special emphasis		22298.92	11435.94
		7538.089	9805.994
Non-sectarian -- Special education		26026.81	13270.38
		8378.614	8559.626

. * detailed summary statistics for oth religious affiliated and unaffiliated;

. sort tchtype;

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T1420			
Percentiles		Smallest	
1%	2400	0	
5%	10000	2000	
10%	13400	2000	Obs 1236
25%	18000	2100	Sum of Wgt. 1236
50%	23000		Mean 23345.57
		Largest	Std. Dev. 8740.129

		jewish_school			
75%	29000	55000			
90%	35000	56000	Variance	7.64e+07	
95%	38000	58000	Skewness	.2610733	
99%	45000	58500	Kurtosis	3.661926	

-> tchtype= PT

T1420

Percentiles		Smallest		
1%	0	0		
5%	1400	0		
10%	2500	0	Obs	425
25%	6538	0	Sum of Wgt.	425
50%	11000		Mean	12551.27
		Largest	Std. Dev.	8441.237
75%	17125	38000		
90%	24000	39000	Variance	7.13e+07
95%	28000	45000	Skewness	1.165141
99%	37500	60800	Kurtosis	5.675743

-> tchtype= .

T1420

Percentiles		Smallest		
1%	1100	0		
5%	2200	1100		
10%	3688	1125	Obs	129
25%	16000	1200	Sum of Wgt.	129
50%	24600		Mean	24094.11
		Largest	Std. Dev.	12486.3
75%	32000	45000		
90%	38000	50000	Variance	1.56e+08
95%	41000	58000	Skewness	.1653076
99%	58000	71000	Kurtosis	3.757566

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T1420

Percentiles		Smallest		
1%	2300	2000		
5%	7200	2000		
10%	10350	2000	Obs	791
25%	16000	2200	Sum of Wgt.	791

jewish_school

50%	20000		Mean	20623.98
		Largest	Std. Dev.	8332.233
75%	25000	57500		
90%	30000	58000	Variance	6.94e+07
95%	35000	60000	Skewness	.8314364
99%	50000	62380	Kurtosis	5.93009

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T1420

Percentiles		Smallest		
1%	0	0		
5%	0	0		
10%	1800	0	Obs	173
25%	4500	0	Sum of Wgt.	173

50%	9000		Mean	9731.335
		Largest	Std. Dev.	6898.326
75%	12165	27000		
90%	19202	30000	Variance	4.76e+07
95%	23000	30000	Skewness	.9219441
99%	30000	35733	Kurtosis	3.884611

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T1420

Percentiles		Smallest		
1%	0	0		
5%	4100	0		
10%	8000	1981	Obs	62
25%	19000	4100	Sum of Wgt.	62

50%	25000		Mean	23749.77
		Largest	Std. Dev.	10366.39
75%	31000	40000		
90%	36000	41000	Variance	1.07e+08
95%	40000	42000	Skewness	-.4571158
99%	45000	45000	Kurtosis	2.91699

. log close;

MANDEL FOUNDATION INDICATORS REPORT

A Study of Salaries and Benefits in Jewish Day Schools

Prepared by

David Kaplan

School of Education

University of Delaware

Under contract to the Mandel Foundation

First draft: 20 January, 2000

INTRODUCTION

To understand the quality of Jewish education, it is essential to understand the working conditions of the teachers and principals of Jewish schools. An important component of the working conditions of teachers and principals is the compensation package they receive in the form of salaries and benefits. It is vitally important that we understand how compensation packages for Jewish Day School teachers and principals have changed over the years, as well as to compare the Jewish Day School compensation packages with those of other private schools – particularly Catholic schools and secular private schools.

This report uses data from the U.S. Department of Education's Schooling and Staffing Survey (SASS) to study changes in salaries and benefits over time, and to compare salaries and benefits to other private schools. The details of the survey are given at the end of this report.

To study how compensations packages for Jewish day school teachers and principals have changed, and how they compare to other private schools, we focus attention on two categories: salaries and benefits. Under salaries, we examine differences between full and part-time employees as well as by gender. With respect to benefits, we concentrate on medical benefits, life insurance, and retirement contributions.

The Mandel Foundation is committed to revitalizing Jewish life in North America through Jewish education. The Mandel Foundation Indicators Project is charged with monitoring the quality of Jewish education and its outcomes.

Part 1. Jewish Day School Teachers



DEMOGRAPHICS OF JEWISH DAY SCHOOL TEACHERS

Gender

- Figures 1a, 1b, and 1c show changes in the percentages of male and female Jewish day school teachers over the years of the SASS. The figures reveal that across all school types, the vast majority of teachers are female
- With respect to Jewish day school teachers, the ratio of female to male teachers has remained roughly 4 to 1 across the years of the survey.

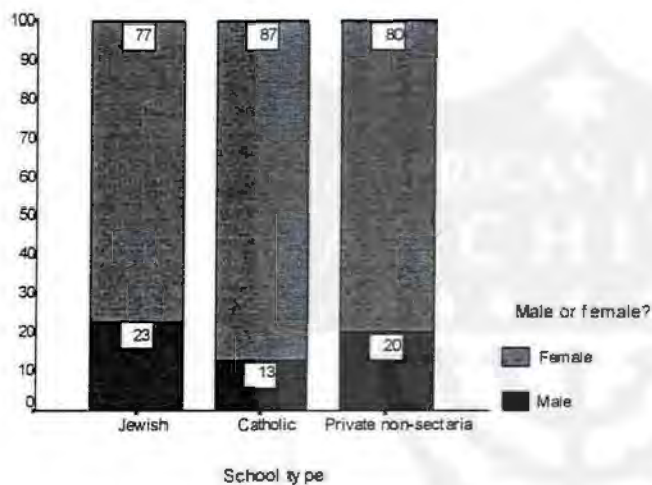


Figure 1a. Percent of Female and male teachers: 87-88

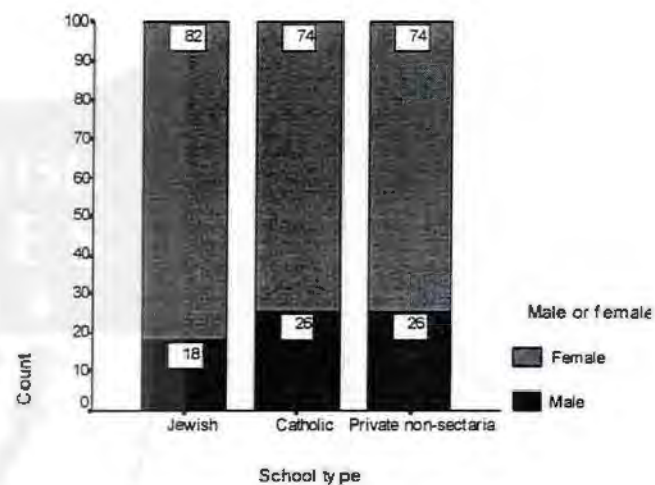


Figure 1b. Percent of female and male teachers: 90-91

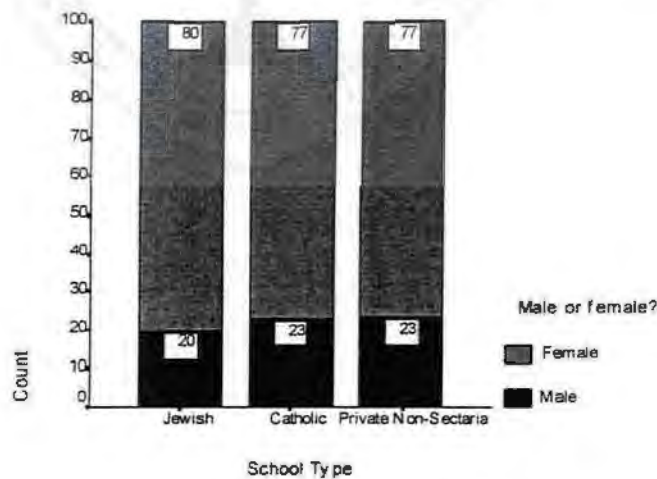


Figure 1c. Percent of Female and Male teachers: 93-94

Gender differences with types of Jewish day schools

- Figures 2a, 2b, and 2c show changes in the percentages of male and female teachers across types of Jewish day schools. The figures show that across the years of the survey, the teachers in Jewish day schools are predominantly female.
- Between 1990-91 and 1993-94 there appears to have been a noticeable increase in the percentage of male teachers in National Hebrew Day schools and a noticeable decrease in the number of male teachers in Solomon Schechter schools.

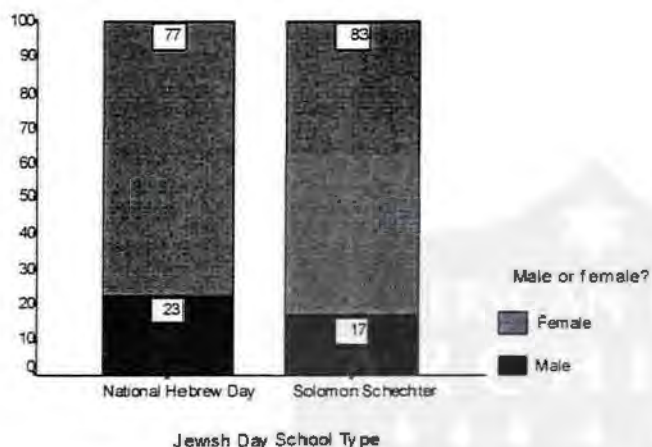


Figure 2a: Percent of female and male teachers in Jewish Day Schools:
87-88

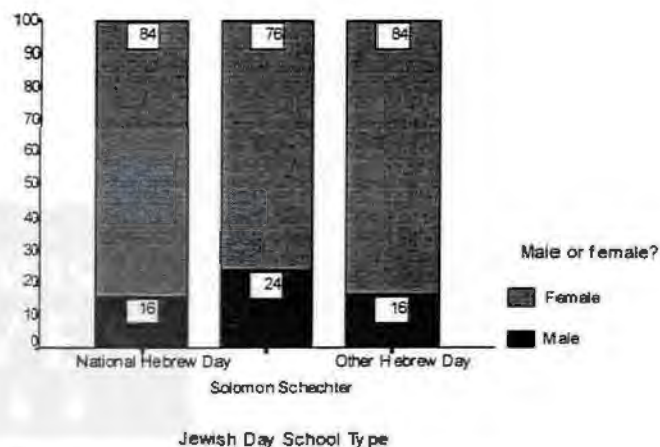


Figure 2b: Percent of female and male teachers in Jewish Day Schools:
90-91

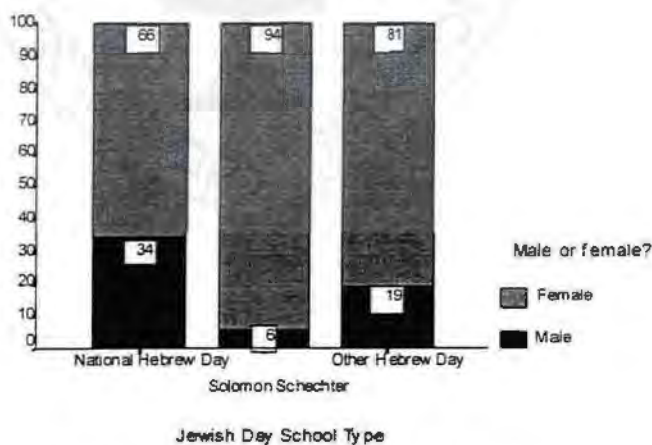


Figure 2c: Percent of female and male teachers in Jewish day schools:
93-94

Full v. Part time Employment

- Figures 3a, 3b, and 3c display the percentages of full and part time Jewish day school teachers compared to other school types. Compared to Catholic and private non-sectarian schools, Jewish day school teachers are predominantly employed part-time.
- The figures also show that between 1987-88 and 1990-91 there was decrease in the number of full time teachers, while in 1993-94 there appeared to be a sizable increase in the number of full time teachers.

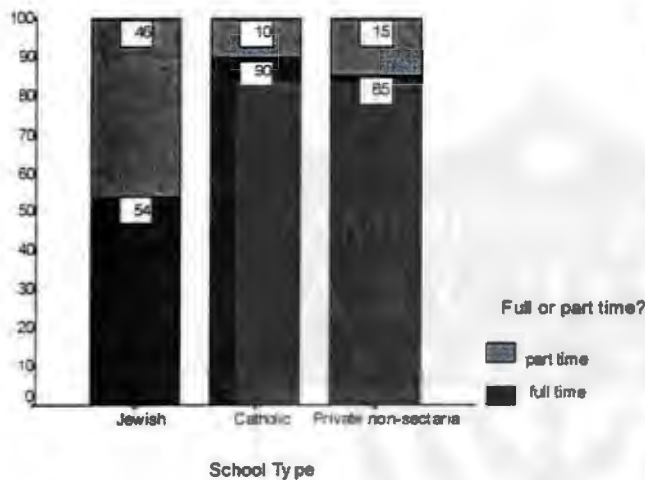


Figure 3a. Full v. part time teachers. 87-88

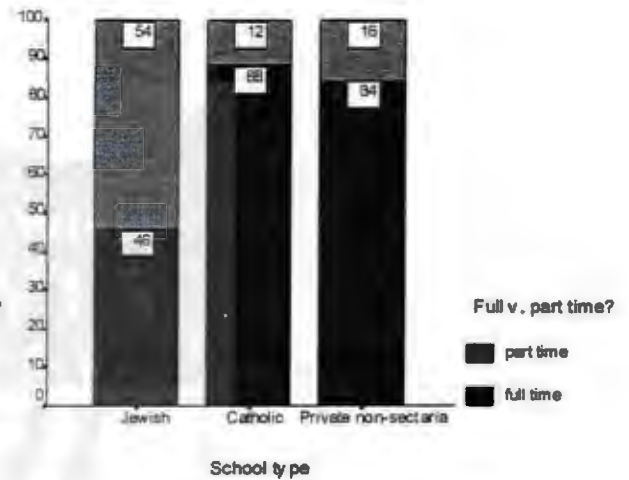


Figure 3b. Full v. part time teachers. 90-91

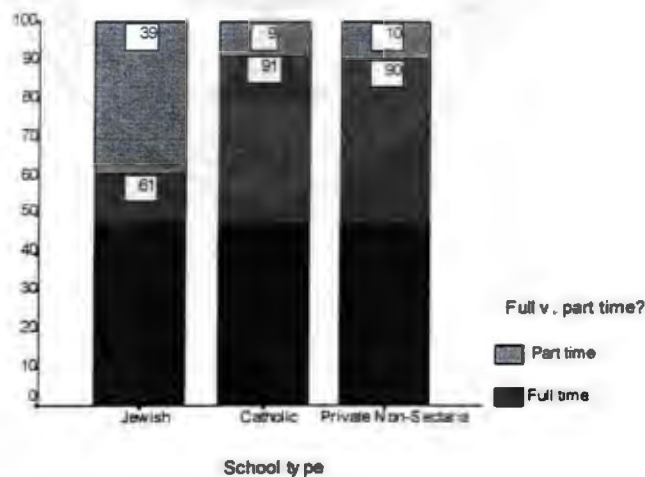


Figure 3c. Full v part time teachers. 93-94

SALARIES OF JEWISH DAY SCHOOL TEACHERS

How do the salaries of Jewish Day School teachers compare to teachers in Catholic and Private non-sectarian schools?

- Figures 4a, 4b, and 4c show that the salaries of Jewish Day School teachers remained constant from 87-88 to 90-91 while Catholic and non-sectarian private school teacher salaries increased. In 1993-94, reported teacher salaries were comparable across school types.

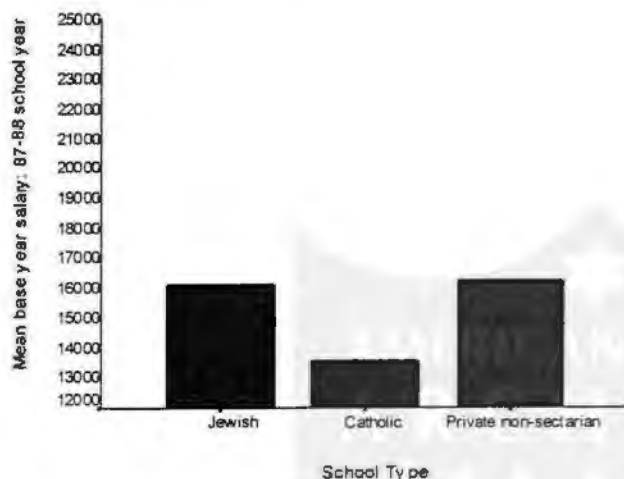


Figure 4a. Mean base year teacher salary: 1987-88

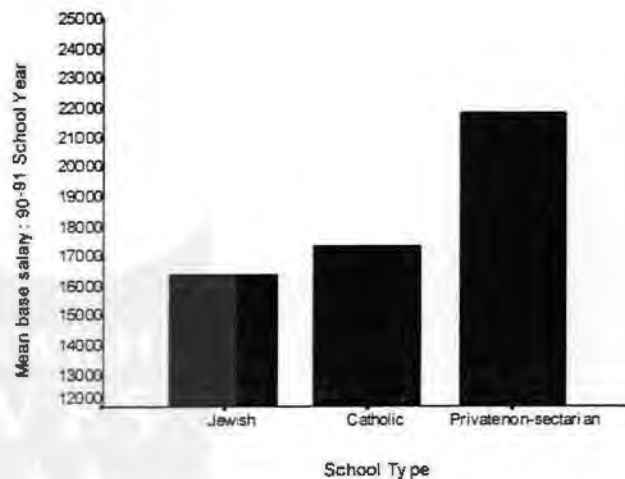


Figure 4b. Mean Base Year Salary: 90-91

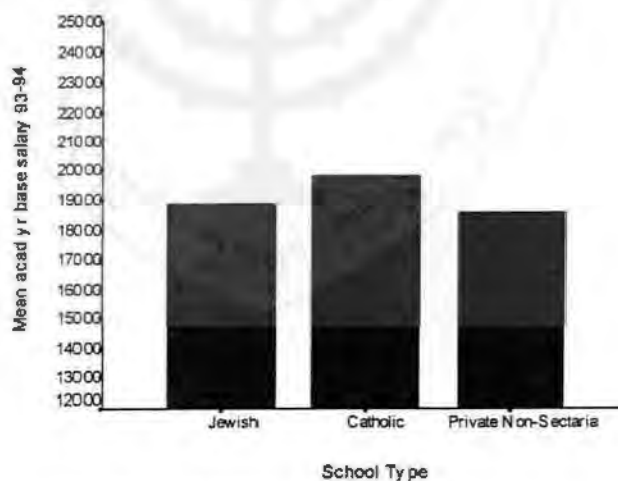
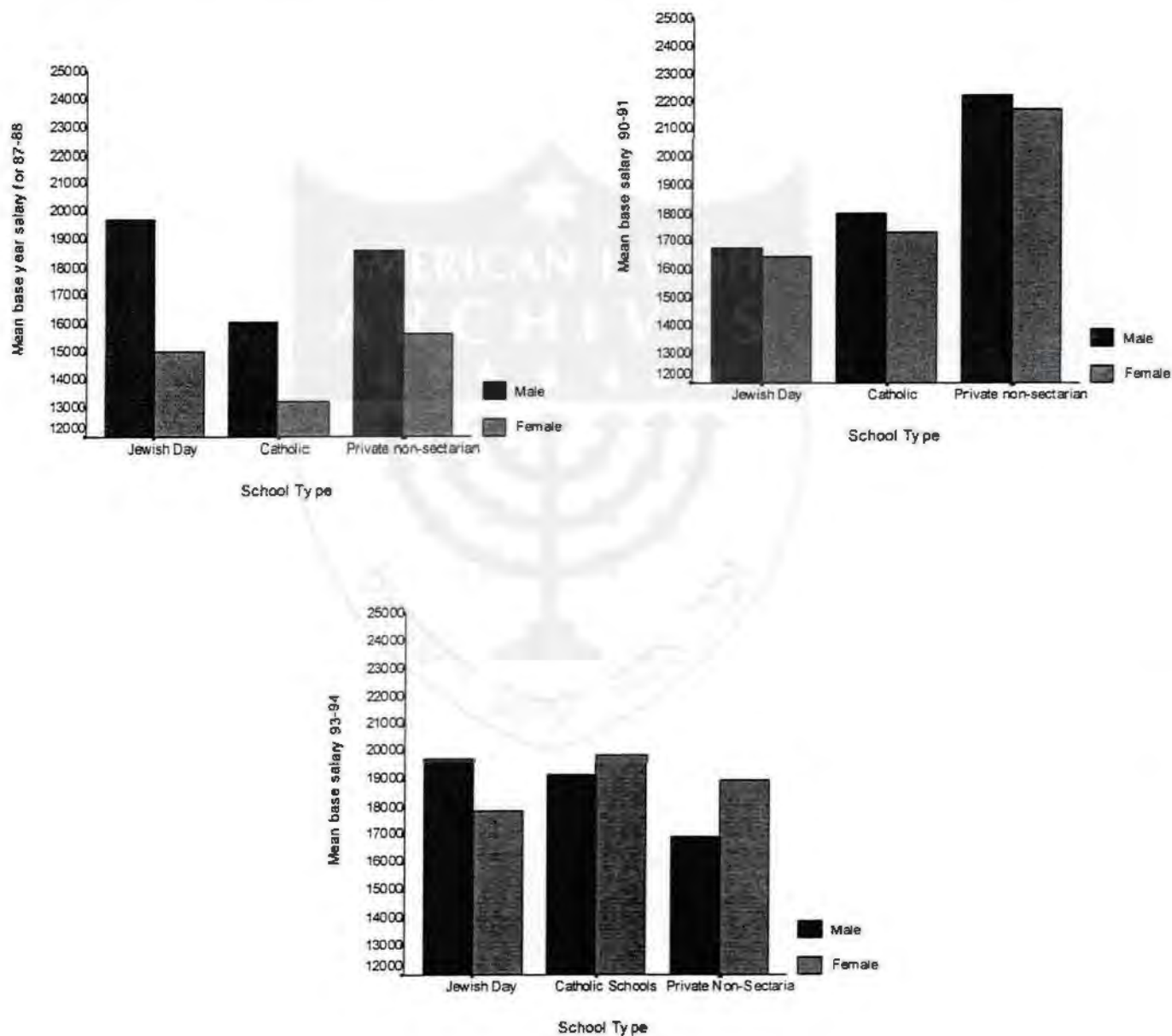


Figure 4c. Mean base year teacher salary: 93-94

Do salaries differ by the gender of the teacher?

- Yes!. However, the gender gap closes over time. Figure 5a shows that in 1987-88 females earned about 20% less than males across Jewish day schools, Catholic schools and private non-sectarian schools.
- Figures 5b and 5c show that as salaries increased over time, the gender gap appeared to have closed. In fact, in 1993-94, the salaries for females slightly outpaced males in Catholic and other private non-sectarian schools



How do the salaries of full v. part time Jewish Day School teachers compare to teachers in Catholic and Private non-sectarian schools?

- Figures 6a and 6b show large salary gaps between full and part time teachers reported in 1987-88 and 1990-91 school years. The relative gap across school types is about equal. In Figure 6c, however, it appears that the salary gap between full and part time teachers narrows for all three school types in the 1993-94 academic year.

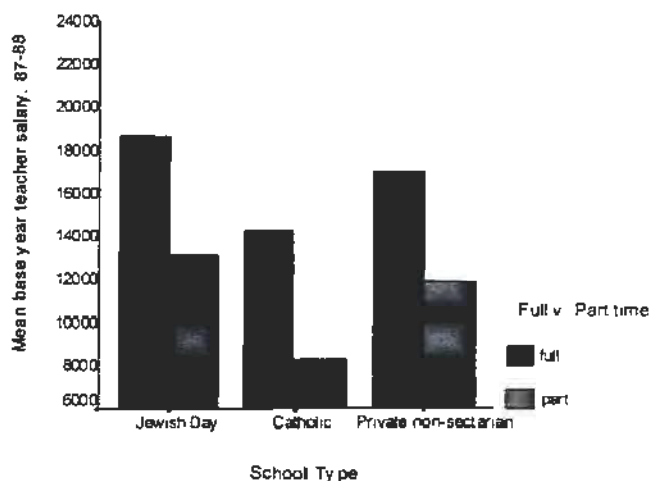


Figure 6a. Full v. Part time mean teacher salaries 87-88

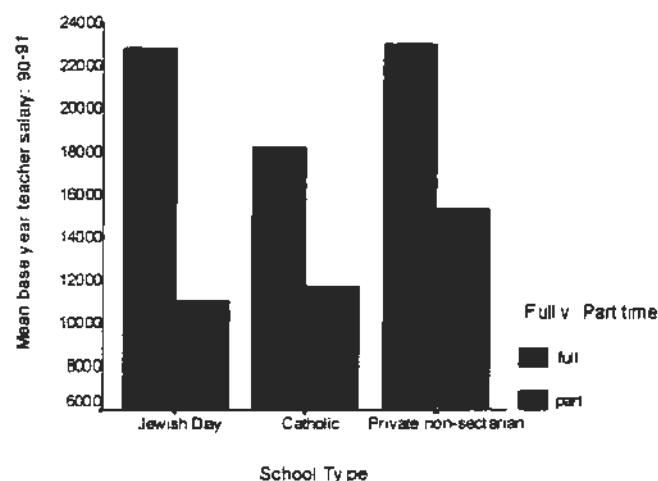


Figure 6b. Full v. part time mean teacher salary 90-91

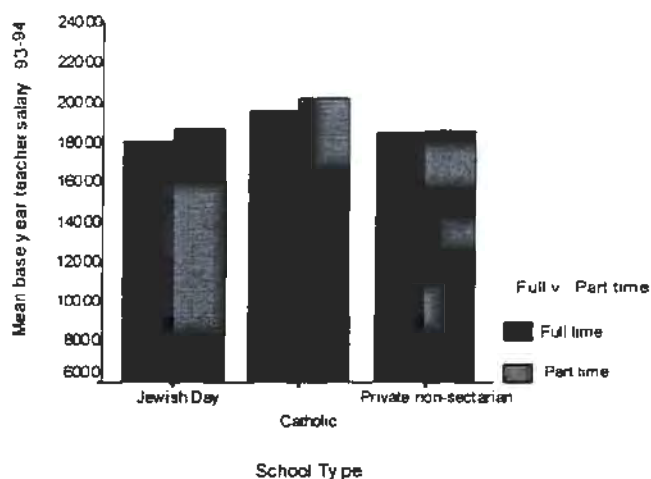


Figure 6c. Full v. part time mean teacher salaries 93-94

Do salaries differ across types of Jewish Day schools?

- Yes! A comparison of National Hebrew Day Schools v. Solomon Schechter schools reveals that salaries for both school types differed in 1987-88 but evened out in 1990-91. However, in the 1993-94 academic year, reported salaries for these two school types differed substantially.
- Salaries for Jewish Day Schools that did not fall under the categories of National Hebrew Day School or Solomon Schechter schools increased between 1990-91 and 1993-94 and outpaced the Solomon Schechter schools in 1993-94.

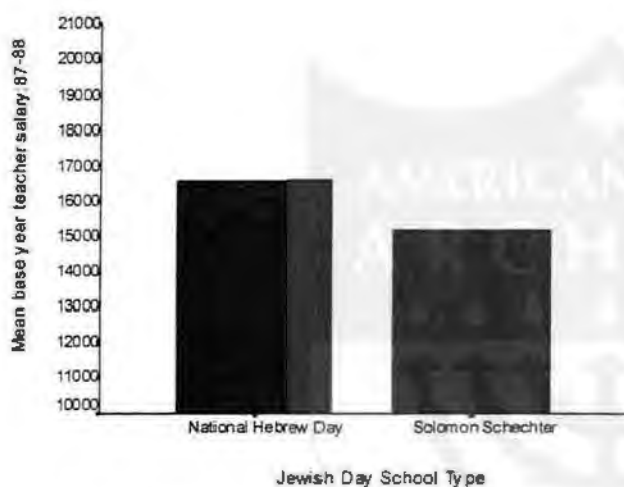


Figure 7a. Mean teacher salaries across Jewish Day School types: 87-88

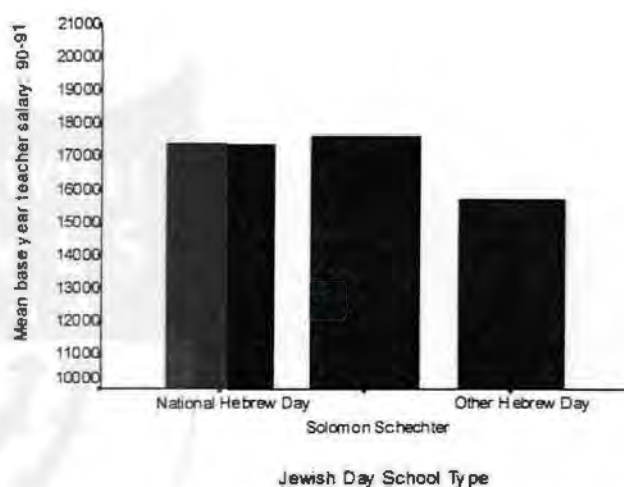


Figure 7b. Mean teacher salaries across Jewish Day School Types: 90-91

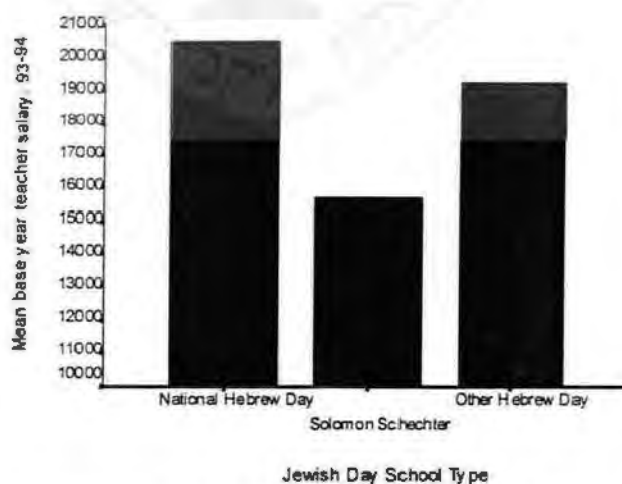
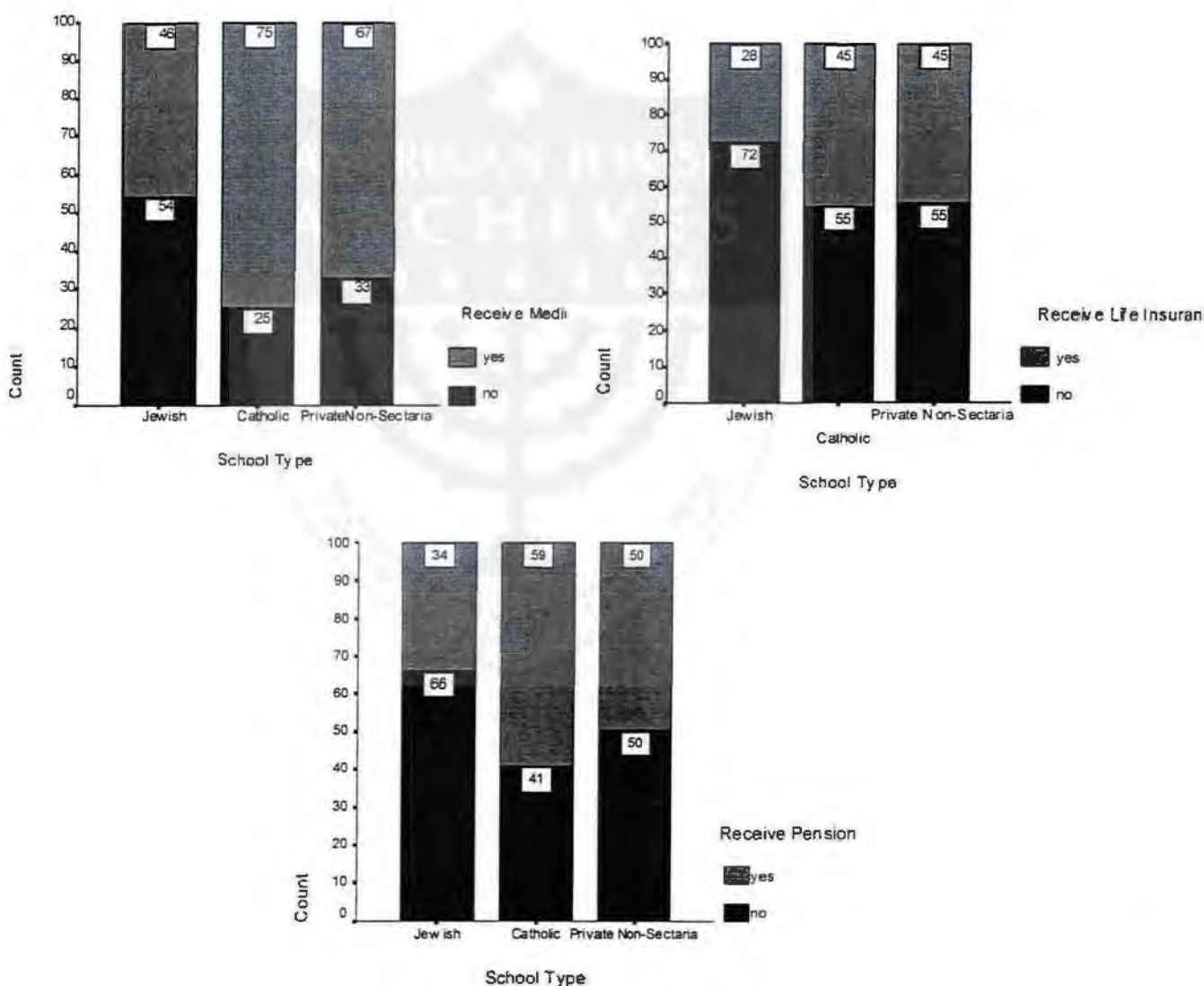


Figure 7c. Mean teacher salaries across Jewish Day School Types: 93-94

BENEFIT PLANS FOR JEWISH DAY SCHOOL TEACHERS

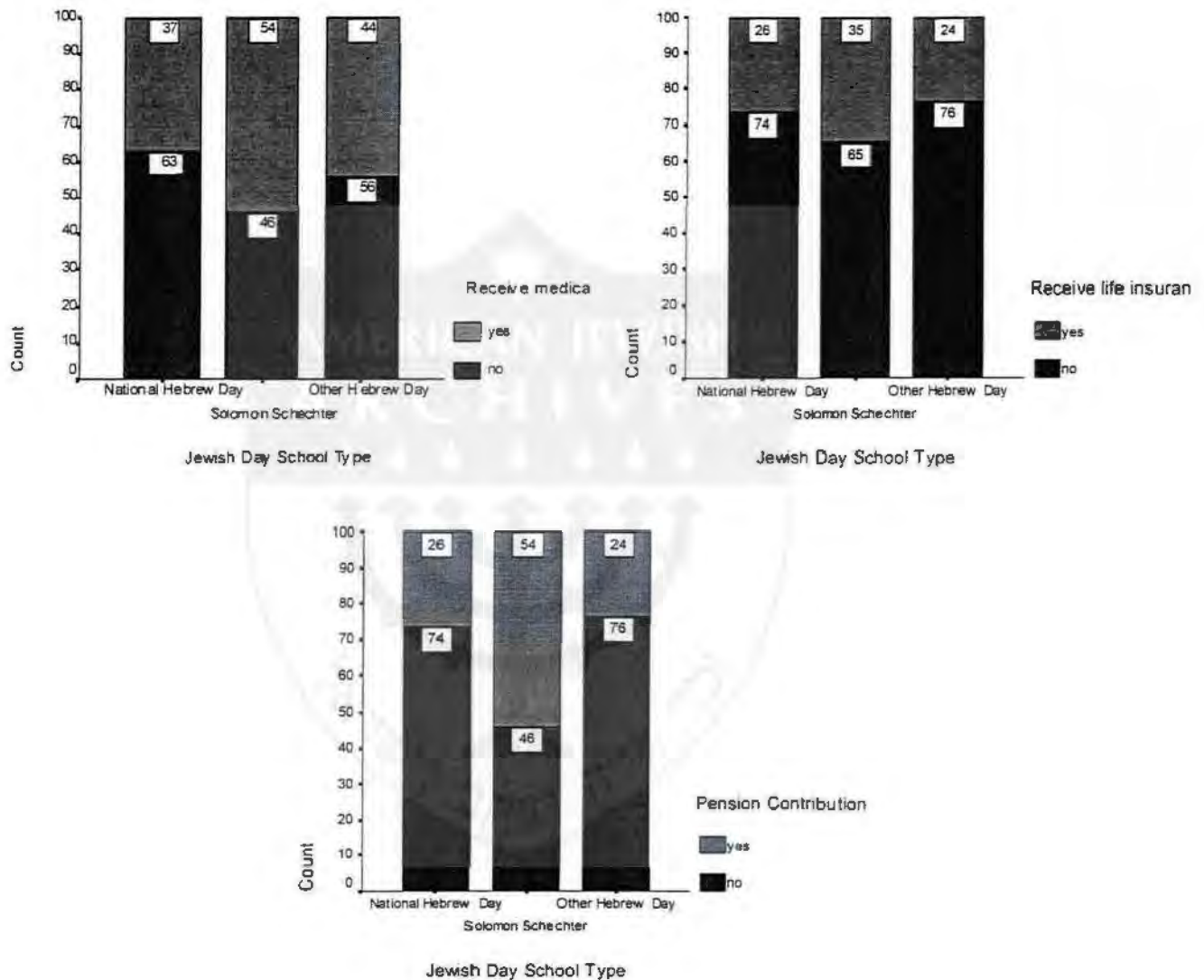
Do benefit plans differ across types of private schools?

- Yes! For this analysis, data were only available for 1993-94. According to the 1993-94 survey, the majority of teachers in Jewish day schools report that they do not receive medical benefits, life insurance, or pension contributions. With the exception of life insurance, the majority of Catholic and private non-sectarian school teachers report receiving medical benefits and pension contributions.
- It is not possible to conclude from the SASS whether these benefits are extended to the teachers but have been declined.



Do benefit plans differ across types of Jewish Day Schools?

- Yes! The figures below suggest that the majority of teachers in National Hebrew Day schools and Other Hebrew Day schools report not receiving medical benefits, life insurance, or pension contributions. By contrast, the majority of teachers in Solomon Schechter schools report receiving medical benefits and pension contributions but not life insurance.



Summary of Teacher Salaries and Benefits

The results on teacher salaries and benefits can be summarized as follows:

1. The relative percentages of full v. part time Jewish Day School teachers changed over the years of the SASS. However, by 1993-1994, the majority of Jewish day school teachers were employed full time.
2. Salaries for Jewish day school teachers in 1993-1994 were commensurate with Catholic and Private non-sectarian school teachers.
3. Gender inequities in salaries were found in 1987-88 for all school types. Later survey years showed that this gender gap diminished.
4. By 1993-94 the salaries of part-time Jewish day school teachers were commensurate with part-time teachers in Catholic and private non-sectarian schools.
5. Within types of Jewish day schools, the 1993-94 salaries of teachers in Solomon Schechter schools were well below that of National Hebrew Day school teachers and other Jewish day school teachers. This was a change from earlier survey years that showed commensurate salaries.
6. For 1993-94 it was found that the majority of teachers in Jewish day schools did not receive medical benefits, life insurance, or a pension plan. Within Jewish day schools, the majority of teachers in Solomon Schechter schools reported receiving medical benefits and pension contributions but not life insurance.

Part 2: Jewish Day School Administrators



DEMOGRAPHICS OF JEWISH DAY SCHOOL ADMINISTRATORS

Gender

- Figures 10a, 10b, and 10c show the percentage of male and female administrators in Jewish day schools compared to Catholic and Private non-sectarian schools.
- The findings indicate that over the years of the survey, the percentage of female administrators in Jewish day schools has increased. Nevertheless, when compared to other private schools, the percentage of female administrators is considerably smaller.

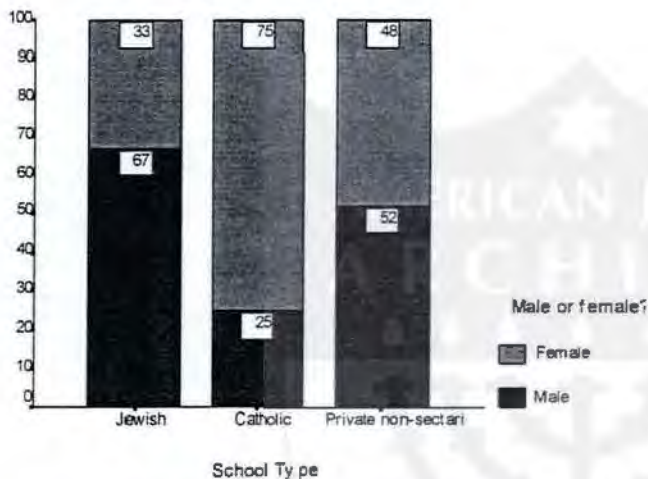


Figure 10a. Percent of Female and Male Administrators: 87-88

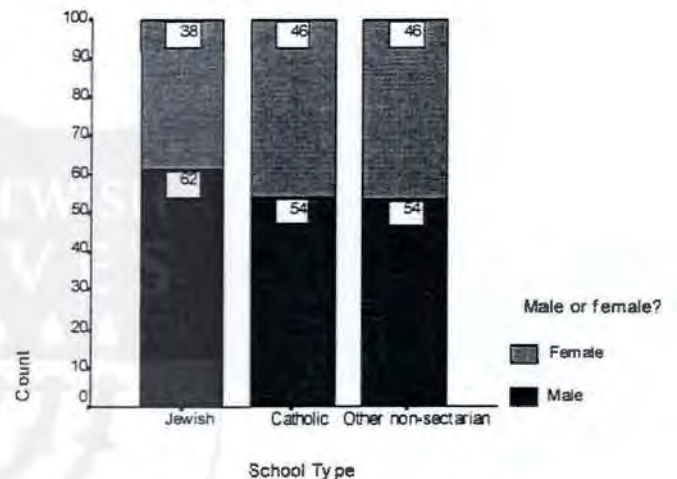


Figure 10b. Percent of Female and Male Administrators: 90-91

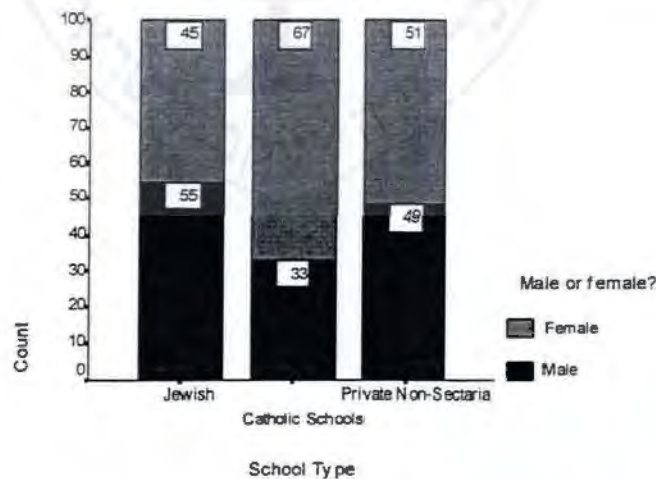


Figure 10c. Percentage of Female and Male Administrators: 93-94

Gender differences within type of Jewish Day School

- As with the teachers, it may be interesting to examine the percentages of female and male teachers with types of Jewish Day Schools. Figures 11a, 11b, and 11c present the results.
- The most noticeable finding is the increase in the number of female administrators for Solomon Schechter schools – especially between the 1990-91 and 1993-94 survey years.

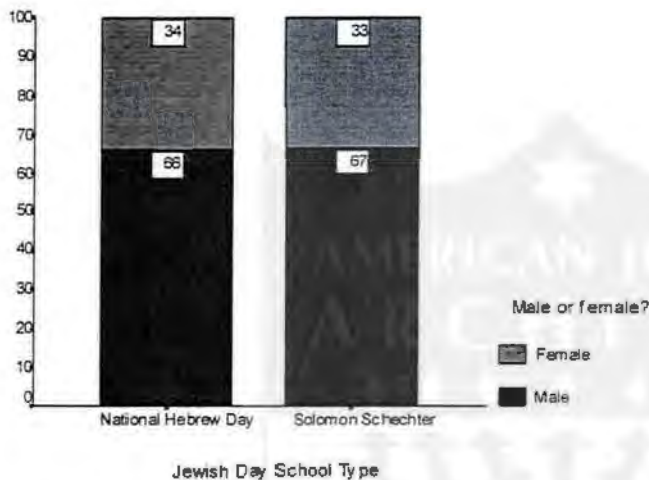


Figure 11a. Percentage of Female and Male Administrators: 87-88

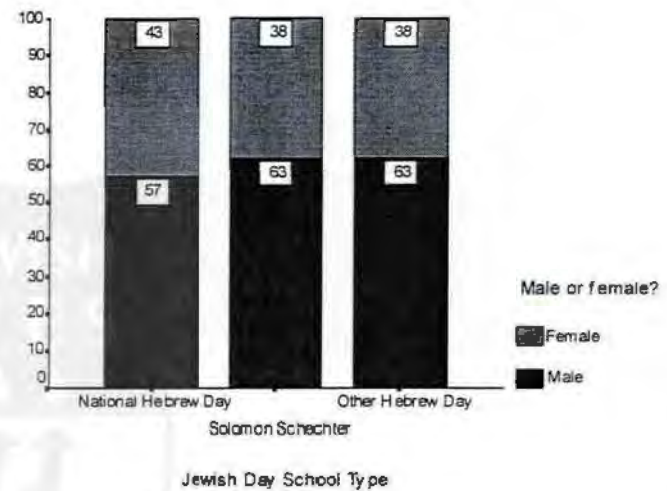


Figure 11b. Percentages of Female and Male Administrators: 90-91

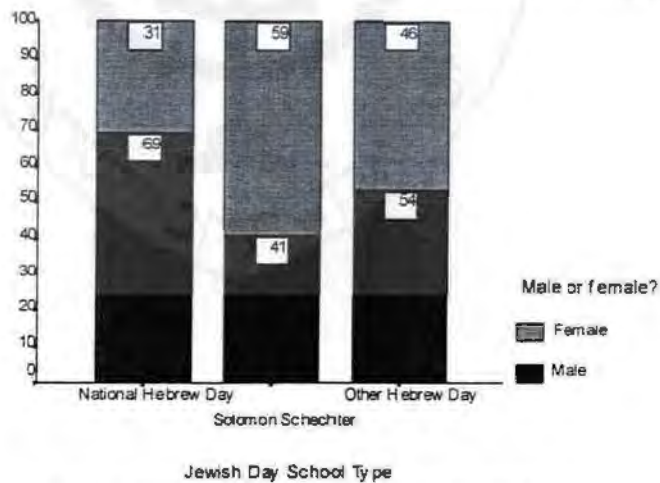


Figure 11c. Percentages of Female and Male Administrators: 93-94

SALARIES OF JEWISH DAY SCHOOL ADMINISTRATORS

How do the salaries of Jewish Day School administrators compare to those of Catholic and private non-sectarian administrators?

- Figures 12a, 12b, and 12c show the mean salaries of Jewish Day School administrators compared to Catholic and private non-sectarian school administrators across the years of the survey.
- These figures show that salaries overall increased over the years of the survey. Although salaries for Catholic school administrators remains substantially below that of Jewish and private non-sectarian school administrators, the salaries for Jewish and private school administrators are comparable over time.

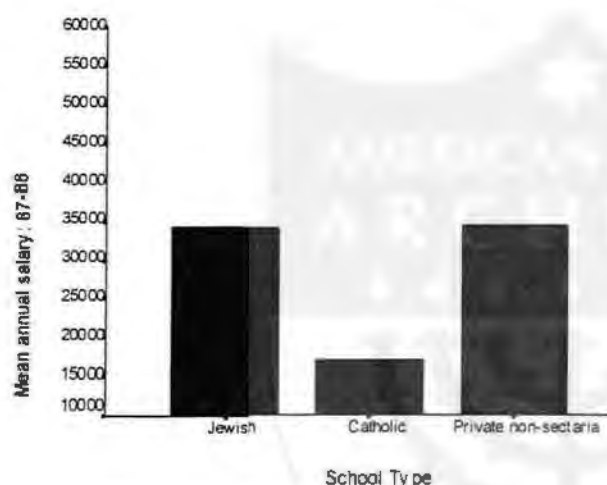


Figure 12a: Mean annual salary for 1967-88

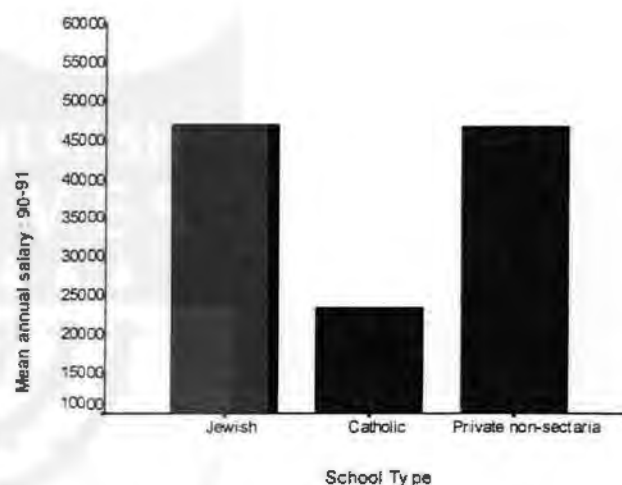


Figure 12b: Mean annual salary 1990-91

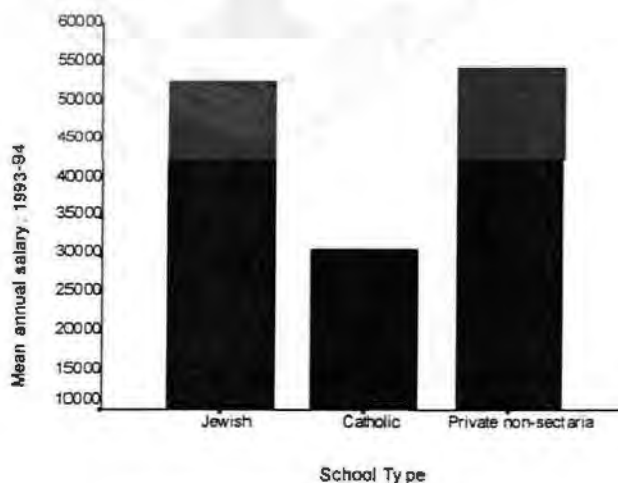


Figure 12c: Mean annual salary: 93-94

Do salaries differ by the gender of the administrator?

- Yes! Gender inequity does not appear to be consistent over time. In 1987-88 (see Figure 13a), we find salary discrepancies for Catholic and private non-sectarian school administrators. The salary gap between male and female administrators closes in 1990-91, but appears again in 1993-94.
- Salary gaps in Jewish day schools also appear to change over time. In fact, in 1990-91 female administrators appear to earn more than male administrators – a trend not found for Catholic and private non-sectarian schools.

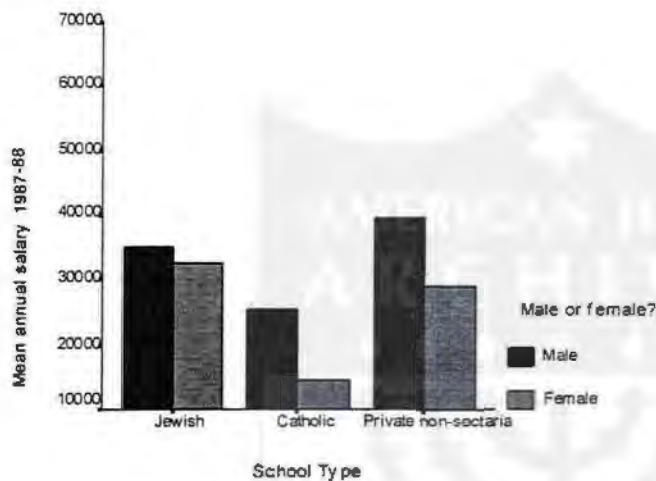


Figure 13a. Mean annual salaries by gender: 87-88

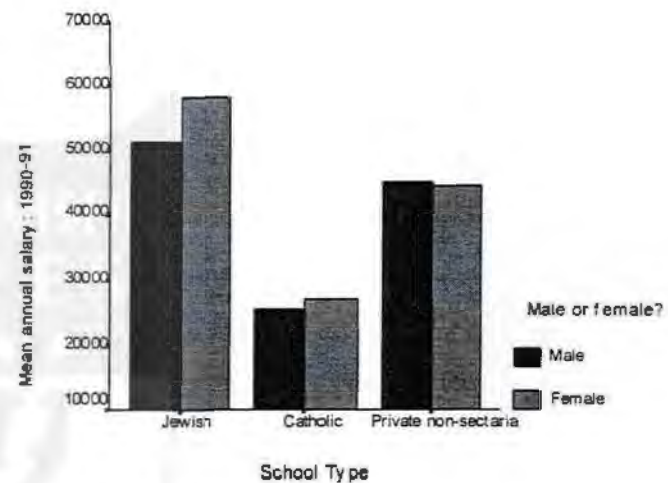


Figure 13b. Mean annual salaries by gender: 90-91

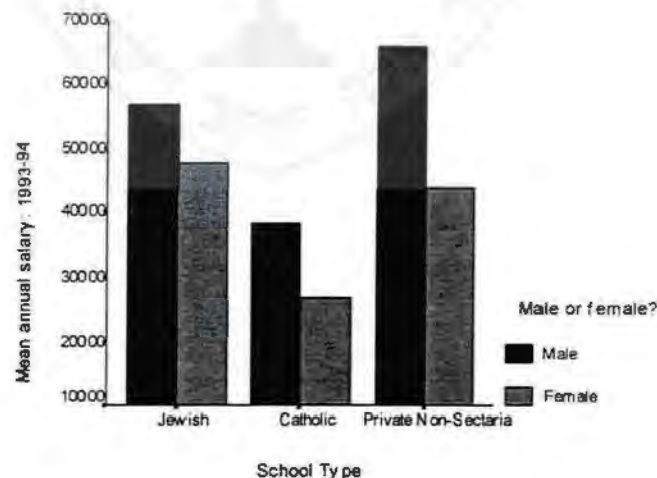


Figure 13c. Mean annual salaries by gender: 93-94

Do salaries for administrators differ across types of Jewish Day Schools?

- Yes! Substantial salary differences were observed between National Hebrew Day school administrators and Solomon Schechter school administrators in 1987-88. These differences were not observed in 1990-91. However, in 1993-94, the salary inequities between National Hebrew Day school administrators and Solomon Schechter school administrators re-appeared.
- Those Jewish day schools not classified as either National Hebrew Day or Solomon Schechter saw sizable average salary increases between 1990-91 and 1993-94, overtaking National Hebrew Day school administrators in 1993-94.

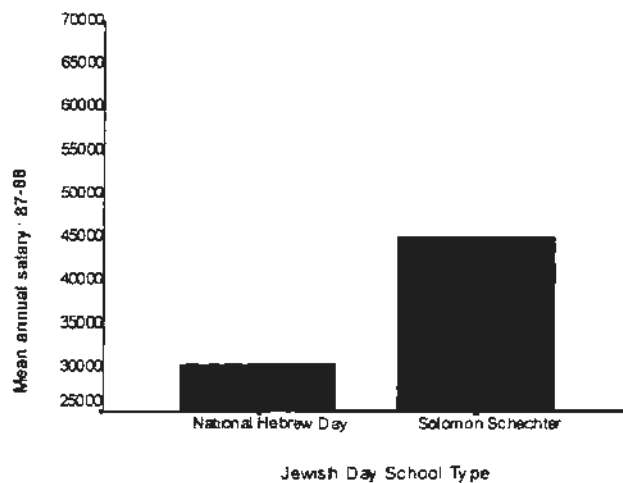


Figure 14a: Mean salaries for Jewish Day Schools: 1987-88

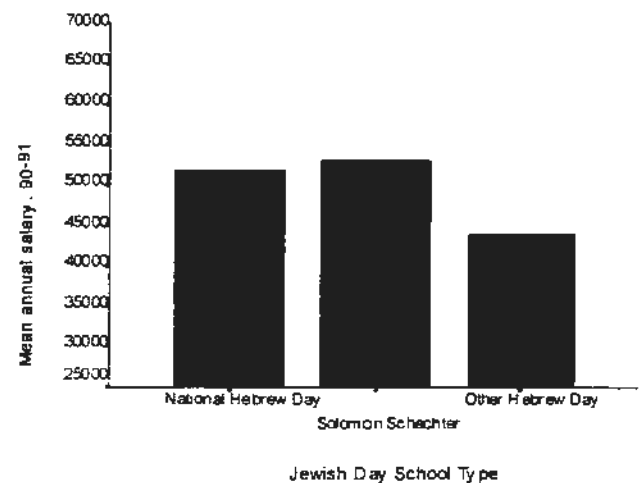


Figure 14b: Mean annual salaries for Jewish Day Schools: 1990-91

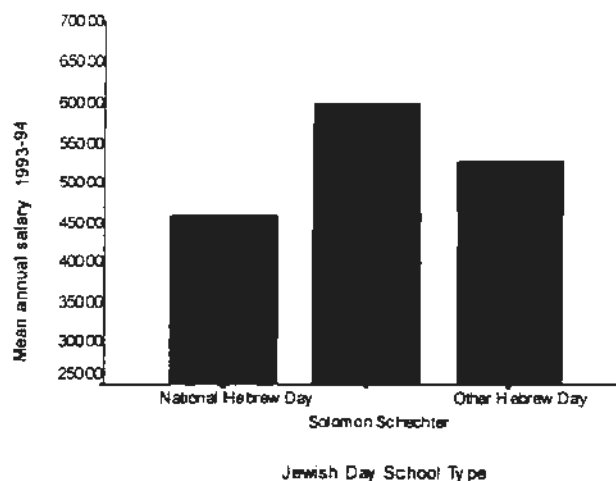


Figure 14c: Mean annual salaries for Jewish Day Schools: 1993-94

BENEFIT PACKAGES FOR JEWISH DAY SCHOOL ADMINISTRATORS

Do percentages of administrators receiving benefit plans differ across types of private schools?

- Yes!! The following figures show the percentages of administrators receiving medical, group life, and pension plans.
- *Medical:* We find that the majority of administrators do receive medical insurance. Furthermore, the percentages for Jewish Day school administrators receiving medical insurance is consistently lower than for Catholic and private non-sectarian school administrators.

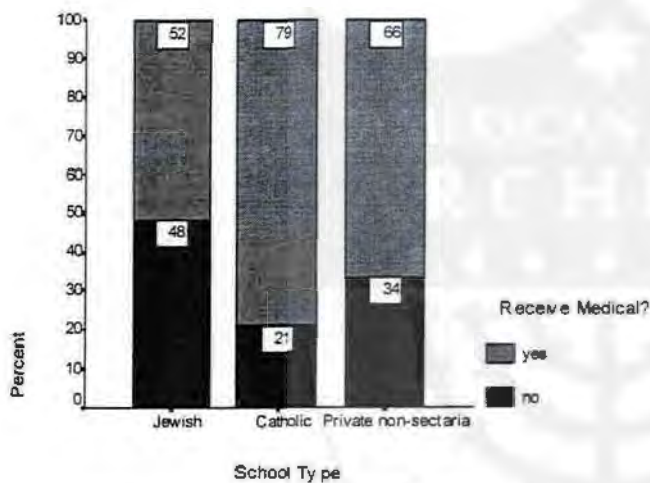


Figure 15a. Percentage receiving medical insurance: 97-98

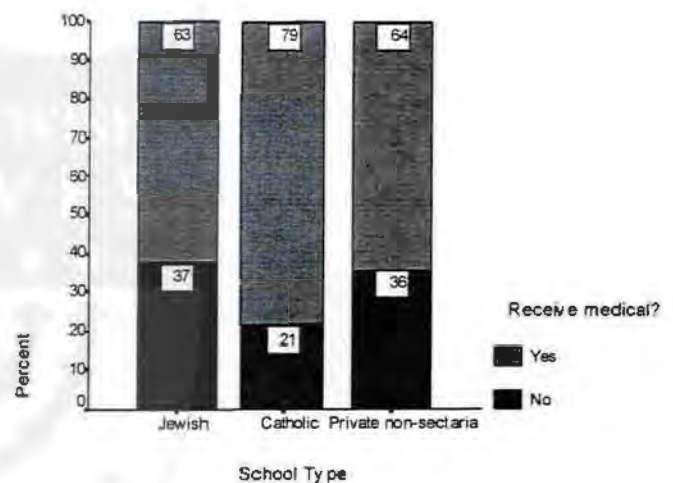


Figure 15b. Percentage receiving medical insurance: 90-91

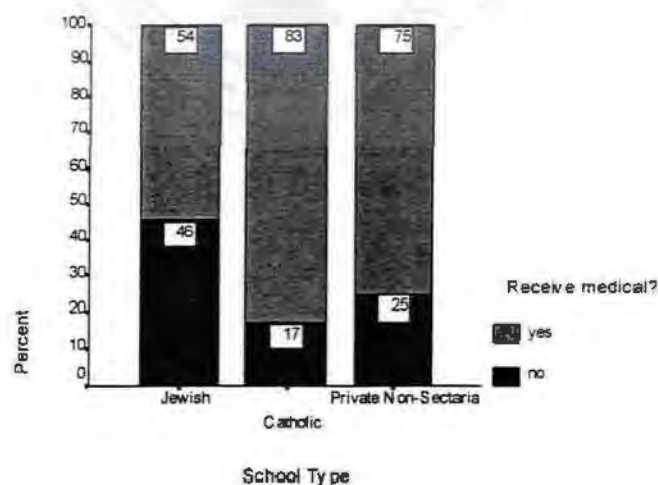


Figure 15c. Percentage receiving medical insurance: 93-94

- Group Life:** In 1987-88 and 1990-91 the majority of administrators did not receive group life. This changed in 1993-94, where approximately 50% of Catholic School administrators received group life insurance and approximately 56% of private non-sectarian school administrators received group life insurance. Throughout the survey years, the majority of Jewish day school administrators did not report receiving group life insurance.

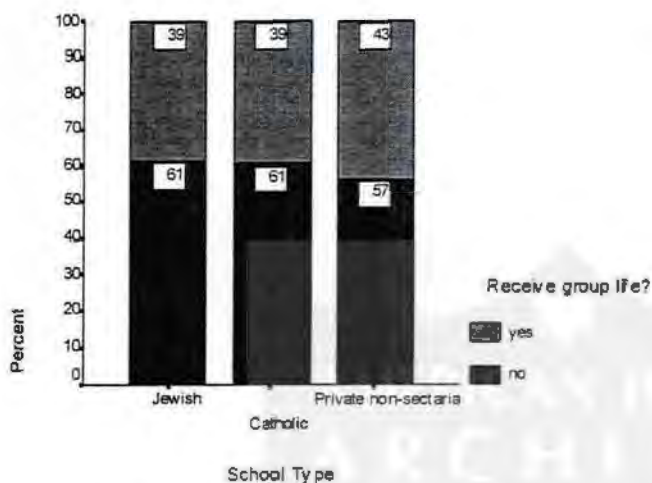


Figure 16a. Percent receiving group life insurance: 87-88

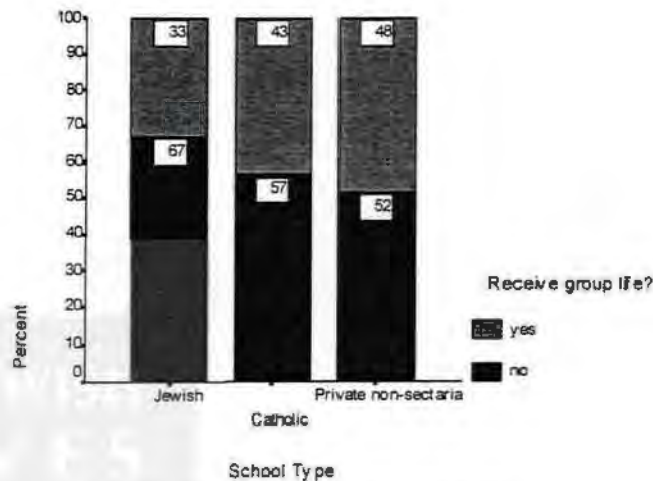


Figure 16b. Percent receiving group life insurance: 90-91

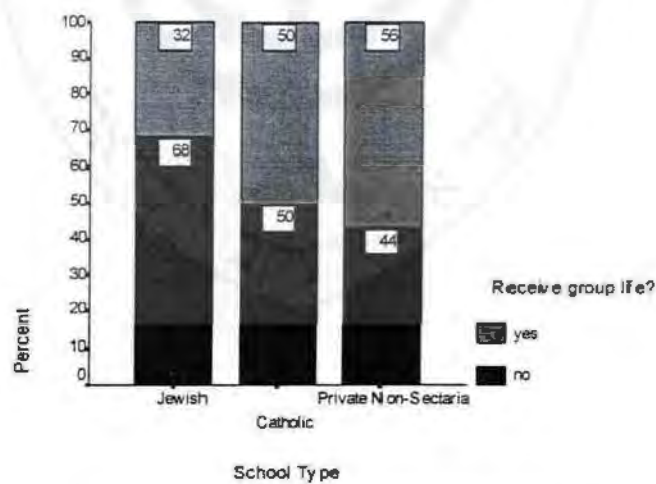


Figure 16c. Percentage receiving group life insurance: 93-94

- Pension:** Over time, the percentage of Catholic and private non-sectarian school administrators receiving pensions increased. However, the percentage of Jewish day school administrators receiving a pension was consistently lower than those in Catholic and private non-sectarian schools. This percentage remained roughly constant over the survey years.

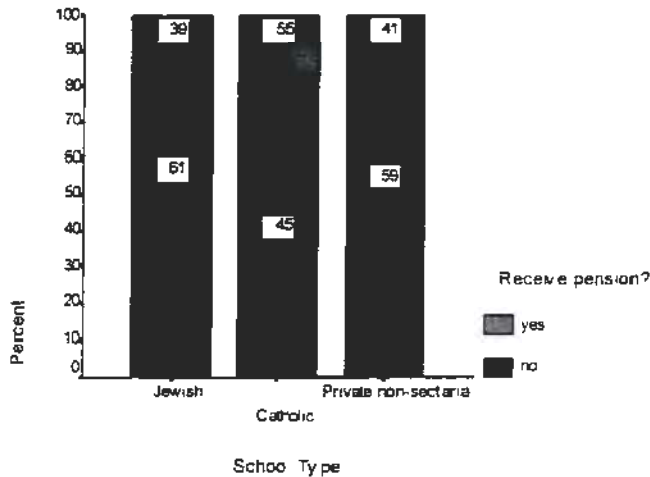


Figure 17a. Percentage receiving pension: 87-88

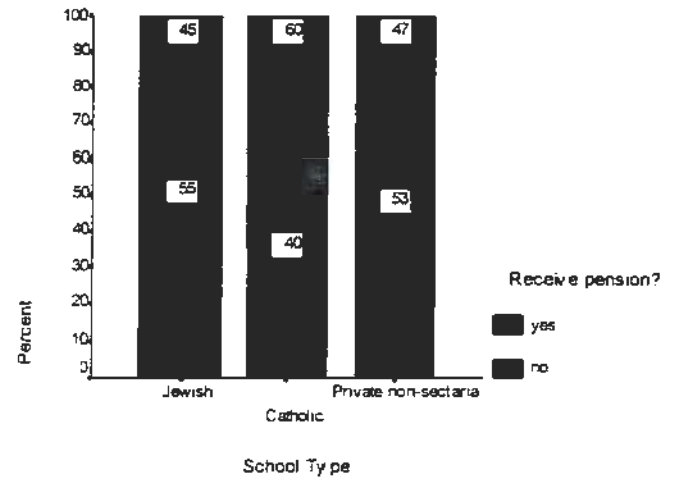


Figure 17b. Percent receiving pension: 90-91

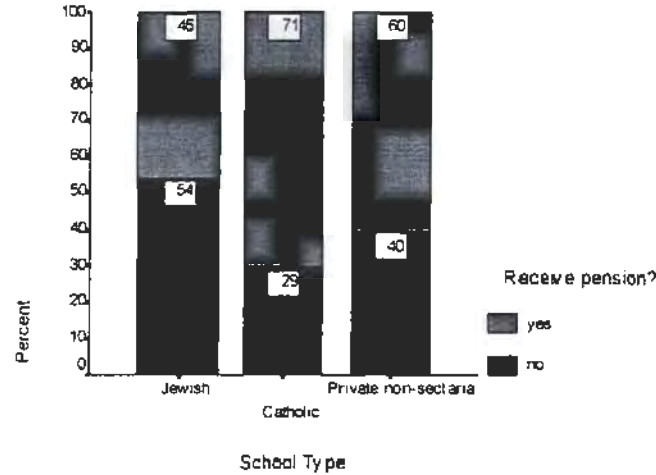


Figure 17c. Percent receiving pension: 93-94

Do percentages of administrators receiving benefit plans differ across type of Jewish day school?

- Yes!! The following figures show the percentages of National Hebrew Day, Solomon Schechter, and other day school administrators receiving medical insurance, group life insurance, and pension plans.
- *Medical:* Across the years of the survey, the majority of administrators of Solomon Schechter schools reported receiving medical insurance. However, the percentages seemed to have dropped over time. By contrast, on in 1990-91 did the majority of administrators of National Hebrew Day schools report receiving medical insurance. The majority administrators of schools not affiliated with National Hebrew Day or Solomon Schechter report receiving medical benefits.

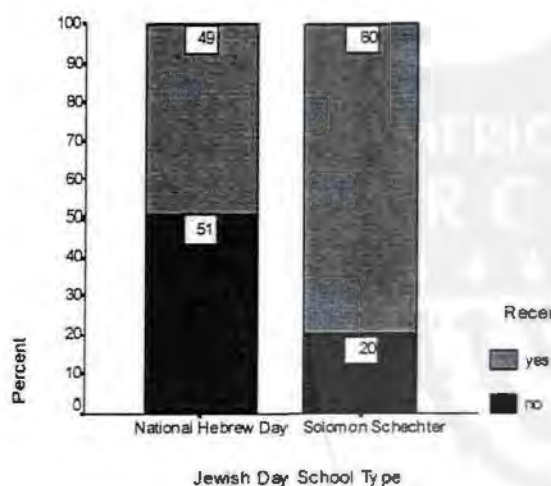


Figure 18a. Percentage receiving medical insurance: 87-88

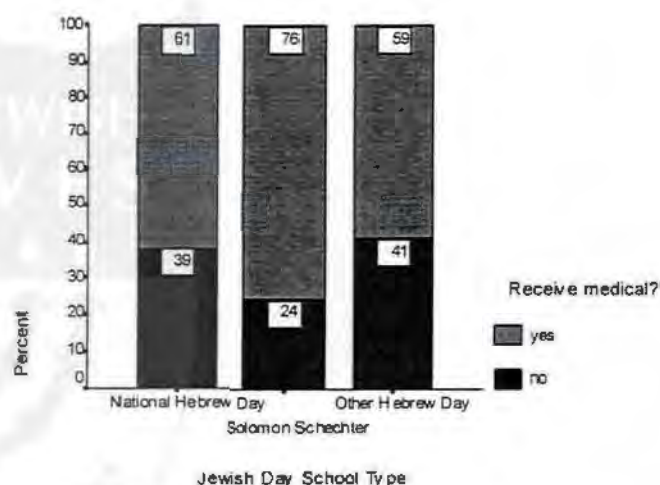


Figure 18b. Percent receiving medical insurance: 90-91

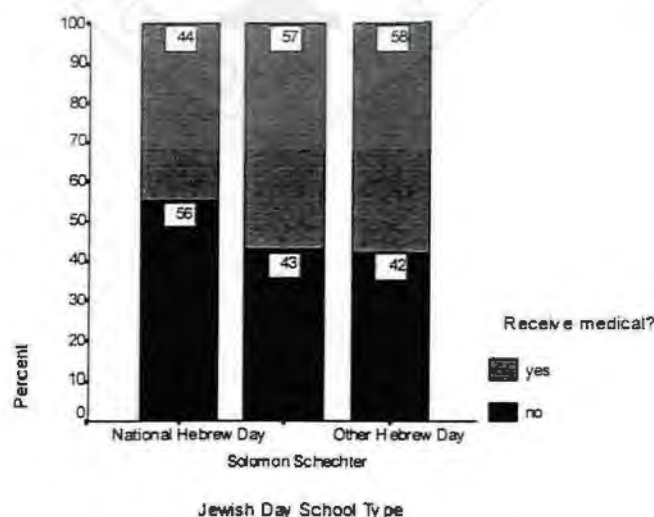
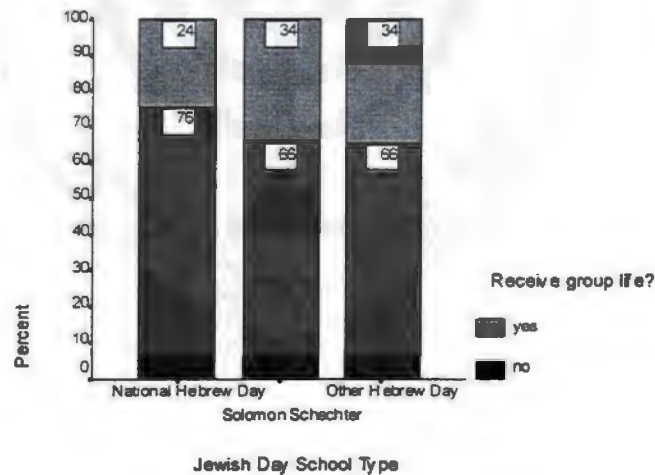
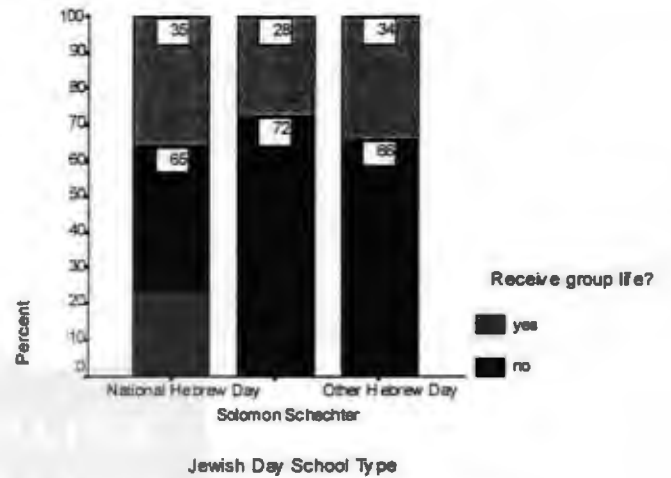
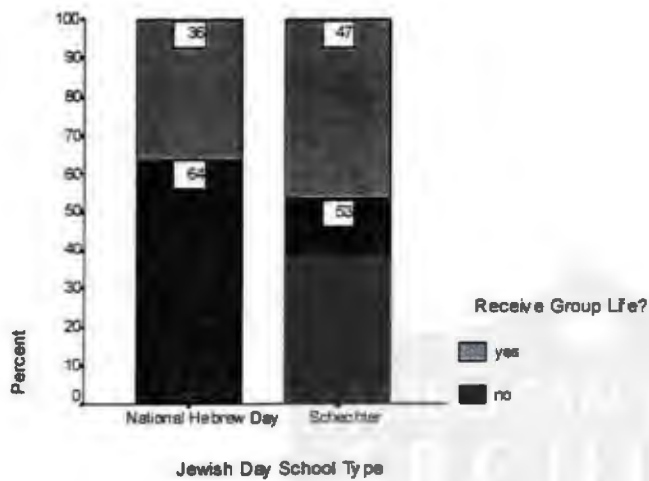


Figure 18c. Percent receiving medical insurance: 93-94

- **Group Life:** Across all types of Jewish day schools across all years of the survey, the vast majority of administrators report not receiving group life insurance.



- Pension plans:** The majority of administrators of National Hebrew Day schools reported not receiving pension plans. This finding held across all years of the survey. By contrast, the percentage of administrators of Solomon Schechter schools receiving pension plans decreased over time. A slight increase in the number of administrators of unaffiliated Jewish Day schools was observed between 1990-91 and 1993-94.

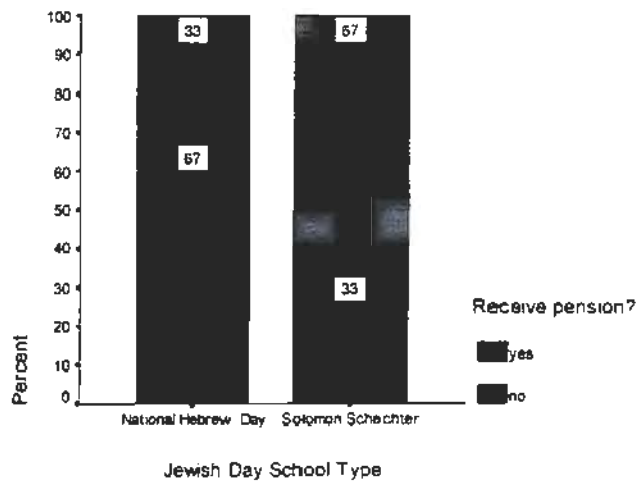


Figure x. Percent receiving pension: 87-88

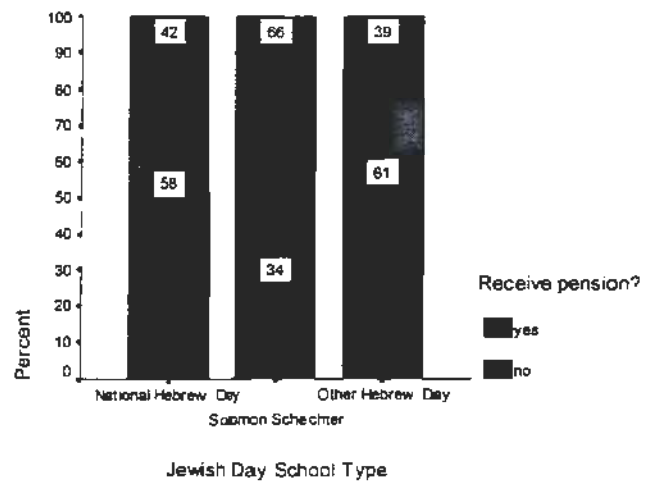


Figure x. Percent receiving pension: 90-91

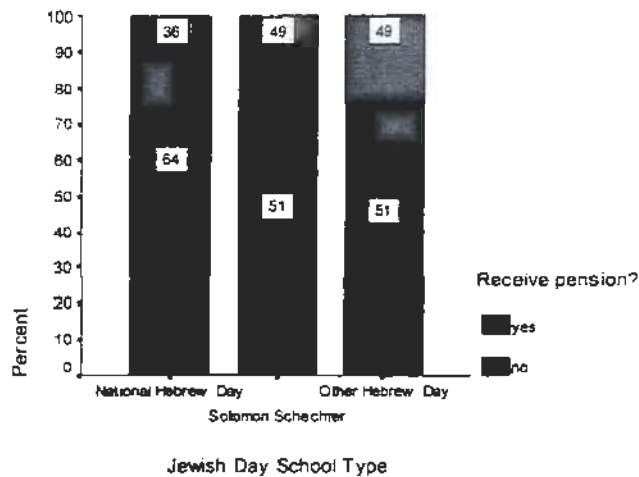


Figure x. Percent receiving pension: 93-94

Summary of Administrator Salaries and Benefits

The results on administrator salaries and benefits can be summarized as follows:

1. The findings of the survey indicate that the number of female administrators of Jewish day schools has increased but remains somewhat lower than the number of female administrators of Catholic and private non-sectarian schools.
2. Within Jewish day schools, there has been a noticeable increase in the number of female administrators for Solomon Schechter schools only.
3. The salaries of Jewish day school administrators have increased and are comparable to that of private non-sectarian school administrators.
4. Gender differences in salaries for Jewish day school administrators is roughly the same as found in Catholic and private non-sectarian schools.
5. Substantial salary differences were found between National Hebrew day school administrators and Solomon Schechter schools.
6. The majority of Jewish day school administrators do receive medical insurance, but do not receive group life insurance or a pension plan.
7. The majority of administrators of Solomon Schechter schools receive medical insurance and pension plans, but not group life insurance. By contrast, the majority of administrators of National Hebrew Day schools do not receive medical insurance, group life insurance, or pension plans.

The Data, Sample, and Methodology

The Schooling and Staffing Survey

- “The Schools and Staffing Survey (SASS) is a comprehensive survey of American public and private K-12 schools. Its linked sampling plan provides information on schools (and in the public sector, their associated districts), the principals who head these schools, and the teachers who work in them. Its primary purposes have been to monitor teacher supply and demand conditions, characteristics and qualifications of teachers and principals, and basic conditions in schools. Along these dimensions, the survey was designed to provide comparable information on both the public and private sectors, as well as trend data over time. In addition, SASS provides state representative data for the public sector and affiliation representative data for private sector. SASS is being redesigned for its next administration in school year 1999–2000, and is planned to be conducted every 5 years” (NCES xxx).

Sample

- The sample of respondents for this report consist of teachers and administrators of Jewish day schools, Catholic schools, and private non-sectarian schools.
 1. The 1987-88 sample consisted of 71 Jewish day schools, 734 Catholic schools, and 518 private non-sectarian schools.
 2. The 1990-91 sample consisted of 194 Jewish day schools, 662 Catholic schools, and 613 private non-sectarian schools.
 3. The 1993-94 sample consisted of 218 Jewish day schools, 818 Catholic schools, and 616 private non-sectarian schools.
- Jewish day schools were further broken down according to affiliation. The three categories of affiliation were National Hebrew Day schools, Solomon Schechter schools, and those not classified as either of those two. This later group was classified as “Other”.
 1. The 1987-88 sample consisted of 56 National Hebrew Day schools and 15 Solomon Schechter schools.
 2. The 1990-91 sample consisted of 59 National Hebrew Day schools, 40 Solomon Schechter schools, and 95 ‘other’ Jewish schools.
 3. The 1993-94 sample consisted of 78 National Hebrew Day schools, 41 Solomon Schechter schools, and 99 ‘other’ Jewish schools.

Methodology

A characteristic of the Schooling and Staffing Survey is that over the years of the survey, the wording of questions changed. Therefore, it is important to provide the specific wording of questions used across the years of the survey.

Analysis of Salaries

1987-88

- Teacher salaries were determined by responses of teachers to the question "What is your average gross yearly teacher salary?"
- Administrator salaries were determined by responses of administrators to the question "What is your pre-tax annual salary?"

1990-91

- Teacher salaries were determined by responses of teachers to the question "What is your academic base year salary teaching at this school?"
- Administrator salaries were determined by responses of administrators to the question "What is your current annual salary before taxes and deductions?"

1993-94

- Teacher salaries were determined by responses of teachers to the question "During the current school year, what is your academic year base salary?"
- Administrator salaries were determined by responses of administrators to the question "What is your current annual salary before taxes and deductions?"

Analysis of Benefits

1987-88

- Data on teacher benefits were not available for the 1987-88 administration of SASS.
- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

1990-91

- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

1993-94

- For teachers, benefit data were only available for the 1993-94 administration of SASS. Teacher benefits were determined by responses of teachers to the question "Do you receive [general medical insurance, group life insurance, pension contributions] in addition to your salary?"
- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

Analytical Method

- The main analytical method consisted of simple descriptive statistics and cross-tabulations.
- No attempt was made to address issues of missing data. All analyses were based on list-wise deletion of cases with incomplete data.

2/22/00

David,

As I mentioned earlier, I think the salaries/benefits report contains terrific material, and I have suggestions about how to organize it. I'm finding it a little hard to convey my ideas because I do not trust the results for teacher salaries in 1993-94. Not only is it implausible that full- and part-time teachers earn the same dollar amounts, but it seems unlikely (though not impossible) that full-time salaries in Jewish and non-religious schools went up from 1987-88 to 1990-91 and then back down in 1993-94. These dollar amounts are not adjusted for inflation, making it even more unlikely that salaries dropped.

A couple of comments about labels before I get into the substance:

**I believe the SASS term "nonsectarian" is a misnomer. Doesn't that imply religious without a particular denomination? The correct label for these schools, I believe, is "non-religious."

**In my writing for a Jewish audience I have used the term "Torah U'Mesorah" as the label for what SASS calls "Hebrew Day." People in the Jewish community won't know what "Hebrew Day" refers to but they are familiar with "Torah U'Mesorah." In a memo of 6/10/98, my research assistant Bill Robinson reported the following: "I had to check with Stephen Brougham at NCES. All schools included in the category of 'Hebrew Day' belong to 'Torah Umesorah -- National Society of Hebrew Day Schools.' Schools that indicate a Jewish affiliation but do not belong either to Solomon Schechter or Torah Umesorah (such as Reform day schools) are grouped into the 'Other Jewish' category." So, I urge you to label these schools "Torah U'Mesorah."

My major suggestions are as follows:

I think the report contains four striking findings for teachers and three major findings for administrators:

TEACHERS

- 1) Teacher salaries have risen over time, and salaries for teachers in Jewish schools have caught up to those in private non-religious schools.
- 2) Gender differences among teachers in Jewish schools have narrowed.
- 3) Schechter teachers are paid less than teachers in other Jewish schools.
- 4) Benefits for teachers in Jewish schools are substandard, not only compared to public school teachers but also compared to teachers in other types of private schools. The problem is most severe in Torah U'Mesorah schools.

ADMINISTRATORS

- 1) Administrator salaries have shot up in all types of private schools. Administrators in Jewish schools are paid about as much as those in private non-religious schools.
- 2) The most recent data show a gender gap in the salaries of the administrators of Jewish schools, but the gap has been inconsistent over time.
- 3) Administrators in Jewish schools are less well off in pension, life, and medical benefits compared to their counterparts in other private schools. This situation has become worse over time.

I would allow these important findings to drive the report. I would move the section on demographics of teachers (pages 4-6) to a small table at the end of the report, and start the report with a bullet point:

**** Salaries of Jewish day school teachers have risen over time, and teachers in Jewish schools now earn as much as teachers in other types of private schools.**

Then I'd report the data, probably in one figure instead of three, showing the changes over time in the three types of schools. I'd follow this with another bullet point:

**** Male teachers in Jewish schools earn more than female teachers, but this gender gap has narrowed.**

Follow this point with the figures and text (after "Yes") on page 8. I would also include the corrected full-time and part-time page (p.9) and the page on types of Jewish schools (p.10), although this probably needs to distinguish between part- and full-time teachers. The next bullet point would be:

**** Benefit plans for teachers in Jewish schools are below the standards set by other types of private schools.**

Follow this with the text on pages 11 (after "Yes!") and 12.

I would organize the administrator section similarly, moving the demographics to a small table in the conclusion, leading with salaries, the gender, types of Jewish schools, then benefits, with key points highlighted.

I have marked up the indicator with various editorial suggestions, and I'll give that to you in Chicago. In addition, I'll give you a copy of an NCES report which follows something like the format I am suggestion.

It's exciting to have such striking results, and I look forward to continuing our work. Hope these comments are helpful,

Adam

change "private non-sectarian" to
"private non-religious"

MANDEL FOUNDATION INDICATORS REPORT

A Study of Salaries and Benefits in Jewish Day Schools

Prepared by

David Kaplan

School of Education

University of Delaware

Under contract to the Mandel Foundation

First draft: 20 January, 2000

ADMINISTRATORS

① Administrator salaries have shot up in all types of private schools. Administrators in Jewish schools are paid about as much as those in private non-religious schools.

② The most recent data show a gender gap in administrator salaries of Jewish schools, but the gap has been inconsistent over time.

③ Administrators in Jewish schools are less well off in pension, life and medical benefits compared to their counterparts in other private schools. This situation has become worse over time. The problem is most severe in the

TEACHERS

Key findings:
① Teacher salaries have risen over time, and salaries for teachers in Jewish schools have caught up to those in private non-religious schools. Unless the 1993-94 data are wrong.

② Gender differences among teachers in Jewish schools have narrowed.

③ Shelter teachers are paid less than teachers in other Jewish day schools. Unless the 1993-94 data are wrong.

④ Benefits for teachers in Jewish schools are substandard, notably compared to public school teachers but compared to teachers in other

INTRODUCTION

To understand the quality of Jewish education, it is essential to understand the working conditions of the teachers and principals of Jewish schools. An important component of the working conditions of teachers and principals is the compensation package they receive in the form of salaries and benefits. It is vitally important that we understand how compensation packages for Jewish Day School teachers and principals have changed over the years, as well as to compare the Jewish Day School compensation packages with those of other private schools – particularly Catholic schools and secular private schools.

This report uses data from the U.S. Department of Education's Schooling and Staffing Survey (SASS) to study changes in salaries and benefits over time, and to compare salaries and benefits to other private schools. The details of the survey are given at the end of this report.

To study how compensations packages for Jewish day school teachers and principals have changed, and how they compare to other private schools, we focus attention on two categories: salaries and benefits. Under salaries, we examine differences between full and part-time employees as well as by gender. With respect to benefits, we concentrate on medical benefits, life insurance, and retirement contributions.

The Mandel Foundation is committed to revitalizing Jewish life in North America through Jewish education. The Mandel Foundation Indicators Project is charged with monitoring the quality of Jewish education and its outcomes.

Part 1. Jewish Day School Teachers

more to small table in appx 7

DEMOGRAPHICS OF JEWISH DAY SCHOOL TEACHERS

Gender

- Figures 1a, 1b, and 1c show changes in the percentages of male and female Jewish day school teachers over the years of the SASS. The figures reveal that across all school types, the vast majority of teachers are female
- With respect to Jewish day school teachers, the ratio of female to male teachers has remained roughly 4 to 1 across the years of the survey.

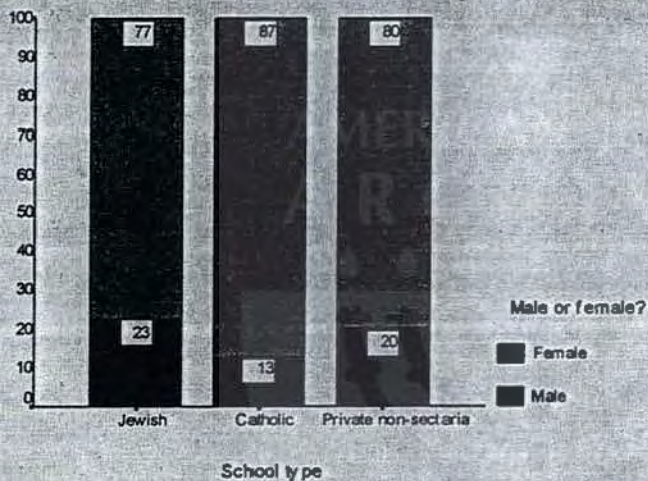


Figure 1a. Percent of Female and male teachers: 87-88

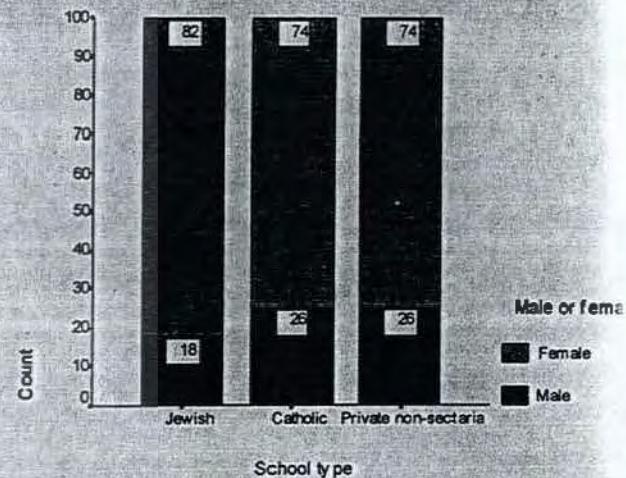


Figure 1b. Percent of female and male teachers: 90-91

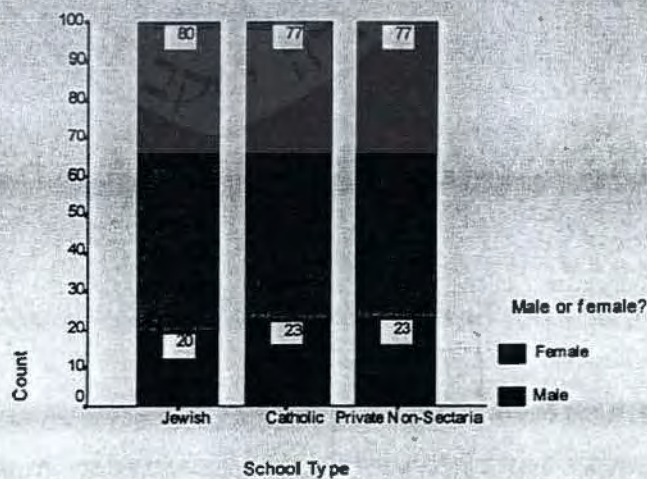


Figure 1c. Percent of Female and Male teachers: 93-94

Gender differences with types of Jewish day schools

- Figures 2a, 2b, and 2c show changes in the percentages of male and female teachers across types of Jewish day schools. The figures show that across the years of the survey, the teachers in Jewish day schools are predominantly female.
- Between 1990-91 and 1993-94 there appears to have been a noticeable increase in the percentage of male teachers in National Hebrew Day schools and a noticeable decrease in the number of male teachers in Solomon Schechter schools.

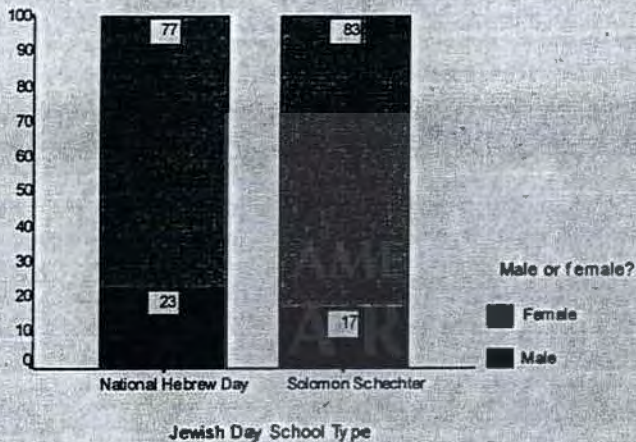


Figure 2a. Percent of female and male teachers in Jewish Day Schools:
87-88

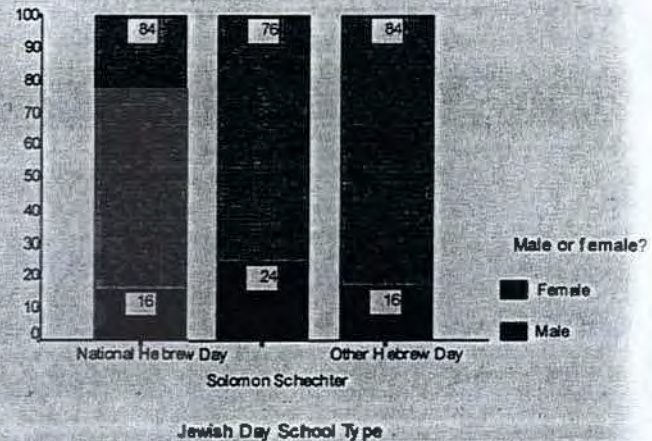


Figure 2b. Percent of female and male teachers in Jewish Day Schools:
90-91

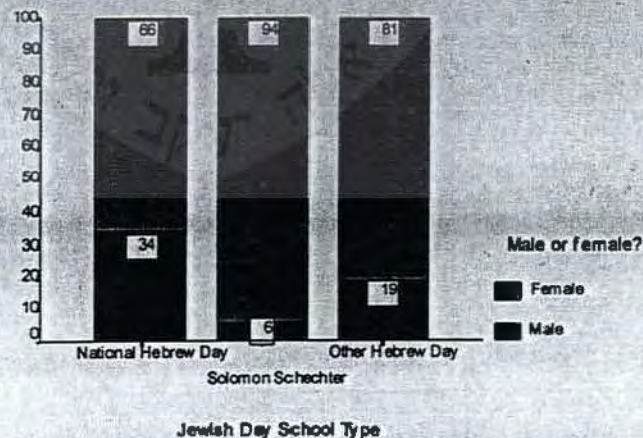


Figure 2c. Percent of female and male teachers in Jewish day schools:
93-94

→ In 1987-88, almost half of the teachers in Jewish schools worked part time, a far higher proportion than in Catholic and private non-sectarian schools.

Full v. Part time Employment

- Figures 3a, 3b, and 3c display the percentages of full and part time Jewish day school teachers compared to other school types. ~~Compared to Catholic and private non-sectarian schools, Jewish day school teachers are predominantly employed part time.~~ *Much more likely to work part time.*
- The figures also show that between 1987-88 and 1990-91 there was decrease in the number proportion of full time teachers, while in 1993-94 there appeared to be a sizable increase in the number proportion of full time teachers, in Jewish day schools.*

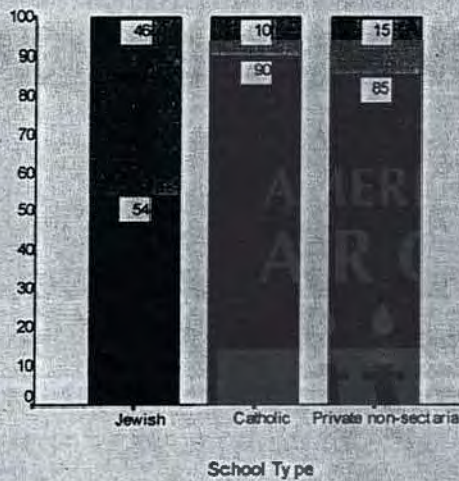


Figure 3a. Full v. part time teachers: 87-88

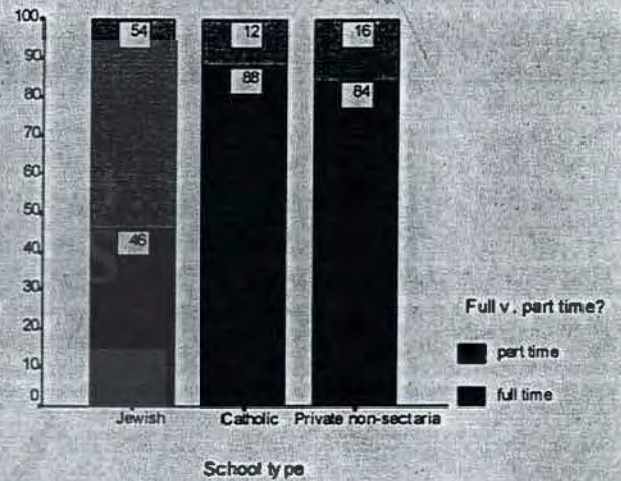


Figure 3b. Full v. part time teachers: 90-91

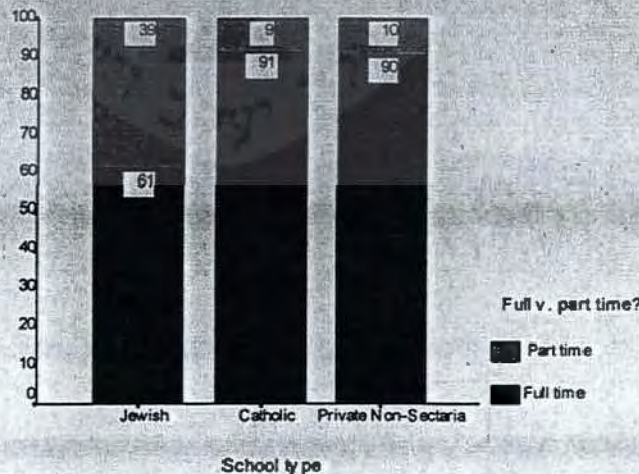


Figure 3c. Full v. part time teachers: 93-94

lead in this
follow in f-t vs p.

SALARIES OF JEWISH DAY SCHOOL TEACHERS

How do the salaries of Jewish Day School teachers compare to teachers in Catholic and Private non-sectarian schools?

- Figures 4a, 4b, and 4c show that the salaries of Jewish Day School teachers remained constant from 87-88 to 90-91 while Catholic and non-sectarian private school teacher salaries increased. In 1993-94, reported teacher salaries were comparable across school types.

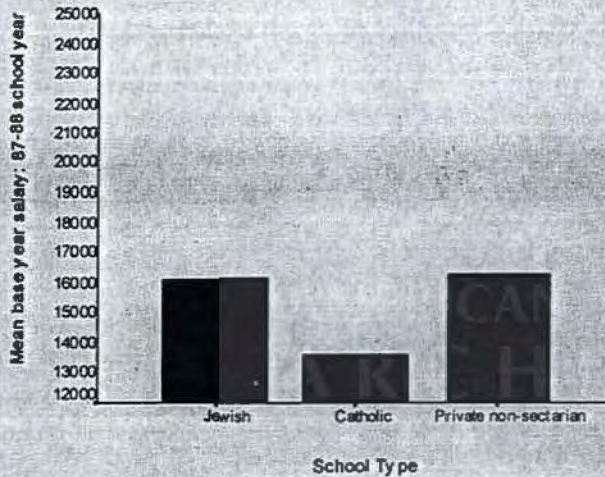


Figure 4a. Mean base year teacher salary: 1987-88

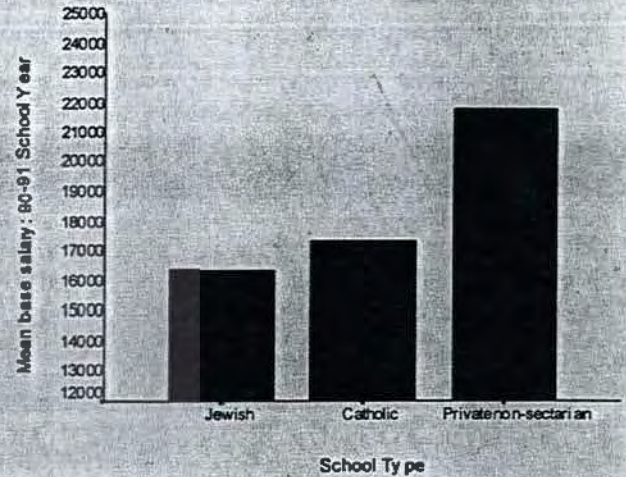


Figure 4b. Mean Base Year Salary: 90-91

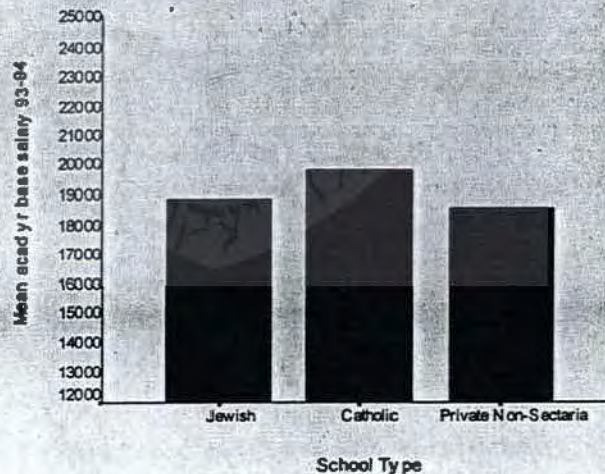
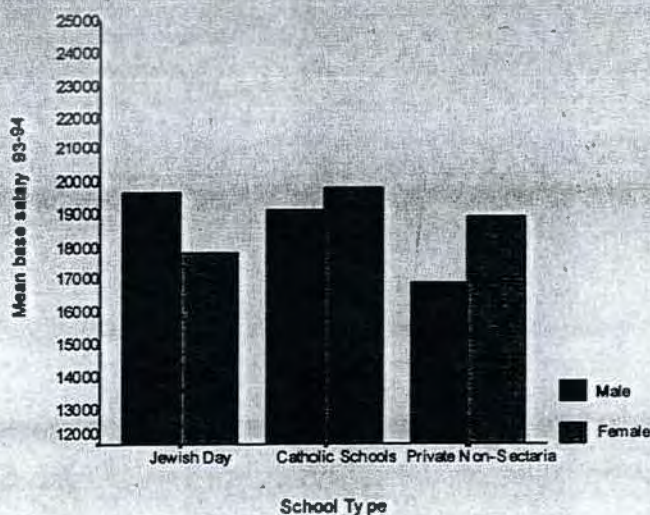
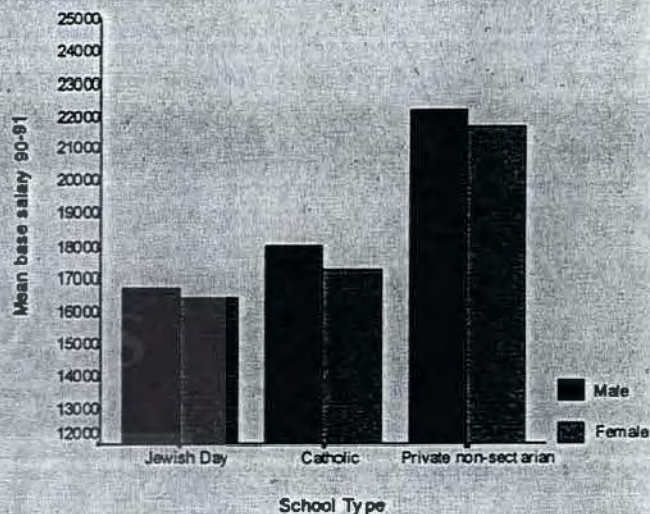
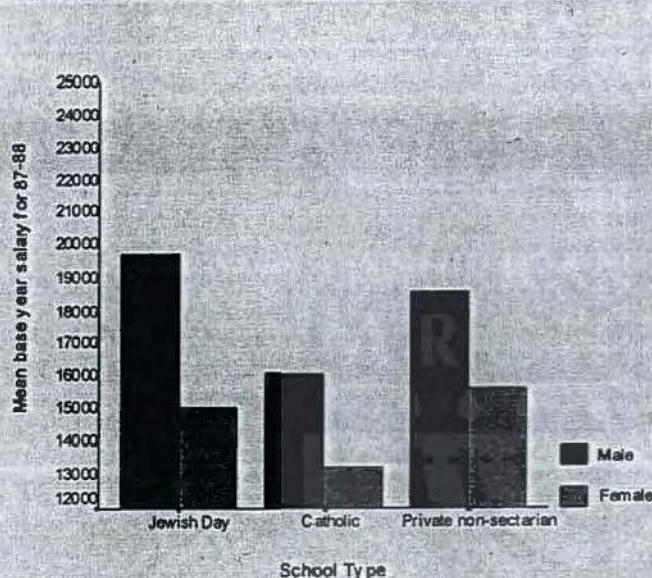


Figure 4c. Mean base year teacher salary: 93-94

Do salaries differ by the gender of the teacher?

- Yes! However, the gender gap ~~closes~~ ^{was narrowed} over time. Figure 5a shows that in 1987-88 females earned about 20% less than males across Jewish day schools, Catholic schools and private non-sectarian schools.
- ~~Figures 5b and 5c show that as salaries increased over time, the gender gap appeared to have closed.~~ ^{diminished.} In fact, in 1993-94, the salaries for females slightly outpaced males in Catholic and other private non-sectarian schools (see Figure 5c).



How do the salaries of full v. part time Jewish Day School teachers compare to teachers in Catholic and Private non-sectarian schools?

- Figures 6a and 6b show large salary gaps between full and part time teachers reported in 1987-88 and 1990-91 school years. The relative gap across school types is about equal. In Figure 6c, however, it appears that the salary gap between full and part time teachers ~~narrows~~ *was narrower* for all three school types in the 1993-94 academic year.

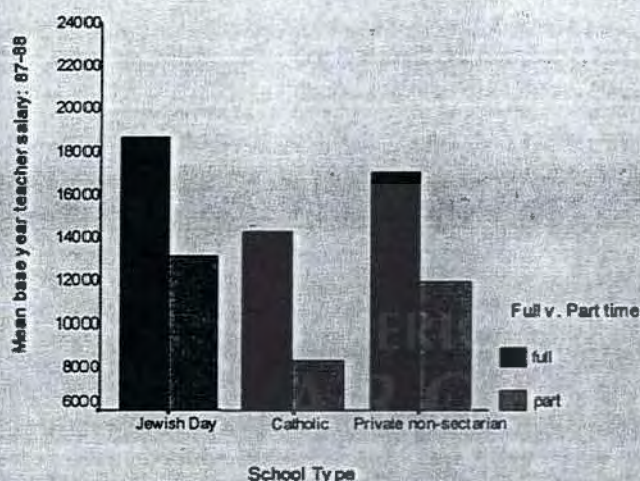


Figure 6a. Full v. Part time mean teacher salaries: 87-88

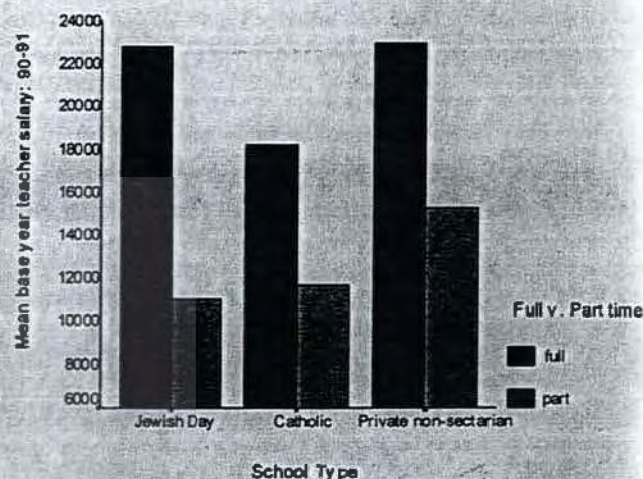


Figure 6b. Full v. part time mean teacher salary: 90-91

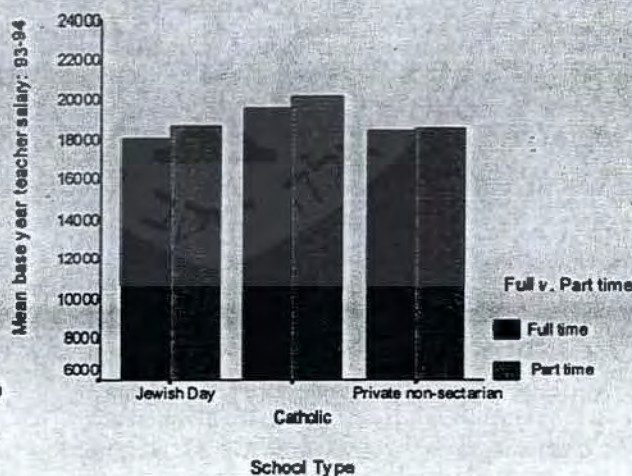


Figure 6c. Full v. part time mean teacher salaries: 93-94

I am very skeptical about this. It's not possible that full & part-time teachers earn the same dollar amounts. Could the 1993-94 data be mis-rated??

Do salaries differ across types of Jewish Day schools?

- Yes! A comparison of National Hebrew Day Schools v. Solomon Schechter schools reveals that salaries for both school types differed in 1987-88 but evened out in 1990-91. However, in the 1993-94 academic year, reported salaries for these two school types differed substantially.
- Salaries for Jewish Day Schools that did not fall under the categories of National Hebrew Day School or Solomon Schechter schools increased between 1990-91 and 1993-94 and outpaced the Solomon Schechter schools in 1993-94.

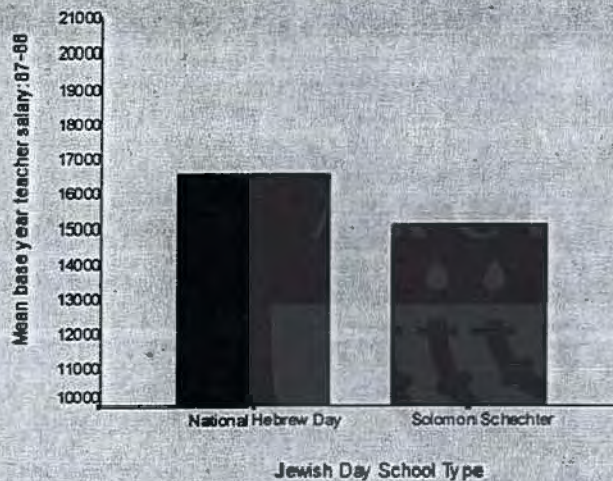


Figure 7a. Mean teacher salaries across Jewish Day School types: 87-88

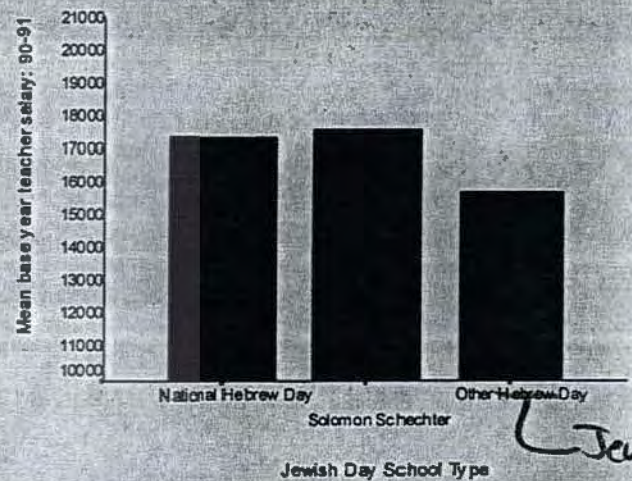


Figure 7b. Mean teacher salaries across Jewish Day School Types: 90-91

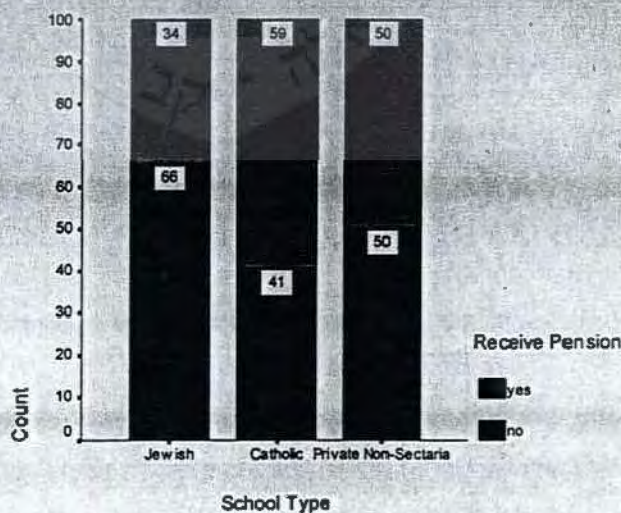
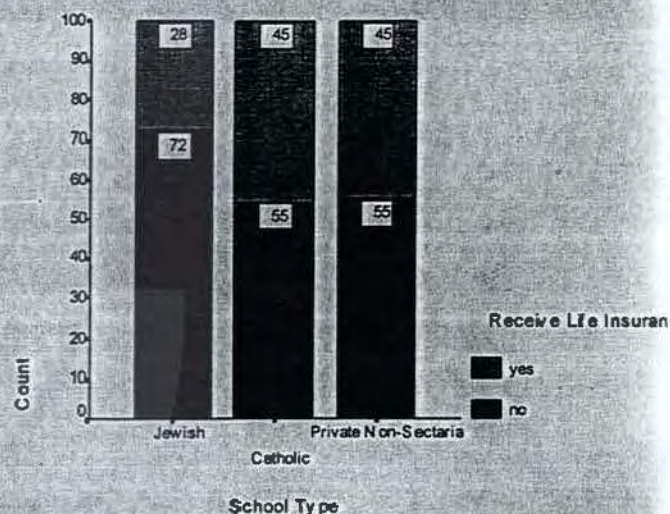
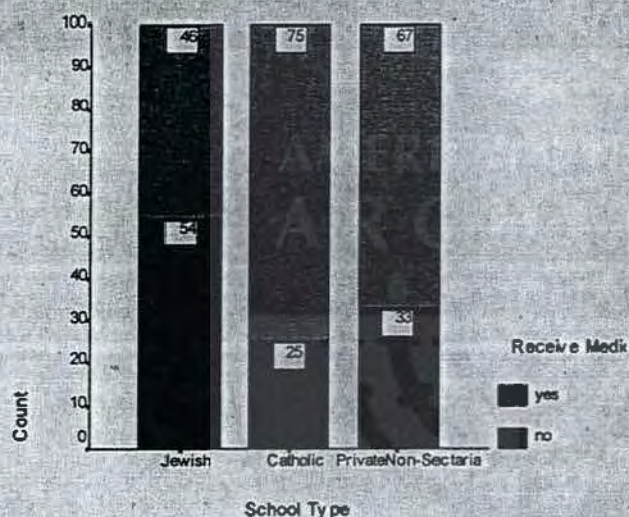


Figure 7c. Mean teacher salaries across Jewish Day School Types: 93-94

BENEFIT PLANS FOR JEWISH DAY SCHOOL TEACHERS

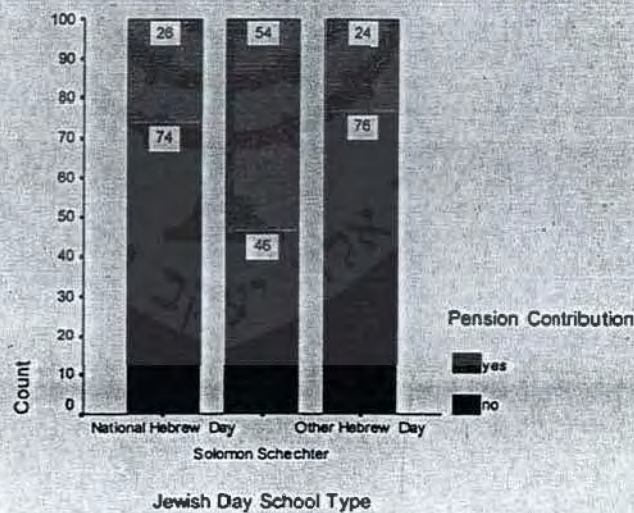
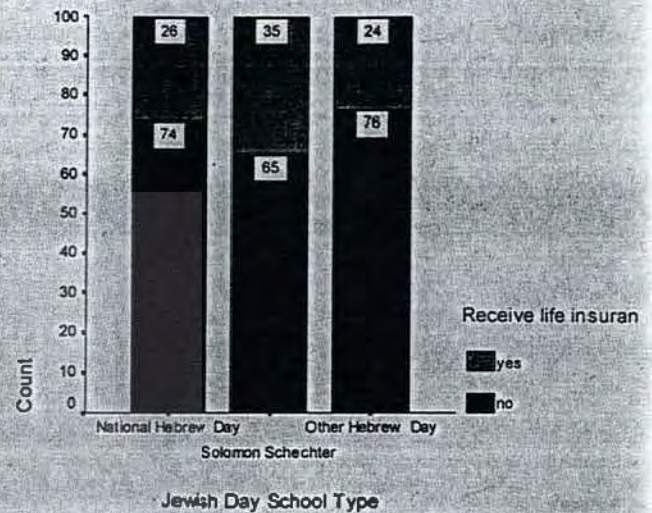
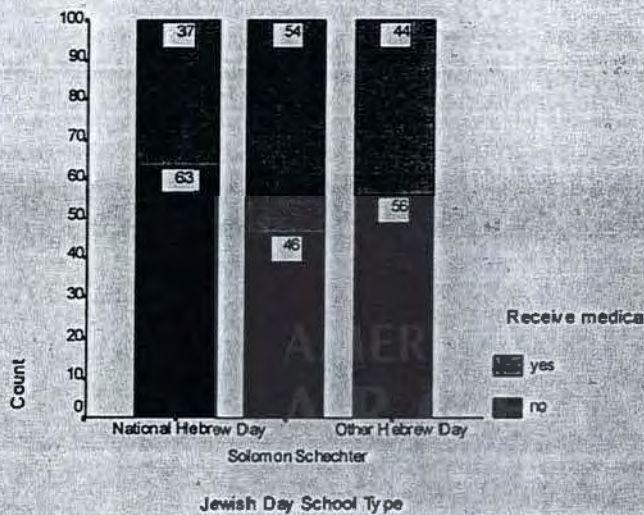
Do benefit plans differ across types of private schools?

- Yes! For this analysis, data were only available for 1993-94. ^{when} According to the 1993-94 survey, the majority of teachers in Jewish day schools report that they ~~do~~ not receive medical benefits, life insurance, or pension contributions. With the exception of life insurance, the majority of Catholic and private non-sectarian school teachers report receiving medical benefits and pension contributions.
- It is not possible to conclude from the SASS whether these benefits are extended to the teachers but have been declined.



Do benefit plans differ across types of Jewish Day Schools?

- Yes! The figures below suggest that the majority of teachers in National Hebrew Day schools and Other Hebrew Day schools report not receiving medical benefits, life insurance, or pension contributions. By contrast, the majority of teachers in Solomon Schechter schools report receiving medical benefits and pension contributions but not life insurance.



Summary of Teacher Salaries and Benefits

The results on teacher salaries and benefits can be summarized as follows:

1. The relative percentages of full v. part time Jewish Day School teachers changed over the years of the SASS. However, by 1993-1994, the majority of Jewish day school teachers were employed full time.
2. Salaries for Jewish day school teachers in 1993-1994 were commensurate with Catholic and Private non-sectarian school teachers.
3. Gender inequities in salaries were found in 1987-88 for all school types. Later survey years showed that this gender gap diminished.
4. By 1993-94 the salaries of part-time Jewish day school teachers were commensurate with part-time teachers in Catholic and private non-sectarian schools.
5. Within types of Jewish day schools, the 1993-94 salaries of teachers in Solomon Schechter schools were well below that of National Hebrew Day school teachers and other Jewish day school teachers. This was a change from earlier survey years that showed commensurate salaries.
6. For 1993-94 it was found that the majority of teachers in Jewish day schools did not receive medical benefits, life insurance, or a pension plan. Within Jewish day schools, the majority of teachers in Solomon Schechter schools reported receiving medical benefits and pension contributions but not life insurance.

Part 2: Jewish Day School Administrators

DEMOGRAPHICS OF JEWISH DAY SCHOOL ADMINISTRATORS

move to small table in ppt??

Gender

- Figures 10a, 10b, and 10c show the percentage of male and female administrators in Jewish day schools compared to Catholic and Private non-sectarian schools.
- The findings indicate that over the years of the survey, the percentage of female administrators in Jewish day schools has increased. Nevertheless, when compared to other private schools, the percentage of female administrators is considerably smaller.

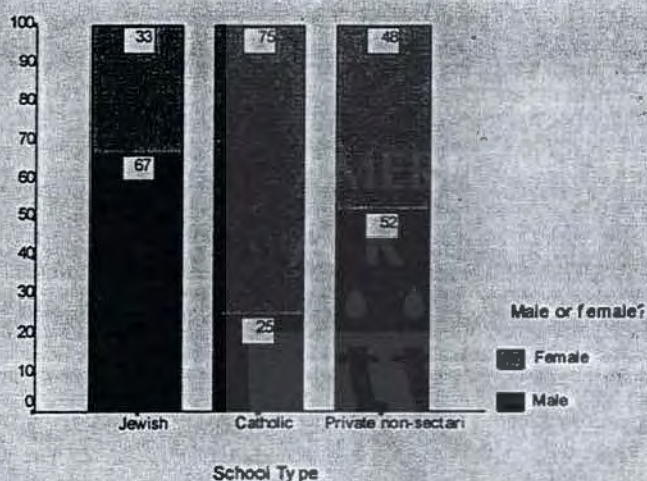


Figure 10a. Percent of Female and Male Administrators: 87-88

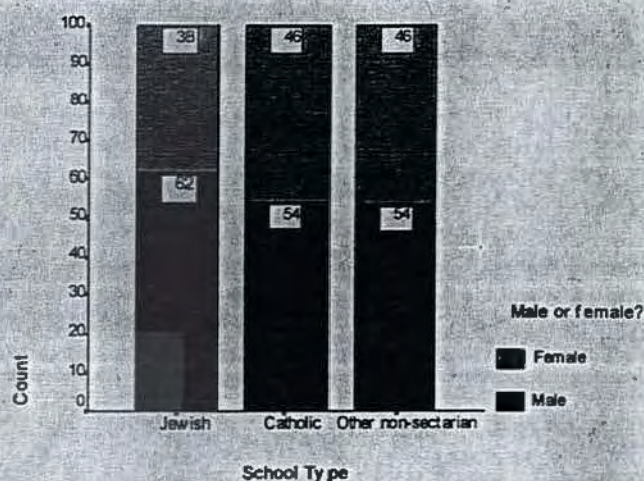


Figure 10b. Percent of Female and Male Administrators: 90-91

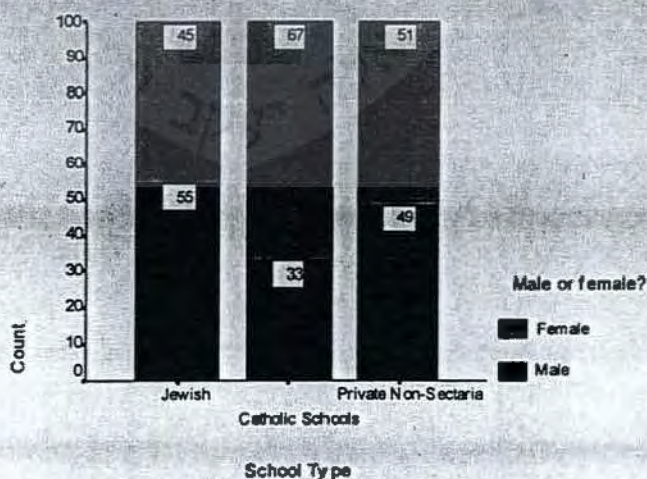


Figure 10c. Percentage of Female and Male Administrators: 93-94

Gender differences within type of Jewish Day School

- As with the teachers, it may be interesting to examine the percentages of female and male teachers with types of Jewish Day Schools. Figures 11a, 11b, and 11c present the results.
- The most noticeable finding is the increase in the number of female administrators for Solomon Schechter schools – especially between the 1990-91 and 1993-94 survey years.

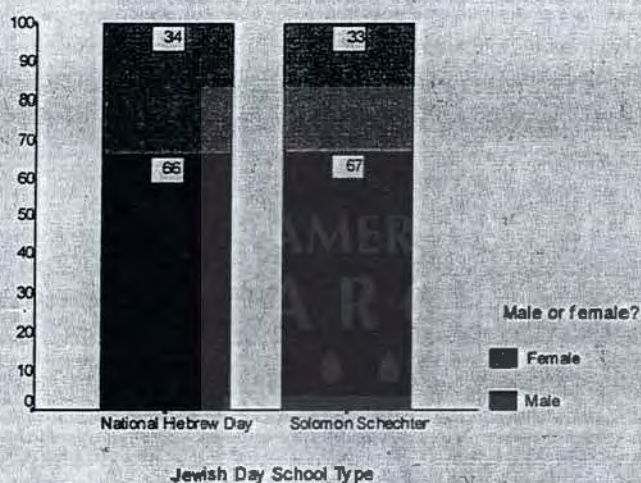


Figure 11a. Percentage of Female and Male Administrators: 87-88



Figure 11b. Percentages of Female and Male Administrators: 90-91

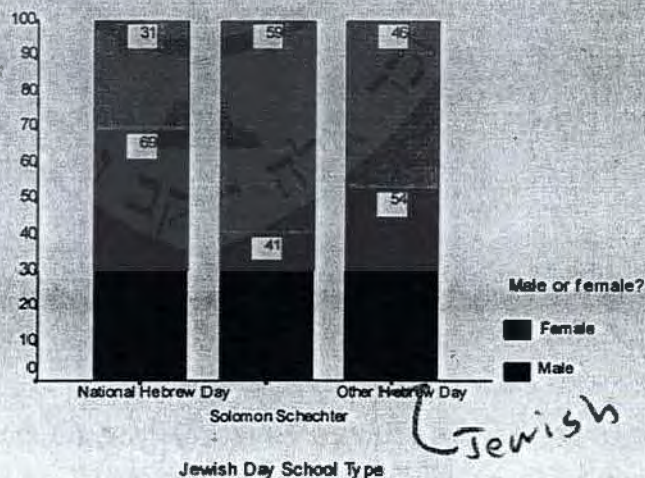


Figure 11c. Percentages of Female and Male Administrators: 93-94

SALARIES OF JEWISH DAY SCHOOL ADMINISTRATORS

How do the salaries of Jewish Day School administrators compare to those of Catholic and private non-sectarian administrators?

- Figures 12a, 12b, and 12c show the mean salaries of Jewish Day School administrators compared to Catholic and private non-sectarian school administrators across the years of the survey.
- These figures show that salaries overall increased over the years of the survey. Although salaries for Catholic school administrators remains substantially below that of Jewish and private non-sectarian school administrators, the salaries for Jewish and private school administrators are comparable over time.



Figure 12a. Mean annual salary for 1987-88

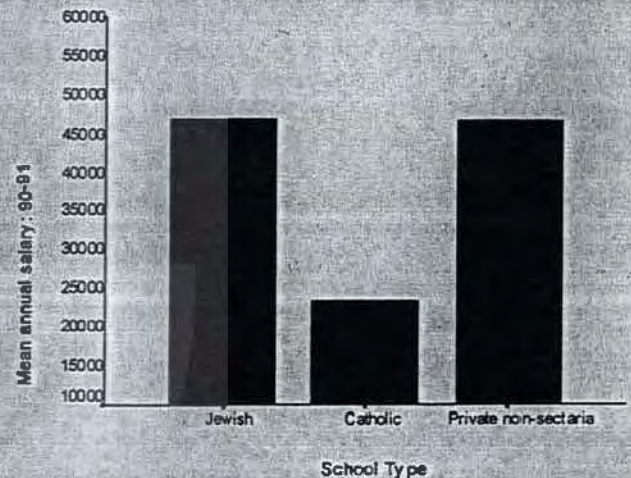


Figure 12b. Mean annual salary 1990-91

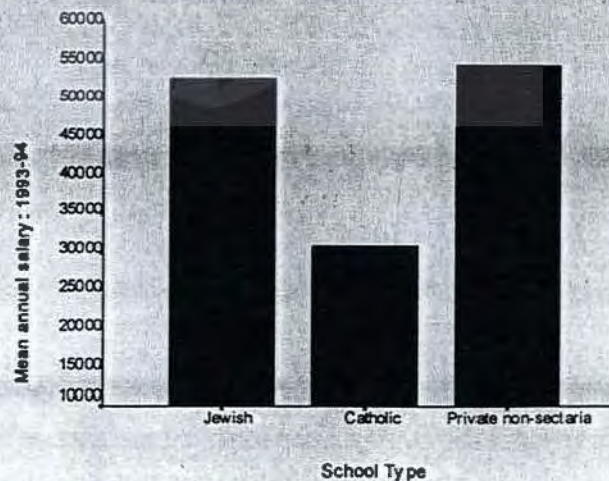


Figure 12c. Mean annual salary: 93-94

*What were the
proper inflation
How does that compare
to the rate of inflation?*

Do salaries differ by the gender of the administrator?

- Yes! Gender inequity does not appear to be consistent over time. In 1987-88 (see Figure 13a), we find salary discrepancies for Catholic and private non-sectarian school administrators. The salary gap between male and female administrators closed in 1990-91, but appeared again in 1993-94.
- Salary gaps in Jewish day schools also appear to change over time. ~~In fact, in 1990-91 female administrators appear to earn more than male administrators - a trend not found for Catholic and private non-sectarian schools.~~ In 1990-91, female administrators had higher salaries than their male counterparts, but in 1987-88 and 1993-94, the opposite was true.

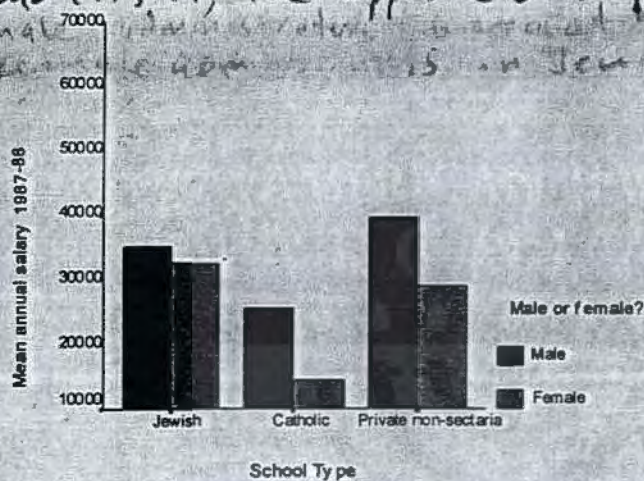


Figure 13a. Mean annual salaries by gender: 87-88

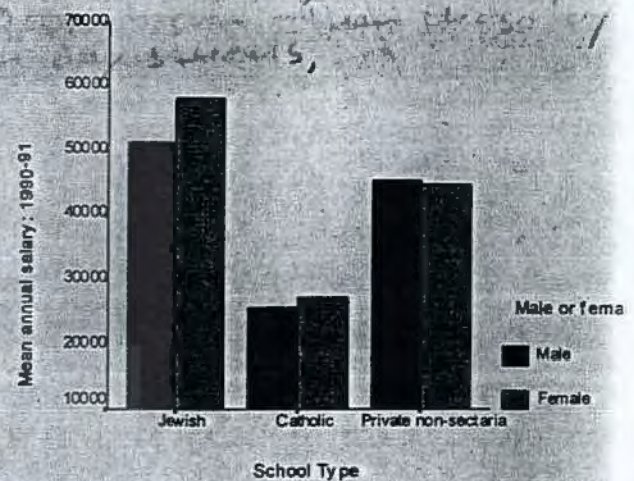


Figure 13b. Mean annual salaries by gender: 90-91

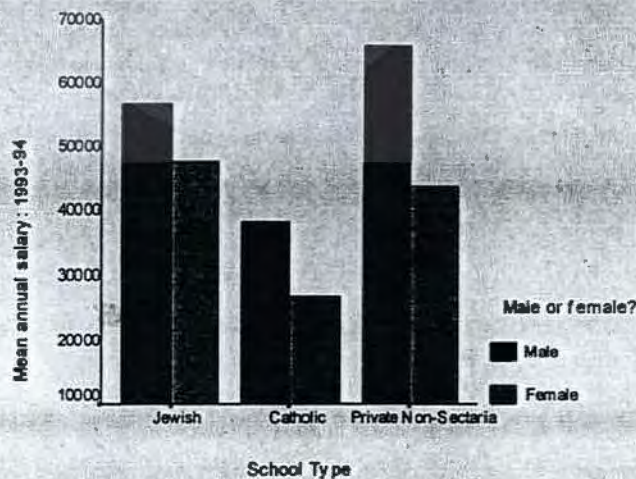


Figure 13c. Mean annual salaries by gender: 93-94

Jewish day schools in

- In 1993-94, the salaries of male administrators were nearly \$10,000 higher than the salaries of female administrators. A similar gender gap appeared in Catholic schools, while the disparity in private non-sectarian schools was about twice as great.

Do salaries for administrators differ across types of Jewish Day Schools?

- Yes! Substantial salary differences were observed between National Hebrew Day school administrators and Solomon Schechter school administrators in 1987-88. These differences were not observed in 1990-91. However, in 1993-94, the salary inequities between National Hebrew Day school administrators and Solomon Schechter school administrators re-appeared.
- Those Jewish day schools not classified as either National Hebrew Day or Solomon Schechter saw sizable average salary increases between 1990-91 and 1993-94, overtaking National Hebrew Day school administrators in 1993-94.

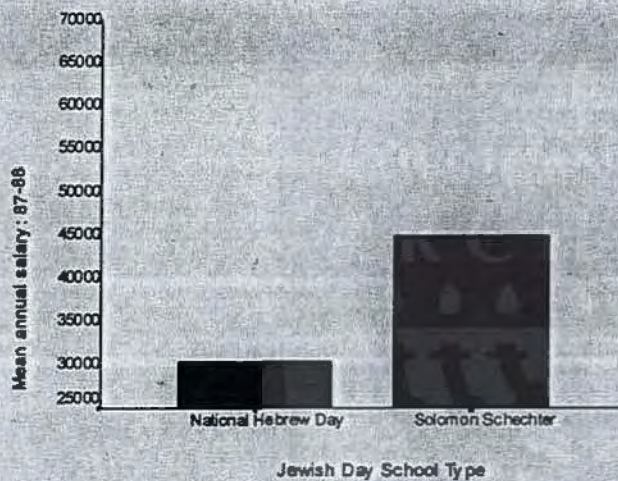


Figure 14a. Mean salaries for Jewish Day Schools: 1987-88



Figure 14b. Mean annual salaries for Jewish Day Schools: 1990-91



Figure 14c. Mean annual salaries for Jewish Day Schools: 1993-94

BENEFIT PACKAGES FOR JEWISH DAY SCHOOL ADMINISTRATORS

Do percentages of administrators receiving benefit plans differ across types of private schools?

- Yes! The following figures ^{below} show the percentages of administrators receiving medical, group life, and pension plans.

Medical: We find that the majority of administrators do receive medical insurance. ^{However,} Furthermore, the percentages for Jewish Day school administrators receiving medical insurance is consistently lower than for Catholic and private non-sectarian school administrators.

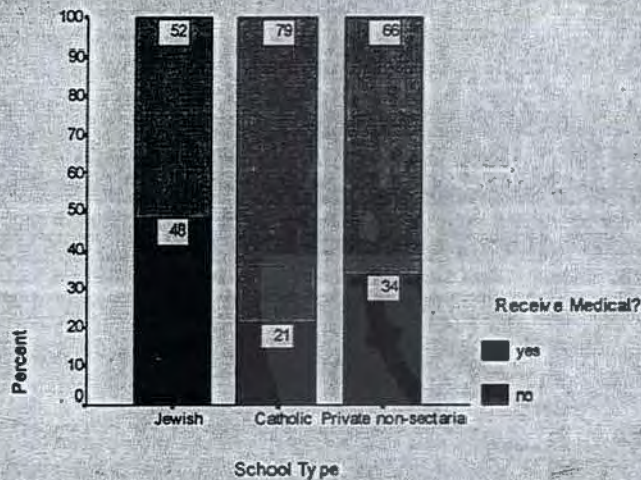


Figure 15a. Percentagereceiving medical insurance: 87-88

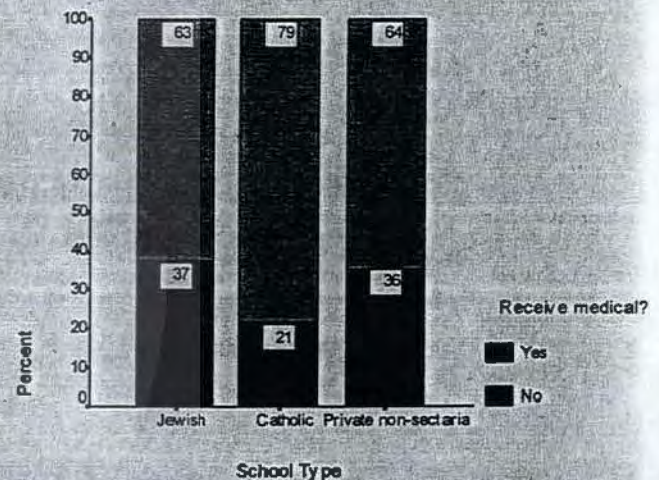


Figure 15b. Percentage receiving medical insurance: 90-91

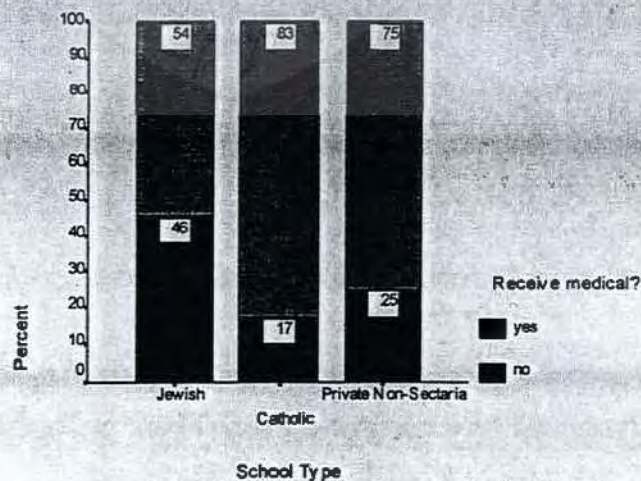


Figure 15c. Percentage receiving medical insurance: 93-94

- Group Life:** In 1987-88 and 1990-91 the majority of administrators did not receive group life. This changed in 1993-94, where approximately 50% of Catholic School administrators received group life insurance and approximately 56% of private non-sectarian school administrators received group life insurance. Throughout the survey years, the majority of Jewish day school administrators did not report receiving group life insurance.

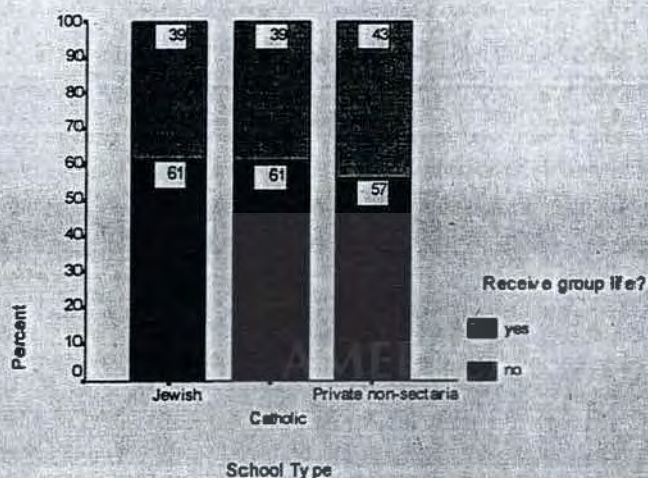


Figure 16a. Percent receiving group life insurance: 87-88

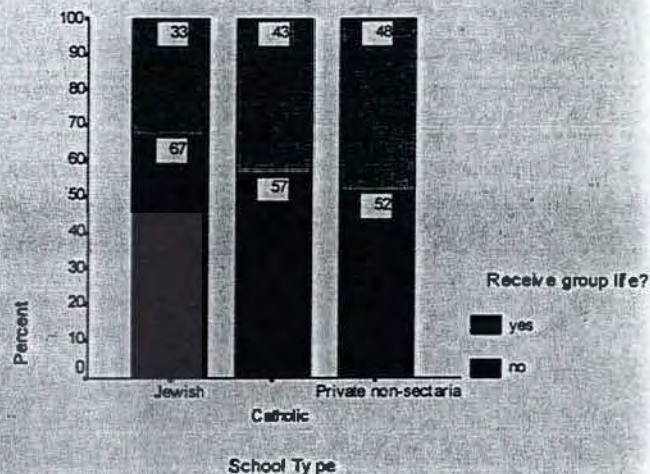


Figure 16b. Percent receiving group life insurance: 90-91

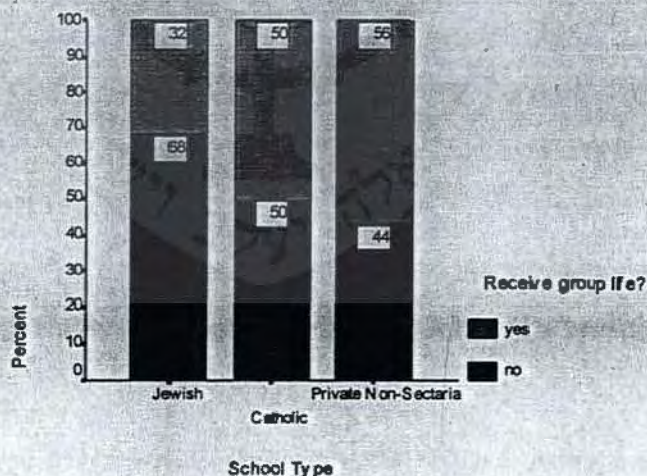


Figure 16c. Percentage receiving group life insurance: 93-94

- Pension:** Over time, the percentage of Catholic and private non-sectarian school administrators receiving pensions increased. However, the percentage of Jewish day school administrators receiving a pension was consistently lower than those in Catholic and private non-sectarian schools. This percentage remained roughly constant over the survey years.

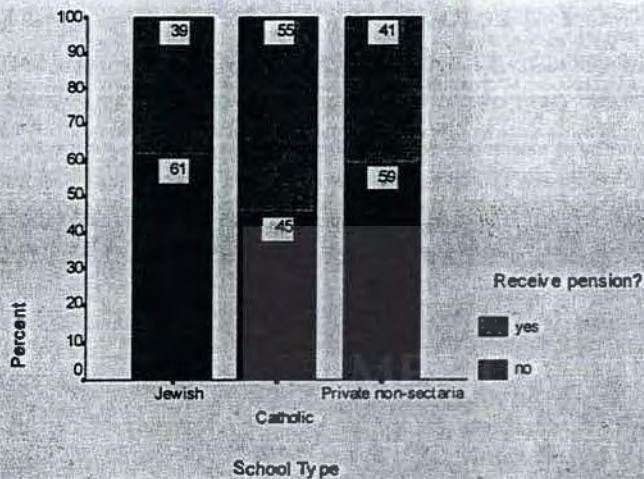


Figure 17a. Percentage receiving pension: 87-88

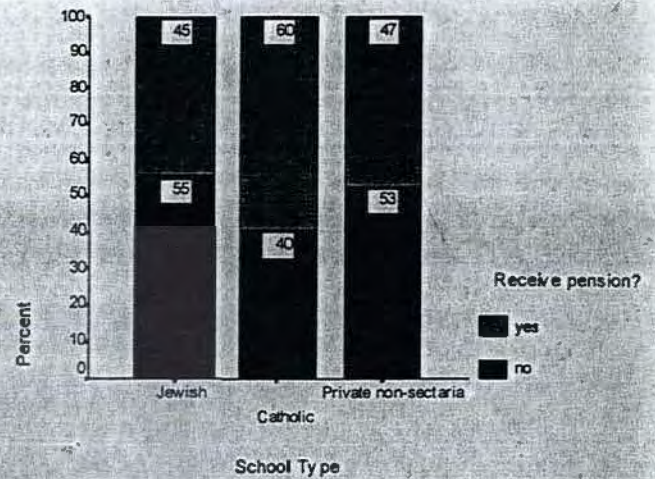


Figure 17b. Percent receiving pension: 90-91

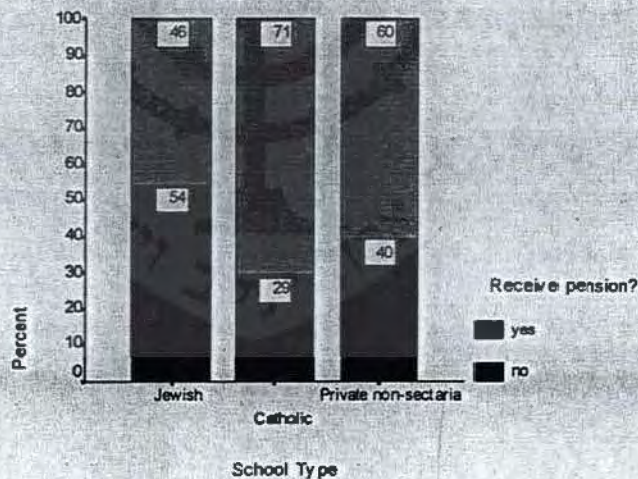


Figure 17c. Percent receiving pension: 93-94

Do percentages of administrators receiving benefit plans differ across type of Jewish day school?

- **Yes!** The following figures show the percentages of National Hebrew Day, Solomon Schechter, and other day school administrators receiving medical insurance, group life insurance, and pension plans.
- **Medical:** Across the years of the survey, the majority of administrators of Solomon Schechter schools reported receiving medical insurance. However, the percentages seemed to have dropped over time. By contrast, only in 1990-91 did the majority of administrators of National Hebrew Day schools report receiving medical insurance. The majority administrators of schools not affiliated with National Hebrew Day or Solomon Schechter report receiving medical benefits.

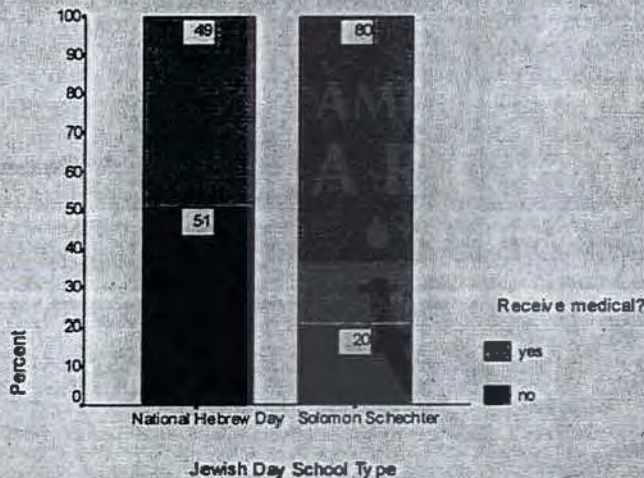


Figure 18a. Percentage receiving medical insurance: 87-88

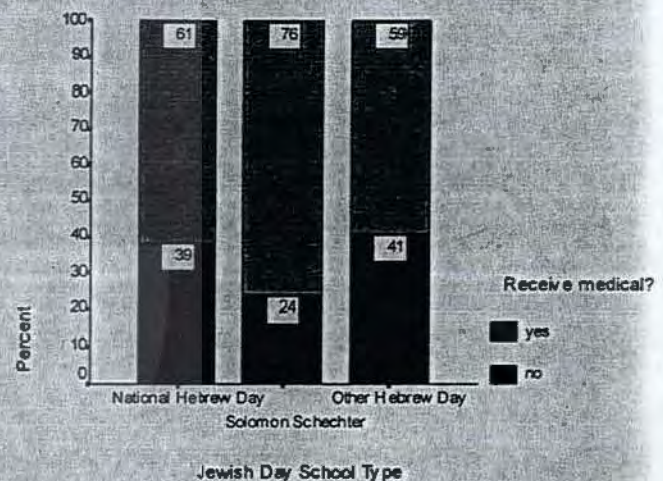


Figure 18b. Percent receiving medical insurance: 90-91

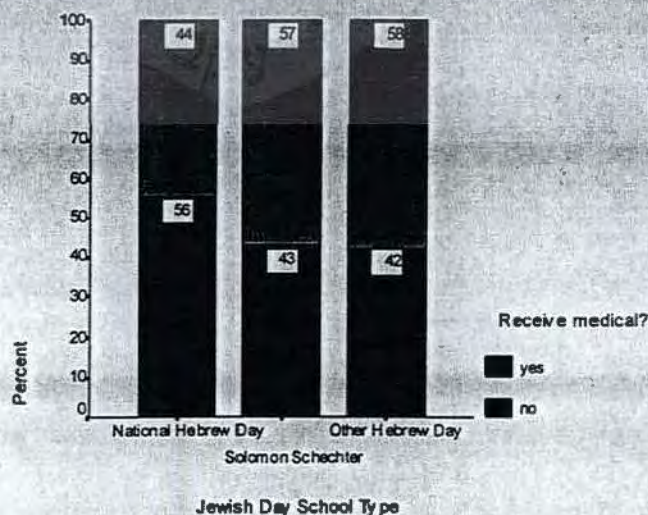


Figure 18c. Percent receiving medical insurance: 93-94

- **Group Life:** Across all types of Jewish day schools across all years of the survey, the vast majority of administrators report not receiving group life insurance.

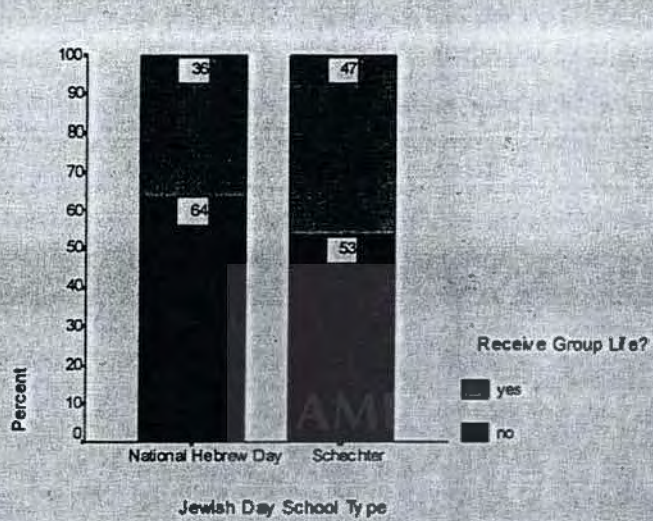


Figure 19a. Percent receiving group life: 87-88

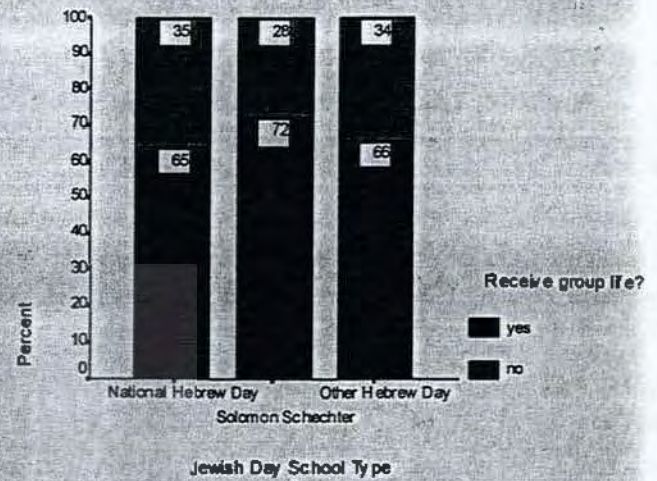


Figure 19b. Percent receiving group life insurance: 90-91

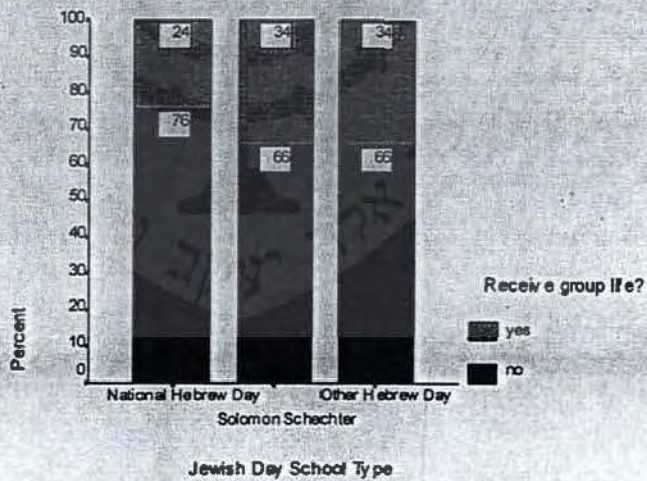


Figure 19c. Percent receiving group life insurance: 93-94

- Pension plans:** The majority of administrators of National Hebrew Day schools reported not receiving pension plans. This finding held across all years of the survey. By contrast, the percentage of administrators of Solomon Schechter schools receiving pension plans decreased over time. A slight increase in the number of administrators of unaffiliated Jewish Day schools was observed between 1990-91 and 1993-94.

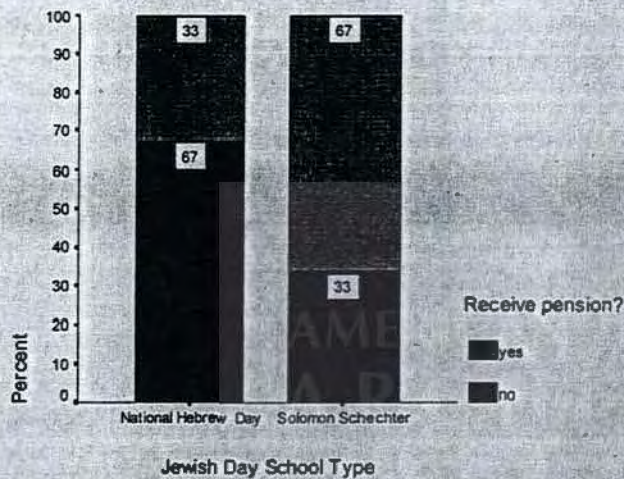


Figure x. Percent receiving pension: 87-88

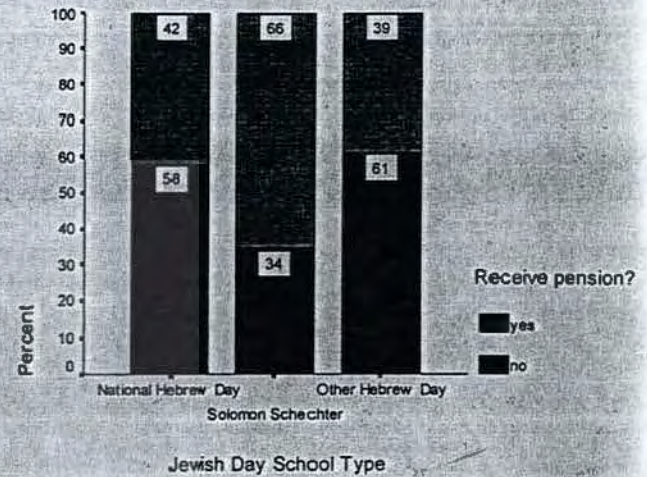


Figure x. Percent receiving pension: 90-91

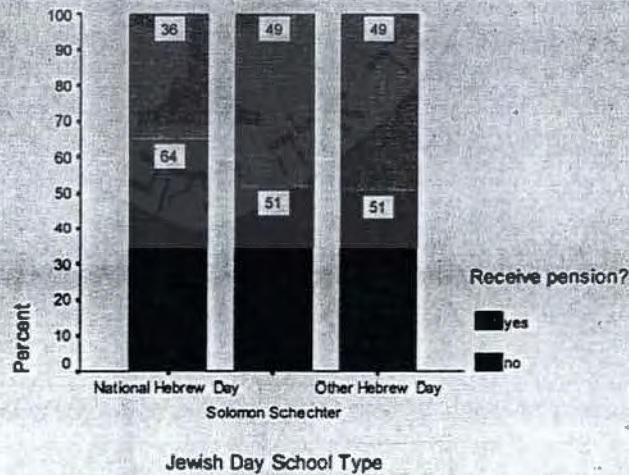


Figure x. Percent receiving pension: 93-94

Summary of Administrator Salaries and Benefits

The results on administrator salaries and benefits can be summarized as follows:

1. The findings of the survey indicate that the number of female administrators of Jewish day schools has increased but remains somewhat lower than the number of female administrators of Catholic and private non-sectarian schools.
2. Within Jewish day schools, there has been a noticeable increase in the number of female administrators for Solomon Schechter schools only.
3. The salaries of Jewish day school administrators have increased and are comparable to that of private non-sectarian school administrators.
4. Gender differences in salaries for Jewish day school administrators is roughly the same as found in Catholic and private non-sectarian schools.
5. Substantial salary differences were found between National Hebrew day school administrators and Solomon Schechter schools.
6. *Overall,* ~~the~~ majority of Jewish day school administrators *do* receive medical insurance, but do not receive group life insurance or a pension plan.
7. The majority of administrators of Solomon Schechter schools receive medical insurance and pension plans, but not group life insurance. By contrast, the majority of administrators of National Hebrew Day schools do not receive medical insurance, group life insurance, or pension plans.

The Data, Sample, and Methodology

The Schooling and Staffing Survey

- “The Schools and Staffing Survey (SASS) is a comprehensive survey of American public and private K-12 schools. Its linked sampling plan provides information on schools (and in the public sector, their associated districts), the principals who head these schools, and the teachers who work in them. Its primary purposes have been to monitor teacher supply and demand conditions, characteristics and qualifications of teachers and principals, and basic conditions in schools. Along these dimensions, the survey was designed to provide comparable information on both the public and private sectors, as well as trend data over time. In addition, SASS provides state representative data for the public sector and affiliation representative data for private sector. SASS is being redesigned for its next administration in school year 1999–2000, and is planned to be conducted every 5 years” (NCES xxx).

Sample

- The sample of respondents for this report consist of teachers and administrators of Jewish day schools, Catholic schools, and private non-sectarian schools.
 1. The 1987-88 sample consisted of 71 Jewish day schools, 734 Catholic schools, and 518 private non-sectarian schools.
 2. The 1990-91 sample consisted of 194 Jewish day schools, 662 Catholic schools, and 613 private non-sectarian schools.
 3. The 1993-94 sample consisted of 218 Jewish day schools, 818 Catholic schools, and 616 private non-sectarian schools.
- Jewish day schools were further broken down according to affiliation. The three categories of affiliation were National Hebrew Day schools, Solomon Schechter schools, and those not classified as either of those two. This later group was classified as “Other”.
 1. The 1987-88 sample consisted of 56 National Hebrew Day schools and 15 Solomon Schechter schools.
 2. The 1990-91 sample consisted of 59 National Hebrew Day schools, 40 Solomon Schechter schools, and 95 ‘other’ Jewish schools.
 3. The 1993-94 sample consisted of 78 National Hebrew Day schools, 41 Solomon Schechter schools, and 99 ‘other’ Jewish schools.

Methodology

A characteristic of the Schooling and Staffing Survey is that over the years of the survey, the wording of questions changed. Therefore, it is important to provide the specific wording of questions used across the years of the survey.

Analysis of Salaries

1987-88

- Teacher salaries were determined by responses of teachers to the question "What is your average gross yearly teacher salary?"
- Administrator salaries were determined by responses of administrators to the question "What is your pre-tax annual salary?"

1990-91

- Teacher salaries were determined by responses of teachers to the question "What is your academic base year salary teaching at this school?"
- Administrator salaries were determined by responses of administrators to the question "What is your current annual salary before taxes and deductions?"

1993-94

- Teacher salaries were determined by responses of teachers to the question "During the current school year, what is your academic year base salary?"
- Administrator salaries were determined by responses of administrators to the question "What is your current annual salary before taxes and deductions?"

Analysis of Benefits

1987-88

- Data on teacher benefits were not available for the 1987-88 administration of SASS.
- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

1990-91

- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

1993-94

- For teachers, benefit data were only available for the 1993-94 administration of SASS. Teacher benefits were determined by responses of teachers to the question "Do you receive [general medical insurance, group life insurance, pension contributions] in addition to your salary?"
- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

Analytical Method

- The main analytical method consisted of simple descriptive statistics and cross-tabulations.
- No attempt was made to address issues of missing data. All analyses were based on list-wise deletion of cases with incomplete data.

MANDEL FOUNDATION INDICATORS REPORT

A Study of Salaries and Benefits in Jewish Day Schools

Prepared by

David Kaplan

School of Education

University of Delaware

Under contract to the Mandel Foundation

Second draft: 14 April 2000

INTRODUCTION

To understand the quality of Jewish education, it is essential to understand the working conditions of the teachers and principals of Jewish schools. An important component of the working conditions of teachers and principals is the compensation package they receive in the form of salaries and benefits. It is vitally important that we understand how compensation packages for Jewish Day School teachers and principals have changed over the years, as well as to compare the Jewish Day School compensation packages with those of other private schools – particularly Catholic schools and secular private schools.

This report uses data from the U.S. Department of Education's Schooling and Staffing Survey (SASS) to study changes in salaries and benefits over time, and to compare salaries and benefits to other private schools. The details of the survey are given at the end of this report.

To study how compensations packages for Jewish day school teachers and principals have changed, and how they compare to other private schools, we focus attention on two categories: salaries and benefits. Under salaries, we examine differences between full and part-time employees as well as by gender. With respect to benefits, we concentrate on medical benefits, life insurance, and retirement contributions.

<p>The Mandel Foundation is committed to revitalizing Jewish life in North America through Jewish education. The Mandel Foundation Indicators Project is charged with monitoring the quality of Jewish education and its outcomes.</p>
--

Executive Summary

Teacher Salaries and Benefits

- Teacher salaries have risen over time, and salaries for teachers in Jewish Schools have caught up to those in private non-religious schools.
- Gender differences among teachers in Jewish schools have narrowed.
- Solomon Schechter teachers are paid less than teachers in other Jewish day schools
- Benefits for teachers in Jewish schools are sub-standard, not only compared to public school teachers, but compared to teachers in types of private schools. The problem is most severe in the Hebrew Day Schools.

Administrator Salaries and Benefits

- Administrator salaries have shot up in all types of private schools. Administrators in Jewish schools are paid about as much as those in private non-religious schools.
- The most recent data show a gender gap in administrator salaries of Jewish schools, but the gap has been inconsistent over time.
- Administrators in Jewish schools are less well off in pension, life, and medical benefits compared to their counterparts in other private schools. This situation has become worse over time.

Part 1. Jewish Day School Teachers

DEMOGRAPHICS OF JEWISH DAY SCHOOL TEACHERS

The demographic characteristics of Jewish day school teachers has remained relative constant over time.

- Figures 1a, 1b, and 1c show changes in the percentages of male and female Jewish day school teachers over the years of the SASS. The figures reveal that across all school types, the vast majority of teachers are female
- With respect to Jewish day school teachers, the ratio of female to male teachers has remained roughly 4 to 1 across the years of the survey.

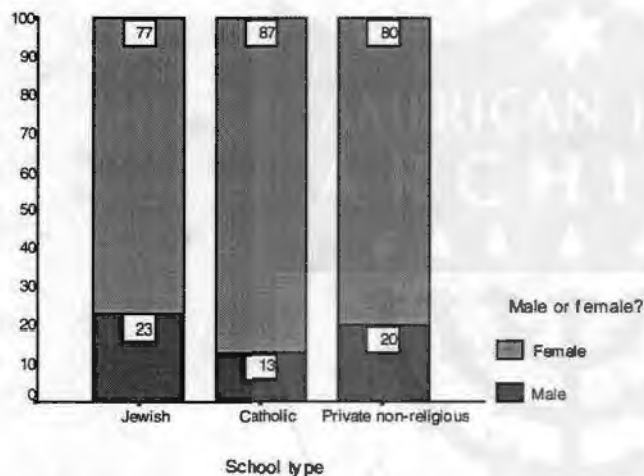


Figure 1a. Percent of Female and male teachers: 87-88

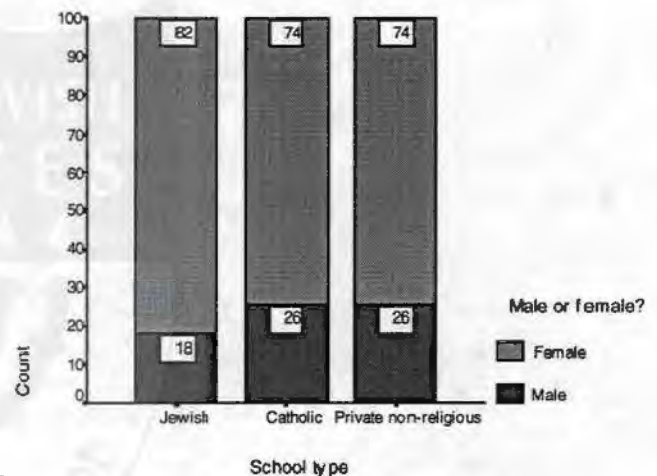


Figure 1b. Percent of female and male teachers: 90-91

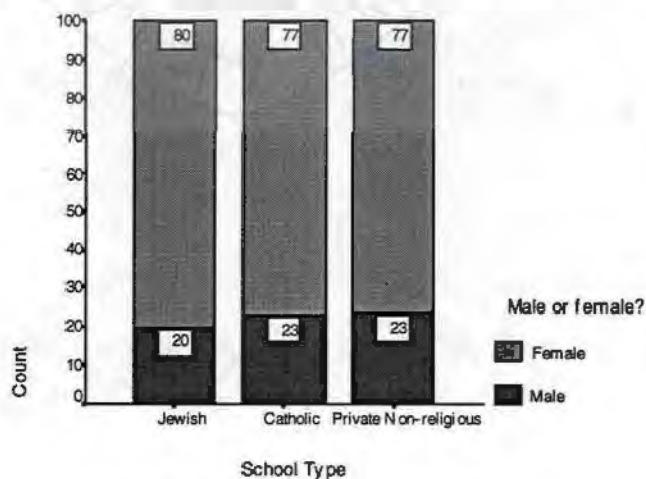


Figure 1c. Percent of Female and Male teachers: 93-94

There has been a noticeable increase in the number of male teachers in Torah U'Mesorah Schools, and a noticeable decrease in the number of male teachers in Solomon Schechter schools.

- Figures 2a, 2b, and 2c show changes in the percentages of male and female teachers across types of Jewish day schools. The figures show that across the years of the survey, the teachers in Jewish day schools are predominantly female.
- Between 1990-91 and 1993-94 there appears to have been a noticeable increase in the percentage of male teachers in Torah U'Mesorah schools and a noticeable decrease in the number of male teachers in Solomon Schechter schools.

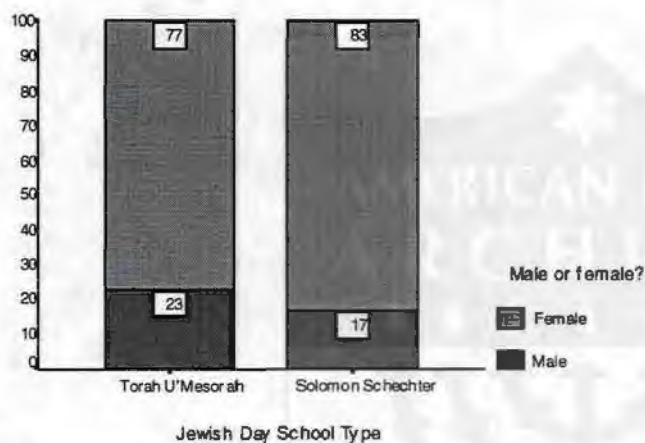


Figure 2a. Percent of female and male teachers in Jewish Day Schools:

87-88

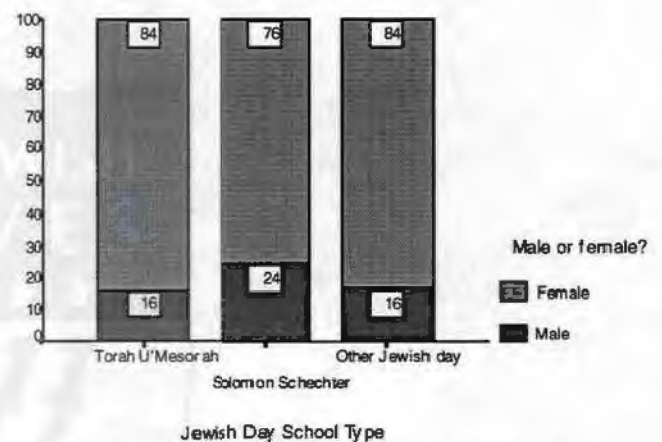


Figure 2b. Percent of female and male teachers in Jewish Day Schools:

90-91

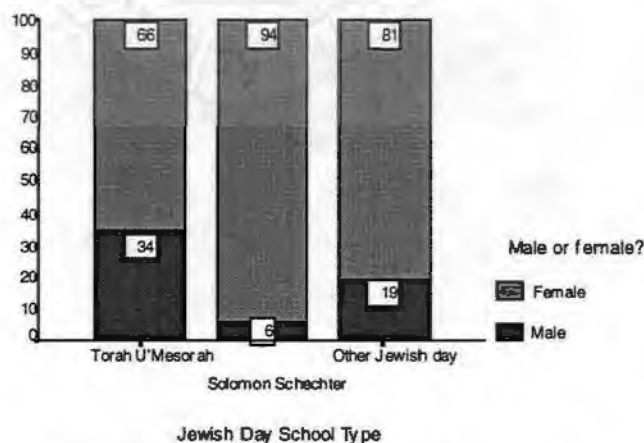


Figure 2c. Percent of female and male teachers in Jewish day schools:

93-94

A much higher percentage of Jewish day school teachers are part-time employees compared to Catholic and private non-religious teachers.

- Figures 3a, 3b, and 3c display the percentages of full and part time Jewish day school teachers compared to other school types. In 1987-88, almost half of the teachers in Jewish day schools worked part time, a far higher proportion than in Catholic and private non-religious schools.
- Between 1987-88 and 1990-91 there was decrease in the proportion of full time teachers, while in 1993-94 there appeared to be a sizable increase in the proportion of full time teachers in Jewish day schools

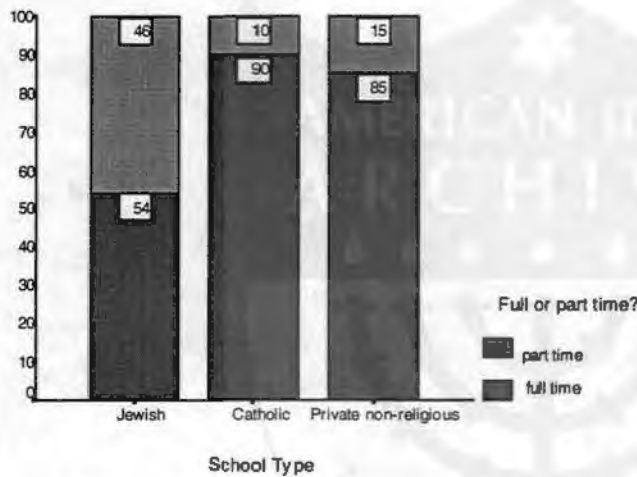


Figure 3a. Full v. part time teachers: 87-88

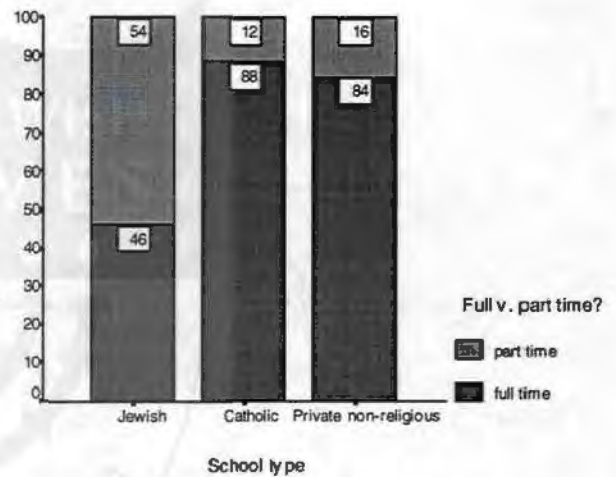


Figure 3b. Full v. part time teachers: 90-91

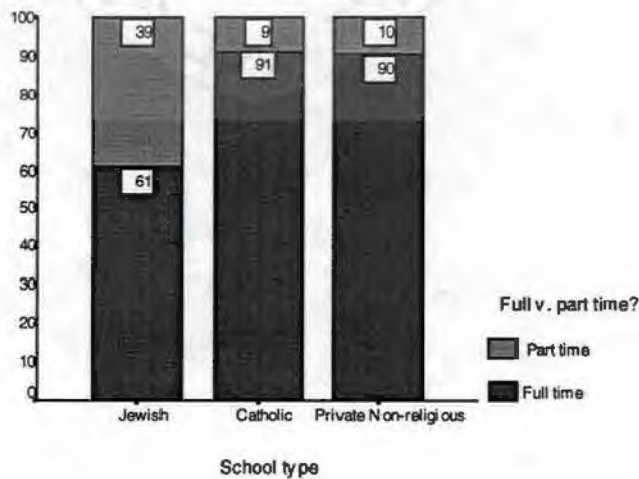


Figure 3c. Full v. part time teachers: 93-94

SALARIES OF JEWISH DAY SCHOOL TEACHERS

Teacher salaries have risen over time, and salaries for teachers in Jewish schools have caught up to those in private non-religious schools

- Figures 4a, 4b, and 4c show that the salaries of Jewish Day School teachers remained constant from 87-88 to 90-91 while Catholic and non-religious private school teacher salaries increased. In 1993-94, reported teacher salaries were comparable across school types.

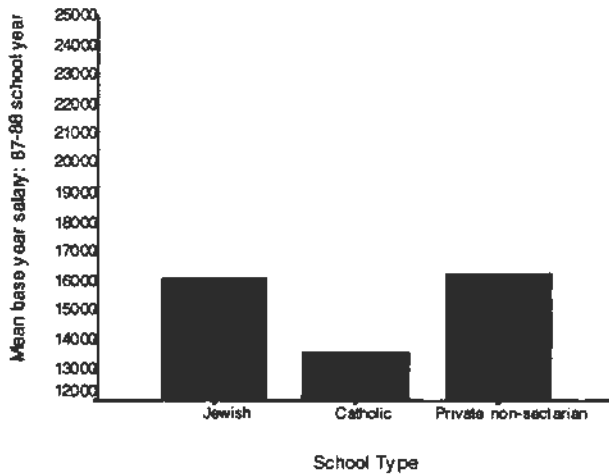


Figure 4a. Mean base year teacher salary: 1987-88

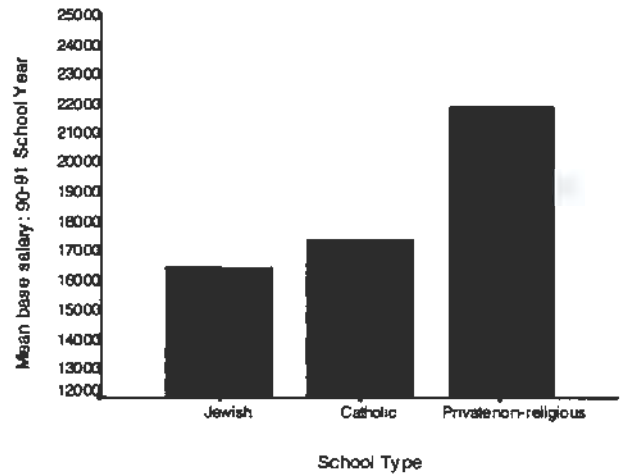


Figure 4b. Mean Base Year Salary: 90-91

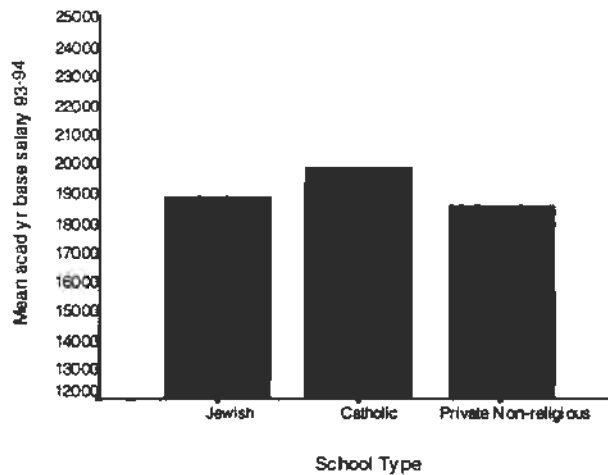


Figure 4c. Mean base year teacher salary: 93-94

How do the salaries of full v. part time Jewish Day School teachers compare to teachers in Catholic and Private non-religious schools?

- Figures 6a and 6b show large salary gaps between full and part time teachers reported in 1987-88 and 1990-91 school years. The relative gap across school types is about equal. In Figure 6c, however, it appears that the salary gap between full and part time teachers has narrowed for all three school types in the 1993-94 academic year.

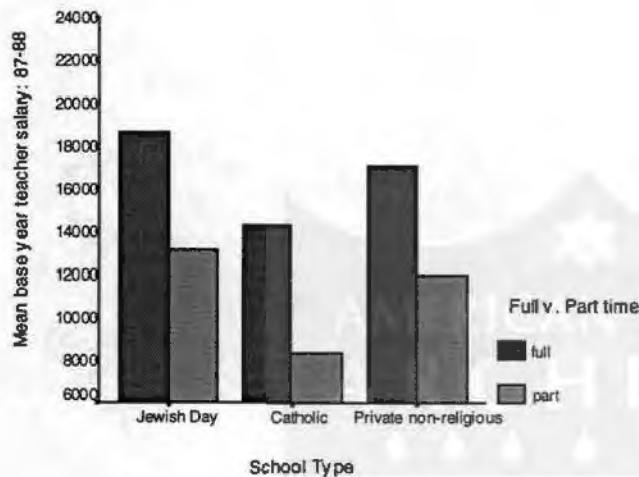


Figure 6a. Full v. Part time mean teacher salaries: 87-88

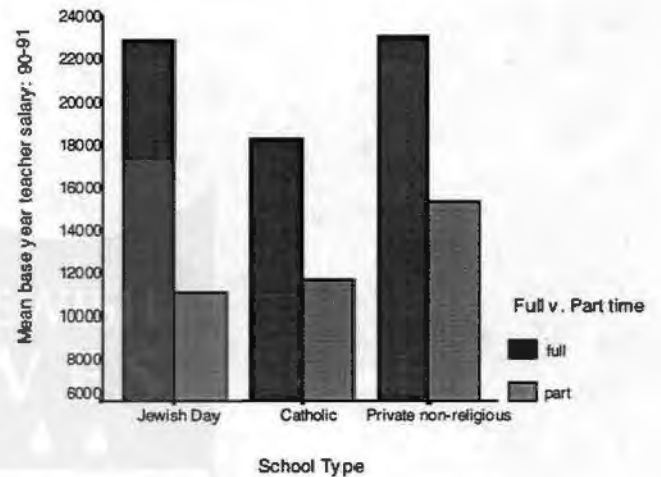


Figure 6b. Full v. part time mean teacher salary: 90-91

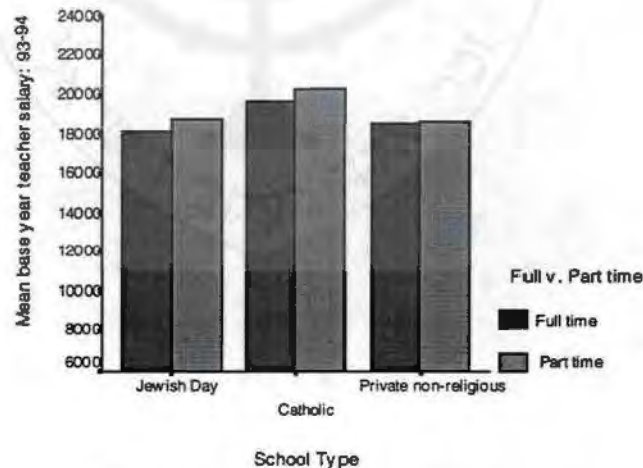


Figure 6c. Full v. part time mean teacher salaries: 93-94

Salaries differ across types of Jewish Day schools

- A comparison of Torah U'Mesorah Schools v. Solomon Schechter schools reveals that salaries for both school types differed in 1987-88 but evened out in 1990-91. However, in the 1993-94 academic year, reported salaries for these two school types differed substantially.
- Salaries for Jewish Day Schools that did not fall under the categories of Torah U'Mesorah School or Solomon Schechter schools increased between 1990-91 and 1993-94 and outpaced the Solomon Schechter schools in 1993-94.

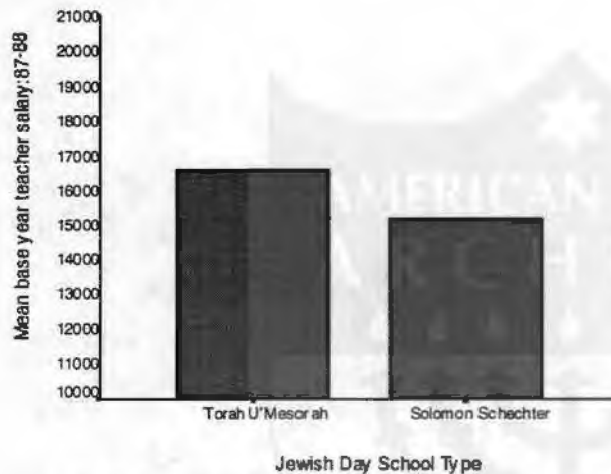


Figure 7a: Mean teacher salaries across Jewish Day School types: 87-88

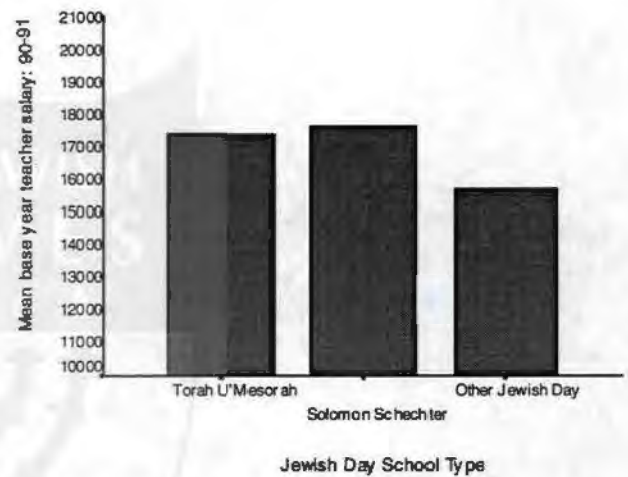


Figure 7b: Mean teacher salaries across Jewish Day School Types: 90-91

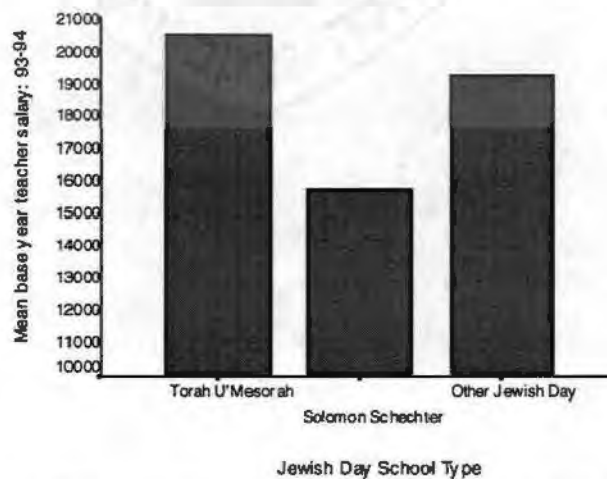
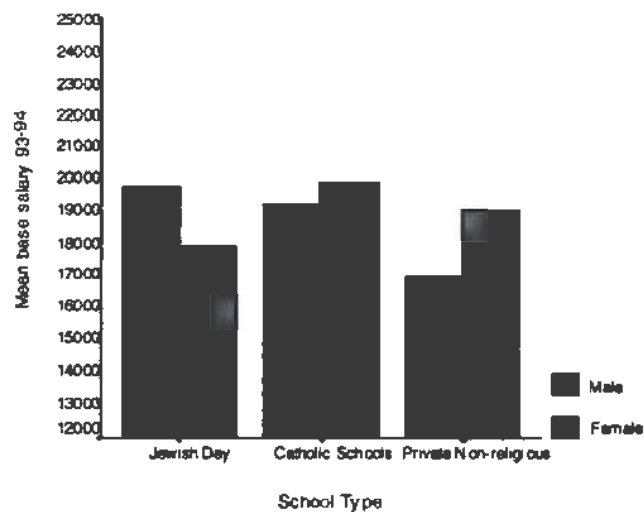
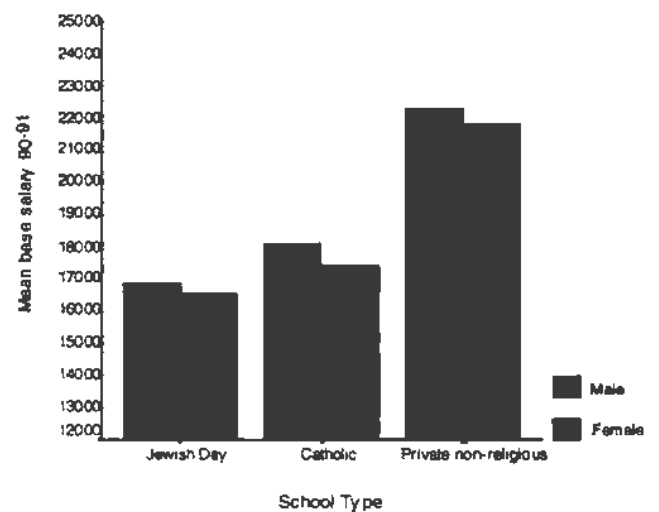
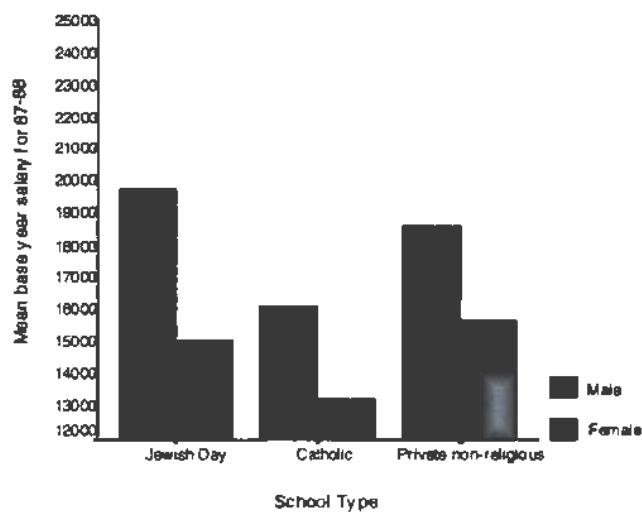


Figure 7c: Mean teacher salaries across Jewish Day School Types: 93-94

Gender differences in salaries have narrowed over time.

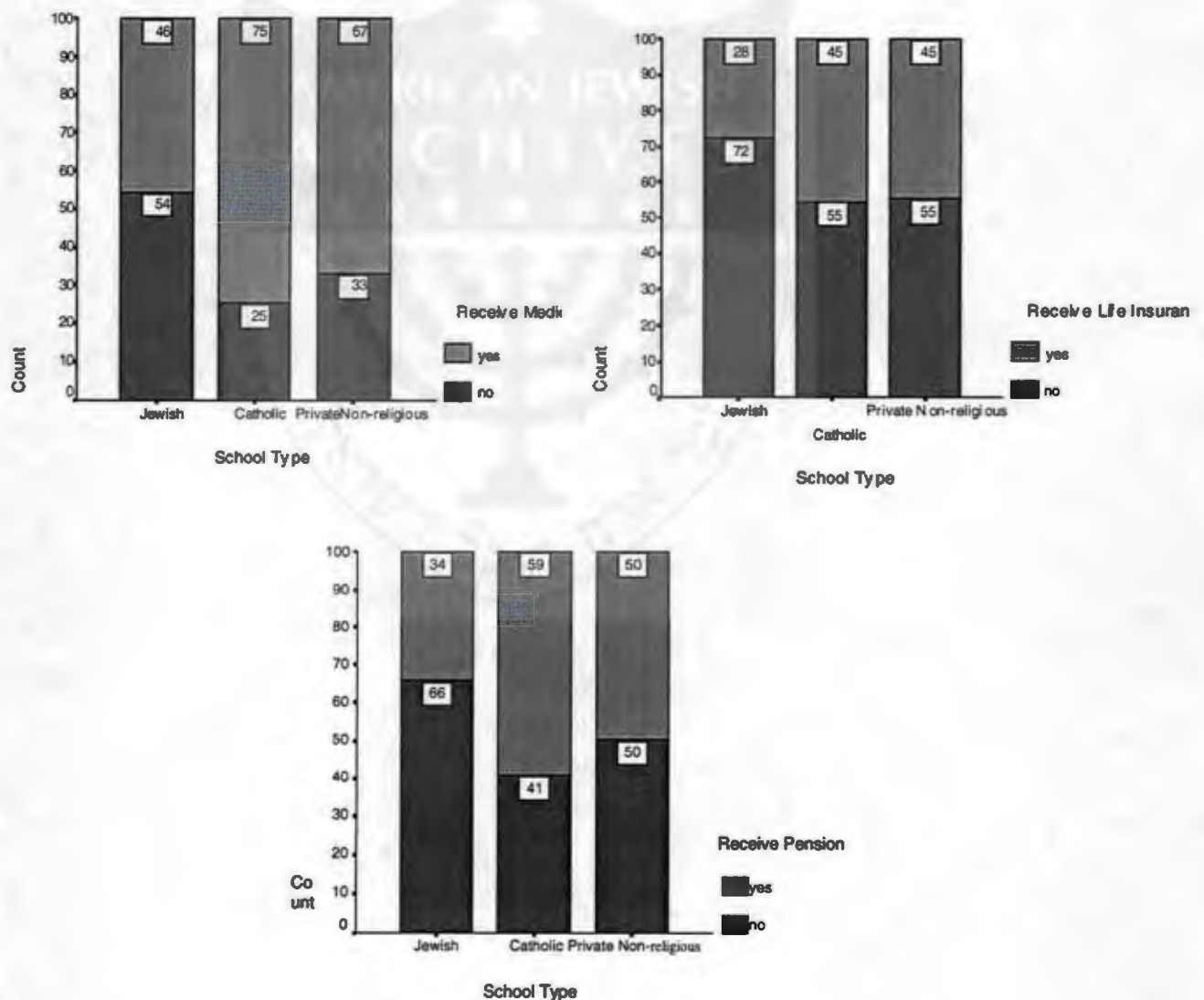
- However, the gender gap has narrowed over time. Figure 5a shows that in 1987-88 females earned about 20% less than males across Jewish day schools, Catholic schools and private non-religious schools.
- As salaries increased over time, the gender gap diminished. In fact, in 1993-94, the salaries for females slightly outpaced males in Catholic and other private non-religious schools (see Figure 5c)



BENEFIT PLANS FOR JEWISH DAY SCHOOL TEACHERS

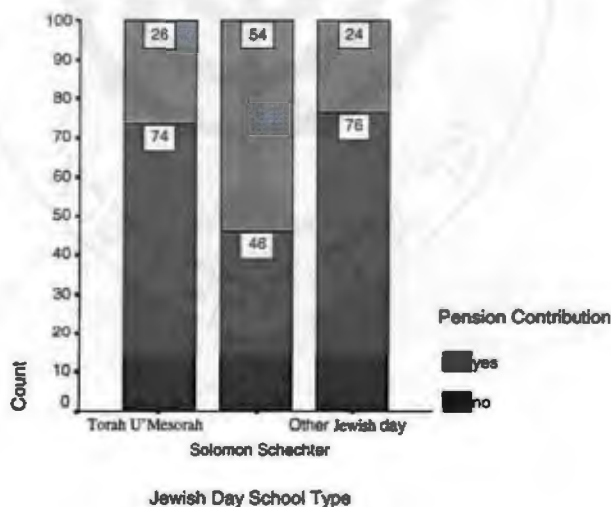
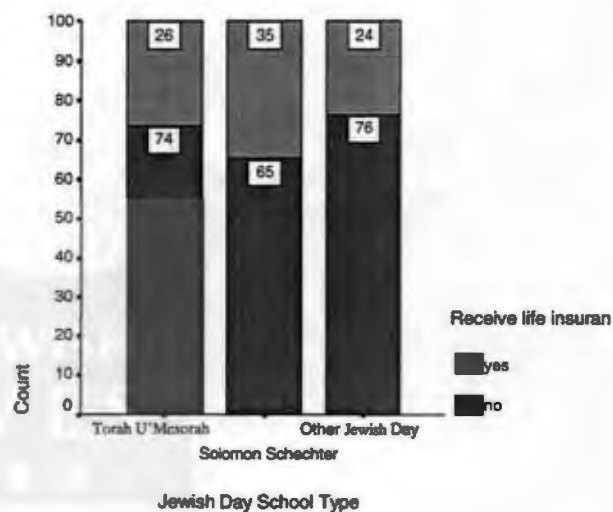
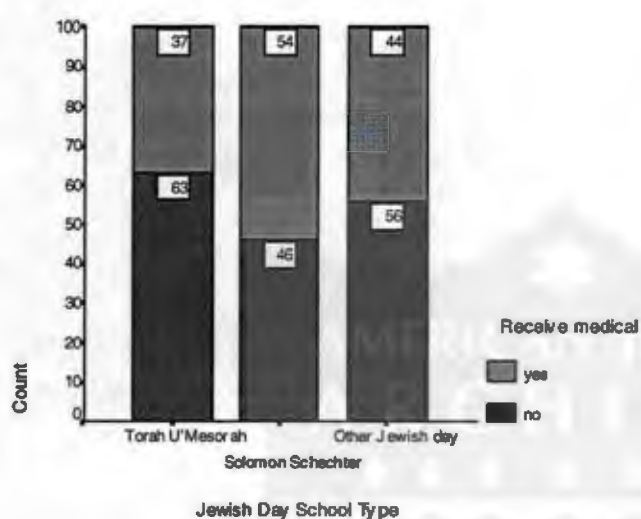
Benefit plans differ substantially across types of private schools.

- For this analysis, data were only available for 1993-94 when the majority of teachers in Jewish day schools reported that they did not receive medical benefits, life insurance, or pension contributions. With the exception of life insurance, the majority of Catholic and private non-religious school teachers reported receiving medical benefits and pension contributions.
- It is not possible to conclude from the SASS whether these benefits are extended to the teachers but have been declined.



Benefit plans differ across types of Jewish day schools

- The figures below suggest that the majority of teachers in Torah U'Mesorah schools and Other Jewish day schools reported not receiving medical benefits, life insurance, or pension contributions. By contrast, the majority of teachers in Solomon Schechter schools reported receiving medical benefits and pension contributions but not life insurance.



Summary of Teacher Salaries and Benefits

The results on teacher salaries and benefits can be summarized as follows:

1. The relative percentages of full v. part time Jewish Day School teachers changed over the years of the SASS. However, by 1993-1994, the majority of Jewish day school teachers were employed full time.
2. Salaries for Jewish day school teachers in 1993-1994 were commensurate with Catholic and Private non-religious school teachers.
3. Gender inequities in salaries were found in 1987-88 for all school types. Later survey years showed that this gender gap diminished.
4. By 1993-94 the salaries of part-time Jewish day school teachers were commensurate with part-time teachers in Catholic and private non-religious schools.
5. Within types of Jewish day schools, the 1993-94 salaries of teachers in Solomon Schechter schools were well below that of Torah U'Mesorah school teachers and other Jewish day school teachers. This was a change from earlier survey years that showed commensurate salaries.
6. For 1993-94 it was found that the majority of teachers in Jewish day schools did not receive medical benefits, life insurance, or a pension plan. Within Jewish day schools, the majority of teachers in Solomon Schechter schools reported receiving medical benefits and pension contributions but not life insurance.

Part 2: Jewish Day School Administrators

DEMOGRAPHICS OF JEWISH DAY SCHOOL ADMINISTRATORS

Jewish day schools lag behind other private schools in the number of female administrators.

- Figures 10a, 10b, and 10c show the percentage of male and female administrators in Jewish day schools compared to Catholic and Private non-religious schools.
- The findings indicate that over the years of the survey, the percentage of female administrators in Jewish day schools has increased. Nevertheless, when compared to other private schools, the percentage of female administrators is considerably smaller.

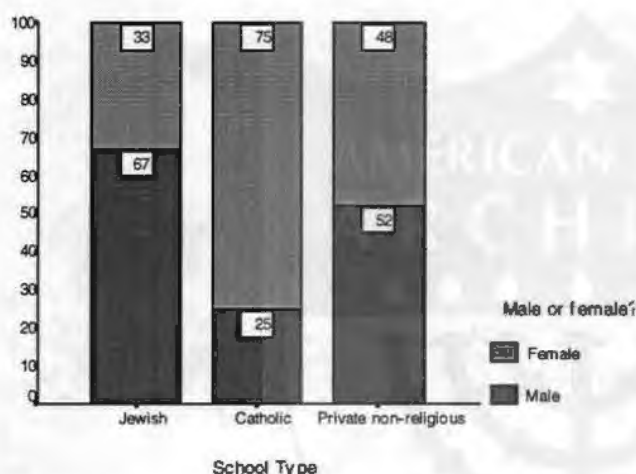


Figure 10a. Percent of Female and Male Administrators: 87-88

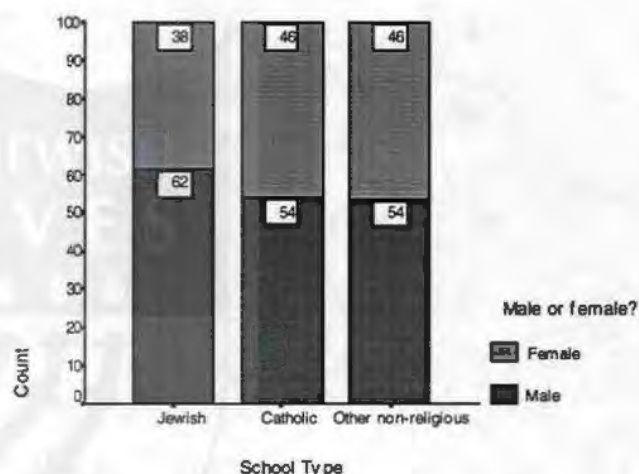


Figure 10b. Percent of Female and Male Administrators: 90-91

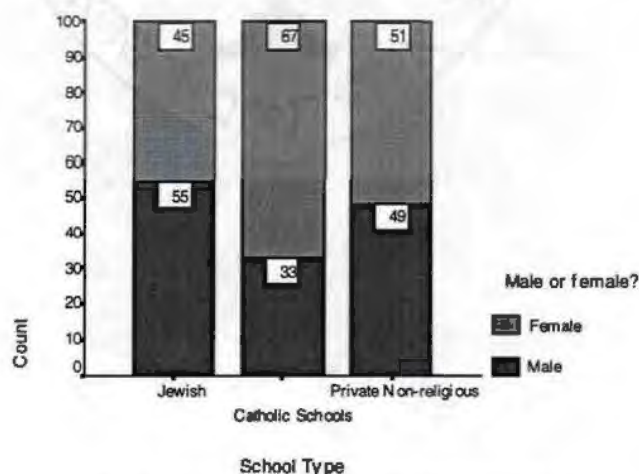


Figure 10c. Percentage of Female and Male Administrators: 93-94

There has been a noticeable increase in the number of female administrators in Solomon Schechter schools

- As with the teachers, it may be interesting to examine the percentages of female and male teachers with types of Jewish Day Schools. Figures 11a, 11b, and 11c present the results.
- The most noticeable finding is the increase in the number of female administrators for Solomon Schechter schools – especially between the 1990-91 and 1993-94 survey years.

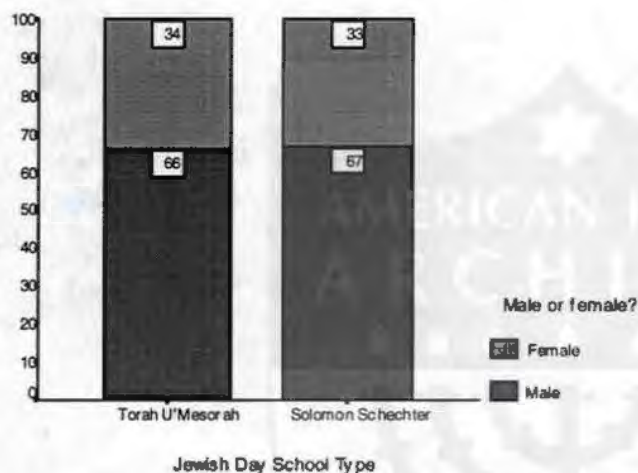


Figure 11a. Percentage of Female and Male Administrators: 87-88

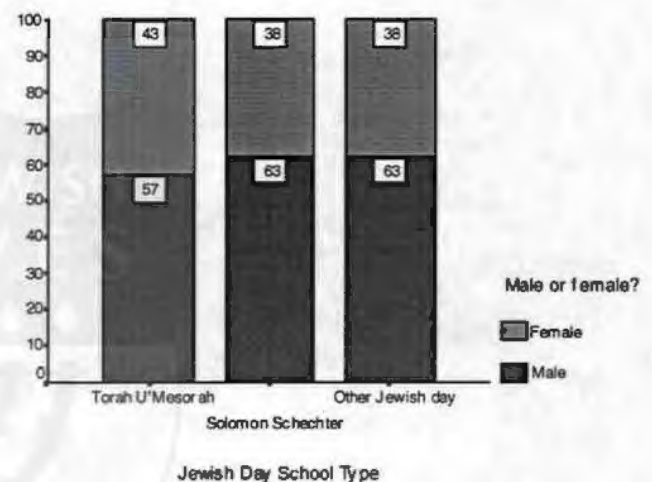


Figure 11b. Percentages of Female and Male Administrators: 89-91

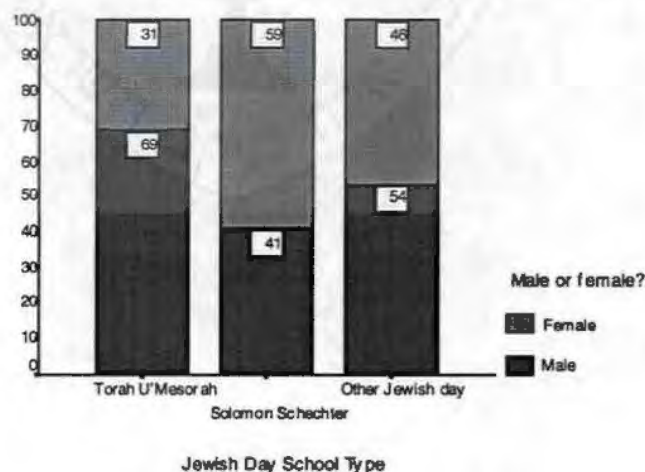


Figure 11c. Percentages of Female and Male Administrators: 93-94

SALARIES OF JEWISH DAY SCHOOL ADMINISTRATORS

Salaries of Jewish day school administrators are about the same as those of other private schools

- Figures 12a, 12b, and 12c show the mean salaries of Jewish Day School administrators compared to Catholic and private non-religious school administrators across the years of the survey.
- These figures show that salaries overall increased over the years of the survey. Although salaries for Catholic school administrators remains substantially below that of Jewish and private non-religious school administrators, the salaries for Jewish and private school administrators are comparable over time.

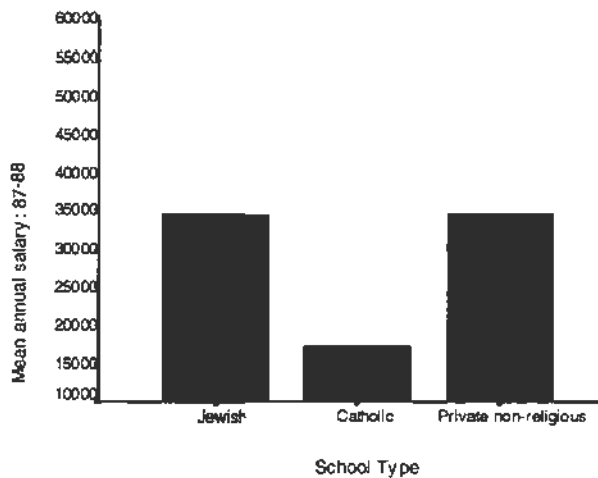


Figure 12a. Mean annual salary for 1987-88

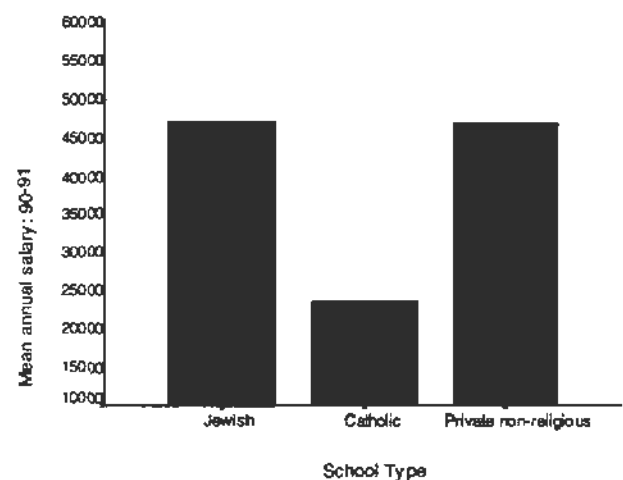


Figure 12b. Mean annual salary 1990-91

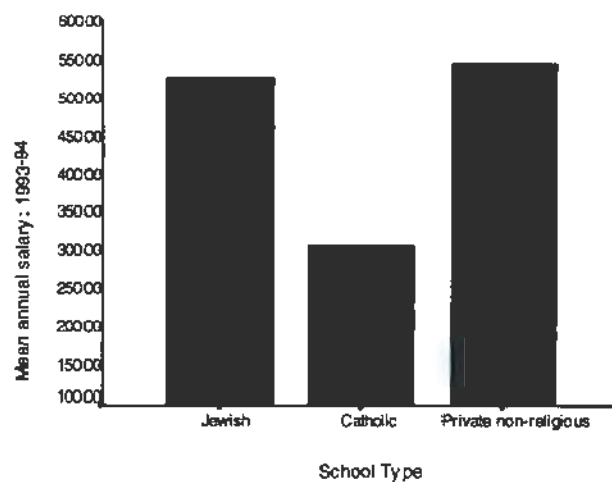


Figure 12c. Mean annual salary: 93-94

There are substantial salary inequities among administrators of different types of Jewish day schools.

- Substantial salary differences were observed between Torah U'Mesorah school administrators and Solomon Schechter school administrators in 1987-88. These differences were not observed in 1990-91. However, in 1993-94, the salary inequities between Torah U'Mesorah school administrators and Solomon Schechter school administrators re-appeared.
- Those Jewish day schools not classified as either Torah U'Mesorah or Solomon Schechter saw sizable average salary increases between 1990-91 and 1993-94, overtaking Torah U'Mesorah school administrators in 1993-94.

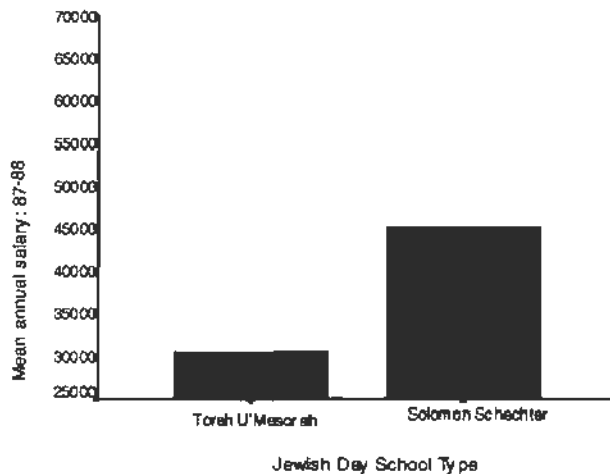


Figure 14a. Mean salaries for Jewish Day Schools: 1987-88

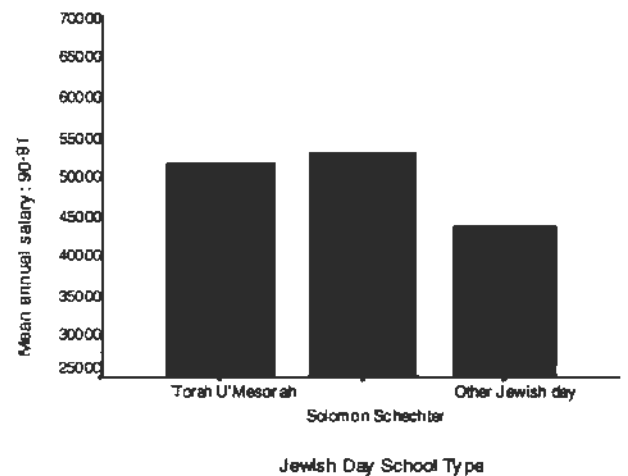


Figure 14b. Mean annual salaries for Jewish Day Schools: 1990-91

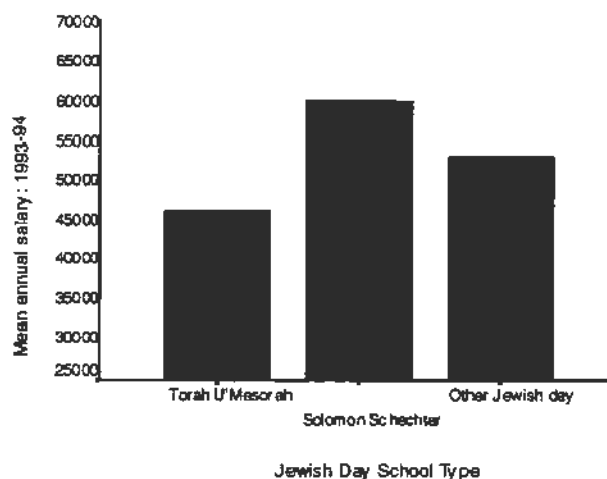


Figure 14c. Mean annual salaries for Jewish Day Schools: 1993-94

Gender differences in Salaries of Jewish day school administrators compared to other private school administrators is not consistent over time

- In 1987-88 (see Figure 13a), we find salary discrepancies for Catholic and private non-religious school administrators. The salary gap between male and female administrators closed in 1990-91, but appeared again in 1993-94.
- Salary gaps in Jewish day schools also appear to change over time. In 1990-91, female administrators had higher salaries than their male counterparts, but in 1987-88 and 1993-94 the opposite was true.
- In Jewish day schools in 1993-94, the salaries of male administrators were nearly \$10,000 higher than the salaries of female administrators. A similar gender gap appeared in Catholic schools, while the disparity in private non-religious schools was about twice as great.

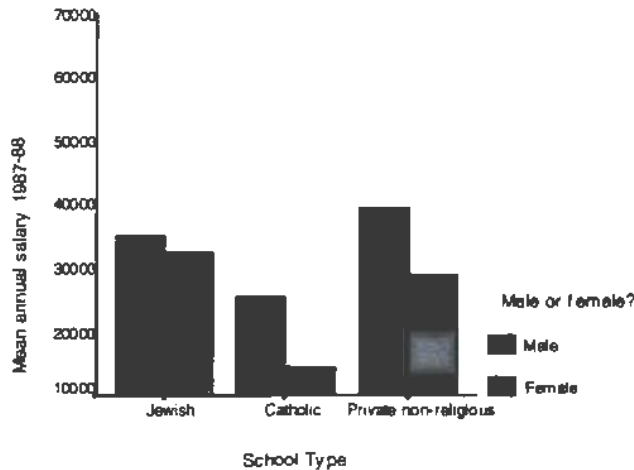


Figure 13a. Mean annual salaries by gender: 87-88

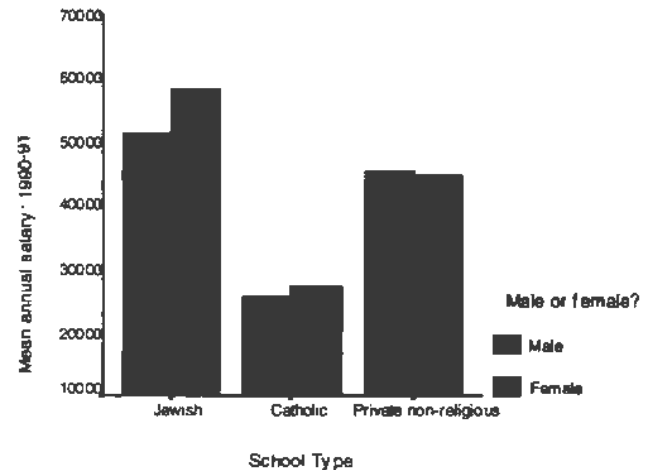


Figure 13b. Mean annual salaries by gender: 90-91

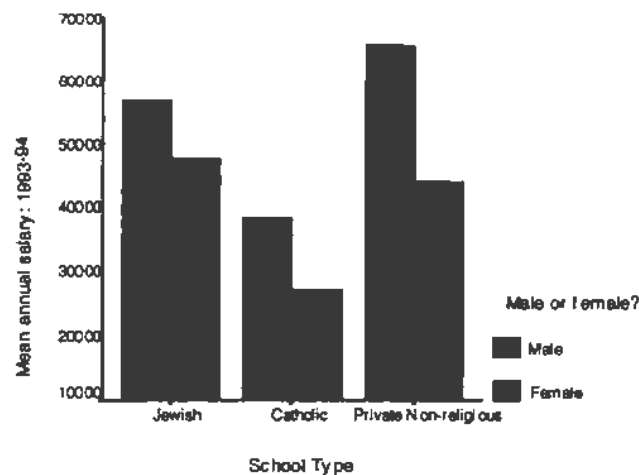


Figure 13c. Mean annual salaries by gender: 93-94

BENEFIT PACKAGES FOR JEWISH DAY SCHOOL ADMINISTRATORS

Benefit plans for Jewish day school administrators are below that of other private school administrators, and the situation has become worse over time.

- The following figures below show the percentages of administrators receiving medical, group life, and pension plans.
- **Medical:** The majority of administrators do receive medical insurance. However, the percentages for Jewish Day school administrators receiving medical insurance is consistently lower than for Catholic and private non-religious school administrators.

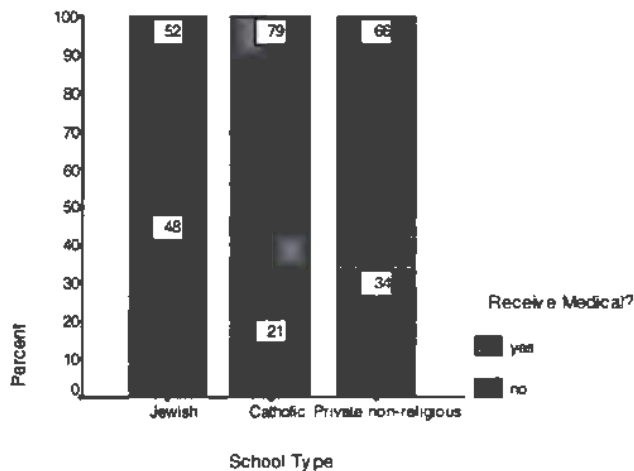


Figure 15a. Percentage receiving medical insurance: 67-88

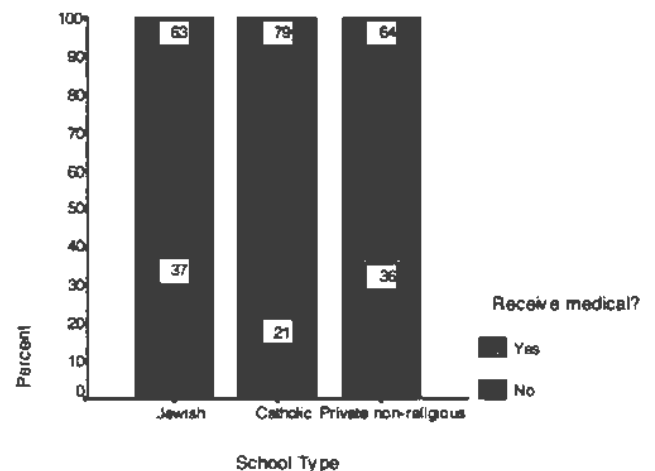


Figure 15b. Percentage receiving medical insurance: 90-91

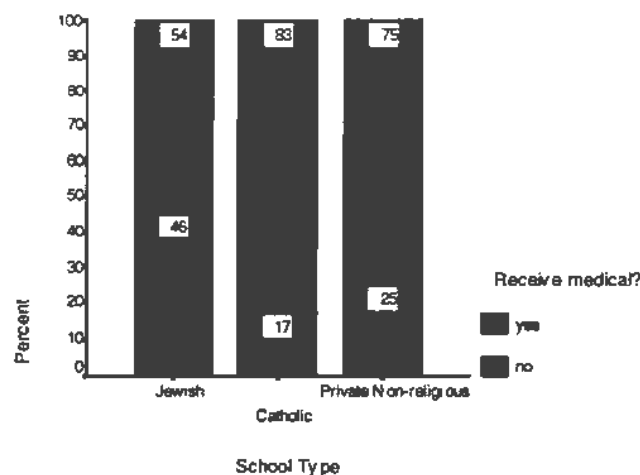


Figure 15c. Percentage receiving medical insurance: 90-94

- Group Life:** In 1987-88 and 1990-91 the majority of administrators did not receive group life. This changed in 1993-94, where approximately 50% of Catholic School administrators received group life insurance and approximately 56% of private non-religious school administrators received group life insurance. Throughout the survey years, the majority of Jewish day school administrators did not report receiving group life insurance.

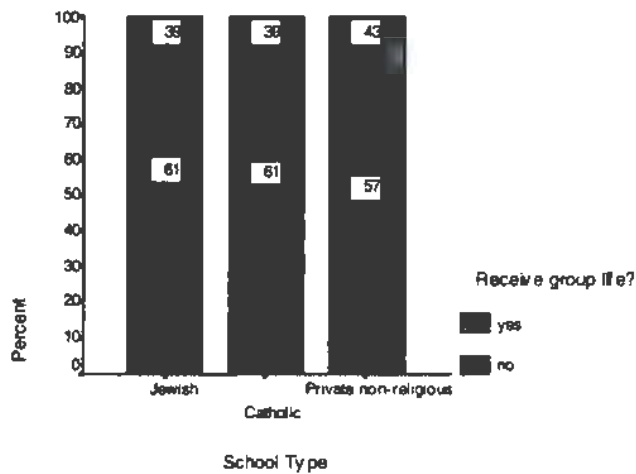


Figure 16a. Percent receiving group life insurance: 87-88

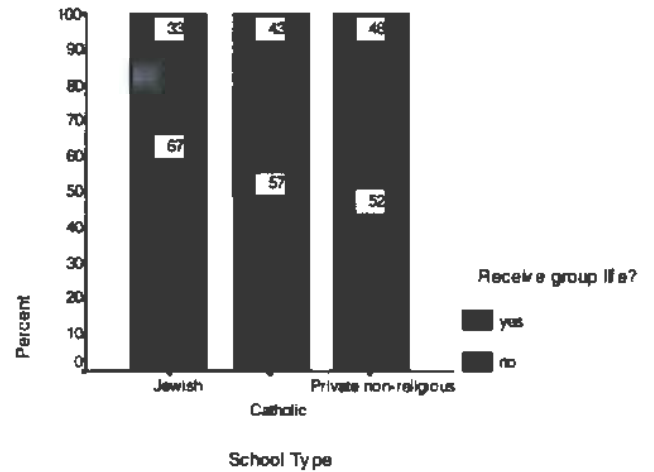


Figure 16b. Percent receiving group life insurance: 90-91

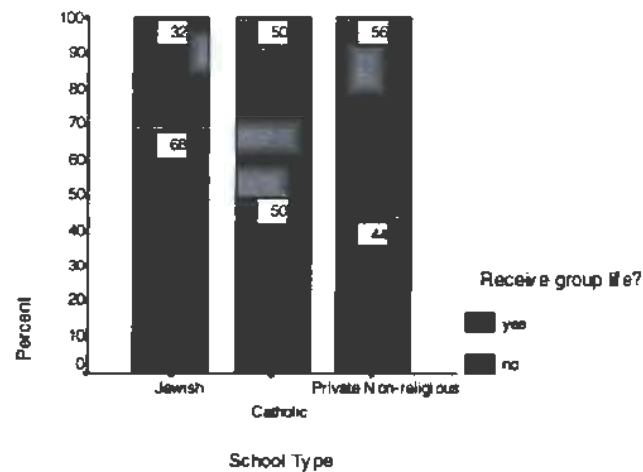


Figure 16c. Percentage receiving group life insurance: 93-94

- Pension:** Over time, the percentage of Catholic and private non-religious school administrators receiving pensions increased. However, the percentage of Jewish day school administrators receiving a pension was consistently lower than those in Catholic and private non-religious schools. This percentage remained roughly constant over the survey years.

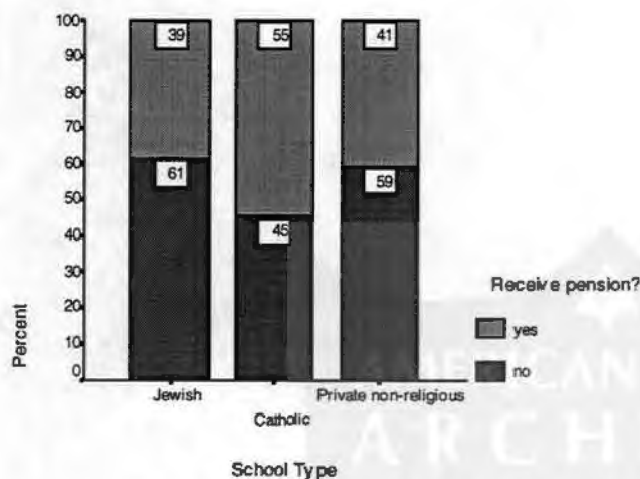


Figure 17a. Percentage receiving pension: 87-88

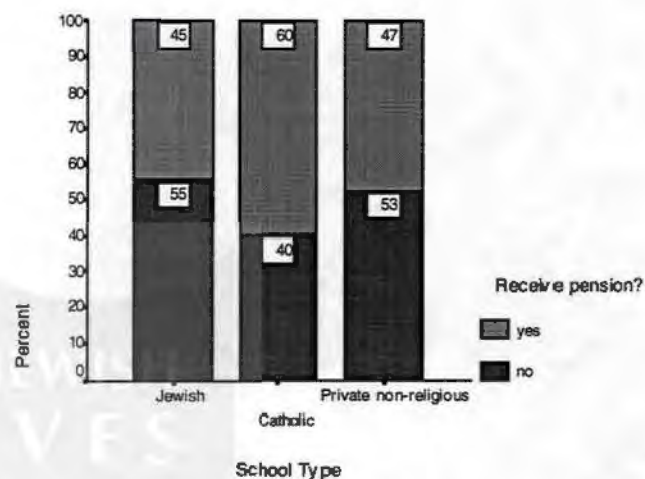


Figure 17b. Percent receiving pension: 90-91

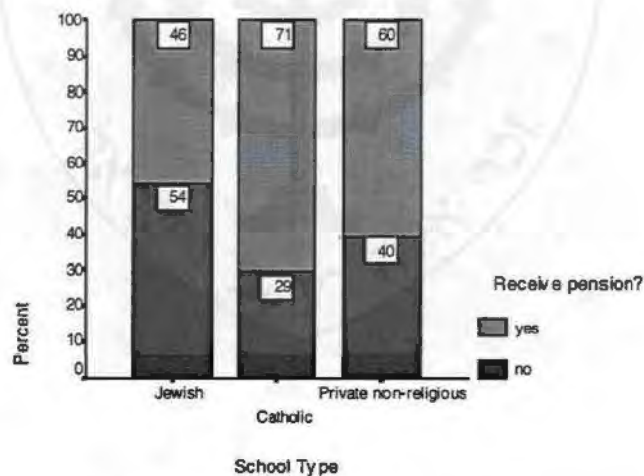


Figure 17c. Percent receiving pension: 93-94

There are substantial differences in benefit plans offered to administrators of Jewish day schools and these differences are inconsistent over time.

- The figures below show the percentages of Torah U'Mesorah, Solomon Schechter, and other day school administrators receiving medical insurance, group life insurance, and pension plans.
- *Medical:* Across the years of the survey, the majority of administrators of Solomon Schechter schools reported receiving medical insurance. However, the percentages seemed to have dropped over time. By contrast, in 1990-91 the majority of administrators of Torah U'Mesorah schools reported receiving medical insurance. The majority administrators of schools not affiliated with Torah U'Mesorah or Solomon Schechter reported receiving medical benefits.

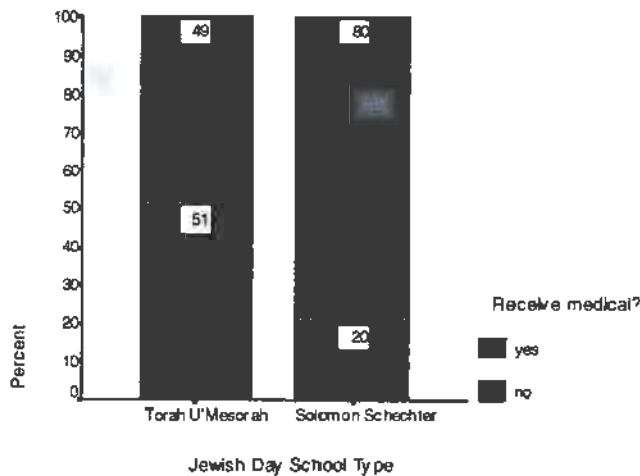


Figure 18a. Percent receiving medical insurance: 87-88

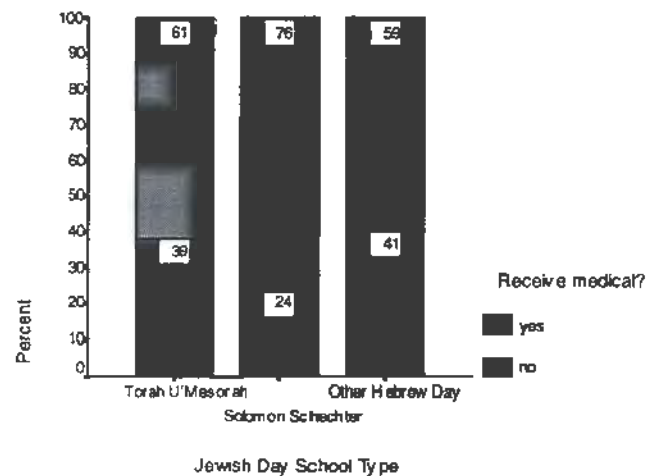


Figure 18b. Percent receiving medical insurance: 90-91

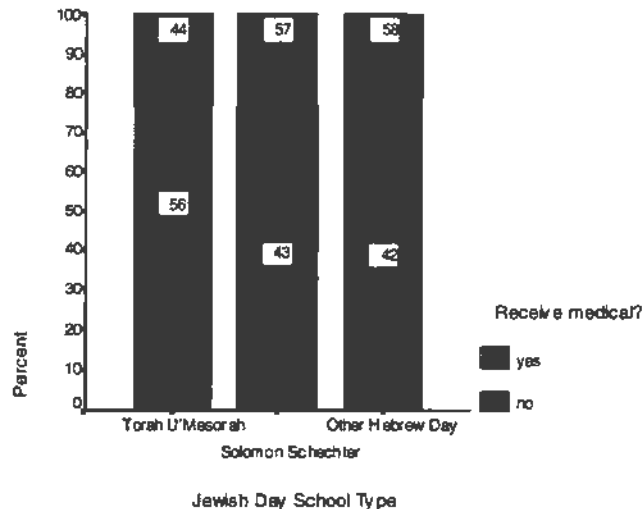


Figure 18c. Percent receiving medical insurance: 93-94

- **Group Life:** Across all types of Jewish day schools across all years of the survey, the vast majority of administrators report not receiving group life insurance.

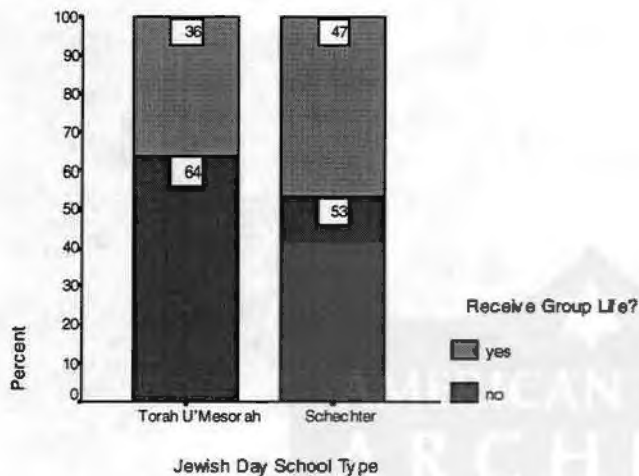


Figure 19a. Percent receiving group life: 87-88

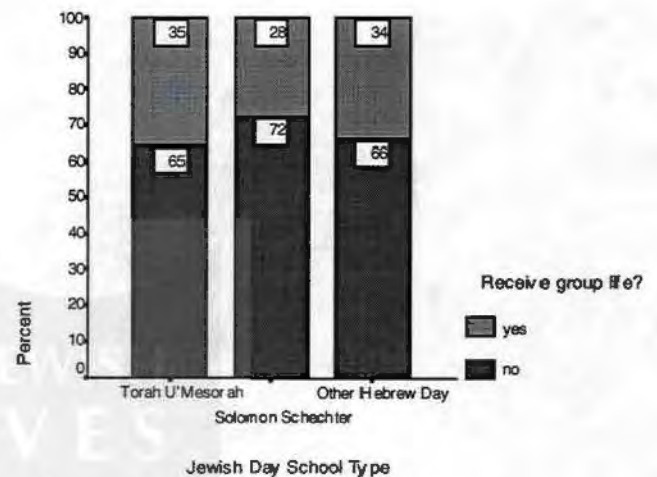


Figure 19b. Percent receiving group life insurance: 90-91

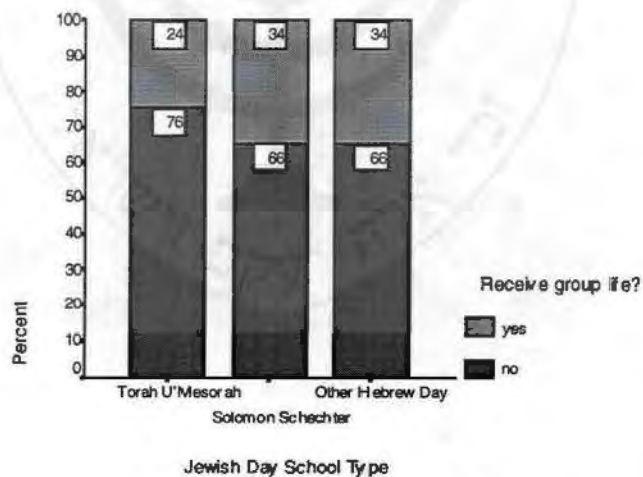


Figure 19c. Percent receiving group life insurance: 93-94

- Pension plans:** The majority of administrators of Torah U'Mesorah schools reported not receiving pension plans. This finding held across all years of the survey. By contrast, the percentage of administrators of Solomon Schechter schools receiving pension plans decreased over time. A slight increase in the number of administrators of unaffiliated Jewish Day schools was observed between 1990-91 and 1993-94.

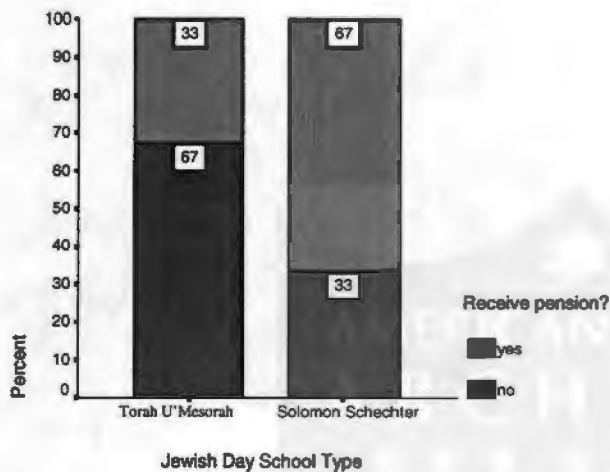


Figure x. Percent receiving pension: 87-88

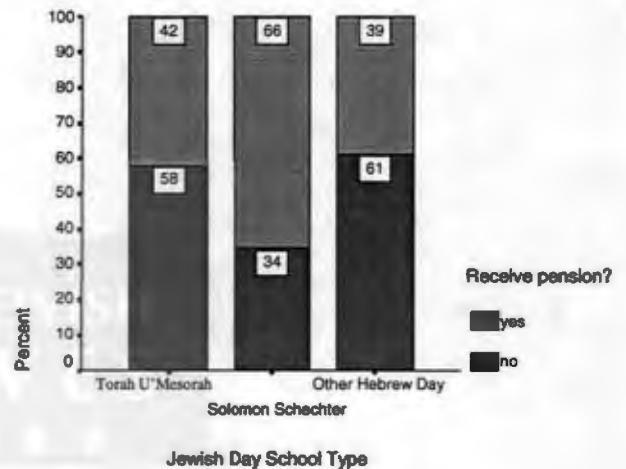


Figure x. Percent receiving pension: 90-91

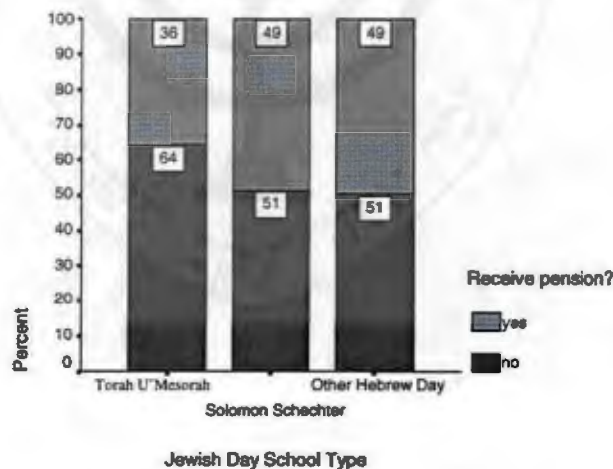


Figure x. Percent receiving pension: 93-94

Summary of Administrator Salaries and Benefits

The results on administrator salaries and benefits can be summarized as follows:

1. The findings of the survey indicate that the number of female administrators of Jewish day schools has increased but remains somewhat lower than the number of female administrators of Catholic and private non-religious schools.
2. Within Jewish day schools, there has been a noticeable increase in the number of female administrators for Solomon Schechter schools only.
3. The salaries of Jewish day school administrators have increased and are comparable to that of private non-religious school administrators.
4. Gender differences in salaries for Jewish day school administrators is roughly the same as found in Catholic and private non-religious schools.
5. Substantial salary differences were found between Torah U'Mesorah school administrators and Solomon Schechter schools.
6. Overall, the majority of Jewish day school administrators receive medical insurance, but do not receive group life insurance or a pension plan.
7. The majority of administrators of Solomon Schechter schools receive medical insurance and pension plans, but not group life insurance. By contrast, the majority of administrators of Torah U'Mesorah schools do not receive medical insurance, group life insurance, or pension plans.

The Data, Sample, and Methodology

The Schooling and Staffing Survey

- “The Schools and Staffing Survey (SASS) is a comprehensive survey of American public and private K-12 schools. Its linked sampling plan provides information on schools (and in the public sector, their associated districts), the principals who head these schools, and the teachers who work in them. Its primary purposes have been to monitor teacher supply and demand conditions, characteristics and qualifications of teachers and principals, and basic conditions in schools. Along these dimensions, the survey was designed to provide comparable information on both the public and private sectors, as well as trend data over time. In addition, SASS provides state representative data for the public sector and affiliation representative data for private sector. SASS is being redesigned for its next administration in school year 1999–2000, and is planned to be conducted every 5 years” (NCES xxx).

Sample

- The sample of respondents for this report consist of teachers and administrators of Jewish day schools, Catholic schools, and private non-religious schools.
 1. The 1987-88 sample consisted of 71 Jewish day schools, 734 Catholic schools, and 518 private non-religious schools.
 2. The 1990-91 sample consisted of 194 Jewish day schools, 662 Catholic schools, and 613 private non-religious schools.
 3. The 1993-94 sample consisted of 218 Jewish day schools, 818 Catholic schools, and 616 private non-religious schools.
- Jewish day schools were further broken down according to affiliation. The three categories of affiliation were Torah U’Mesorah schools, Solomon Schechter schools, and those not classified as either of those two. This later group was classified as “Other”.
 1. The 1987-88 sample consisted of 56 Torah U’Mesorah schools and 15 Solomon Schechter schools.
 2. The 1990-91 sample consisted of 59 Torah U’Mesorah schools, 40 Solomon Schechter schools, and 95 ‘other’ Jewish schools.
 3. The 1993-94 sample consisted of 78 Torah U’Mesorah schools, 41 Solomon Schechter schools, and 99 ‘other’ Jewish schools.

Methodology

A characteristic of the Schooling and Staffing Survey is that over the years of the survey, the wording of questions changed. Therefore, it is important to provide the specific wording of questions used across the years of the survey.

Analysis of Salaries

1987-88

- Teacher salaries were determined by responses of teachers to the question "What is your average gross yearly teacher salary?"
- Administrator salaries were determined by responses of administrators to the question "What is your pre-tax annual salary?"

1990-91

- Teacher salaries were determined by responses of teachers to the question "What is your academic base year salary teaching at this school?"
- Administrator salaries were determined by responses of administrators to the question "What is your current annual salary before taxes and deductions?"

1993-94

- Teacher salaries were determined by responses of teachers to the question "During the current school year, what is your academic year base salary?"
- Administrator salaries were determined by responses of administrators to the question "What is your current annual salary before taxes and deductions?"

Analysis of Benefits

1987-88

- Data on teacher benefits were not available for the 1987-88 administration of SASS.
- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

1990-91

- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

1993-94

- For teachers, benefit data were only available for the 1993-94 administration of SASS. Teacher benefits were determined by responses of teachers to the question "Do you receive [general medical insurance, group life insurance, pension contributions] in addition to your salary?"
- Administrator benefits were determined by responses of administrators to the question "Do you get [general medical insurance, group life insurance, pension contributions] from this school in addition to your salary?"

Analytical Method

- The main analytical method consisted of simple descriptive statistics and cross-tabulations.
- No attempt was made to address issues of missing data. All analyses were based on list-wise deletion of cases with incomplete data.