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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 5: General CIJE Files, 1991–2008.

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Box  
67

Folder  
10

Early Childhood Education. Correspondence and notes.  
Overhead slides for presentation to Steering Committee. Cross-tabulations from The Teachers Report, 1996-1997.

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

SSCB\$ type jccs.res  
From: IN%"74104.3335@compuserve.com" "Bill Robinson" 24-JAN-1996 16:09:35.88  
To: IN%"gamoran@ssc.wisc.edu" "Adam Gamoran", IN%"goldrieb@ctrvax.vanderbilt.edu" "Ellen Goldring"  
CC:  
Subj: JCCs

Return-path: <74104.3335@compuserve.com>  
Received: from eunice.ssc.wisc.edu by ssc.wisc.edu (PMDF V5.0-5 #12975)  
id <01I0E707VRA88WW23M@ssc.wisc.edu> for gamoran@ssc.wisc.edu; Wed,  
24 Jan 1996 16:09:21 -0600 (CST)  
Received: from arl-img-3.compuserve.com by eunice.ssc.wisc.edu; id AA05098;  
5.65/43; Wed, 24 Jan 1996 16:11:35 -0600  
Received: by arl-img-3.compuserve.com (8.6.10/5.950515) id RAA24899; Wed,  
24 Jan 1996 17:08:41 -0500  
Date: Wed, 24 Jan 1996 17:06:33 -0500 (EST)  
From: Bill Robinson <74104.3335@compuserve.com>  
Subject: JCCs  
To: Adam Gamoran <gamoran@ssc.wisc.edu>,  
Ellen Goldring <goldrieb@ctrvax.vanderbilt.edu>  
Message-id: <960124220632\_74104.3335\_GHQ99-1@CompuServe.COM>  
Content-transfer-encoding: 7BIT

Adam,

Per your request for info from the 3 Lead Communities on JCC numbers...

1. Based on my list of campuses:

in Milwaukee, there were 4 pre-schools; 1 was housed in a JCC  
in Baltimore, there were 11 pre-schools; 2 were housed in a JCC  
in Atlanta, there were 7 pre-schools; 3 were housed in a JCC

NOTE: You should be aware that the number of pre-schools are growing (especially in congregational settings). Currently, in Atlanta there are around 15 pre-schools.

2. Based on pre-school educators (NEWSETX3 = 3) responses to the "Affiliation" question (AFFIL1):

in Milwaukee, 18% of pre-school educators work in a JCC pre-school  
in Baltimore, 29% of pre-school educators work in a JCC pre-school  
in Atlanta, 53% of pre-school educators work in a JCC pre-school  
in TOTAL, 30% of pre-school educators work in a JCC pre-school

There were 31 missing observations (out of 289).

NOTE: This counts only the setting at which they work the most hours.

3. I could NOT CALCULATE the number of students in the JCCs (or in any pre-school) using our data because the pre-school teachers who filled out the survey at the SAME CAMPUS provide widely DIFFERENT NUMBERS (in response to the question on the number of students in the school in which they teach the most hours).

Bill

# Preschools

## I. Background

### A. Population

1. Natural secular trends - early childhood ed
2. incr # T preschools in LC's

B. Impact for T + J - no data - could assess

## II. Prof bks + Tns

A. entry to planned career in T & J

1. segregated career path
2. im/t. of ec over Judaica

### A. Pre-service

#### A. Training

1. teachers - many trained

a. e child - many trained

b. Judaica - almost none

2. admins - trd in ec, not Judaica or admin

### B. In-service

1. - very common in cert, pre-school

2. - little emph on Judaica

3. - few other Judaica prof growth activs

## III Working conditions

### A. Earnings

1. low

2. as in sec world - compare imgrat. freq

3. dissatisfaction

B. Benefits - scarce

C. isolation

1. TS

2. admins

III. Career patterns

A. Entry - planned? >

AMERICAN JEWISH

B. Segreg career paths

C. Career priorities & plans

From: IN%"74671.3370@compuserve.com" "Nessa Rapoport" 12-MAR-1996 10:00:35.28  
To: IN%"gamoran@ssc.wisc.edu" "Adam"  
CC:  
Subj: Early Childhood

Ret urn-path: <74671.3370@compuserve.com>  
Received: from eunice.ssc.wisc.edu by ssc.wisc.edu (PMDF V5.0-5 #12975)  
id <01I28WR2LS0W019K.32@ssc.wisc.edu> for gamoran@ssc.wisc.edu; Tue,  
12 Mar 1996 09:59:28 -0600 (CST)  
Received: from dub-img-4.compuserve.com by eunice.ssc.wisc.edu; id AA09343;  
5.65/43; Tue, 12 Mar 1996 09:58:28 -0600  
Received: by dub-img-4.compuserve.com (8.6.10/5.950515) id KAA28874; Tue,  
12 Mar 1996 10:58:26 -0500  
Date: Tue, 12 Mar 1996 10:56:41 -0500 (EST)  
From: Nessa Rapoport <74671.3370@compuserve.com>  
Subject: Early Childhood  
To: Adam <gamoran@ssc.wisc.edu>  
Message-id: <960312155641\_74671.3370\_BHW50-1@CmpuServe.COM>  
Content-transfer-encoding: 7BIT

In last night's staff meeting, Alan told us he had called Donald Cohen at Yale's Child Study Center. Cohen was very enthusiastic about meeting with CIJE and thinking through some of our issues. He offered to convene some high-level experts for a one-day consultation. I then noted that you had said it would not be hard to isolate and compile the (striking) data on early childhood out of the teachers' and leadership report. (You had, in fact, suggested that we need not wait.)

I believe that this data, clearly presented, would substantially enrich any such conversation and enhance the seriousness of the consultation. Alan suggested I speak with you about this. Can we talk within the next week to revisit this issue, in light of the above?

Nessa

March 22, 1996

To: Alan  
From: Adam, Ellen, Bill  
CC: Gail, Nessa, Barry, Danny, Annette  
RE: policy brief on pre-school educators

In a recent conference call, we agreed to prepare a list of what we could say in a policy brief on Jewish early childhood educators given the data we have at present. Here's an outline:

## POLICY BRIEF ON EDUCATORS IN JEWISH PRE-SCHOOLS

I. BACKGROUND -- Would be a very upbeat introduction, emphasizing early childhood education as a "growth industry" and claiming that it serves as an entry point for Jewish education. I don't know if the latter is true, but we could make it an argument. We could support the former with the following data: Evidence on the expansion of secular early childhood education nation-wide; evidence on increases in the number of early childhood programs in the Lead Communities since 1993. In addition, we could note findings in general education that early learning leads to later learning.

In this section we would also introduce our main questions for this brief: Who are the educators in Jewish pre-schools? Are they prepared to lead the way into the Jewish world for young children and their parents? Are their experiences of training, professional growth, and general working conditions well-suited to this important task?

## II. PROFESSIONAL BACKGROUND AND TRAINING

### A. Pre-service training

1. Teachers -- many are formally trained as educators, but few have formal preparation in Jewish content
  - many even lack pre-collegiate and informal preparation in Jewish content
  - 10% are not Jewish
2. Educational leaders
  - most are early childhood professionals, but they have little or no formal background in Jewish content or in administration

### B. Professional growth

1. Extent of in-service meets professional standards in most pre-schools
2. Little emphasis on Jewish content
3. Few other professional growth activities that address Jewish content
4. Isolation from colleagues outside their schools

### III. WORKING CONDITIONS

#### A. Earnings

1. Low!
2. Compare inequality of earnings (day vs. pre) to secular world -- probably similar
3. Dissatisfaction with earnings

#### B. Benefits

1. Scarce!
2. Dissatisfaction

#### C. Lack of outside support -- isolation from rabbis, lay leaders

### IV. CAREER PATTERNS

#### A. Entry -- How did pre-school educators get into the field?

B. Career paths tend to be segregated, i.e. little experience in other settings (unlike educators in day and supplementary schools)

C. Pre-school teachers and directors tend to be career-oriented and plan to stay in their jobs.  
Most directors work full time.

### V. CONCLUSIONS -- could emphasize three main themes:

A. Warmth, commitment, enthusiasm, stability, etc. -- all the good stuff

B. Weak preparation in Jewish content -- In this section, we should respond to the common misconception that early childhood teachers don't need much content knowledge. We could draw on research in general education to argue for the importance of content knowledge among Jewish early childhood teachers. We could also argue that there is something special about Jewish pre-schools that requires teachers to have a rich knowledge of Jewish content.

C. Isolation and feeling of inadequate support

RE: JEWISH STUDIES / EDUCATION IN E.C.E.

CYNTHIA.L.LEVINSON@VANDERBILT.EDU

until

7/97

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420 ELMINGTON AVE #1113  
NASHVILLE TN 37205

M.Ed. Early Childhood

after

7/97

DRLEVINA@aol.com  
209 Brookchase Ln.  
Richmond, Va 23229

## ADH

- reason for preschools

1. early childhd T educ growing

- baby boomlet

- T women in labor mkt

2. includes fam. ties

- 6-14 parents into T educ

- a "harder" version of fam edc  
(not "soft")

- instead of T exper for fams  
engage w/ pars for 3-4 yrs

3. bring cohorts into T educ

- not just ts, 6-t cohorts of  
kids coming thru community

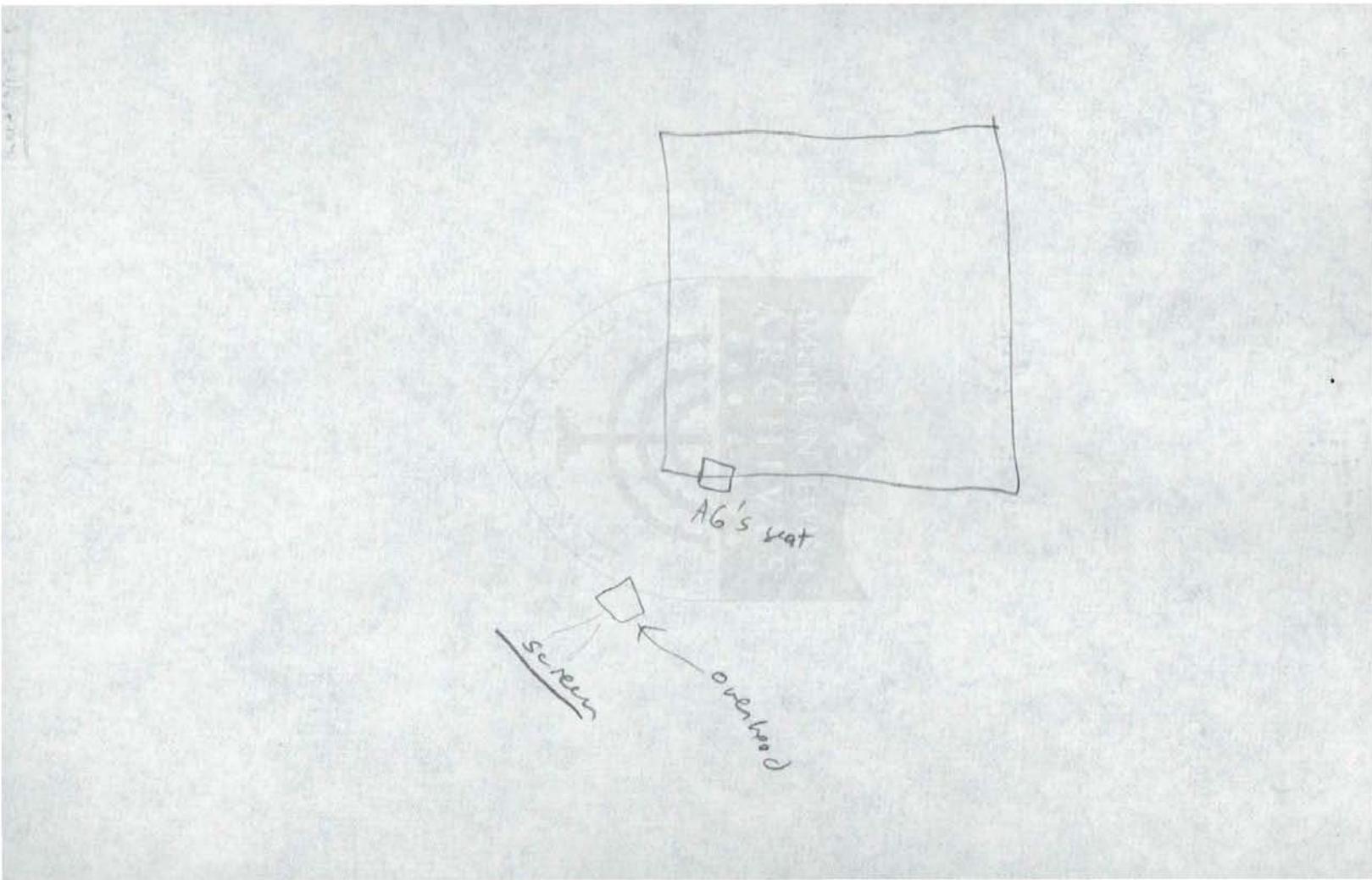
4. cuts across all CITE domains

Gai 1

No protos of T Ushers has  
have early childhood as expertise

No coherent, comprehensive  
curric for (early childhood)

[pres. nls-2]



existing st�cs around preschools

some commonans - preschool must meet  
in .. - 1/2 day tallit ket's

Milw - early child inst - varying fest's

Nat Assoc for Educ of Young Children

- Jewish contingent

CATE - has early childhood component

JCCA - curric proj in early childhood specialist  
TESNA does not deal w/ early childhood

Steve - where do people gather to talk abt  
what could be?

- now here

- room to create advocacy mount

John C. - graduates of early childhood progs  
who are Jewish, not known

Chuck - less (or involved in E.C. than  
other areas of T ed)

- yes

Richard - ec programs, not institutions

Lee - in Balt. now - lots of lay members  
— check w/ data ???

Baden - explore what's being done in  
general advc for sal + fees  
— France ??

Lee - unlike other ed settings,  
+s & ed directors see selves  
as part of same team  
- willingness of + not hierarchical  
- to mobilize  
- need to find inst. leaders  
- MLM - commitment of adult learners  
- will stay in those b. cos very motivated - 5 yrs total  
- longevity - despite low pay, they are  
committed - stay in the profession  
- isolation of pres. als  
- political - lack of power & status  
in the community

Baden - multi-level approach to communities

for August - recommend for them to begin

I MAY HAVE  
TO MAKE SUCH  
A PRESENTATION

TO THE MEYERHART

FAMILY SEPT 6<sup>th</sup>

KEEP YOUR  
NOTES AND  
SUBS TOGETHER

Excellent!

## SC pres on e.c.

As you know - personnel

- focus on ec t's & dirs enlightening

① Remember juxtapos of loc tms w/ ~~sporadic mat dev?~~

- ec picture has distinctive tone

~~teachers~~ (a) 10% not Jewish

~~PIE CHART~~ (b) espec weak in T content

(c) most <sup>do</sup> set mat dev, but typ not on content

~~leaders~~ — Licensing etc — ~~Levies paper~~

~~BAR CHART~~ (d) mat trained in ec, but little or no formal bks

in T content or in admin

- unprep for leadership, espec unprep to lead in area of t's greatest weakness - T content

— exception - Ortho ps in Balt - not for public  
even Ortho ps not formally train, but cause bks

② second distinctive feature - isolation of leaders

~~TABLE~~ (a) segres career paths

~~TABLES~~ (b) isolat from colleagues outs.de s.wrs

~~TABLES~~ (c) lower levels of supp from rabbis, lay leaders

③ third distinctive feature

~~DISSAT TABLES~~ - low levels of dissat, stat w/ sal + benefits

~~SAL~~ f+t+s - 68% below \$15,000

- BEN f+t+s - 50% below \$30,000 - (81% full time)

- leaders - 44% health, 38% pension

## slides for e.c., presentation to S.C.

B.11 pie chart "trained in" - teachers } for all  
B.11 bar chart "trained in" all 4 - teachers } pre-sch  
partly

leaders  
B.11 Leaders Table 9 - diversity of experience  
Leaders Table 20 - involving day-to-day leadership  
Leaders Table 21 - satisfaction w/ suff - for presidency

B.11 Bar chart - salaries - full-time teachers - pre-sch only  
B.11 - all leaders - all settings - pre-sch only  
B.11 benefits - full-time teachers - also for spss output  
B.11 - all leaders - all settings - benefits (I have some)  
Table 14, leaders report

Tables - sat.sfac w/ sal + benefits - t's & leaders - all settings

## II. PROFESSIONAL BACKGROUND AND TRAINING

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C. Isolation and feeling of inadequate support

[EOB]

adam, you for sure have 15 minutes, 20 if you need it to make the case. I think overheads make the point better.

I'm thinking that some of the points would best be made by looking at slides:  
: some of points made in policy brief with reference to teachers/ and if  
possible with comparisons to leaders (will in early childhood)  
issue of isolation  
full timeness could be compared to other two populations  
lack of pay and benefits could be compared to other two populations

that is, make the case that although doing critical work (As alan will have said in his intro), Jewish community values them least

mandated licensing of institutions and therefore, in-service part of what's required (maybe chart of how many in-service sessions they attend vs, in-service attended by other populations and therefore, the potential to impact the field

Press RETURN for more...

MAIL> r  
To: IN%"73321.1217@CompuServe.COM"  
CC:

From: IN%"73321.1217@CompuServe.COM" "gail dorph" 9-JUN-1996 08:30:45.63  
To: IN%"gamoran@ssc.wisc.edu" "Adam", IN%"73321.1220@CompuServe.COM"  
"Alan", IN%"73321.1221@CompuServe.COM" "Barry",  
IN%"goldrieb@ctrvax.vanderbilt.edu" "Ellen Goldring",  
IN%"102467.616@CompuServe.COM" "josie", IN%"74671.3370@CompuServe.COM"  
"nessa"  
CC: Subj: steering committee --early childhood

creating a CIJE early childhood initiative is on the steering committee's agenda in june. here's how I see our (staff) presentation. I'm putting names next to outline. after you read it, please let me know if you think I've missed anything and/or if something doesn't make sense:

1. why an EC initiative now? Alan makes a case for EC
2. what do we currently know?

from our research: Adam reports on early childhood data from Study (about teachers and leaders) Barry talks about what we have learned from Best Practices, Gail talks about what we have learned from observation and conversation with Jewish early childhood educators as well as from EC educators in general ed from our work: Gail on Harvard, TEI, Machon l'Morim

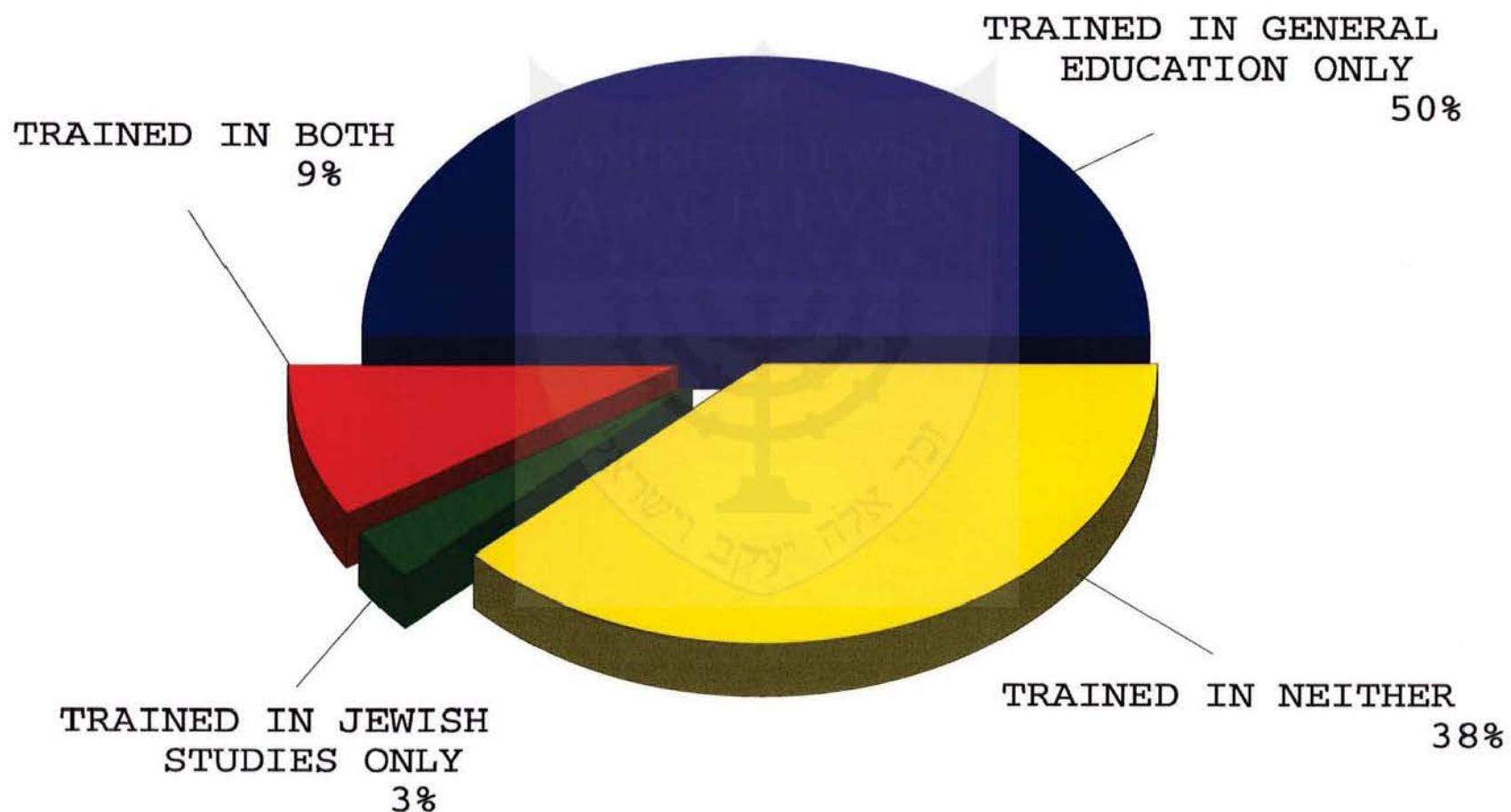
3. Our current diagnosis of what's missing: Gail

pre-service  
in-service  
lab sites to train and learn  
professors of Jewish education  
TEI for EC

4. What would it take to improve this area? where should we begin? Discussion

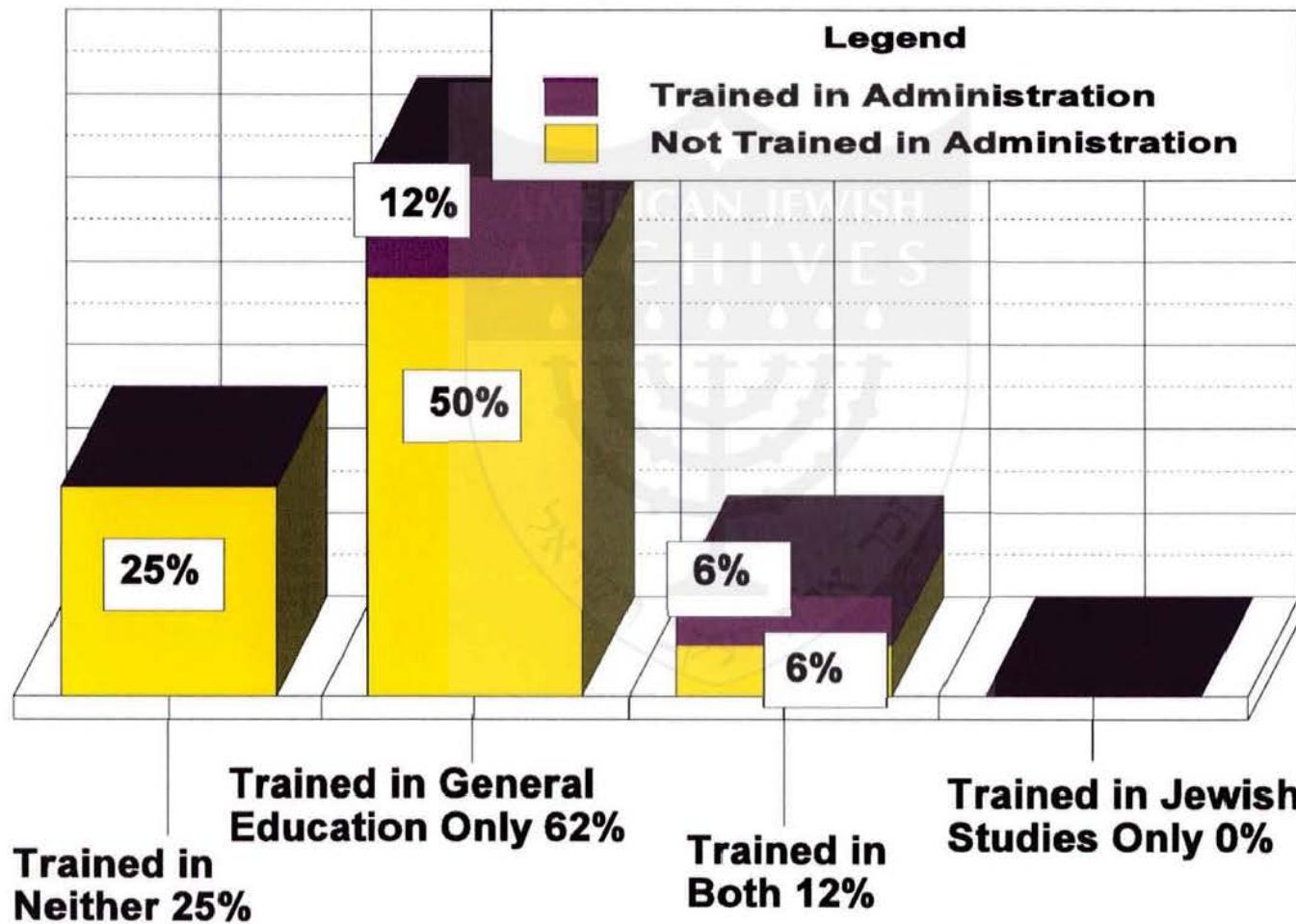
## **PRE-SCHOOL TEACHERS**

### **Extent of Professional Training in General Education and Jewish Studies**



## PRE-SCHOOL LEADERS

### Extent of Professional Training in General Education, Jewish Studies, and Administration



**Table 9.** Diversity of Experience of Educational Leaders

<b>PRIOR EXPERIENCE</b>	<b>CURRENT SETTING</b>			<b>TOTAL</b>
	<b>Day School</b>	<b>Supplementary</b>	<b>Pre-School</b>	
<b>General Education</b>	64%	55%	69%	61%
<b>Day School Teacher</b>	68%	30%	12%	40%
<b>Supplementary School Teacher</b>	61%	79%	31%	62%
<b>Pre-School Teacher</b>	4%	12%	81%	23%
<b>Camps</b>	54%	39%	31%	43%
<b>Adult Education</b>	43%	52%	12%	40%
<b>Youth Groups</b>	25%	45%	12%	31%
<b>Jewish Community Center</b>	14%	27%	12%	19%

## PRE-SCHOOL LEADERS

### Satisfaction with the Support They Receive From:

GROUP	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Rabbis or Supervisors	44%	50%	6%	--
Fellow Educators	44%	31%	25%	--
Lay Leaders	31%	50%	13%	6%

## PRE-SCHOOL LEADERS Extent of Involvement of Rabbis or Supervisors

	Involved a Great Deal	Involved Somewhat	No Involvement
In Defining School Goals	27%	40%	33%
In Curriculum Discussions	19%	37%	44%
In Every Aspect of the Educational Program	6%	50%	44%

## PRE-SCHOOL LEADERS

### Extent of Support They Receive From:

GROUP	Frequently	Occasionally	Seldom	Never
Central Agency Staff	7%	53%	27%	13%
Fellow Educators	14%	43%	29%	14%
Local Universities	--	25%	19%	56%
National Movements	--	50%	12%	38%

Table 7. Teachers' Satisfaction with Salaries

SETTING	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED
Day Schools	14%	35%	28%	23%
Supplementary Schools	33%	42%	19%	7%
Pre-Schools	7%	30%	30%	32%
TOTAL	20%	36%	25%	19%

Note: Rows may not sum to 100% due to rounding.

Table 15. Educational Leaders' Satisfaction with Salaries

SETTING	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED
Day Schools	14%	54%	29%	4%
Supplementary Schools	3%	61%	15%	21%
Pre-Schools	12%	44%	25%	19%
TOTAL	9%	55%	22%	14%

Note: Rows may not sum to 100% due to rounding.

Table 7. Teachers' Satisfaction with Benefits

SETTING	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED
Day Schools	12%	33%	25%	31%
Supplementary Schools	14%	41%	25%	21%
Pre-Schools	13%	30%	23%	35%
TOTAL	13%	35%	24%	28%

Note: Rows may not sum to 100% due to rounding.

**Table 17. Educational Leaders' Satisfaction with Benefits**

<b>SETTING</b>	<b>VERY SATISFIED</b>	<b>SOMEWHAT SATISFIED</b>	<b>SOMEWHAT DISSATISFIED</b>	<b>VERY DISSATISFIED</b>
<b>Day Schools</b>	25%	18%	32%	25%
<b>Supplementary Schools</b>	19%	22%	40%	19%
<b>Pre-Schools</b>	13%	33%	27%	27%
<b>TOTAL</b>	20%	23%	35%	23%

**Note:** Rows may not sum to 100% due to rounding.

Table 17. Educational Leaders' Satisfaction with Benefits

SETTING	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED
Day Schools	25%	18%	32%	25%
Supplementary Schools	19%	22%	40%	19%
Pre-Schools	13%	33%	27%	27%
TOTAL	20%	23%	35%	23%

Note: Rows may not sum to 100% due to rounding.

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SETTING	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED
Day Schools	12%	33%	25%	31%
Supplementary Schools	14%	41%	25%	21%
Pre-Schools	13%	30%	23%	35%
TOTAL	13%	35%	24%	28%

Note: Rows may not sum to 100% due to rounding.

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Table 9. Diversity of Experience of Educational Leaders

PRIOR EXPERIENCE	CURRENT SETTING			TOTAL
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General Education	64%	55%	69%	61%
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05 Sep 95 Educational Leaders Data by SET(ting)  
13:54:49 Using p int\_06.sav

Page 19

## SET SETTING by COMCOLS 28a-OTHER COLLEAGUES IN COMMUNITY

SET	Row Pct Col Pct	COMCOLS				Row Total
		FREQUENT OCCASION		SELDOM	NEVER	
		LY	ALLY			
Day School	1	7	13	6	1	27
		25.9	48.1	22.2	3.7	36.5
		38.9	32.5	50.0	25.0	
supplementary S:	2	9	21	2	1	33
		27.3	63.6	6.1	3.0	44.6
		50.0	52.5	16.7	25.0	
Pre-School	3	2	6	4	2	14
		14.3	42.9	28.6	14.3	18.9
		11.1	15.0	33.3	50.0	
Column Total		18	40	12	4	74
Total		24.3	54.1	16.2	5.4	100.0

Number of Missing Observations: 3



05 Sep 95 Educational Leaders Data by SET(ting)  
13:54:49 Using p\_int\_06.sav

Page 20

## SET SETTING by LOCAL 28c-LOCAL UNIVERSITY

SET	Count Row Pct Col Pct	LOCAL				Page 1 of 1  Row Total	
		FREQUENT OCCASION SELDOM NEVER		ALLY			
		1	2	4			
Day School	1	1	7	7	11	26	
	3.8	26.9	26.9	42.3		34.7	
	16.7	50.0	31.8	33.3			
Supplementary Sc	2	5	3	12	13	33	
	15.2	9.1	36.4	39.4		44.0	
	83.3	21.4	54.5	39.4			
Pre-School	3		4	3	9	16	
		25.0	18.8	56.3		21.3	
		28.6	13.6	27.3			
Column Total		6	14	22	33	75	
		8.0	18.7	29.3	44.0	100.0	

Number of Missing Observations: 2



05 Sep 95 Educational Leaders Data by SET(ting)  
13:54:49 Using p\_int\_06.sav

Page 21

## SET SETTING by CENTRALA 28d-CENTRAL AGENCY STAFF

SET		CENTRALA				Page 1 of 1	
		Count	FREQUENT OCCASION SELDOM NEVER				
			1 LY	2 ALLY	3	4	
Day School	1	1	2	8	4	10	24
			8.3	33.3	16.7	41.7	33.3
			11.1	30.8	26.7	76.9	
Supplementary S:	2	1	15	10	7	1	33
			45.5	30.3	21.2	3.0	45.8
			83.3	38.5	46.7	7.7	
Pre-School	3	1	1	8	4	2	15
			6.7	53.3	26.7	13.3	20.9
			5.6	30.8	26.7	15.4	
	Column Total		18	26	15	13	72
	Total		25.0	36.1	20.8	18.1	100.0

Number of Missing Observations: 5



05 Sep 95 Educational Leaders Data by SET(ting)  
13:54:49 Using p\_int\_06.sav

Page 22

## SET SETTING by NATIONLM 28e-NATIONAL MOVEMENT

SET	Count Row Pct Col Pct	NATIONLM				Page 1 of 1 Row Total
		FREQUENT OCCASION		SELDOM	NEVER	
		1 LY	2 ALLY	3	4	
Day School	1 7.7 50.0	2 34.6 31.0	9 26.9 41.2	7 30.8 32.0	8	26 34.7
Supplementary S:	2 6.1 50.0	2 36.4 41.4	12 24.2 47.1	8 33.3 44.0	11	33 44.0
Pre-School	3 50.0 27.6		8 12.5 11.8	2 37.5 24.0	6	16 21.3
	Column Total	4 5.3	29 38.7	17 22.7	25 33.3	75 100.0

Number of Missing Observations: 2



Facsimile Cover Sheet From



1901 Ford Drive Cleveland, Ohio 44106  
(216)231-8900 fax (216)231-2130

Total pages: 22 Including this cover sheet  
Date: May 7 1996

To: Adam Gamoran Fax#: 608.265.5389 Phone#: 608.263.4253  
From: Bill Robinson Fax#: \_\_\_\_\_ Phone#: \_\_\_\_\_

Special Instructions: Cross-tabs for teacher report

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SALARY Sh-SATISFACTION WITH SALARY by NEWSETX3 Setting  
Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

SALARY	NEWSETX3				Page 1 of 1
	Count	Row Pct	Day Scho	Suppleme	
			ol	ntary	Pre-scho
	1	2	3	Total	Row
1 VERY SATISFIED	17 51.5 11.9		6 18.2 37.5	10 30.3 7.8	33 11.5
2 SOMEWHAT SATISFI	46 53.5 32.2		2 2.3 12.5	38 44.2 29.7	86 30.0
3 SOMEWHAT DISSATI	38 50.7 26.6		5 6.7 31.3	32 42.7 25.0	75 26.1
4 VERY DISSATISFIE	42 45.2 29.4		3 3.2 18.8	48 51.6 37.5	93 32.4
Column Total	143 49.8		16 5.6	128 44.6	287 100.0

SALARY 5h-SATISFACTION WITH SALARY by NEWSETX3 Setting  
 Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

SALARY	NEWSETX3			Page 1 of 1	
	Count	Day	Scho		
		Col Pct	ol		
		1	2	3	Row Total
1	19	113	9	141	
VERY SATISFIED	13.5	80.1	6.4	23.0	
	15.4	32.3	6.4		
2	48	152	45	245	
SOMEWHAT SATISFI	19.6	62.0	18.4	40.0	
	39.0	43.4	32.1		
3	37	65	48	150	
SOMEWHAT DISSATI	24.7	43.3	32.0	24.5	
	30.1	18.6	34.3		
4	19	20	38	77	
VERY DISSATISFIE	24.7	26.0	49.4	12.6	
	15.4	5.7	27.1		
Column	123	350	140	613	
Total	20.1	57.1	22.8	100.0	

Number of Missing Observations: 83

IMPORTAN 56-IMPORTANCE OF JEWISH ED INCOME by NEWSET SETTING TYPE  
 Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

	NEWSET					Page 1 of 1	
	Count	Orthodox	Suppleme	Preschoo	Day Scho	Orthodox	
	Row Pct	Day Sch	ntary Sc	l Non-Or	ol Non-O	Prescho	Row
Col Pct	1	2	3	4	5	Total	
IMPORTAN	-----	-----	-----	-----	-----	-----	
THE MAIN SOURCE	1	58	7	24	21	4	114
		50.9	6.1	21.1	18.4	3.5	40.6
		79.5	50.0	22.6	30.0	22.2	
AN IMPORTANT SOU	2	15	4	67	46	12	144
		10.4	2.8	46.5	31.9	8.3	51.2
		20.5	28.6	63.2	65.7	66.7	
IN SIGNIFICANT TO	3		3	15	3	2	23
			13.0	65.2	13.0	8.7	8.2
			21.4	14.2	4.3	11.1	
Column Total		73	14	106	70	18	281
Total		26.0	5.0	37.7	24.9	6.4	100.0

IMPORTAN 56-IMPORTANCE OF JEWISH ED INCOME by NEWSET SETTING TYPE  
Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

		NEWSET					Page 1 of 1	
Count	Row Pct	Orthodox Suppleme Preschoo Day Scho Orthodox					Row	
		Day Sch	ntary Sc	l Non-Or	ol Non-O	Prescho		
IMPORTAN		1	2	3	4	5	Total	
THE MAIN SOURCE	1	27	16	6	2	2	53	
	50.9	30.2	11.3	3.8	3.8		8.8	
	34.6	4.7	4.8	4.5	14.3			
AN IMPORTANT SOU	2	41	168	59	29	12	309	
	13.3	54.4	19.1	9.4	3.9		51.3	
	52.6	49.1	47.6	65.9	85.7			
IN SIGNIFICANT TO	3	10	158	59	13		240	
	4.2	65.8	24.6	5.4			39.9	
	12.8	46.2	47.6	29.5				
	Column	78	342	124	44	14	602	
	Total	13.0	56.8	20.6	7.3	2.3	100.0	

Number of Missing Observations: 100

IMPORTAN 56-IMPORTANCE OF JEWISH ED INCOME by NEWSETX3 Setting  
Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

	NEWSETX3			Page 1 of 1		
	Count	Row Pct	Day Scho	Suppleme	Pre-scho	
			ol	ntary	Sc ol	Row Total
IMPORTAN						
THE MAIN SOURCE	1	79	7	28	114	
		69.3	6.1	24.6	40.6	
		55.2	50.0	22.6		
AN IMPORTANT SOU	2	61	4	79	144	
		42.4	2.8	54.9	51.2	
		42.7	28.6	63.7		
IN SIGNIFICANT TO	3	3	3	17	23	
		13.0	13.0	73.9	8.2	
		2.1	21.4	13.7		
	Column Total	143	14	124	281	
	Total	50.9	5.0	44.1	100.0	

IMPORTAN 56-IMPORTANCE OF JEWISH ED INCOME by NEWSETX3 Setting  
 Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

	Count Row Pct Col Pct	NEWSETX3			Page 1 of 1 Row Total
		Day ol	Scho ntary	Suppleme Sc	
		1	2	3	
IMPORTAN	-----				
THE MAIN SOURCE	1	29 54.7 23.8	16 30.2 4.7	8 15.1 5.8	53 8.8
AN IMPORTANT SOU	2	70 22.7 57.4	168 54.4 49.1	71 23.0 51.4	309 51.3
IN SIGNIFICANT TO	3	23 9.6 18.9	158 65.8 46.2	59 24.6 42.8	240 39.9
	Column Total	122 20.3	342 56.8	138 22.9	602 100.0

Number of Missing Observations: 100

## SALARA 54,1-SALARY AT FIRST SCHOOL by NEWSET SETTING TYPE

	Count	NEWSET					Page 1 of 1	
		Row Pct	Orthodox Suppleme Preschoo Day Scho Orthodox					Row
			Day Sch	Sch ntry	Sc l	Non-Or	ol Non-O	
		Col Pct	1	2	3	4	5	Row Total
SALAR A	-----							
LESS THAN \$1000	1		24			2		26
			92.3			7.7		2.8
			6.6			1.7		
\$1000-\$4999	2		8	280	70	9	1	368
			2.2	76.1	19.0	2.4	.3	40.3
			4.8	77.3	29.7	7.8	2.9	
\$5000-9999	3		14	28	70	12	13	137
			10.2	20.4	51.1	8.8	9.5	15.0
			8.5	7.7	29.7	10.3	37.1	
\$10,000-14,999	4		38	15	51	22	10	136
			27.9	11.0	37.5	16.2	7.4	14.9
			23.0	4.1	21.6	19.0	28.6	
\$15,000-19,999	5		22	5	28	17	6	78
			28.2	6.4	35.9	21.8	7.7	8.5
			13.3	1.4	11.9	14.7	17.1	
\$20,000-24,999	6		10	3	12	22	2	49
			20.4	6.1	24.5	44.9	4.1	5.4
			6.1	.8	5.1	19.0	5.7	
\$25,000-30,000	7		15	1	3	17	3	39
			38.5	2.6	7.7	43.6	7.7	4.3
			9.1	.3	1.3	14.7	8.6	
OVER \$30,000	8		58	6	2	15		81
			71.6	7.4	2.5	18.5		8.9
			35.2	1.7	.8	12.9		
	Column		165	362	236	116	35	914
	Total		18.1	39.6	25.8	12.7	3.8	100.0

Number of Missing Observations: 69

## SALARA 54,1-SALARY AT FIRST SCHOOL by NEWSETX3 Setting

SALARA	Count Row Pct Col Pct	NEWSETX3			Page 1 of 1 Row Total
		Day ol	Scho ntary	Suppleme ntary	
		1	2	3	
LESS THAN \$1000	1	2	24		26
		7.7	92.3		2.8
		.7	6.6		
\$1000-\$4999	2	17	280	71	368
		4.6	76.1	19.3	40.3
		6.0	77.3	26.2	
\$5000-9999	3	26	28	83	137
		19.0	20.4	60.6	15.0
		9.3	7.7	30.6	
\$10,000-14,999	4	60	15	61	136
		44.1	11.0	44.9	14.9
		21.4	4.1	22.5	
\$15,000-19,999	5	39	5	34	78
		50.0	6.4	43.6	8.5
		13.9	1.4	12.5	
\$20,000-24,999	6	32	3	14	49
		65.3	6.1	28.6	5.4
		11.4	.8	5.2	
\$25,000-30,000	7	32	1	6	39
		82.1	2.6	15.4	4.3
		11.4	.3	2.2	
OVER \$30,000	8	73	6	2	81
		90.1	7.4	2.5	8.9
		26.0	1.7	.7	
	Column Total	281	362	271	914
		30.7	39.6	29.6	100.0

Number of Missing Observations: 69

SALARA 54.1-SALARY AT FIRST SCHOOL by FULTIMR2 Fulltime? - 25 hours or more

	Count	FULTIMR2		Page 1 of 1	
		Row Pct	Yes		
			Col Pct		
			1	2	Row Total
SALARA	-----				
	1		26	26	
LESS THAN \$1000			100.0	3.0	
			4.4		
\$1000-\$4999	2	7	350	357	
		2.0	98.0	41.4	
		2.6	59.1		
\$5000-9999	3	38	87	125	
		30.4	69.6	14.5	
		14.0	14.7		
\$10,000-14,999	4	62	72	134	
		46.3	53.7	15.5	
		22.9	12.2		
\$15,000-19,999	5	38	38	76	
		50.0	50.0	8.8	
		14.0	6.4		
\$20,000-24,999	6	31	11	42	
		73.8	26.2	4.9	
		11.4	1.9		
\$25,000-30,000	7	32	3	35	
		91.4	8.6	4.1	
		11.8	.5		
OVER \$30,000	8	63	5	68	
		92.6	7.4	7.9	
		23.2	.8		
	Column	271	592	863	
	Total	31.4	68.6	100.0	

Number of Missing Observations: 120

## SALARY 5h-SATISFACTION WITH SALARY by NEWSET SETTING TYPE

		NEWSET					Page 1 of 1	
Count	Row Pct	Orthodox Suppleme Preschoo Day Scho Orthodox					Row Total	
		Day Sch	Sch	ntary	Sc	1 Non-Or	ol Non-O	Prescho
SALARY		1	2	3	4	5		
1	22	127	16	19	4		188	
VERY SATISFIED	11.7	67.6	8.5	10.1	2.1		19.5	
	13.1	33.1	6.5	15.2	10.5			
2	64	160	74	39	13		350	
SOMEWHAT SATISFI	18.3	45.7	21.1	11.1	3.7		36.3	
	38.1	41.7	29.8	31.2	34.2			
3	48	72	77	35	10		242	
SOMEWHAT DISSATI	19.8	29.8	31.8	14.5	4.1		25.1	
	28.6	18.8	31.0	28.0	26.3			
4	34	25	81	32	11		183	
VERY DISSATISFIE	18.6	13.7	44.3	17.5	6.0		19.0	
	20.2	6.5	32.7	25.6	28.9			
Column Total	168	384	248	125	38		963	
Total	17.4	39.9	25.8	13.0	3.9		100.0	

Number of Missing Observations: 20

## SALARY 5h-SATISFACTION WITH SALARY by NEWSETX3 Setting

NEWSETX3 Page 1 of 1

	Count	NEWSETX3			Row Total
		Day Col	Scho 1	Suppleme ntary 2	
	Row Pct	Col Pct			
SALARY					
	1	41	127	20	188
VERY SATISFIED		21.8	67.6	10.6	19.5
		14.0	33.1	7.0	
	2	103	160	87	350
SOMEWHAT SATISFI		29.4	45.7	24.9	36.3
		35.2	41.7	30.4	
	3	83	72	87	242
SOMEWHAT DISSATI		34.3	29.8	36.0	25.1
		28.3	18.8	30.4	
	4	66	25	92	183
VERY DISSATISFIE		36.1	13.7	50.3	19.0
		22.5	6.5	32.2	
	Column Total	293	384	286	963
	Total	30.4	39.9	29.7	100.0

Number of Missing Observations: 20

SALARY 5h-SATISFACTION WITH SALARY by FULTIMR2 Fulltime? - 25 hours or more

	Count	FULTIMR2			Page 1 of 1	
		Row Pct	Yes			
			1	No		
SALARY		Col Pct		2	Total	
1	33		141		174	
VERY SATISFIED	19.0		81.0		19.3	
	11.5		23.0			
2	86		245		331	
SOMEWHAT SATISFI	26.0		74.0		36.8	
	30.0		40.0			
3	75		150		225	
SOMEWHAT DISSATI	33.3		66.7		25.0	
	26.1		24.5			
4	93		77		170	
VERY DISSATISFIE	54.7		45.3		18.9	
	32.4		12.6			
Column	287		613		900	
Total	31.9		68.1		100.0	

Number of Missing Observations: 83

## IMPORTAN 56-IMPORTANCE OF JEWISH ED INCOME by NEWSET SETTING TYPE

	Count	NEWSET					Page 1 of 1	
		Row Pct	Orthodox		Suppleme	Preschoo	Day Scho	
			Day Sch	Sch	ntary	Sc	l Non-Or	ol Non-O Prescho Row Total
IMPORTAN			1	96	26	31	24	7 184
THE MAIN SOURCE			52.2	14.1	16.8	13.0	3.8	19.7
			58.5	7.0	12.8	19.5	20.0	
AN IMPORTANT SOU		2	58	181	132	83	26	480
			12.1	37.7	27.5	17.3	5.4	51.3
			35.4	48.7	54.5	67.5	74.3	
IN SIGNIFICANT TO		3	10	165	79	16	2	272
			3.7	60.7	29.0	5.9	.7	29.1
			6.1	44.4	32.6	13.0	5.7	
	Column		164	372	242	123	35	936
	Total		17.5	39.7	25.9	13.1	3.7	100.0

Number of Missing Observations: 47

## IMPORTAN 56-IMPORTANCE OF JEWISH ED INCOME by NEWSETX3 Setting

NEWSETX3 Page 1 of 1

	Count	Day Scho			Pre-scho	Row Total
		Col Pct	1	2		
IMPORTAN	-----					
THE MAIN SOURCE	1	120	26	38	184	
	Row Pct	65.2	14.1	20.7	19.7	
	Col Pct	41.8	7.0	13.7		
AN IMPORTANT SOU	2	141	181	158	480	
	Row Pct	29.4	37.7	32.9	51.3	
	Col Pct	49.1	48.7	57.0		
IN SIGNIFICANT TO	3	26	165	81	272	
	Row Pct	9.6	60.7	29.8	29.1	
	Col Pct	9.1	44.4	29.2		
	Column	287	372	277	936	
	Total	30.7	39.7	29.6	100.0	

Number of Missing Observations: 47

IMPORTAN 56-IMPORTANCE OF JEWISH ED INCOME  
by FULTIMR2 Fulltime? - 25 hours or more

FULTIMR2 Page 1 of 1

	Count	FULTIMR2		Row
		Yes	No	
	Row Pct	1	2	Total
Col Pct				
IMPORTAN	-----	-----	-----	-----
1	114	53	167	
THE MAIN SOURCE	68.3	31.7	18.9	
	40.6	8.8		
2	144	309	453	
AN IMPORTANT SOU	31.8	68.2	51.3	
	51.2	51.3		
3	23	240	263	
IN SIGNIFICANT TO	8.7	91.3	29.8	
	8.2	39.9		
Column	281	602	883	
Total	31.8	68.2	100.0	

Number of Missing Observations: 100

SALARIA 54,1-SALARY AT FIRST SCHOOL by NEWSET SETTING TYPE

Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

SALARIA		NEWSET					Row Total	
		Count	Orthodox	Suppleme	Preschoo	Day Scho		
			Day	Sch	ntary	Sc		
		1	2	3	4	5		
\$1000-\$4999	2			1	2	3	1	7
				14.3	28.6	42.9	14.3	2.6
				8.3	1.9	4.4	5.9	
\$5000-9999	3		1	1	27	4	5	38
			2.6	2.6	71.1	10.5	13.2	14.0
			1.4	8.3	26.2	5.9	29.4	
\$10,000-14,999	4		3	3	40	9	7	62
			4.8	4.8	64.5	14.5	11.3	22.9
			4.2	25.0	38.8	13.2	41.2	
\$15,000-19,999	5		5	2	22	8	1	38
			13.2	5.3	57.9	21.1	2.6	14.0
			7.0	16.7	21.4	11.8	5.9	
\$20,000-24,999	6		5	1	8	16	1	31
			16.1	3.2	25.8	51.6	3.2	11.4
			7.0	8.3	7.8	23.5	5.9	
\$25,000-30,000	7		13	1	3	13	2	32
			40.6	3.1	9.4	40.6	6.3	11.8
			18.3	8.3	2.9	19.1	11.8	
OVER \$30,000	8		44	3	1	15		63
			69.8	4.8	1.6	23.8		23.2
			62.0	25.0	1.0	22.1		
	Column Total		71	12	103	68	17	271
			26.2	4.4	38.0	25.1	6.3	100.0

SALARIA 54.1-SALARY AT FIRST SCHOOL by NEWSET SETTING TYPE  
 Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

SALARIA		NEWSET					Page 1 of 1	
		Count	Row Pct	Orthodox Suppleme Preschoo Day Scho Orthodo				
				Day Sch	ntary Sc	l Non-Or		
				1	2	3		
LESS THAN \$1000	1			24		2	26	
				92.3		7.7	4.4	
				7.2		4.8		
\$1000-\$4999	2			8	271	65	350	
				2.3	77.4	18.6	59.1	
				10.0	80.9	53.7		
\$5000-9999	3			12	23	38	87	
				13.8	26.4	43.7	14.7	
				15.0	6.9	31.4		
\$10,000-14,999	4			34	12	10	72	
				47.2	16.7	13.9	12.2	
				42.5	3.6	8.3		
\$15,000-19,999	5			17	3	5	38	
				44.7	7.9	13.2	6.4	
				21.3	.9	4.1		
\$20,000-24,999	6			5	1	2	11	
				45.5	9.1	18.2	1.9	
				6.3	.3	1.7		
\$25,000-30,000	7			1		2	3	
				33.3		66.7	.5	
				1.3		4.8		
OVER \$30,000	8			3	1	1	5	
				60.0	20.0	20.0	.8	
				3.8	.3	.8		
	Column			80	335	121	592	
	Total			13.5	56.6	20.4	100.0	
						7.1	2.4	

Number of Missing Observations: 120

SALAR A 54.1-SALARY AT FIRST SCHOOL by NEWSETX3 Setting  
 Controlling for..  
 FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

SALAR A	Count	NEWSETX3			Page 1 of 1	
		Row Pct	Day Scho	Suppleme	Row Total	
			ol	ntary Sc		
			1	2	3	
\$1000-\$4999	2	3	42.9	14.3	42.9	7
			2.2	8.3	2.5	2.6
\$5000-9999	3	5	13.2	2.6	32	38
			3.6	8.3	26.7	14.0
\$10,000-14,999	4	12	19.4	4.8	47	62
			8.6	25.0	39.2	22.9
\$15,000-19,999	5	13	34.2	5.3	23	38
			9.4	16.7	19.2	14.0
\$20,000-24,999	6	21	67.7	3.2	9	31
			15.1	8.3	7.5	11.4
\$25,000-30,000	7	26	81.3	3.1	5	32
			18.7	8.3	4.2	11.8
OVER \$30,000	8	59	93.7	4.8	1	63
			42.4	25.0	.8	23.2
	Column	139	12	120	271	
	Total	51.3	4.4	44.3	100.0	

SALARA 54.1-SALARY AT FIRST SCHOOL by NEWSETX3 Setting  
 Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

SALARA	NEWSETX3			Page 1 of 1		
	Count	Row Pct	Day Scho			
			ol	Suppleme		
	Col Pct		1	ntary Sc	Pre-scho	Row
				ol	Total	Total
LESS THAN \$1000	1	2	24		26	
		7.7	92.3			4.4
		1.6	7.2			
\$1000-\$4999	2	14	271	65	350	
		4.0	77.4	18.6		59.1
		11.5	80.9	48.1		
\$5000-9999	3	20	23	44	87	
		23.0	26.4	50.6		14.7
		16.4	6.9	32.6		
\$10,000-14,999	4	47	12	13	72	
		65.3	16.7	18.1		12.2
		38.5	3.6	9.6		
\$15,000-19,999	5	25	3	10	38	
		65.8	7.9	26.3		6.4
		20.5	.9	7.4		
\$20,000-24,999	6	8	1	2	11	
		72.7	9.1	18.2		1.9
		6.6	.3	1.5		
\$25,000-30,000	7	3			3	
		100.0				.5
		2.5				
OVER \$30,000	8	3	1	1	5	
		60.0	20.0	20.0		.8
		2.5	.3	.7		
	Column	122	335	135	592	
	Total	20.6	56.6	22.8	100.0	

Number of Missing Observations: 120

SALARY 5h-SATISFACTION WITH SALARY by NEWSET SETTING TYPE  
 Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

		NEWSET					Page 1 of 1		
	Count	Orthodox	Suppleme	Preschoo	Day Scho	Orthodox		Row	
	Row Pct	Day	Sch	ntary	Sc	l Non-Or	ol Non-O	Prescho	Total
	Col Pct	1	2	3	4	5			
SALARY	-----	-----	-----	-----	-----	-----	-----	-----	
	1	6	6	8	11	2		33	
VERY SATISFIED		18.2	18.2	24.2	33.3	6.1		11.5	
		8.2	37.5	7.3	15.7	10.5			
	2	28	2	34	18	4		86	
SOMEWHAT SATISFI		32.6	2.3	39.5	20.9	4.7		30.0	
		38.4	12.5	31.2	25.7	21.1			
	3	19	5	29	19	3		75	
SOMEWHAT DISSATI		25.3	6.7	38.7	25.3	4.0		26.1	
		26.0	31.3	26.6	27.1	15.8			
	4	20	3	38	22	10		93	
VERY DISSATISFIE		21.5	3.2	40.9	23.7	10.8		32.4	
		27.4	18.8	34.9	31.4	52.6			
	Column	73	16	109	70	19		287	
	Total	25.4	5.6	38.0	24.4	6.6		100.0	

SALARY Sh-SATISFACTION WITH SALARY by NEWSET SETTING TYPE  
Controlling for..

FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

		NEWSET					Page 1 of 1	
		Count	Orthodox Suppleme Preschoo Day Scho Orthodox					Row
			Day Sch	ntary Sc	l Non-Or	ol Non-O	Prescho	
		1	2	3	4	5		Total
SALARY	-----							
1	12	113	8	7	1	141		
VERY SATISFIED	8.5	80.1	5.7	5.0	.7	23.0		
	15.2	32.3	6.4	15.9	6.7			
2	31	152	37	17	8	245		
SOMEWHAT SATISFI	12.7	62.0	15.1	6.9	3.3	40.0		
	39.2	43.4	29.6	38.6	53.3			
3	24	65	42	13	6	150		
SOMEWHAT DISSATI	16.0	43.3	28.0	8.7	4.0	24.5		
	30.4	18.6	33.6	29.5	40.0			
4	12	20	38	7		77		
VERY DISSATISFIE	15.6	26.0	49.4	9.1		12.6		
	15.2	5.7	30.4	15.9				
Column Total	79	350	125	44	15	613		
	12.9	57.1	20.4	7.2	2.4	100.0		

Number of Missing Observations: 83

# facsimile

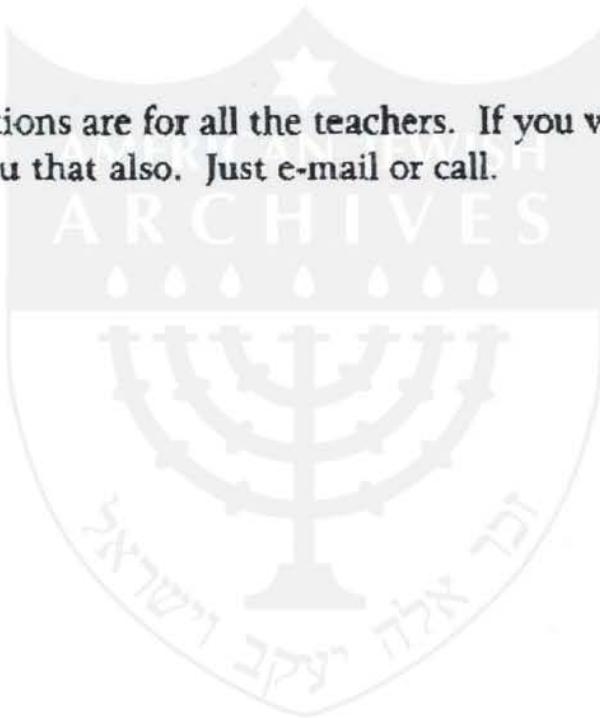
## TRANSMITTAL

**to:** Adam Gamoran  
**fax #:** (608) 263-6448  
**re:** Benefits by setting  
**date:** June 19, 1996  
**pages:** 11, including cover sheet.

Adam,

These cross-tabulations are for all the teachers. If you want only full-time, I can send you that also. Just e-mail or call.

Bill



From the desk of...

Bill Robinson  
Staff Researcher  
CIJE  
1525 Wood Creek Trail  
Roswell, Georgia 30076

(770) 552-0930  
Fax: (770) 998-0860

01 Oct 95 3-City Combined Teachers Data  
13:37:36 Using 3city6.sav

Page 70

## NEWSETX3 Setting by BENEFITS 5k-SATISFACTION WITH BENEFITS

	Count	BENEFITS				Page 1 of 1	
		Row Pct	VERY SAT SOMEWHAT SATISFI DISSATI SATISFIE				
			1	2	3	4	
NEWSETX3							
Day School	1	32	91	69	87	279	31.3
	11.5	32.6	24.7	31.2			
	28.3	29.2	32.1	34.5			
Supplementary Sc	2	47	140	85	72	344	38.6
	13.7	40.7	24.7	20.9			
	41.6	44.9	39.5	28.6			
Pre-school	3	34	81	61	93	269	30.2
	12.6	30.1	22.7	34.6			
	30.1	26.0	28.4	36.9			
Column		113	312	215	252	892	
Total		12.7	35.0	24.1	28.3	100.0	

Number of Missing Observations: 91



01 Oct 95 3-City Combined Teachers Data  
13:35:51 Using Scnty6.sav

Page 25

NEWSETX3 Setting by FREETUT1 33,1a-FREE TUITION AVAILABLE - SCH1

Count	Row Fct	Col Fct	FREETUT1	Page 1 of 1			
			AVAILBL	RECEIVE	NEITHER	Row Total	
			E	1	2	3	
NEWSETX3	-	-					Row Total
	1		142	94	66	302	
Day School		47.0	31.1	21.9		30.7	
		42.4	52.5	14.1			
	2		48	25	319	392	
Supplementary Sc		12.2	6.4	81.4		39.9	
		14.3	14.0	68.0			
	3		145	60	84	289	
Pre-school		50.2	20.8	29.1		29.4	
		43.3	33.5	17.9			
Column		335	179	469		983	
Total		34.1	18.2	47.7		100.0	

Number of Missing Observations: 0



01 Oct 95 3-City Combined Teachers Data  
13:36:50 Using 3-city6.sav

Page 26

NEWSETX3 Setting by DAYCARE1 33,1b-DAY CARE AVAILABLE - SCH1

Court Row Fct Col Fct	DAYCARE1			Page 1 of 1  Row Total	
	AVAILABLE RECEIVE NEITHER				
	1	2	3		
NEWSETX3					
Day School	1 11.3 25.6	34 6.6 40.0	20 82.1 31.0	302 30.7	
Supplementary Sch.	2 4.3 12.8	17 3.6 28.0	361 92.1 45.1	392 39.9	
Pre-school	3 28.4 61.7	82 5.5 32.0	16 66.1 23.9	289 29.4	
Column Total	133 13.5	50 5.1	800 81.4	983 100.0	

Number of Missing Observations: 0



01 Oct 95 3-City Combined Teachers Data  
13:36:50 Using Deity6.sav

Page 27

NEWSETX3 Setting by FREEMEM1 33,1c-FREE SYNAGOGUE MEMBERSHIP -SCH1

Count Row Pct Col Pct	FREEMEM1			Page 1 of 1  Row Total	
	AVAILBL RECEIVE NEITHER				
	1	2	3		
NEWSETX3					
Day School	1	66 21.9 36.1	75 24.8 40.5	161 53.3 26.2	302 30.7
Supplementary Sc	2	50 12.8 27.3	40 10.2 21.6	302 77.0 49.1	392 39.9
Pre-school	3	67 23.2 36.6	70 24.2 37.8	152 52.6 24.7	289 29.4
	Column Total	183 18.6	185 18.8	615 62.6	983 100.0

Number of Missing Observations: 0



01 Oct 95 3-City Combined Teachers Data  
13:36:50 Using 3cttyle.sav

Page 28

NEWSETX3 Setting By TICKETS1 33,1d-HIGH HOLIDAY TICKETS-SCH1

		TICKETS1			Page 1 of 1	
Count		Row Tot	AVAILBL	RECEIVE	NEITHER	
Row Tot	Col Tot	E	1	2	3	Row Total
NEWSETX3	..					
			27	27	248	302
Day School			8.9	8.9	82.1	30.7
			27.8	31.0	31.0	
			47	39	306	392
Supplementary Sc			12.0	9.9	78.1	39.9
			48.5	44.8	38.3	
			23	21	245	289
Pre-school			8.0	7.3	84.8	29.4
			23.7	24.1	30.7	
Column			97	87	799	983
Total			9.9	8.9	81.3	100.0

Number of Missing Observations: 0



01 Oct 95 3 City Combined Teachers Data  
13:36:50 Using 3cityf.sav

Page 29

NEWSETX3 Setting by MONEYCF1 33,le-EDUCATIONAL REIMBURSEMENT -SCHL

Count Row Pat. Col Pat.	MONEYCF1			Page 1 of 1  Row Total	
	AVAILBL	RECEIVE	NEITHER		
	E	1	2	3	
NEWSETX3					
Day School	1	88 29.1 26.8	75 24.8 31.4	139 46.0 33.4	302 30.7
Supplementary Sc	2	131 33.4 39.9	89 22.7 37.2	172 43.9 41.3	392 39.9
Pre-school	3	109 37.7 33.2	75 26.0 31.4	105 36.3 25.2	289 29.4
	Column	328	239	416	983
	Total	33.4	24.3	42.3	100.0

Number of Missing Observations: 0

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Page 30

NEWSETX3 Setting by SABBATI 33,1f-SABATICAL LEAVE-SCH1

	SABBATI			Page 1 of 1	
	Count	AVAILBL	RECEIVE		
	Row Pct	NEITHER			
Col Pct	E	1	2	3	Row Total
NEWSETX3					
Day School		13	20	269	302
		4.3	6.6	89.1	30.7
		37.1	40.8	29.9	
Supplementary Sc		2	7	9	376
		1.8	2.3	95.9	39.9
		20.0	18.4	41.8	
Pre-school		3	15	20	254
		5.2	6.9	87.9	29.4
		42.9	40.8	28.3	
Column		35	49	899	983
Total		3.6	5.0	91.5	100.0

Number of Missing Observations: 0

01 Oct 95 3-City Combined Teachers Data  
13:36:51 Using Unity6.sav

Page 31

NEWSETX3 Setting by DISAB1 33,1g-DISABILITY LEAVE-SCH1

Count	Row Per	Col Per	DISAB1			Page 1 of 1
			AVAILBL	RECEIVE	NEITHER	
		E	1	2	3	
NEWSETX3						
	1	40	21	241		302
Day School		13.2	7.0	79.8		30.7
		41.7	42.9	28.8		
	2	12	11	369		392
Supplementary Sch		3.1	2.8	94.1		39.9
		12.5	22.4	44.0		
	3	44	17	228		289
Pre-school		15.2	5.9	78.9		29.4
		45.8	34.7	27.2		
Column Total		96	49	838		983
Total		9.8	5.0	85.2		100.0

Number of Missing Observations: 0



01 Oct 95 3-City Combined Teachers Data  
13:36:51 Using 3city6.sav

Page 32

NEWSETX3 Setting by HEALTH1 33,1h-HEALTH PLAN-SCH1

		HEALTH1			Page 1 of 1	
Count		AVAILBL	RECEIVE	NEITHER		
Row Pct	Col Pct	E				Row Total
NEWSETX3	-		1	2	3	
Day School			92	50	160	302
			30.5	16.6	53.0	30.7
			59.0	52.1	21.9	
Supplementary Sc			2	11	15	366
			2.8	3.8	93.4	392
			7.1	15.6	50.1	39.9
Pre-school			3	53	31	205
			18.3	10.7	70.9	289
			34.0	32.3	28.0	29.4
Column Total			156	96	731	983
Total			15.9	9.8	74.4	100.0

Number of Missing Observations: 0

01 Oct 95 3-City Combined Teachers Data  
13:36:51 Using 3city6.sav

Page 33

## NEWSETX3 Setting by PENSION1 33,1i-PENSION BENEFITS-SCH1

Count.	PENSION1			Page 1 of 1	
	Row Pat:	AVAILABLE RECEIVE NEITHER			
		Col Pat:	E		
NEWSETX3		1	2	3	Row Total
	1	71	69	162	302
Day School		23.5	22.8	53.6	30.7
		56.3	58.0	22.0	
	2	11	15	366	392
Supplementary Sc		2.8	3.8	93.4	39.9
		8.7	12.6	49.6	
	3	44	35	210	289
Pre-school		15.2	12.1	72.7	29.4
		34.9	29.4	28.5	
column:		126	119	738	983
Total		12.8	12.1	75.1	100.0

Number of Missing Observations: 0



01 Oct 95 3-City Combined Teachers Data  
13:37:34 Using 3city6.sav

Page 64

NEWSETX3 Setting by HEALTH1 33,1h-HEALTH PLAN-SCH1  
Controlling for.  
FULTIMR2 Full-time? - 25 hours or more Value = 1 Yes

Count	Row Pct	Col Pct	HEALTH1			Page 1 of 1
			AVAILABL	RECEIVE	NEITHER	
			E			
NEWSETX3			1	2	3	Row Total
Day School	1		48	35	65	148
			32.4	23.6	43.9	50.7
			57.8	60.3	43.0	
Supplementary Sc	2		2	3	11	16
			12.5	18.8	68.8	5.5
			2.4	5.2	7.3	
Pre-school	3		33	20	75	128
			25.8	15.6	58.6	43.8
			39.8	34.5	49.7	
Column			83	58	151	292
Total			28.4	19.9	51.7	100.0



01 Oct 95 3-City Combined Teachers Data  
13:37:34 Using 3City6.sav

Page 65

NEWSETX3 Setting by HEALTH1 33,1h-HEALTH PLAN-SCHL  
Controlling for..  
FULTIMR2 Fulltime? = 25 hours or more Value = 2 No

Count	HEALTH1			Page 1 of 1	
	Row Pct	AVAILBL RECEIVE NEITHER			
		Col Pct	E		
NEWSETX3		1	2	3	
Day School		35	11	80	
		27.8	8.7	63.5	
		57.4	33.3	15.0	
Supplementary Sc	2	7	11	339	
		2.0	3.1	95.0	
		11.5	33.3	63.7	
Pre-school	3	19	11	113	
		13.3	7.7	79.0	
		31.1	33.3	21.2	
Column		61	33	532	
Total		9.7	5.3	626	
				100.0	

Number of Missing Observations: 65

01 Oct 95 3-City Combined Teachers Data  
13:37:34 Using 3citiy6.sav

Page 68

NEWSETX3 Setting by PENSION1 33,11-PENSION BENEFITS-SCH1  
Controlling for..  
FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

	PENSION1			Page 1 of 1		
	Count	Row Pct	AVAILBL RECEIVE	NEITHER	Row Total	
	Col Pct	%	1	2		
NEWSETX3						
Day School	1		36 24.3 52.2	41 27.7 65.1	71 48.0 44.4	148 50.7
Supplementary Sc	2		3 18.8 4.3	2 12.5 3.2	11 68.8 6.9	16 5.5
Pre-school	3		30 23.4 43.5	20 15.6 31.7	78 60.9 48.8	128 43.8
	Column		69	63	160	292
	Total		23.6	21.6	54.8	100.0



01 Oct 95 3-City Combined Teachers Data  
13:37:35 Using 3cityf.sav

Page 69

NEWSETX3 Setting by PENSION1 33,11-PENSION BENEFITS-SCH1  
Controlling for..  
FULTIMR2 Fulltime? 25 hours or more Value = 2 No

		PENSION1			Page 1 of 1	
Count		Row Pct	AVAILBL	RECEIVE	NEITHER	Row
		Col Pct	E			Total
NEWSETX3	-					
	1	1	29	25	72	126
Day School		33.0	19.8	57.1		20.1
		58.0	49.0	13.7		
	2	2	7	11	339	357
Supplementary Sc		2.0	3.1	95.0		57.0
		14.0	21.6	64.6		
	3	3	14	15	114	143
Pre-school		9.8	10.5	79.7		22.8
		28.0	29.4	21.7		
	Column		50	51	525	626
	Total		8.0	8.1	83.9	100.0

Number of Missing Observations: 65



**facsimile**  
TRANSMITTAL

---

**to:** ADAM GAMORAN  
**fax #:** (608) 263-6448  
**re:** BENEFITS X SETTING X PT/FT  
**date:** June 20, 1996  
**pages:** 21, including cover sheet.



From the desk of...

Bill Robinson  
Staff Researcher  
CIJE  
1525 Wood Creek Trail  
Roswell, Georgia 30076

(770) 552-0930  
Fax: (770) 998-0860

NEWSETX3 Setting by BENEFITS 5k-SATISFACTION WITH BENEFITS  
 Controlling for..  
 FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

	Count	BENEFITS				Page 1 of 1
		Row Pct	VERY SAT		SOMEWHAT SATISFI	
			1	2	3	4
NEWSETX3	-----					
Day School	1	16	34	32	55	137
		11.7	24.8	23.4	40.1	50.0
		40.0	42.5	58.2	55.6	
Supplementary S.	2	2	3	4	5	14
		14.3	21.4	28.6	35.7	5.1
		5.0	3.8	7.3	5.1	
Pre-school	3	22	43	19	39	123
		17.9	35.0	15.4	31.7	44.9
		55.0	53.8	34.5	39.4	
Column Total		40	80	55	99	274
Total		14.6	29.2	20.1	36.1	100.0



NEWSSETX3 Setting by BENEFITS 5k-SATISFACTION WITH BENEFITS  
 Controlling for..  
 FULLTIME2 Fulltime? = 25 hours or more Value = 2 No

	Count	BENEFITS				Page 1 of 1	
		Row Pct	VERY SAT	SOMEWHAT SATISFI	SOMEWHAT DISSATI		
			ISFIED	SATISFI	DISSATI		
NEWSSETX3		1	11	49	30	26	116
Day School		9.5	42.2	25.9	22.4	20.8	
		18.6	22.8	20.3	19.3		
Supplementary Sc		2	38	131	79	64	312
		12.2	42.0	25.3	20.5	56.0	
		64.4	60.9	53.4	47.4		
Pre-school		3	10	35	39	45	129
		7.8	27.1	30.2	34.9	23.2	
		16.9	16.3	26.4	33.3		
	Column.		59	215	148	135	557
	Total		10.6	38.6	26.6	24.2	100.0

Number of Missing Observations: 152

01 Oct 95 3-City Combined Teachers Data  
13:37:30 Using Ncity6.sav

Page 36

NEWSETX3 Setting by FREETUT1 33,1a-FREE TUITION AVAILABLE - SCH1  
Controlling for...  
FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

		FREETUT1			Page 1 of 1	
Count	Row Pct.	AVAILABL	RECEIVE	NEITHER		Row Total
Col Pct.	E	1	2	3		
NEWSETX3						
	1	71	48	29	148	
Day School		48.0	32.4	19.6	50.7	
		47.7	69.6	39.2		
	2	4	2	10	16	
Supplementary Sc		25.0	12.5	62.5	5.5	
		2.7	2.9	13.5		
	3	74	19	35	128	
Pre-school		57.8	14.8	27.3	43.8	
		49.7	27.5	47.3		
Column Total		149	69	74	292	
Total		51.0	23.6	25.3	100.0	

AMERICAN JEWISH  
ARCHIVES



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NEWSSETX3 Setting by FREETUT1 33,1a~FREE TUITION AVAILABLE - SCH1  
Controlling for..  
FULTIMR2 Fulltime? ~ 25 hours or more Value = 2 No

		FREETUT1			Page 1 of 1	
Count		Row Pct	AVAILABL	RECEIVE	NEITHER	Row Total
Col Pct						
NEWSSETX3			1	2	3	
Day School	1	58	39	29	126	126
		46.0	31.0	23.0		20.1
		36.0	39.0	7.9		
Supplementary Sc	2	38	22	297	357	357
		10.6	6.2	83.2		57.0
		23.6	22.0	81.4		
Pre-school	3	65	39	39	143	143
		45.5	27.3	27.3		22.8
		40.4	39.0	10.7		
Column		161	100	365	626	
Total		25.7	16.0	58.3	100.0	

Number of Missing Observations: 65

01 Oct 95 3-City Combined Teachers Data  
13:37:30 Using City6.sav

Page 40

NEWSETX3 Setting by DAYCARE1 33,1b-DAY CARE AVAILABLE - SCH1  
Controlling for..  
FULTIMR2 Fulltime? = 25 hours or more Value = 1 Yes

	DAYCARE1			Row Total
	Count	AVAILABL	RECEIVE	
	Row Pct	NEITHER		
Col Pct	E			
NEWSETX3		1	2	3
Day School	1	25	8	115
		16.9	5.4	77.7
		36.8	57.1	54.8
Supplementary Sc	2	1		15
		6.3		93.8
		1.5		7.1
Pre-school	3	42	6	80
		32.8	4.7	62.5
		61.8	42.9	38.1
Column Total		68	14	210
Total		23.3	4.8	71.9
				292
				100.0



01 Oct 95 3-City Combined Teachers Data  
13:37:30 Using city6.sav

Page 41

NEWSETX3 Setting by DAYCARE1 33,1b-DAY CARE AVAILABLE - SCH1  
Controlling for..  
FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

	DAYCARE1			Row Total
	Count		Page 1 of 1	
	Row Pct	AVAILBL RECEIVE	NEITHER	
Col Pct	E			
NEWSETX3		1	2	3
Day School	1	8	9	109
		6.3	7.1	86.5
		13.3	28.1	20.4
Supplementary Sc	2	14	13	330
		3.9	3.6	92.4
		23.3	40.6	61.8
Pre-school	3	38	10	95
		26.6	7.0	66.4
		63.3	31.3	17.8
Column		60	32	534
Total		9.6	5.1	626
				100.0

Number of Missing Observations: 65

01 Oct 95 3-City Combined Teachers Data  
13:37:31 Using !city6.sav

Page 44

NEWSSETX3 Setting by FREEMEM1 33,1c-FREE SYNAGOGUE MEMBERSHIP -SCH1  
Controlling for:  
FULTIMR2 Fulltime? = 25 hours or more Value = 1 Yes

		FREEMEM1			Page 1 of 1	
		Count	Row Pct.	AVAILABLE RECEIVE NEITHER		Row Total
		Col Pct.	5			
NEWSSETX3						
		1		2	3	
Day School		27		35	86	148
		18.2		23.6	58.1	50.7
		43.5		47.9	54.8	
Supplementary Sc		1		4	11	16
		6.3		25.0	68.8	5.5
		1.6		5.5	7.0	
Pre-school		34		34	60	128
		26.6		26.6	46.9	43.8
		54.8		46.6	38.2	
Column		62		73	157	292
Total		21.2		25.0	53.8	100.0



01 Oct 95 3-City Combined Teachers Data  
13:27:31 Using 3city6.sav

Page 45

NEWSETX3 Setting by FREEMEM1 33,1c-FREE SYNAGOGUE MEMBERSHIP ~SCH1  
Controlling for..  
FULTIMR2 Fulltime? - 25 hours or more Value = 2 No

	FREEMEM1			Page 1 of 1
	Count	Row Pct	AVAILABL RECEIVE NEITHER	
	Col Pct	8		
NEWSETX3				Row Total
	1	31	34	61
Day School		24.6	27.0	48.4
		29.0	33.3	14.6
	2	44	34	279
Supplementary Sc		12.3	9.5	78.2
		41.1	33.3	66.9
	3	32	34	77
Pre-school		22.4	23.8	53.8
		29.9	33.3	18.5
Column		107	102	417
Total		17.1	16.3	626
				100.0

Number of Missing observations: 65

01 Oct 95 3-City Combined Teachers Data  
13:37:31 Using 3city6.sav

NEWSETX3 Setting by TICKETS1 33,1d-HIGH HOLIDAY TICKETS-SCH1  
Controlling for..  
FULTIMR2 Fulltime? 25 hours or more Value = 1 Yes

	TICKETS1			Page 1 of 1		
	Count	Row Pct	AVAILBL	RECEIVE	NEITHER	
	Col Pct	%				
NEWSETX3	1		14	15	119	148
Day School	2	9.5	10.1	80.4	50.2	50.7
		56.0	60.0	49.2		
Supplementary Sc	2	1	1	14	14	16
	3	6.3	6.3	87.5	5.8	5.5
		4.0	4.0			
Pre-school	3	10	9	109	109	128
		7.8	7.0	85.2	7.8	43.8
		40.0	36.0	45.0		
Column Total		25	25	242	242	292
Total		8.6	8.6	82.9	82.9	100.0



01 Oct 95 3-City Combined Teachers Data  
13:37:32 Using City6.sav

Page 19

NEWSETX3 Setting by TICKETS1 33,1d-HIGH HOLIDAY TICKETS-SCH1  
Controlling for..  
FULTIMR2 Fulltime? > 25 hours or more Value = 2 No

		TICKETS1			Page 1 of 1	
Count		Row Pct	AVAILABLE	RECEIVE	NEITHER	
		Col Pct	E			Row Total
NEWSETX3	-					
	1	9	10	107	126	
Day School		7.1	7.9	84.9	20.1	
		14.8	16.9	21.1		
	2	40	37	280	357	
Supplementary Sc		11.2	10.4	78.4	57.0	
		65.6	62.7	55.3		
	3	12	12	119	143	
Pre-school		8.4	8.4	83.2	22.8	
		19.7	20.3	23.5		
Column		61	59	506	626	
Total		9.7	9.4	80.8	100.0	

Number of Missing Observations: 65

01 Oct 95 3-City Combined Teachers Data  
13:37:33 Using 'city6.sav'

Page 52

NEWSETX3 Setting by MONEYCF1 33,1e-EDUCATIONAL REIMBURSEMENT -SCH1  
Controlling for..  
FULTIMR2 Fulltime=1 - 25 hours or more Value = 1 Yes

		MONEYCF1			Page 1 of 1	
		Count	Row Pct	AVAILBL RECEIVE	NEITHER	
		Col Pct	%			Row Total
NEWSETX3	-			1	2	3
Day School	1	50	45	53		148
		33.8	30.4	35.8		50.7
		46.3	52.9	53.5		
Supplementary	2	5	5	6		16
		31.3	31.3	37.5		5.5
		4.6	5.9	6.1		
Pre-school	3	53	35	40		128
		41.4	27.3	31.3		43.8
		49.1	41.2	40.4		
Column		108	85	99	292	
Total		37.0	29.1	33.9	100.0	



01 Oct 95 3-City Combined Teachers Data  
13:37:33 Using 3City6.sav

Page 53

NEWSETX3 Setting by MONEYCF1 33, le-EDUCATIONAL REIMBURSEMENT -SCH1  
Controlling for..  
FULTIMR2 Fulltime? = 25 hours or more Value = 2 No

NEWSETX3		MONEYCF1			Row Total	
		Count	AVAILABL	RECEIVE		
		Row Pct	E	1	2	3
Day School	1	33	23	70	126	
Supplementary Sc	2	26.2	18.3	55.6	20.1	
		16.3	16.1	25.0		
Pre-school	3	118	82	157	357	
		33.1	23.0	44.0	57.0	
		58.1	57.3	56.1		
Pre-school	3	52	38	53	143	
		36.4	26.6	37.1	22.8	
		25.6	26.6	18.9		
Column		203	143	280	626	
Total		32.4	22.8	44.7	100.0	

Number of Missing Observations: 65

01 Oct 95 3-City Combined Teachers Data  
13:37:33 Using 3-city.sav

Page 56

NEWSSETX3 Setting by SABBAT1 33,1f-SABATICAL LEAVE--SCH1  
Controlling for..  
FULTIMR2 Fulltime=1 - 25 hours or more Value = 1 Yes

		SABBAT1			Page 1 of 1	
Count		Row Pct	AVAILABLE	RECEIVE	NEITHER	
	Col Pct	%				Row Total
NEWSSETX3			1	2	3	
	1	8	13	127	148	
Day School		5.4	8.8	85.8	50.7	
		44.4	56.5	50.6		
	2	1		15	16	
Supplementary Sc		6.3		93.8	5.5	
		5.6		6.0		
	3	9	10	109	128	
Pre-school		7.0	7.8	85.2	43.8	
		50.0	43.5	43.4		
Column		18	23	251	292	
Total		6.2	7.9	86.0	100.0	



01 Oct 95 3-City Combined Teachers Data  
13:37:33 Using 3-City6.sav

Page 57

NEWSETX3 Setting by SABBATI 33,1f-SABATICAL LEAVE-SCH1  
Controlling for..  
FULTIMR2 Fulltime? = 25 hours or more Value = 2 No

		SABBATI			Page 1 of 1	
Count	Row Pct	AVAILBL RECEIVE NEITHER			Row Total	Col Pct
		1	2	3		
NEWSETX3						
		3	6	117	126	
Day School		2.4	4.8	92.9	20.1	
		11.4	25.0	19.9		
		3	5	8	344	
Supplementary Sc		1.4	2.2	96.4	57.0	
		35.7	33.3	58.5		
		3	6	10	127	
Pre-school		4.2	7.0	88.8	22.8	
		42.9	41.7	21.6		
	Column	14	24	588	626	
	Total	2.2	3.8	93.9	100.0	

Number of Missing Observations: 65

01 Oct 95 3-City Combined Teachers Data  
13:37:33 Using 3City6.sav

Page 60

NEWSETX3 Setting by DISABL 33,1g-DISABILITY LEAVE-SCH1  
Controlling for..  
FULTIMR2 Fulltime? - 25 hours or more Value = 1 Yes

	Count	DISABL			Row Total	
		Row Pct	AVAILBL RECEIVE NEITHER			
			Col Pct	E		
NEWSETX3			1	2	3	
Day School		28	12	108	148	
		18.9	8.1	73.0	50.7	
		45.9	57.1	51.4		
Supplementary Sc		2	3	13	16	
		18.8		81.3	5.5	
		4.9		6.2		
Pre-school		3	30	9	89	
		23.4		7.0	69.5	
		49.2	42.9	42.4	43.8	
Column Total		61	21	210	292	
Total		20.9	7.2	71.9	100.0	



01 Oct 95 3-City Combined Teachers Data  
13:37:34 Using 3city6.sav

Page 61

NEWSETX3 Setting by DISAB1 33,1g-DISABILITY LEAVE-SCH1  
Controlling for..  
FULTIMR2 Fulltime? 25 hours or more Value = 2 No

Count	Row Pct	Col Pct	DISAB1			Row Total
			AVAILABL	RECEIVE	NEITHER	
			E			
NEWSETX3			1	2	3	
Day School	1		8	8	110	126
			6.3	6.3	87.3	20.1
			27.6	30.8	19.3	
Supplementary Sc	2		8	10	339	357
			2.2	2.8	95.0	57.0
			27.6	38.5	59.4	
Pre-school	3		13	8	122	143
			9.1	5.6	85.3	22.8
			44.8	30.8	21.4	
Column			29	26	571	626
Total			4.6	4.2	91.2	100.0

Number of Missing Observations: 65