

CAJE's approach to benefits for Jewish educators

Prepared by Eli Schaap, Assistant Executive Director CAJE, September 28, 2004

Background:

The Coalition for the Advancement of Jewish Education (CAJE) has been collecting basic demographic data on its members since January 2001. As of now CAJE has collected these data for 70% of its members. In addition, CAJE has been collecting data on Jewish educators as part of its advocacy efforts. The Advocacy Commission of CAJE is a project to rededicate CAJE to its original mission of advocating on behalf of the Jewish educator. Responding to the mandate of the CAJE membership, this group is working on the personnel crisis in Jewish education and advocating new solutions in the areas of recruitment, retention, and resources for Jewish education. Since the 2001 CAJE Conference, the Commission has been surveying CAJE members on many of the issues relating to recruitment and retention, including salaries, benefits, attitudes towards remaining in the field, working conditions etc.

Why are benefits so important?

Our ultimate goal is excellence in Jewish education. One of the critical ingredients towards achieving excellence is to have a cadre of top-notch professional Jewish educators. To accomplish this we need adequate salaries, and, especially if the salaries are inadequate, a good benefits package. Accompanying any compensation is the issue of *kavod* (status) which plays a very important role in recruitment and retention.

Three different types of benefits:

- 1 – Major medical and Pension: Even when they are provided, employees are often asked to contribute a significant percentage of the premium for Major Medical Insurance. With retirement benefits, the employers are even less inclined to help.
- 2 – Pre-tax benefits facilitated by the employer: Even if an employer is unwilling to pay for a benefit, far too few employers offer the option to deduct money on a pre-tax basis. Possible examples are: professional dues, cafeteria-style plans, tuition for the spouse/children at another educational institution from elementary school through college, commuting costs.
- 3 – In-kind benefits provided by the employer or others in the Jewish community. Possible examples are: tuition for children at the same school, synagogue dues, JCC dues, discounts in the community, free-loan society, discounts extended on professional fees by doctors and lawyers.

What has CAJE done so far?

Initially CAJE set up a national plan for major medical insurance. While a few people enrolled, plans such as this are expensive and many educators were already covered through their spouses. In addition because insurers are fearful of the exposure, the insurer closed this program for new enrollment. In our extensive research we found that, in many states, employers can achieve lower costs by staying with smaller groups because rates then are set by the State and can't be higher for a small group whose members are likely to have higher claim rates. The people who tend to have higher claim rates are older people, Jews and educators. Since our population fits all three descriptions, unlike as with other insurance products, a bigger group is not necessarily more economical.

CAJE has a preferred provider for retirement benefits. Silberberg Associates Inc. and Lincoln National Life Insurance Company are providing a new Tax Sheltered Annuity 403(b) Retirement Program designed exclusively for CAJE members. The program is administered by Silberberg Associates Inc. and is underwritten by Lincoln National Life Insurance Company, one of the most respected names in the

	Early Childhood	Day School	Congreg. School	Teachers	Admin.	Teachers	Admin.
# of schools	1,200	650	1,700				
Estimated number of children in the system	122,500	184,000	250,000				
Estimated number of educators	20,000	1,500	22,000	5,000	25,000	2,000	
What are the 3 things that would most improve your job as a Jewish educator?	73%	58%	71%	66%	59%	69%	
Increased salary	57%	48%	47%	37%	40%	37%	
Professional development including degree programs	27%	41%	37%	26%	24%	29%	
Pension	16%	30%	20%	49%	24%	44%	
Support services (such as secretaries, aides)	22%	11%	19%	9%	25%	19%	
Health insurance	19%	22%	16%	3%	18%	15%	
Mentoring	16%	7%	19%	4%	26%	19%	
Curricular or lesson planning assistance	5%	15%	4%	3%	25%	19%	
Respect from colleagues	41%	41%	46%	40%	43%	48%	
Considered leaving Jewish education for a period of time to work in another field outside Jewish community?	24%	11%	24%	6%			
Ever LEFT Jewish education for a period of time for work in another field outside of the Jewish community?							
If yes, what caused you to leave or consider leaving?	50%	27%	30%	33%	57%	59%	
Need for more money	44%	18%	22%	20%	28%	27%	
Career growth	25%	18%	18%	13%	37%	27%	
Need to receive benefits	6%	18%	12%	7%	42%	43%	
A bad work experience	9%	14%	9%	20%	25%	28%	
Family priorities	\$15,000	\$42,500	\$41,250	\$75,000	\$2,500	\$45,000	
Median Family Income	\$75,000	\$115,000	\$97,500	\$115,000	\$82,500	\$97,500	
To what degree are you satisfied with the salary or pay you received from Jewish education?							
Very satisfied or satisfied	54%	55%	46%	60%	70%	71%	
Median age currently	49	52	48	51	48	49	
Median age at which they entered the field	35	32	28	27	35	29	
Median number of hours	25	40	40	40	6	40	
% of educators working 20 or more hours per week	68%	97%	91%	99%	14%	88%	
% Married	83%	81%	79%	71%	64%	78%	
% Female	96%	99%	86%	67%	85%	80%	
Employers offer major medical insurance, educators working over 20 hours/week	39%	50%	89%	95%		76%	
Employers offer retirement insurance, educators working over 20 hours/week	23%	36%	67%	79%		54%	
Dental	15%	35%	30%	47%		18%	
Life Insurance	10%	36%	23%	69%		19%	
Long-term Disability	5%	31%	30%	37%		25%	
Cafeteria style plan	20%	27%	24%	79%		12%	
Reduced tuition child at their own school	81%	81%	75%	80%	27%	67%	
Reduced tuition child at another school	10%	3%	4%	10%	1%	4%	
Reduced childcare child at their own school	48%	56%	12%	25%	10%	21%	
Reduced tuition child at summer camp	52%	47%	13%	15%	11%	21%	
Reduced membership Synagogue	52%	50%	21%	37%	32%	65%	
Reduced membership JCC/Y	38%	25%	35%	35%	6%	11%	

Finances of Early Childhood Programs – Instrument
Number of Children: Number of Teachers: Salary Director:
Tuition: \$ Membership Dues: \$ Building Fund: \$
by Eli Schaap, July 26, 2004

CONFIDENTIALITY: Please note that all the information on this form will only be available to the members of the **Project Kavod** finance committee. The members of this committee are by profession certified accountants or financial advisers. The only information that will be shared beyond this committee is the total revenue for the early childhood program (#10), the total direct expenses (#27) and the adjusted total of the expenses based on functional allocation of the overhead (#28). Only these three financial figures will be shared beyond the **Project Kavod** finance committee.

Income:

1	What is the total income from tuition based on what should be paid according to the fees?	\$ -
2	Reduce this amount by the amount of scholarships given	\$ -
3	What is the adjusted tuition amount (#1 - #2)?	\$ -
4	What is the total income from program and other fees?	\$ -
5	Reduce this amount by the amount of scholarships given	\$ -
6	What is the adjusted total income from program and other fees (#4 - #5)?	\$ -
7	What is the total income for grants and donations earmarked for the EC program?	\$ -
8	What is the total income for the building fund, if this is mandated?	\$ -
9	What is the income from required membership fees paid for by the parents of the EC programs children, if they are mandated for enrollment of children into the EC program?	\$ -
10	The total income for the EC programs is #3 + #6 + #7 + # 8 + #9	\$ -

Expenses:

Direct

11	Total salaries and consultant fees of the EC program staff (only report those staff members who work exclusively in the EC program)	\$ -
12	Total benefits paid for the employees listed under #11	\$ -
13	Total direct program expenses (supplies, professional development, telephone if it is separately invoiced. etc.)	\$ -
14	Liability Insurance (if the costs to the EC program are tracked separately)	\$ -
15	Capital equipment specifically purchased for the EC program (costs can be spread over more than one year)	\$ -
16	Total direct expenses is #11 + #12 + #13 + #14 + #15	\$ -

Indirect

List all employees and consultants which have some involvement with the EC program		
Staff member	Total compensation including benefits	% of Time spend on EC program
Rabbi	\$ 240,000.00	1%
Cantor	\$ 125,000.00	0%
Assoc. Rabbi	\$ 110,000.00	15%
Exec. Director	\$ 65,000.00	5%
Educ. Director	\$ 95,000.00	15%
Bookkeeper	\$ 75,000.00	40%
Accountant	\$ -	0%
Maintenance Staff: See line #25 Below		
17	Total Indirect Expenses Based on Employee Costs	Other Employee Costs
	\$ -	\$ -

Finances of Early Childhood Programs – Instrument
Sample of One New York Area Congregation-Based School (162 children)
Tuition: \$4,500 Membership Dues: \$750 Building Fund: \$500
by Eli Schaap, March 29, 2004

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Income:

1	What is the total income from tuition based on what should be paid according to the fees?	\$ 713,500
2	Reduce this amount by the amount of scholarships given	\$ -
3	What is the adjusted tuition amount (#1 - #2)?	\$ 713,500
4	What is the total income from program and other fees?	\$ -
5	Reduce this amount by the amount of scholarships given	\$ -
6	What is the adjusted total income from program and other fees (#4 - #5)?	\$ -
7	What is the total income for grants and donations earmarked for the EC program?	\$ 10,000
8	What is the total income for the building fund, if this is mandated?	\$ 62,500
9	What is the income from required membership fees paid for by the parents of the EC programs children, if they are mandated for enrollment of children into the EC program?	\$ 93,750
10	The total income for the EC programs is #3 + #6 + #7 + # 8 + #9	\$ 879,750

Expenses:

Direct

11	Total salaries and consultant fees of the EC program staff (only report those staff members who work exclusively in the EC program)	\$ 465,500
12	Total benefits paid for the employees listed under #11	\$ 40,000
13	Total direct program expenses (supplies, professional development, telephone if it is separately invoiced. etc.)	\$ 28,000
14	Liability Insurance (if the costs to the EC program are tracked separately)	\$ -
15	Capital equipment specifically purchased for the EC program (costs can be spread over more than one year)	\$ -
16	Total direct expenses is #11 + #12 + #13 + #14 + #15	\$ 533,500

Indirect

List all employees and consultants which have some involvement with the EC program			Total Cost
Staff member	Total compensation including benefits	% of Time spend on EC program	EC
Rabbi	\$ 240,000.00	1%	\$ 2,400
Cantor	\$ 125,000.00	0%	\$ -
Assoc. Rabbi	\$ 110,000.00	15%	\$ 16,500
Exec. Director	\$ 65,000.00	5%	\$ 3,250
Educ. Director	\$ 95,000.00	15%	\$ 14,250
Bookkeeper/Accountant	\$ 75,000.00	40%	\$ 30,000
Maintenance Staff: See line #25 Below			
17	Total Indirect Expenses Based on Employee Costs/Other Employee Costs		\$ 66,400