

JEWISH DAY SCHOOL EXECUTIVE SALARIES

2015–16

A common question in the Jewish day school world concerns executive compensation. This information is needed by many people, including boards that are hiring new executives, heads of school who are negotiating their contracts, and financial managers studying their school’s personnel costs. All totaled, 134 schools provided information for this report in 2015-16, a 41% increase over the previous year’s participation rate. Results presented below are based on data retrieved from www.jdata.com on April 26, 2016.

Although there are more schools included in the 2015-16 analysis, there is little change from the previous year. School size still stands out as the primary factor affecting salary.

BACKGROUND INFORMATION

Which schools are included in the salary report?

The information comes from schools of all sizes and denominations, in all regions of the United States (Table 1).

Table 1: Schools Reporting Executive Salary by Denomination, Region, and Size

	Number	Percent
Denomination		
Orthodox	55	41%
Conservative	21	16%
Community	39	29%
Reform	3	2%
Pluralist	16	12%
Region*		
Northeast	39	29%
South	32	24%
Midwest	22	16%
West	41	31%
Enrollment (Total students)		
Fewer than 100	45	34%
100-250	43	32%
251-500	31	23%
501 or more	15	11%
TOTAL	134	100%

*Northeast includes 3 schools from Eastern Canada and West includes 2 schools from Western Canada.

Which professionals are included in the salary report?

Most of the schools provided information for the professional holding the title of “head of school,” “executive director,” “principal,” or comparable position. These professionals have been in their jobs for an average of 7 years. The range, however, is great— from those new to their positions in 2015-16 to those with over 20 years on the job (Table 2).

Table 2: Top Professional Years in Current Position

Year in current position	Number	Percent
0-5	80	60%
6-10	21	16%
11-20	18	14%
21 or more	13	10%
TOTAL	132*	100%

*Two schools did not provide the number of years in current position.

How is salary reported?

Numbers reported are total annual salary in FY16 and do not include benefits, housing, or other perquisites. If the head of school worked part-time or for only part of the year, the salary was calculated as fulltime year-round. Schools checked one of six categories that ranged from less than \$50,000 to over \$250,000.¹

SALARY INFORMATION

The top professional in half of the reporting schools (67 schools or 50%) earned over \$150,000 in 2015-16. This number is most strongly affected by size of school (Table 3).

Table 3: Top Professional Salary by Total Enrollment

Total Students	Less than \$50,000	\$50,000-\$100,000	\$101,000-\$150,000	\$151,000-\$200,000	\$201,000-\$250,000	Over \$250,000
Less than 100 (n=45)	11%	60%	22%	4%	0%	2%
101-250 (n=43)	5%	19%	23%	33%	14%	7%
251-500 (n=31)	0%	0%	13%	16%	45%	26%
501 or more (n=15)	0%	0%	7%	27%	20%	47%

Note: Some rows do not total 100% due to rounding.

¹ The 2015-16 salary ranges differed from those in 2014-15. The six categories were adjusted to increase the range to over \$250,000 at the request of JData’s day school partners.

Other school characteristics (denomination and region) and professional characteristics (years in current position) appear to have less effect on salary classification, but differences remain. Top professionals at schools in the Northeast and West outpace their colleagues at schools in the South and Midwest (See Tables 4 and 5).

Table 4: Top Professional Salary by School Characteristics (In ascending order)²

	Less than \$50,000	\$50,000- \$100,000	\$101,000- \$150,000	\$151,000- \$200,000	\$201,000- \$250,000	Over \$250,000
Region						
Midwest (n=22)	5%	32%	18%	27%	14%	5%
South (n=32)	3%	31%	25%	22%	13%	6%
Northeast (n=39)	5%	31%	15%	13%	21%	15%
West (n=41)	7%	15%	17%	17%	20%	24%
Denomination						
Orthodox (n=55)	9%	25%	16%	16%	24%	9%
Conservative (n=21)	0%	5%	24%	38%	24%	10%
Pluralist (n=16)	6%	19%	25%	31%	6%	13%
Community (n=39)	3%	41%	18%	5%	8%	26%

Note: Rows total 100%.

²Only three Reform schools provided salary information. The data is insufficient for inclusion in this table.

Table 5: Top Professional Salary by Years in Current Position

Years in Current Position	Less than \$50,000	\$50,000- \$100,000	\$101,000- \$150,000	\$151,000- \$200,000	\$201,000- \$250,000	Over \$250,000
0-5 (n=80)	4%	26%	20%	16%	19%	15%
6-10 (n=21)	10%	29%	10%	19%	14%	19%
11-15 (n=18)	6%	28%	17%	22%	11%	17%
16-20 (n=5)	20%	20%	0%	40%	20%	0%
21 or more (n=13)	8%	23%	23%	31%	15%	0%

Note: Rows total 100%.

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