JEWISH DAY SCHOOL EXECUTIVE SALARIES
2014–15

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 schools who are negotiating their contracts, and financial managers studying their school's personnel costs. In order to accommodate this need for information, JData added a table on top professional salary in 2014–15. All totaled, 95 schools provided information for this report, our first annual report on Jewish day school executive salaries. Results presented below were retrieved from www.jdata.com on August 6, 2015.

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	44	47%
Conservative	22	23%
Community	19	20%
Reform	5	5%
Pluralist or transdenominational	5	5%
Region*		
Northeast	26	27%
South	21	22%
Midwest	17	18%
West	31	33%
Enrollment (Total students)		
Less than 100	22	23%
100-250	27	28%
251-500	32	34%
501 or more	14	15%
TOTAL	95	100%

*Northeast includes two day schools in Eastern 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 8 years. The range, however, is great—from those new to their positions in 2014–15 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	55	58%
6-10	16	17%
11-15	8	8%
16-20	6	6%
>20	10	11%
TOTAL	95	100%

How is salary reported?

Numbers reported are total annual salary in FY15 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 $60,000 to over $150,000.

SALARY INFORMATION

The top professional in 59% of the reporting schools (56 schools) earned over $150,000 in 2014–15. This number is most strongly affected by size of school (Table 3).

Table 3: Top Position Salary by Total Enrollment

Total Students	Less than $60,000	$61,000-$80,000	$81,000-$100,000	$101,000-$125,000	$126,000-$150,000	Over $150,000
Less than 100 (n = 22)	23%	18%	18%	32%	5%	5%
101-250 (n = 27)	0%	0%	0%	22%	15%	63%
251-500 (n = 32)	3%	0%	6%	0%	6%	84%
501 or more (n = 14)	0%	0%	0%	14%	7%	79%

Note: Rows total 100%.

Other school characteristics (denomination and region) and professional characteristics (years in current position) appear to have less effect on salary classification. (See Tables 4 and 5.)

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

	Less than $60,000	$61,000-$80,000	$81,000-$100,000	$101,000-$125,000	$126,000-$150,000	Over $150,000
Region						
South (n = 21)	14%	10%	5%	19%	5%	48%
Northeast (n = 26)	0%	4%	12%	23%	8%	54%
Midwest (n = 17)	6%	0%	0%	24%	12%	59%
West (n = 31)	6%	3%	6%	3%	10%	71%
Denomination						
Orthodox (n = 44)	9%	7%	9%	16%	9%	50%
Community (n = 19)	11%	0%	0%	26%	5%	58%
Pluralist (n = 5)	0%	0%	20%	0%	20%	60%
Conservative (n = 22)	0%	5%	0%	14%	9%	73%
Reform (n = 5)	0%	0%	20%	0%	0%	80%

Note: Rows total 100%.

Table 5: Top Professional Salary by Years in Current Position

Years in Current Position	Less than $60,000	$61,000-$80,000	$81,000-$100,000	$101,000-$125,000	$126,000-$150,000	Over $150,000
0-5 (n = 55)	5%	4%	5%	20%	9%	56%
6-10 (n = 16)	6%	6%	6%	13%	6%	63%
11-15 (n = 8)	13%	0%	0%	13%	13%	63%
16-20 (n = 6)	17%	0%	0%	0%	0%	83%
21 or more (n = 10)	0%	10%	20%	10%	10%	50%

Note: Rows total 100%.