



While comparative data still has its rightful place at the bargaining table, it is vital to emphasize that the averages, or the "going rate" (as the union defines it) now carries less weight in these tough economic conditions than it once did. Therefore, users of the data contained herein are urged to remember that the boards' financial restrictions, as well as the public's declining willingness to support higher settlements, must take precedence over what other districts are settling at.

Comparative Data

Average Percent Increase: Generally, and for the purpose of the data contained herein, average percent increase (i.e., settlement rate) is defined as the average percent increase in teachers' salaries over the previous year's including the cost of increment and of longevity if applicable, but excluding the cost of employee benefits. The average percent increases presented in all the reports were provided by boards and were not calculated by the NJSBA.

Average Dollar Increase: Districts were also asked to provide the average dollar increase on our questionnaire, since simply looking to percentage increases in salaries can lead to a limited view of a settlement. The average dollar increase is defined as the total increase in salaries over the previous year's salary base divided by the number of full-time equivalent teachers. As with average percent increases, the average dollar figures were reported by boards and include the cost of increment, but exclude the cost of employee benefits. Please note: not every district that reported an average percent increase reported an average dollar increase.

Excerpt from New Jersey School Boards Association Teacher Settlement Data:

http://www.njsba.org/mo/labor_relations/settlements.php