

Comparative Data for Negotiations

SPRING SYMPOSIUM 2023

Presented by:

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USES FOR COMPARATIVE DATA



- Gain an understanding of trends and the current negotiations environment
- Assess your district's standing in relations to other districts (i.e. salary)
- Identify data that supports the board's position/goals; helps to prove your points
- Find data to refute the union's position
- Ideas for creative ways to deal with an issue

DO: Develop data sets that support the position the board is taking in negotiations and find those that counter the union's arguments

DON'T: "Chase the Average"

“Do you know the average statewide teacher’s salary is \$72,173.



In our district, teacher’s only average \$64,907. In Happy Valley, the average salary is \$74,957 and in Shady Acres it’s \$71,800”

AVERAGE SALARY DEFINITION

Average Teacher's Salary = the total amount paid to teachers, divided by the number of FTE (full-time equivalent)

$$\begin{array}{rcccl} \$6,490,680 & \div & 100 \text{ FTE} & = & \mathbf{\$64,907} \\ \text{Total Teachers Salaries} & & & & \mathbf{\text{Average Teacher's Salary}} \end{array}$$


“Salary Base”

Average Teacher's salary does not consider these important factors:

- Years of Service/Experience
- Educational attainment (degree level)

“We have the lowest average salary among our neighboring districts too.”



DATA CRITERIA

- **County**
- **Statewide**
- **Surrounding Counties/Regional**
- **Enrollment Grouping (EG)**
- **District Factor Grouping (DFG)**
- **Settlement Date**



ENROLLMENT GROUP (EG)



Grade Configuration & Enrollment Size

EG 1 – K-6

EG 2 – K-8 with 0-400

EG 3 – K-8 with 401-750

EG 4 – K-8 with 751+

EG 5 – K-12 with 0-1800

EG 6 – K-12 with 1801-3500

EG 7 – K-12 with 3500 +

**EG 8 – Regional H.S.
(gr. 7-12 or 9-12)**

EG 9 – Special Services

EG 10– Vocational

SOCIOECONOMIC STATUS (DFG)

District Factor Grouping Criteria

“Since the DFGs have not been updated with new data since the 2000 Census, caution should be exercised when comparing districts using these groupings.” - NJDOE

Percentage of districts population without a high school diploma

Percentage of district population with some college

Occupational background of the district

Per capita income of the district

Percent poverty level

Population density

Unemployment Rate

A

Urban, lower income

B

CD

DE

FG

GH

I

J

Suburban, higher income

www.state.nj.us/education/finance/rda/dfg.shtml

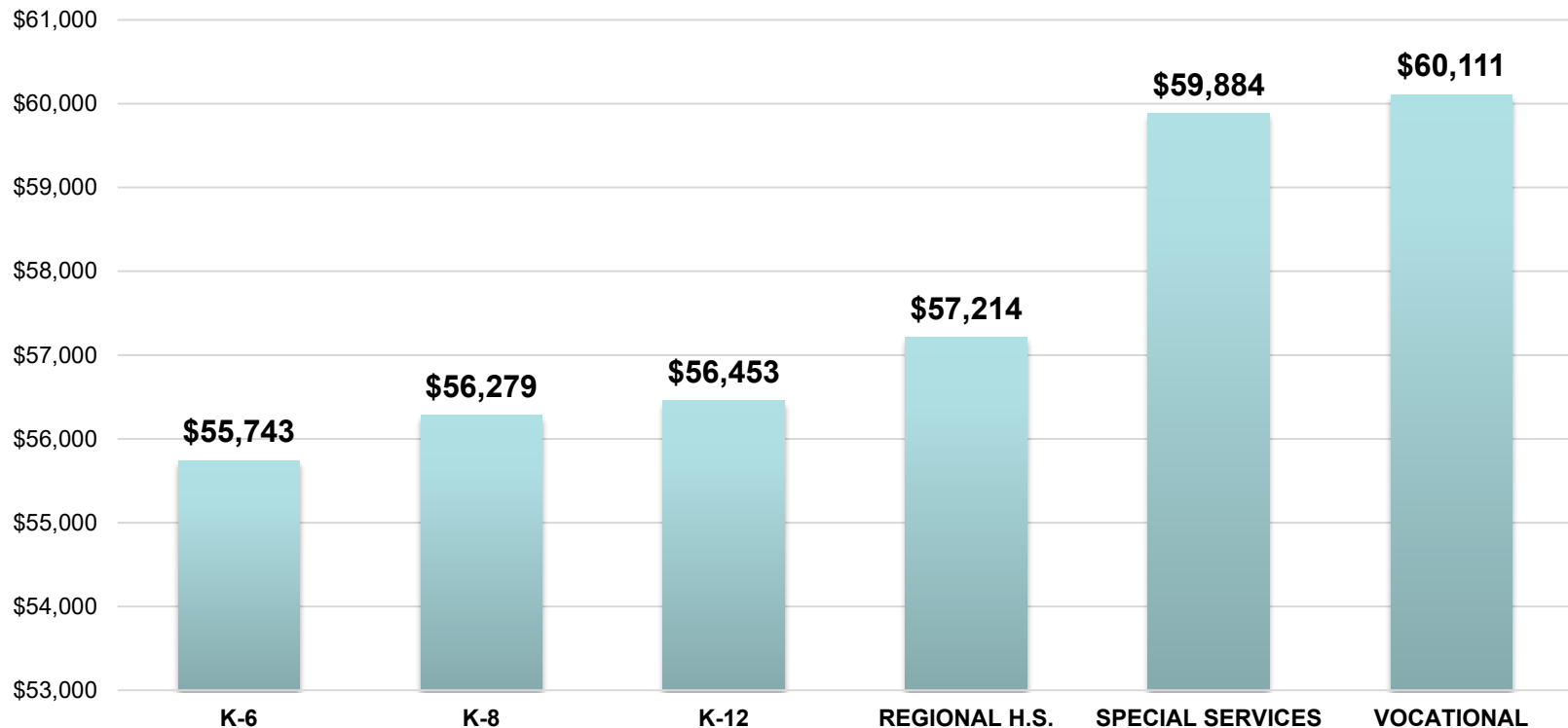
2022-23 SALARY GUIDE STRUCTURE COMPARISON

OCEAN COUNTY COMPARISON

<u>DISTRICT</u>	<u>EG</u>	<u>DFG</u>	<u>BA Minimum Salary</u>	<u>BA Step 7 Salary</u>	<u>BA Maximum Salary</u>	<u>BA Steps</u>	<u>Total Columns</u>	<u>LONG?</u>
BARNEGAT	7	CD	56,664	62,089	97,789	24	5	Y
BEACH HAVEN	1	FG	51,350	55,350	66,950	15	9	Y
BRICK TWP	7	DE	53,950	59,050	95,810	21	5	N
CENTRAL REG	8	B	55,263	63,713	93,588	17	7	Y
EAGLEWOOD	1	B	57,530	62,430	72,170	17	6	Y
JACKSON TWP	7	DE	54,177	58,677	89,127	16	5	Y
LACEY TWP	7	DE	56,068	61,495	92,000	21	6	Y
LAKEWOOD	7	B	55,596	58,596	91,496	26	7	Y
LAVALLETTE	2	DE	57,650	63,850	87,970	18	5	Y
LITTLE EGG HARBOR	1	B	63,974	67,599	84,699	17	7	Y
MANCHESTER TWP	6	B	57,151	62,351	93,651	18	5	Y
OCEAN TWP	1	CD	54,677	61,577	81,502	17	3	N
POINT PLEASANT BORO	6	FG	56,281	62,131	89,181	21	4	Y
SEASIDE HEIGHTS	1	A	55,279	62,704	86,674	18	5	Y
SOUTHERN REG	8	DE	62,835	69,570	104,937	21	7	N
STAFFORD TWP	1	DE	56,953	60,043	96,483	22	7	Y
TOMS RIVER	7	DE	55,535	59,135	94,295	22	5	Y
COUNTY AVERAGE:			\$56,525	\$61,786	\$89,313	19	6	
STATEWIDE AVERAGE:			\$56,612	\$62,866	\$88,094	17	6	

CURRENT SALARY GUIDE TRENDS

2022-23 Average Starting Salary (BA Step 1) by Enrollment Group



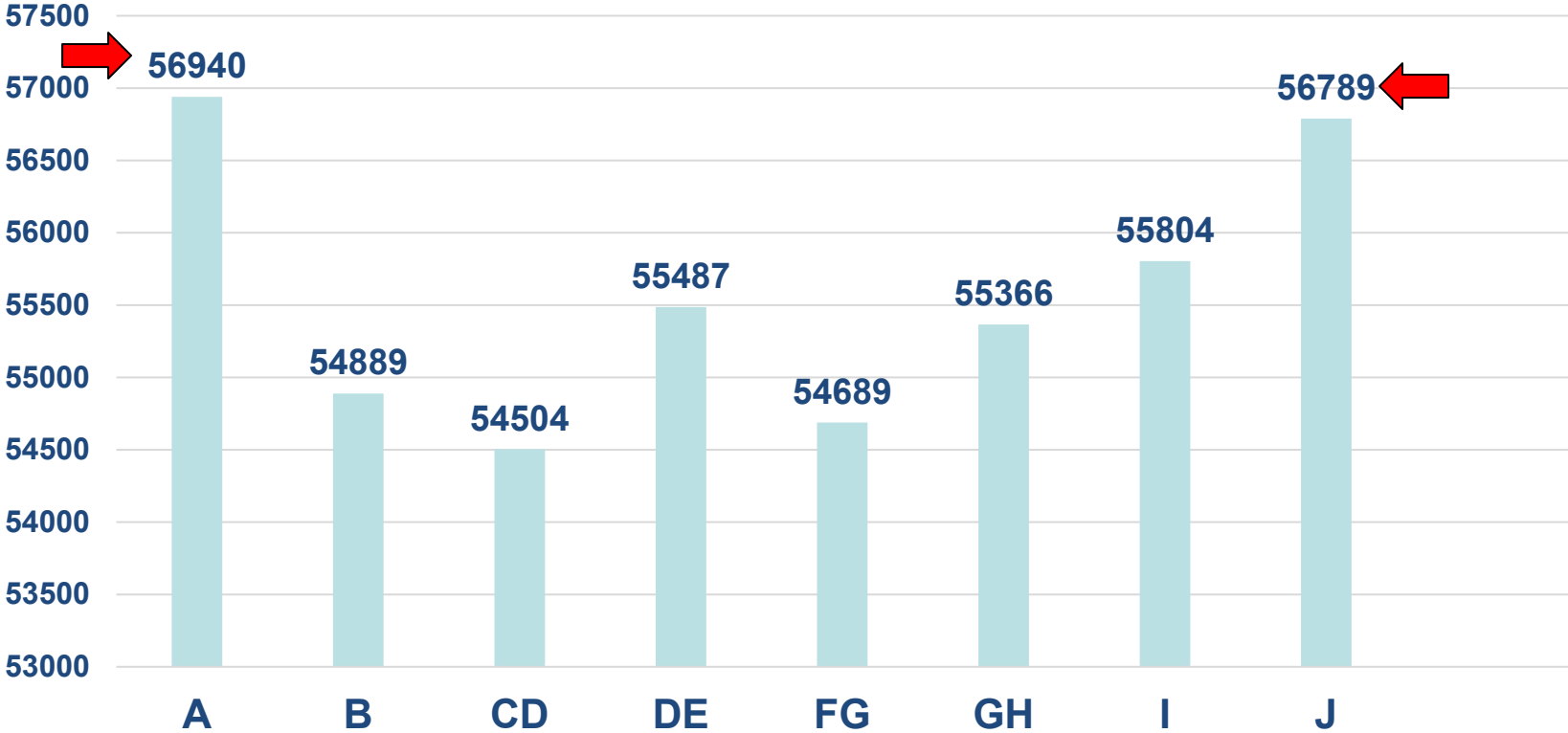
2021-22 Average BA Step 1 (statewide): **\$55,559**

2022-23 Average BA Step 1 (statewide): **\$56,612** → 1.9% increase

10 year average increase in BA Step 1 salaries = 1.4%

2022-23 SALARY GUIDE AVERAGES BY DFG

2022-23 Average Starting Salary (BA Step 1) by District Factor Group (DFG)





**“Let’s talk money!
We settled for 3.1%
last year, even though
Happy Valley and
Shady Acres settled
for 3.5%”**

SETTLEMENT RATE DEFINITION



TOTAL NEW MONEY, INCLUSIVE OF:

Increment Cost

Longevity Increases

Add'l \$\$ for “guide enhancement”

\$1,000,000 total salary cost in 2022-23

\$1,033,000 total salary cost in 2023-24

$\$1,033,000 - \$1,000,000 = \$33,000$ or **3.30%**

Does NOT mean every teacher gets this percentage increase!

ALL PROPOSALS, COUNTER-PROPOSALS AND THE MEMORANDUM OF AGREEMENT MUST STATE “INCLUSIVE OF INCREMENT”

2022-23 GLOUCESTER COUNTY SETTLEMENT RATES

District	Set-Date	Con-Years	% Increase
Clayton	May 2019	2019-2023	3.25%
Clearview Reg	Jan. 2022	2021-2024	3.20%
Delsea Reg	Jan. 2022	2022-2027	3.15%
E. Greenwich	Dec. 2020	2020-2023	3.00%
Elk Twp	April 2021	2021-2026	3.10%
Gateway Reg	Sept. 2019	2019-2024	3.00%
Glou Co Voc	Dec. 2022	2022-2025	3.50%
Harrison Twp	Feb. 2023	2022-2025	3.30%
Kingsway Reg	June 2022	2022-2027	* 3.99%
Mantua	Aug. 2020	2020-2023	3.25%
National Park	May 2020	2020-2025	3.10%
Paulsboro	June 2021	2021-2024	3.10%
Swedesboro-Wool.	June 2020	2019-2024	3.20%
West Deptford	March 2022	2022-2025	3.35%
Westville	June 2020	2020-2025	3.10%
Woodbury	June 2021	2021-2026	3.20%
Woodbury Hghts	Jan. 2021	2020-2023	3.00%
COUNTY AVERAGE:			3.22%

REGARDLESS OF SETTLEMENT DATE

2022-23 GLOUCESTER COUNTY SETTLEMENT RATES

District	Set-Date	Con-Years		% Increase	Board Achievement?
Glou Co Voc	Dec. 2022	2022-2025		3.50%	Y
Harrison Twp	Feb. 2023	2022-2025		3.30%	
Kingsway Reg	June 2022	2022-2027	*	3.99%	Y
COUNTY AVERAGE:				3.60%	



→ RECENTLY SETTLED ←



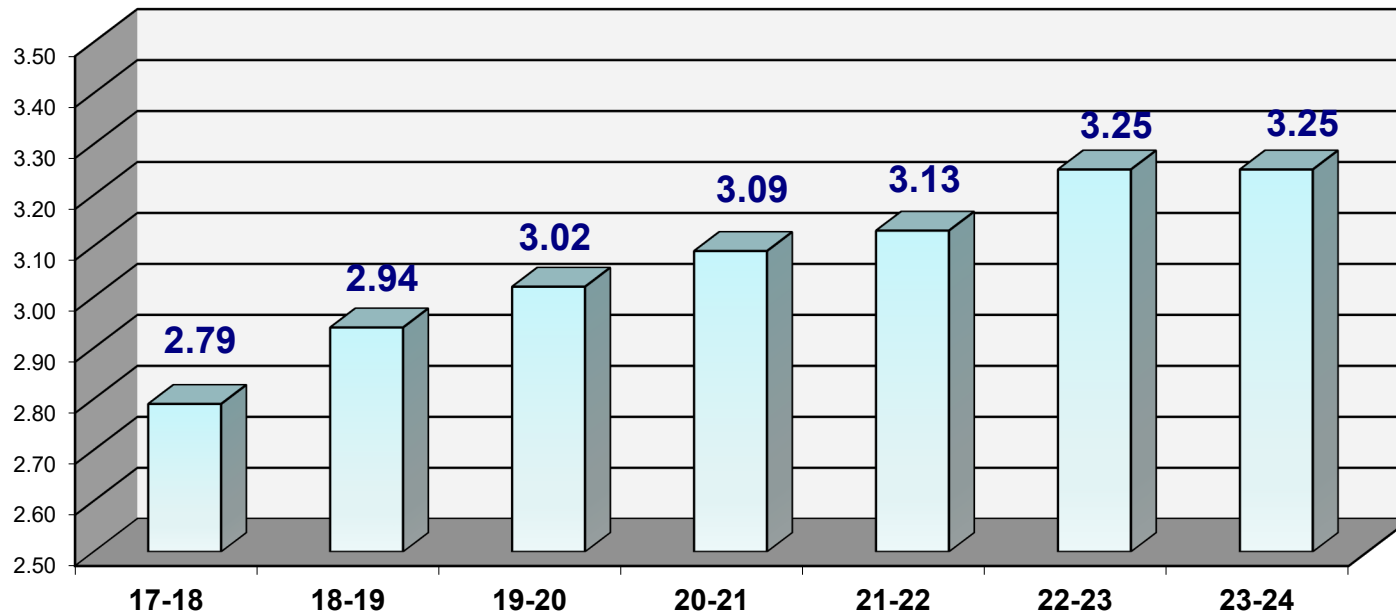
“PERCENTAGE PLUS DOLLARS”

KINGSWAY REGIONAL Settlement Date: June 2022 5 Year Contract 2022-2027	3.99%* (2022-23)	*Note: Increases reflect the effective settlement rate calculated from 3.25% in each year plus \$120,000 (Yr 1), \$50,000 (Yr 2), \$40,000 (Yr 3), \$20,000 (Yr 4), and \$20,000 (Yr 5). Added one additional day to work year (now 188 days) Improved bottom of the salary guide (step 1) to attract new talent (step 1 increases to \$60,264 in year 5).
	3.55* (2023-24)	
	3.48%* (2024-25)	
	3.36%* (2025-26)	
	3.36%* (2026-27)	

Districts are encouraged to report the actual effective settlement rate – the total increase to their salary base over the previous year (percentage plus any additional dollars), as high as it may be – when completing our survey.

CURRENT SETTLEMENT TRENDS

PERCENTAGE INCREASES - TEACHER CONTRACT SETTLEMENTS

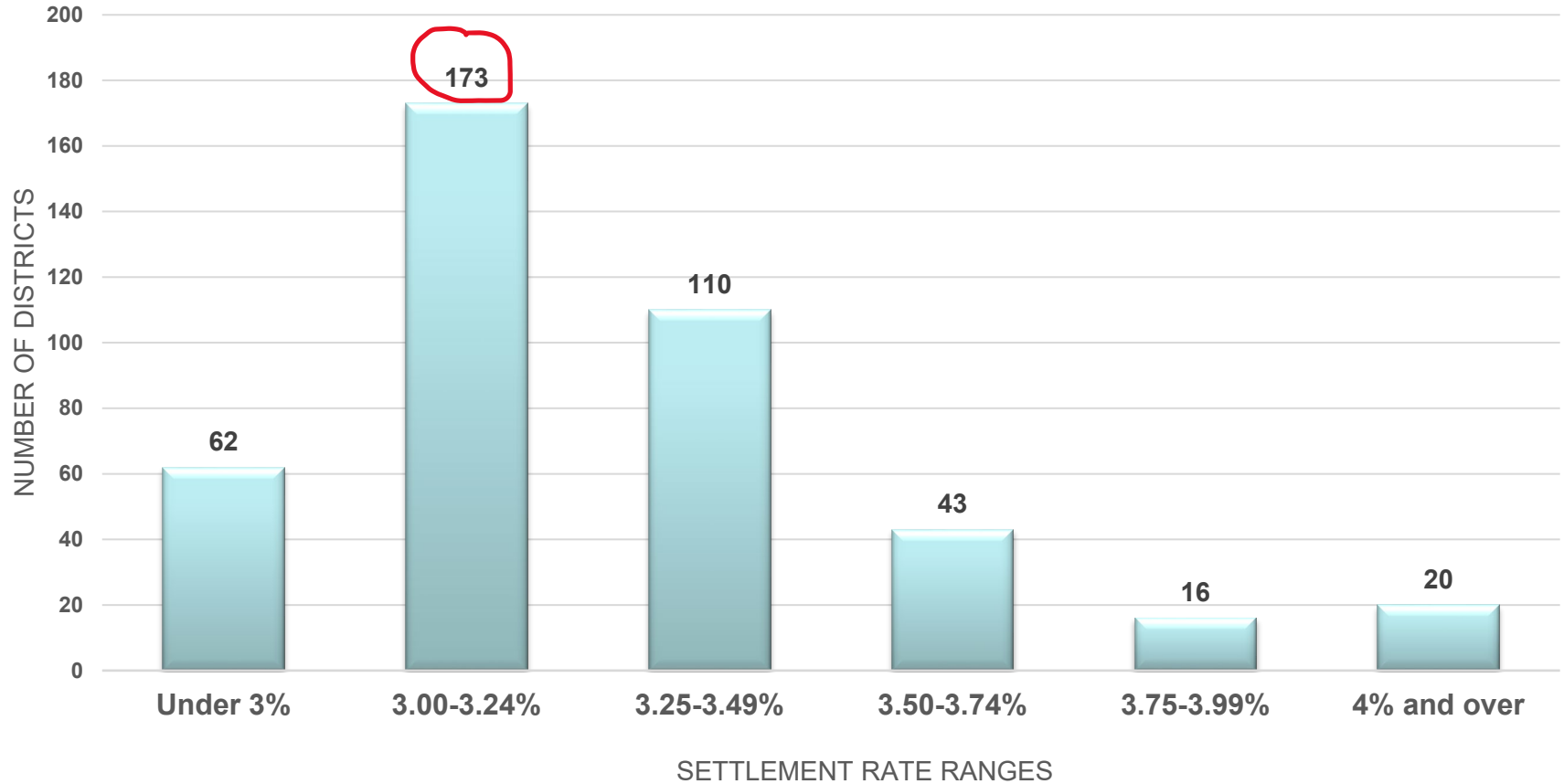


K-6 = 3.24%	REG H.S. = 3.17%
K-8 = 3.24%	Vocational = 3.23%
K-12 = 3.26%	ESC/SS = 3.39%

2022-23 Settlements reach within the past 12 months: **3.44%**

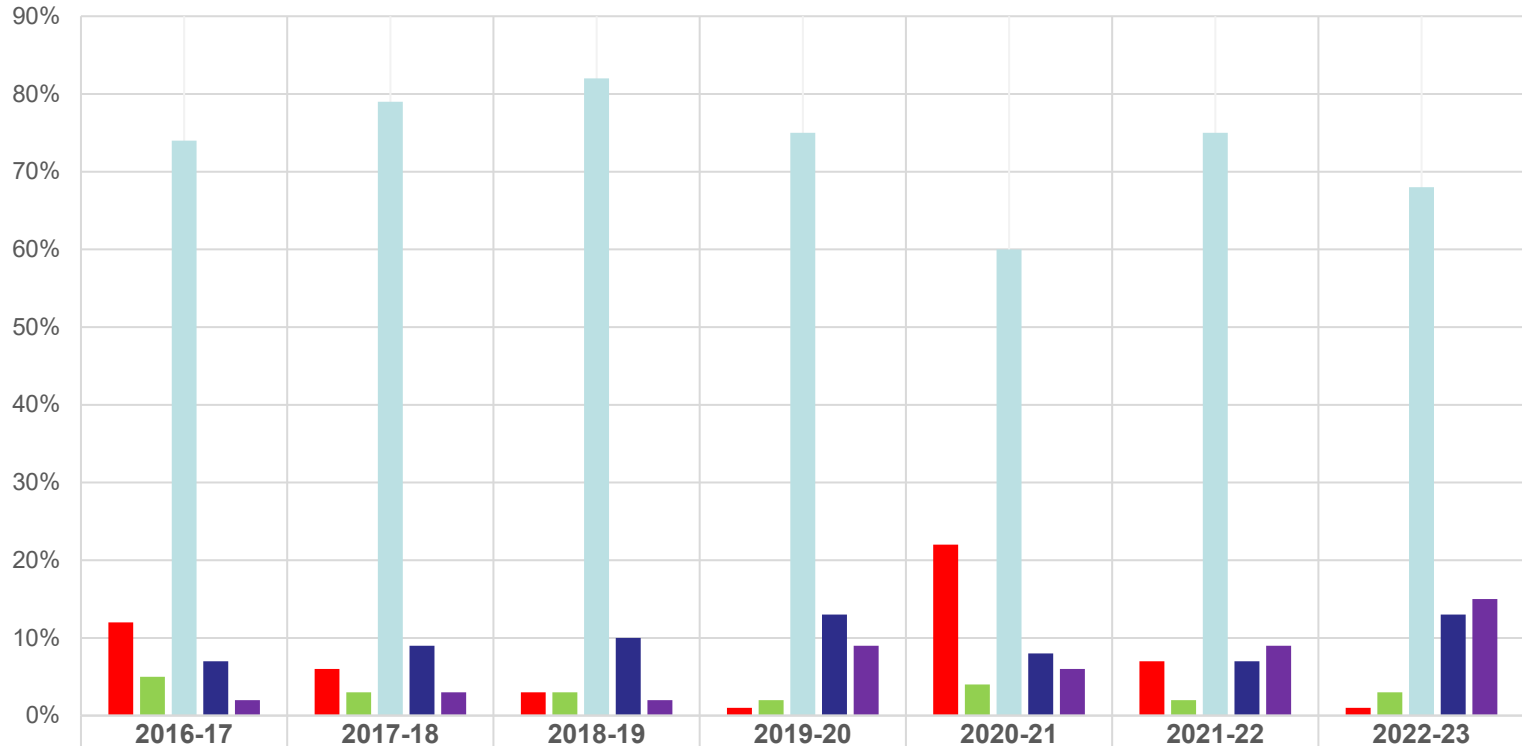
SETTLEMENT RATE RANGES

2022-23



LENGTH OF TEACHER'S CONTRACTS

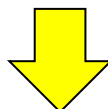
Length of Teacher's Contracts



■ 1 Year	12%	6%	3%	1%	22%	7%	1%
■ 2 Years	5%	3%	3%	2%	4%	2%	3%
■ 3 Years	74%	79%	82%	75%	60%	75%	68%
■ 4 Years	7%	9%	10%	13%	8%	7%	13%
■ 5 Years	2%	3%	2%	9%	6%	9%	15%

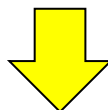
WHERE DOES NJSBA'S DATA COME FROM?

SETTLEMENTS * INSURANCE CARRIER * IMPASSE PROCEDURES



From survey sent to Business Administrator or Supt.

**SALARY GUIDE DATA * LONGEVITY * WORK YEAR
INSURANCE WAIVERS * PRESIDENT LEAVES**



Interpreted from submitted contract and salary guides

We need your help to keep this service up-to-date!

The New Jersey School Boards Association support local boards of education

NJSBA's Workshop 2023 is taking place from October 23 – 26 at the Atlantic City Convention Center. Registration and housing are now open!

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NJSBA provides valuable legal and labor relations information, training, services, and resources to help guide your district.

Contact Us

Send Email 609-278-5219

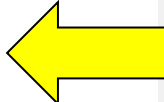
 2023 Board of Education Organization FAQ

 NJSBA Frequently Asked Questions on EO 251 and 253 Masking and Vaccinations

Negotiations Data Portal

NJSBA maintains a comprehensive database of teacher contract bargaining data, including settlement rates and board achievements, salary guide data and longevity summaries, a compilation of teacher's collective negotiation agreements, and a new report generator that allows you to select the parameters of the settlement and salary guide data reports with the ability to download your selection into a spreadsheet or a report.

- LOG IN TO VIEW NEGOTIATIONS DATA PORTAL
- VIEW A SUMMARY OF TEACHER SETTLEMENTS



Attorney of the Day

An NJSBA staff attorney is available at 1-609-278-5279 to provide legal information to board members, school administrators, member charter school board trustees, and AMPSA members.

CONTACT US

Labor Relations Assistance

Have your labor questions answered by our Legal and Labor Relations staff members on a wide range of topics such as



Negotiations Data Portal

Contact Us

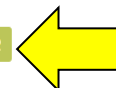
Send Email

609-278-5219

Data Report Generator

NEW Select your parameters for customized teacher settlement and salary guide data. This new data system gives you the ability to view and sort your selected data in a table, download it into a spreadsheet or a report style .pdf document. NOTE: The 2023-24 survey to districts whose teacher's contract will expire this year will be going out in late May. This data system will not contain that new data until on or near July 1. In the interim, once data begins coming in from those districts, a .pdf document will be added to this page below "Reports and Resources".

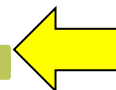
DATA REPORT GENERATOR



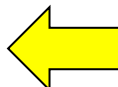
Teacher Collective Negotiation Agreements

Teacher collective negotiation agreements are available to you in one convenient location. NJSBA compiles teacher's agreements from around the state so we can provide you with the tools you need to conduct research for your negotiations.

TEACHER COLLECTIVE NEGOTIATION AGREEMENTS



Reports and Resources



Notice: Many of the reports that were previously contained in this section have been removed and replaced with the new Data Report Generator. The data contained in the new report generator is refreshed each day with anything new that may have been added. The reports below are updated periodically and contain current and historical data for your convenience. Don't see what you need? Contact Sandy Raup, Business Data Analyst at sraup@njsba.org





Settlement Rates in Perspective

(1) Select Report Parameters

SELECT COUNTIES ▶ Atlantic, Bergen, Burlington, Camden, Cape May, Cumberland, Essex, Gloucester, Hudson, Hunterdon, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Salem, Somerset, Sussex, Union, Warren

SELECT EG ▶ 1, 2, 3, 4, 5, 6, 7, 8, 9, 10

SELECT DFG ▶ A, B, CD, DE, FG, GH, I, J, V, No DFG

Settlement Date From: 01/01/2022

(2) Run Reports

[PRINTABLE PDF](#) | [SPREADSHEET](#)

[SETTLEMENT DATA - USER'S GUIDE](#)

Statewide listing of Enrollment Groups (EG) and District Factor Groups (DFG) to assist you in finding relevant similarities among districts

[EG/DFG](#)

For more information on DFG's, visit the New Jersey Department of Education's website: <https://www.state.nj.us/education/finance/rda/dfg.shtml>

Settlement Rates in Perspective

Some columns do not fit into screen width. Run reports above to view full list of columns.

Show 10 entries

County	District	EG	DFG	Settlement Date	Year Covered From	Year Covered To	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	Notes
ATLANTIC	ATLANTIC CO SP SVCS	9		09/2022	2022	2025	3.75	3.75	3.75			INCREASED STUDENT CONTACT TIME.
ATLANTIC	EGG HARBOR CITY	3	A	05/2022	2022	2025	4.40	3.85	3.83			[*NOTE: INCREASE REFLECTS THE EFFECTIVE SETTLEMENT RATE CALCULATED FROM: 3.3% + \$57,500 IN YEAR ONE, 3.3% + \$30,000 IN YEAR TWO, AND 3.3% +