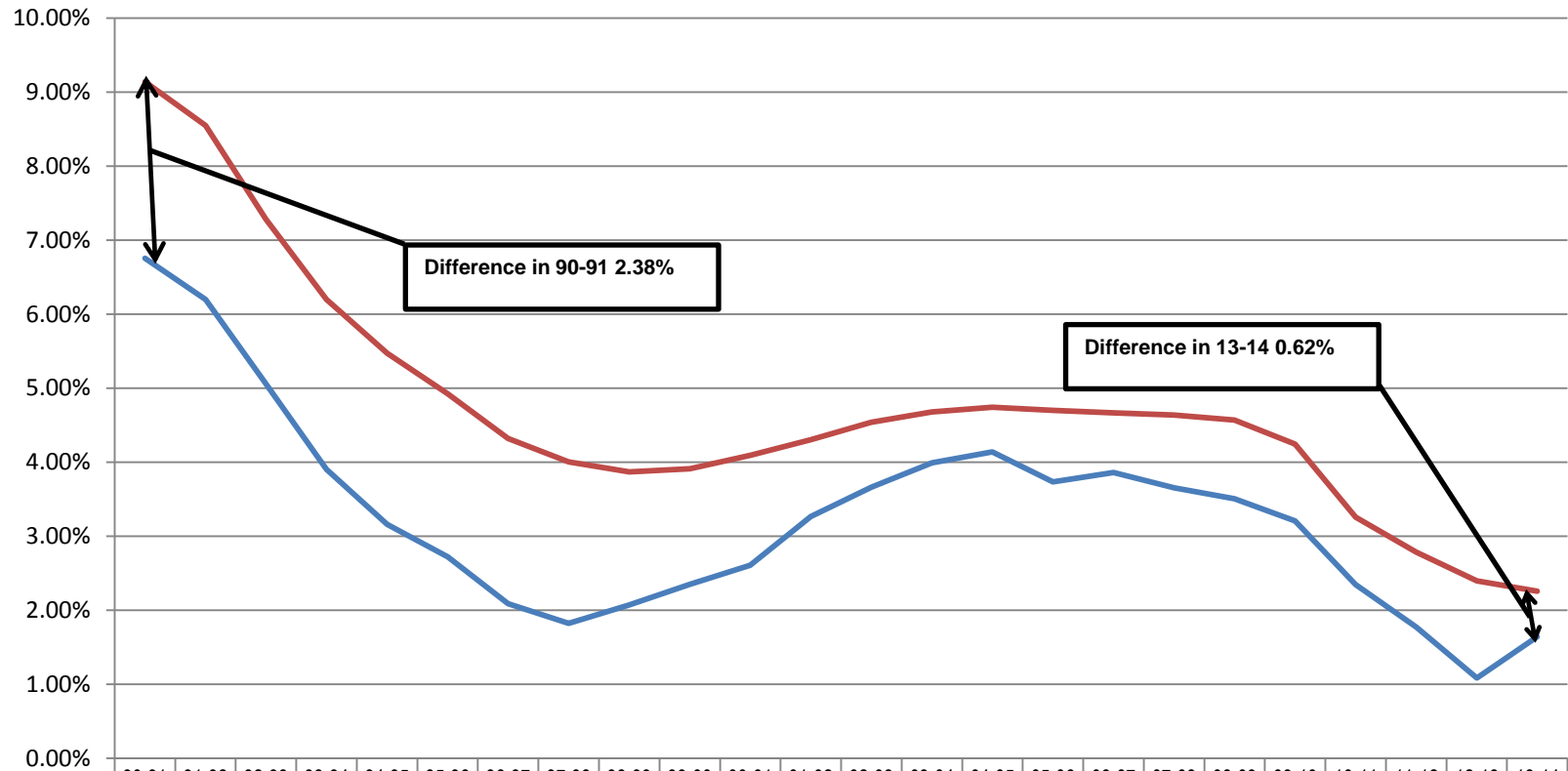


**GROWTH IN STARTING SALARIES (BA STEP 1)**  
**in Comparison to Average Overall Settlement Increase**  
**24 YEAR TREND: STATEWIDE**  
**(SOURCE: New Jersey Education Association)**



	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14
Starting Salary Increase	6.75%	6.20%	5.06%	3.90%	3.16%	2.72%	2.09%	1.82%	2.07%	2.35%	2.61%	3.27%	3.66%	3.99%	4.14%	3.73%	3.86%	3.65%	3.51%	3.20%	2.34%	1.77%	1.08%	1.64%
Overall Increase	9.14%	8.55%	7.28%	6.20%	5.47%	4.92%	4.32%	4.00%	3.87%	3.91%	4.09%	4.30%	4.54%	4.68%	4.74%	4.70%	4.67%	4.64%	4.57%	4.25%	3.26%	2.78%	2.40%	2.26%
Difference	2.38%	2.35%	2.23%	2.30%	2.31%	2.20%	2.23%	2.18%	1.80%	1.56%	1.48%	1.04%	0.88%	0.69%	0.60%	0.97%	0.81%	0.99%	1.06%	1.04%	0.91%	1.01%	1.31%	0.62%