



New Jersey Pay Rates

- Pay rates vary by district, position and level of certification held. Daily positions are listed at full day rate, however half day assignments could be available.
- Note: Rates are subject to change at any time, even if this sheet has not been updated.
- For all questions, please contact Client Relations:

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Last updated: 11/2018

Districts with Positions	High School Diploma	Parapraxis	Substitute Certificate	Substitute Certificate with Bachelors	CE	CEAS	Standard
Atlantic County							
Atlantic County Special Services							
Full Day Paraprofessional	\$115.50	\$115.50	\$115.50	\$115.50	\$115.50	\$115.50	\$115.50
Full Day Long Term Substitute Teacher					\$150.00	\$150.00	\$150.00
Buena Regional School District							
Full Day Substitute Teacher			\$85.00	\$88.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Full Day Substitute Paraprofessional	\$77.76	\$77.76	\$77.76	\$77.76	\$77.76	\$77.76	\$77.76
Full Day Substitute Clerical	\$89.74	\$89.74	\$89.74	\$89.74	\$89.74	\$89.74	\$89.74
Full Day Substitute Playground Assistants	\$26.38	\$26.38	\$26.38	\$26.38	\$26.38	\$26.38	\$26.38
Egg Harbor Township School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$90.00	\$90.00	\$95.00
Full Day Long Term Substitute Teacher					\$135.00	\$135.00	\$135.00
Full Day Substitute Paraprofessional	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00	\$77.00
Greater Egg Harbor Regional High School							
Full Day Substitute Paraprofessional	\$108.23	\$108.23	\$108.23	\$108.23	\$108.23	\$108.23	\$108.23
Bergen County							
Carlstadt East Rutherford (Becton HS) School District							
Full Day Substitute Teacher			\$90.00	\$90.00	\$90.00	\$90.00	\$90.00
Cresskill School District							
Full Day Substitute Step-by-Step Aide	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00
Full Day Substitute One-on-One Aide (IEP or 504)	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00
Full Day Substitute Classroom Aide	\$95.00	\$95.00	\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Substitute Non-Instructional Aide	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00
Englewood School District							
Full Day Substitute Teacher			\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Full Day Paraprofessional	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00
Mahwah School District							
Full Day Substitute Teacher			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Substitute Secretary	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00
Midland Park School District							
Full Day Substitute Teacher			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Full Day Paraprofessional	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00
Full Day Substitute Nurse			\$175.00	\$175.00	\$175.00	\$175.00	\$175.00
Hourly Substitute Secretary	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Burlington County							
Burlington City School District							
Full Day Substitute Teacher			\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Full Day Substitute Paraprofessional	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00
Hainesport School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$120.00	\$120.00	\$120.00
Full Day Substitute Paraprofessional			\$85.00	\$85.00	\$90.00	\$90.00	\$90.00
Lumberton School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Hourly Substitute Paraprofessional	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00
Hourly Substitute Secretary	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00
Full Day Substitute Nurse			\$150.00	\$150.00	\$150.00	\$150.00	\$150.00

Districts with Positions	High School Diploma	Parapraxis	Substitute Certificate	Substitute Certificate with Bachelors	CE	CEAS	Standard
Mount Holly School District							
Full Day Substitute Teacher			\$90.00	\$90.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher					\$110.00	\$110.00	\$110.00
Shamong School District							
Full Day Substitute Teacher Assistant	\$95.00	\$95.00	\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Half Day ESY Teacher Assistant	\$47.50	\$47.50	\$47.50	\$47.50	\$47.50	\$47.50	\$47.50
Full Day Crossing Guard	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
Full Day One-to-One After School Assistant	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
Full Day One-to-One Bus Aide	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
Camden County							
Berlin Borough School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher Certified Days 1-19					\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher Certified Days 20+					\$125.00	\$125.00	\$125.00
Full Day Substitute Paraprofessional			\$80.00	\$80.00	\$80.00	\$80.00	\$80.00
Hourly Substitute Office Staff	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Hourly Cafeteria/Playground Aide	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Hourly ESY Substitute Teacher			\$35.00	\$35.00	\$40.00	\$40.00	\$40.00
Hourly ESY Substitute Paraprofessional	\$13.10	\$13.10	\$13.10	\$13.10	\$13.10	\$13.10	\$13.10
Gloucester City School District							
Full Day Substitute Teacher			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Substitute Paraprofessional	\$65.00	\$65.00	\$65.00	\$65.00	\$65.00	\$65.00	\$65.00
Full Day Long Term Substitute Teacher					\$130.00	\$130.00	\$130.00
Lindenwold School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Full Day Paraprofessional	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00
Mount Ephraim School District							
Full Day Substitute Teacher			\$90.00	\$90.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$100.00	\$100.00	\$100.00
Full Day Paraprofessional	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00
Pennsauken School District							
Full Day Substitute Teacher			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Somerdale Park School District							
Full Day Substitute 1:1 Aide	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00
Full Day Instructional Aide	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00
Full Day Long Term 1:1 Aide	\$89.93	\$89.93	\$89.93	\$89.93	\$89.93	\$89.93	\$89.93
Full Day Long Term Instructional Aide	\$77.17	\$77.17	\$77.17	\$77.17	\$77.17	\$77.17	\$77.17
Sterling High School							
Full Day Substitute Teacher			\$90.00	\$90.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Full Day Paraprofessional			\$90.00	\$90.00	\$90.00	\$90.00	\$90.00
Cape May County							
West Cape May School District							
Full Day Substitute Teacher			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Half Day Substitute Teacher			\$55.00	\$55.00	\$55.00	\$55.00	\$55.00
Full Day Long Term Substitute Teacher					\$100.00	\$100.00	\$100.00

Districts with Positions	High School Diploma	Parapraxis	Substitute Certificate	Substitute Certificate with Bachelors	CE	CEAS	Standard
Middlesex County							
Middlesex Borough School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$85.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$150.00	\$150.00	\$150.00
Full Day Substitute Paraprofessional			\$85.00	\$85.00	\$85.00	\$90.00	\$90.00
Full Day Substitute Nurse			\$150.00	\$150.00	\$150.00	\$150.00	\$150.00
Milltown School District							
Full Day Substitute Teacher			\$90.00	\$90.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Woodbridge Township School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$90.00	\$90.00	\$95.00
Full Day Long Term Substitute Teacher					\$105.00	\$105.00	\$105.00
Ocean County							
Brick Township School District							
Full Day Substitute Teacher			\$75.00	\$75.00	\$75.00	\$75.00	\$75.00
Full Day Long Term Substitute Teacher					\$100.00	\$100.00	\$100.00
Full Day Long Term Substitute Teacher Specialized					\$125.00	\$125.00	\$125.00
Full Day Substitute Paraprofessional	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00
Passaic County							
Paterson School District							
Full Day Substitute Teacher			\$110.00	\$110.00	\$110.00	\$110.00	\$110.00
Full Day Substitute Teacher with Extended Day			\$126.00	\$126.00	\$126.00	\$126.00	\$126.00
Full Day Substitute Paraprofessional			\$110.00	\$110.00	\$110.00	\$110.00	\$110.00
Somerset County							
Bound Brook School District							
Full Day Substitute Teacher			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
Full Day Substitute Paraprofessional			\$77.00	\$77.00	\$77.00	\$77.00	\$77.00
Salem County							
Salem County Vocational Technical School District							
Full Day Substitute Teacher/Paraprofessional Days 1-30			\$85.00	\$85.00	\$85.00	\$85.00	\$85.00
Full Day Substitute Teacher/Paraprofessional Days 31+ days consecutively			\$105.00	\$105.00	\$105.00	\$105.00	\$105.00
Full Day Long Term Substitute Teacher					\$120.00	\$120.00	\$120.00