



## 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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| Districts with Positions                               | High School Diploma | Parapraxis/ 48 College Credits** | Substitute Certificate | Substitute Certificate with Bachelors | CE       | CEAS     | Standard                             |
|--|---------------------|----------------------------------|------------------------|---------------------------------------|----------|----------|--------------------------------------|
| <b>Millville School District</b>                       |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher                            |                     |                                  | \$80.00                | \$80.00                               | \$90.00  | \$90.00  | \$90.00                              |
| Full Day Long Term Substitute Teacher                  |                     |                                  |                        |                                       | \$120.00 | \$120.00 | \$120.00                             |
| Full Day Substitute Paraprofessional                   | \$70.00             | \$70.00                          | \$70.00                | \$70.00                               | \$70.00  | \$70.00  | \$70.00                              |
| Hourly Substitute Cafeteria Aide                       | \$8.38              | \$8.38                           | \$8.38                 | \$8.38                                | \$8.38   | \$8.38   | \$8.38                               |
| Full Day Substitute Secretary                          | \$70.00             | \$70.00                          | \$70.00                | \$70.00                               | \$70.00  | \$70.00  | \$70.00                              |
| Hourly Substitute Custodian                            | \$12.00             | \$12.00                          | \$12.00                | \$12.00                               | \$12.00  | \$12.00  | \$12.00                              |
| Full Day Substitute Security                           | \$78.00             | \$78.00                          | \$78.00                | \$78.00                               | \$78.00  | \$78.00  | \$78.00                              |
| Full Day Substitute Principal/Guidance Counselor       |                     |                                  |                        |                                       |          |          | \$185.00                             |
| Full Day Substitute Nurse                              |                     |                                  | \$200.00               | \$200.00                              | \$200.00 | \$200.00 | \$200.00                             |
| Full Day Substitute Field Trip Nurse                   |                     |                                  |                        |                                       |          |          | ** Varies by length of field trip ** |
| <b>Vineland School District</b>                        |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher                            |                     |                                  | \$80.00                | \$80.00                               | \$90.00  | \$90.00  | \$90.00                              |
| Full Day Long Term Substitute Teacher Days 1-15        |                     |                                  | \$80.00                | \$80.00                               | \$90.00  | \$90.00  | \$90.00                              |
| Full Day Long Term Substitute Teacher Days 16+         |                     |                                  | \$105.00               | \$105.00                              | \$115.00 | \$115.00 | \$115.00                             |
| Full Day Substitute Paraprofessional                   | \$70.00             | \$70.00                          | \$70.00                | \$70.00                               | \$70.00  | \$70.00  | \$70.00                              |
| Full Day Substitute Guidance Counselor                 |                     |                                  |                        |                                       |          |          | \$175.00                             |
| <b>Gloucester County</b>                               |                     |                                  |                        |                                       |          |          |                                      |
| <b>Clayton School District</b>                         |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher                            |                     |                                  | \$85.00                | \$85.00                               | \$90.00  | \$90.00  | \$90.00                              |
| Full Day Long Term Substitute Teacher                  |                     |                                  |                        |                                       | \$110.00 | \$110.00 | \$110.00                             |
| Full Day Substitute Instructional Aide                 | \$72.15             | \$72.15                          | \$72.15                | \$72.15                               | \$72.15  | \$72.15  | \$72.15                              |
| Full Day Substitute Non-Instructional Aide             | \$49.50             | \$49.50                          | \$49.50                | \$49.50                               | \$49.50  | \$49.50  | \$49.50                              |
| Hourly Substitute Bus Aide                             | \$9.00              | \$9.00                           | \$9.00                 | \$9.00                                | \$9.00   | \$9.00   | \$9.00                               |
| <b>Deptford School District</b>                        |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher                            |                     |                                  | \$85.00                | \$90.00                               | \$90.00  | \$90.00  | \$90.00                              |
| Full Day Long Term Teacher                             |                     |                                  |                        |                                       | \$135.00 | \$135.00 | \$135.00                             |
| Full Day Substitute Paraprofessional/Clerical          | \$80.00             | \$80.00                          | \$80.00                | \$80.00                               | \$80.00  | \$80.00  | \$80.00                              |
| Hourly Lunch/Service Aide                              | \$9.50              | \$9.50                           | \$9.50                 | \$9.50                                | \$9.50   | \$9.50   | \$9.50                               |
| <b>Kingsway Regional School District</b>               |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher/Paraprofessional Days 1-30 |                     |                                  | \$90.00                | \$90.00                               | \$90.00  | \$90.00  | \$90.00                              |
| Full Day Substitute Teacher/Paraprofessional Days 31+  |                     |                                  | \$105.00               | \$105.00                              | \$105.00 | \$105.00 | \$105.00                             |
| Full Day Long Term Substitute Teacher                  |                     |                                  |                        |                                       | \$120.00 | \$120.00 | \$120.00                             |
| Full Day Substitute Nurse                              |                     |                                  | \$200.00               | \$200.00                              | \$200.00 | \$200.00 | \$200.00                             |
| <b>Logan School District</b>                           |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher                            |                     |                                  | \$85.00                | \$85.00                               | \$85.00  | \$85.00  | \$85.00                              |
| Hourly Substitute Paraprofessional                     | \$10.00             | \$10.00                          | \$10.00                | \$10.00                               | \$10.00  | \$10.00  | \$10.00                              |
| Hourly Substitute Cafeteria/Playground Aide            | \$8.60              | \$8.60                           | \$8.60                 | \$8.60                                | \$8.60   | \$8.60   | \$8.60                               |
| <b>Swedesboro-Woolwich School District</b>             |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher                            |                     |                                  | \$88.00                | \$88.00                               | \$88.00  | \$88.00  | \$88.00                              |
| Full Day Long Term Substitute Teacher                  |                     |                                  |                        |                                       | \$175.00 | \$175.00 | \$175.00                             |
| Full Day Substitute Paraprofessional                   | \$81.00             | \$81.00                          | \$81.00                | \$81.00                               | \$81.00  | \$81.00  | \$81.00                              |
| <b>Middlesex County</b>                                |                     |                                  |                        |                                       |          |          |                                      |
| <b>Middlesex Borough School District</b>               |                     |                                  |                        |                                       |          |          |                                      |
| 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                             |
| <b>Milltown School District</b>                        |                     |                                  |                        |                                       |          |          |                                      |
| 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                             |
| <b>Morris County</b>                                   |                     |                                  |                        |                                       |          |          |                                      |
| <b>Pequannock School District</b>                      |                     |                                  |                        |                                       |          |          |                                      |
| Full Day Substitute Teacher                            |                     |                                  | \$100.00               | \$100.00                              | \$100.00 | \$100.00 | \$100.00                             |
| Full Day Substitute Paraprofessional                   |                     |                                  | \$68.00                | \$68.00                               | \$68.00  | \$68.00  | \$68.00                              |
| Full Day Long Term Substitute Teacher                  |                     |                                  |                        |                                       | \$135.00 | \$135.00 | \$135.00                             |
| <b>Ocean County</b>                                    |                     |                                  |                        |                                       |          |          |                                      |
| <b>Brick Township School District</b>                  |                     |                                  |                        |                                       |          |          |                                      |
| 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 Substitute Paraprofessional                   | \$75.00             | \$75.00                          | \$75.00                | \$75.00                               | \$75.00  | \$75.00  | \$75.00                              |
| <b>Passaic County</b>                                  |                     |                                  |                        |                                       |          |          |                                      |
| <b>Paterson School District</b>                        |                     |                                  |                        |                                       |          |          |                                      |
| 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                             |

| Districts with Positions   | High School Diploma | Parapraxis/ 48 College Credits** | Substitute Certificate | Substitute Certificate with Bachelors | CE       | CEAS     | Standard |
|--|---------------------|----------------------------------|------------------------|---------------------------------------|----------|----------|----------|
| <b>Salem County</b>  |                     |                                  |                        |                                       |          |          |          |
| <b>Salem County Vocational Technical School District</b>                 |                     |                                  |                        |                                       |          |          |          |
| 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 |
| <b>Somerset County</b>   |                     |                                  |                        |                                       |          |          |          |
| <b>Bound Brook School District</b>                                       |                     |                                  |                        |                                       |          |          |          |
| 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  |
| <b>Somerset Hills School District</b>                                    |                     |                                  |                        |                                       |          |          |          |
| Hourly Substitute Aide   |                     | \$13.00                          | \$13.00                | \$13.00                               | \$13.00  | \$13.00  | \$13.00  |

\*\*To be determined by School District