



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:

Phone: (856)406-6015

Email: Support@WorkWithInsight.com

Last updated: 5/2019

Districts with Positions	High School Diploma	Parapraxis/ 48 College Credits**	Substitute Certificate	Substitute Certificate with Bachelors	CE	CEAS	Standard
Hourly Cafeteria/Playground Aide	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Camden City School District							
Hourly Title One Paraprofessional Aide		\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35
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	\$130.00	\$130.00
Varying Hourly Clerical	\$18.00-\$20.00	\$18.00-\$20.00	\$18.00-\$20.00	\$18.00-\$20.00	\$18.00-\$20.00	\$18.00-\$20.00	\$18.00-\$20.00
Lindenwold School District							
Full Day Substitute Teacher			\$85.00	\$85.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher			\$130.00	\$130.00	\$130.00	\$130.00	\$130.00
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	\$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	\$125.00	\$125.00
Somerdale Park School District							
Full Day Daily Substitute 1:1 Aide	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00	\$85.00
Full Day Daily 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/Paraprofessional			\$90.00	\$90.00	\$90.00	\$90.00	\$90.00
Full Day Long Term Substitute Teacher					\$125.00	\$125.00	\$125.00
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
Cumberland County							
Bridgeton School District							
Full Day Substitute Teacher			\$90.00	\$90.00	\$100.00	\$100.00	\$100.00
Full Day Substitute Teacher **			\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Full Day Long Term Substitute Teacher					\$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 Excel Program Substitute Teacher			\$112.00	\$112.00	\$125.00	\$125.00	\$125.00
Full Day Excel Program Substitute Teacher **			\$125.00	\$125.00	\$125.00	\$125.00	\$125.00
Full Day Substitute Principal							\$250.00
Full Day Substitute Supervisor							\$200.00
Hourly Substitute Custodian	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Hourly Substitute Breakfast Aide	\$8.49	\$8.49	\$8.49	\$8.49	\$8.49	\$8.49	\$8.49
Hourly Substitute Cafeteria Aide	\$8.39	\$8.39	\$8.39	\$8.39	\$8.39	\$8.39	\$8.39
Hourly Substitute Clerical	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
**10 consecutive days in same assignment							
Millville School District							
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			\$200.00	\$200.00	\$200.00	\$200.00	\$185.00
Full Day Substitute Nurse							\$200.00
Full Day Substitute Field Trip Nurse					** Varies by length of field trip **		
Vineland School District							
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
Gloucester County							
Clayton School District							
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
Deptford School District							
Full Day Substitute Teacher			\$85.00	\$90.00	\$90.00	\$90.00	\$90.00

Districts with Positions	High School Diploma	Parapraxis/ 48 College Credits**	Substitute Certificate	Substitute Certificate with Bachelors	CE	CEAS	Standard
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
Kingsway Regional School District							
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
Logan School District							
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	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85	\$8.85
Swedesboro-Woolwich School District							
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
Essex County							
Bellville School District							
Full Day Substitute Teacher			\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Full Day Substitute Paraprofessional	\$77.70	\$77.70	\$77.70	\$77.70	\$77.70	\$77.70	\$77.70
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
Morris County							
Lincoln Park School District							
Full Day Substitute Teacher/ Classroom Aide Day 1-10			\$90.00	\$90.00	\$90.00	\$90.00	\$90.00
Full Day Substitute Teacher/ Classroom Aide Day 11+			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher					\$150.00	\$150.00	\$150.00
Florham Park School District							
Full Day Substitute Teacher			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Substitute Paraprofessional			\$95.00	\$95.00	\$95.00	\$95.00	\$95.00
Full Day Long Term Substitute Teacher					\$150.00	\$150.00	\$150.00
Pequanock School District							
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
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 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/Paraprofessional			\$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
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
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
Somerset Hills School District							
Hourly Substitute Aide		\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Union County							
Roselle Public School District							
Full Day Substitute Teacher			\$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 Classroom Aide	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00	\$70.00

**To be determined by School District