

## 2025/2026 SUBSTITUTE PAY RATE

| CERTIFICATION                                                                                                                                                                            | RATE                                                                                                                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| New Jersey County Substitute Teacher                                                                                                                                                     | \$120.00 per day for each day of work during the 2025-2026 school year.                                                                                                                                                                                         |
| New Jersey Certificate of Eligibility<br>New Jersey Certificate of Eligibility with Advanced Standing<br>OR<br>New Jersey Provisional Certificate<br><br>New Jersey Standard Certificate | \$120.00 per day for each day of work during the 2025-2026 school year. This will apply to assignments that do not exceed 20 consecutive days in the same class and to any assignments in which a certificate holder is working outside of his/her endorsement. |
| New Jersey Certificate of Eligibility<br>New Jersey Certificate of Eligibility with Advanced Standing<br>OR<br>Provisional Certificate<br><br>New Jersey Standard Certificate            | \$300.00 per day for assignments exceeding 20 consecutive days in the same class. This shall apply only to holders of a New Jersey Teaching Certificate working under his/her endorsement.                                                                      |
| New Jersey School Nurse Certificate<br>OR<br>County Substitute Nurse Certificate                                                                                                         | \$325.00 per day for each day of work during the 2025-2026 school year.                                                                                                                                                                                         |

| POSITION                 | HOURLY RATE          | POSITION                          | HOURLY RATE          |
|--------------------------|----------------------|-----------------------------------|----------------------|
| Head Custodians          | \$25.00              | Confidential Secretaries          | \$15.92 <sup>1</sup> |
| School Monitor           | \$17.00              | Secretaries                       | \$15.92 <sup>1</sup> |
| Lunchroom Aides          | \$15.92 <sup>1</sup> | Bookkeeper                        | \$15.92 <sup>1</sup> |
|                          |                      | Courier                           | \$15.92 <sup>1</sup> |
| Instructional Assistants | \$17.00              | Bus Attendants                    | \$15.92 <sup>1</sup> |
| Mechanic                 | \$25.00              | Sound Board & Lighting Technician | \$25.00              |
| Bus Drivers              | \$27.00              |                                   |                      |

\*Any questions, please contact Human Resources Department at 732.972.2000 x 2012

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<sup>1</sup> Effective 1/1/26