



Building Partnerships for Tomorrow

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Business Administrator/  
Board Secretary  
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**Lorraine Vitiello**  
Transportation Coordinator  
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**Union County Educational Services Commission  
ESS Substitute Staff Pay Rates  
Effective January 21, 2020**

Position	Per Diem Rate
New Jersey Certified Teacher – Full Day	\$110.00
New Jersey Certified Teacher – Half Day	\$55.00
New Jersey Substitute Teacher – Full Day	\$105.00
New Jersey Substitute Teacher – Half Day	\$52.50
Substitute Paraprofessional – Full Day	\$100.00
Substitute Paraprofessional – Half Day	\$50.00
Long Term Paraprofessional – Full Day (Day 1-20)	\$100.00
Long Term Paraprofessional – Half Day (Day 1-20)	\$50.00
Long Term Paraprofessional – Full Day (Day 21+)	\$110.00
Long Term Paraprofessional – Half Day (Day 21+)	\$55.00
Substitute Secretary - Full Day	\$91.00
Substitute Secretary – Half Day	\$45.50