



Union County Educational Services Commission
ESS Substitute Staff Pay Rates
Effective September 1, 2023

Position	Per Diem Rate
New Jersey Substitute Teacher- Full Day	\$125.00
New Jersey Substitute Teacher- Half Day	\$62.50
Substitute Teacher Assistant- Full Day	\$115.00
Substitute Teacher Assistant-Half Day	\$57.50
Long Term Teacher Assistant-Full Day (Day 21+)	\$125.00
Long Term Teacher Assistant-Half Day (Day 21+)	\$62.50
Substitute Secretary- Full Day	\$113.00
Substitute Secretary- Half Day	\$56.50