

**Approved Private Schools for Students with Disabilities (APSSDs)  
Maximum Salaries/Fees for Contracted Services 2025-26 pursuant to N.J.A.C 6A-23A-18.3 (o) and (p)**

*Table 1: 2025-26 Maximum Salaries/Fees for Contracted Services*

Job Title	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren	
<b>Chief School Admin/ Executive Dir/ Director</b>	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321	264,321
<b>Asst. Superintendent Asst. Director</b>	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012	189,012
<b>School Business Official / Business Manager</b>	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500	185,500
<b>Principal</b>	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874	169,874
<b>Supervisor</b>	155,340	192,137	163,420	173,479	149,118	145,849	175,180	168,235	199,089	149,820	179,350	171,344	184,427	178,020	175,648	192,461	131,519	169,311	149,932	183,612	181,894	
<b>Special Education Teacher</b>	136,529	160,247	134,254	119,134	135,100	99,527	131,923	113,189	158,382	117,936	128,800	133,081	122,099	131,306	123,775	140,637	102,250	124,648	129,443	142,809	110,654	
<b>General Teacher</b>	146,468	153,285	139,539	132,543	130,791	119,843	149,831	133,526	155,024	128,829	136,390	165,518	142,979	159,133	132,850	141,091	106,720	132,504	125,569	152,202	117,768	
<b>Health, Physical Education Teacher</b>	128,507	133,803	124,694	120,342	133,049	108,300	144,448	104,875	154,375	122,291	123,320	133,121	128,285	135,248	153,600	139,646	105,306	130,678	125,071	139,775	112,107	
<b>Vocational Teacher</b>	110,621	129,278	121,375	115,297	114,648	107,985	127,868	118,076	148,927	124,615	112,606	112,510	115,321	124,241	111,453	126,919	95,567	130,503	112,650	114,259	96,666	
<b>Guidance Counselor</b>	142,003	161,335	120,524	119,761	129,184	132,144	145,487	122,428	151,064	116,929	124,600	145,111	125,710	131,726	124,242	134,518	101,530	122,502	117,151	131,095	113,502	
<b>Librarian</b>	125,528	136,137	118,334	122,249	127,566	102,992	137,753	106,798	134,588	124,883	122,631	125,005	127,417	131,387	133,340	130,404	107,122	118,541	116,359	127,044	112,287	
<b>School Psychologist</b>	139,066	146,758	139,780	130,437	133,500	132,385	142,540	115,007	167,860	134,745	125,437	132,891	136,967	127,297	140,659	151,243	121,988	156,228	130,090	146,830	135,500	
<b>School Social Worker</b>	132,217	140,847	140,785	132,854	131,988	105,584	137,942	113,300	142,603	142,865	130,456	136,548	137,521	133,208	137,570	136,816	101,474	126,847	117,850	131,244	102,531	
<b>Learning Disability</b>	142,086	156,420	147,047	140,314	133,400	103,469	132,072	113,580	162,386	118,999	128,044	150,337	132,914	132,230	134,503	140,472	106,587	134,387	125,704	146,594	115,548	

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Table 1: 2025-26 Maximum Salaries/Fees for Contracted Services

Job Title	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
<b>Reading Disability</b>	104,323	135,216	124,410	133,187	123,758	100,474	125,057	107,323	130,824	114,458	135,255	129,510	116,803	124,670	126,648	133,051	114,067	125,467	122,301	123,616	100,091
<b>School Nurse, Instructional</b>	153,349	142,210	122,853	121,793	130,562	136,994	131,293	101,797	146,785	123,071	118,919	134,847	130,681	129,175	109,705	139,231	102,037	120,055	122,428	122,071	108,633
<b>School Nurse, Non-Instructional</b>	141,081	142,279	122,988	114,691	103,449	106,532	127,305	113,182	151,870	106,277	141,385	124,093	115,745	128,634	118,604	122,811	110,278	131,087	123,204	115,359	111,676
<b>Remedial Instruction</b>	130,547	142,016	127,504	122,165	122,623	102,159	144,438	107,561	152,290	110,679	123,677	131,950	129,716	126,380	132,196	138,521	104,824	133,997	126,232	143,282	112,987
<b>Student Assistance Coordinator<sup>1</sup></b>	147,484	136,834	123,655	120,505	107,080	111,665	132,466	99,220	127,955	105,008	113,945	131,403	127,495	128,135	136,102	121,987	104,791	118,000	126,673	134,357	108,244
<b>Occupational Therapist</b>	158,244	178,975	165,071	153,120	154,439	130,866	156,130	131,791	173,098	136,091	147,146	173,072	154,374	156,036	156,350	162,504	121,206	144,571	144,492	158,480	133,537
<b>Physical Therapist</b>	163,716	177,571	170,182	157,392	156,779	121,103	161,617	130,271	170,681	134,061	151,443	173,697	154,377	151,581	156,018	166,746	118,953	144,420	140,310	177,787	130,879
<b>Speech Therapist</b>	144,520	154,363	136,426	139,550	146,398	119,122	158,181	119,327	174,633	119,685	136,700	152,534	143,536	156,365	145,467	152,754	124,204	144,426	137,944	151,141	120,151
<b>Lowest Maximum<sup>2</sup></b>	104,323	129,278	118,334	114,691	103,449	99,527	125,057	99,220	127,955	105,008	112,606	112,510	115,321	124,241	109,705	121,987	95,567	118,000	112,650	114,259	96,666

<sup>1</sup> Formerly referred to as Substance Abuse Coordinator

<sup>2</sup> Unrecognized Administrative Titles/Non-Certified Staff

Maximum hourly rates for occupational therapists, physical therapists, and speech & language specialists contracted by approved private schools for students with disabilities (APSSDs) as purchased service providers or independent contractors pursuant to N.J.A.C. 6A:14-5.1(c).

**Notes:**

- Contracted Annual Compensation for Occupational Therapists, Physical Therapists and Speech Language Specialists must comply with N.J.A.C. 6A:23A-18.6(a)8 and N.J.A.C. 6A:23A-18.6(a)9.
- Hourly Rates are calculated with the full time equivalent of 35 hours per week times 52 weeks per year (35 × 52 = 1820 annual hours).
- Part-time and split-time rates shall be calculated as set forth in N.J.A.C. 6A:23A-18.6(a)8. The annualized amount, regardless of the number of hours worked, must meet the provisions of N.J.A.C. 6A:23A-18.6(a)8 and N.J.A.C. 6A:23A-18.6(a)9 to include the costs as allowable in the calculation of the certified actual cost per student.

*Table 2: Maximum Fees for Contracted Services for OT, PT and Speech Language Specialist*  
N.J.A.C 6A:23A-18.3 Subparagraphs (o)1(i)–(ii) expired on June 30, 2024. **Note:** 2024–2025 amounts remain as published

County	Occupational therapist (Hourly Rate)	Physical therapist (Hourly Rate)	Speech-language specialist (Hourly Rate)	Occupational therapist (Annual Maximum)	Physical therapist (Annual Maximum)	Speech-language specialist (Annual Maximum)
Atlantic	121.95	121.95	108.85	221,942	221,942	198,101
Bergen	138.02	138.02	118.24	251,194	251,194	215,202
Burlington	127.78	127.78	103.68	232,553	232,553	188,703
Camden	120.18	120.18	106.94	218,726	218,726	194,635
Cape May	117.75	117.75	111.38	214,297	214,297	202,704
Cumberland	91.67	91.67	89.08	166,846	166,846	162,128
Essex	118.05	118.05	121.50	214,855	214,855	221,133
Gloucester	100.94	100.94	90.34	183,716	183,716	164,420
Hudson	133.96	133.96	136.05	243,799	243,799	247,612
Hunterdon	105.23	105.23	92.55	191,515	191,515	168,445
Mercer	114.56	114.56	106.93	208,500	208,500	194,615
Middlesex	132.26	132.26	115.84	240,718	240,718	210,830
Monmouth	119.59	117.33	108.34	217,647	213,546	197,177
Morris	117.86	117.86	119.04	214,508	214,508	216,646
Ocean	119.19	119.19	110.02	216,935	216,935	200,239
Passaic	124.27	124.27	119.02	226,178	226,178	216,607
Salem	92.36	92.36	92.64	168,098	168,098	168,599
Somerset	108.79	108.79	111.03	198,005	198,005	202,068
Sussex	110.12	110.12	106.56	200,412	200,412	193,941
Union	124.28	124.28	115.98	226,198	226,198	211,081
Warren	100.79	100.79	92.16	183,446	183,446	167,732