

Table 1: 2019-20 Maximum Salaries

Job Title	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Chief School Admin/ Executive Dir / Director	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005	259,005
Asst. Superintendent Asst. Director	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849	168,849
School Business Official / Business Manager	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613	153,613
Principal	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817	160,817
Supervisor	146,025	189,646	147,768	148,052	138,757	130,769	159,190	144,134	184,292	144,792	158,450	149,519	155,882	167,229	152,876	187,963	113,644	151,417	141,528	170,879	134,023
Special Education Teacher	132,761	144,340	126,117	118,820	127,105	99,527	127,311	104,473	149,632	117,936	124,027	123,173	122,099	130,209	119,470	136,757	102,250	121,257	117,903	133,662	110,654
General Teacher	135,447	148,025	133,770	127,979	127,761	112,652	144,894	112,342	150,707	125,085	131,353	161,022	139,017	154,736	128,260	135,832	103,614	128,477	121,613	146,380	114,391
Health, Physical Education Teacher	123,604	129,745	119,095	116,387	127,761	103,149	139,690	103,087	151,301	120,576	118,809	129,825	124,238	131,290	116,097	132,901	100,701	128,090	120,489	134,600	108,460
Vocational Teacher	107,971	127,193	116,165	114,116	91,796	91,998	122,278	95,864	143,251	121,975	104,667	104,819	110,610	120,858	107,841	124,236	92,997	129,105	105,277	110,968	92,001
Guidance Counselor	110,229	143,675	117,283	116,970	125,472	111,879	144,821	120,076	151,064	112,430	121,051	140,526	119,782	128,418	119,739	131,262	100,882	120,135	114,519	128,370	110,345
Librarian	118,816	130,584	113,092	113,952	122,812	94,421	133,987	102,360	134,588	119,684	116,794	120,396	119,425	126,168	127,791	128,264	102,281	114,563	110,460	121,561	107,397
School Psychologist	122,805	140,623	125,271	120,134	126,496	129,330	138,465	107,390	165,521	131,435	123,208	129,084	132,561	122,461	133,581	138,414	104,901	152,109	127,712	140,716	107,229
School Social Worker	129,219	137,061	135,570	129,109	127,724	98,497	137,803	110,066	134,908	134,635	124,416	134,469	131,121	129,593	131,894	134,471	97,500	123,391	112,488	127,155	101,374
Learning Disability	134,826	152,593	141,268	132,869	130,180	101,358	130,520	111,601	148,107	116,331	126,663	146,233	129,725	130,304	131,786	137,404	102,107	120,280	121,753	137,415	111,434



Job Title	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Reading Disability	99,582	133,196	116,577	127,855	121,052	97,533	122,278	101,599	127,186	114,206	122,448	124,177	111,317	119,729	118,346	128,111	70,440	115,741	98,019	120,682	100,091
School Nurse, Instructional	111,401	135,807	115,743	117,177	124,604	105,899	124,675	100,214	142,397	115,315	116,393	126,531	125,929	124,421	107,041	132,862	96,885	114,777	117,584	117,202	105,498
School Nurse, Non-Instructional	109,242	137,097	98,919	111,994	64,837	64,837	120,263	89,336	119,184	105,521	108,676	116,416	114,396	79,430	114,582	116,848	66,700	126,040	88,250	108,212	79,889
Remedial Instruction	126,631	137,165	118,161	117,098	116,763	100,440	140,740	101,859	148,484	103,214	120,861	127,279	123,744	118,044	118,983	134,191	99,172	129,335	115,617	131,536	108,600
Student Assistance Coordinator ¹	124,091	135,205	114,630	114,824	107,080	107,865	126,823	98,761	127,629	102,333	107,186	127,624	119,746	123,224	134,002	121,128	99,217	118,000	117,937	128,791	104,291
Lowest Maximum ²	99,582	127,193	100,796	113,952	87,904	85,897	121,249	95,864	124,237	102,333	104,667	108,800	110,610	113,032	107,041	116,877	70,440	114,777	98,019	109,526	87,229
Occupational Therapist ³	139,263	157,615	145,917	137,242	134,464	104,694	134,815	115,274	152,981	120,159	130,831	151,054	136,567	134,592	136,123	141,926	105,467	124,238	125,760	141,937	115,101
Physical Therapist ³	139,263	157,615	145,917	137,242	134,464	104,694	134,815	115,274	152,981	120,159	130,831	151,054	136,567	134,592	136,123	141,926	105,467	124,238	125,760	141,937	115,101
Speech-Language Specialist ³	124,293	135,034	118,402	122,134	127,193	101,730	138,754	103,167	155,167	105,701	122,119	132,289	123,724	135,942	125,639	135,915	105,786	126,790	121,690	132,441	105,255

¹ Formerly referred to as Substance Abuse Coordinator

² Unrecognized Administrative Titles/Non-Certified Staff

³ Speech-Language Specialists, Occupational Therapists, and Physical Therapists amounts are increased annually by the NJ CPI consistent with N.J.A.C 18A:23A-18.3(o); for 2019-20 the NJ CPI increase is 1.45%.

Maximum hourly rate 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) and N.J.A.C 6A-23A-18.3(o)1ii

Note: Contracted Annual Compensation for Occupational Therapists, Physical Therapists and Speech Language Specialists must comply with N.J.A.C. 6A-23A-18.3(o)1ii¹, N.J.A.C. 6A:23A-18.6(a)8 and N.J.A.C. 6A:23A-18.6(a)9.

Table 2: 2019-20 Maximum Salaries for OT, PT and Speech Language Specialist

County	Occupational therapist (Hourly Rate) ²	Physical therapist (Hourly Rate) ²	Speech-language specialist (Hourly Rate) ²	Occupational therapist (Annual Maximum)	Physical therapist (Annual Maximum)	Speech-language specialist (Annual Maximum)
Atlantic	103.30	103.30	92.20	188,055	188,055	167,796
Bergen	116.91	116.91	100.16	212,780	212,780	182,296
Burlington	108.24	108.24	87.83	196,988	196,988	159,843
Camden	101.80	101.80	90.59	185,276	185,276	164,881
Cape May	99.74	99.74	94.35	181,526	181,526	171,711
Cumberland	77.66	77.66	75.46	141,336	141,336	137,336
Essex	100.00	100.00	102.92	182,001	182,001	187,317
Gloucester	85.51	85.51	76.52	155,619	155,619	139,275
Hudson	113.47	113.47	115.25	206,524	206,524	209,751
Hunterdon	89.13	89.13	78.40	162,215	162,215	142,696
Mercer	97.05	97.05	90.58	176,622	176,622	164,860
Middlesex	112.04	112.04	98.13	203,911	203,911	178,590
Monmouth	101.30	101.30	91.77	184,365	184,365	167,027
Morris	99.83	99.83	100.84	181,699	181,699	183,522
Ocean	100.97	100.97	93.19	183,766	183,766	169,612
Passaic	105.97	105.97	100.82	191,600	191,600	183,486
Salem	78.23	78.23	78.47	142,381	142,381	142,812
Somerset	92.15	92.15	94.05	167,722	167,722	171,166
Sussex	93.28	93.28	90.26	169,776	169,776	164,282
Union	105.28	105.28	98.24	191,615	191,615	178,795
Warren	85.38	85.38	78.07	155,387	155,387	142,095

¹ The 2019-2020 salaries for the Speech-Language Specialists, Occupational Therapists, and Physical Therapists were increased annually by the NJ CPI consistent with N.J.A.C 18A:23A-18.3(o); for 2019-20 the NJ CPI increase is 1.45%.

² Hourly Rates are calculated with the full time equivalent of 35 hours per week times 52 weeks per year (35 × 52 = 1820 hours). Part-time and split-time 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-18.3(o)1ii**, N.J.A.C. 6A:23A-18.6(a)8 and N.J.A.C. 6A:23A-18.6(a)9 in order to include the costs as allowable in the calculation of the certified actual cost per student.