

**Approved Private Schools for Students with Disabilities (APSSDs)  
Maximum Salaries/Fees for Contracted Services 2023-24 pursuant to N.J.A.C 6A-23A-18.3 (o) and (p)**

*Table 1: 2023-24 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>	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	259,005	
<b>Asst. Superintendent Asst. Director</b>	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	168,849	168,849
<b>School Business Official / Business Manager</b>	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	153,613	153,613
<b>Principal</b>	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	160,817	160,817
<b>Supervisor</b>	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		
<b>Special Education Teacher</b>	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		
<b>General Teacher</b>	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		
<b>Health, Physical Education Teacher</b>	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		
<b>Vocational Teacher</b>	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		
<b>Guidance Counselor</b>	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		
<b>Librarian</b>	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		
<b>School Psychologist</b>	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		
<b>School Social Worker</b>	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		
<b>Learning Disability</b>	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		
<b>Reading Disability</b>	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		

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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>School Nurse, Instructional</b>	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
<b>School Nurse, Non-Instructional</b>	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
<b>Remedial Instruction</b>	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
<b>Student Assistance Coordinator<sup>1</sup></b>	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
<b>Lowest Maximum<sup>2</sup></b>	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
<b>Occupational Therapist</b>	155,376	175,850	162,799	153,120	150,022	116,807	150,413	128,611	170,681	134,061	145,968	168,522	152,369	150,165	151,873	158,346	117,670	138,613	140,310	158,360	128,419
<b>Physical Therapist</b>	155,376	175,850	162,799	153,120	150,022	116,807	150,413	128,611	170,681	134,061	145,968	168,522	149,498	150,165	151,873	158,346	117,670	138,613	140,310	158,360	128,419
<b>Speech-Language Specialist</b>	138,673	150,658	132,102	136,266	141,910	113,500	154,808	115,104	173,348	117,930	136,248	147,594	138,039	151,671	140,176	151,641	118,026	141,459	135,770	147,764	117,434

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

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

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

**Notes:**

- Contracted Annual Compensation for Occupational Therapists, Physical Therapists and Speech Language Specialists must comply with 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.
- 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.
- The 2023-2024 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 2023-24 the NJ CPI increase is 1.0586.

*Table 2: 2023-24 Maximum Salaries/Fees for Contracted Services for OT, PT and Speech Language Specialist*

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	115.25	115.25	102.87	209,757	209,757	187,209
Bergen	130.44	130.44	111.75	237,398	237,398	203,388
Burlington	120.76	120.76	97.99	219,779	219,779	178,337
Camden	113.58	113.58	101.07	206,713	206,713	183,958
Cape May	111.28	111.28	105.26	202,529	202,529	191,578
Cumberland	86.64	86.64	84.19	157,689	157,689	153,226
Essex	111.57	111.57	114.83	203,059	203,059	208,990
Gloucester	95.40	95.40	85.38	173,625	173,625	155,390
Hudson	126.60	126.60	128.58	230,419	230,419	234,019
Hunterdon	99.45	99.45	87.47	180,984	180,984	159,206
Mercer	108.27	108.27	101.06	197,057	197,057	183,934
Middlesex	125.00	125.00	109.48	227,504	227,504	199,253
Monmouth	113.02	110.89	102.39	205,697	205,697	186,352
Morris	111.39	111.39	112.50	202,722	202,722	204,755
Ocean	112.65	112.65	103.98	205,028	205,028	189,236
Passaic	117.45	117.45	112.48	213,768	213,768	204,714
Salem	87.29	87.29	87.55	158,854	158,854	159,335
Somerset	102.82	102.82	104.93	187,128	187,128	190,970
Sussex	104.07	104.07	100.71	189,420	189,420	183,289
Union	117.46	117.46	109.61	213,785	213,785	199,482
Warren	95.26	95.26	87.10	173,365	173,365	158,536