

Faculty Salary Structure for Fiscal Year 27

For Health Professions and Nursing Positions:

Non-degree or Associate's degree + Professional Development Units (PDUs)			Limited Certificate (L.C.)	Standard Certificate (S.C.) + 0-15 cr.	+ >15-30 cr.	+ >30-45 cr.	+ >45-60 cr.	+ >60 cr.
Bachelors Degree + Professional Development Units (PDUs)				Bachelors + L.C.	Bachelors + S.C. + 0-15 cr.	+ >15-30 cr.	+ >30-45 cr.	+ >45 cr.
Masters Degree + Professional Development						Masters + L.C.	Masters + S.C. + 0-15 cr.	+ >15 cr.
Step:	Column:	1	2	3	4	5	6	7
0	Hiring range is steps 4-9	-	-	-	-	-	-	-
1		-	-	-	-	-	-	-
2		-	-	-	-	-	-	-
3		-	-	-	-	-	-	-
4		60,337	62,573	64,807	68,717	72,630	76,540	80,451
5		61,544	63,824	66,103	70,091	74,082	78,071	82,060
6		62,775	65,101	67,425	71,493	75,564	79,632	83,701
7		64,031	66,403	68,773	72,923	77,075	81,225	85,375
8		65,311	67,731	70,149	74,382	78,617	82,849	87,082
9		66,617	69,086	71,552	75,869	80,189	84,506	88,824
10		67,950	70,467	72,983	77,387	81,793	86,197	90,600
11		69,309	71,877	74,442	78,934	83,429	87,920	92,412
12			73,314	75,931	80,513	85,097	89,679	94,261
13				77,450	82,123	86,799	91,472	96,146
14					83,766	88,535	93,302	98,069
15						90,306	95,168	100,030
16							97,071	102,031
17								

*steps 0-3 no longer in use

Effective: Fall semester 2026

[Compensation Structure policy and procedure 3.02.16](#)

Part-time/Overload Rate Per Semester Credit Hour:	\$ 1,100
Part-time Rate Per Hour:	\$ 36.67
Substitute Rate Per Classroom Contact Hour:	\$ 35.59
Directed Study:	\$109/credit
Independent Study:	\$182/credit
Internships/Practicums:	\$109/credit

****Please Note:**

All faculty teaching in Career Technical Education (CTE) programs at NIC must receive a Postsecondary Occupational Specialist Certificate from the State of Idaho:
[Idaho Division of Career Technical Education - First-time Idaho educators](#)

All Health Professions and Practical Nursing (PN) are CTE programs

Limited Occupational Specialist Certificate (L.C.):

- Valid for 3 years
- Cannot be renewed
- Faculty must obtain subsequent certification to continue teaching

Standard Occupational Specialist Certificate (S.C.):

- Required to continue teaching beyond expiration of L.C.
- Valid for 5 years
- Attainment of S.C. makes CTE faculty eligible to move up one column

Advanced Occupational Specialist Certificate (A.C.):

- Not required to teach in CTE programs
- Valid for 5 years
- Attainment of A.C. makes CTE faculty eligible to move up one column further than S.C. placement

***Column movement after initial hire is done in accordance with the**
[Faculty Professional Development policy and procedure 3.02.20](#)