

Faculty Salary Structure for Fiscal Year 27								
For Career and Technical Education 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		-	-	-	-	-	-	-
1		-	-	-	-	-	-	-
2		-	-	-	-	-	-	-
3		-	-	-	-	-	-	-
4	Hiring range is steps 4-9	49,235	51,059	52,882	56,073	59,265	62,456	65,647
5		51,059	52,882	54,706	57,897	61,088	64,279	67,470
6		52,882	54,706	56,529	59,720	62,912	66,103	69,294
7		54,250	56,073	57,897	61,088	64,279	67,470	70,662
8		55,617	57,441	59,265	62,456	65,647	68,838	72,029
9		56,985	58,809	60,632	63,823	67,015	70,206	73,397
10		58,353	60,176	62,000	65,191	68,382	71,573	74,764
11		59,720	61,544	63,367	66,559	69,750	72,941	76,132
12		60,632	62,456	64,279	67,470	70,662	73,853	77,044
13		61,544	63,367	65,191	68,382	71,573	74,764	77,956
14		62,456	64,279	66,103	69,294	72,485	75,676	78,867
15			65,191	67,015	70,206	73,397	76,588	79,779
16				67,926	71,117	74,309	77,500	80,691
17					72,029	75,220	78,412	81,603
18						76,132	79,323	82,514
19							80,235	83,426
20								84,338

**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](#)

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](#)