



# North Idaho College

| Faculty Salary Structure for Fiscal Year 26 (for Skills Prepared positions) |         |                                         |                                         |                                         |                          |                   |                     |                  |  |
|-----------------------------------------------------------------------------|---------|-----------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------|-------------------|---------------------|------------------|--|
| Occupational Specialist Certificates:                                       |         | Limited Cert.<br>(L.C.) /<br>Non-Degree | Standard Cert<br>(S.C.) /<br>Non-Degree | Advanced Cert<br>(A.C.) /<br>Non-Degree |                          |                   |                     |                  |  |
| Academic Credits (B.S. Degree) + PDU's:                                     |         |                                         | B.S. Degree +<br>0-15 cr. & L.C.        | B.S. Degree +<br>>15-30 cr.             | B.S. Degree +<br>>30 cr. |                   |                     |                  |  |
| Academic Credits + Occupational Specialist Certification(s):                |         |                                         |                                         | B.S. + Sc.<br>Cert.                     | B.S. + Ac.<br>Cert.      |                   |                     |                  |  |
| Academic Credits (Masters) + PDU's:                                         |         |                                         |                                         |                                         |                          | Masters +<br>0-15 | Masters +<br>>15-30 | Masters +<br>>30 |  |
| Step                                                                        | Column: | 1                                       | 2                                       | 3                                       | 4                        | 5                 | 6                   | 7                |  |
| 0                                                                           |         |                                         |                                         |                                         |                          |                   |                     |                  |  |
| 1                                                                           |         |                                         |                                         |                                         |                          |                   |                     |                  |  |
| 2                                                                           |         |                                         |                                         |                                         |                          |                   |                     |                  |  |
| 3                                                                           |         |                                         |                                         |                                         |                          |                   |                     |                  |  |
| 4                                                                           | Annual  | 48,748                                  | 50,553                                  | 52,359                                  | 55,518                   | 58,678            | 61,837              | 64,997           |  |
| 5                                                                           |         | 50,553                                  | 52,359                                  | 54,164                                  | 57,324                   | 60,483            | 63,643              | 66,802           |  |
| 6                                                                           |         | 52,359                                  | 54,164                                  | 55,970                                  | 59,129                   | 62,289            | 65,448              | 68,608           |  |
| 7                                                                           |         | 53,713                                  | 55,518                                  | 57,324                                  | 60,483                   | 63,643            | 66,802              | 69,962           |  |
| 8                                                                           |         | 55,067                                  | 56,872                                  | 58,678                                  | 61,837                   | 64,997            | 68,156              | 71,316           |  |
| 9                                                                           |         | 56,421                                  | 58,226                                  | 60,032                                  | 63,191                   | 66,351            | 69,511              | 72,670           |  |
| 10                                                                          |         | 57,775                                  | 59,580                                  | 61,386                                  | 64,546                   | 67,705            | 70,865              | 74,024           |  |
| 11                                                                          |         | 59,129                                  | 60,935                                  | 62,740                                  | 65,900                   | 69,059            | 72,219              | 75,378           |  |
| 12                                                                          |         | 60,032                                  | 61,837                                  | 63,643                                  | 66,802                   | 69,962            | 73,122              | 76,281           |  |
| 13                                                                          |         | 60,935                                  | 62,740                                  | 64,546                                  | 67,705                   | 70,865            | 74,024              | 77,184           |  |
| 14                                                                          |         | 61,837                                  | 63,643                                  | 65,448                                  | 68,608                   | 71,767            | 74,927              | 78,087           |  |
| 15                                                                          |         |                                         | 64,546                                  | 66,351                                  | 69,511                   | 72,670            | 75,830              | 78,989           |  |
| 16                                                                          |         |                                         |                                         | 67,254                                  | 70,413                   | 73,573            | 76,732              | 79,892           |  |
| 17                                                                          |         |                                         |                                         |                                         | 71,316                   | 74,476            | 77,635              | 80,795           |  |
| 18                                                                          |         |                                         |                                         |                                         |                          | 75,378            | 78,538              | 81,698           |  |
| 19                                                                          |         |                                         |                                         |                                         |                          |                   | 79,441              | 82,600           |  |
| 20                                                                          |         |                                         |                                         |                                         |                          |                   |                     | 83,503           |  |

Effective: Fall semester 2025

|                                                   |              |
|---------------------------------------------------|--------------|
| 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 |

For more information, please see:

[Compensation Structure policy and procedure 3.02.16](#)