



|| 2025-2026 Career Ladder Funding Overview

2025-2026 CAREER LADDER ALLOCATION – ALLOCATION AMOUNT PER CELL

Effective 7/1/2025, the allocation amounts per Idaho Career Ladder cell are as follows:

	Cell 1	Cell 2	Cell 3	Cell 4	Cell 5
Residency Rung	\$ 50,252	\$ 51,302	\$ 52,352		
Professional Rung	\$ 53,402	\$ 55,239	\$ 57,077	\$ 58,914	\$ 60,752
Advanced Professional Rung	\$ 64,427	\$ 66,527	\$ 68,627	\$ 70,727	\$ 72,827

2025-2026 CAREER LADDER ALLOCATION - MINIMUM COMPENSATION REQUIREMENTS FOR INSTRUCTIONAL AND PUPIL SERVICE STAFF

According to [Idaho Code section 33-1004E](#), staff shall not be paid less than the minimum dollar amount on the respective Career Ladder rung for the applicable fiscal year. In other words, individuals on the Residency Rung shall not be paid less than the allocation amount for the R1 cell, individuals on the Professional Rung shall not be paid less than the allocation amount for the P1 cell, and individuals on the Advanced Professional Rung shall not be paid less than the allocation amount for the AP1 cell (effective 7/1/2025)ⁱ.

Although \$6,359 was added to the Career Ladder allocations over the last few years, the cells were not increased in section [Idaho Code section 33-1004B](#). Therefore, the minimums were not increased by the \$6,359 for 2023-2024 school year and 2024-2025 school year. Beginning in the 2025-2026 school year, the adjustment to the educator salary-based apportionment program compensation rung cell amounts will no longer be based on a specific Career Ladder table dictated by statute for a single fiscal year. However, Idaho Code section 33-1004B(10) provides that beginning in the school year 2025-2026, the Career Ladder allocation “shall be adjusted by an amount equivalent to the salary-based apportionment adjustment for administrative and classified staff positions.” This requirement necessitates a corresponding increase in the minimum salary amounts.

This means the minimums for R1, P1, and AP1 for the 2025-2026 school year are as follows:

- **R1: \$50,252** [2024-2025 school year amount of \$41,500 + \$6,359 + 5% (\$2,393)]
- **P1: \$53,402** [2024-2025 school year amount of \$44,500 + \$6,359 + 5% (\$2,543)]
- **AP1: \$64,427** [2024-2025 school year amount of \$55,000 + \$6,359 + 5% (\$3,068)]

2025-2026 CAREER LADDER ALLOCATION - MINIMUM COMPENSATION REQUIREMENTS

[Idaho Code section 33-1004B](#) governs the allocation generation across the various cells of the Idaho Career Ladder. If a school district or charter school employee does not meet the required performance metrics as outlined in this code section, they will not advance on the Idaho Career Ladder, and funding for their position will remain at the level associated with the last year they met those performance standards.

However, pursuant to [Idaho Code section 33-1004E\(1\), \(2\), and \(3\)](#), school districts and charter schools are still required to pay staff at least the minimum salary amounts designated for R1, P1, and AP1 allocated positions. This provision requires the employer to compensate staff at higher 2025-2026 minimum rates, as outlined above, than those determined to be used for the average allocated salary and Salary-Based-Appportionment calculation derived from Career Ladder placements.

For the 2023–2024 and 2024–2025 school years, an additional \$6,359 was added to each cell of the Career Ladder. This increase also applied to any prior-year cell amounts for staff who remained on frozen funding. Beginning in the 2025–2026 school year, the \$6,359 increase will be incorporated into the base amounts only for the 2023–2024 and 2024–2025 Career Ladder cells.

For example, if somebody is frozen on the P1 cell at 2022-2023 funding levels, their employer is required to compensate them for \$53,402 (as this is the minimum compensation amount for the 2025-2026 school year) but that placement will generate \$43,488 in funding as part of the average allocated salary and Salary-Based-Appportionment calculation (as outlined in Idaho Code section 33-1004B (9) (c) through (f)).

ⁱ Prior to the 2025-2026 school year, the minimum salary for a full time Instructional or Pupil Service staff member on the Advanced Professional Rung could not be less than the minimum dollar amount on the Professional Rung.