

North Star CL Payscale 2025-2026

ISEE Placement	Base Salary	BA+24*	MA*
Residency 1	\$ 50,252.00	-	-
Residency 2	\$ 51,257.04	-	-
Residency 3	\$ 52,282.18	-	-
Professional 1	\$ 53,402.00	\$ 55,402.00	\$ 56,902.00
Professional 2	\$ 54,470.04	\$ 56,470.04	\$ 57,970.04
Professional 3	\$ 55,559.44	\$ 57,559.44	\$ 59,059.44
Professional 4	\$ 56,670.63	\$ 58,670.63	\$ 60,170.63
Professional 5	\$ 57,804.04	\$ 59,804.04	\$ 61,304.04
Advanced Professional 1	\$ 64,427.00	\$ 66,427.00	\$ 67,927.00
Advanced Professional 2	\$ 65,715.54	\$ 67,715.54	\$ 69,215.54
Advanced Professional 3	\$ 67,029.85	\$ 69,029.85	\$ 70,529.85
Advanced Professional 4	\$ 68,370.45	\$ 70,370.45	\$ 71,870.45
Advanced Professional 5	\$ 69,737.86	\$ 71,737.86	\$ 73,237.86
Legacy 1	\$ 71,132.61	\$ 73,132.61	\$ 74,632.61
Legacy 2	\$ 72,555.27	\$ 74,555.27	\$ 76,055.27
Legacy 3	\$ 74,006.37	\$ 76,006.37	\$ 77,506.37
Legacy 4	\$ 75,486.50	\$ 77,486.50	\$ 78,986.50
Legacy 5	\$ 76,996.23	\$ 78,996.23	\$ 80,496.23
Legacy 6	\$ 78,536.15	\$ 80,536.15	\$ 82,036.15

Notes:

* Must have professional endorsement (includes education allocation)

Placement on the pay scale is dependent on teacher placement in ISEE.

Out of district but in the state of ID, they will be placed on the pay scale according to their placement on ISEE.

Outside of Idaho, the HR department and admin will review their documents in accordance with the state guidelines for applying for placement in ISEE and a contract will be written accordingly.

Legacy rung criteria:

- 1). Must have completed Advanced Prof 5 in ISEE to advance to Legacy rungs
- 2). For movement in Legacy rungs, individual must continue to meet SDE expectations for AP (Leadership role, 75% students achievement, no unsatisfactory or basic, distinguished in Domains 2 or 3).