



# || 2026-2027 Career Ladder Funding Overview

## 2026-2027 CAREER LADDER ALLOCATION – ALLOCATION AMOUNT PER CELL

Effective 7/1/2026, the allocation amounts per Idaho Career Ladder cell are as follows:

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

\*No full-time instructional/pupil service staff on this rung shall be paid less than the Cell 1 amount

## 2026-2027 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)<sup>i</sup>.

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 2026-2027 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 **2026-2027 school year** are as follows:

- **R1: \$50,252** Same as the 2025-2026 school year amount
- **P1: \$53,402** Same as the 2025-2026 school year amount
- **AP1: \$64,427** Same as the 2025-2026 school year amount

[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 2026-2027 minimum rates, as outlined above, than those determined to be used for the average allocated salary and Salary-Based-Apportionment calculation derived from Career Ladder placements.

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

For example, an individual placed at the P1 cell using 2022–2023 funding levels must be compensated at no less than \$53,402, the minimum required for the 2026–2027 school year. However, this placement generates only \$43,488 in funding under the average allocated salary and salary-based apportionment calculation, as outlined in Idaho Code Section 33-1004B(9)(c)–(f).

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<sup>i</sup> 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.