



IDAHO

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Program Overview

In October 2007, Idaho Superintendent of Public Instruction Tom Luna introduced the Idaho State Teacher Advancement and Recognition System (ISTARS). Under ISTARS, teachers are eligible to earn bonuses of up to \$15,600 per year. ISTARS relies on Idaho's traditional teacher pay system that bases pay on years of experience, but expands the system by paying teachers additional compensation such as the following:

- **Student Achievement:** All certified school staff can earn between \$1,200 and \$3,600 for schoolwide growth and/or proficiency in student performance.
- **Career Opportunity:** Teachers can earn \$2,200 annually for forgoing the teacher contract and transferring to the school administrator contract.
- **Expertise:** Teachers can earn up to \$2,200 annually for improving expertise and earning qualifications (through certifications and endorsements) in multiple subject areas.
- **Leadership:** Teachers can earn \$2,200 annually for taking on leadership positions within the school and district.
- **Local Control:** School districts and charter schools will be able to choose from a list of state-designated "Market Scarcity" positions based on districts' inability to attract and retain teachers to these instructional positions. Local school boards can select up to 10 percent of their instructional positions and designate them as Market Scarcity positions. School districts can offer teachers in these positions \$2,200 annually.

ISTARS has come under intense public scrutiny. Among the many arguments against ISTARS is the perception that the program will take away from the power of the Idaho Education Association, the state's largest teacher union. In winter 2008, the ISTARS plan was under debate as a part of a legislative session.

Program Information

- [Details of ISTARS Program](#)



Select Articles and Reports

- KBCI News. (January 23, 2008). [Pay Plans for Idaho Teachers Generate Debate.](#)
- *Boise Weekly*. (January 9, 2008). [ABCs of Teacher Pay.](#)
- Idaho State Department of Education. (October 15, 2007). [Superintendent Luna Announces Improved Teacher Pay Plan.](#)