

**APPENDIX A
WEST KERN COMMUNITY COLLEGE DISTRICT**

**CLASSIFIED SALARY SCHEDULE
2025-26 ACADEMIC YEAR (2.39%) Effective 7/01/2025
HOURLY SCHEDULE**

RANGE	A	B	C	D	E	F	G	H	I
1	18.06	18.80	19.26	19.74	20.23	21.05	21.57	21.79	22.01
2	18.52	19.26	19.74	20.23	20.74	21.57	22.12	22.33	22.57
3	18.98	19.74	20.23	20.74	21.27	22.12	22.66	22.88	23.12
4	19.45	20.23	21.05	21.57	22.12	22.66	23.23	23.48	23.70
5	19.95	20.74	21.57	22.12	22.67	23.23	23.80	24.05	24.30
6	20.24	21.05	21.90	22.44	23.01	23.80	24.40	24.66	24.89
7	20.55	21.37	22.23	22.78	23.36	24.40	25.03	25.27	25.54
8	20.87	21.91	22.78	23.36	23.94	25.03	25.66	25.89	26.16
9	21.17	22.24	23.12	23.69	24.42	25.66	26.28	26.55	26.82
10	21.49	22.57	23.48	23.85	25.04	26.28	26.94	27.23	27.48
11	21.81	22.91	23.82	24.43	25.67	26.94	27.62	27.90	28.18
12	22.14	23.25	23.87	25.05	26.30	27.62	28.31	28.60	28.88
13	22.47	23.60	24.47	25.68	26.95	28.31	29.02	29.31	29.60
14	22.74	23.88	25.07	26.31	27.64	29.02	29.73	30.03	30.34
15	23.30	24.48	25.69	26.98	28.33	29.73	30.48	30.80	31.10
16	23.89	25.09	26.34	27.67	29.03	30.48	31.24	31.57	31.87
17	24.49	25.71	26.99	28.34	29.75	31.24	32.03	32.36	32.69
18	25.10	26.36	27.68	29.05	30.51	32.03	32.84	33.16	33.48
19	25.73	27.00	28.36	29.79	31.27	32.84	33.65	33.98	34.34
20	26.37	27.69	29.06	30.52	32.06	33.65	34.50	34.84	35.18
21	27.01	28.38	29.80	31.28	32.86	34.50	35.37	35.71	36.07
22	27.70	29.07	30.54	32.07	33.67	35.37	36.23	36.60	36.98
23	28.39	29.82	31.31	32.87	34.52	36.23	37.15	37.53	37.90
24	29.11	30.55	32.09	33.70	35.38	37.15	38.09	38.46	38.84
25	29.83	31.32	32.89	34.53	36.26	38.09	39.03	39.43	39.80
26	30.57	32.10	33.72	35.40	37.17	39.03	40.00	40.41	40.81
27	31.34	32.91	34.56	36.29	38.11	40.00	41.01	41.42	41.82
28	32.13	33.74	35.43	37.18	39.04	41.01	42.04	42.45	42.86
29	32.93	34.57	36.31	38.13	40.03	42.04	43.09	43.51	43.95
30	33.76	35.45	37.22	39.07	41.03	43.09	44.16	44.59	45.04
31	34.60	36.33	38.14	40.04	42.06	44.16	45.27	45.71	46.18
32	35.47	37.24	39.08	41.05	43.11	45.27	46.38	46.86	47.32
33	36.35	38.17	40.07	42.08	44.19	46.38	47.56	48.02	48.51
34	37.26	39.11	41.08	43.15	45.29	47.56	48.74	49.24	49.73
35	38.19	40.09	42.10	44.20	46.43	48.74	49.96	50.47	50.95
36	39.14	41.10	43.17	45.33	47.58	49.96	51.18	51.71	52.24
37	40.13	42.13	44.24	46.44	48.77	51.18	52.50	53.01	53.54
38	41.13	43.19	45.35	47.61	49.99	52.50	53.81	54.34	54.87
39	42.16	44.25	46.47	48.80	51.26	53.81	55.15	55.69	56.24
40	43.21	45.37	47.63	50.02	52.53	55.15	56.53	57.08	57.65

2.39% Salary Schedule Adjustment effective 7/1/25, Board Approved 10/08/2025
1.07% COLA plus 0.96% adjustment effective 7/1/2024, Board approved 9/11/2024
8.22% COLA effective 7/1/2023, Board Approved 10/03/2023
6.56% COLA effective 7/1/2022, Board Approved 09/14/2022
Salary Schedule adjustment due to CA minimum wage increase effective 1/1/2022
2.75% COLA plus 0.32% adjustment effective 7/1/21, Board Approved 11/13/2021
2.32% Salary Schedule Adjustment effective 7/1/20, Board Approved 10/14/2020
3.26% COLA effective 7/1/19, Board Approved 10/11/19
2.71% COLA effective 7/1/18, Board Approved 10/10/18
1.56% COLA effective 7/1/17, Board Approved 10/11/17
1.59% Salary Schedule Increase effective 7/1/16, Board Approved 10/12/16
1.02% COLA effective 7/1/15, Board Approved 9/9/15
.85% COLA effective 7/1/14, Board Approved 8/13/14
1.57% COLA plus 0.43% effective 7/1/13, Board Approved 10/09/13
0 % COLA effective 7/1/08, 7/1/09, 07/1/10, 7/1/11, 7/1/12
4.4% COLA effective 7/1/07, Board Approved 6/14/07
5.87% COLA plus 3% Effective 7/1/06, Board Approved 6/14/06
3.81% COLA Effective 7/1/05, Board Approved 6/8/05

**APPENDIX A
WEST KERN COMMUNITY COLLEGE DISTRICT**

**CLASSIFIED SALARY SCHEDULE
2025-26 ACADEMIC YEAR (2.39%) Effective 7/01/2025
MONTHLY SCHEDULE (Based on the full time equivalent of 173.3Hrs./mo.)**

RANGE	A	B	C	D	E	F	G	H	I
1	\$ 3,130	\$ 3,259	\$ 3,338	\$ 3,422	\$ 3,507	\$ 3,649	\$ 3,739	\$ 3,777	\$ 3,815
2	\$ 3,210	\$ 3,338	\$ 3,422	\$ 3,507	\$ 3,595	\$ 3,739	\$ 3,834	\$ 3,871	\$ 3,912
3	\$ 3,290	\$ 3,422	\$ 3,507	\$ 3,595	\$ 3,687	\$ 3,834	\$ 3,928	\$ 3,966	\$ 4,007
4	\$ 3,371	\$ 3,507	\$ 3,649	\$ 3,739	\$ 3,834	\$ 3,928	\$ 4,027	\$ 4,070	\$ 4,108
5	\$ 3,458	\$ 3,595	\$ 3,739	\$ 3,834	\$ 3,929	\$ 4,027	\$ 4,125	\$ 4,169	\$ 4,212
6	\$ 3,508	\$ 3,649	\$ 3,796	\$ 3,890	\$ 3,988	\$ 4,125	\$ 4,229	\$ 4,274	\$ 4,314
7	\$ 3,562	\$ 3,704	\$ 3,853	\$ 3,949	\$ 4,049	\$ 4,229	\$ 4,339	\$ 4,380	\$ 4,427
8	\$ 3,617	\$ 3,798	\$ 3,949	\$ 4,049	\$ 4,150	\$ 4,339	\$ 4,448	\$ 4,488	\$ 4,534
9	\$ 3,669	\$ 3,855	\$ 4,007	\$ 4,106	\$ 4,233	\$ 4,448	\$ 4,555	\$ 4,602	\$ 4,649
10	\$ 3,725	\$ 3,912	\$ 4,070	\$ 4,134	\$ 4,340	\$ 4,555	\$ 4,670	\$ 4,720	\$ 4,763
11	\$ 3,780	\$ 3,971	\$ 4,129	\$ 4,235	\$ 4,449	\$ 4,670	\$ 4,787	\$ 4,836	\$ 4,885
12	\$ 3,838	\$ 4,030	\$ 4,137	\$ 4,342	\$ 4,559	\$ 4,787	\$ 4,907	\$ 4,957	\$ 5,006
13	\$ 3,895	\$ 4,091	\$ 4,241	\$ 4,451	\$ 4,671	\$ 4,907	\$ 5,030	\$ 5,080	\$ 5,131
14	\$ 3,942	\$ 4,139	\$ 4,345	\$ 4,560	\$ 4,791	\$ 5,030	\$ 5,153	\$ 5,205	\$ 5,259
15	\$ 4,039	\$ 4,243	\$ 4,453	\$ 4,677	\$ 4,911	\$ 5,153	\$ 5,283	\$ 5,339	\$ 5,391
16	\$ 4,141	\$ 4,349	\$ 4,566	\$ 4,796	\$ 5,032	\$ 5,283	\$ 5,415	\$ 5,472	\$ 5,524
17	\$ 4,245	\$ 4,456	\$ 4,678	\$ 4,912	\$ 5,157	\$ 5,415	\$ 5,552	\$ 5,609	\$ 5,666
18	\$ 4,351	\$ 4,569	\$ 4,798	\$ 5,035	\$ 5,288	\$ 5,552	\$ 5,692	\$ 5,748	\$ 5,803
19	\$ 4,460	\$ 4,680	\$ 4,916	\$ 5,164	\$ 5,420	\$ 5,692	\$ 5,833	\$ 5,890	\$ 5,952
20	\$ 4,571	\$ 4,800	\$ 5,037	\$ 5,290	\$ 5,557	\$ 5,833	\$ 5,980	\$ 6,039	\$ 6,098
21	\$ 4,682	\$ 4,919	\$ 5,165	\$ 5,422	\$ 5,696	\$ 5,980	\$ 6,131	\$ 6,190	\$ 6,252
22	\$ 4,801	\$ 5,039	\$ 5,294	\$ 5,559	\$ 5,836	\$ 6,131	\$ 6,280	\$ 6,344	\$ 6,410
23	\$ 4,921	\$ 5,169	\$ 5,427	\$ 5,697	\$ 5,983	\$ 6,280	\$ 6,439	\$ 6,505	\$ 6,569
24	\$ 5,046	\$ 5,295	\$ 5,562	\$ 5,841	\$ 6,133	\$ 6,439	\$ 6,602	\$ 6,666	\$ 6,732
25	\$ 5,171	\$ 5,429	\$ 5,701	\$ 5,985	\$ 6,285	\$ 6,602	\$ 6,765	\$ 6,835	\$ 6,899
26	\$ 5,299	\$ 5,564	\$ 5,845	\$ 6,136	\$ 6,443	\$ 6,765	\$ 6,933	\$ 7,004	\$ 7,074
27	\$ 5,432	\$ 5,704	\$ 5,990	\$ 6,290	\$ 6,606	\$ 6,933	\$ 7,108	\$ 7,179	\$ 7,249
28	\$ 5,569	\$ 5,848	\$ 6,141	\$ 6,445	\$ 6,767	\$ 7,108	\$ 7,287	\$ 7,358	\$ 7,429
29	\$ 5,708	\$ 5,992	\$ 6,294	\$ 6,609	\$ 6,939	\$ 7,287	\$ 7,469	\$ 7,542	\$ 7,618
30	\$ 5,852	\$ 6,145	\$ 6,451	\$ 6,772	\$ 7,112	\$ 7,469	\$ 7,654	\$ 7,729	\$ 7,807
31	\$ 5,997	\$ 6,297	\$ 6,611	\$ 6,940	\$ 7,290	\$ 7,654	\$ 7,847	\$ 7,923	\$ 8,005
32	\$ 6,148	\$ 6,455	\$ 6,774	\$ 7,115	\$ 7,472	\$ 7,847	\$ 8,039	\$ 8,122	\$ 8,202
33	\$ 6,301	\$ 6,616	\$ 6,945	\$ 7,294	\$ 7,660	\$ 8,039	\$ 8,244	\$ 8,323	\$ 8,408
34	\$ 6,458	\$ 6,779	\$ 7,121	\$ 7,479	\$ 7,850	\$ 8,244	\$ 8,448	\$ 8,535	\$ 8,620
35	\$ 6,620	\$ 6,949	\$ 7,297	\$ 7,661	\$ 8,048	\$ 8,448	\$ 8,660	\$ 8,748	\$ 8,831
36	\$ 6,784	\$ 7,124	\$ 7,483	\$ 7,857	\$ 8,247	\$ 8,660	\$ 8,871	\$ 8,963	\$ 9,055
37	\$ 6,956	\$ 7,303	\$ 7,668	\$ 8,050	\$ 8,453	\$ 8,871	\$ 9,100	\$ 9,188	\$ 9,280
38	\$ 7,129	\$ 7,486	\$ 7,861	\$ 8,252	\$ 8,665	\$ 9,100	\$ 9,327	\$ 9,419	\$ 9,511
39	\$ 7,308	\$ 7,670	\$ 8,055	\$ 8,459	\$ 8,885	\$ 9,327	\$ 9,559	\$ 9,653	\$ 9,748
40	\$ 7,490	\$ 7,864	\$ 8,256	\$ 8,670	\$ 9,105	\$ 9,559	\$ 9,799	\$ 9,894	\$ 9,993

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4.4% COLA effective 7/1/07, Board Approved 6/14/07
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3.81% COLA Effective 7/1/05, Board Approved 6/8/05

APPENDIX A
WEST KERN COMMUNITY COLLEGE DISTRICT

CLASSIFIED SALARY SCHEDULE
2025-26 ACADEMIC YEAR (2.39%) Effective 7/01/2025

ANNUAL SCHEDULE (Based on the full time equivalent of 2080 Hrs./Yr.)

RANGE	A	B	C	D	E	F	G	H	I
1	\$ 37,565	\$ 39,104	\$ 40,061	\$ 41,059	\$ 42,078	\$ 43,784	\$ 44,866	\$ 45,323	\$ 45,781
2	\$ 38,522	\$ 40,061	\$ 41,059	\$ 42,078	\$ 43,139	\$ 44,866	\$ 46,010	\$ 46,446	\$ 46,946
3	\$ 39,478	\$ 41,059	\$ 42,078	\$ 43,139	\$ 44,242	\$ 46,010	\$ 47,133	\$ 47,590	\$ 48,090
4	\$ 40,456	\$ 42,078	\$ 43,784	\$ 44,866	\$ 46,010	\$ 47,133	\$ 48,318	\$ 48,838	\$ 49,296
5	\$ 41,496	\$ 43,139	\$ 44,866	\$ 46,010	\$ 47,154	\$ 48,318	\$ 49,504	\$ 50,024	\$ 50,544
6	\$ 42,099	\$ 43,784	\$ 45,552	\$ 46,675	\$ 47,861	\$ 49,504	\$ 50,752	\$ 51,293	\$ 51,771
7	\$ 42,744	\$ 44,450	\$ 46,238	\$ 47,382	\$ 48,589	\$ 50,752	\$ 52,062	\$ 52,562	\$ 53,123
8	\$ 43,410	\$ 45,573	\$ 47,382	\$ 48,589	\$ 49,795	\$ 52,062	\$ 53,373	\$ 53,851	\$ 54,413
9	\$ 44,034	\$ 46,259	\$ 48,090	\$ 49,275	\$ 50,794	\$ 53,373	\$ 54,662	\$ 55,224	\$ 55,786
10	\$ 44,699	\$ 46,946	\$ 48,838	\$ 49,608	\$ 52,083	\$ 54,662	\$ 56,035	\$ 56,638	\$ 57,158
11	\$ 45,365	\$ 47,653	\$ 49,546	\$ 50,814	\$ 53,394	\$ 56,035	\$ 57,450	\$ 58,032	\$ 58,614
12	\$ 46,051	\$ 48,360	\$ 49,650	\$ 52,104	\$ 54,704	\$ 57,450	\$ 58,885	\$ 59,488	\$ 60,070
13	\$ 46,738	\$ 49,088	\$ 50,898	\$ 53,414	\$ 56,056	\$ 58,885	\$ 60,362	\$ 60,965	\$ 61,568
14	\$ 47,299	\$ 49,670	\$ 52,146	\$ 54,725	\$ 57,491	\$ 60,362	\$ 61,838	\$ 62,462	\$ 63,107
15	\$ 48,464	\$ 50,918	\$ 53,435	\$ 56,118	\$ 58,926	\$ 61,838	\$ 63,398	\$ 64,064	\$ 64,688
16	\$ 49,691	\$ 52,187	\$ 54,787	\$ 57,554	\$ 60,382	\$ 63,398	\$ 64,979	\$ 65,666	\$ 66,290
17	\$ 50,939	\$ 53,477	\$ 56,139	\$ 58,947	\$ 61,880	\$ 64,979	\$ 66,622	\$ 67,309	\$ 67,995
18	\$ 52,208	\$ 54,829	\$ 57,574	\$ 60,424	\$ 63,461	\$ 66,622	\$ 68,307	\$ 68,973	\$ 69,638
19	\$ 53,518	\$ 56,160	\$ 58,989	\$ 61,963	\$ 65,042	\$ 68,307	\$ 69,992	\$ 70,678	\$ 71,427
20	\$ 54,850	\$ 57,595	\$ 60,445	\$ 63,482	\$ 66,685	\$ 69,992	\$ 71,760	\$ 72,467	\$ 73,174
21	\$ 56,181	\$ 59,030	\$ 61,984	\$ 65,062	\$ 68,349	\$ 71,760	\$ 73,570	\$ 74,277	\$ 75,026
22	\$ 57,616	\$ 60,466	\$ 63,523	\$ 66,706	\$ 70,034	\$ 73,570	\$ 75,358	\$ 76,128	\$ 76,918
23	\$ 59,051	\$ 62,026	\$ 65,125	\$ 68,370	\$ 71,802	\$ 75,358	\$ 77,272	\$ 78,062	\$ 78,832
24	\$ 60,549	\$ 63,544	\$ 66,747	\$ 70,096	\$ 73,590	\$ 77,272	\$ 79,227	\$ 79,997	\$ 80,787
25	\$ 62,046	\$ 65,146	\$ 68,411	\$ 71,822	\$ 75,421	\$ 79,227	\$ 81,182	\$ 82,014	\$ 82,784
26	\$ 63,586	\$ 66,768	\$ 70,138	\$ 73,632	\$ 77,314	\$ 81,182	\$ 83,200	\$ 84,053	\$ 84,885
27	\$ 65,187	\$ 68,453	\$ 71,885	\$ 75,483	\$ 79,269	\$ 83,200	\$ 85,301	\$ 86,154	\$ 86,986
28	\$ 66,830	\$ 70,179	\$ 73,694	\$ 77,334	\$ 81,203	\$ 85,301	\$ 87,443	\$ 88,296	\$ 89,149
29	\$ 68,494	\$ 71,906	\$ 75,525	\$ 79,310	\$ 83,262	\$ 87,443	\$ 89,627	\$ 90,501	\$ 91,416
30	\$ 70,221	\$ 73,736	\$ 77,418	\$ 81,266	\$ 85,342	\$ 89,627	\$ 91,853	\$ 92,747	\$ 93,683
31	\$ 71,968	\$ 75,566	\$ 79,331	\$ 83,283	\$ 87,485	\$ 91,853	\$ 94,162	\$ 95,077	\$ 96,054
32	\$ 73,778	\$ 77,459	\$ 81,286	\$ 85,384	\$ 89,669	\$ 94,162	\$ 96,470	\$ 97,469	\$ 98,426
33	\$ 75,608	\$ 79,394	\$ 83,346	\$ 87,526	\$ 91,915	\$ 96,470	\$ 98,925	\$ 99,882	\$ 100,901
34	\$ 77,501	\$ 81,349	\$ 85,446	\$ 89,752	\$ 94,203	\$ 98,925	\$ 101,379	\$ 102,419	\$ 103,438
35	\$ 79,435	\$ 83,387	\$ 87,568	\$ 91,936	\$ 96,574	\$ 101,379	\$ 103,917	\$ 104,978	\$ 105,976
36	\$ 81,411	\$ 85,488	\$ 89,794	\$ 94,286	\$ 98,966	\$ 103,917	\$ 106,454	\$ 107,557	\$ 108,659
37	\$ 83,470	\$ 87,630	\$ 92,019	\$ 96,595	\$ 101,442	\$ 106,454	\$ 109,200	\$ 110,261	\$ 111,363
38	\$ 85,550	\$ 89,835	\$ 94,328	\$ 99,029	\$ 103,979	\$ 109,200	\$ 111,925	\$ 113,027	\$ 114,130
39	\$ 87,693	\$ 92,040	\$ 96,658	\$ 101,504	\$ 106,621	\$ 111,925	\$ 114,712	\$ 115,835	\$ 116,979
40	\$ 89,877	\$ 94,370	\$ 99,070	\$ 104,042	\$ 109,262	\$ 114,712	\$ 117,582	\$ 118,726	\$ 119,912

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