

**West Kern Community College District
Educational and Classified Administrator
2025-26 Salary Schedule (2.39%)**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$51,905	\$54,500	\$57,225	\$59,514	\$61,895	\$64,371	\$66,945	\$67,614	\$68,290	\$68,974	\$69,664	\$70,360
Grade 2	\$54,500	\$57,225	\$60,086	\$62,489	\$64,989	\$67,589	\$70,292	\$70,996	\$71,706	\$72,422	\$73,147	\$73,879
Grade 3	\$57,225	\$60,086	\$63,091	\$65,614	\$68,238	\$70,969	\$73,807	\$74,546	\$75,291	\$76,044	\$76,804	\$77,572
Grade 4	\$60,086	\$63,091	\$66,245	\$68,895	\$71,650	\$74,516	\$77,498	\$78,272	\$79,055	\$79,846	\$80,644	\$81,451
Grade 5	\$63,091	\$66,245	\$69,558	\$72,340	\$75,233	\$78,243	\$81,372	\$82,186	\$83,008	\$83,838	\$84,677	\$85,523
Grade 6	\$66,245	\$69,558	\$73,035	\$75,957	\$78,994	\$82,154	\$85,441	\$86,296	\$87,158	\$88,030	\$88,910	\$89,799
Grade 7	\$69,558	\$73,035	\$76,687	\$79,754	\$82,945	\$86,263	\$89,713	\$90,610	\$91,516	\$92,431	\$93,356	\$94,290
Grade 8	\$73,035	\$76,687	\$80,522	\$83,743	\$87,091	\$90,576	\$94,198	\$95,141	\$96,092	\$97,053	\$98,024	\$99,004
Grade 9	\$76,687	\$80,522	\$84,548	\$87,929	\$91,446	\$95,105	\$98,908	\$99,897	\$100,897	\$101,905	\$102,925	\$103,954
Grade 10	\$80,522	\$84,548	\$88,775	\$92,326	\$96,018	\$99,860	\$103,854	\$104,892	\$105,941	\$107,001	\$108,071	\$109,152
Grade 11	\$84,548	\$88,775	\$93,213	\$96,942	\$100,820	\$104,852	\$109,047	\$110,137	\$111,239	\$112,350	\$113,474	\$114,609
Grade 12	\$88,775	\$93,213	\$97,875	\$101,789	\$105,861	\$110,095	\$114,498	\$115,644	\$116,800	\$117,968	\$119,148	\$120,340
Grade 13	\$93,213	\$97,875	\$102,768	\$106,878	\$111,154	\$115,600	\$120,224	\$121,426	\$122,641	\$123,867	\$125,105	\$126,357
Grade 14	\$97,875	\$102,768	\$107,906	\$112,223	\$116,711	\$121,380	\$126,235	\$127,498	\$128,773	\$130,061	\$131,361	\$132,674
Grade 15	\$102,768	\$107,906	\$113,301	\$117,834	\$122,547	\$127,449	\$132,547	\$133,873	\$135,211	\$136,564	\$137,929	\$139,309
Grade 16	\$107,906	\$113,301	\$118,966	\$123,725	\$128,674	\$133,822	\$139,174	\$140,566	\$141,972	\$143,391	\$144,826	\$146,274
Grade 17	\$113,301	\$118,966	\$124,915	\$129,911	\$135,108	\$140,513	\$146,133	\$147,594	\$149,070	\$150,561	\$152,067	\$153,587
Grade 18	\$118,966	\$124,915	\$131,161	\$136,408	\$141,864	\$147,538	\$153,439	\$154,974	\$156,524	\$158,089	\$159,670	\$161,266
Grade 19	\$124,915	\$131,161	\$137,719	\$143,227	\$148,957	\$154,915	\$161,111	\$162,722	\$164,350	\$165,993	\$167,654	\$169,329
Grade 20	\$131,161	\$137,719	\$144,605	\$150,389	\$156,405	\$162,660	\$169,168	\$170,859	\$172,567	\$174,293	\$176,036	\$177,796
Grade 21	\$137,719	\$144,605	\$151,835	\$157,908	\$164,225	\$170,793	\$177,625	\$179,402	\$181,196	\$183,008	\$184,837	\$186,686
Grade 22	\$144,605	\$151,835	\$159,427	\$165,804	\$172,436	\$179,334	\$186,507	\$188,371	\$190,256	\$192,158	\$194,080	\$196,021
Grade 23	\$151,835	\$159,427	\$167,398	\$174,094	\$181,058	\$188,300	\$195,832	\$197,790	\$199,769	\$201,766	\$203,783	\$205,822
Grade 24	\$159,427	\$167,398	\$175,768	\$182,799	\$190,110	\$197,715	\$205,624	\$207,680	\$209,757	\$211,854	\$213,973	\$216,113
Grade 25	\$167,398	\$175,768	\$184,557	\$191,938	\$199,616	\$207,601	\$215,905	\$218,064	\$220,244	\$222,448	\$224,671	\$226,918
Grade 26	\$175,768	\$184,557	\$193,784	\$201,536	\$209,596	\$217,981	\$226,701	\$228,967	\$231,257	\$233,569	\$235,905	\$238,264
Grade 27	\$184,557	\$193,784	\$203,473	\$211,612	\$220,077	\$228,880	\$238,036	\$240,415	\$242,820	\$245,247	\$247,701	\$250,178
Grade 28	\$193,784	\$203,473	\$213,647	\$222,193	\$231,080	\$240,324	\$249,937	\$252,437	\$254,960	\$257,511	\$260,085	\$262,686

An employee with an earned doctorate is to be compensated to the extent of \$4,957.81 over the regular salary each year.

2.39% Salary Schedule Adjustment effective 7/1/25, Board Approved 10/08/25
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 010/3/2023
6.56% COLA effective 7/1/2022, Board Approved 09/14/2022
2.75% COLA plus 0.32% adjustment effective 7/1/21, Board Approved 11/11/21
2.32% Salary Schedule Adjustment 7/1/20, Board Approved 10/14/20
3.26% COLA 7/1/19, Board Approved 10/09/19
2.71% COLA 7/1/18, Board Approved 10/10/18
1.56% COLA 7/1/17, Board Approved: 10/11/17
1.59% COLA 7/1/16, Board Approved: 10/12/16
1.02% COLA 7/1/15, Board Approved: 9/09/15
.85% COLA 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, 7/1/10, 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

Originally Established & Board Approved 6/19/02

Steps 1 - 3 5%
Steps 4 - 7 4%
Steps 8 - 12 1%
Each Grade is 5%