

WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2025-26 (2.39%)
(Including Addendum to 2023-26 Agreement)

10 Month Schedule (175-DAY)

	Class I	Class II BA + 15	Class III BA + 30	Class IV BA + 45	Class V BA + 60 Incl MA	Class VI BA + 75 Incl MA	Class VII BA + 90 Incl MA
1	\$66,875	\$70,280	\$73,683	\$77,086			
2	\$70,711	\$74,114	\$77,516	\$80,921			
3	\$74,545	\$77,948	\$81,351	\$84,581	\$88,156		
4	\$78,377	\$81,782	\$85,184	\$88,587	\$91,992	\$95,394	\$98,797
5	\$82,213	\$85,616	\$89,018	\$92,422	\$95,825	\$99,228	\$102,631
6	\$86,047	\$89,450	\$92,853	\$96,256	\$99,659	\$103,061	\$106,466
7	\$89,882	\$93,284	\$96,687	\$100,090	\$103,493	\$106,896	\$110,299
8	\$93,714	\$97,117	\$100,520	\$103,924	\$107,327	\$110,730	\$114,133
9	\$97,548	\$100,951	\$104,355	\$107,758	\$111,161	\$114,563	\$117,968
10	\$102,191	\$104,786	\$108,189	\$111,591	\$114,996	\$118,399	\$121,801
11		\$108,619	\$112,022	\$115,426	\$118,829	\$122,232	\$125,635
12			\$115,857	\$119,260	\$122,662	\$126,067	\$129,470
13				\$123,093	\$126,498	\$129,901	\$133,303
14				\$124,149	\$127,551	\$130,954	\$134,357
15				\$127,632	\$131,100	\$134,569	\$138,038
16				\$128,709	\$132,174	\$135,642	\$139,111
17				\$129,784	\$133,248	\$136,717	\$140,186
18				\$130,861	\$134,321	\$137,790	\$141,259
24				\$138,531	\$142,059	\$145,636	\$149,099

An employee with an earned doctorate is to be compensated to the extent of \$5,040.31 added to their base pay .

Longevity Program:

- An employee with 16 - 20 years of District Service receives 1% added to their base pay
- An employee with 21 - 25 years of District Service receives 2% added to their base pay
- An employee with 26 plus years of District Service receives 6% added to their base pay

Acceleration from step 18 to 24 requires 12 semester units of coursework

- The 12 semester units must be earned in Class VII, Steps 4-18

(1) Includes current employees with Bachelors + 45 semester units. Masters is required of all employees beyond Step 13.

Historical Notes

- 2.39% Salary Schedule Increase effective 7/1/25, Board Approved 10/08/25
- 1.07% COLA plus 0.96% effective 7/1/24, Board Approved 09/11/2024
- 8.22% COLA effective 7/1/23, Board Approved 10/3/2023
- 6.56% COLA effective 7/1/22, Board Approved 09/14/2022
- 2.75% COLA plus 0.32% effective 7/1/21, Board Approved 11/11/21
- 2.32% COLA effective 7/1/2020, Board Approved 10/14/2020
- 3.26% COLA effective 7/1/19, Board Approved 10/9/2019
- 2.71% COLA effective 7/1/18, Board Approved 10/10/18
- 1.69% Salary Schedule Increase effective 7/1/17, Board Approved 01/10/18
- 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
- 0.85% 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
- 1.8% Salary Schedule increase effective 7/1/11, Board Approved 3/18/12
- 0.0% 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

WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2025-26 (2.39%)
(Including Addendum to 2023-26 Agreement)

11 Month Schedule (203-Day)

	(1)						
	Class I	Class II BA + 15	Class III BA + 30	Class IV BA + 45	Class V BA + 60 Incl MA	Class VI BA + 75 Incl MA	Class VII BA + 90 Incl MA
1	\$73,564	\$77,309	\$81,052	\$84,796			
2	\$77,784	\$81,526	\$85,269	\$89,014			
3	\$82,001	\$85,744	\$89,488	\$93,040	\$96,973		
4	\$86,216	\$89,962	\$93,705	\$97,448	\$101,192	\$104,936	\$108,679
5	\$90,436	\$94,179	\$97,921	\$101,666	\$105,409	\$109,152	\$112,895
6	\$94,653	\$98,396	\$102,140	\$105,883	\$109,626	\$113,369	\$117,114
7	\$98,872	\$102,614	\$106,357	\$110,101	\$113,845	\$117,588	\$121,331
8	\$103,087	\$106,830	\$110,574	\$114,319	\$118,062	\$121,805	\$125,548
9	\$107,305	\$111,048	\$114,793	\$118,536	\$122,279	\$126,022	\$129,767
10	\$112,412	\$115,267	\$119,009	\$122,752	\$126,498	\$130,241	\$133,984
11		\$119,483	\$123,226	\$126,971	\$130,714	\$134,457	\$138,201
12			\$127,445	\$131,188	\$134,931	\$138,676	\$142,419
13				\$135,405	\$139,150	\$142,893	\$146,636
14				\$136,566	\$140,309	\$144,052	\$147,795
15				\$140,398	\$144,212	\$148,028	\$151,844
16				\$141,582	\$145,394	\$149,209	\$153,025
17				\$142,765	\$146,575	\$150,392	\$154,207
18				\$143,949	\$147,756	\$151,572	\$155,388
24				\$152,387	\$156,266	\$160,202	\$164,011

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-- An employee with 21 - 25 years of District Service receives 2% added to their base pay
-- An employee with 26 plus years of District Service receives 6% added to their base pay

- * Acceleration from step 18 to 24 requires 12 semester units of coursework
-- The 12 semester units must be earned in Class VII, Steps 4-18

(1) Includes current employees with Bachelors + 45 semester units. Masters is required of all employees beyond Step 13

Historical Notes

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8.22% COLA effective 7/1/23, Board Approved 10/3/2023
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2.75% COLA plus 0.32% effective 7/1/21, Board Approved 11/11/21
2.32% COLA effective 7/1/2020, Board Approved 10/14/2020
3.26% COLA effective 7/1/19, Board Approved 10/9/2019
2.71% COLA effective 7/1/18, Board Approved 10/10/18
2.51% Salary Schedule Increase effective 7/1/17, Board Approved 01/10/18
1.56% COLA effective 7/1/17, Board Approved 10/11/17
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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

WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2025-26 (2.39%)
(Including Addendum to 2023-26 Agreement)

12 Month Schedule (225-Day)

	(1)						
	Class I	Class II BA + 15	Class III BA + 30	Class IV BA + 45	Class V BA + 60 Incl MA	Class VI BA + 75 Incl MA	Class VII BA + 90 Incl MA
1	\$80,251	\$84,336	\$88,420	\$92,504			
2	\$84,854	\$88,937	\$93,020	\$97,106			
3	\$89,455	\$93,538	\$97,622	\$101,498	\$105,788		
4	\$94,054	\$98,139	\$102,222	\$106,306	\$110,391	\$114,474	\$118,558
5	\$98,656	\$102,740	\$106,822	\$110,908	\$114,991	\$119,074	\$123,158
6	\$103,257	\$107,341	\$111,424	\$115,508	\$119,591	\$123,675	\$127,760
7	\$107,860	\$111,942	\$116,025	\$120,109	\$124,193	\$128,276	\$132,360
8	\$112,458	\$116,541	\$120,625	\$124,710	\$128,794	\$132,877	\$136,960
9	\$117,059	\$121,142	\$125,227	\$129,311	\$133,394	\$137,477	\$141,563
10	\$122,631	\$125,744	\$129,827	\$133,910	\$137,996	\$142,079	\$146,163
11		\$130,344	\$134,427	\$138,513	\$142,596	\$146,680	\$150,763
12			\$139,030	\$143,113	\$147,196	\$151,282	\$155,365
13				\$147,713	\$151,799	\$155,882	\$159,965
14				\$148,980	\$153,063	\$157,146	\$161,230
15				\$153,160	\$157,321	\$161,484	\$165,647
16				\$154,452	\$158,611	\$162,772	\$166,935
17				\$155,742	\$159,899	\$164,062	\$168,225
18				\$157,034	\$161,187	\$165,350	\$169,513
24				\$166,238	\$170,471	\$174,766	\$178,919

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WEST KERN COMMUNITY COLLEGE DISTRICT

ACADEMIC SALARY SCHEDULE 2025-26 (2.39%) EXTRA DUTY COMPENSATION

(Including Addendum to 2023-26 Agreement)

HOURLY RATE (ADJUNCT, SUMMER SESSION AND OVERLOAD)*

Step 1	\$78.86
Step 2	\$82.61
Step 3	\$92.66

ATHLETIC ASSIGNMENTS (WHEN NOT A PART OF LOAD OR OVERLOAD)

See Appendix B-4, Exhibit 1

OTHER ACADEMIC ASSIGNMENTS

FTEF*

Division Chairperson	0-10	\$11,544.25
20% Release Time + Stipend	>10-20	\$13,193.42
* FTEF will be recalculated by March 1 each year	>20+	\$14,842.59

Academic Senate - 100% Release Time - (AB 1725 funded)

Faculty Association President - 40% Release Time

Student Learning Outcome (SLO) Coordinator-50% Release Time (when position is assigned to faculty member)

Accreditation Liaison Officer - 3 hours for each week of the fall & spring semesters & summer session at the appropriate hourly rate

CDC Director Grant Writing Stipend (currently inactive) \$6,596.71

Coordinator of Art Gallery \$1,943.41

Student Newspaper Advisor \$1,598.45

College Concurrent Program Advisor**

Dental Hygiene Board of California (DHBC) 50 hour remediation course per semester. \$1,524.62

Western Regional Exam Board (WREB) 80 hour remediation course per semester. \$1,905.77

Adjunct Faculty Course Outlines of Records (COR) Development

Minor revision to COR - 3 hours at the appropriate hourly rate

Major revision to COR or New COR - 5 hours at the appropriate hourly rate

Credit by Exam: Pay for actual time worked, instructor completes time card and receives up to 3 hours for each test administered.

CLUB ADVISOR ASSIGNMENTS

Associated Student Body Advisor (ASB)***

Phi Theta Kappa Advisor (PTK)***

Dental Hygiene Club (DHC) \$2,242.79

International Club Advisor \$10,398.28

Club Advisor (up to 11 per Article 7.3.7) \$2,284.51

* Includes equity

** Advisor has the choice to receive 3 hrs per week at the appropriate hourly rate or credit for two committee assignments

*** Advisor has the choice to receive 1 hr per week at the appropriate hourly rate or credit for two committee assignments

Adjunct Faculty Extra Duty

Annual Program Review \$313.41

Comprehensive Program Review \$1,253.62

Screening Committee Compensation Paid at appropriate adjunct rate

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