

**West Kern Community College District  
Confidential Employee Group  
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%