

APPENDIX A
WEST KERN COMMUNITY COLLEGE DISTRICT
CLASSIFIED SALARY SCHEDULE
2023-24 ACADEMIC YEAR (8.22%) Effective 7/01/2023
HOURLY SCHEDULE

RANGE	A	B	C	D	E	F	G	H	I
1	17.29	17.99	18.44	18.90	19.37	20.15	20.65	20.86	21.07
2	17.73	18.44	18.90	19.37	19.86	20.65	21.17	21.38	21.60
3	18.17	18.90	19.37	19.86	20.36	21.17	21.69	21.91	22.13
4	18.62	19.37	20.15	20.65	21.17	21.69	22.24	22.47	22.69
5	19.09	19.86	20.65	21.17	21.70	22.24	22.78	23.02	23.26
6	19.38	20.15	20.96	21.48	22.02	22.78	23.36	23.60	23.83
7	19.67	20.45	21.28	21.81	22.36	23.36	23.96	24.19	24.44
8	19.97	20.97	21.81	22.36	22.91	23.96	24.56	24.79	25.04
9	20.27	21.29	22.13	22.68	23.38	24.56	25.16	25.41	25.67
10	20.57	21.60	22.47	22.83	23.97	25.16	25.79	26.06	26.31
11	20.88	21.93	22.80	23.39	24.57	25.79	26.44	26.71	26.97
12	21.19	22.26	22.85	23.98	25.18	26.44	27.10	27.37	27.65
13	21.51	22.59	23.42	24.58	25.80	27.10	27.78	28.06	28.33
14	21.77	22.86	23.99	25.19	26.45	27.78	28.46	28.75	29.04
15	22.31	23.43	24.59	25.83	27.12	28.46	29.18	29.48	29.77
16	22.87	24.01	25.22	26.48	27.79	29.18	29.90	30.22	30.51
17	23.44	24.61	25.84	27.13	28.48	29.90	30.66	30.97	31.29
18	24.02	25.23	26.49	27.81	29.21	30.66	31.43	31.75	32.05
19	24.63	25.85	27.15	28.51	29.93	31.43	32.21	32.53	32.87
20	25.24	26.50	27.82	29.22	30.69	32.21	33.02	33.35	33.68
21	25.86	27.17	28.52	29.94	31.45	33.02	33.85	34.19	34.53
22	26.51	27.83	29.24	30.70	32.23	33.85	34.68	35.04	35.40
23	27.18	28.54	29.97	31.46	33.04	34.68	35.56	35.92	36.28
24	27.86	29.25	30.72	32.26	33.86	35.56	36.46	36.81	37.18
25	28.55	29.98	31.48	33.05	34.71	36.46	37.36	37.74	38.10
26	29.27	30.73	32.27	33.88	35.58	37.36	38.29	38.68	39.07
27	30.00	31.50	33.08	34.73	36.48	38.29	39.25	39.65	40.03
28	30.76	32.29	33.91	35.59	37.37	39.25	40.24	40.64	41.03
29	31.52	33.09	34.75	36.50	38.32	40.24	41.24	41.64	42.07
30	32.31	33.93	35.63	37.40	39.27	41.24	42.27	42.68	43.11
31	33.12	34.77	36.51	38.33	40.26	42.27	43.33	43.75	44.20
32	33.95	35.65	37.41	39.29	41.26	43.33	44.40	44.86	45.30
33	34.79	36.54	38.35	40.28	42.30	44.40	45.53	45.97	46.44
34	35.67	37.44	39.32	41.30	43.35	45.53	46.65	47.13	47.60
35	36.56	38.37	40.30	42.31	44.45	46.65	47.82	48.31	48.77
36	37.47	39.34	41.32	43.39	45.55	47.82	49.00	49.50	50.00
37	38.41	40.33	42.35	44.46	46.68	49.00	50.25	50.74	51.25
38	39.37	41.34	43.41	45.57	47.85	50.25	51.50	52.01	52.52
39	40.36	42.36	44.49	46.71	49.06	51.50	52.79	53.31	53.84
40	41.36	43.43	45.59	47.88	50.28	52.79	54.11	54.64	55.18

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

2023-24 ACADEMIC YEAR (8.22%) Effective 7/01/2023

MONTHLY SCHEDULE (Based on the full time equivalent of 173.3Hrs./mo.)

RANGE	A	B	C	D	E	F	G	H	I
1	\$ 2,997	\$ 3,118	\$ 3,196	\$ 3,276	\$ 3,357	\$ 3,493	\$ 3,579	\$ 3,616	\$ 3,652
2	\$ 3,073	\$ 3,196	\$ 3,276	\$ 3,357	\$ 3,442	\$ 3,579	\$ 3,669	\$ 3,706	\$ 3,744
3	\$ 3,149	\$ 3,276	\$ 3,357	\$ 3,442	\$ 3,529	\$ 3,669	\$ 3,760	\$ 3,798	\$ 3,836
4	\$ 3,227	\$ 3,357	\$ 3,493	\$ 3,579	\$ 3,669	\$ 3,760	\$ 3,855	\$ 3,895	\$ 3,933
5	\$ 3,309	\$ 3,442	\$ 3,579	\$ 3,669	\$ 3,761	\$ 3,855	\$ 3,949	\$ 3,990	\$ 4,032
6	\$ 3,359	\$ 3,493	\$ 3,633	\$ 3,723	\$ 3,817	\$ 3,949	\$ 4,049	\$ 4,091	\$ 4,131
7	\$ 3,409	\$ 3,545	\$ 3,689	\$ 3,780	\$ 3,876	\$ 4,049	\$ 4,153	\$ 4,193	\$ 4,236
8	\$ 3,461	\$ 3,635	\$ 3,780	\$ 3,876	\$ 3,971	\$ 4,153	\$ 4,257	\$ 4,297	\$ 4,340
9	\$ 3,513	\$ 3,690	\$ 3,836	\$ 3,931	\$ 4,053	\$ 4,257	\$ 4,361	\$ 4,404	\$ 4,449
10	\$ 3,565	\$ 3,744	\$ 3,895	\$ 3,957	\$ 4,155	\$ 4,361	\$ 4,470	\$ 4,517	\$ 4,560
11	\$ 3,619	\$ 3,801	\$ 3,952	\$ 4,054	\$ 4,259	\$ 4,470	\$ 4,583	\$ 4,630	\$ 4,675
12	\$ 3,673	\$ 3,858	\$ 3,961	\$ 4,157	\$ 4,365	\$ 4,583	\$ 4,697	\$ 4,744	\$ 4,793
13	\$ 3,728	\$ 3,916	\$ 4,059	\$ 4,261	\$ 4,472	\$ 4,697	\$ 4,815	\$ 4,864	\$ 4,911
14	\$ 3,773	\$ 3,962	\$ 4,158	\$ 4,366	\$ 4,585	\$ 4,815	\$ 4,933	\$ 4,983	\$ 5,034
15	\$ 3,867	\$ 4,061	\$ 4,262	\$ 4,477	\$ 4,701	\$ 4,933	\$ 5,058	\$ 5,110	\$ 5,160
16	\$ 3,964	\$ 4,162	\$ 4,371	\$ 4,590	\$ 4,817	\$ 5,058	\$ 5,183	\$ 5,238	\$ 5,288
17	\$ 4,063	\$ 4,266	\$ 4,479	\$ 4,703	\$ 4,937	\$ 5,183	\$ 5,314	\$ 5,368	\$ 5,424
18	\$ 4,163	\$ 4,373	\$ 4,592	\$ 4,820	\$ 5,063	\$ 5,314	\$ 5,448	\$ 5,503	\$ 5,555
19	\$ 4,269	\$ 4,481	\$ 4,706	\$ 4,942	\$ 5,188	\$ 5,448	\$ 5,583	\$ 5,639	\$ 5,697
20	\$ 4,375	\$ 4,593	\$ 4,822	\$ 5,065	\$ 5,320	\$ 5,583	\$ 5,723	\$ 5,781	\$ 5,838
21	\$ 4,482	\$ 4,709	\$ 4,943	\$ 5,190	\$ 5,451	\$ 5,723	\$ 5,867	\$ 5,926	\$ 5,985
22	\$ 4,595	\$ 4,824	\$ 5,068	\$ 5,321	\$ 5,587	\$ 5,867	\$ 6,011	\$ 6,074	\$ 6,136
23	\$ 4,711	\$ 4,947	\$ 5,195	\$ 5,453	\$ 5,727	\$ 6,011	\$ 6,164	\$ 6,226	\$ 6,289
24	\$ 4,829	\$ 5,070	\$ 5,325	\$ 5,592	\$ 5,869	\$ 6,164	\$ 6,320	\$ 6,380	\$ 6,445
25	\$ 4,949	\$ 5,197	\$ 5,457	\$ 5,729	\$ 6,016	\$ 6,320	\$ 6,476	\$ 6,542	\$ 6,604
26	\$ 5,073	\$ 5,327	\$ 5,593	\$ 5,873	\$ 6,167	\$ 6,476	\$ 6,637	\$ 6,705	\$ 6,772
27	\$ 5,200	\$ 5,460	\$ 5,734	\$ 6,020	\$ 6,323	\$ 6,637	\$ 6,803	\$ 6,873	\$ 6,939
28	\$ 5,332	\$ 5,597	\$ 5,878	\$ 6,169	\$ 6,477	\$ 6,803	\$ 6,975	\$ 7,044	\$ 7,112
29	\$ 5,463	\$ 5,736	\$ 6,023	\$ 6,327	\$ 6,642	\$ 6,975	\$ 7,148	\$ 7,218	\$ 7,292
30	\$ 5,600	\$ 5,881	\$ 6,176	\$ 6,483	\$ 6,807	\$ 7,148	\$ 7,327	\$ 7,398	\$ 7,472
31	\$ 5,741	\$ 6,027	\$ 6,328	\$ 6,644	\$ 6,978	\$ 7,327	\$ 7,511	\$ 7,583	\$ 7,661
32	\$ 5,885	\$ 6,179	\$ 6,484	\$ 6,810	\$ 7,152	\$ 7,511	\$ 7,696	\$ 7,776	\$ 7,852
33	\$ 6,030	\$ 6,334	\$ 6,647	\$ 6,982	\$ 7,332	\$ 7,696	\$ 7,892	\$ 7,968	\$ 8,050
34	\$ 6,183	\$ 6,490	\$ 6,815	\$ 7,159	\$ 7,514	\$ 7,892	\$ 8,086	\$ 8,169	\$ 8,251
35	\$ 6,337	\$ 6,651	\$ 6,985	\$ 7,334	\$ 7,705	\$ 8,086	\$ 8,289	\$ 8,374	\$ 8,453
36	\$ 6,495	\$ 6,819	\$ 7,162	\$ 7,521	\$ 7,895	\$ 8,289	\$ 8,493	\$ 8,580	\$ 8,667
37	\$ 6,658	\$ 6,991	\$ 7,341	\$ 7,706	\$ 8,091	\$ 8,493	\$ 8,710	\$ 8,795	\$ 8,883
38	\$ 6,824	\$ 7,166	\$ 7,524	\$ 7,899	\$ 8,294	\$ 8,710	\$ 8,927	\$ 9,015	\$ 9,103
39	\$ 6,996	\$ 7,342	\$ 7,712	\$ 8,096	\$ 8,504	\$ 8,927	\$ 9,150	\$ 9,240	\$ 9,332
40	\$ 7,169	\$ 7,528	\$ 7,902	\$ 8,299	\$ 8,715	\$ 9,150	\$ 9,379	\$ 9,471	\$ 9,565

*8.22% COLA effective 7/1/2023, Board Approved 10/3/2023
 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 11/13/21
 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% COLA 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

RANGE

A

B

C

D

E

F

G

H

I

APPENDIX A

WEST KERN COMMUNITY COLLEGE DISTRICT

CLASSIFIED SALARY SCHEDULE

2023-24 ACADEMIC YEAR (8.22%) Effective 7/01/2023

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

RANGE	A	B	C	D	E	F	G	H	I
1	\$ 35,963	\$ 37,419	\$ 38,355	\$ 39,312	\$ 40,290	\$ 41,912	\$ 42,952	\$ 43,389	\$ 43,826
2	\$ 36,878	\$ 38,355	\$ 39,312	\$ 40,290	\$ 41,309	\$ 42,952	\$ 44,034	\$ 44,470	\$ 44,928
3	\$ 37,794	\$ 39,312	\$ 40,290	\$ 41,309	\$ 42,349	\$ 44,034	\$ 45,115	\$ 45,573	\$ 46,030
4	\$ 38,730	\$ 40,290	\$ 41,912	\$ 42,952	\$ 44,034	\$ 45,115	\$ 46,259	\$ 46,738	\$ 47,195
5	\$ 39,707	\$ 41,309	\$ 42,952	\$ 44,034	\$ 45,136	\$ 46,259	\$ 47,382	\$ 47,882	\$ 48,381
6	\$ 40,310	\$ 41,912	\$ 43,597	\$ 44,678	\$ 45,802	\$ 47,382	\$ 48,589	\$ 49,088	\$ 49,566
7	\$ 40,914	\$ 42,536	\$ 44,262	\$ 45,365	\$ 46,509	\$ 48,589	\$ 49,837	\$ 50,315	\$ 50,835
8	\$ 41,538	\$ 43,618	\$ 45,365	\$ 46,509	\$ 47,653	\$ 49,837	\$ 51,085	\$ 51,563	\$ 52,083
9	\$ 42,162	\$ 44,283	\$ 46,030	\$ 47,174	\$ 48,630	\$ 51,085	\$ 52,333	\$ 52,853	\$ 53,394
10	\$ 42,786	\$ 44,928	\$ 46,738	\$ 47,486	\$ 49,858	\$ 52,333	\$ 53,643	\$ 54,205	\$ 54,725
11	\$ 43,430	\$ 45,614	\$ 47,424	\$ 48,651	\$ 51,106	\$ 53,643	\$ 54,995	\$ 55,557	\$ 56,098
12	\$ 44,075	\$ 46,301	\$ 47,528	\$ 49,878	\$ 52,374	\$ 54,995	\$ 56,368	\$ 56,930	\$ 57,512
13	\$ 44,741	\$ 46,987	\$ 48,714	\$ 51,126	\$ 53,664	\$ 56,368	\$ 57,782	\$ 58,365	\$ 58,926
14	\$ 45,282	\$ 47,549	\$ 49,899	\$ 52,395	\$ 55,016	\$ 57,782	\$ 59,197	\$ 59,800	\$ 60,403
15	\$ 46,405	\$ 48,734	\$ 51,147	\$ 53,726	\$ 56,410	\$ 59,197	\$ 60,694	\$ 61,318	\$ 61,922
16	\$ 47,570	\$ 49,941	\$ 52,458	\$ 55,078	\$ 57,803	\$ 60,694	\$ 62,192	\$ 62,858	\$ 63,461
17	\$ 48,755	\$ 51,189	\$ 53,747	\$ 56,430	\$ 59,238	\$ 62,192	\$ 63,773	\$ 64,418	\$ 65,083
18	\$ 49,962	\$ 52,478	\$ 55,099	\$ 57,845	\$ 60,757	\$ 63,773	\$ 65,374	\$ 66,040	\$ 66,664
19	\$ 51,230	\$ 53,768	\$ 56,472	\$ 59,301	\$ 62,254	\$ 65,374	\$ 66,997	\$ 67,662	\$ 68,370
20	\$ 52,499	\$ 55,120	\$ 57,866	\$ 60,778	\$ 63,835	\$ 66,997	\$ 68,682	\$ 69,368	\$ 70,054
21	\$ 53,789	\$ 56,514	\$ 59,322	\$ 62,275	\$ 65,416	\$ 68,682	\$ 70,408	\$ 71,115	\$ 71,822
22	\$ 55,141	\$ 57,886	\$ 60,819	\$ 63,856	\$ 67,038	\$ 70,408	\$ 72,134	\$ 72,883	\$ 73,632
23	\$ 56,534	\$ 59,363	\$ 62,338	\$ 65,437	\$ 68,723	\$ 72,134	\$ 73,965	\$ 74,714	\$ 75,462
24	\$ 57,949	\$ 60,840	\$ 63,898	\$ 67,101	\$ 70,429	\$ 73,965	\$ 75,837	\$ 76,565	\$ 77,334
25	\$ 59,384	\$ 62,358	\$ 65,478	\$ 68,744	\$ 72,197	\$ 75,837	\$ 77,709	\$ 78,499	\$ 79,248
26	\$ 60,882	\$ 63,918	\$ 67,122	\$ 70,470	\$ 74,006	\$ 77,709	\$ 79,643	\$ 80,454	\$ 81,266
27	\$ 62,400	\$ 65,520	\$ 68,806	\$ 72,238	\$ 75,878	\$ 79,643	\$ 81,640	\$ 82,472	\$ 83,262
28	\$ 63,981	\$ 67,163	\$ 70,533	\$ 74,027	\$ 77,730	\$ 81,640	\$ 83,699	\$ 84,531	\$ 85,342
29	\$ 65,562	\$ 68,827	\$ 72,280	\$ 75,920	\$ 79,706	\$ 83,699	\$ 85,779	\$ 86,611	\$ 87,506
30	\$ 67,205	\$ 70,574	\$ 74,110	\$ 77,792	\$ 81,682	\$ 85,779	\$ 87,922	\$ 88,774	\$ 89,669
31	\$ 68,890	\$ 72,322	\$ 75,941	\$ 79,726	\$ 83,741	\$ 87,922	\$ 90,126	\$ 91,000	\$ 91,936
32	\$ 70,616	\$ 74,152	\$ 77,813	\$ 81,723	\$ 85,821	\$ 90,126	\$ 92,352	\$ 93,309	\$ 94,224
33	\$ 72,363	\$ 76,003	\$ 79,768	\$ 83,782	\$ 87,984	\$ 92,352	\$ 94,702	\$ 95,618	\$ 96,595
34	\$ 74,194	\$ 77,875	\$ 81,786	\$ 85,904	\$ 90,168	\$ 94,702	\$ 97,032	\$ 98,030	\$ 99,008
35	\$ 76,045	\$ 79,810	\$ 83,824	\$ 88,005	\$ 92,456	\$ 97,032	\$ 99,466	\$ 100,485	\$ 101,442
36	\$ 77,938	\$ 81,827	\$ 85,946	\$ 90,251	\$ 94,744	\$ 99,466	\$ 101,920	\$ 102,960	\$ 104,000
37	\$ 79,893	\$ 83,886	\$ 88,088	\$ 92,477	\$ 97,094	\$ 101,920	\$ 104,520	\$ 105,539	\$ 106,600

38	\$ 81,890	\$ 85,987	\$ 90,293	\$ 94,786	\$ 99,528	\$ 104,520	\$ 107,120	\$ 108,181	\$ 109,242
39	\$ 83,949	\$ 88,109	\$ 92,539	\$ 97,157	#####	\$ 107,120	\$ 109,803	\$ 110,885	\$ 111,987
40	\$ 86,029	\$ 90,334	\$ 94,827	\$ 99,590	#####	\$ 109,803	\$ 112,549	\$ 113,651	\$ 114,774

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 11/13/21
 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% COLA 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