

**West Kern Community College District
Confidential Employee Group
2023-24 Salary Schedule (8.22%)**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$49,685	\$52,169	\$54,778	\$56,968	\$59,247	\$61,617	\$64,081	\$64,722	\$65,369	\$66,024	\$66,684	\$67,351
Grade 2	\$52,169	\$54,778	\$57,516	\$59,816	\$62,209	\$64,698	\$67,286	\$67,959	\$68,639	\$69,325	\$70,018	\$70,719
Grade 3	\$54,778	\$57,516	\$60,392	\$62,808	\$65,319	\$67,933	\$70,650	\$71,357	\$72,070	\$72,791	\$73,519	\$74,254
Grade 4	\$57,516	\$60,392	\$63,412	\$65,948	\$68,586	\$71,329	\$74,183	\$74,924	\$75,674	\$76,430	\$77,194	\$77,967
Grade 5	\$60,392	\$63,412	\$66,582	\$69,246	\$72,015	\$74,896	\$77,891	\$78,671	\$79,457	\$80,252	\$81,055	\$81,865
Grade 6	\$63,412	\$66,582	\$69,911	\$72,708	\$75,615	\$78,640	\$81,786	\$82,604	\$83,430	\$84,264	\$85,107	\$85,958
Grade 7	\$66,582	\$69,911	\$73,407	\$76,343	\$79,397	\$82,573	\$85,876	\$86,734	\$87,602	\$88,477	\$89,363	\$90,257
Grade 8	\$69,911	\$73,407	\$77,078	\$80,161	\$83,366	\$86,702	\$90,169	\$91,071	\$91,982	\$92,901	\$93,831	\$94,769
Grade 9	\$73,407	\$77,078	\$80,931	\$84,168	\$87,535	\$91,037	\$94,677	\$95,624	\$96,581	\$97,546	\$98,522	\$99,507
Grade 10	\$77,078	\$80,931	\$84,978	\$88,377	\$91,911	\$95,589	\$99,412	\$100,405	\$101,410	\$102,424	\$103,449	\$104,483
Grade 11	\$80,931	\$84,978	\$89,226	\$92,795	\$96,507	\$100,368	\$104,383	\$105,426	\$106,481	\$107,545	\$108,620	\$109,707
Grade 12	\$84,978	\$89,226	\$93,688	\$97,435	\$101,333	\$105,386	\$109,601	\$110,697	\$111,804	\$112,922	\$114,052	\$115,193
Grade 13	\$89,226	\$93,688	\$98,372	\$102,307	\$106,400	\$110,655	\$115,081	\$116,233	\$117,395	\$118,569	\$119,754	\$120,952
Grade 14	\$93,688	\$98,372	\$103,291	\$107,422	\$111,719	\$116,188	\$120,835	\$122,044	\$123,265	\$124,497	\$125,742	\$126,999
Grade 15	\$98,372	\$103,291	\$108,455	\$112,793	\$117,305	\$121,997	\$126,877	\$128,147	\$129,428	\$130,722	\$132,029	\$133,350
Grade 16	\$103,291	\$108,455	\$113,878	\$118,433	\$123,171	\$128,098	\$133,221	\$134,553	\$135,899	\$137,258	\$138,631	\$140,017
Grade 17	\$108,455	\$113,878	\$119,572	\$124,355	\$129,329	\$134,502	\$139,882	\$141,281	\$142,693	\$144,121	\$145,562	\$147,018
Grade 18	\$113,878	\$119,572	\$125,550	\$130,573	\$135,796	\$141,227	\$146,876	\$148,345	\$149,828	\$151,327	\$152,840	\$154,368
Grade 19	\$119,572	\$125,550	\$131,828	\$137,101	\$142,585	\$148,288	\$154,220	\$155,762	\$157,320	\$158,893	\$160,483	\$162,087
Grade 20	\$125,550	\$131,828	\$138,420	\$143,956	\$149,715	\$155,703	\$161,932	\$163,551	\$165,186	\$166,837	\$168,506	\$170,191
Grade 21	\$131,828	\$138,420	\$145,341	\$151,154	\$157,200	\$163,488	\$170,028	\$171,728	\$173,445	\$175,180	\$176,931	\$178,700
Grade 22	\$138,420	\$145,341	\$152,608	\$158,712	\$165,060	\$171,663	\$178,529	\$180,314	\$182,118	\$183,938	\$185,778	\$187,636
Grade 23	\$145,341	\$152,608	\$160,238	\$166,647	\$173,313	\$180,246	\$187,455	\$189,330	\$191,224	\$193,136	\$195,067	\$197,018
Grade 24	\$152,608	\$160,238	\$168,250	\$174,980	\$181,978	\$189,258	\$196,828	\$198,797	\$200,785	\$202,792	\$204,820	\$206,869
Grade 25	\$160,238	\$168,250	\$176,663	\$183,728	\$191,078	\$198,721	\$206,670	\$208,737	\$210,823	\$212,933	\$215,061	\$217,212
Grade 26	\$168,250	\$176,663	\$185,496	\$192,915	\$200,631	\$208,657	\$217,004	\$219,174	\$221,365	\$223,578	\$225,814	\$228,073
Grade 27	\$176,663	\$185,496	\$194,770	\$202,561	\$210,663	\$219,090	\$227,854	\$230,132	\$232,434	\$234,757	\$237,106	\$239,477
Grade 28	\$185,496	\$194,770	\$204,509	\$212,689	\$221,196	\$230,044	\$239,246	\$241,639	\$244,054	\$246,496	\$248,960	\$251,450

An employee with an earned doctorate is to be compensated to the extent of \$4,745.74 over the regular salary each year.

- 8.22% COLA effective 7/1/2023, Board Approved 01/03/2023
- 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%