

WEST KERN COMMUNITY COLLEGE DISTRICT  
ACADEMIC SALARY SCHEDULE 2021-22 (3.07%)  
(Including Addendum to 2020-23 Agreement)

10 Month Schedule (175-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	\$55,511	\$58,337	\$61,162	\$63,986			
2	\$58,695	\$61,519	\$64,343	\$67,169			
3	\$61,877	\$64,702	\$67,527	\$70,208	\$73,175		
4	\$65,058	\$67,884	\$70,709	\$73,533	\$76,359	\$79,184	\$82,008
5	\$68,242	\$71,067	\$73,891	\$76,717	\$79,541	\$82,366	\$85,190
6	\$71,424	\$74,249	\$77,074	\$79,899	\$82,723	\$85,548	\$88,374
7	\$74,608	\$77,432	\$80,256	\$83,081	\$85,906	\$88,731	\$91,556
8	\$77,789	\$80,613	\$83,438	\$86,264	\$89,089	\$91,913	\$94,738
9	\$80,971	\$83,796	\$86,622	\$89,446	\$92,271	\$95,095	\$97,921
10	\$84,826	\$86,979	\$89,804	\$92,628	\$95,454	\$98,279	\$101,103
11		\$90,161	\$92,985	\$95,811	\$98,636	\$101,461	\$104,285
12			\$96,169	\$98,994	\$101,818	\$104,644	\$107,469
13				\$102,175	\$105,002	\$107,826	\$110,651
14				\$103,052	\$105,876	\$108,701	\$111,525
15				\$105,943	\$108,822	\$111,701	\$114,580
16				\$106,837	\$109,714	\$112,592	\$115,471
17				\$107,729	\$110,604	\$113,484	\$116,364
18				\$108,623	\$111,495	\$114,375	\$117,254
24				\$114,990	\$117,918	\$120,887	\$123,762

An employee with an earned doctorate is to be compensated to the extent of \$4,183.79 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

- 2.75% 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 2021-22 (3.07%)  
 (Including Addendum to 2020-23 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	\$61,063	\$64,172	\$67,279	\$70,386			
2	\$64,565	\$67,672	\$70,779	\$73,888			
3	\$68,066	\$71,173	\$74,281	\$77,230	\$80,494		
4	\$71,565	\$74,674	\$77,781	\$80,888	\$83,996	\$87,103	\$90,211
5	\$75,068	\$78,175	\$81,281	\$84,390	\$87,497	\$90,604	\$93,711
6	\$78,568	\$81,675	\$84,783	\$87,890	\$90,997	\$94,104	\$97,213
7	\$82,071	\$85,176	\$88,283	\$91,391	\$94,499	\$97,606	\$100,713
8	\$85,569	\$88,676	\$91,784	\$94,892	\$97,999	\$101,106	\$104,213
9	\$89,070	\$92,177	\$95,286	\$98,393	\$101,500	\$104,607	\$107,715
10	\$93,310	\$95,679	\$98,786	\$101,892	\$105,001	\$108,108	\$111,215
11		\$99,179	\$102,286	\$105,394	\$108,501	\$111,609	\$114,716
12			\$105,788	\$108,895	\$112,001	\$115,111	\$118,217
13				\$112,395	\$115,504	\$118,611	\$121,718
14				\$113,359	\$116,466	\$119,573	\$122,680
15				\$116,540	\$119,706	\$122,873	\$126,041
16				\$117,523	\$120,687	\$123,853	\$127,021
17				\$118,504	\$121,667	\$124,835	\$128,002
18				\$119,488	\$122,647	\$125,815	\$128,982
24				\$126,491	\$129,711	\$132,979	\$136,140

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- 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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**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2021-22 (3.07%)**  
(Including Addendum to 2020-23 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	\$66,614	\$70,005	\$73,394	\$76,784			
2	\$70,434	\$73,824	\$77,212	\$80,604			
3	\$74,253	\$77,643	\$81,033	\$84,250	\$87,811		
4	\$78,071	\$81,462	\$84,851	\$88,241	\$91,632	\$95,021	\$98,411
5	\$81,891	\$85,281	\$88,670	\$92,061	\$95,450	\$98,840	\$102,229
6	\$85,710	\$89,100	\$92,489	\$95,879	\$99,269	\$102,658	\$106,049
7	\$89,531	\$92,919	\$96,308	\$99,698	\$103,089	\$106,478	\$109,868
8	\$93,348	\$96,737	\$100,127	\$103,518	\$106,907	\$110,297	\$113,686
9	\$97,166	\$100,556	\$103,947	\$107,336	\$110,726	\$114,115	\$117,506
10	\$101,792	\$104,376	\$107,765	\$111,154	\$114,546	\$117,935	\$121,325
11		\$108,194	\$111,584	\$114,975	\$118,364	\$121,754	\$125,143
12			\$115,404	\$118,794	\$122,182	\$125,574	\$128,963
13				\$122,612	\$126,003	\$129,393	\$132,782
14				\$123,663	\$127,052	\$130,442	\$133,831
15				\$127,133	\$130,587	\$134,042	\$137,498
16				\$128,206	\$131,657	\$135,111	\$138,567
17				\$129,276	\$132,726	\$136,183	\$139,638
18				\$130,349	\$133,796	\$137,251	\$140,707
24				\$137,989	\$141,502	\$145,068	\$148,514

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**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2021-22 (3.07%) EXTRA DUTY COMPENSATION**  
(Including Addendum to 2020-23 Agreement)

**HOURLY RATE (ADJUNCT, SUMMER SESSION AND OVERLOAD)\***

Step 1	\$65.46
Step 2	\$68.57
Step 3	\$76.92

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

Head Men's Baseball Coach	
Head Men's Golf Coach	
Head Men's Soccer Coach	
Head Women's Basketball Coach	Stipend equal to the hours of attendance at the appropriate hourly rate.**
Head Women's Golf Coach	
Head Women's Soccer Coach	
Head Women's Softball Coach	
Head Women's Volleyball Coach	

	Maximum per Assistant	Maximum per Sport
Men's Baseball Assistant(s)	\$5,312.45	\$15,937.34
Men's Golf Assistant(s)	\$5,312.45	\$5,312.45
Men's Soccer Assistant(s)	\$5,312.45	\$10,624.89
Women's Basketball Assistant(s)	\$5,312.45	\$7,968.67
Women's Golf Assistant(s)	\$5,312.45	\$5,312.45
Women's Soccer Assistant(s)	\$5,312.45	\$10,624.89
Women's Softball Assistant(s)	\$5,312.45	\$7,968.67
Women's Volleyball Assistant(s)	\$5,312.45	\$7,968.67

**OTHER ACADEMIC ASSIGNMENTS**

	FTEF*	
Division Chairperson	0-10	\$9,582.49
20% Release Time + Stipend	>10-20	\$10,951.41
* FTEF will be recalculated by March 1 each year	>20+	\$12,320.34

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

Faculty Association President - 40% Release Time

Student Learning Outcome (SLO) Coordinator-40% Release Time (when position is assigned to faculty member)

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

CDC Director Grant Writing Stipend (currently inactive)	\$5,475.70
Coordinator of Art Gallery	\$1,613.16
Student Newspaper Advisor	\$1,326.82
College Concurrent Program Advisor***	
Dental Hygiene Board of California (DHBC) 50 hour remediation course per semester.	\$1,265.53
Western Regional Exam Board (WREB) 80 hour remediation course per semester.	\$1,581.92

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)	\$1,861.66
International Club Advisor	\$8,631.26
<b>Club Advisor (up to 11 per Article 7.3.7)</b>	<b>\$1,896.30</b>

\* Includes equity

\*\* In addition to \$3,150.25/yr. for off-season duties, meetings and recruiting

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

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