

WEST KERN COMMUNITY COLLEGE DISTRICT

ACADEMIC SALARY SCHEDULE 2024-25 (2.03%) EXTRA DUTY COMPENSATION

(Including Addendum to 2023-26 Agreement)

HOURLY RATE (ADJUNCT, SUMMER SESSION AND OVERLOAD)*

Step 1	\$77.02
Step 2	\$80.68
Step 3	\$90.50

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

See Appendix B-4, Exhibit 1

OTHER ACADEMIC ASSIGNMENTS

FTEF*

Division Chairperson	0-10	\$11,274.78
20% Release Time + Stipend	>10-20	\$12,885.46
* FTEF will be recalculated by March 1 each year	>20+	\$14,496.14

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)

\$6,442.73

Coordinator of Art Gallery

\$1,898.04

Student Newspaper Advisor

\$1,561.13

College Concurrent Program Advisor**

Dental Hygiene Board of California (DHBC) 50 hour remediation course per semester.

\$1,489.03

Western Regional Exam Board (WREB) 80 hour remediation course per semester.

\$1,861.29

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)

\$2,190.44

International Club Advisor

\$10,155.56

Club Advisor (up to 11 per Article 7.3.7)

\$2,231.19

* 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

\$306.09

Comprehensive Program Review

\$1,224.36

Screening Committee Compensation

Paid at appropriate adjunct rate

Historical Notes

1.07% COLA plus 0.96% effective 7/1/24, Board Approved 9/11/2024

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