

WEST KERN COMMUNITY COLLEGE DISTRICT  
**ACADEMIC SALARY SCHEDULE 2023-24 (8.22%)**  
 (Including Addendum to 2023-26 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	\$76,818	\$80,729	\$84,638	\$88,547			
2	\$81,225	\$85,133	\$89,041	\$92,952			
3	\$85,629	\$89,537	\$93,446	\$97,156	\$101,263		
4	\$90,031	\$93,941	\$97,850	\$101,759	\$105,669	\$109,578	\$113,486
5	\$94,437	\$98,345	\$102,253	\$106,164	\$110,073	\$113,981	\$117,890
6	\$98,840	\$102,749	\$106,658	\$110,567	\$114,476	\$118,385	\$122,295
7	\$103,246	\$107,153	\$111,062	\$114,971	\$118,881	\$122,789	\$126,699
8	\$107,648	\$111,556	\$115,465	\$119,376	\$123,285	\$127,193	\$131,102
9	\$112,052	\$115,960	\$119,871	\$123,780	\$127,688	\$131,597	\$135,507
10	\$117,385	\$120,366	\$124,274	\$128,182	\$132,094	\$136,002	\$139,911
11		\$124,769	\$128,677	\$132,588	\$136,496	\$140,406	\$144,314
12			\$133,083	\$136,992	\$140,900	\$144,811	\$148,720
13				\$141,395	\$145,306	\$149,215	\$153,123
14				\$142,607	\$146,516	\$150,425	\$154,333
15				\$146,609	\$150,592	\$154,577	\$158,561
16				\$147,846	\$151,826	\$155,809	\$159,794
17				\$149,081	\$153,059	\$157,045	\$161,029
18				\$150,317	\$154,292	\$158,277	\$162,262
24				\$159,128	\$163,179	\$167,291	\$171,266

An employee with an earned doctorate is to be compensated to the extent of \$4,824.72 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**

- \*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

**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2023-24 (8.22%)**  
**(Including Addendum to 2023-26 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	\$64,015	\$67,274	\$70,531	\$73,788			
2	\$67,686	\$70,944	\$74,200	\$77,459			
3	\$71,356	\$74,613	\$77,871	\$80,963	\$84,385		
4	\$75,025	\$78,284	\$81,541	\$84,798	\$88,057	\$91,314	\$94,571
5	\$78,696	\$81,954	\$85,210	\$88,469	\$91,726	\$94,983	\$98,241
6	\$82,366	\$85,624	\$88,881	\$92,139	\$95,396	\$98,653	\$101,912
7	\$86,038	\$89,294	\$92,551	\$95,808	\$99,067	\$102,324	\$105,581
8	\$89,706	\$92,963	\$96,220	\$99,479	\$102,736	\$105,994	\$109,251
9	\$93,376	\$96,633	\$99,892	\$103,149	\$106,406	\$109,663	\$112,922
10	\$97,820	\$100,304	\$103,561	\$106,818	\$110,077	\$113,334	\$116,591
11		\$103,973	\$107,230	\$110,489	\$113,746	\$117,004	\$120,261
12			\$110,902	\$114,159	\$117,415	\$120,675	\$123,932
13				\$117,828	\$121,087	\$124,344	\$127,601
14				\$118,838	\$122,096	\$125,353	\$128,610
15				\$122,173	\$125,492	\$128,813	\$132,133
16				\$123,204	\$126,521	\$129,840	\$133,161
17				\$124,233	\$127,548	\$130,869	\$134,190
18				\$125,263	\$128,576	\$131,896	\$135,217
24				\$132,606	\$135,982	\$139,406	\$142,721

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Longevity Program:

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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

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WEST KERN COMMUNITY COLLEGE DISTRICT  
**ACADEMIC SALARY SCHEDULE 2023-24 (8.22%)**  
 (Including Addendum to 2023-26 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	\$70,417	\$74,002	\$77,585	\$81,169			
2	\$74,456	\$78,039	\$81,621	\$85,207			
3	\$78,493	\$82,076	\$85,660	\$89,061	\$92,825		
4	\$82,529	\$86,114	\$89,696	\$93,279	\$96,864	\$100,447	\$104,030
5	\$86,568	\$90,151	\$93,733	\$97,317	\$100,901	\$104,484	\$108,067
6	\$90,604	\$94,188	\$97,771	\$101,354	\$104,937	\$108,520	\$112,105
7	\$94,643	\$98,225	\$101,808	\$105,391	\$108,975	\$112,558	\$116,141
8	\$98,678	\$102,261	\$105,844	\$109,429	\$113,012	\$116,595	\$120,178
9	\$102,715	\$106,298	\$109,883	\$113,465	\$117,048	\$120,631	\$124,216
10	\$107,604	\$110,336	\$113,919	\$117,501	\$121,087	\$124,670	\$128,253
11		\$114,372	\$117,955	\$121,540	\$125,123	\$128,706	\$132,289
12			\$121,994	\$125,577	\$129,159	\$132,745	\$136,328
13				\$129,613	\$133,198	\$136,781	\$140,364
14				\$130,724	\$134,307	\$137,890	\$141,473
15				\$134,393	\$138,044	\$141,696	\$145,349
16				\$135,526	\$139,175	\$142,826	\$146,479
17				\$136,658	\$140,305	\$143,959	\$147,611
18				\$137,792	\$141,435	\$145,088	\$148,741
24				\$145,869	\$149,581	\$153,350	\$156,995

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**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2023-24 (8.22%) EXTRA DUTY COMPENSATION**  
(Including Addendum to 2023-26 Agreement)

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

Step 1	\$75.49
Step 2	\$79.08
Step 3	\$88.70

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

See Appendix B-4, Exhibit 1

**OTHER ACADEMIC ASSIGNMENTS****FTEF\***

Division Chairperson	0-10	\$11,050.46
20% Release Time + Stipend	>10-20	\$12,629.09
* FTEF will be recalculated by March 1 each year	>20+	\$14,207.72

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 &amp; spring semesters &amp; summer session at the appropriate hourly rate

CDC Director Grant Writing Stipend (currently inactive) \$6,314.54

Coordinator of Art Gallery \$1,860.28

Student Newspaper Advisor \$1,530.07

College Concurrent Program Advisor\*\*\*

Dental Hygiene Board of California (DHBC) 50 hour remediation course per semester. \$1,459.40

Western Regional Exam Board (WREB) 80 hour remediation course per semester. \$1,824.26

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) \$2,146.86

International Club Advisor \$9,953.50

**Club Advisor (up to 11 per Article 7.3.7)** \$2,186.79

\* Includes equity

\*\* In addition to \$3,632.85/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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