

APPENDIX A
WEST KERN COMMUNITY COLLEGE DISTRICT
CLASSIFIED SALARY SCHEDULE
2024-25 ACADEMIC YEAR (2.03%) Effective 7/01/2024
HOURLY SCHEDULE

RANGE	A	B	C	D	E	F	G	H	I
1	17.64	18.36	18.81	19.28	19.76	20.56	21.07	21.28	21.50
2	18.09	18.81	19.28	19.76	20.26	21.07	21.60	21.81	22.04
3	18.54	19.28	19.76	20.26	20.77	21.60	22.13	22.35	22.58
4	19.00	19.76	20.56	21.07	21.60	22.13	22.69	22.93	23.15
5	19.48	20.26	21.07	21.60	22.14	22.69	23.24	23.49	23.73
6	19.77	20.56	21.39	21.92	22.47	23.24	23.83	24.08	24.31
7	20.07	20.87	21.71	22.25	22.81	23.83	24.45	24.68	24.94
8	20.38	21.40	22.25	22.81	23.38	24.45	25.06	25.29	25.55
9	20.68	21.72	22.58	23.14	23.85	25.06	25.67	25.93	26.19
10	20.99	22.04	22.93	23.29	24.46	25.67	26.31	26.59	26.84
11	21.30	22.38	23.26	23.86	25.07	26.31	26.98	27.25	27.52
12	21.62	22.71	23.31	24.47	25.69	26.98	27.65	27.93	28.21
13	21.95	23.05	23.90	25.08	26.32	27.65	28.34	28.63	28.91
14	22.21	23.32	24.48	25.70	26.99	28.34	29.04	29.33	29.63
15	22.76	23.91	25.09	26.35	27.67	29.04	29.77	30.08	30.37
16	23.33	24.50	25.73	27.02	28.35	29.77	30.51	30.83	31.13
17	23.92	25.11	26.36	27.68	29.06	30.51	31.28	31.60	31.93
18	24.51	25.74	27.03	28.37	29.80	31.28	32.07	32.39	32.70
19	25.13	26.37	27.70	29.09	30.54	32.07	32.86	33.19	33.54
20	25.75	27.04	28.38	29.81	31.31	32.86	33.69	34.03	34.36
21	26.38	27.72	29.10	30.55	32.09	33.69	34.54	34.88	35.23
22	27.05	28.39	29.83	31.32	32.88	34.54	35.38	35.75	36.12
23	27.73	29.12	30.58	32.10	33.71	35.38	36.28	36.65	37.02
24	28.43	29.84	31.34	32.91	34.55	36.28	37.20	37.56	37.93
25	29.13	30.59	32.12	33.72	35.41	37.20	38.12	38.51	38.87
26	29.86	31.35	32.93	34.57	36.30	38.12	39.07	39.47	39.86
27	30.61	32.14	33.75	35.44	37.22	39.07	40.05	40.45	40.84
28	31.38	32.95	34.60	36.31	38.13	40.05	41.06	41.46	41.86
29	32.16	33.76	35.46	37.24	39.10	41.06	42.08	42.49	42.92
30	32.97	34.62	36.35	38.16	40.07	42.08	43.13	43.55	43.99
31	33.79	35.48	37.25	39.11	41.08	43.13	44.21	44.64	45.10
32	34.64	36.37	38.17	40.09	42.10	44.21	45.30	45.77	46.22
33	35.50	37.28	39.13	41.10	43.16	45.30	46.45	46.90	47.38
34	36.39	38.20	40.12	42.14	44.23	46.45	47.60	48.09	48.57
35	37.30	39.15	41.12	43.17	45.35	47.60	48.79	49.29	49.76
36	38.23	40.14	42.16	44.27	46.47	48.79	49.99	50.50	51.02
37	39.19	41.15	43.21	45.36	47.63	49.99	51.27	51.77	52.29
38	40.17	42.18	44.29	46.50	48.82	51.27	52.55	53.07	53.59
39	41.18	43.22	45.39	47.66	50.06	52.55	53.86	54.39	54.93
40	42.20	44.31	46.52	48.85	51.30	53.86	55.21	55.75	56.30

1.07% COLA plus 0.96% adjustment effective 7/1/2024, Board approved 9/11/2024
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
2024-25 ACADEMIC YEAR (2.03%) Effective 7/01/2024
MONTHLY SCHEDULE (Based on the full time equivalent of 173.3Hrs./mo.)

RANGE	A	B	C	D	E	F	G	H	I
1	\$ 3,058	\$ 3,182	\$ 3,260	\$ 3,342	\$ 3,425	\$ 3,564	\$ 3,652	\$ 3,689	\$ 3,727
2	\$ 3,136	\$ 3,260	\$ 3,342	\$ 3,425	\$ 3,512	\$ 3,652	\$ 3,744	\$ 3,780	\$ 3,820
3	\$ 3,214	\$ 3,342	\$ 3,425	\$ 3,512	\$ 3,600	\$ 3,744	\$ 3,836	\$ 3,874	\$ 3,914
4	\$ 3,293	\$ 3,425	\$ 3,564	\$ 3,652	\$ 3,744	\$ 3,836	\$ 3,933	\$ 3,975	\$ 4,013
5	\$ 3,377	\$ 3,512	\$ 3,652	\$ 3,744	\$ 3,838	\$ 3,933	\$ 4,028	\$ 4,072	\$ 4,113
6	\$ 3,427	\$ 3,564	\$ 3,708	\$ 3,799	\$ 3,895	\$ 4,028	\$ 4,131	\$ 4,174	\$ 4,214
7	\$ 3,479	\$ 3,617	\$ 3,763	\$ 3,857	\$ 3,954	\$ 4,131	\$ 4,238	\$ 4,278	\$ 4,323
8	\$ 3,533	\$ 3,709	\$ 3,857	\$ 3,954	\$ 4,053	\$ 4,238	\$ 4,344	\$ 4,384	\$ 4,429
9	\$ 3,585	\$ 3,765	\$ 3,914	\$ 4,011	\$ 4,134	\$ 4,344	\$ 4,449	\$ 4,495	\$ 4,540
10	\$ 3,638	\$ 3,820	\$ 3,975	\$ 4,037	\$ 4,240	\$ 4,449	\$ 4,560	\$ 4,609	\$ 4,652
11	\$ 3,692	\$ 3,879	\$ 4,032	\$ 4,136	\$ 4,345	\$ 4,560	\$ 4,677	\$ 4,723	\$ 4,770
12	\$ 3,747	\$ 3,936	\$ 4,040	\$ 4,241	\$ 4,453	\$ 4,677	\$ 4,793	\$ 4,841	\$ 4,890
13	\$ 3,805	\$ 3,995	\$ 4,143	\$ 4,347	\$ 4,562	\$ 4,793	\$ 4,912	\$ 4,963	\$ 5,011
14	\$ 3,850	\$ 4,042	\$ 4,243	\$ 4,455	\$ 4,678	\$ 4,912	\$ 5,034	\$ 5,084	\$ 5,136
15	\$ 3,945	\$ 4,144	\$ 4,349	\$ 4,567	\$ 4,796	\$ 5,034	\$ 5,160	\$ 5,214	\$ 5,264
16	\$ 4,044	\$ 4,247	\$ 4,460	\$ 4,683	\$ 4,914	\$ 5,160	\$ 5,288	\$ 5,344	\$ 5,396
17	\$ 4,146	\$ 4,352	\$ 4,569	\$ 4,798	\$ 5,037	\$ 5,288	\$ 5,422	\$ 5,477	\$ 5,535
18	\$ 4,248	\$ 4,462	\$ 4,685	\$ 4,917	\$ 5,165	\$ 5,422	\$ 5,559	\$ 5,614	\$ 5,668
19	\$ 4,356	\$ 4,571	\$ 4,801	\$ 5,042	\$ 5,294	\$ 5,559	\$ 5,696	\$ 5,753	\$ 5,814
20	\$ 4,463	\$ 4,687	\$ 4,919	\$ 5,167	\$ 5,427	\$ 5,696	\$ 5,840	\$ 5,899	\$ 5,956
21	\$ 4,573	\$ 4,805	\$ 5,044	\$ 5,295	\$ 5,562	\$ 5,840	\$ 5,987	\$ 6,046	\$ 6,107
22	\$ 4,689	\$ 4,921	\$ 5,171	\$ 5,429	\$ 5,699	\$ 5,987	\$ 6,133	\$ 6,197	\$ 6,261
23	\$ 4,807	\$ 5,047	\$ 5,301	\$ 5,564	\$ 5,843	\$ 6,133	\$ 6,289	\$ 6,353	\$ 6,417
24	\$ 4,928	\$ 5,172	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,289	\$ 6,448	\$ 6,510	\$ 6,575
25	\$ 5,049	\$ 5,302	\$ 5,567	\$ 5,845	\$ 6,138	\$ 6,448	\$ 6,607	\$ 6,675	\$ 6,737
26	\$ 5,176	\$ 5,434	\$ 5,708	\$ 5,992	\$ 6,292	\$ 6,607	\$ 6,772	\$ 6,841	\$ 6,909
27	\$ 5,306	\$ 5,571	\$ 5,850	\$ 6,143	\$ 6,451	\$ 6,772	\$ 6,942	\$ 7,011	\$ 7,079
28	\$ 5,439	\$ 5,711	\$ 5,997	\$ 6,294	\$ 6,609	\$ 6,942	\$ 7,117	\$ 7,186	\$ 7,256
29	\$ 5,574	\$ 5,852	\$ 6,146	\$ 6,455	\$ 6,777	\$ 7,117	\$ 7,294	\$ 7,365	\$ 7,439
30	\$ 5,715	\$ 6,001	\$ 6,301	\$ 6,614	\$ 6,945	\$ 7,294	\$ 7,476	\$ 7,549	\$ 7,625
31	\$ 5,857	\$ 6,150	\$ 6,457	\$ 6,779	\$ 7,121	\$ 7,476	\$ 7,663	\$ 7,738	\$ 7,817
32	\$ 6,004	\$ 6,304	\$ 6,616	\$ 6,949	\$ 7,297	\$ 7,663	\$ 7,852	\$ 7,933	\$ 8,011
33	\$ 6,153	\$ 6,462	\$ 6,783	\$ 7,124	\$ 7,481	\$ 7,852	\$ 8,051	\$ 8,129	\$ 8,213
34	\$ 6,308	\$ 6,621	\$ 6,954	\$ 7,304	\$ 7,667	\$ 8,051	\$ 8,251	\$ 8,336	\$ 8,419
35	\$ 6,465	\$ 6,786	\$ 7,127	\$ 7,483	\$ 7,861	\$ 8,251	\$ 8,457	\$ 8,544	\$ 8,625
36	\$ 6,627	\$ 6,958	\$ 7,308	\$ 7,673	\$ 8,055	\$ 8,457	\$ 8,665	\$ 8,753	\$ 8,843
37	\$ 6,793	\$ 7,133	\$ 7,490	\$ 7,862	\$ 8,256	\$ 8,665	\$ 8,887	\$ 8,973	\$ 9,064
38	\$ 6,963	\$ 7,311	\$ 7,677	\$ 8,060	\$ 8,462	\$ 8,887	\$ 9,109	\$ 9,199	\$ 9,289
39	\$ 7,138	\$ 7,491	\$ 7,868	\$ 8,261	\$ 8,677	\$ 9,109	\$ 9,336	\$ 9,428	\$ 9,521
40	\$ 7,315	\$ 7,680	\$ 8,063	\$ 8,467	\$ 8,892	\$ 9,336	\$ 9,570	\$ 9,663	\$ 9,759

1.07% COLA plus 0.96% adjustment effective 7/1/2024, Board Approved 9/11/2024
8.22% COLA effective 7/1/2023, Board Approved 10/3/2023
6.56% COLA effective 7/1/2022, Board Approved 09/14/2022
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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

**APPENDIX A
WEST KERN COMMUNITY COLLEGE DISTRICT**

**CLASSIFIED SALARY SCHEDULE
2024-25 ACADEMIC YEAR (2.03%) Effective 7/01/2024**

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

RANGE	A	B	C	D	E	F	G	H	I
1	\$ 36,691	\$ 38,189	\$ 39,125	\$ 40,102	\$ 41,101	\$ 42,765	\$ 43,826	\$ 44,262	\$ 44,720
2	\$ 37,627	\$ 39,125	\$ 40,102	\$ 41,101	\$ 42,141	\$ 43,826	\$ 44,928	\$ 45,365	\$ 45,843
3	\$ 38,563	\$ 40,102	\$ 41,101	\$ 42,141	\$ 43,202	\$ 44,928	\$ 46,030	\$ 46,488	\$ 46,966
4	\$ 39,520	\$ 41,101	\$ 42,765	\$ 43,826	\$ 44,928	\$ 46,030	\$ 47,195	\$ 47,694	\$ 48,152
5	\$ 40,518	\$ 42,141	\$ 43,826	\$ 44,928	\$ 46,051	\$ 47,195	\$ 48,339	\$ 48,859	\$ 49,358
6	\$ 41,122	\$ 42,765	\$ 44,491	\$ 45,594	\$ 46,738	\$ 48,339	\$ 49,566	\$ 50,086	\$ 50,565
7	\$ 41,746	\$ 43,410	\$ 45,157	\$ 46,280	\$ 47,445	\$ 49,566	\$ 50,856	\$ 51,334	\$ 51,875
8	\$ 42,390	\$ 44,512	\$ 46,280	\$ 47,445	\$ 48,630	\$ 50,856	\$ 52,125	\$ 52,603	\$ 53,144
9	\$ 43,014	\$ 45,178	\$ 46,966	\$ 48,131	\$ 49,608	\$ 52,125	\$ 53,394	\$ 53,934	\$ 54,475
10	\$ 43,659	\$ 45,843	\$ 47,694	\$ 48,443	\$ 50,877	\$ 53,394	\$ 54,725	\$ 55,307	\$ 55,827
11	\$ 44,304	\$ 46,550	\$ 48,381	\$ 49,629	\$ 52,146	\$ 54,725	\$ 56,118	\$ 56,680	\$ 57,242
12	\$ 44,970	\$ 47,237	\$ 48,485	\$ 50,898	\$ 53,435	\$ 56,118	\$ 57,512	\$ 58,094	\$ 58,677
13	\$ 45,656	\$ 47,944	\$ 49,712	\$ 52,166	\$ 54,746	\$ 57,512	\$ 58,947	\$ 59,550	\$ 60,133
14	\$ 46,197	\$ 48,506	\$ 50,918	\$ 53,456	\$ 56,139	\$ 58,947	\$ 60,403	\$ 61,006	\$ 61,630
15	\$ 47,341	\$ 49,733	\$ 52,187	\$ 54,808	\$ 57,554	\$ 60,403	\$ 61,922	\$ 62,566	\$ 63,170
16	\$ 48,526	\$ 50,960	\$ 53,518	\$ 56,202	\$ 58,968	\$ 61,922	\$ 63,461	\$ 64,126	\$ 64,750
17	\$ 49,754	\$ 52,229	\$ 54,829	\$ 57,574	\$ 60,445	\$ 63,461	\$ 65,062	\$ 65,728	\$ 66,414
18	\$ 50,981	\$ 53,539	\$ 56,222	\$ 59,010	\$ 61,984	\$ 65,062	\$ 66,706	\$ 67,371	\$ 68,016
19	\$ 52,270	\$ 54,850	\$ 57,616	\$ 60,507	\$ 63,523	\$ 66,706	\$ 68,349	\$ 69,035	\$ 69,763
20	\$ 53,560	\$ 56,243	\$ 59,030	\$ 62,005	\$ 65,125	\$ 68,349	\$ 70,075	\$ 70,782	\$ 71,469
21	\$ 54,870	\$ 57,658	\$ 60,528	\$ 63,544	\$ 66,747	\$ 70,075	\$ 71,843	\$ 72,550	\$ 73,278
22	\$ 56,264	\$ 59,051	\$ 62,046	\$ 65,146	\$ 68,390	\$ 71,843	\$ 73,590	\$ 74,360	\$ 75,130
23	\$ 57,678	\$ 60,570	\$ 63,606	\$ 66,768	\$ 70,117	\$ 73,590	\$ 75,462	\$ 76,232	\$ 77,002
24	\$ 59,134	\$ 62,067	\$ 65,187	\$ 68,453	\$ 71,864	\$ 75,462	\$ 77,376	\$ 78,125	\$ 78,894
25	\$ 60,590	\$ 63,627	\$ 66,810	\$ 70,138	\$ 73,653	\$ 77,376	\$ 79,290	\$ 80,101	\$ 80,850
26	\$ 62,109	\$ 65,208	\$ 68,494	\$ 71,906	\$ 75,504	\$ 79,290	\$ 81,266	\$ 82,098	\$ 82,909
27	\$ 63,669	\$ 66,851	\$ 70,200	\$ 73,715	\$ 77,418	\$ 81,266	\$ 83,304	\$ 84,136	\$ 84,947
28	\$ 65,270	\$ 68,536	\$ 71,968	\$ 75,525	\$ 79,310	\$ 83,304	\$ 85,405	\$ 86,237	\$ 87,069
29	\$ 66,893	\$ 70,221	\$ 73,757	\$ 77,459	\$ 81,328	\$ 85,405	\$ 87,526	\$ 88,379	\$ 89,274
30	\$ 68,578	\$ 72,010	\$ 75,608	\$ 79,373	\$ 83,346	\$ 87,526	\$ 89,710	\$ 90,584	\$ 91,499
31	\$ 70,283	\$ 73,798	\$ 77,480	\$ 81,349	\$ 85,446	\$ 89,710	\$ 91,957	\$ 92,851	\$ 93,808
32	\$ 72,051	\$ 75,650	\$ 79,394	\$ 83,387	\$ 87,568	\$ 91,957	\$ 94,224	\$ 95,202	\$ 96,138
33	\$ 73,840	\$ 77,542	\$ 81,390	\$ 85,488	\$ 89,773	\$ 94,224	\$ 96,616	\$ 97,552	\$ 98,550
34	\$ 75,691	\$ 79,456	\$ 83,450	\$ 87,651	\$ 91,998	\$ 96,616	\$ 99,008	\$ 100,027	\$ 101,026
35	\$ 77,584	\$ 81,432	\$ 85,530	\$ 89,794	\$ 94,328	\$ 99,008	\$ 101,483	\$ 102,523	\$ 103,501
36	\$ 79,518	\$ 83,491	\$ 87,693	\$ 92,082	\$ 96,658	\$ 101,483	\$ 103,979	\$ 105,040	\$ 106,122
37	\$ 81,515	\$ 85,592	\$ 89,877	\$ 94,349	\$ 99,070	\$ 103,979	\$ 106,642	\$ 107,682	\$ 108,763
38	\$ 83,554	\$ 87,734	\$ 92,123	\$ 96,720	\$ 101,546	\$ 106,642	\$ 109,304	\$ 110,386	\$ 111,467
39	\$ 85,654	\$ 89,898	\$ 94,411	\$ 99,133	\$ 104,125	\$ 109,304	\$ 112,029	\$ 113,131	\$ 114,254
40	\$ 87,776	\$ 92,165	\$ 96,762	\$ 101,608	\$ 106,704	\$ 112,029	\$ 114,837	\$ 115,960	\$ 117,104

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