

**West Kern Community College District
Confidential Employee Group
2024-25 Salary Schedule (2.03%)**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$50,693	\$53,228	\$55,890	\$58,125	\$60,450	\$62,868	\$65,382	\$66,036	\$66,696	\$67,364	\$68,038	\$68,718
Grade 2	\$53,228	\$55,890	\$58,683	\$61,031	\$63,472	\$66,012	\$68,652	\$69,338	\$70,032	\$70,732	\$71,440	\$72,154
Grade 3	\$55,890	\$58,683	\$61,618	\$64,083	\$66,645	\$69,312	\$72,085	\$72,806	\$73,533	\$74,269	\$75,012	\$75,761
Grade 4	\$58,683	\$61,618	\$64,699	\$67,287	\$69,978	\$72,777	\$75,689	\$76,445	\$77,210	\$77,982	\$78,761	\$79,550
Grade 5	\$61,618	\$64,699	\$67,934	\$70,651	\$73,477	\$76,416	\$79,473	\$80,268	\$81,070	\$81,881	\$82,700	\$83,527
Grade 6	\$64,699	\$67,934	\$71,330	\$74,184	\$77,150	\$80,237	\$83,446	\$84,281	\$85,124	\$85,975	\$86,835	\$87,703
Grade 7	\$67,934	\$71,330	\$74,897	\$77,892	\$81,008	\$84,249	\$87,619	\$88,495	\$89,380	\$90,274	\$91,177	\$92,089
Grade 8	\$71,330	\$74,897	\$78,642	\$81,788	\$85,059	\$88,462	\$91,999	\$92,920	\$93,849	\$94,787	\$95,736	\$96,693
Grade 9	\$74,897	\$78,642	\$82,574	\$85,877	\$89,312	\$92,885	\$96,599	\$97,565	\$98,542	\$99,526	\$100,522	\$101,527
Grade 10	\$78,642	\$82,574	\$86,703	\$90,171	\$93,777	\$97,529	\$101,430	\$102,444	\$103,468	\$104,503	\$105,549	\$106,604
Grade 11	\$82,574	\$86,703	\$91,038	\$94,679	\$98,466	\$102,405	\$106,501	\$107,566	\$108,642	\$109,728	\$110,825	\$111,934
Grade 12	\$86,703	\$91,038	\$95,590	\$99,413	\$103,390	\$107,525	\$111,826	\$112,944	\$114,074	\$115,214	\$116,367	\$117,531
Grade 13	\$91,038	\$95,590	\$100,369	\$104,384	\$108,560	\$112,901	\$117,417	\$118,592	\$119,778	\$120,976	\$122,185	\$123,407
Grade 14	\$95,590	\$100,369	\$105,387	\$109,603	\$113,987	\$118,547	\$123,288	\$124,522	\$125,767	\$127,025	\$128,294	\$129,578
Grade 15	\$100,369	\$105,387	\$110,656	\$115,083	\$119,686	\$124,474	\$129,453	\$130,748	\$132,055	\$133,376	\$134,710	\$136,057
Grade 16	\$105,387	\$110,656	\$116,189	\$120,837	\$125,671	\$130,698	\$135,925	\$137,285	\$138,658	\$140,044	\$141,445	\$142,860
Grade 17	\$110,656	\$116,189	\$122,000	\$126,879	\$131,955	\$137,233	\$142,722	\$144,149	\$145,590	\$147,047	\$148,517	\$150,002
Grade 18	\$116,189	\$122,000	\$128,099	\$133,223	\$138,552	\$144,094	\$149,858	\$151,356	\$152,870	\$154,399	\$155,943	\$157,502
Grade 19	\$122,000	\$128,099	\$134,504	\$139,884	\$145,480	\$151,299	\$157,351	\$158,924	\$160,514	\$162,118	\$163,740	\$165,377
Grade 20	\$128,099	\$134,504	\$141,230	\$146,879	\$152,754	\$158,863	\$165,219	\$166,871	\$168,539	\$170,224	\$171,927	\$173,646
Grade 21	\$134,504	\$141,230	\$148,291	\$154,223	\$160,392	\$166,807	\$173,479	\$175,214	\$176,966	\$178,736	\$180,523	\$182,328
Grade 22	\$141,230	\$148,291	\$155,705	\$161,934	\$168,411	\$175,148	\$182,154	\$183,974	\$185,815	\$187,672	\$189,549	\$191,445
Grade 23	\$148,291	\$155,705	\$163,491	\$170,030	\$176,832	\$183,905	\$191,261	\$193,173	\$195,105	\$197,057	\$199,026	\$201,017
Grade 24	\$155,705	\$163,491	\$171,665	\$178,532	\$185,673	\$193,100	\$200,824	\$202,832	\$204,861	\$206,909	\$208,978	\$211,068
Grade 25	\$163,491	\$171,665	\$180,249	\$187,458	\$194,956	\$202,755	\$210,865	\$212,974	\$215,103	\$217,255	\$219,427	\$221,621
Grade 26	\$171,665	\$180,249	\$189,261	\$196,831	\$204,704	\$212,893	\$221,409	\$223,623	\$225,859	\$228,117	\$230,398	\$232,702
Grade 27	\$180,249	\$189,261	\$198,724	\$206,673	\$214,940	\$223,538	\$232,479	\$234,804	\$237,152	\$239,523	\$241,919	\$244,338
Grade 28	\$189,261	\$198,724	\$208,660	\$217,007	\$225,687	\$234,714	\$244,103	\$246,544	\$249,009	\$251,500	\$254,014	\$256,555

An employee with an earned doctorate is to be compensated to the extent of \$4,842.08 over the regular salary each year.

- 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 010/3/2023
- 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%