

**WEST KERN COMMUNITY COLLEGE DISTRICT  
ACADEMIC SALARY SCHEDULE 2024-25 (2.03%)  
(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	\$65,314	\$68,639	\$71,963	\$75,286			
2	\$69,061	\$72,384	\$75,706	\$79,032			
3	\$72,805	\$76,128	\$79,452	\$82,606	\$86,098		
4	\$76,548	\$79,873	\$83,196	\$86,519	\$89,844	\$93,168	\$96,491
5	\$80,294	\$83,617	\$86,940	\$90,265	\$93,588	\$96,912	\$100,235
6	\$84,038	\$87,362	\$90,685	\$94,009	\$97,332	\$100,656	\$103,981
7	\$87,784	\$91,106	\$94,430	\$97,753	\$101,078	\$104,401	\$107,725
8	\$91,527	\$94,850	\$98,174	\$101,498	\$104,822	\$108,145	\$111,468
9	\$95,271	\$98,594	\$101,919	\$105,243	\$108,566	\$111,889	\$115,214
10	\$99,806	\$102,340	\$105,663	\$108,986	\$112,312	\$115,635	\$118,958
11		\$106,084	\$109,407	\$112,732	\$116,055	\$119,379	\$122,702
12			\$113,153	\$116,476	\$119,799	\$123,125	\$126,448
13				\$120,220	\$123,545	\$126,869	\$130,192
14				\$121,251	\$124,574	\$127,897	\$131,221
15				\$124,653	\$128,040	\$131,428	\$134,816
16				\$125,705	\$129,089	\$132,476	\$135,864
17				\$126,755	\$130,137	\$133,526	\$136,914
18				\$127,806	\$131,186	\$134,574	\$137,962
24				\$135,298	\$138,743	\$142,236	\$145,619

An employee with an earned doctorate is to be compensated to the extent of \$4,922.66 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

- 1.07% COLA plus 0.96% effective 7/1/24, Board Approved 09/11/2024
- 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

WEST KERN COMMUNITY COLLEGE DISTRICT  
**ACADEMIC SALARY SCHEDULE 2024-25 (2.03%)**  
 (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	\$71,847	\$75,504	\$79,160	\$82,816			
2	\$75,968	\$79,623	\$83,278	\$86,936			
3	\$80,087	\$83,742	\$87,399	\$90,869	\$94,710		
4	\$84,204	\$87,862	\$91,517	\$95,173	\$98,830	\$102,486	\$106,142
5	\$88,325	\$91,981	\$95,636	\$99,293	\$102,949	\$106,605	\$110,260
6	\$92,443	\$96,100	\$99,756	\$103,412	\$107,067	\$110,723	\$114,381
7	\$96,565	\$100,219	\$103,874	\$107,531	\$111,187	\$114,843	\$118,499
8	\$100,681	\$104,337	\$107,993	\$111,650	\$115,306	\$118,962	\$122,617
9	\$104,800	\$108,456	\$112,113	\$115,769	\$119,425	\$123,080	\$126,738
10	\$109,788	\$112,576	\$116,232	\$119,887	\$123,545	\$127,201	\$130,856
11		\$116,694	\$120,350	\$124,007	\$127,663	\$131,319	\$134,975
12			\$124,470	\$128,126	\$131,781	\$135,439	\$139,095
13				\$132,244	\$135,902	\$139,558	\$143,213
14				\$133,378	\$137,034	\$140,690	\$144,345
15				\$137,121	\$140,846	\$144,573	\$148,300
16				\$138,278	\$142,001	\$145,726	\$149,453
17				\$139,432	\$143,154	\$146,881	\$150,608
18				\$140,589	\$144,307	\$148,034	\$151,761
24				\$148,830	\$152,618	\$156,463	\$160,182

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  - 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**

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- 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
- 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 2024-25 (2.03%)**  
 (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	\$78,378	\$82,368	\$86,356	\$90,344			
2	\$82,873	\$86,861	\$90,848	\$94,839			
3	\$87,367	\$91,355	\$95,343	\$99,128	\$103,319		
4	\$91,858	\$95,848	\$99,836	\$103,824	\$107,814	\$111,802	\$115,790
5	\$96,354	\$100,342	\$104,329	\$108,319	\$112,307	\$116,295	\$120,283
6	\$100,847	\$104,835	\$108,823	\$112,812	\$116,800	\$120,788	\$124,778
7	\$105,342	\$109,329	\$113,317	\$117,305	\$121,294	\$125,282	\$129,271
8	\$109,833	\$113,821	\$117,809	\$121,799	\$125,788	\$129,775	\$133,763
9	\$114,326	\$118,314	\$122,304	\$126,292	\$130,280	\$134,268	\$138,258
10	\$119,768	\$122,809	\$126,797	\$130,784	\$134,775	\$138,763	\$142,751
11		\$127,301	\$131,289	\$135,280	\$139,267	\$143,256	\$147,244
12			\$135,785	\$139,773	\$143,760	\$147,751	\$151,739
13				\$144,265	\$148,255	\$152,244	\$156,231
14				\$145,502	\$149,490	\$153,478	\$157,466
15				\$149,585	\$153,649	\$157,714	\$161,780
16				\$150,847	\$154,908	\$158,972	\$163,038
17				\$152,107	\$156,166	\$160,233	\$164,298
18				\$153,369	\$157,424	\$161,490	\$165,556
24				\$162,358	\$166,492	\$170,687	\$174,742

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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
<b>Club Advisor (up to 11 per Article 7.3.7)</b>	<b>\$2,231.19</b>

\* 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

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