

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

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
- 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
- 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)

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

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%) 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	1.59% Salary Schedule Increase effective 7/1/16, Board Approved 10/12/16
8.22% COLA effective 7/1/23, Board Approved 10/3/2023	1.02% COLA effective 7/1/15, Board Approved 9/9/15
6.56% COLA effective 7/1/22, Board Approved 09/14/2022	0.85% COLA effective 7/1/14, Board Approved 8/13/14
2.75% COLA plus 0.32% effective 7/1/21, Board Approved 11/11/21	1.57% COLA plus 0.43% effective 7/1/13, Board Approved 10/09/13
2.32% COLA effective 7/1/2020, Board Approved 10/14/2020	1.8% Salary Schedule increase effective 7/1/11, Board Approved 3/18/12
3.26% COLA effective 7/1/19, Board Approved 10/9/2019	0.0% COLA effective 7/1/08, 7/1/09, 7/1/10, 7/1/11, 7/1/12
2.71% COLA effective 7/1/18, Board Approved 10/10/18	4.4% COLA effective 7/1/07, Board Approved 6/14/07
1.69% Salary Schedule Increase effective 7/1/17, Board Approved 01/10/18	5.87% COLA plus 3% Effective 7/1/06, Board Approved 6/14/06
1.56% COLA effective 7/1/17, Board Approved 10/11/17	3.81% COLA Effective 7/1/05, Board Approved 6/8/05

Coaching Compensation 2024-25

Head Coaches

Head Coaching Stipends - Will be paid during ¹Traditional Segment/In-Season in five (5) equal monthly installments.

Stipend	Years Exp	Semester Pay	Monthly
Level 1	0-1	\$13,092.68	\$2,618.54
Level 2	1>4	\$13,715.87	\$2,743.18
Level 3	>4	\$15,384.60	\$3,076.92
Recruiting Stipend: Paid During Off Season in five (5) equal monthly installments.		\$3,706.60	\$741.32

Head Coaching Stipends are paid in addition to the annual salary of the primary position, if applicable. All head coaches will receive the stipend, regardless of status as a faculty member, adjunct, administrator or temporary professional expert. Faculty or Adjuncts teaching an intercollegiate course will be paid for the units at the applicable rate per the Faculty Salary Schedule. This payment is not in lieu of the coaching stipend, but in addition to.

Assistant Coaches

Assistant Coaching Stipends - Will be paid during ¹Traditional Segment/In-Season in five (5) equal monthly installments.

Full Stipend: Contracted to support full season games and practice.

Half Stipend: Contracted to support a less than 80% of full season games and practice, or contracted to support a segment of the sport, i.e. Batting Coach.

Assistant Coaches Assigned to ²Non-Traditional Segments: Assistant Coaches performing coaching duties during the non-traditional segment shall be compensated at 50% of their monthly traditional segment stipend for all months during the NTS that they served in this capacity.

Assignment of Assistant Coaching Stipends: One (1) Assistant Coach stipend will be assigned per every 10 athletes, based on the roster count from the end of the prior season, as follows:

0-10 Athletes	1 Full Stipend
11-20 Athletes	2 Full Stipends
21-30 Athletes	3 Full Stipends

Additional Assistant Coach stipends may be assigned as per the above formula, based on actual roster count at start of season.

Stipend	Years Exp	Semester Pay	Monthly
Level 1	0-1 Y	\$5,313.04	\$1,062.61
Level 2	1>4	\$5,625.58	\$1,125.12
Level 3	>4	\$6,250.63	\$1,250.12

Assistant Coaching Stipends are paid in addition to annual salary of primary position, if applicable.

Assistant Coaching roles are temporary, professional services contracts and are contracted per season.

¹ **Traditional Segment/In-Season:** This (practice and competition) segment begins with the sport specific first permissible practice opportunity as identified in CCCAA Constitution Bylaw 3.11 and coincides with the conclusion of the CCCAA state championship(s).

² **Non-Traditional Segment/Off-Season:** This (practice and scrimmage) segment is identified within a specified time frame for those sports approved by the CCCAA Board and as designated in Bylaw 3.17.1.

SPORTS SEASON CHART – FALL

CCCAA Constitution & Bylaws 2024-25

<p>Golf W</p> <p>Practice/scrimmage may begin:</p> <p>Game/meet/match may begin:</p> <p>Conference competition ends:</p> <p>Post conference competition ends:</p>	<p>Max: 19 Contests + 1 Alumni Match[^] August 15 (See Bylaw 3.5.2)</p> <p>August 27 or the 4th Friday in August, whichever comes first</p> <p>4 Wednesdays prior to Thanksgiving</p> <p>2 Wednesdays prior to Thanksgiving</p>
<p>Soccer M/W</p> <p>Practice/scrimmage may begin:</p> <p>Game/meet/match may begin:</p> <p>Conference competition ends:</p> <p>Post conference competition ends:</p>	<p>Max: 22 Games + 1 Alumni Game[^] (Tournament <u>games</u> of any kind count game for game, <u>except for conference tournaments</u>) (Revised & Effective 3/29/24)</p> <p>August 15 (See Bylaw 3.5.2)</p> <p>August 27 or the 4th Friday in August, whichever comes first</p> <p>2 Saturdays prior to Thanksgiving</p> <p>2 Sundays after Thanksgiving (Adopted 4/4/08 effective 7/1/08)</p>
<p>Volleyball W**</p> <p>Practice/scrimmage may begin:</p> <p>Game/meet/match may begin:</p> <p>Conference competition ends:</p> <p>Post conference competition ends:</p>	<p>Max: 24 Dates + 1 Alumni Match[^] (R 3/30/17 e 7/1/17) (A 3/28/19 e 7/1/19)</p> <p>August 15 (See Bylaw 3.5.2)</p> <p>August 27 or the 4th Friday in August, whichever comes first</p> <p>Thursday (1 week) prior to Thanksgiving (Adopted 4/3/09 effective 7/1/09)</p> <p>2 Sundays after Thanksgiving</p>
<p>Basketball W</p> <p>Practice/scrimmage may begin:</p> <p>Game/meet/match may begin:</p> <p>Conference competition ends:</p> <p>Post conference competition ends:</p>	<p>Max: 28 Contests + 2 Scrimmage Dates + 1 Alumni Game[^] (A 10/27/20 e 11/6/20)</p> <p>October 1 (See Bylaw 3.5.2) (Adopted 4/1/10 effective 7/1/10)</p> <p>November 1 or 5th Thursday in October, whichever comes first</p> <p>Friday (3 weeks prior to end of PC) (A 3/28/19 e 7/1/19)</p> <p>Sunday after the 2nd Thursday in March</p>

SPORTS SEASON CHART – SPRING

[CCCAA Constitution & Bylaws 2024-25](#)

Baseball	Max: 40 Games + 2 Scrimmages + 1 Alumni Game[^] <i>(Adopted 3/28/19 effective 7/1/19)</i>
Practice/scrimmage may begin:	January 15 (See Bylaw 3.5.2)
Game/meet/match may begin:	January 27 or the 4th Friday in January, whichever comes first
Conference competition ends:	5 Saturdays prior to Memorial Day
Post conference competition ends:	Memorial Day
Golf M	Max: 19 Contests + 1 Alumni Match[^]
Practice/scrimmage may begin:	January 15 (See Bylaw 3.5.2)
Game/meet/match may begin:	January 27 or the 4th Friday in January, whichever comes first
Conference competition ends:	4 Tuesdays prior to Memorial Day
Post conference competition ends:	2 Tuesdays prior to Memorial Day
Softball	Max: 40 Games + 2 Scrimmages + 1 Alumni Game[^] <i>(Adopted 3/28/19 effective 7/1/19)</i>
Practice/scrimmage may begin:	January 15 (See Bylaw 3.5.2)
Game/meet/match may begin:	January 27 or the 4th Friday in January, whichever comes first
Conference competition ends:	5 Thursdays prior to Memorial Day
Post conference competition ends:	3rd full weekend in May <i>(Adopted 10/13/06 effective 1/1/07)</i>

NONTRADITIONAL SPORT SEASON DATES CHART

[CCCAA Constitution & Bylaws 2024-25](#)

Sport	Start Date	End Date	Number of Scrimmages/ Events/Dates
Baseball	Tuesday following Labor Day	Saturday before Thanksgiving	10 Dates
Basketball, WomeN	September 1	September 30	2-Scrimmage maximum per day, per team for a total of <u>2</u> dates
Golf, Women	February 1 (Spring) June 1 (Summer)	April 30 (Spring) July 31 (Summer)	1 Event 1 Event
Soccer	March 1	May 31	4 Dates
Softball	Tuesday following Labor Day	Saturday before Thanksgiving	10 Dates
Volleyball, Women	February 1	April 30	3 Dates