

**West Kern Community College District
 Certificated and Classified Administrator
 2014-15 Salary Schedule with .85% COLA**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$36,957	\$38,805	\$40,746	\$42,375	\$44,070	\$45,833	\$47,667	\$48,143	\$48,625	\$49,111	\$49,602	\$50,098
Grade 2	\$38,805	\$40,746	\$42,783	\$44,494	\$46,274	\$48,125	\$50,050	\$50,550	\$51,056	\$51,566	\$52,082	\$52,603
Grade 3	\$40,746	\$42,783	\$44,922	\$46,719	\$48,588	\$50,531	\$52,552	\$53,078	\$53,609	\$54,145	\$54,686	\$55,233
Grade 4	\$42,783	\$44,922	\$47,168	\$49,055	\$51,017	\$53,058	\$55,180	\$55,732	\$56,289	\$56,852	\$57,420	\$57,995
Grade 5	\$44,922	\$47,168	\$49,526	\$51,508	\$53,568	\$55,711	\$57,939	\$58,518	\$59,104	\$59,695	\$60,292	\$60,894
Grade 6	\$47,168	\$49,526	\$52,003	\$54,083	\$56,246	\$58,496	\$60,836	\$61,444	\$62,059	\$62,679	\$63,306	\$63,939
Grade 7	\$49,526	\$52,003	\$54,603	\$56,787	\$59,059	\$61,421	\$63,878	\$64,516	\$65,162	\$65,813	\$66,471	\$67,136
Grade 8	\$52,003	\$54,603	\$57,333	\$59,626	\$62,011	\$64,492	\$67,072	\$67,742	\$68,420	\$69,104	\$69,795	\$70,493
Grade 9	\$54,603	\$57,333	\$60,200	\$62,608	\$65,112	\$67,717	\$70,425	\$71,129	\$71,841	\$72,559	\$73,285	\$74,018
Grade 10	\$57,333	\$60,200	\$63,210	\$65,738	\$68,368	\$71,102	\$73,946	\$74,686	\$75,433	\$76,187	\$76,949	\$77,718
Grade 11	\$60,200	\$63,210	\$66,370	\$69,025	\$71,786	\$74,657	\$77,644	\$78,420	\$79,204	\$79,996	\$80,796	\$81,604
Grade 12	\$63,210	\$66,370	\$69,689	\$72,476	\$75,375	\$78,390	\$81,526	\$82,341	\$83,165	\$83,996	\$84,836	\$85,685
Grade 13	\$66,370	\$69,689	\$73,173	\$76,100	\$79,144	\$82,310	\$85,602	\$86,458	\$87,323	\$88,196	\$89,078	\$89,969
Grade 14	\$69,689	\$73,173	\$76,832	\$79,905	\$83,101	\$86,425	\$89,882	\$90,781	\$91,689	\$92,606	\$93,532	\$94,467
Grade 15	\$73,173	\$76,832	\$80,673	\$83,900	\$87,256	\$90,747	\$94,376	\$95,320	\$96,273	\$97,236	\$98,209	\$99,191
Grade 16	\$76,832	\$80,673	\$84,707	\$88,095	\$91,619	\$95,284	\$99,095	\$100,086	\$101,087	\$102,098	\$103,119	\$104,150
Grade 17	\$80,673	\$84,707	\$88,942	\$92,500	\$96,200	\$100,048	\$104,050	\$105,091	\$106,141	\$107,203	\$108,275	\$109,358
Grade 18	\$84,707	\$88,942	\$93,390	\$97,125	\$101,010	\$105,051	\$109,253	\$110,345	\$111,449	\$112,563	\$113,689	\$114,826
Grade 19	\$88,942	\$93,390	\$98,059	\$101,981	\$106,061	\$110,303	\$114,715	\$115,862	\$117,021	\$118,191	\$119,373	\$120,567
Grade 20	\$93,390	\$98,059	\$102,962	\$107,080	\$111,364	\$115,818	\$120,451	\$121,655	\$122,872	\$124,101	\$125,342	\$126,595
Grade 21	\$98,059	\$102,962	\$108,110	\$112,434	\$116,932	\$121,609	\$126,473	\$127,738	\$129,016	\$130,306	\$131,609	\$132,925
Grade 22	\$102,962	\$108,110	\$113,516	\$118,056	\$122,778	\$127,690	\$132,797	\$134,125	\$135,466	\$136,821	\$138,189	\$139,571
Grade 23	\$108,110	\$113,516	\$119,191	\$123,959	\$128,917	\$134,074	\$139,437	\$140,831	\$142,240	\$143,662	\$145,099	\$146,550
Grade 24	\$113,516	\$119,191	\$125,151	\$130,157	\$135,363	\$140,778	\$146,409	\$147,873	\$149,352	\$150,845	\$152,354	\$153,877
Grade 25	\$119,191	\$125,151	\$131,408	\$136,665	\$142,131	\$147,817	\$153,729	\$155,267	\$156,819	\$158,387	\$159,971	\$161,571
Grade 26	\$125,151	\$131,408	\$137,979	\$143,498	\$149,238	\$155,207	\$161,416	\$163,030	\$164,660	\$166,307	\$167,970	\$169,650
Grade 27	\$131,408	\$137,979	\$144,878	\$150,673	\$156,700	\$162,968	\$169,487	\$171,181	\$172,893	\$174,622	\$176,368	\$178,132
Grade 28	\$137,979	\$144,878	\$152,122	\$158,207	\$164,535	\$171,116	\$177,961	\$179,740	\$181,538	\$183,353	\$185,187	\$187,039

An employee with an earned doctorate is to be compensated to the extent of \$3,530.06 over the regular salary each year.

- .85% COLA 7/1/14, Board Approved 08/xx/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**

Originally Established & Board Approved 6/19/02

- Steps 1 - 3 5%
- Steps 4 - 7 4%
- Steps 8 - 12 1%
- Each Grade is 5%