

WEST KERN COMMUNITY COLLEGE DISTRICT  
ACADEMIC SALARY SCHEDULE 2015-16  
(Including Addendum to 2014-2017 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	\$47,315	\$49,724	\$52,131	\$54,539			
2	\$50,029	\$52,436	\$54,843	\$57,252			
3	\$52,742	\$55,149	\$57,557	\$59,842	\$62,371		
4	\$55,453	\$57,862	\$60,269	\$62,677	\$65,085	\$67,493	\$69,900
5	\$58,167	\$60,574	\$62,981	\$65,390	\$67,797	\$70,205	\$72,612
6	\$60,879	\$63,287	\$65,694	\$68,102	\$70,510	\$72,917	\$75,326
7	\$63,593	\$65,999	\$68,407	\$70,815	\$73,223	\$75,630	\$78,038
8	\$66,304	\$68,711	\$71,119	\$73,528	\$75,935	\$78,343	\$80,750
9	\$69,016	\$71,424	\$73,833	\$76,240	\$78,648	\$81,055	\$83,464
10	\$72,302	\$74,137	\$76,545	\$78,952	\$81,361	\$83,768	\$86,176
11		\$76,849	\$79,257	\$81,666	\$84,073	\$86,481	\$88,888
12			\$81,971	\$84,378	\$86,785	\$89,194	\$91,602
13				\$87,090	\$89,499	\$91,906	\$94,314
14				\$87,837	\$90,244	\$92,652	\$95,059
15				\$90,301	\$92,755	\$95,209	\$97,663
16				\$91,063	\$93,515	\$95,968	\$98,423
17				\$91,824	\$94,274	\$96,729	\$99,183
18				\$92,586	\$95,034	\$97,488	\$99,943
24				\$98,013	\$100,508	\$103,039	\$105,489

An employee with an earned doctorate is to be compensated to the extent of \$3,566.07 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**

- 1.02% COLA effective 7/1/15, Board Approved 9/9/15
- 0.85% COLA effective 7/1/14, Board Approved 8/13/2014
- 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 3/8/12
- 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 2015-16**  
 (Including Addendum to 2014-2017 Agreement)

11 Month Schedule

	(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	\$52,047	\$54,697	\$57,346	\$59,994			
2	\$55,033	\$57,681	\$60,329	\$62,979			
3	\$58,017	\$60,665	\$63,314	\$65,827	\$68,610		
4	\$60,999	\$63,649	\$66,297	\$68,945	\$71,595	\$74,243	\$76,892
5	\$63,984	\$66,633	\$69,280	\$71,930	\$74,578	\$77,227	\$79,875
6	\$66,968	\$69,617	\$72,265	\$74,914	\$77,562	\$80,210	\$82,860
7	\$69,953	\$72,601	\$75,249	\$77,898	\$80,547	\$83,195	\$85,843
8	\$72,936	\$75,584	\$78,232	\$80,882	\$83,530	\$86,179	\$88,827
9	\$75,919	\$78,568	\$81,217	\$83,866	\$86,514	\$89,162	\$91,812
10	\$79,533	\$81,553	\$84,201	\$86,849	\$89,499	\$92,147	\$94,795
11		\$84,536	\$87,184	\$89,834	\$92,482	\$95,130	\$97,779
12			\$90,169	\$92,817	\$95,465	\$98,115	\$100,763
13				\$95,800	\$98,450	\$101,099	\$103,747
14				\$96,622	\$99,270	\$101,919	\$104,567
15				\$99,333	\$102,032	\$104,732	\$107,432
16				\$100,171	\$102,868	\$105,567	\$108,267
17				\$101,008	\$103,704	\$106,404	\$109,104
18				\$101,846	\$104,539	\$107,239	\$109,939
24				\$107,816	\$110,560	\$113,345	\$116,040

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- 3.81% COLA Effective 7/1/05, Board Approved 6/8/05

**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2015-16**  
(Including Addendum to 2014-2017 Agreement)

**12 Month Schedule**

(1)

	<b>Class I</b>	<b>Class II BA + 15</b>	<b>Class III BA + 30</b>	<b>Class IV BA + 45</b>	<b>Class V BA + 60 Incl MA</b>	<b>Class VI BA + 75 Incl MA</b>	<b>Class VII BA + 90 Incl MA</b>
1	\$56,778	\$59,669	\$62,558	\$65,447			
2	\$60,035	\$62,924	\$65,813	\$68,703			
3	\$63,290	\$66,179	\$69,069	\$71,811	\$74,846		
4	\$66,544	\$69,435	\$72,324	\$75,213	\$78,103	\$80,992	\$83,881
5	\$69,801	\$72,690	\$75,578	\$78,469	\$81,358	\$84,247	\$87,136
6	\$73,055	\$75,945	\$78,834	\$81,723	\$84,612	\$87,501	\$90,392
7	\$76,312	\$79,200	\$82,089	\$84,978	\$87,868	\$90,757	\$93,647
8	\$79,565	\$82,454	\$85,344	\$88,234	\$91,123	\$94,012	\$96,901
9	\$82,820	\$85,709	\$88,600	\$91,489	\$94,378	\$97,267	\$100,157
10	\$86,763	\$88,966	\$91,855	\$94,743	\$97,634	\$100,523	\$103,412
11		\$92,220	\$95,109	\$97,999	\$100,888	\$103,778	\$106,667
12			\$98,366	\$101,254	\$104,143	\$107,034	\$109,923
13				\$104,509	\$107,399	\$110,289	\$113,178
14				\$105,405	\$108,294	\$111,183	\$114,072
15				\$108,363	\$111,307	\$114,252	\$117,197
16				\$109,277	\$112,219	\$115,163	\$118,108
17				\$110,190	\$113,130	\$116,076	\$119,021
18				\$111,104	\$114,042	\$116,987	\$119,932
24				\$117,616	\$120,610	\$123,649	\$126,587

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- 3.81% COLA Effective 7/1/05, Board Approved 6/8/05

**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2015-16 EXTRA DUTY COMPENSATION**

(Including Addendum to 2014-2017 Agreement)

**HOURLY RATE (ADJUNCT, SUMMER SESSION AND OVERLOAD)\***

Step 1	\$55.79
Step 2	\$58.44
Step 3	\$65.56

**ATHLETIC ASSIGNMENTS (WHEN NOT A PART OF LOAD OR OVERLOAD)**

Head Men's Baseball Coach	
Head Women's Basketball Coach	Stipend equal to the hours
Head Men's/Women's Soccer Coach	of attendance at the
Head Women's Softball Coach	appropriate hourly rate.**
Head Women's Volleyball Coach	

	Maximum per Assistant	Maximum per Sport
Men's Baseball Assistant(s)	\$4,528.10	\$13,584.28
Women's Basketball Assistant(s)	\$4,528.10	\$6,792.14
Men's/Women's Soccer Assistant(s)	\$4,528.10	\$9,056.19
Women's Softball Assistant(s)	\$4,528.10	\$6,792.14
Women's Volleyball Assistant(s)	\$4,528.10	\$6,792.14

**OTHER ACADEMIC ASSIGNMENTS**

	FTEF*	
Division Chairperson	0-10	\$8,167.70
20% Release Time + Stipend	>10-20	\$9,334.51
* FTEF will be recalculated by March 1 each year	>20+	\$10,501.32

Academic Senate - 50% Release Time - (AB 1725 funded)

Faculty Association President - 20% 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)	\$4,667.25
Coordinator of Art Gallery	\$1,375.23
Student Newspaper Advisor	\$1,130.92
College Concurrent Program Advisor***	

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

**CLUB ADVISOR ASSIGNMENTS**

Associated Student Body Advisor (ASB)***	
Phi Theta Kappa Advisor (PTK)***	
Student American Dental Hygiene Association Advisor (SADHA)	\$1,586.80
International Club Advisor	\$7,356.91
<b>Club Advisor (up to 8 per Article 7.3.7)</b>	<b>\$1,616.32</b>

\* Includes equity

\*\* In addition to \$2,685.14/yr. for off-season duties, meetings and recruiting

\*\*\* Advisor has the choice to receive 1 hr per week at the appropriate hourly rate or credit for two committee assignments

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