

WEST KERN COMMUNITY COLLEGE DISTRICT  
ACADEMIC SALARY SCHEDULE 2016-17 (1.59%)  
(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	\$48,067	\$50,514	\$52,960	\$55,406			
2	\$50,824	\$53,270	\$55,715	\$58,163			
3	\$53,580	\$56,026	\$58,472	\$60,793	\$63,363		
4	\$56,335	\$58,782	\$61,227	\$63,673	\$66,120	\$68,566	\$71,012
5	\$59,092	\$61,537	\$63,983	\$66,430	\$68,875	\$71,321	\$73,767
6	\$61,847	\$64,293	\$66,739	\$69,185	\$71,631	\$74,076	\$76,524
7	\$64,604	\$67,049	\$69,495	\$71,941	\$74,387	\$76,833	\$79,279
8	\$67,358	\$69,804	\$72,250	\$74,697	\$77,143	\$79,588	\$82,034
9	\$70,114	\$72,560	\$75,007	\$77,452	\$79,898	\$82,344	\$84,791
10	\$73,451	\$75,316	\$77,762	\$80,207	\$82,655	\$85,100	\$87,546
11		\$78,071	\$80,517	\$82,964	\$85,410	\$87,856	\$90,301
12			\$83,274	\$85,720	\$88,165	\$90,612	\$93,058
13				\$88,475	\$90,922	\$93,368	\$95,813
14				\$89,233	\$91,679	\$94,125	\$96,571
15				\$91,737	\$94,230	\$96,723	\$99,216
16				\$92,511	\$95,002	\$97,494	\$99,988
17				\$93,284	\$95,773	\$98,267	\$100,760
18				\$94,058	\$96,545	\$99,038	\$101,532
24				\$99,571	\$102,106	\$104,677	\$107,167

An employee with an earned doctorate is to be compensated to the extent of \$3,622.77 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**

1.59% 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 3/8/12

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