

WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2016-17 (1.59%)
(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	\$52,875	\$55,567	\$58,257	\$60,948			
2	\$55,908	\$58,598	\$61,288	\$63,980			
3	\$58,939	\$61,629	\$64,320	\$66,874	\$69,701		
4	\$61,969	\$64,661	\$67,351	\$70,042	\$72,733	\$75,424	\$78,114
5	\$65,002	\$67,692	\$70,382	\$73,074	\$75,764	\$78,455	\$81,145
6	\$68,033	\$70,724	\$73,414	\$76,105	\$78,795	\$81,486	\$84,177
7	\$71,066	\$73,755	\$76,445	\$79,136	\$81,827	\$84,517	\$87,208
8	\$74,095	\$76,786	\$79,476	\$82,168	\$84,858	\$87,549	\$90,239
9	\$77,127	\$79,817	\$82,509	\$85,199	\$87,889	\$90,580	\$93,271
10	\$80,798	\$82,849	\$85,539	\$88,229	\$90,922	\$93,612	\$96,302
11		\$85,880	\$88,570	\$91,262	\$93,952	\$96,643	\$99,333
12			\$91,603	\$94,293	\$96,983	\$99,675	\$102,366
13				\$97,324	\$100,016	\$102,706	\$105,396
14				\$98,158	\$100,849	\$103,539	\$106,229
15				\$100,913	\$103,654	\$106,397	\$109,140
16				\$101,764	\$104,504	\$107,245	\$109,988
17				\$102,614	\$105,352	\$108,096	\$110,838
18				\$103,465	\$106,201	\$108,944	\$111,687
24				\$109,530	\$112,318	\$115,147	\$117,885

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