

WEST KERN COMMUNITY COLLEGE DISTRICT
 ACADEMIC SALARY SCHEDULE 2016-17 (1.59%)
 (Including Addendum to 2014-2017 Agreement)

12 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	\$57,681	\$60,618	\$63,553	\$66,488			
2	\$60,990	\$63,925	\$66,859	\$69,796			
3	\$64,297	\$67,232	\$70,167	\$72,953	\$76,036		
4	\$67,602	\$70,539	\$73,473	\$76,408	\$79,345	\$82,280	\$85,215
5	\$70,910	\$73,846	\$76,780	\$79,716	\$82,651	\$85,586	\$88,521
6	\$74,217	\$77,152	\$80,087	\$83,023	\$85,958	\$88,893	\$91,829
7	\$77,526	\$80,459	\$83,394	\$86,330	\$89,265	\$92,200	\$95,136
8	\$80,831	\$83,765	\$86,701	\$89,637	\$92,572	\$95,507	\$98,442
9	\$84,137	\$87,072	\$90,009	\$92,944	\$95,879	\$98,813	\$101,750
10	\$88,142	\$90,380	\$93,315	\$96,250	\$99,187	\$102,121	\$105,056
11		\$93,686	\$96,621	\$99,558	\$102,492	\$105,428	\$108,363
12			\$99,930	\$102,864	\$105,799	\$108,736	\$111,671
13				\$106,170	\$109,107	\$112,042	\$114,977
14				\$107,081	\$110,016	\$112,951	\$115,886
15				\$110,086	\$113,077	\$116,068	\$119,061
16				\$111,014	\$114,003	\$116,994	\$119,986
17				\$111,942	\$114,929	\$117,922	\$120,913
18				\$112,870	\$115,855	\$118,847	\$121,839
24				\$119,486	\$122,528	\$125,615	\$128,600

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