

WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2017-18 (3.25%)
(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	\$49,629	\$52,156	\$54,682	\$57,207			
2	\$52,476	\$55,001	\$57,526	\$60,053			
3	\$55,321	\$57,847	\$60,372	\$62,769	\$65,422		
4	\$58,165	\$60,692	\$63,217	\$65,743	\$68,269	\$70,794	\$73,319
5	\$61,012	\$63,537	\$66,062	\$68,588	\$71,114	\$73,639	\$76,164
6	\$63,857	\$66,383	\$68,908	\$71,434	\$73,959	\$76,484	\$79,011
7	\$66,704	\$69,228	\$71,753	\$74,279	\$76,805	\$79,330	\$81,855
8	\$69,547	\$72,073	\$74,598	\$77,124	\$79,650	\$82,175	\$84,700
9	\$72,393	\$74,918	\$77,444	\$79,969	\$82,495	\$85,020	\$87,547
10	\$75,838	\$77,764	\$80,289	\$82,814	\$85,341	\$87,866	\$90,391
11		\$80,609	\$83,134	\$85,660	\$88,185	\$90,711	\$93,236
12			\$85,980	\$88,505	\$91,030	\$93,557	\$96,082
13				\$91,350	\$93,877	\$96,402	\$98,927
14				\$92,133	\$94,659	\$97,184	\$99,709
15				\$94,719	\$97,292	\$99,866	\$102,441
16				\$95,518	\$98,090	\$100,663	\$103,237
17				\$96,316	\$98,886	\$101,461	\$104,035
18				\$97,115	\$99,682	\$102,257	\$104,832
24				\$102,807	\$105,425	\$108,079	\$110,649

An employee with an earned doctorate is to be compensated to the extent of \$3,740.51 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

- 1.69% Salary Schedule Increase effective 7/1/17, Board Approved 01/10/18
- 1.56% COLA effective 7/1/17, Board Approved 10/11/17
- 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 3/18/12
- 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