

WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2017-18 (3.25%)
 (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	\$54,593	\$57,373	\$60,151	\$62,929			
2	\$57,725	\$60,503	\$63,280	\$66,059			
3	\$60,855	\$63,632	\$66,411	\$69,047	\$71,966		
4	\$63,983	\$66,762	\$69,540	\$72,318	\$75,097	\$77,875	\$80,653
5	\$67,114	\$69,892	\$72,669	\$75,449	\$78,227	\$81,004	\$83,782
6	\$70,244	\$73,022	\$75,800	\$78,578	\$81,356	\$84,134	\$86,913
7	\$73,375	\$76,152	\$78,930	\$81,708	\$84,487	\$87,264	\$90,043
8	\$76,503	\$79,281	\$82,059	\$84,838	\$87,616	\$90,394	\$93,172
9	\$79,633	\$82,411	\$85,190	\$87,968	\$90,746	\$93,524	\$96,303
10	\$83,424	\$85,542	\$88,320	\$91,097	\$93,877	\$96,654	\$99,432
11		\$88,671	\$91,449	\$94,228	\$97,006	\$99,784	\$102,562
12			\$94,580	\$97,358	\$100,135	\$102,915	\$105,692
13				\$100,487	\$103,266	\$106,044	\$108,822
14				\$101,349	\$104,126	\$106,904	\$109,682
15				\$104,192	\$107,023	\$109,855	\$112,687
16				\$105,071	\$107,900	\$110,731	\$113,563
17				\$105,949	\$108,776	\$111,609	\$114,441
18				\$106,828	\$109,653	\$112,485	\$115,317
24				\$113,090	\$115,968	\$118,890	\$121,716

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