

WEST KERN COMMUNITY COLLEGE DISTRICT  
**ACADEMIC SALARY SCHEDULE 2017-18 (3.25%)**  
 (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	\$59,556	\$62,588	\$65,618	\$68,649			
2	\$62,972	\$66,002	\$69,032	\$72,064			
3	\$66,386	\$69,417	\$72,447	\$75,324	\$78,508		
4	\$69,799	\$72,831	\$75,861	\$78,892	\$81,923	\$84,954	\$87,984
5	\$73,215	\$76,245	\$79,275	\$82,307	\$85,337	\$88,368	\$91,398
6	\$76,629	\$79,660	\$82,690	\$85,721	\$88,751	\$91,782	\$94,813
7	\$80,045	\$83,074	\$86,105	\$89,135	\$92,166	\$95,197	\$98,227
8	\$83,458	\$86,488	\$89,518	\$92,550	\$95,581	\$98,611	\$101,641
9	\$86,872	\$89,902	\$92,934	\$95,964	\$98,995	\$102,025	\$105,057
10	\$91,007	\$93,318	\$96,348	\$99,378	\$102,410	\$105,440	\$108,471
11		\$96,731	\$99,761	\$102,793	\$105,823	\$108,854	\$111,885
12			\$103,177	\$106,207	\$109,237	\$112,270	\$115,300
13				\$109,621	\$112,653	\$115,684	\$118,714
14				\$110,561	\$113,591	\$116,622	\$119,652
15				\$113,663	\$116,752	\$119,841	\$122,930
16				\$114,622	\$117,709	\$120,796	\$123,886
17				\$115,580	\$118,664	\$121,754	\$124,843
18				\$116,539	\$119,620	\$122,709	\$125,799
24				\$123,369	\$126,510	\$129,698	\$132,780

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