

**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2017-18 EXTRA DUTY COMPENSATION (3.25%)**

(Including Addendum to 2014-2017 Agreement)

**HOURLY RATE (ADJUNCT, SUMMER SESSION AND OVERLOAD)\***

Step 1	\$58.52
Step 2	\$61.30
Step 3	\$68.77

**ATHLETIC ASSIGNMENTS (WHEN NOT A PART OF LOAD OR OVERLOAD)**

Head Men's Baseball Coach	
Head Men's Golf Coach	
Head Men's Soccer Coach	
Head Women's Basketball Coach	Stipend equal to the hours of attendance at the appropriate hourly rate.**
Head Women's Golf Coach	
Head Women's Soccer Coach	
Head Women's Softball Coach	
Head Women's Volleyball Coach	

	Maximum per Assistant	Maximum per Sport
Men's Baseball Assistant(s)	\$4,749.60	\$14,248.78
Men's Golf Assistant(s)	\$4,749.60	\$4,749.60
Men's Soccer Assistant(s)	\$4,749.60	\$9,499.19
Women's Basketball Assistant(s)	\$4,749.60	\$7,124.39
Women's Golf Assistant(s)	\$4,749.60	\$4,749.60
Women's Soccer Assistant(s)	\$4,749.60	\$9,499.19
Women's Softball Assistant(s)	\$4,749.60	\$7,124.39
Women's Volleyball Assistant(s)	\$4,749.60	\$7,124.39

**OTHER ACADEMIC ASSIGNMENTS**

	FTEF*	
Division Chairperson	0-10	\$8,567.24
20% Release Time + Stipend	>10-20	\$9,791.12
* FTEF will be recalculated by March 1 each year	>20+	\$11,015.01

Academic Senate - 50% Release Time - (AB 1725 funded)  
 Faculty Association President - 40% Release Time  
 Student Learning Outcome (SLO) Coordinator-50% Release Time (when position is assigned to faculty member)  
 Accreditation Liaison Officer - 3 hours for each week of the fall & spring semesters & summer session at the appropriate hourly rate

CDC Director Grant Writing Stipend (currently inactive)	\$4,895.56
Coordinator of Art Gallery	\$1,442.50
Student Newspaper Advisor	\$1,186.24
College Concurrent Program Advisor***	

Adjunct Faculty Course Outlines of Records (COR) Development  
 Minor revision to COR - 3 hours at the appropriate hourly rate  
 Major revision to COR or New COR - 5 hours at the appropriate hourly rate

**CLUB ADVISOR ASSIGNMENTS**

Associated Student Body Advisor (ASB)***	
Phi Theta Kappa Advisor (PTK)***	
Student American Dental Hygiene Association Advisor (SADHA)	\$1,664.42
International Club Advisor	\$7,716.79
<b>Club Advisor (up to 8 per Article 7.3.7)</b>	<b>\$1,695.39</b>

\* Includes equity  
 \*\* In addition to \$2,816.48/yr. for off-season duties, meetings and recruiting  
 \*\*\* Advisor has the choice to receive 1 hr per week at the appropriate hourly rate or credit for two committee assignments

**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