

WEST KERN COMMUNITY COLLEGE DISTRICT  
ACADEMIC SALARY SCHEDULE 2018-19 (2.71%)  
(Including Addendum to 2017-2020 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	\$50,974	\$53,570	\$56,163	\$58,757			
2	\$53,898	\$56,492	\$59,085	\$61,680			
3	\$56,821	\$59,414	\$62,008	\$64,470	\$67,195		
4	\$59,742	\$62,337	\$64,930	\$67,524	\$70,119	\$72,713	\$75,306
5	\$62,665	\$65,259	\$67,852	\$70,447	\$73,041	\$75,635	\$78,228
6	\$65,588	\$68,182	\$70,775	\$73,369	\$75,963	\$78,557	\$81,152
7	\$68,511	\$71,104	\$73,698	\$76,292	\$78,886	\$81,480	\$84,074
8	\$71,432	\$74,026	\$76,620	\$79,214	\$81,808	\$84,402	\$86,996
9	\$74,354	\$76,948	\$79,543	\$82,137	\$84,730	\$87,324	\$89,919
10	\$77,894	\$79,871	\$82,465	\$85,058	\$87,654	\$90,247	\$92,841
11		\$82,793	\$85,387	\$87,982	\$90,575	\$93,169	\$95,763
12			\$88,310	\$90,904	\$93,497	\$96,093	\$98,686
13				\$93,826	\$96,421	\$99,015	\$101,608
14				\$94,630	\$97,224	\$99,818	\$102,411
15				\$97,286	\$99,929	\$102,573	\$105,217
16				\$98,106	\$100,748	\$103,391	\$106,035
17				\$98,926	\$101,566	\$104,211	\$106,854
18				\$99,746	\$102,384	\$105,028	\$107,672
24				\$105,593	\$108,282	\$111,008	\$113,648

An employee with an earned doctorate is to be compensated to the extent of \$3,841.88 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**

- 2.71% COLA effective 7/1/18, Board Approved 10/10/18**
- 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

**WEST KERN COMMUNITY COLLEGE DISTRICT**  
**ACADEMIC SALARY SCHEDULE 2018-19 (2.71%)**  
(Including Addendum to 2017-2020 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	\$56,073	\$58,928	\$61,781	\$64,634		
2	\$59,289	\$62,142	\$64,995	\$67,850		
3	\$62,504	\$65,357	\$68,210	\$70,918	\$73,916	
4	\$65,717	\$68,572	\$71,425	\$74,278	\$77,132	\$82,838
5	\$68,933	\$71,786	\$74,639	\$77,493	\$80,347	\$86,053
6	\$72,148	\$75,001	\$77,854	\$80,708	\$83,561	\$89,268
7	\$75,364	\$78,216	\$81,069	\$83,922	\$86,776	\$92,483
8	\$78,577	\$81,430	\$84,283	\$87,137	\$89,991	\$95,697
9	\$81,791	\$84,644	\$87,499	\$90,352	\$93,205	\$98,913
10	\$85,684	\$87,860	\$90,713	\$93,566	\$96,421	\$102,127
11		\$91,074	\$93,927	\$96,782	\$99,634	\$105,341
12			\$97,143	\$99,996	\$102,849	\$108,557
13				\$103,210	\$106,065	\$108,918
14				\$104,095	\$106,948	\$109,801
15				\$107,016	\$109,923	\$112,832
16				\$107,919	\$110,824	\$113,732
17				\$108,820	\$111,724	\$114,634
18				\$109,723	\$112,624	\$115,533
24				\$116,154	\$119,111	\$122,112
					\$122,112	\$125,014

An employee with an earned doctorate is to be compensated to the extent of \$3,841.88 added to their base pay .

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- An employee with 26 plus years of District Service receives 6% added to their base pay

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- 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

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ACADEMIC SALARY SCHEDULE 2018-19 (2.71%)  
(Including Addendum to 2017-2020 Agreement)**

**12 Month Schedule**

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	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	\$61,170	\$64,284	\$67,397	\$70,509			
2	\$64,679	\$67,791	\$70,903	\$74,017			
3	\$68,185	\$71,298	\$74,411	\$77,365	\$80,635		
4	\$71,691	\$74,805	\$77,917	\$81,030	\$84,144	\$87,256	\$90,369
5	\$75,199	\$78,312	\$81,423	\$84,537	\$87,650	\$90,763	\$93,875
6	\$78,706	\$81,819	\$84,931	\$88,044	\$91,157	\$94,269	\$97,383
7	\$82,214	\$85,326	\$88,438	\$91,551	\$94,664	\$97,776	\$100,889
8	\$85,719	\$88,832	\$91,944	\$95,058	\$98,171	\$101,283	\$104,396
9	\$89,226	\$92,338	\$95,452	\$98,565	\$101,677	\$104,790	\$107,904
10	\$93,473	\$95,846	\$98,959	\$102,071	\$105,185	\$108,298	\$111,410
11		\$99,353	\$102,465	\$105,579	\$108,691	\$111,804	\$114,917
12			\$105,973	\$109,086	\$112,198	\$115,312	\$118,425
13				\$112,592	\$115,706	\$118,819	\$121,931
14				\$113,557	\$116,670	\$119,782	\$122,895
15				\$116,744	\$119,915	\$123,088	\$126,261
16				\$117,729	\$120,898	\$124,070	\$127,243
17				\$118,712	\$121,880	\$125,054	\$128,226
18				\$119,697	\$122,862	\$126,035	\$129,208
24				\$126,712	\$129,939	\$133,213	\$136,378

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## WEST KERN COMMUNITY COLLEGE DISTRICT

## ACADEMIC SALARY SCHEDULE 2018-19 EXTRA DUTY COMPENSATION (2.71%)

(Including Addendum to 2017 - 2020 Agreement)

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

Step 1	\$60.11
Step 2	\$62.96
Step 3	\$70.63

## 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)	\$4,878.31	\$14,634.93
Men's Golf Assistant(s)	\$4,878.31	\$4,878.31
Men's Soccer Assistant(s)	\$4,878.31	\$9,756.62
Women's Basketball Assistant(s)	\$4,878.31	\$7,317.47
Women's Golf Assistant(s)	\$4,878.31	\$4,878.31
Women's Soccer Assistant(s)	\$4,878.31	\$9,756.62
Women's Softball Assistant(s)	\$4,878.31	\$7,317.47
Women's Volleyball Assistant(s)	\$4,878.31	\$7,317.47

## OTHER ACADEMIC ASSIGNMENTS

	FTEF*	
Division Chairperson	0-10	\$8,799.41
20% Release Time + Stipend	>10-20	\$10,056.46
* FTEF will be recalculated by March 1 each year	>20+	\$11,313.52
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)		\$5,028.23
Coordinator of Art Gallery		\$1,481.59
Student Newspaper Advisor		\$1,218.39
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)	\$1,709.53
International Club Advisor	\$7,925.91
<b>Club Advisor (up to 8 per Article 7.3.7)</b>	<b>\$1,741.33</b>

\* Includes equity

\*\* In addition to \$2,892.81/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

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