

**West Kern Community College District
Confidential Employee Group
2018-19 Salary Schedule (3.26% COLA)**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$40,853	\$42,896	\$45,041	\$46,842	\$48,716	\$50,665	\$52,691	\$53,218	\$53,750	\$54,288	\$54,831	\$55,379
Grade 2	\$42,896	\$45,041	\$47,293	\$49,185	\$51,152	\$53,198	\$55,326	\$55,879	\$56,438	\$57,002	\$57,572	\$58,148
Grade 3	\$45,041	\$47,293	\$49,657	\$51,644	\$53,710	\$55,858	\$58,092	\$58,673	\$59,260	\$59,852	\$60,451	\$61,056
Grade 4	\$47,293	\$49,657	\$52,140	\$54,226	\$56,395	\$58,651	\$60,997	\$61,607	\$62,223	\$62,845	\$63,474	\$64,108
Grade 5	\$49,657	\$52,140	\$54,747	\$56,937	\$59,215	\$61,583	\$64,047	\$64,687	\$65,334	\$65,987	\$66,647	\$67,314
Grade 6	\$52,140	\$54,747	\$57,485	\$59,784	\$62,175	\$64,662	\$67,249	\$67,921	\$68,601	\$69,287	\$69,980	\$70,679
Grade 7	\$54,747	\$57,485	\$60,359	\$62,773	\$65,284	\$67,896	\$70,611	\$71,318	\$72,031	\$72,751	\$73,479	\$74,213
Grade 8	\$57,485	\$60,359	\$63,377	\$65,912	\$68,548	\$71,290	\$74,142	\$74,883	\$75,632	\$76,389	\$77,152	\$77,924
Grade 9	\$60,359	\$63,377	\$66,546	\$69,208	\$71,976	\$74,855	\$77,849	\$78,628	\$79,414	\$80,208	\$81,010	\$81,820
Grade 10	\$63,377	\$66,546	\$69,873	\$72,668	\$75,575	\$78,598	\$81,742	\$82,559	\$83,385	\$84,218	\$85,061	\$85,911
Grade 11	\$66,546	\$69,873	\$73,367	\$76,301	\$79,353	\$82,528	\$85,829	\$86,687	\$87,554	\$88,429	\$89,314	\$90,207
Grade 12	\$69,873	\$73,367	\$77,035	\$80,116	\$83,321	\$86,654	\$90,120	\$91,021	\$91,932	\$92,851	\$93,779	\$94,717
Grade 13	\$73,367	\$77,035	\$80,887	\$84,122	\$87,487	\$90,987	\$94,626	\$95,572	\$96,528	\$97,493	\$98,468	\$99,453
Grade 14	\$77,035	\$80,887	\$84,931	\$88,328	\$91,862	\$95,536	\$99,357	\$100,351	\$101,354	\$102,368	\$103,392	\$104,426
Grade 15	\$80,887	\$84,931	\$89,178	\$92,745	\$96,455	\$100,313	\$104,325	\$105,369	\$106,422	\$107,486	\$108,561	\$109,647
Grade 16	\$84,931	\$89,178	\$93,637	\$97,382	\$101,277	\$105,328	\$109,542	\$110,637	\$111,743	\$112,861	\$113,989	\$115,129
Grade 17	\$89,178	\$93,637	\$98,318	\$102,251	\$106,341	\$110,595	\$115,019	\$116,169	\$117,330	\$118,504	\$119,689	\$120,886
Grade 18	\$93,637	\$98,318	\$103,234	\$107,364	\$111,658	\$116,125	\$120,770	\$121,977	\$123,197	\$124,429	\$125,673	\$126,930
Grade 19	\$98,318	\$103,234	\$108,396	\$112,732	\$117,241	\$121,931	\$126,808	\$128,076	\$129,357	\$130,650	\$131,957	\$133,277
Grade 20	\$103,234	\$108,396	\$113,816	\$118,368	\$123,103	\$128,027	\$133,148	\$134,480	\$135,825	\$137,183	\$138,555	\$139,940
Grade 21	\$108,396	\$113,816	\$119,507	\$124,287	\$129,258	\$134,429	\$139,806	\$141,204	\$142,616	\$144,042	\$145,483	\$146,937
Grade 22	\$113,816	\$119,507	\$125,482	\$130,501	\$135,721	\$141,150	\$146,796	\$148,264	\$149,747	\$151,244	\$152,757	\$154,284
Grade 23	\$119,507	\$125,482	\$131,756	\$137,026	\$142,507	\$148,208	\$154,136	\$155,677	\$157,234	\$158,806	\$160,394	\$161,998
Grade 24	\$125,482	\$131,756	\$138,344	\$143,878	\$149,633	\$155,618	\$161,843	\$163,461	\$165,096	\$166,747	\$168,414	\$170,098
Grade 25	\$131,756	\$138,344	\$145,261	\$151,071	\$157,114	\$163,399	\$169,935	\$171,634	\$173,351	\$175,084	\$176,835	\$178,603
Grade 26	\$138,344	\$145,261	\$152,524	\$158,625	\$164,970	\$171,569	\$178,432	\$180,216	\$182,018	\$183,838	\$185,677	\$187,533
Grade 27	\$145,261	\$152,524	\$160,150	\$166,556	\$173,219	\$180,147	\$187,353	\$189,227	\$191,119	\$193,030	\$194,960	\$196,910
Grade 28	\$152,524	\$160,150	\$168,158	\$174,884	\$181,879	\$189,155	\$196,721	\$198,688	\$200,675	\$202,682	\$204,709	\$206,756

An employee with an earned doctorate is to be compensated to the extent of \$3,902.20 over the regular salary each year.

- 3.26% COLA 7/1/19, Board Approved 10/09/19**
- 2.71% COLA 7/1/18, Board Approved 10/10/18**
- 1.56% COLA 7/1/17, Board Approved: 10/11/17**
- 1.59% COLA 7/1/16, Board Approved: 10/12/16**
- 1.02% COLA 7/1/15, Board Approved: 9/09/15**
- .85% COLA 7/1/14, Board Approved 8/13/14**
- 1.57% COLA plus 0.43% effective 7/1/13, Board Approved 10/09/13**
- 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**

Originally Established & Board Approved 6/19/02

- Steps 1 - 3 5%
- Steps 4 - 7 4%
- Steps 8 - 12 1%
- Each Grade is 5%

**Confidential Employee Group
2019-20 Salary Schedule**

Position	Grade	Funding Source	Vacant
Executive Assistant to the Superintendent/President	Grade 13	District	
Senior Human Resources Generalist	Grade 11	District	
Executive Assistant, EVP of Administrative Services	Grade 10	District	
Executive Assistant, VP of Instruction	Grade 10	District	
Human Resources Specialist	Grade 10	District	
Assistant, Student Services	Grade 7	District	
Administrative Specialist	Grade 4	District	
Development Associate	Grade 4	District/Restricted	
Human Resources Assistant	Grade 3	District	

T. Rowden 10/01/19