

**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	
Executive Assistant, Administrative Services	Grade 9	District	
Senior Human Resources Generalist	Grade 8	District	
Assistant, Instruction	Grade 7	District	
Assistant, Student Services	Grade 7	District	
Human Resources Analyst Coordinator	Grade 7	District	
Administrative Specialist	Grade 4	District	
Development Associate	Grade 4	District/Restricted	
Human Resources Assistant	Grade 2	District	

T. Rowden 10/01/19