

**West Kern Community College District
Educational and Classified Administrator
2019-20 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 10/11/19**
- 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%

Educational, and Classified Administrator 2019-20 Salary Schedule

Position	Grade	Funding Source	Vacant
Executive VP, Administrative Services	Grade 27	District	
Vice President, Instruction	Grade 25	District	
Vice President, Student Services	Grade 25	District	
Vice President, Human Resources	Grade 25	District	
Dean of Instruction- Grants	Grade 20	Grant	x
Dean, Student Services	Grade 20		x
Dean, Student Success	Grade 20	District	
Exec. Director, Fiscal Services**	Grade 20	District	
Exec. Director, Foundation & Institutional Advancement**	Grade 19	Restricted	
Exec. Director, Research & Planning	Grade 19	District	
Exec. Director, Information Services	Grade 19	District	
Exec. Director, Marketing & Community Relations	Grade 19	District	
Director, Dental Hygiene Program (w/D.D.S.)	Grade 19	NR/Grant	
Director, Distance Education	Grade 19	District	
Director, TIL Program	Grade 18	Restricted	
Director, Facilities & Planning	Grade 18	District	
Director, Library/Learning Resources	Grade 15		x
Budger & Fiscal Analyst	Grade 14	District	
Director, Admissions and Records	Grade 14	District	
Director, Adult Education	Grade 14	Restricted	
Director, Children's Center	Grade 14	Restricted	
Director, Career and Technical Education	Grade 14	District	
Director, Financial Aid & Scholarships*	Grade 14	District	
Application Support Manager	Grade 13		x
Director, Multimedia & Networking	Grade 13		x
Director, Campus Safety & Security	Grade 13	District	
TIL Transition Specialist	Grade 11	Restricted	
Asst. Director, Admissions and Records	Grade 8	District	
Asst. Director, Grants	Grade 8	District	
Coordinator, PE Facility/ Athletic Trainer	Grade 8	District	
Manager, Bookstore	Grade 8	Restricted	
Manager, Food Services	Grade 8	Restricted	
Distance Learning Coordinator	Grade 7	District	
TIL Career Education Facilitator	Grade 7	Restricted	
TIL Direct Support Facilitator	Grade 7	Restricted	
Program Review & Planning Facilitator/ QFS Exec. Secretary	Grade 7		x
Coordinator, Student Life	Grade 6	District	
Supervisor, Residence Hall	Grade 6	District	
TIL Vocational Coordinator	Grade 4		x

* Title Change to Include Scholarships 1/16

** Realignment effective 7/1/18