

WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2020-21 (2.32%)
(Including Addendum to 2020-23 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	\$53,857	\$56,599	\$59,340	\$62,080			
2	\$56,947	\$59,687	\$62,427	\$65,169			
3	\$60,034	\$62,775	\$65,515	\$68,116	\$70,996		
4	\$63,121	\$65,862	\$68,603	\$71,343	\$74,085	\$76,825	\$79,565
5	\$66,210	\$68,950	\$71,690	\$74,431	\$77,172	\$79,912	\$82,653
6	\$69,297	\$72,038	\$74,778	\$77,519	\$80,259	\$83,000	\$85,741
7	\$72,386	\$75,125	\$77,866	\$80,606	\$83,348	\$86,088	\$88,829
8	\$75,472	\$78,212	\$80,953	\$83,695	\$86,435	\$89,176	\$91,916
9	\$78,560	\$81,300	\$84,042	\$86,782	\$89,522	\$92,263	\$95,004
10	\$82,299	\$84,389	\$87,129	\$89,869	\$92,611	\$95,351	\$98,092
11		\$87,476	\$90,216	\$92,958	\$95,698	\$98,439	\$101,179
12			\$93,305	\$96,045	\$98,785	\$101,527	\$104,268
13				\$99,132	\$101,874	\$104,615	\$107,355
14				\$99,982	\$102,723	\$105,463	\$108,203
15				\$102,788	\$105,580	\$108,374	\$111,168
16				\$103,655	\$106,446	\$109,238	\$112,032
17				\$104,521	\$107,310	\$110,104	\$112,898
18				\$105,388	\$108,174	\$110,968	\$113,762
24				\$111,565	\$114,406	\$117,287	\$120,076

An employee with an earned doctorate is to be compensated to the extent of \$4,059.17 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

2.32% Salary Schedule Increase effective 7/1/2020, Board Approved 10/14/2020

3.26% COLA effective 7/1/19, Board Approved 10/9/2019

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 2020-21 (2.32%)
 (Including Addendum to 2020-23 Agreement)

11 Month Schedule (203-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	\$59,244	\$62,260	\$65,275	\$68,289			
2	\$62,642	\$65,657	\$68,670	\$71,687			
3	\$66,039	\$69,053	\$72,068	\$74,929	\$78,097		
4	\$69,434	\$72,450	\$75,464	\$78,479	\$81,495	\$84,509	\$87,524
5	\$72,832	\$75,846	\$78,860	\$81,876	\$84,891	\$87,905	\$90,920
6	\$76,228	\$79,243	\$82,257	\$85,272	\$88,287	\$91,301	\$94,317
7	\$79,626	\$82,639	\$85,654	\$88,669	\$91,684	\$94,698	\$97,713
8	\$83,021	\$86,035	\$89,050	\$92,066	\$95,080	\$98,095	\$101,109
9	\$86,417	\$89,431	\$92,447	\$95,462	\$98,476	\$101,491	\$104,507
10	\$90,530	\$92,829	\$95,843	\$98,857	\$101,874	\$104,888	\$107,903
11		\$96,225	\$99,239	\$102,255	\$105,269	\$108,284	\$111,299
12			\$102,637	\$105,651	\$108,665	\$111,682	\$114,696
13				\$109,047	\$112,063	\$115,078	\$118,092
14				\$109,982	\$112,997	\$116,011	\$119,026
15				\$113,068	\$116,140	\$119,213	\$122,286
16				\$114,022	\$117,092	\$120,164	\$123,237
17				\$114,975	\$118,043	\$121,117	\$124,190
18				\$115,929	\$118,994	\$122,067	\$125,140
24				\$122,724	\$125,847	\$129,018	\$132,085

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(1) Includes current employees with Bachelors + 45 semester units. Masters is required of all employees beyond Step 13

Historical Notes

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- 3.26% COLA effective 7/1/19, Board Approved 10/9/2019
- 2.71% COLA effective 7/1/18, Board Approved 10/10/18
- 2.51% 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
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- 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 2020-21 (2.32%)
(Including Addendum to 2020-23 Agreement)

12 Month Schedule (225-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	\$64,629	\$67,920	\$71,208	\$74,497			
2	\$68,337	\$71,625	\$74,913	\$78,203			
3	\$72,042	\$75,330	\$78,619	\$81,740	\$85,196		
4	\$75,745	\$79,036	\$82,324	\$85,612	\$88,902	\$92,191	\$95,479
5	\$79,452	\$82,741	\$86,029	\$89,319	\$92,607	\$95,896	\$99,184
6	\$83,157	\$86,446	\$89,735	\$93,024	\$96,312	\$99,600	\$102,891
7	\$86,864	\$90,151	\$93,440	\$96,729	\$100,018	\$103,306	\$106,595
8	\$90,567	\$93,856	\$97,144	\$100,434	\$103,723	\$107,012	\$110,300
9	\$94,272	\$97,561	\$100,851	\$104,139	\$107,428	\$110,716	\$114,006
10	\$98,760	\$101,267	\$104,556	\$107,844	\$111,134	\$114,423	\$117,711
11		\$104,972	\$108,260	\$111,550	\$114,838	\$118,127	\$121,416
12			\$111,967	\$115,255	\$118,543	\$121,834	\$125,122
13				\$118,959	\$122,250	\$125,539	\$128,827
14				\$119,980	\$123,268	\$126,557	\$129,845
15				\$123,346	\$126,697	\$130,050	\$133,402
16				\$124,387	\$127,736	\$131,087	\$134,440
17				\$125,426	\$128,773	\$132,126	\$135,478
18				\$126,466	\$129,810	\$133,163	\$136,516
24				\$133,879	\$137,287	\$140,747	\$144,091

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WEST KERN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE 2020-21 (2.32%) EXTRA DUTY COMPENSATION
(Including Addendum to 2020-23 Agreement)

HOURLY RATE (ADJUNCT, SUMMER SESSION AND OVERLOAD)*

Step 1	\$63.51
Step 2	\$66.53
Step 3	\$74.62

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)	\$5,154.21	\$15,462.64
Men's Golf Assistant(s)	\$5,154.21	\$5,154.21
Men's Soccer Assistant(s)	\$5,154.21	\$10,308.42
Women's Basketball Assistant(s)	\$5,154.21	\$7,731.32
Women's Golf Assistant(s)	\$5,154.21	\$5,154.21
Women's Soccer Assistant(s)	\$5,154.21	\$10,308.42
Women's Softball Assistant(s)	\$5,154.21	\$7,731.32
Women's Volleyball Assistant(s)	\$5,154.21	\$7,731.32

OTHER ACADEMIC ASSIGNMENTS

	FTEF*	
Division Chairperson	0-10	\$9,297.07
20% Release Time + Stipend	>10-20	\$10,625.22
* FTEF will be recalculated by March 1 each year	>20+	\$11,953.37

Academic Senate - 100% Release Time - (AB 1725 funded)

Faculty Association President - 40% Release Time

Student Learning Outcome (SLO) Coordinator-40% 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)	\$5,312.61
Coordinator of Art Gallery	\$1,565.38
Student Newspaper Advisor	\$1,287.30
College Concurrent Program Advisor***	
Dental Hygiene Board of California (DHBC) 50 hour remediation course per semester.	\$1,227.84
Western Regional Exam Board (WREB) 80 hour remediation course per semester.	\$1,534.80
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	
Credit by Exam: Pay for actual time worked, instructor completes time card and receives up to 3 hours for each test administered.	

CLUB ADVISOR ASSIGNMENTS

Associated Student Body Advisor (ASB)***	
Phi Theta Kappa Advisor (PTK)***	
Dental Hygiene Club (DHC)	\$1,806.21
International Club Advisor	\$8,374.17
Club Advisor (up to 11 per Article 7.3.7)	\$1,839.81

* Includes equity

** In addition to \$3,056.41/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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