

**West Kern Community College District
Confidential Employee Group
2020-21 Salary Schedule (2.32%)**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$41,801	\$43,891	\$46,086	\$47,929	\$49,846	\$51,840	\$53,914	\$54,453	\$54,997	\$55,547	\$56,103	\$56,664
Grade 2	\$43,891	\$46,086	\$48,390	\$50,326	\$52,339	\$54,432	\$56,609	\$57,176	\$57,747	\$58,325	\$58,908	\$59,497
Grade 3	\$46,086	\$48,390	\$50,810	\$52,842	\$54,956	\$57,154	\$59,440	\$60,034	\$60,635	\$61,241	\$61,853	\$62,472
Grade 4	\$48,390	\$50,810	\$53,350	\$55,484	\$57,703	\$60,011	\$62,412	\$63,036	\$63,666	\$64,303	\$64,946	\$65,596
Grade 5	\$50,810	\$53,350	\$56,017	\$58,258	\$60,589	\$63,012	\$65,533	\$66,188	\$66,850	\$67,518	\$68,193	\$68,875
Grade 6	\$53,350	\$56,017	\$58,818	\$61,171	\$63,618	\$66,163	\$68,809	\$69,497	\$70,192	\$70,894	\$71,603	\$72,319
Grade 7	\$56,017	\$58,818	\$61,759	\$64,230	\$66,799	\$69,471	\$72,250	\$72,972	\$73,702	\$74,439	\$75,183	\$75,935
Grade 8	\$58,818	\$61,759	\$64,847	\$67,441	\$70,139	\$72,944	\$75,862	\$76,621	\$77,387	\$78,161	\$78,942	\$79,732
Grade 9	\$61,759	\$64,847	\$68,090	\$70,813	\$73,646	\$76,592	\$79,655	\$80,452	\$81,256	\$82,069	\$82,890	\$83,718
Grade 10	\$64,847	\$68,090	\$71,494	\$74,354	\$77,328	\$80,421	\$83,638	\$84,474	\$85,319	\$86,172	\$87,034	\$87,904
Grade 11	\$68,090	\$71,494	\$75,069	\$78,072	\$81,194	\$84,442	\$87,820	\$88,698	\$89,585	\$90,481	\$91,386	\$92,300
Grade 12	\$71,494	\$75,069	\$78,822	\$81,975	\$85,254	\$88,664	\$92,211	\$93,133	\$94,064	\$95,005	\$95,955	\$96,915
Grade 13	\$75,069	\$78,822	\$82,763	\$86,074	\$89,517	\$93,098	\$96,821	\$97,790	\$98,768	\$99,755	\$100,753	\$101,760
Grade 14	\$78,822	\$82,763	\$86,902	\$90,378	\$93,993	\$97,752	\$101,662	\$102,679	\$103,706	\$104,743	\$105,790	\$106,848
Grade 15	\$82,763	\$86,902	\$91,247	\$94,896	\$98,692	\$102,640	\$106,746	\$107,813	\$108,891	\$109,980	\$111,080	\$112,191
Grade 16	\$86,902	\$91,247	\$95,809	\$99,641	\$103,627	\$107,772	\$112,083	\$113,204	\$114,336	\$115,479	\$116,634	\$117,800
Grade 17	\$91,247	\$95,809	\$100,599	\$104,623	\$108,808	\$113,161	\$117,687	\$118,864	\$120,053	\$121,253	\$122,466	\$123,690
Grade 18	\$95,809	\$100,599	\$105,629	\$109,855	\$114,249	\$118,819	\$123,571	\$124,807	\$126,055	\$127,316	\$128,589	\$129,875
Grade 19	\$100,599	\$105,629	\$110,911	\$115,347	\$119,961	\$124,760	\$129,750	\$131,047	\$132,358	\$133,682	\$135,018	\$136,369
Grade 20	\$105,629	\$110,911	\$116,456	\$121,115	\$125,959	\$130,998	\$136,237	\$137,600	\$138,976	\$140,366	\$141,769	\$143,187
Grade 21	\$110,911	\$116,456	\$122,279	\$127,170	\$132,257	\$137,547	\$143,049	\$144,480	\$145,925	\$147,384	\$148,858	\$150,346
Grade 22	\$116,456	\$122,279	\$128,393	\$133,529	\$138,870	\$144,425	\$150,202	\$151,704	\$153,221	\$154,753	\$156,301	\$157,864
Grade 23	\$122,279	\$128,393	\$134,813	\$140,205	\$145,814	\$151,646	\$157,712	\$159,289	\$160,882	\$162,491	\$164,116	\$165,757
Grade 24	\$128,393	\$134,813	\$141,553	\$147,216	\$153,104	\$159,228	\$165,597	\$167,253	\$168,926	\$170,615	\$172,321	\$174,045
Grade 25	\$134,813	\$141,553	\$148,631	\$154,576	\$160,759	\$167,190	\$173,877	\$175,616	\$177,372	\$179,146	\$180,937	\$182,747
Grade 26	\$141,553	\$148,631	\$156,063	\$162,305	\$168,797	\$175,549	\$182,571	\$184,397	\$186,241	\$188,103	\$189,984	\$191,884
Grade 27	\$148,631	\$156,063	\$163,866	\$170,420	\$177,237	\$184,327	\$191,700	\$193,617	\$195,553	\$197,508	\$199,484	\$201,478
Grade 28	\$156,063	\$163,866	\$172,059	\$178,941	\$186,099	\$193,543	\$201,285	\$203,298	\$205,331	\$207,384	\$209,458	\$211,552

An employee with an earned doctorate is to be compensated to the extent of \$3,992.73 over the regular salary each year.

- 2.32% Salary Schedule Adjustment 7/1/20, Board Approved 10/14/20
- 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%