

**West Kern Community College District
Confidential Employee Group
2021-22 Salary Schedule (3.07%)**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$43,084	\$45,239	\$47,501	\$49,401	\$51,377	\$53,432	\$55,569	\$56,125	\$56,686	\$57,253	\$57,825	\$58,404
Grade 2	\$45,239	\$47,501	\$49,876	\$51,871	\$53,945	\$56,103	\$58,347	\$58,931	\$59,520	\$60,115	\$60,717	\$61,324
Grade 3	\$47,501	\$49,876	\$52,369	\$54,464	\$56,643	\$58,908	\$61,265	\$61,877	\$62,496	\$63,121	\$63,752	\$64,390
Grade 4	\$49,876	\$52,369	\$54,988	\$57,187	\$59,475	\$61,854	\$64,328	\$64,971	\$65,621	\$66,277	\$66,940	\$67,609
Grade 5	\$52,369	\$54,988	\$57,737	\$60,047	\$62,449	\$64,947	\$67,544	\$68,220	\$68,902	\$69,591	\$70,287	\$70,990
Grade 6	\$54,988	\$57,737	\$60,624	\$63,049	\$65,571	\$68,194	\$70,922	\$71,631	\$72,347	\$73,071	\$73,801	\$74,539
Grade 7	\$57,737	\$60,624	\$63,655	\$66,202	\$68,850	\$71,604	\$74,468	\$75,212	\$75,964	\$76,724	\$77,491	\$78,266
Grade 8	\$60,624	\$63,655	\$66,838	\$69,512	\$72,292	\$75,184	\$78,191	\$78,973	\$79,763	\$80,560	\$81,366	\$82,180
Grade 9	\$63,655	\$66,838	\$70,180	\$72,987	\$75,907	\$78,943	\$82,101	\$82,922	\$83,751	\$84,588	\$85,434	\$86,289
Grade 10	\$66,838	\$70,180	\$73,689	\$76,637	\$79,702	\$82,890	\$86,206	\$87,068	\$87,938	\$88,818	\$89,706	\$90,603
Grade 11	\$70,180	\$73,689	\$77,373	\$80,468	\$83,687	\$87,035	\$90,516	\$91,421	\$92,335	\$93,259	\$94,191	\$95,133
Grade 12	\$73,689	\$77,373	\$81,242	\$84,492	\$87,871	\$91,386	\$95,042	\$95,992	\$96,952	\$97,922	\$98,901	\$99,890
Grade 13	\$77,373	\$81,242	\$85,304	\$88,716	\$92,265	\$95,956	\$99,794	\$100,792	\$101,800	\$102,818	\$103,846	\$104,884
Grade 14	\$81,242	\$85,304	\$89,569	\$93,152	\$96,878	\$100,753	\$104,784	\$105,831	\$106,890	\$107,959	\$109,038	\$110,129
Grade 15	\$85,304	\$89,569	\$94,048	\$97,810	\$101,722	\$105,791	\$110,023	\$111,123	\$112,234	\$113,357	\$114,490	\$115,635
Grade 16	\$89,569	\$94,048	\$98,750	\$102,700	\$106,808	\$111,081	\$115,524	\$116,679	\$117,846	\$119,024	\$120,215	\$121,417
Grade 17	\$94,048	\$98,750	\$103,688	\$107,835	\$112,149	\$116,635	\$121,300	\$122,513	\$123,738	\$124,976	\$126,225	\$127,488
Grade 18	\$98,750	\$103,688	\$108,872	\$113,227	\$117,756	\$122,466	\$127,365	\$128,639	\$129,925	\$131,224	\$132,537	\$133,862
Grade 19	\$103,688	\$108,872	\$114,316	\$118,888	\$123,644	\$128,590	\$133,733	\$135,071	\$136,421	\$137,786	\$139,163	\$140,555
Grade 20	\$108,872	\$114,316	\$120,032	\$124,833	\$129,826	\$135,019	\$140,420	\$141,824	\$143,242	\$144,675	\$146,122	\$147,583
Grade 21	\$114,316	\$120,032	\$126,033	\$131,074	\$136,317	\$141,770	\$147,441	\$148,915	\$150,405	\$151,909	\$153,428	\$154,962
Grade 22	\$120,032	\$126,033	\$132,335	\$137,628	\$143,133	\$148,859	\$154,813	\$156,361	\$157,925	\$159,504	\$161,099	\$162,710
Grade 23	\$126,033	\$132,335	\$138,952	\$144,510	\$150,290	\$156,302	\$162,554	\$164,179	\$165,821	\$167,479	\$169,154	\$170,846
Grade 24	\$132,335	\$138,952	\$145,899	\$151,735	\$157,804	\$164,117	\$170,681	\$172,388	\$174,112	\$175,853	\$177,612	\$179,388
Grade 25	\$138,952	\$145,899	\$153,194	\$159,322	\$165,695	\$172,322	\$179,215	\$181,008	\$182,818	\$184,646	\$186,492	\$188,357
Grade 26	\$145,899	\$153,194	\$160,854	\$167,288	\$173,979	\$180,939	\$188,176	\$190,058	\$191,959	\$193,878	\$195,817	\$197,775
Grade 27	\$153,194	\$160,854	\$168,896	\$175,652	\$182,678	\$189,986	\$197,585	\$199,561	\$201,556	\$203,572	\$205,608	\$207,664
Grade 28	\$160,854	\$168,896	\$177,341	\$184,435	\$191,812	\$199,485	\$207,464	\$209,539	\$211,634	\$213,751	\$215,888	\$218,047

An employee with an earned doctorate is to be compensated to the extent of \$4,115.31 over the regular salary each year.

- 2.75% COLA plus 0.32% adjustment effective 7/1/21, Board Approved 11/11/21
- 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%