

**West Kern Community College District
Confidential Employee Group
2022-23 Salary Schedule (6.56%)**

	Longevity Steps							3yr Merit Steps				
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
Grade 1	\$45,911	\$48,206	\$50,617	\$52,641	\$54,747	\$56,937	\$59,214	\$59,806	\$60,404	\$61,009	\$61,619	\$62,235
Grade 2	\$48,206	\$50,617	\$53,147	\$55,273	\$57,484	\$59,784	\$62,175	\$62,797	\$63,425	\$64,059	\$64,700	\$65,347
Grade 3	\$50,617	\$53,147	\$55,805	\$58,037	\$60,358	\$62,773	\$65,284	\$65,937	\$66,596	\$67,262	\$67,935	\$68,614
Grade 4	\$53,147	\$55,805	\$58,595	\$60,939	\$63,376	\$65,911	\$68,548	\$69,233	\$69,926	\$70,625	\$71,331	\$72,045
Grade 5	\$55,805	\$58,595	\$61,525	\$63,986	\$66,545	\$69,207	\$71,975	\$72,695	\$73,422	\$74,156	\$74,898	\$75,647
Grade 6	\$58,595	\$61,525	\$64,601	\$67,185	\$69,872	\$72,667	\$75,574	\$76,330	\$77,093	\$77,864	\$78,643	\$79,429
Grade 7	\$61,525	\$64,601	\$67,831	\$70,544	\$73,366	\$76,301	\$79,353	\$80,146	\$80,948	\$81,757	\$82,575	\$83,401
Grade 8	\$64,601	\$67,831	\$71,223	\$74,072	\$77,034	\$80,116	\$83,320	\$84,154	\$84,995	\$85,845	\$86,704	\$87,571
Grade 9	\$67,831	\$71,223	\$74,784	\$77,775	\$80,886	\$84,122	\$87,486	\$88,361	\$89,245	\$90,137	\$91,039	\$91,949
Grade 10	\$71,223	\$74,784	\$78,523	\$81,664	\$84,930	\$88,328	\$91,861	\$92,779	\$93,707	\$94,644	\$95,591	\$96,547
Grade 11	\$74,784	\$78,523	\$82,449	\$85,747	\$89,177	\$92,744	\$96,454	\$97,418	\$98,393	\$99,376	\$100,370	\$101,374
Grade 12	\$78,523	\$82,449	\$86,572	\$90,034	\$93,636	\$97,381	\$101,276	\$102,289	\$103,312	\$104,345	\$105,389	\$106,443
Grade 13	\$82,449	\$86,572	\$90,900	\$94,536	\$98,318	\$102,250	\$106,340	\$107,404	\$108,478	\$109,563	\$110,658	\$111,765
Grade 14	\$86,572	\$90,900	\$95,445	\$99,263	\$103,233	\$107,363	\$111,657	\$112,774	\$113,902	\$115,041	\$116,191	\$117,353
Grade 15	\$90,900	\$95,445	\$100,217	\$104,226	\$108,395	\$112,731	\$117,240	\$118,413	\$119,597	\$120,793	\$122,001	\$123,221
Grade 16	\$95,445	\$100,217	\$105,228	\$109,437	\$113,815	\$118,368	\$123,102	\$124,333	\$125,577	\$126,832	\$128,101	\$129,382
Grade 17	\$100,217	\$105,228	\$110,490	\$114,909	\$119,506	\$124,286	\$129,257	\$130,550	\$131,855	\$133,174	\$134,506	\$135,851
Grade 18	\$105,228	\$110,490	\$116,014	\$120,655	\$125,481	\$130,500	\$135,720	\$137,077	\$138,448	\$139,833	\$141,231	\$142,643
Grade 19	\$110,490	\$116,014	\$121,815	\$126,687	\$131,755	\$137,025	\$142,506	\$143,931	\$145,371	\$146,824	\$148,293	\$149,775
Grade 20	\$116,014	\$121,815	\$127,906	\$133,022	\$138,343	\$143,876	\$149,632	\$151,128	\$152,639	\$154,165	\$155,707	\$157,264
Grade 21	\$121,815	\$127,906	\$134,301	\$139,673	\$145,260	\$151,070	\$157,113	\$158,684	\$160,271	\$161,874	\$163,492	\$165,127
Grade 22	\$127,906	\$134,301	\$141,016	\$146,657	\$152,523	\$158,624	\$164,969	\$166,618	\$168,285	\$169,967	\$171,667	\$173,384
Grade 23	\$134,301	\$141,016	\$148,067	\$153,989	\$160,149	\$166,555	\$173,217	\$174,949	\$176,699	\$178,466	\$180,250	\$182,053
Grade 24	\$141,016	\$148,067	\$155,470	\$161,689	\$168,156	\$174,883	\$181,878	\$183,697	\$185,534	\$187,389	\$189,263	\$191,156
Grade 25	\$148,067	\$155,470	\$163,244	\$169,773	\$176,564	\$183,627	\$190,972	\$192,882	\$194,810	\$196,759	\$198,726	\$200,713
Grade 26	\$155,470	\$163,244	\$171,406	\$178,262	\$185,392	\$192,808	\$200,521	\$202,526	\$204,551	\$206,596	\$208,662	\$210,749
Grade 27	\$163,244	\$171,406	\$179,976	\$187,175	\$194,662	\$202,449	\$210,547	\$212,652	\$214,779	\$216,926	\$219,096	\$221,287
Grade 28	\$171,406	\$179,976	\$188,975	\$196,534	\$204,395	\$212,571	\$221,074	\$223,285	\$225,517	\$227,773	\$230,050	\$232,351

An employee with an earned doctorate is to be compensated to the extent of \$4,385.27 over the regular salary each year.

- 6.56% COLA effective 7/1/2022, Board Approved 09/14/2022
- 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%