

**KERN COMMUNITY COLLEGE DISTRICT**

**BASIC FACULTY SALARY SCHEDULE**

Effective July 1, 2008

.68% increase

175 DAYS

	STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	
INSTRUCTOR	1	47,484.95	50,860.96	54,420.59	58,230.63	62,306.50	
	2	49,146.63	52,640.77	56,324.97	60,268.57	64,486.97	
	3	50,867.37	54,483.52	58,297.41	62,378.41	66,744.49	
	4	52,647.19	56,390.47	60,337.91	64,561.45	69,081.62	
	5	54,489.94	58,364.19	62,449.04	66,821.54	71,498.38	
ASSISTANT PROFESSOR	6	56,396.88	60,407.25	64,635.93	69,159.95	74,001.17	ASSOCIATE PROFESSOR
	7	58,370.61	62,520.95	66,897.30	71,579.28	76,591.27	
	8	60,413.68	64,709.12	69,239.57	74,085.92	79,271.27	
	9	62,528.65	66,973.06	71,661.46	76,678.60	82,045.02	PROFESSOR
	10	64,718.11	69,317.91	74,170.67	79,362.45	84,917.64	
	11	66,983.34	71,743.64	76,767.20	82,140.05	87,890.43	
	12	69,325.61	74,255.43	79,453.63	85,013.95	90,964.66	
	13	71,753.92	76,854.53	82,235.07	87,989.31	94,149.33	
	14	-	-	85,111.55	91,069.96	97,444.44	
	18	74,766.51	80,081.57	88,685.32	94,894.13	101,536.99	
	25	78,504.65	84,085.52	93,122.02	99,640.32	106,614.48	

**STEP REQUIREMENTS**

Maximum credit for all experience (teaching, occupational, or military) for new teachers entering the District is six (6) years (step 7 on the salary schedule) based on the following:

- Teaching experience                      One (1) year for each full year of approved teaching experience
- Occupational experience                      One (1) year for each full year of approved occupational experience
- Military experience                      One (1) year for active duty in the US Armed Forces for a period of not less than eighteen (18) months

In order to be eligible for step advancement, the staff member must work one-half (1/2) of the scheduled school year, with a contract of eighty percent (80%) or more

**CLASS REQUIREMENTS**

- Class I                      Bachelor's Degree, and/or  
                                    Appropriate full-time credential

Class II	<p>Master's Degree, or</p> <p>Bachelor's Degree plus forty-five (45) approved semester units*, or</p> <p>Appropriate full-time credential (LIFE) plus forty-five (45) approved semester units*, or</p> <p>For Vocational Teachers***, (a) Bachelor's Degree plus two (2) years of experience in the teaching field; or (b) Associate Degree plus six (6) years of experience in the teaching field</p>
Class III	<p>Master's Degree with sixty (60) approved semester units* beyond the Bachelor's Degree, or</p> <p>Bachelor's Degree plus seventy-five (75) approved semester units*, or</p> <p>Appropriate full-time credential (LIFE) plus seventy-five (75) approved semester units*, or</p> <p>For Vocational Teachers***, completion of thirty (30) approved semester units after hire and placement on Class II</p>
Class IV	<p>Master's Degree plus forty-four (44) approved semester units**, or</p> <p>Master's Degree with ninety (90) approved semester units* beyond the Bachelor's Degree (effective July 1, 1999)</p> <p>Appropriate full-time credential (LIFE) plus ninety (90) approved semester units* including the Master's Degree</p> <p>For Vocational Teachers***, completion of sixty (60) approved semester units after hire and placement on Class II, including the Master's Degree</p>
Class V	Earned Doctorate, LLB, LLD, JD

\*Only those collegiate semester units may be counted which were taken subsequent to the awarding of the Bachelor's Degree or the Life Credential. All course work for salary progression requires prior administrative approval.

\*\*Only those collegiate semester units may be counted which were taken subsequent to the awarding of the Master's Degree. All course work for salary progression requires prior administrative approval.

\*\*\*As designated by the Board of Governor's of the California Community Colleges, those disciplines in which the Master's Degree is not generally expected or available.