

**Kern Community College District**  
**Basic Faculty Salary Schedule**  
**Effective July 1, 2025**  
**5.88% increase**

**185 Days**

Step	Class 1	Class 2	Class 3	Class 4	Class 5
<b>1</b>	\$ 94,171.32	\$ 100,864.83	\$ 107,925.79	\$ 115,481.85	\$ 123,563.95
<b>2</b>	\$ 96,525.61	\$ 103,386.45	\$ 110,623.93	\$ 118,368.90	\$ 126,653.05
<b>3</b>	\$ 98,938.75	\$ 105,971.11	\$ 113,389.53	\$ 121,328.13	\$ 129,819.37
<b>4</b>	\$ 101,412.21	\$ 108,620.38	\$ 116,224.27	\$ 124,361.32	\$ 133,064.87
<b>5</b>	\$ 103,947.53	\$ 111,335.89	\$ 119,129.87	\$ 127,470.36	\$ 136,391.48
<b>6</b>	\$ 106,546.21	\$ 114,119.29	\$ 122,108.12	\$ 130,657.12	\$ 139,801.28
<b>7</b>	\$ 109,209.88	\$ 116,972.28	\$ 125,160.82	\$ 133,923.55	\$ 143,296.31
<b>8</b>	\$ 111,940.14	\$ 119,896.59	\$ 128,289.84	\$ 137,271.64	\$ 146,878.71
<b>9</b>	\$ 114,738.64	\$ 122,894.00	\$ 131,497.08	\$ 140,703.44	\$ 150,550.67
<b>10</b>	\$ 117,607.11	\$ 125,966.34	\$ 134,784.51	\$ 144,221.02	\$ 154,314.44
<b>11</b>	\$ 120,547.29	\$ 129,115.50	\$ 138,154.12	\$ 147,826.55	\$ 158,172.29
<b>12</b>	\$ 123,560.96	\$ 132,343.39	\$ 141,607.99	\$ 151,522.22	\$ 162,126.60
<b>13</b>	\$ 126,649.99	\$ 135,651.98	\$ 145,148.18	\$ 155,310.28	\$ 166,179.77
<b>14</b>	\$ 129,816.24	\$ 139,043.28	\$ 148,776.88	\$ 159,193.03	\$ 170,334.27
<b>15</b>	\$ 133,061.64	\$ 142,519.37	\$ 152,496.30	\$ 163,172.86	\$ 174,592.63

Assistant Professor

Associate Professor

Professor

STEP REQUIREMENTS

Initial Placement for all new faculty hires shall be Step 1.

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 Master's Degree, or  
Bachelor's Degree plus forty-five (45) approved semester units\*, or  
Appropriate full-time credential (LIFE) plus forty-five (45) approved semester units\*, or  
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

Class III Master's Degree with sixty (60) approved semester units\* beyond the Bachelor's Degree, or  
Bachelor's Degree plus seventy-five (75) approved semester units\*, or  
Appropriate full-time credential (LIFE) plus seventy-five (75) approved semester units\*, or  
For Vocational Teachers\*\*\*, completion of thirty (30) approved semester units after hire and placement on Class II

Class IV Master's Degree plus forty-four (44) approved semester units\*\*, or  
Master's Degree with ninety (90) approved semester units\* beyond the Bachelor's Degree (effective July 1, 1999)  
Appropriate full-time credential (LIFE) plus ninety (90) approved semester units\* including the Master's Degree  
For Vocational Teachers\*\*\*, completion of sixty (60) approved semester units after hire and placement on Class II, including the Master's Degree

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.