

Kern Community College District  
**Confidential and Management Employee  
Salary Grade Structure**

2.50%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
M	\$ 183,201.07	\$ 187,781.10	\$ 192,475.63	\$ 197,287.51	\$ 202,219.70	\$ 207,275.20	\$ 212,457.07	\$ 217,768.51	\$ 223,212.71	\$ 228,793.03	\$ 234,512.86	\$ 240,375.69
* L-1	\$ 157,652.70	\$ 161,594.03	\$ 165,633.87	\$ 169,774.72	\$ 174,019.10	\$ 178,369.56	\$ 182,828.81	\$ 187,399.52	\$ 192,084.52	\$ 196,886.63	\$ 201,808.79	\$ 206,854.02
L	\$ 150,145.44	\$ 153,899.08	\$ 157,746.55	\$ 161,690.21	\$ 165,732.47	\$ 169,875.78	\$ 174,122.67	\$ 178,475.74	\$ 182,937.63	\$ 187,511.07	\$ 192,198.86	\$ 197,003.82
** K-1	\$ 136,479.66	\$ 139,891.65	\$ 143,388.94	\$ 146,973.67	\$ 150,648.01	\$ 154,414.21	\$ 158,274.56	\$ 162,231.43	\$ 166,287.21	\$ 170,444.39	\$ 174,705.50	\$ 179,095.42
K	\$ 129,980.63	\$ 133,230.14	\$ 136,560.90	\$ 139,974.92	\$ 143,474.29	\$ 147,061.15	\$ 150,737.68	\$ 154,506.12	\$ 158,368.77	\$ 162,328.00	\$ 166,386.19	\$ 170,545.85
J	\$ 122,432.59	\$ 125,493.41	\$ 128,630.75	\$ 131,846.52	\$ 135,142.68	\$ 138,521.24	\$ 141,984.28	\$ 145,533.88	\$ 149,172.23	\$ 152,901.54	\$ 156,724.07	\$ 160,642.18
I	\$ 114,407.04	\$ 117,267.22	\$ 120,198.90	\$ 123,203.88	\$ 126,283.97	\$ 129,441.07	\$ 132,677.10	\$ 135,994.03	\$ 139,393.88	\$ 142,878.72	\$ 146,450.69	\$ 150,111.96
H	\$ 105,047.87	\$ 107,674.06	\$ 110,365.92	\$ 113,125.06	\$ 115,953.19	\$ 118,852.02	\$ 121,823.32	\$ 124,868.90	\$ 127,990.62	\$ 131,190.39	\$ 134,470.15	\$ 137,831.90
G	\$ 95,027.48	\$ 98,403.17	\$ 99,838.26	\$ 102,334.21	\$ 104,892.57	\$ 107,514.89	\$ 110,202.76	\$ 112,957.82	\$ 115,781.77	\$ 118,676.31	\$ 121,643.22	\$ 124,684.30
F	\$ 91,174.69	\$ 93,454.06	\$ 95,790.41	\$ 98,185.17	\$ 100,639.81	\$ 103,155.80	\$ 105,734.69	\$ 108,378.06	\$ 111,087.51	\$ 113,864.70	\$ 116,711.32	\$ 119,629.10
E	\$ 79,755.11	\$ 81,748.98	\$ 83,792.70	\$ 85,887.52	\$ 88,034.72	\$ 90,235.58	\$ 92,491.47	\$ 94,803.76	\$ 97,173.84	\$ 99,603.19	\$ 102,093.27	\$ 104,645.61
D	\$ 73,871.96	\$ 75,718.77	\$ 77,611.73	\$ 79,552.04	\$ 81,540.83	\$ 83,579.35	\$ 85,668.83	\$ 87,810.56	\$ 90,005.82	\$ 92,255.97	\$ 94,562.37	\$ 96,926.43
C	\$ 68,959.78	\$ 70,683.78	\$ 72,450.87	\$ 74,262.13	\$ 76,118.69	\$ 78,021.67	\$ 79,972.21	\$ 81,971.50	\$ 84,020.79	\$ 86,121.32	\$ 88,274.35	\$ 90,481.21
B	\$ 64,685.53	\$ 66,302.66	\$ 67,960.24	\$ 69,659.24	\$ 71,400.72	\$ 73,185.74	\$ 75,015.38	\$ 76,890.77	\$ 78,813.03	\$ 80,783.36	\$ 82,802.94	\$ 84,873.02
A	\$ 61,049.22	\$ 62,575.45	\$ 64,139.84	\$ 65,743.33	\$ 67,386.91	\$ 69,071.59	\$ 70,798.38	\$ 72,568.34	\$ 74,382.54	\$ 76,242.11	\$ 78,148.17	\$ 80,101.87

**Notes:** 5% Increase  
Effective: July 1, 2023  
Board Approved: November 9, 2023