

**Kern Community College District  
Management  
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      | \$169,395.35  | \$ 173,630.23 | \$ 177,970.99 | \$ 182,420.26 | \$ 186,980.77 | \$ 191,655.29 | \$ 196,446.67 | \$ 201,357.84 | \$ 206,391.78 | \$ 211,551.58 | \$ 216,840.37 | \$ 222,261.38 |
| * L-1  | \$ 145,772.26 | \$ 149,416.58 | \$ 153,151.99 | \$ 156,980.79 | \$ 160,905.31 | \$ 164,927.94 | \$ 169,051.14 | \$ 173,277.42 | \$ 177,609.36 | \$ 182,049.59 | \$ 186,600.83 | \$ 191,265.85 |
| L      | \$ 138,830.73 | \$ 142,301.50 | \$ 145,859.04 | \$ 149,505.51 | \$ 153,243.15 | \$ 157,074.23 | \$ 161,001.08 | \$ 165,026.12 | \$ 169,151.76 | \$ 173,380.56 | \$ 177,715.08 | \$ 182,157.95 |
| ** K-1 | \$ 126,194.79 | \$ 129,349.66 | \$ 132,583.39 | \$ 135,897.98 | \$ 139,295.43 | \$ 142,777.82 | \$ 146,347.26 | \$ 150,005.95 | \$ 153,756.09 | \$ 157,599.99 | \$ 161,539.99 | \$ 165,599.09 |
| K      | \$ 120,185.51 | \$ 123,190.14 | \$ 126,269.90 | \$ 129,426.65 | \$ 132,662.31 | \$ 135,978.87 | \$ 139,378.34 | \$ 142,862.80 | \$ 146,434.37 | \$ 150,095.24 | \$ 153,847.61 | \$ 157,693.80 |
| J      | \$ 113,206.28 | \$ 116,036.44 | \$ 118,937.35 | \$ 121,910.79 | \$ 124,958.56 | \$ 128,082.52 | \$ 131,284.58 | \$ 134,566.70 | \$ 137,930.86 | \$ 141,379.14 | \$ 144,913.61 | \$ 148,536.45 |
| I      | \$ 105,785.52 | \$ 108,430.16 | \$ 111,140.91 | \$ 113,919.44 | \$ 116,767.42 | \$ 119,686.61 | \$ 122,678.78 | \$ 125,745.75 | \$ 128,889.39 | \$ 132,111.62 | \$ 135,414.42 | \$ 138,799.78 |
| H      | \$ 97,131.64  | \$ 99,559.92  | \$ 102,048.93 | \$ 104,600.15 | \$ 107,215.15 | \$ 109,895.53 | \$ 112,642.92 | \$ 115,458.99 | \$ 118,345.47 | \$ 121,304.11 | \$ 124,336.71 | \$ 127,445.12 |
| G      | \$ 87,866.37  | \$ 90,063.04  | \$ 92,314.62  | \$ 94,622.47  | \$ 96,988.04  | \$ 99,412.75  | \$ 101,898.06 | \$ 104,445.51 | \$ 107,056.66 | \$ 109,733.07 | \$ 112,476.39 | \$ 115,288.30 |
| F      | \$ 84,303.92  | \$ 86,411.52  | \$ 88,571.81  | \$ 90,786.11  | \$ 93,055.76  | \$ 95,382.15  | \$ 97,766.70  | \$ 100,210.87 | \$ 102,716.14 | \$ 105,284.05 | \$ 107,916.15 | \$ 110,614.06 |
| E      | \$ 73,744.90  | \$ 75,588.52  | \$ 77,478.23  | \$ 79,415.18  | \$ 81,400.57  | \$ 83,435.58  | \$ 85,521.47  | \$ 87,659.51  | \$ 89,850.99  | \$ 92,097.26  | \$ 94,399.70  | \$ 96,759.69  |
| D      | \$ 68,305.10  | \$ 70,012.74  | \$ 71,763.05  | \$ 73,557.13  | \$ 75,396.05  | \$ 77,280.95  | \$ 79,212.97  | \$ 81,193.30  | \$ 83,223.13  | \$ 85,303.71  | \$ 87,436.31  | \$ 89,622.22  |
| C      | \$ 63,763.09  | \$ 65,357.17  | \$ 66,991.10  | \$ 68,665.87  | \$ 70,382.52  | \$ 72,142.09  | \$ 73,945.64  | \$ 75,794.27  | \$ 77,689.13  | \$ 79,631.36  | \$ 81,622.14  | \$ 83,662.70  |
| B      | \$ 59,810.94  | \$ 61,306.21  | \$ 62,838.87  | \$ 64,409.83  | \$ 66,020.09  | \$ 67,670.59  | \$ 69,362.35  | \$ 71,096.41  | \$ 72,873.82  | \$ 74,695.66  | \$ 76,563.05  | \$ 78,477.13  |
| A      | \$ 56,448.66  | \$ 57,859.87  | \$ 59,306.37  | \$ 60,789.02  | \$ 62,308.75  | \$ 63,866.47  | \$ 65,463.13  | \$ 67,099.71  | \$ 68,777.20  | \$ 70,496.63  | \$ 72,259.05  | \$ 74,065.53  |

Notes: 3% Increase  
Effective July 1, 2021  
Board Approved August 12, 2021