

OFFICE OF MARY C. BARLOW  
 KERN COUNTY SUPERINTENDENT OF SCHOOLS  
 2020-2021

Salary Schedule #5

185 Days/7 Hours - Annual Salary  
 Teacher, Resource Specialist

	O	A	B	C	D	E	F
		BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	49,897	49,897	51,247	52,596	53,945	55,291	56,640
2		51,020	52,399	53,778	55,158	56,536	57,916
3		52,170	53,579	54,990	56,397	57,808	59,217
4		53,341	54,786	56,225	57,666	59,108	60,549
5		54,541	56,019	57,491	58,966	60,437	61,913
6		55,768	57,277	58,784	60,294	61,797	63,307
7		57,024	58,566	60,106	61,647	63,190	64,730
8		58,307	59,886	61,459	63,036	64,612	66,187
9		59,620	61,232	62,842	64,454	66,063	67,676
10		60,961	62,609	64,258	65,904	67,550	69,201
11		62,332	64,018	65,702	67,386	69,072	70,757
12		63,733	65,458	67,178	68,902	70,624	72,349
13			66,932	68,690	70,453	72,213	73,978
14				70,237	72,041	73,839	75,641
15					73,660	75,501	77,343
16						77,199	79,083
17		66,009	69,207	72,512	75,934	79,475	81,357
19			71,480	74,785	78,208	81,748	83,632
21				77,060	80,483	84,023	85,906
23					82,758	86,297	88,180
25						88,571	90,453

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.

Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600

Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)

Substitute hourly rate of pay is \$18 for the first 20 days and \$38.53 as of the 21st day

OFFICE OF MARY C. BARLOW  
 KERN COUNTY SUPERINTENDENT OF SCHOOLS  
 2020-2021

Salary Schedule #7

185 Days/7.5 Hours - Annual Salary  
 Itinerant Teachers - Adaptive P.E., DHOH, Orientation & Mobility, Orthopedically  
 Impaired, Visually Exceptional

	A	B	C	D	E	F
	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	53,463	54,909	56,351	57,797	59,243	60,686
2	54,666	56,142	57,621	59,097	60,573	62,052
3	55,895	57,406	58,916	60,425	61,937	63,449
4	57,152	58,697	60,242	61,787	63,331	64,877
5	58,439	60,019	61,597	63,177	64,755	66,335
6	59,752	61,369	62,983	64,598	66,214	67,827
7	61,097	62,748	64,400	66,053	67,703	69,355
8	62,472	64,160	65,848	67,539	69,225	70,916
9	63,877	65,605	67,330	69,059	70,782	72,511
10	65,314	67,083	68,846	70,613	72,376	74,142
11	66,785	68,592	70,395	72,200	74,005	75,811
12	68,288	70,133	71,978	73,826	75,669	77,516
13		71,713	73,598	75,488	77,373	79,261
14			75,255	77,183	79,114	81,044
15				78,921	80,893	82,867
16					82,712	84,731
17	70,562	73,986	77,529	81,195	84,988	87,006
19		76,261	79,803	83,470	87,262	89,280
21			82,077	85,744	89,536	91,554
23				88,018	91,811	93,828
25					94,084	96,101

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.

Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600

Substitute hourly rate of pay is \$18 for the first 20 days and \$38.53 as of the 21st day

OFFICE OF MARY C. BARLOW  
 KERN COUNTY SUPERINTENDENT OF SCHOOLS  
 2020-2021

Salary Schedules #30 and #31

Salary Schedule #30  
 182 Days/8 Hours - Annual Salary  
 State Preschool Teacher

	Child Center Permit	AA Degee	BA Degree
1	29,122	31,255	36,904
2	29,971	32,258	37,819
3	30,818	33,266	38,734
4	31,667	34,269	39,648
5	32,518	35,275	40,563
8	33,168	35,981	41,374
10	33,832	36,700	42,202
15	34,508	37,434	43,046
17	35,198	38,183	43,907
19	36,606	39,710	45,663
21	37,339	40,505	46,576

Salary Schedule #31  
 230 Days/8 Hours - Annual Salary  
 Preschool Teacher

	Child Center Permit	AA Degee	BA Degree
1	36,803	39,498	46,637
2	37,875	40,765	47,793
3	38,947	42,039	48,950
4	40,019	43,307	50,104
5	41,094	44,579	51,262
8	41,916	45,470	52,287
10	42,754	46,379	53,332
15	43,609	47,307	54,399
17	44,481	48,253	55,487
19	46,261	50,184	57,707
21	47,186	51,187	58,861

A stipend of \$1000 paid for Site Supervisor I assignments.

Advanced degree stipend for MA: \$1300.

Substitute daily rate of pay is \$115 for the first 20 days and \$160.01 as of the 21st day

OFFICE OF MARY C. BARLOW  
KERN COUNTY SUPERINTENDENT OF SCHOOLS  
2020-2021

Salary Schedule #70

Program Specialist  
Special Ed., Alternative Ed., and SELPA

205 Days/8 Hours - Annual Salary

1	71,120
2	74,831
3	78,541
4	82,252
5	85,963
6	89,673
7	93,387
8	97,092
9	100,804
10	101,495
17	103,771
19	106,045
21	108,319
23	110,593
25	112,867

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.

Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600

Substitute daily rate of pay is \$346.93

OFFICE OF MARY C. BARLOW  
KERN COUNTY SUPERINTENDENT OF SCHOOLS  
2020-2021

Salary Schedule #71

Program Specialist  
Curriculum, Instruction & Migrant Ed

210 Days/8 Hours - Annual Salary

1	72,853
2	76,659
3	80,457
4	84,259
5	88,061
6	91,861
7	95,663
8	99,464
9	103,264
10	103,937
17	106,213
19	108,487
21	110,761
23	113,035
25	115,309

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.

Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600

Substitute daily rate of pay is \$346.92

OFFICE OF MARY C. BARLOW  
 KERN COUNTY SUPERINTENDENT OF SCHOOLS  
 2020-2021

Salary Schedule #72

Nurse

205 Days/8 Hours - Annual Salary

	BA	BA+45	BA+75
1	66,606	70,020	71,730
2	68,107	71,598	73,344
3	69,638	73,207	74,992
4	71,206	74,856	76,681
5	72,806	76,539	78,407
6	74,445	78,263	80,169
7	76,119	80,022	81,973
8	77,832	81,823	83,818
9	79,583	83,664	85,705
10	81,374	85,547	87,634
11	83,206	87,473	89,604
12	85,077	89,440	91,620
13	86,991	91,452	93,680
14	88,951	93,510	95,791
15		95,614	97,945
16		97,765	100,148
17	91,224	100,038	102,424
19	93,499	102,314	104,697
21		104,588	106,972
23		106,862	109,246
25		109,137	111,521

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.

Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600

Substitute daily rate of pay is \$324.91

OFFICE OF MARY C. BARLOW  
 KERN COUNTY SUPERINTENDENT OF SCHOOLS  
 2020-2021

Salary Schedule #73

205 Days/8 Hours - Annual Salary  
 Social Worker, School Counselor,  
 Educational Diagnostician

	A	B	C	D	E	F
	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	63,193	64,899	66,606	68,314	70,020	71,730
2	64,615	66,359	68,107	69,851	71,598	73,344
3	66,067	67,854	69,638	71,425	73,207	74,992
4	67,553	69,378	71,206	73,029	74,856	76,681
5	69,075	70,941	72,806	74,674	76,539	78,407
6	70,628	72,538	74,445	76,352	78,263	80,169
7	72,216	74,169	76,119	78,071	80,022	81,973
8	73,841	75,837	77,832	79,829	81,823	83,818
9	75,504	77,542	79,583	81,623	83,664	85,705
10	77,202	79,288	81,374	83,460	85,547	87,634
11	78,940	81,072	83,206	85,337	87,473	89,604
12	80,716	82,896	85,077	87,259	89,440	91,620
13		84,762	86,991	89,222	91,452	93,680
14			88,951	91,228	93,510	95,791
15				93,280	95,614	97,945
16					97,765	100,148
17	82,990	87,036	91,224	95,554	100,038	102,424
19		89,311	93,499	97,829	102,314	104,697
21			95,772	100,103	104,588	106,972
23				102,377	106,862	109,246
25					109,137	111,521

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.

Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600

Substitute daily rate of pay is \$308.26

OFFICE OF MARY C. BARLOW  
 KERN COUNTY SUPERINTENDENT OF SCHOOLS  
 2020-2021

Salary Schedule #74

215 Days/7 Hours - Annual Salary  
 Teacher, Teacher Specialist, Title I Transition Counselor

	O	A	B	C	D	E	F
		BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	56,422	57,988	59,557	61,126	62,692	64,260	65,828
2	57,693	59,294	60,898	62,498	64,102	65,704	67,308
3	58,988	60,627	62,268	63,906	65,545	67,183	68,822
4	60,318	61,993	63,669	65,344	67,020	68,694	70,369
5	61,675	63,388	65,102	66,815	68,529	70,240	71,954
6	63,061	64,814	66,566	68,318	70,071	71,819	73,573
7	64,481	66,271	68,066	69,855	71,645	73,436	75,229
8	65,930	67,763	69,596	71,427	73,260	75,089	76,921
9	67,413	69,289	71,162	73,032	74,905	76,778	78,651
10	68,934	70,846	72,763	74,677	76,593	78,504	80,420
11	70,483	72,441	74,401	76,355	78,315	80,272	82,230
12	72,068	74,071	76,073	78,075	80,078	82,077	84,081
13			77,785	79,833	81,879	83,923	85,972
14				81,627	83,721	85,814	87,908
15					85,604	87,744	89,885
16						89,720	91,908
17	74,342	76,345	80,058	83,902	87,879	91,994	94,182
19			82,334	86,176	90,153	94,268	96,456
21				88,450	92,427	96,542	98,730
23					94,702	98,816	101,005
25						101,092	103,278

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.

Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600

Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)

Substitute hourly rate of pay is \$18 for the first 20 days and \$38.53 as of the 21st day



OFFICE OF MARY C. BARLOW  
KERN COUNTY SUPERINTENDENT OF SCHOOLS  
2020-2021

Salary Schedule #75

Audiologist, Speech & Language Pathologist

185 Days/7.5 Hours - Annual Salary

	BA	BA+30	BA+60
1	60,328	66,529	72,729
2	61,835	68,192	74,547
3	63,382	69,897	76,412
4	64,966	71,644	78,321
5	66,589	73,435	80,279
6	68,255	75,270	82,286
7	69,961	77,152	84,343
8	71,709	79,083	86,452
9	73,502	81,057	88,614
10	75,338	83,084	90,828
15		85,163	93,099
20		87,291	95,428
25		89,473	97,813

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.

Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600

Substitute daily rate of pay is \$326.10

OFFICE OF MARY C. BARLOW  
KERN COUNTY SUPERINTENDENT OF SCHOOLS  
2020-2021

Salary Schedule #76

Assessment Audiologist,  
Speech & Language Pathologist Assessment & Support,  
Occupational Therapist

205 Days/8 Hours - Annual Salary

	BA	BA+30	BA+60
1	71,307	78,634	85,963
2	73,089	80,600	88,114
3	74,914	82,617	90,317
4	76,788	84,681	92,574
5	78,708	86,799	94,888
6	80,676	88,969	97,260
7	82,692	91,193	99,692
8	84,761	93,473	102,185
9	86,880	95,809	104,738
10	89,052	98,205	107,357
15		100,660	110,042
20		103,177	112,793
25		105,756	115,613

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.

Advanced degree stipends: MA, \$1300; EdD or PhD \$1600

Substitute daily rate of pay is \$347.84

OFFICE OF MARY C. BARLOW  
 KERN COUNTY SUPERINTENDENT OF SCHOOLS  
 2020-2021

Salary Schedule #77

230 Days/7 Hours - Annual Salary  
 Teacher, Resource Specialist

	A	B	C	D	E	F
	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	62,037	63,712	65,389	67,065	68,743	70,419
2	63,431	65,146	66,861	68,572	70,289	72,004
3	64,859	66,611	68,365	70,119	71,870	73,625
4	66,319	68,111	69,902	71,694	73,488	75,281
5	67,809	69,642	71,476	73,308	75,142	76,973
6	69,335	71,210	73,083	74,956	76,831	78,705
7	70,893	72,811	74,728	76,645	78,562	80,477
8	72,489	74,450	76,411	78,637	80,328	82,286
9	74,120	76,127	78,130	80,132	82,137	84,138
10	75,788	77,839	79,887	81,936	83,985	86,031
11	77,494	79,589	81,682	83,780	85,873	87,968
12	79,238	81,380	83,521	85,664	87,804	89,947
13		83,213	85,402	87,590	89,782	91,969
14			87,322	89,561	91,802	94,040
15				91,576	93,867	96,156
16					95,976	98,320
17	81,513	85,485	89,597	93,851	98,252	100,594
19		87,760	91,871	96,126	100,527	102,868
21			94,145	98,399	102,800	105,142
23				100,675	105,075	107,417
25					107,348	109,692

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience. Maximum entry level limited to step 15.

Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600

Recruitment and Retention Stipend: \$2000 for designated sites and assignments (refer to KCEA contract for list of sites and assignments)

Substitute hourly rate of pay is \$18 for the first 20 days and \$38.53 as of the 21st day

OFFICE OF MARY C. BARLOW  
KERN COUNTY SUPERINTENDENT OF SCHOOLS  
2020-2021

Salary Schedule #78

Program Psychologist

205 Days/8 Hours - Annual Salary

1	74,099
2	77,965
3	81,833
4	85,696
5	89,562
6	93,427
7	97,295
8	101,158
9	105,026
10	105,668
17	107,942
19	110,215
21	112,489
23	114,765
25	117,039

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.

Advanced degree stipend for EdD or PhD, \$1600

Substitute daily rate of pay is \$361.46

OFFICE OF MARY C. BARLOW  
KERN COUNTY SUPERINTENDENT OF SCHOOLS  
2020-2021

Salary Schedule #79

Assessment Psychologist

215 Days/8 Hours - Annual Salary

1	77,713
2	81,769
3	85,823
4	89,876
5	93,930
6	97,986
7	102,038
8	106,091
9	110,149
10	110,824
17	113,097
19	115,372
21	117,647
23	119,919
25	122,194

Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.

Advanced degree stipend for EdD or PhD, \$1600

Substitute daily rate of pay is \$361.46