

APPENDIX A-1

OFFICE OF MARY C. BARLOW
 KERN COUNTY SUPERINTENDENT OF SCHOOLS
 2021-2022

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	51,394	51,394	52,807	54,260	55,616	57,006	58,432
2		52,679	54,128	55,616	57,006	58,432	59,892
3		53,996	55,481	57,006	58,432	59,892	61,390
4		55,346	56,868	58,432	59,892	61,390	62,924
5		56,729	58,289	59,892	61,390	62,924	64,498
6		58,148	59,747	61,390	62,924	64,498	66,110
7		59,601	61,240	62,924	64,498	66,110	67,763
8		61,091	62,771	64,498	66,110	67,763	69,457
9		62,619	64,341	66,110	67,763	69,457	71,193
10		64,184	65,949	67,763	69,457	71,193	72,973
11		65,789	67,598	69,457	71,193	72,973	74,797
12		67,433	69,288	71,193	72,973	74,797	76,667
13			71,020	72,973	74,797	76,667	78,584
14				74,797	76,667	78,584	80,549
15					78,584	80,549	82,562
16						82,562	84,626
17		69,119	72,795	76,667	80,549	84,626	86,742
19			74,615	78,584	82,562	86,742	88,911
21				80,549	84,626	88,911	91,133
23					86,742	91,133	93,412
25						93,412	95,747

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 \$21.43 for the first 20 days and \$39.69 as of the 21st day

APPENDIX A-2

OFFICE OF MARY C. BARLOW
 KERN COUNTY SUPERINTENDENT OF SCHOOLS
 2021-2022

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	55,065	56,579	58,135	59,589	61,078	62,605
2	56,442	57,994	59,589	61,078	62,605	64,170
3	57,853	59,444	61,078	62,605	64,170	65,775
4	59,299	60,930	62,605	64,170	65,775	67,419
5	60,781	62,453	64,170	65,775	67,419	69,105
6	62,301	64,014	65,775	67,419	69,105	70,832
7	63,859	65,615	67,419	69,105	70,832	72,603
8	65,455	67,255	69,105	70,832	72,603	74,418
9	67,091	68,936	70,832	72,603	74,418	76,278
10	68,769	70,660	72,603	74,418	76,278	78,185
11	70,488	72,426	74,418	76,278	78,185	80,140
12	72,250	74,237	76,278	78,185	80,140	82,144
13		76,093	78,185	80,140	82,144	84,197
14			80,140	82,144	84,197	86,302
15				84,197	86,302	88,460
16					88,460	90,671
17	74,056	77,995	82,144	86,302	90,671	92,938
19		79,945	84,197	88,460	92,938	95,261
21			86,302	90,671	95,261	97,643
23				92,938	97,643	100,084
25					100,084	102,586

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 \$21.43 for the first 20 days and \$39.69 as of the 21st day

APPENDIX A-3

OFFICE OF MARY C. BARLOW
 KERN COUNTY SUPERINTENDENT OF SCHOOLS
 2021-2022

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	29,996	32,193	38,011
2	30,870	33,226	38,954
3	31,743	34,264	39,896
4	32,617	35,297	40,837
5	33,494	36,333	41,780
8	34,163	37,060	42,615
10	34,847	37,801	43,468
15	35,543	38,557	44,337
17	36,254	39,328	45,224
19	37,704	40,901	47,033
21	38,459	41,720	47,973

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

	Child Center Permit	AA Degee	BA Degree
1	37,907	40,683	48,036
2	39,011	41,988	49,227
3	40,115	43,300	50,419
4	41,220	44,606	51,607
5	42,327	45,916	52,800
8	43,173	46,834	53,856
10	44,037	47,770	54,932
15	44,917	48,726	56,031
17	45,815	49,701	57,152
19	47,649	51,690	59,438
21	48,602	52,723	60,627

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

Advanced degree stipend for MA: \$1300.

Substitute daily rate of pay is \$126 for the first 20 days and \$164.81 as of the 21st day

APPENDIX A-4

OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS
2021-2022

Salary Schedule #70

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

205 Days/8 Hours - Annual Salary

1	73,254
2	77,076
3	80,897
4	84,720
5	88,542
6	92,363
7	96,189
8	100,005
9	103,828
10	104,540
17	106,884
19	109,226
21	111,569
23	113,911
25	116,253

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 \$357.34

APPENDIX A-5

OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS
2021-2022

Salary Schedule #71

Program Specialist
Curriculum, Instruction & Migrant Ed

210 Days/8 Hours - Annual Salary

1	75,039
2	78,959
3	82,871
4	86,787
5	90,703
6	94,617
7	98,533
8	102,448
9	106,362
10	107,090
17	109,490
19	111,890
21	114,290
23	116,689
25	119,088

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 \$357.33

APPENDIX A-6

OFFICE OF MARY C. BARLOW
 KERN COUNTY SUPERINTENDENT OF SCHOOLS
 2021-2022

Salary Schedule #72

Nurse

205 Days/8 Hours - Annual Salary

	BA	BA+45	BA+75
1	68,604	72,121	73,882
2	70,150	73,746	75,544
3	71,727	75,403	77,242
4	73,342	77,102	78,981
5	74,990	78,835	80,759
6	76,678	80,611	82,574
7	78,403	82,423	84,432
8	80,167	84,278	86,333
9	81,970	86,174	88,276
10	83,815	88,113	90,263
11	85,702	90,097	92,292
12	87,629	92,123	94,369
13	89,601	94,196	96,490
14	91,620	96,315	98,665
15		98,482	100,883
16		100,698	103,152
17	93,961	103,039	105,497
19	96,304	105,383	107,838
21		107,726	110,181
23		110,068	112,523
25		112,411	114,867

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 \$334.65

APPENDIX A-7

OFFICE OF MARY C. BARLOW
 KERN COUNTY SUPERINTENDENT OF SCHOOLS
 2021-2022

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	65,089	66,846	68,604	70,363	72,121	73,882
2	66,553	68,350	70,150	71,947	73,746	75,544
3	68,049	69,890	71,727	73,568	75,403	77,242
4	69,580	71,459	73,342	75,220	77,102	78,981
5	71,147	73,069	74,990	76,914	78,835	80,759
6	72,747	74,714	76,678	78,643	80,611	82,574
7	74,382	76,394	78,403	80,413	82,423	84,432
8	76,056	78,112	80,167	82,224	84,278	86,333
9	77,769	79,868	81,970	84,072	86,174	88,276
10	79,518	81,667	83,815	85,964	88,113	90,263
11	81,308	83,504	85,702	87,897	90,097	92,292
12	83,137	85,383	87,629	89,877	92,123	94,369
13		87,305	89,601	91,899	94,196	96,490
14			91,620	93,965	96,315	98,665
15				96,078	98,482	100,883
16					100,698	103,152
17	85,480	89,647	93,961	98,421	103,039	105,497
19		91,990	96,304	100,764	105,383	107,838
21			98,645	103,106	107,726	110,181
23				105,448	110,068	112,523
25					112,411	114,867

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 \$317.51

APPENDIX A-8

OFFICE OF MARY C. BARLOW
 KERN COUNTY SUPERINTENDENT OF SCHOOLS
 2021-2022

Salary Schedule #74

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

	A	B	C	D	E	F
	BA	BA+15	BA+30	BA+45	BA+60	BA+75
1	59,728	61,371	63,058	64,635	66,251	67,907
2	61,221	62,905	64,635	66,251	67,907	69,605
3	62,752	64,478	66,251	67,907	69,605	71,345
4	64,321	66,090	67,907	69,605	71,345	73,128
5	65,929	67,742	69,605	71,345	73,128	74,957
6	67,577	69,435	71,345	73,128	74,957	76,831
7	69,266	71,171	73,128	74,957	76,831	78,751
8	70,998	72,950	74,957	76,831	78,751	80,720
9	72,773	74,774	76,831	78,751	80,720	82,738
10	74,592	76,644	78,751	80,720	82,738	84,807
11	76,457	78,560	80,720	82,738	84,807	86,927
12	78,369	80,524	82,738	84,807	86,927	89,100
13		82,537	84,807	86,927	89,100	91,327
14			86,927	89,100	91,327	93,611
15				91,327	93,611	95,951
16					95,951	98,350
17	80,328	84,600	89,100	93,611	98,350	100,808
19		86,715	91,327	95,951	100,808	103,328
21			93,611	98,350	103,328	105,912
23				100,808	105,912	108,560
25					108,560	111,273

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 \$21.43 for the first 20 days and \$39.69 as of the 21st day

APPENDIX A-9

OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS
2021-2022

Salary Schedule #75

Audiologist, Speech & Language Pathologist

185 Days/7.5 Hours - Annual Salary

	BA	BA+30	BA+60
1	62,138	68,525	74,911
2	63,690	70,238	76,783
3	65,283	71,994	78,704
4	66,915	73,793	80,671
5	68,587	75,638	82,687
6	70,303	77,528	84,755
7	72,060	79,467	86,873
8	73,860	81,455	89,046
9	75,707	83,489	91,272
10	77,598	85,577	93,553
15		87,718	95,892
20		89,910	98,291
25		92,157	100,747

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 \$335.88

APPENDIX A-10

OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS
2021-2022

Salary Schedule #76

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

205 Days/8 Hours - Annual Salary

	BA	BA+30	BA+60
1	73,446	80,993	88,542
2	75,282	83,018	90,757
3	77,161	85,096	93,027
4	79,092	87,221	95,351
5	81,069	89,403	97,735
6	83,096	91,638	100,178
7	85,173	93,929	102,683
8	87,304	96,277	105,251
9	89,486	98,683	107,880
10	91,724	101,151	110,578
15		103,680	113,343
20		106,272	116,177
25		108,929	119,081

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 \$358.27

APPENDIX A-11

OFFICE OF MARY C. BARLOW
 KERN COUNTY SUPERINTENDENT OF SCHOOLS
 2021-2022

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	63,895	65,652	67,458	69,144	70,873	72,645
2	65,493	67,294	69,144	70,873	72,645	74,461
3	67,130	68,976	70,873	72,645	74,461	76,322
4	68,808	70,700	72,645	74,461	76,322	78,230
5	70,528	72,468	74,461	76,322	78,230	80,186
6	72,292	74,280	76,322	78,230	80,186	82,191
7	74,099	76,137	78,230	80,186	82,191	84,246
8	75,951	78,040	80,186	82,191	84,246	86,352
9	77,850	79,991	82,191	84,246	86,352	88,510
10	79,796	81,991	84,246	86,352	88,510	90,723
11	81,791	84,041	86,352	88,510	90,723	92,991
12	83,836	86,142	88,510	90,723	92,991	95,316
13		88,295	90,723	92,991	95,316	97,699
14			92,991	95,316	97,699	100,141
15				97,699	100,141	102,645
16					102,645	105,211
17	85,932	90,503	95,316	100,141	105,211	107,841
19		92,765	97,699	102,645	107,841	110,537
21			100,141	105,211	110,537	113,301
23				107,841	113,301	116,133
25					116,133	119,037

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 \$21.43 for the first 20 days and \$39.69 as of the 21st day

APPENDIX A-12

OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS
2021-2022

Salary Schedule #78

Program Psychologist

205 Days/8 Hours - Annual Salary

1	76,322
2	80,304
3	84,288
4	88,267
5	92,249
6	96,230
7	100,214
8	104,193
9	108,177
10	108,838
17	111,180
19	113,521
21	115,864
23	118,208
25	120,550

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 \$372.30

APPENDIX A-13

OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS
2021-2022

Salary Schedule #79

Assessment Psychologist

215 Days/8 Hours - Annual Salary

1	80,044
2	84,222
3	88,398
4	92,572
5	96,748
6	100,926
7	105,099
8	109,274
9	113,453
10	114,149
17	116,598
19	119,058
21	121,515
23	123,974
25	126,430

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 \$372.30