



**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**Teacher, Resource Specialist**  
**Schedule 5**  
**2022-2023**

185 Days / 7 Hours – Annual Salary

	O	A	B	C	D	E	F
STEP		BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	55,506	55,506	57,032	58,601	60,065	61,566	63,107
2		56,893	58,458	60,065	61,566	63,107	64,683
3		58,316	59,919	61,566	63,107	64,683	66,301
4		59,774	61,417	63,107	64,683	66,301	67,958
5		61,267	62,952	64,683	66,301	67,958	69,658
6		62,800	64,527	66,301	67,958	69,658	71,399
7		64,369	66,139	67,958	69,658	71,399	73,184
8		65,978	67,793	69,658	71,399	73,184	75,014
9		67,629	69,488	71,399	73,184	75,014	76,888
10		69,319	71,225	73,184	75,014	76,888	78,811
11		71,052	73,006	75,014	76,888	78,811	80,781
12		72,828	74,831	76,888	78,811	80,781	82,800
13			76,702	78,811	80,781	82,800	84,871
14				80,781	82,800	84,871	86,993
15					84,871	86,993	89,167
16						89,167	91,396
Available upon <b>17 years</b> of qualified service		74,649	78,619	82,800	86,993	91,396	93,681
Available upon <b>19 years</b> of qualified service			80,584	84,871	89,167	93,681	96,024
Available upon <b>21 years</b> of qualified service				86,993	91,396	96,024	98,424
Available upon <b>23 years</b> of qualified service					93,681	98,424	100,885
Available upon <b>25 years</b> of qualified service						100,885	103,407

- 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.
- Education units are based on semester unit equivalent.
- 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 \$42.86 as of the 21st day.



KERN COUNTY SUPERINTENDENT OF SCHOOLS  
**Itinerant Teachers - Adaptive P.E., DHOH, Orientation & Mobility, Orthopedically Impaired, Visually Exceptional**  
**Schedule 7**  
 2022-2023

185 Days / 7.5 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	59,470	61,105	62,786	64,356	65,964	67,613
2	60,957	62,634	64,356	65,964	67,613	69,304
3	62,481	64,200	65,964	67,613	69,304	71,037
4	64,043	65,804	67,613	69,304	71,037	72,813
5	65,643	67,449	69,304	71,037	72,813	74,633
6	67,285	69,135	71,037	72,813	74,633	76,499
7	68,968	70,864	72,813	74,633	76,499	78,411
8	70,691	72,635	74,633	76,499	78,411	80,371
9	72,458	74,451	76,499	78,411	80,371	82,380
10	74,271	76,313	78,411	80,371	82,380	84,440
11	76,127	78,220	80,371	82,380	84,440	86,551
12	78,030	80,176	82,380	84,440	86,551	88,716
13		82,180	84,440	86,551	88,716	90,933
14			86,551	88,716	90,933	93,206
15				90,933	93,206	95,537
16					95,537	97,925
Available upon <b>17 years</b> of qualified service	79,980	84,235	88,716	93,206	97,925	100,373
Available upon <b>19 years</b> of qualified service		86,341	90,933	95,537	100,373	102,882
Available upon <b>21 years</b> of qualified service			93,206	97,925	102,882	105,454
Available upon <b>23 years</b> of qualified service				100,373	105,454	108,091
Available upon <b>25 years</b> of qualified service					108,091	110,793

- 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.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Substitute hourly rate of pay is \$21.43 for the first 20 days and \$42.86 as of the 21st day.



**KERN COUNTY SUPERINTENDENT  
 OF SCHOOLS**  
**State Preschool Teacher**  
**Schedule 30**  
**2022-2023**  
 182 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	32,396	34,768	41,052
2	33,340	35,884	42,070
3	34,282	37,005	43,088
4	35,226	38,121	44,104
5	36,174	39,240	45,122
Available upon <b>8 years</b> of qualified service	36,896	40,025	46,024
Available upon <b>10 years</b> of qualified service	37,635	40,825	46,945
Available upon <b>15 years</b> of qualified service	38,386	41,642	47,884
Available upon <b>17 years</b> of qualified service	39,154	42,474	48,842
Available upon <b>19 years</b> of qualified service	40,720	44,173	50,796
Available upon <b>21 years</b> of qualified service	41,536	45,058	51,811

**KERN COUNTY SUPERINTENDENT  
 OF SCHOOLS**  
**Preschool Teacher**  
**Schedule 31**  
**2022-2023**  
 230 Days / 8 Hours – Annual Salary

Step	Child Center Permit	AA Degree	BA Degree
1	40,940	43,938	51,879
2	42,132	45,347	53,165
3	43,324	46,764	54,453
4	44,518	48,174	55,736
5	45,713	49,589	57,024
Available upon <b>8 years</b> of qualified service	46,627	50,581	58,164
Available upon <b>10 years</b> of qualified service	47,560	51,592	59,327
Available upon <b>15 years</b> of qualified service	48,510	52,624	60,513
Available upon <b>17 years</b> of qualified service	49,480	53,677	61,724
Available upon <b>19 years</b> of qualified service	51,461	55,825	64,193
Available upon <b>21 years</b> of qualified service	52,490	56,941	65,477

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- A stipend of \$1000 paid for Site Supervisor I assignments.
- Advanced degree stipends: MA: \$1300
- Substitute daily rate of pay is \$126 for the first 20 days and \$178 as of the 21st day.

KERN COUNTY SUPERINTENDENT OF SCHOOLS  
**Program Specialist**  
**Special Ed., Alternative Ed., and SELPA**  
**Schedule 70**  
2022-2023

205 Days / 8 Hours – Annual Salary

Step	
1	79,114
2	83,242
3	87,369
4	91,498
5	95,625
6	99,752
7	103,884
8	108,005
9	112,134
10	112,903
Available upon <b>17 years</b> of qualified service	115,435
Available upon <b>19 years</b> of qualified service	117,964
Available upon <b>21 years</b> of qualified service	120,495
Available upon <b>23 years</b> of qualified service	123,024
Available upon <b>25 years</b> of qualified service	125,553

- 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 \$385.92

KERN COUNTY SUPERINTENDENT OF SCHOOLS  
**Program Specialist**  
**Curriculum, Instruction & Migrant Ed.**  
**Schedule 71**  
2022-2023

210 Days / 8 Hours – Annual Salary

Step	
1	81,042
2	85,276
3	89,501
4	93,730
5	97,959
6	102,186
7	106,416
8	110,644
9	114,871
10	115,657
Available upon <b>17 years</b> of qualified service	118,249
Available upon <b>19 years</b> of qualified service	120,841
Available upon <b>21 years</b> of qualified service	123,433
Available upon <b>23 years</b> of qualified service	126,024
Available upon <b>25 years</b> of qualified service	128,615

- 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 \$385.92

KERN COUNTY SUPERINTENDENT OF SCHOOLS  
**Nurse**  
**Schedule 72**  
2022-2023  
  
205 Days / 8 Hours – Annual Salary

Step	BA	BA + 45 units	BA + 75 units
1	74,092	77,891	79,793
2	75,762	79,646	81,588
3	77,465	81,435	83,421
4	79,209	83,270	85,299
5	80,989	85,142	87,220
6	82,812	87,060	89,180
7	84,675	89,017	91,187
8	86,580	91,020	93,240
9	88,528	93,068	95,338
10	90,520	95,162	97,484
11	92,558	97,305	99,675
12	94,639	99,493	101,919
13	96,769	101,732	104,209
14	98,950	104,020	106,558
15		106,361	108,954
16		108,754	111,404
Available upon <b>17 years</b> of qualified service	101,478	111,282	113,937
Available upon <b>19 years</b> of qualified service	104,008	113,814	116,465
Available upon <b>21 years</b> of qualified service		116,344	118,995
Available upon <b>23 years</b> of qualified service		118,873	121,525
Available upon <b>25 years</b> of qualified service		121,404	124,056

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$361.42



**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**Social Worker, School Counselor, Educational Diagnostician**  
**Schedule 73**  
**2022-2023**

205 Days / 8 Hours – Annual Salary

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	70,296	72,194	74,092	75,992	77,891	79,793
2	71,877	73,818	75,762	77,703	79,646	81,588
3	73,493	75,481	77,465	79,453	81,435	83,421
4	75,146	77,176	79,209	81,238	83,270	85,299
5	76,839	78,915	80,989	83,067	85,142	87,220
6	78,567	80,691	82,812	84,934	87,060	89,180
7	80,333	82,506	84,675	86,846	89,017	91,187
8	82,140	84,361	86,580	88,802	91,020	93,240
9	83,991	86,257	88,528	90,798	93,068	95,338
10	85,879	88,200	90,520	92,841	95,162	97,484
11	87,813	90,184	92,558	94,929	97,305	99,675
12	89,788	92,214	94,639	97,067	99,493	101,919
13		94,289	96,769	99,251	101,732	104,209
14			98,950	101,482	104,020	106,558
15				103,764	106,361	108,954
16					108,754	111,404
Available upon <b>17 years</b> of qualified service	92,318	96,819	101,478	106,295	111,282	113,937
Available upon <b>19 years</b> of qualified service		99,349	104,008	108,825	113,814	116,465
Available upon <b>21 years</b> of qualified service			106,537	111,354	116,344	118,995
Available upon <b>23 years</b> of qualified service				113,884	118,873	121,525
Available upon <b>25 years</b> of qualified service					121,404	124,056

- 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.
- Education units are based on semester unit equivalent.
- Advanced degree stipends: MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$342.91



**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**Teacher, Teacher Specialist, Title I Transition Counselor**  
**Schedule 74**  
**2022-2023**

215 Days / 7 Hours – Annual Salary

	A	B	C	D	E	F
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	64,506	66,281	68,103	69,806	71,551	73,340
2	66,119	67,937	69,806	71,551	73,340	75,173
3	67,772	69,636	71,551	73,340	75,173	77,053
4	69,467	71,377	73,340	75,173	77,053	78,978
5	71,203	73,161	75,173	77,053	78,978	80,954
6	72,983	74,990	77,053	78,978	80,954	82,977
7	74,807	76,865	78,978	80,954	82,977	85,051
8	76,678	78,786	80,954	82,977	85,051	87,178
9	78,595	80,756	82,977	85,051	87,178	89,357
10	80,559	82,776	85,051	87,178	89,357	91,592
11	82,574	84,845	87,178	89,357	91,592	93,881
12	84,639	86,966	89,357	91,592	93,881	96,228
13		89,140	91,592	93,881	96,228	98,633
14			93,881	96,228	98,633	101,100
15				98,633	101,100	103,627
16					103,627	106,218
Available upon <b>17 years</b> of qualified service	86,754	91,368	96,228	101,100	106,218	108,873
Available upon <b>19 years</b> of qualified service		93,652	98,633	103,627	108,873	111,594
Available upon <b>21 years</b> of qualified service			101,100	106,218	111,594	114,385
Available upon <b>23 years</b> of qualified service				108,873	114,385	117,245
Available upon <b>25 years</b> of qualified service					117,245	120,175

- 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.
- Education units are based on semester unit equivalent.
- 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 \$42.86 as of the 21st day



**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**Audiologist, Speech & Language Pathologist**  
**Schedule 75**  
**2022-2023**

185 Days / 7.5 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units
1	67,109	74,007	80,904
2	68,785	75,857	82,926
3	70,506	77,754	85,000
4	72,268	79,696	87,125
5	74,074	81,689	89,302
6	75,927	83,730	91,535
7	77,825	85,824	93,823
8	79,769	87,971	96,170
9	81,764	90,168	98,574
10	83,806	92,423	101,037
Available upon <b>15 years</b> of qualified service		94,735	103,563
Available upon <b>20 years</b> of qualified service		97,103	106,154
Available upon <b>25 years</b> of qualified service		99,530	108,807

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$362.75



**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**Assessment Audiologist,**  
**Speech & Language Pathologist Assessment &**  
**Support, Occupational Therapist**  
**Schedule 76**  
**2022-2023**  
  
 205 Days / 8 Hours – Annual Salary

Step	BA	BA + 30 units	BA + 60 units
1	79,322	87,472	95,625
2	81,305	89,659	98,018
3	83,334	91,904	100,469
4	85,419	94,199	102,979
5	87,555	96,555	105,554
6	89,744	98,969	108,192
7	91,987	101,443	110,898
8	94,288	103,979	113,671
9	96,645	106,578	116,510
10	99,062	109,243	119,424
Available upon <b>15 years</b> of qualified service		111,974	122,410
Available upon <b>20 years</b> of qualified service		114,774	125,471
Available upon <b>25 years</b> of qualified service		117,643	128,607

- Upon employment, credit may be granted on the basis of one step for each full year of equivalent or comparable experience.
- Education units are based on semester unit equivalent.
- Advanced degree stipend for MA, \$1300; EdD or PhD, \$1600
- Substitute daily rate of pay is \$386.94



**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**Teacher, Resource Specialist**  
**Schedule 77**  
**2022-2023**

230 Days / 7 Hours – Annual Salary

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
STEP	BA	BA + 15 units	BA + 30 units	BA + 45 units	BA + 60 units	BA + 75 units
1	69,007	70,904	72,855	74,676	76,543	78,457
2	70,732	72,678	74,676	76,543	78,457	80,418
3	72,500	74,494	76,543	78,457	80,418	82,428
4	74,313	76,356	78,457	80,418	82,428	84,488
5	76,170	78,265	80,418	82,428	84,488	86,601
6	78,075	80,222	82,428	84,488	86,601	88,766
7	80,027	82,228	84,488	86,601	88,766	90,986
8	82,027	84,283	86,601	88,766	90,986	93,260
9	84,078	86,390	88,766	90,986	93,260	95,591
10	86,180	88,550	90,986	93,260	95,591	97,981
11	88,334	90,764	93,260	95,591	97,981	100,430
12	90,543	93,033	95,591	97,981	100,430	102,941
13		95,359	97,981	100,430	102,941	105,515
14			100,430	102,941	105,515	108,152
15				105,515	108,152	110,857
16					110,857	113,628
Available upon <b>17 years</b> of qualified service	92,807	97,743	102,941	108,152	113,628	116,468
Available upon <b>19 years</b> of qualified service		100,186	105,515	110,857	116,468	119,380
Available upon <b>21 years</b> of qualified service			108,152	113,628	119,380	122,365
Available upon <b>23 years</b> of qualified service				116,468	122,365	125,424
Available upon <b>25 years</b> of qualified service					125,424	128,560

- 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.
- Education units are based on semester unit equivalent.
- 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 \$42.86 as of the 21st day

KERN COUNTY SUPERINTENDENT OF SCHOOLS  
**Program Psychologist**  
**Schedule 78**  
2022-2023

205 Days / 8 Hours – Annual Salary

Step	
1	82,428
2	86,728
3	91,031
4	95,328
5	99,629
6	103,928
7	108,231
8	112,528
9	116,831
10	117,545
Available upon <b>17 years</b> of qualified service	120,074
Available upon <b>19 years</b> of qualified service	122,603
Available upon <b>21 years</b> of qualified service	125,133
Available upon <b>23 years</b> of qualified service	127,665
Available upon <b>25 years</b> of qualified service	130,194

- 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 \$402.08

KERN COUNTY SUPERINTENDENT OF SCHOOLS  
**Assessment Psychologist**  
**Schedule 79**  
2022-2023

215 Days / 8 Hours – Annual Salary

Step	
1	86,448
2	90,960
3	95,470
4	99,978
5	104,488
6	109,000
7	113,507
8	118,016
9	122,529
10	123,281
Available upon <b>17 years</b> of qualified service	125,926
Available upon <b>19 years</b> of qualified service	128,583
Available upon <b>21 years</b> of qualified service	131,236
Available upon <b>23 years</b> of qualified service	133,892
Available upon <b>25 years</b> of qualified service	136,544

- 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 \$402.08