

Joint Resolution Opposing the Proposed Executive Leadership Salary Schedule as Presented

09/25/2026

Whereas, the Kern Community College District has proposed a new Executive Leadership Salary Schedule effective October 1, 2026, establishing ten salary steps with 3.5 percent progression between steps for Vice Chancellors, College Presidents, and the Chancellor, with proposed ranges extending to \$372,483.12, \$377,196.70, and \$508,861.88, respectively;

Whereas, the District identifies competitiveness, recruitment and retention, internal parity, and organizational stability as justification for the proposed schedule, yet the supporting materials do not include a comprehensive compensation study identifying comparable districts, explaining the methodology used to establish the proposed ranges or accounting for regional cost of living and compensation levels among comparable Central Valley community college districts;

Whereas, BP 6200 requires budget projections to address long-term goals and commitments; AP 6200 requires budget-development processes to include consultation with appropriate groups; and AP 6300 calls for responsible stewardship, identification of revenue sources before making short- and long-term commitments, reliable fiscal information for decision-making, and broad-based input in fiscal planning;

Whereas, the Districtwide Budget Committee (DWBC) is specifically charged with reviewing District-wide processes related to budget development and making recommendations on matters that may impact long-term operations or allocations, as well as reviewing long-term trends in District-wide fiscal health, yet the proposed Executive Leadership Salary Schedule was not reviewed by the DWBC prior to being advanced toward Board consideration;

Whereas, BP 2510 affirms the Board's commitment to participatory decision-making and provides that, except in unforeseeable emergencies, appropriate constituent groups shall be given an opportunity to participate before the Board acts on matters subject to that policy; the proposed salary schedule was presented through District Consultation Council as a report rather than through a process allowing constituent groups to meaningfully review, deliberate upon, and provide recommendations regarding the proposal before Board consideration;

Whereas, the District estimates an additional salary cost of \$39,053.91 for Fiscal Year 2026–27 and approximately \$52,071.88 annually thereafter, exclusive of statutory benefits, while the supporting materials do not provide a multi-year projection of benefit costs, future step progression, or the cumulative fiscal obligation associated with the ten-step structure;

Therefore, have it be resolved, that the Academic Senates of Bakersfield College, Cerro Coso Community College, and Porterville College oppose approval of the proposed Executive Leadership Salary Schedule and initial placements **as currently presented** and urge the Kern Community College District Board of Trustees to defer action until additional analysis and meaningful participatory review have occurred;

Resolved, that prior to returning the proposal to the Board, the Academic Senates implore the District to complete and publicly provide a comprehensive compensation study identifying appropriate comparable districts; examining executive salaries and total compensation within comparable Central Valley and other similarly situated community college districts; considering regional cost of living, institutional characteristics, and scope of responsibility; and explaining the methodology used to establish the proposed ranges, placements, and progression structure;

Resolved, that the Academic Senates implore the District to present the proposed salary schedule, compensation study, and complete multi-year fiscal analysis to the Districtwide Budget Committee, District Consultation Council, and other appropriate constituent groups with sufficient time for meaningful review and recommendations before the proposal returns to the Board of Trustees; and

Resolved, that when evaluating salary competitiveness and equity across the District, the Academic Senates encourage a comprehensive approach that considers the workforce as a whole—including examination of the District's lowest-paid classifications—and addresses represented employees through the appropriate collective bargaining processes before prioritizing additional compensation increases for the District's highest-paid positions.

Approved by Porterville College Academic Senate 09/25/2026

Approved by Bakersfield College Academic Senate XX/XX/XXXX

Approved by Cerro Coso Community College XX/XX/XXXX