SUBJECT: Executive Leadership Salary Schedule and Initial Placement

Recommendation

It is recommended that the Board of Trustees approve the initial placement of designated executive leadership employees on the Kern Community College District Executive Leadership Salary Schedule, effective October 1, 2026, as presented below.

Background

The District has established a new Executive Leadership Salary Schedule for Vice Chancellors, College Presidents, and the Chancellor, effective October 1, 2026. The schedule provides ten salary steps for each executive classification with 3.5% progression between steps.

Implementation of the new schedule is intended to establish a more consistent and predictable compensation structure for executive leadership positions across the District. In determining initial placement, the District considered the need to:

- establish appropriate parity among positions with comparable levels of executive responsibility;
- provide greater consistency in salary placement across the District;
- create a predictable compensation framework for current and future executive appointments;
- maintain competitive compensation necessary to attract and retain qualified executive leadership; and
- promote leadership continuity and organizational stability throughout the District.

Because existing executive salaries developed under different appointment circumstances and compensation structures, initial placement on the new schedule does not result in identical percentage increases for each employee. Rather, the recommended placements establish an appropriate starting point within the new structure while addressing existing salary relationships and internal alignment.

The recommended placements also include employees currently serving in interim executive assignments. Including interim appointments ensures that employees performing the duties and responsibilities of positions covered by the Executive Leadership Salary Schedule are compensated within the same established structure during the period of their executive service.

For College Presidents, the recommended placement at Step 2 establishes a common salary point for the three presidential positions. This results in the largest individual adjustment for the Porterville College President, whose current salary is below the salaries of the other College Presidents. The adjustment is therefore primarily attributable to establishing parity among the presidential positions under the new schedule.

For Vice Chancellors, placement at Step 3 establishes greater alignment between the current Vice Chancellor salaries. The recommended placement of Vice Chancellor Medlin reflects the need to maintain appropriate internal parity following prior compensation adjustments affecting the other Vice Chancellor position.

The Interim Chancellor is recommended for placement at Step 2. Because the Interim Chancellor's existing salary is already substantially aligned with that step, the resulting adjustment is minimal.

Executive Compensation Placement				
Employee	**Current Annual Salary**	**New Annual Salary**	**New Step**	**FY26 Increase**
Corey Marvin — *Interim* Cerro Coso President	$ 280,213.00	$ 286,447.53	2	**$ 4,675.90**
Stacy Pfluger — Bakersfield College President	$ 280,621.71	$ 286,447.53	2	**$ 4,369.37**
Primavera Monarrez — Porterville College President	$ 264,957.00	$ 286,447.53	2	**$ 16,117.90**
Heather Ostash — *Interim* Vice Chancellor	$ 287,138.33	$ 292,768.40	3	**$ 4,222.55**
Rian Medlin — Vice Chancellor	$ 280,134.96	$ 292,768.36	3	**$ 9,475.05**
Sean Hancock — *Interim* Chancellor	$ 386,178.06	$ 386,435.59	2	**$ 193.15**
				$ 39,053.91

*FY 2026-27 fiscal impact reflects implementation effective October 1, 2026.

Fiscal Impact

The estimated additional salary cost for Fiscal Year 2026-27, based on an October 1, 2026 effective date, is **$39,053.91**, exclusive of associated statutory benefits.

The annualized salary impact of these placements is approximately **$52,071.88**, exclusive of associated statutory benefits.

Rationale

Approval of these placements establishes a consistent baseline for executive compensation under the new salary schedule. The recommended action is intended to address existing salary disparities, establish predictable placement within clearly defined executive salary ranges, strengthen the District's ability to recruit and retain qualified leaders, and support long-term stability and continuity in executive leadership.

Requested Board Action

Approve the executive leadership salary placements as presented, effective October 1, 2026.