

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
EXECUTIVE MANAGEMENT SALARY SCHEDULE
FISCAL YEAR 2025-2026**

Effective: 7/1/2025

Board Approved: 10/10/2023

3% increase over 2024-2025

Range	Step 1	Step 2	Step 3	Step 4	Step X (Longevity)
EM-1					
Chancellor	412,797	433,435	455,110	477,862	N/A
EM-2					
President, Evergreen Valley College	308,888	324,333	340,547	357,575	368,302
President, San Jose City College	308,888	324,333	340,547	357,575	368,302
Vice Chancellor, Administrative Services	308,888	324,333	340,547	357,575	368,302
Vice Chancellor, Educational Services	308,888	324,333	340,547	357,575	368,302
Vice Chancellor, Human Resources	308,888	324,333	340,547	357,575	368,302
EM-3					
Associate Vice Chancellor, Information Technology Services and Solutions	276,836	290,678	305,213	320,474	330,088
Associate Vice Chancellor, Physical Plant Development and Operations	276,836	290,678	305,213	320,474	330,088

NOTES REGARDING EARNINGS:

Longevity Increment (for EM-2 & EM-3)

3% per year beginning the fifth year of service

Educational Degree Award (for EM-2 and EM-3)

\$2,500 per year for employees who receive a doctorate degree from an accredited institution.

Community Engagement, Networking and Hospitality Allowance

Chancellor: \$2000 per month

Presidents: \$1000 per month

Vice Chancellors and Associate Vice Chancellors: \$400 per month