

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2025-2026 FULL-TIME FACULTY REGULAR OVERLOAD
LAB SALARY SCHEDULE
(PER SEMESTER)

Effective: 7/1/2025

3% Increase over 2024-2025

Board Approved: 12/19/2023

79% Pro-Rata of Full Time Salary Schedule

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
DISCIPLINES REQUIRING MASTER'S DEGREE:					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
DISCIPLINES NOT REQUIRING MASTER'S DEGREE:					
	Minimum Qualifications AA + 6 Years	AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
STEP					
1	37,773	39,208	40,778	42,349	43,774
2	39,095	40,580	42,206	43,966	45,391
3	40,463	42,003	43,681	45,582	47,008
4	41,920	43,515	45,254	47,197	48,623
5	43,388	45,036	46,835	48,816	50,243
6 **	44,949	46,657	48,524	50,426	51,852
7	46,356	48,118	50,042	52,049	53,475
8	46,359	48,119	50,044	53,665	55,092
9	47,286	49,082	51,646	54,740	56,164
10	48,231	50,064	52,678	55,952	57,377
11	49,196	51,064	53,731	57,190	58,648
<i>For possible future negotiations.</i>					
12	51,428	53,382	56,171	59,786	61,309
13	51,428	53,382	57,489	61,190	62,749
14			57,489	61,190	62,749
15			57,489	61,190	62,749
16			58,840	62,628	64,223
17			58,840	62,628	64,223
18				64,100	65,733
19				65,606	67,277

Disciplines requiring Master's Degree placement: Graduate level semester units see Article 9.4
* Disciplines not requiring Master's Degree placement: Semester units in assigned field.
** Maximum initial step placement