

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

Effective: 7/1/2025

3% Increase over 2024-2025

Board Approved: 12/19/2023

68.38% Pro-Rata of Full-Time Salary Schedule

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
DISCIPLINES REQUIRING MASTER'S DEGREE:					
Minimum Qualifications		BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
Master's Degree					
DISCIPLINES NOT REQUIRING MASTER'S DEGREE:					
Minimum Qualifications		AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
AA + 6 Years					
STEP					
1	32,696	33,938	35,296	36,656	37,890
2	33,840	35,125	36,532	38,056	39,289
3	35,023	36,356	37,809	39,455	40,689
4	36,285	37,665	39,170	40,853	42,087
5	37,555	38,981	40,539	42,254	43,489
6 **	38,907	40,385	42,001	43,647	44,882
7	40,124	41,650	43,315	45,052	46,286
8	40,127	41,650	43,317	46,451	47,686
9	40,929	42,483	44,703	47,381	48,614
10	41,748	43,334	45,597	48,430	49,664
11	42,583	44,199	46,508	49,502	50,764
<i>For possible future negotiations.</i>					
12	44,515	46,206	48,620	51,749	53,067
13	44,515	46,206	49,761	52,964	54,314
14			49,761	52,964	54,314
15			49,761	52,964	54,314
16			50,930	54,209	55,589
17			50,930	54,209	55,589
18				55,483	56,896
19				56,787	58,233

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