

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2025-2026 ACADEMIC SALARY SCHEDULE
10 Month

Effective: 7/1/2025

Board Approved: 12/19/2023

3% Increase over 2024-2025

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
DISCIPLINES REQUIRING MASTER'S DEGREE:					
Minimum Qualifications	BA + 45#	BA + 60#	BA + 81#		Doctorate
Master's Degree	w/MA	w/MA	w/MA		
DISCIPLINES NOT REQUIRING MASTER'S DEGREE:					
Minimum Qualifications	AA + 40 *	AA + 80 *	Master's Degree		Doctorate
AA + 6 Years	or Bachelor's Degree	or BA + 20 *			
STEP					
1	95,629	99,262	103,236	107,213	110,821
2	98,975	102,735	106,851	111,306	114,915
3	102,437	106,336	110,584	115,398	119,008
4	106,127	110,164	114,567	119,487	123,097
5	109,843	114,014	118,569	123,586	127,197
6 **	113,795	118,119	122,845	127,661	131,271
7	117,357	121,818	126,688	131,770	135,379
8	117,365	121,819	126,694	135,862	139,473
9	119,711	124,257	130,749	138,582	142,187
10	122,105	126,744	133,363	141,651	145,259
11	124,548	129,276	136,027	144,784	148,476
12	130,198	135,144	142,204	151,356	155,212
13	130,198	135,144	145,543	154,911	158,859
14			145,543	154,911	158,859
15			145,543	154,911	158,859
16 ***			148,962	158,552	162,589
17			148,962	158,552	162,589
18 ***				162,279	166,412
19 ***				166,092	170,322

Disciplines requiring Master's Degree - placement: Graduate level semester units see Article 8.4

* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.

** Maximum initial step placement

*** Steps 16, 18, and 19 require Professional Recognition plan approved by Professional Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)