

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2025-2026 ACADEMIC SALARY SCHEDULE
11 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	105,192	109,188	113,560	117,934	121,903
2	108,873	113,009	117,536	122,437	126,407
3	112,681	116,970	121,642	126,938	130,909
4	116,740	121,180	126,024	131,436	135,407
5	120,827	125,415	130,426	135,945	139,917
6 **	125,175	129,931	135,130	140,427	144,398
7	129,093	134,000	139,357	144,947	148,917
8	129,102	134,001	139,363	149,448	153,420
9	131,682	136,683	143,824	152,440	156,406
10	134,316	139,418	146,699	155,816	159,785
11	137,003	142,204	149,630	159,262	163,324
12	143,218	148,658	156,424	166,492	170,733
13	143,218	148,658	160,097	170,402	174,745
14			160,097	170,402	174,745
15			160,097	170,402	174,745
16 ***			163,858	174,407	178,848
17			163,858	174,407	178,848
18 ***				178,507	183,053
19 ***				182,701	187,354

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)