

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT**  
**EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**FISCAL YEAR 2026-2027**

Effective: 7/1/2026

Board Approved:

5% Increase Over 2026 Compensation Study Schedule

| Range                                                                       | Step 1  | Step 2  | Step 3  | Step 4  | Step 5  | Step X<br>(Longevity) |
|-----------------------------------------------------------------------------|---------|---------|---------|---------|---------|-----------------------|
| <b>EM-1</b>                                                                 |         |         |         |         |         |                       |
| Chancellor                                                                  | 433,437 | 455,107 | 477,866 | 501,755 | 526,843 | N/A                   |
| <b>EM-2</b>                                                                 |         |         |         |         |         |                       |
| President, Evergreen Valley College                                         | 324,332 | 340,550 | 357,574 | 375,454 | 394,226 | 406,053               |
| President, San Jose City College                                            | 324,332 | 340,550 | 357,574 | 375,454 | 394,226 | 406,053               |
| Vice Chancellor, Administrative Services                                    | 324,332 | 340,550 | 357,574 | 375,454 | 394,226 | 406,053               |
| Vice Chancellor, Educational Services & Planning                            | 324,332 | 340,550 | 357,574 | 375,454 | 394,226 | 406,053               |
| Vice Chancellor, Human Resources                                            | 324,332 | 340,550 | 357,574 | 375,454 | 394,226 | 406,053               |
| <b>EM-3</b>                                                                 |         |         |         |         |         |                       |
| Associate Vice Chancellor, Information Technology<br>Services and Solutions | 290,678 | 305,212 | 320,474 | 336,498 | 353,323 | 363,923               |
| Associate Vice Chancellor, Capital Projects and<br>Operations               | 290,678 | 305,212 | 320,474 | 336,498 | 353,323 | 363,923               |

**NOTES REGARDING EARNINGS:**

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

3% per year beginning the sixth 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 and Vice Chancellors: \$1000 per month

Associate Vice Chancellors: \$500 per month