

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT

2026-2027 ADJUNCT LAB SALARY SCHEDULE

(PER SEMESTER)

Effective: 7/1/2026

5% Increase over 2025-2026

Board Approved: 6/9/2026

80% 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	40,164	41,690	43,359	45,030	46,545
2	41,570	43,149	44,878	46,748	48,264
3	43,024	44,661	46,445	48,467	49,983
4	44,573	46,269	48,118	50,184	51,701
5	46,134	47,886	49,799	51,906	53,423
6 **	47,794	49,610	51,595	53,618	55,134
7	49,290	51,164	53,209	55,344	56,859
8	49,293	51,164	53,212	57,062	58,579
9	50,279	52,188	54,914	58,204	59,718
10	51,284	53,232	56,012	59,494	61,009
11	52,310	54,296	57,131	60,809	62,360
<i>For possible future negotiations.</i>					
12	54,683	56,760	59,726	63,570	65,189
13	54,683	56,760	61,128	65,063	66,721
14			61,128	65,063	66,721
15			61,128	65,063	66,721
16			62,564	66,592	68,287
17			62,564	66,592	68,287
18				68,157	69,893
19				69,759	71,535

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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT

2027-2028 ADJUNCT LAB SALARY SCHEDULE

(PER SEMESTER)

Effective: 7/1/2027

4% Increase over 2026-2027

Board Approved: 6/9/2026

80% 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	41,770	43,358	45,094	46,831	48,406
2	43,232	44,875	46,673	48,618	50,195
3	44,744	46,448	48,303	50,406	51,982
4	46,356	48,120	50,043	52,192	53,769
5	47,979	49,802	51,791	53,982	55,560
6 **	49,706	51,594	53,658	55,762	57,339
7	51,262	53,210	55,337	57,557	59,134
8	51,265	53,210	55,340	59,344	60,922
9	52,290	54,276	57,111	60,532	62,107
10	53,335	55,362	58,253	61,873	63,449
11	54,402	56,468	59,416	63,242	64,854
<i>For possible future negotiations.</i>					
12	56,870	59,031	62,115	66,112	67,797
13	56,870	59,031	63,573	67,665	69,390
14			63,573	67,665	69,390
15			63,573	67,665	69,390
16			65,066	69,256	71,019
17			65,066	69,256	71,019
18				70,884	72,689
19				72,549	74,397

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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT

2028-2029 ADJUNCT LAB SALARY SCHEDULE

(PER SEMESTER)

Effective: 7/1/2028

4% Increase over 2027-2028

Board Approved: 6/9/2026

80% 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	43,441	45,092	46,897	48,704	50,343
2	44,962	46,670	48,540	50,563	52,202
3	46,534	48,306	50,235	52,422	54,062
4	48,210	50,044	52,044	54,279	55,920
5	49,898	51,794	53,862	56,142	57,782
6 **	51,694	53,658	55,805	57,993	59,633
7	53,312	55,338	57,551	59,860	61,499
8	53,315	55,339	57,554	61,718	63,359
9	54,382	56,447	59,395	62,954	64,592
10	55,469	57,576	60,583	64,348	65,987
11	56,578	58,727	61,793	65,771	67,448
<i>For possible future negotiations.</i>					
12	59,145	61,392	64,599	68,757	70,509
13	59,145	61,392	66,116	70,372	72,165
14			66,116	70,372	72,165
15			66,116	70,372	72,165
16			67,669	72,026	73,860
17			67,669	72,026	73,860
18				73,719	75,596
19				75,451	77,373

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