

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT

2026-2027 ADJUNCT LECTURE SALARY SCHEDULE

(PER SEMESTER)

Effective: 7/1/2026

5% Increase over 2025-2026

Board Approved: 6/9/2026

77% 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	38,658	40,127	41,733	43,341	44,799
2	40,011	41,531	43,195	44,995	46,454
3	41,410	42,986	44,704	46,650	48,109
4	42,902	44,534	46,314	48,302	49,762
5	44,404	46,090	47,931	49,960	51,419
6 **	46,002	47,750	49,660	51,607	53,066
7	47,442	49,245	51,213	53,268	54,727
8	47,445	49,245	51,216	54,922	56,382
9	48,393	50,231	52,855	56,022	57,479
10	49,361	51,236	53,912	57,263	58,721
11	50,348	52,260	54,989	58,529	60,022
<i>For possible future negotiations.</i>					
12	52,633	54,632	57,486	61,186	62,745
13	52,633	54,632	58,836	62,623	64,219
14			58,836	62,623	64,219
15			58,836	62,623	64,219
16			60,218	64,095	65,726
17			60,218	64,095	65,726
18				65,601	67,272
19				67,143	68,853

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 LECTURE SALARY SCHEDULE

(PER SEMESTER)

Effective: 7/1/2027

4% Increase over 2026-2027

Board Approved: 6/9/2026

77% 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	40,204	41,732	43,403	45,075	46,591
2	41,611	43,192	44,923	46,795	48,312
3	43,066	44,706	46,492	48,516	50,033
4	44,618	46,315	48,166	50,234	51,752
5	46,180	47,934	49,849	51,958	53,476
6 **	47,842	49,660	51,646	53,671	55,189
7	49,339	51,215	53,262	55,399	56,916
8	49,342	51,215	53,265	57,119	58,637
9	50,329	52,240	54,969	58,262	59,778
10	51,335	53,286	56,068	59,553	61,070
11	52,362	54,350	57,188	60,870	62,422
<i>For possible future negotiations.</i>					
12	54,738	56,817	59,785	63,633	65,254
13	54,738	56,817	61,189	65,128	66,787
14			61,189	65,128	66,787
15			61,189	65,128	66,787
16			62,626	66,659	68,356
17			62,626	66,659	68,356
18				68,225	69,963
19				69,829	71,607

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 LECTURE SALARY SCHEDULE

(PER SEMESTER)

Effective: 7/1/2028

4% Increase over 2027-2028

Board Approved: 6/9/2026

77% 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	41,812	43,401	45,139	46,878	48,455
2	43,276	44,919	46,719	48,667	50,245
3	44,789	46,494	48,351	50,457	52,034
4	46,403	48,168	50,093	52,244	53,823
5	48,027	49,851	51,843	54,036	55,615
6 **	49,755	51,646	53,712	55,818	57,397
7	51,313	53,263	55,393	57,615	59,193
8	51,316	53,264	55,395	59,404	60,983
9	52,342	54,330	57,168	60,593	62,169
10	53,389	55,417	58,311	61,935	63,513
11	54,457	56,525	59,476	63,305	64,919
<i>For possible future negotiations.</i>					
12	56,927	59,090	62,177	66,178	67,865
13	56,927	59,090	63,637	67,733	69,459
14			63,637	67,733	69,459
15			63,637	67,733	69,459
16			65,132	69,325	71,090
17			65,132	69,325	71,090
18				70,954	72,762
19				72,622	74,471

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