

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2026-2027 FULL-TIME FACULTY REGULAR OVERLOAD
LAB SALARY SCHEDULE
(PER SEMESTER)

Effective: 7/1/2026

5% Increase over 2025-2026

Board Approved: 6/9/2026

79% 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	39,662	41,169	42,817	44,467	45,963
2	41,050	42,609	44,317	46,164	47,661
3	42,486	44,103	45,865	47,861	49,358
4	44,016	45,690	47,517	49,557	51,055
5	45,557	47,287	49,176	51,257	52,755
6 **	47,197	48,990	50,950	52,947	54,445
7	48,674	50,524	52,544	54,652	56,148
8	48,677	50,524	52,546	56,349	57,847
9	49,650	51,536	54,228	57,477	58,972
10	50,643	52,567	55,312	58,750	60,246
11	51,656	53,617	56,417	60,049	61,581
<i>For possible future negotiations.</i>					
12	54,000	56,051	58,979	62,775	64,374
13	54,000	56,051	60,364	64,250	65,887
14			60,364	64,250	65,887
15			60,364	64,250	65,887
16			61,782	65,760	67,434
17			61,782	65,760	67,434
18				67,305	69,020
19				68,887	70,641

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 FULL-TIME FACULTY REGULAR OVERLOAD
LAB SALARY SCHEDULE
(PER SEMESTER)

Effective: 7/1/2027

4% Increase over 2026-2027

Board Approved: 6/9/2026

79% 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	41,248	42,816	44,530	46,245	47,801
2	42,692	44,314	46,089	48,011	49,567
3	44,185	45,867	47,699	49,776	51,333
4	45,777	47,518	49,417	51,539	53,097
5	47,379	49,179	51,143	53,308	54,865
6 **	49,084	50,949	52,988	55,065	56,622
7	50,621	52,545	54,645	56,838	58,394
8	50,624	52,545	54,648	58,603	60,160
9	51,636	53,597	56,397	59,776	61,331
10	52,669	54,670	57,525	61,100	62,656
11	53,722	55,762	58,674	62,451	64,044
<i>For possible future negotiations.</i>					
12	56,160	58,293	61,338	65,286	66,949
13	56,160	58,293	62,779	66,819	68,522
14			62,779	66,819	68,522
15			62,779	66,819	68,522
16			64,253	68,390	70,131
17			64,253	68,390	70,131
18				69,998	71,780
19				71,642	73,467

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 FULL-TIME FACULTY REGULAR OVERLOAD
LAB SALARY SCHEDULE
(PER SEMESTER)

Effective: 7/1/2028

4% Increase over 2027-2028

Board Approved: 6/9/2026

79% 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	42,898	44,528	46,311	48,095	49,714
2	44,400	46,086	47,933	49,931	51,550
3	45,952	47,702	49,607	51,767	53,386
4	47,608	49,419	51,394	53,601	55,221
5	49,275	51,146	53,189	55,440	57,060
6 **	51,048	52,987	55,107	57,268	58,887
7	52,646	54,647	56,831	59,111	60,730
8	52,649	54,647	56,834	60,947	62,567
9	53,702	55,741	58,653	62,167	63,784
10	54,775	56,856	59,826	63,544	65,162
11	55,871	57,993	61,021	64,949	66,605
<i>For possible future negotiations.</i>					
12	58,406	60,625	63,792	67,897	69,627
13	58,406	60,625	65,290	69,492	71,263
14			65,290	69,492	71,263
15			65,290	69,492	71,263
16			66,823	71,126	72,936
17			66,823	71,126	72,936
18				72,797	74,651
19				74,508	76,406

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