

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

Effective: 7/1/2026

5% Increase over 2025-2026

Board Approved: 6/9/2026

68.38% 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	34,330	35,635	37,061	38,489	39,784
2	35,532	36,881	38,359	39,958	41,254
3	36,774	38,174	39,699	41,427	42,723
4	38,099	39,548	41,129	42,895	44,191
5	39,433	40,931	42,566	44,367	45,663
6 **	40,852	42,404	44,101	45,830	47,126
7	42,131	43,732	45,480	47,305	48,600
8	42,133	43,732	45,483	48,774	50,070
9	42,976	44,608	46,938	49,750	51,044
10	43,835	45,500	47,877	50,852	52,147
11	44,712	46,410	48,833	51,977	53,302
<i>For possible future negotiations.</i>					
12	46,740	48,516	51,050	54,336	55,720
13	46,740	48,516	52,249	55,612	57,030
14			52,249	55,612	57,030
15			52,249	55,612	57,030
16			53,477	56,920	58,368
17			53,477	56,920	58,368
18				58,257	59,741
19				59,626	61,145

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
LECTURE SALARY SCHEDULE
(PER SEMESTER)

Effective: 7/1/2027

4% Increase over 2026-2027

Board Approved: 6/9/2026

68.38% 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	35,703	37,060	38,544	40,029	41,375
2	36,953	38,357	39,894	41,557	42,904
3	38,245	39,701	41,287	43,085	44,432
4	39,623	41,130	42,774	44,611	45,959
5	41,010	42,568	44,268	46,141	47,490
6 **	42,486	44,100	45,865	47,663	49,011
7	43,816	45,481	47,299	49,197	50,544
8	43,819	45,482	47,302	50,725	52,073
9	44,695	46,392	48,815	51,740	53,086
10	45,588	47,320	49,792	52,886	54,233
11	46,500	48,266	50,786	54,056	55,434
<i>For possible future negotiations.</i>					
12	48,610	50,457	53,093	56,510	57,949
13	48,610	50,457	54,339	57,837	59,311
14			54,339	57,837	59,311
15			54,339	57,837	59,311
16			55,616	59,196	60,703
17			55,616	59,196	60,703
18				60,588	62,131
19				62,011	63,591

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
LECTURE SALARY SCHEDULE
(PER SEMESTER)

Effective: 7/1/2028

4% Increase over 2027-2028

Board Approved: 6/9/2026

68.38% 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	37,131	38,542	40,085	41,630	43,031
2	38,431	39,891	41,489	43,219	44,620
3	39,775	41,289	42,939	44,808	46,209
4	41,208	42,775	44,485	46,395	47,797
5	42,651	44,271	46,039	47,987	49,389
6 **	44,185	45,864	47,699	49,569	50,971
7	45,568	47,300	49,192	51,165	52,566
8	45,571	47,301	49,194	52,753	54,156
9	46,483	48,248	50,768	53,810	55,210
10	47,412	49,213	51,783	55,001	56,403
11	48,360	50,197	52,818	56,218	57,652
<i>For possible future negotiations.</i>					
12	50,554	52,475	55,216	58,770	60,267
13	50,554	52,475	56,513	60,150	61,683
14			56,513	60,150	61,683
15			56,513	60,150	61,683
16			57,840	61,564	63,131
17			57,840	61,564	63,131
18				63,011	64,616
19				64,492	66,134

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