

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2026-2027 ACADEMIC SALARY SCHEDULE
10 Month

Effective: 7/1/2026

Board Approved: 6/9/2026

5% Increase over 2025-2026

	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	100,410	104,225	108,398	112,574	116,362
2	103,924	107,872	112,194	116,871	120,661
3	107,559	111,653	116,113	121,168	124,958
4	111,433	115,672	120,295	125,461	129,252
5	115,335	119,715	124,497	129,765	133,557
6 **	119,485	124,025	128,987	134,044	137,835
7	123,225	127,909	133,022	138,359	142,148
8	123,233	127,910	133,029	142,655	146,447
9	125,697	130,470	137,286	145,511	149,296
10	128,210	133,081	140,031	148,734	152,522
11	130,775	135,740	142,828	152,023	155,900
12	136,708	141,901	149,314	158,924	162,973
13	136,708	141,901	152,820	162,657	166,802
14			152,820	162,657	166,802
15			152,820	162,657	166,802
16 ***			156,410	166,480	170,718
17			156,410	166,480	170,718
18 ***				170,393	174,733
19 ***				174,397	178,838

Disciplines requiring Master's Degree - placement: Graduate level semester units
see Article 8.4

* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.

** Maximum initial step placement

*** Steps 16, 18, and 19 require Professional Recognition plan approved by Professional
Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2027-2028 ACADEMIC SALARY SCHEDULE
10 Month

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase over 2026-2027

	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	104,426	108,394	112,734	117,077	121,016
2	108,081	112,187	116,682	121,546	125,487
3	111,861	116,119	120,758	126,015	129,956
4	115,890	120,299	125,107	130,479	134,422
5	119,948	124,504	129,477	134,956	138,899
6 **	124,264	128,986	134,146	139,406	143,348
7	128,154	133,025	138,343	143,893	147,834
8	128,162	133,026	138,350	148,361	152,305
9	130,725	135,689	142,777	151,331	155,268
10	133,338	138,404	145,632	154,683	158,623
11	136,006	141,170	148,541	158,104	162,136
12	142,176	147,577	155,287	165,281	169,492
13	142,176	147,577	158,933	169,163	173,474
14			158,933	169,163	173,474
15			158,933	169,163	173,474
16 ***			162,666	173,139	177,547
17			162,666	173,139	177,547
18 ***				177,209	181,722
19 ***				181,373	185,992

Disciplines requiring Master's Degree - placement: Graduate level semester units
see Article 8.4

* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.

** Maximum initial step placement

*** Steps 16, 18, and 19 require Professional Recognition plan approved by Professional
Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2028-2029 ACADEMIC SALARY SCHEDULE
10 Month

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase over 2027-2028

	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	108,603	112,730	117,243	121,760	125,857
2	112,404	116,674	121,349	126,408	130,506
3	116,335	120,764	125,588	131,056	135,154
4	120,526	125,111	130,111	135,698	139,799
5	124,746	129,484	134,656	140,354	144,455
6 **	129,235	134,145	139,512	144,982	149,082
7	133,280	138,346	143,877	149,649	153,747
8	133,288	138,347	143,884	154,295	158,397
9	135,954	141,117	148,488	157,384	161,479
10	138,672	143,940	151,457	160,870	164,968
11	141,446	146,817	154,483	164,428	168,621
12	147,863	153,480	161,498	171,892	176,272
13	147,863	153,480	165,290	175,930	180,413
14			165,290	175,930	180,413
15			165,290	175,930	180,413
16 ***			169,173	180,065	184,649
17			169,173	180,065	184,649
18 ***				184,297	188,991
19 ***				188,628	193,432

Disciplines requiring Master's Degree - placement: Graduate level semester units
see Article 8.4

* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.

** Maximum initial step placement

*** Steps 16, 18, and 19 require Professional Recognition plan approved by Professional
Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)