

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2026-2027 ACADEMIC SALARY SCHEDULE
11 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	110,451	114,648	119,238	123,831	127,998
2	114,316	118,659	123,413	128,558	132,727
3	118,315	122,818	127,724	133,285	137,454
4	122,576	127,239	132,325	138,007	142,177
5	126,869	131,687	136,947	142,742	146,913
6 **	131,434	136,428	141,886	147,448	151,619
7	135,548	140,700	146,324	152,195	156,363
8	135,556	140,701	146,332	156,921	161,092
9	138,267	143,517	151,015	160,062	164,226
10	141,031	146,389	154,034	163,607	167,774
11	143,853	149,314	157,111	167,225	171,490
12	150,379	156,091	164,245	174,816	179,270
13	150,379	156,091	168,102	178,923	183,482
14			168,102	178,923	183,482
15			168,102	178,923	183,482
16 ***			172,051	183,128	187,790
17			172,051	183,128	187,790
18 ***				187,432	192,206
19 ***				191,837	196,722

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
11 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	114,869	119,233	124,007	128,785	133,118
2	118,889	123,406	128,350	133,701	138,036
3	123,047	127,731	132,834	138,617	142,952
4	127,479	132,329	137,618	143,527	147,864
5	131,943	136,954	142,425	148,452	152,789
6 **	136,690	141,885	147,561	153,347	157,683
7	140,969	146,328	152,177	158,282	162,617
8	140,978	146,329	152,185	163,197	167,536
9	143,798	149,258	157,055	166,464	170,795
10	146,672	152,244	160,195	170,151	174,485
11	149,607	155,287	163,395	173,914	178,350
12	156,394	162,335	170,816	181,809	186,441
13	156,394	162,335	174,826	186,079	190,821
14			174,826	186,079	190,821
15			174,826	186,079	190,821
16 ***			178,933	190,453	195,302
17			178,933	190,453	195,302
18 ***				194,930	199,894
19 ***				199,510	204,591

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
11 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	119,463	124,003	128,967	133,936	138,443
2	123,644	128,341	133,484	139,049	143,557
3	127,969	132,840	138,147	144,162	148,669
4	132,579	137,622	143,122	149,268	153,779
5	137,221	142,432	148,122	154,389	158,901
6 **	142,159	147,560	153,463	159,480	163,990
7	146,608	152,181	158,265	164,614	169,122
8	146,617	152,182	158,272	169,725	174,237
9	149,549	155,229	163,337	173,122	177,627
10	152,539	158,334	166,603	176,957	181,465
11	155,591	161,499	169,931	180,871	185,483
12	162,649	168,828	177,648	189,081	193,899
13	162,649	168,828	181,819	193,523	198,454
14			181,819	193,523	198,454
15			181,819	193,523	198,454
16 ***			186,090	198,072	203,114
17			186,090	198,072	203,114
18 ***				202,727	207,890
19 ***				207,491	212,775

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)