

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2026-2027 INTERSESSION AND SUMMER FULL-TIME PRORATA
SALARY SCHEDULE FOR FIRST 40% LOAD
LECTURE

Effective: 7/1/2026

5% Increase over 2026-2027

Board Approved: 6/9/2026

73% 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	36,650	38,042	39,565	41,090	42,472
2	37,932	39,373	40,951	42,658	44,041
3	39,259	40,753	42,381	44,226	45,610
4	40,673	42,220	43,908	45,793	47,177
5	42,097	43,696	45,441	47,364	48,748
6 **	43,612	45,269	47,080	48,926	50,310
7	44,977	46,687	48,553	50,501	51,884
8	44,980	46,687	48,556	52,069	53,453
9	45,879	47,622	50,109	53,112	54,493
10	46,797	48,575	51,111	54,288	55,671
11	47,733	49,545	52,132	55,488	56,904
12	49,898	51,794	54,500	58,007	59,485
13	49,898	51,794	55,779	59,370	60,883
14			55,779	59,370	60,883
15			55,779	59,370	60,883
16			57,090	60,765	62,312
17			57,090	60,765	62,312
18				62,193	63,778
19				63,655	65,276

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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2027-2028 INTERSESSION AND SUMMER FULL-TIME PRORATA
SALARY SCHEDULE FOR FIRST 40% LOAD
LECTURE

Effective: 7/1/2027

4% Increase over 2026-2027

Board Approved: 6/9/2026

73% 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	38,115	39,564	41,148	42,733	44,171
2	39,450	40,948	42,589	44,364	45,803
3	40,829	42,383	44,077	45,995	47,434
4	42,300	43,909	45,664	47,625	49,064
5	43,781	45,444	47,259	49,259	50,698
6 **	45,356	47,080	48,963	50,883	52,322
7	46,776	48,554	50,495	52,521	53,959
8	46,779	48,554	50,498	54,152	55,591
9	47,715	49,526	52,114	55,236	56,673
10	48,668	50,517	53,156	56,459	57,897
11	49,642	51,527	54,217	57,708	59,180
12	51,894	53,866	56,680	60,328	61,865
13	51,894	53,866	58,011	61,744	63,318
14			58,011	61,744	63,318
15			58,011	61,744	63,318
16			59,373	63,196	64,805
17			59,373	63,196	64,805
18				64,681	66,329
19				66,201	67,887

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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2028-2029 INTERSESSION AND SUMMER FULL-TIME PRORATA
SALARY SCHEDULE FOR FIRST 40% LOAD
LECTURE

Effective: 7/1/2028

4% Increase over 2027-2028

Board Approved: 6/9/2026

73% 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	39,640	41,146	42,794	44,442	45,938
2	41,027	42,586	44,292	46,139	47,635
3	42,462	44,079	45,840	47,835	49,331
4	43,992	45,666	47,491	49,530	51,027
5	45,532	47,262	49,149	51,229	52,726
6 **	47,171	48,963	50,922	52,918	54,415
7	48,647	50,496	52,515	54,622	56,118
8	48,650	50,497	52,518	56,318	57,815
9	49,623	51,508	54,198	57,445	58,940
10	50,615	52,538	55,282	58,718	60,213
11	51,628	53,588	56,386	60,016	61,547
12	53,970	56,020	58,947	62,741	64,339
13	53,970	56,020	60,331	64,214	65,851
14			60,331	64,214	65,851
15			60,331	64,214	65,851
16			61,748	65,724	67,397
17			61,748	65,724	67,397
18				67,268	68,982
19				68,849	70,603

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