

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2026-2027 Other Contract Pay:
Non Instructional, Directed Study, Work Experience

Effective: 7/1/2026

Board Approved: 6/9/2026

5% Increase over 2025-2026

102 A Work Experience/Directed Studies

\$324.83

Applies to Work Experience, Directed Study, and other activities paid on a per student basis.

101 B Non-Instructional Per Hour Rate

\$119.28

Applies to non-instructional work, including:

- Overload work by full-time non-instructional faculty
- Work by adjunct non-instructional faculty
- Participation by adjunct non-instructional faculty in Professional Development Day (per Article 9.14)
- Participation by adjunct faculty in the Adjunct Faculty Orientation
- Faculty work on committees outside the normal contract year
- Participation by adjunct faculty in Norming activity as a preparation for board (holistic) grading
- Assessment placement
- Program review by adjunct faculty
- Curriculum development by adjunct faculty
- Grant writing by adjunct faculty
- Part-time program coordination by adjunct faculty
- Any other professional non-teaching assignment outside the regular contract for which there is not a negotiated rate

Compensation for other non-teaching duties:

1. Professional Development Days

Participation by adjunct instructional faculty in Professional Development Days shall be paid from the Adjunct Salary Schedule (Lecture, Lab, or a combination of Lecture and Lab according to the adjunct faculty member's instructional assignment).

2. Faculty Evaluation

Evaluation of adjunct faculty by full-time faculty shall be paid in accordance with Article 19.4.4 of the Faculty Contract.

3. Travel between Campuses – Concurrent Assignments

Faculty members who are required to provide service at the home college and an additional District site during the same day shall be paid for their travel between the home college and the additional site in accordance with Article 4.8.2 of the Faculty Contract.

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2027-2028 Other Contract Pay:
Non Instructional, Directed Study, Work Experience

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase over 2026-2027

102 A Work Experience/Directed Studies

\$337.82

Applies to Work Experience, Directed Study, and other activities paid on a per student basis.

101 B Non-Instructional Per Hour Rate

\$124.05

Applies to non-instructional work, including:

- Overload work by full-time non-instructional faculty
- Work by adjunct non-instructional faculty
- Participation by adjunct non-instructional faculty in Professional Development Day (per Article 9.14)
- Participation by adjunct faculty in the Adjunct Faculty Orientation
- Faculty work on committees outside the normal contract year
- Participation by adjunct faculty in Norming activity as a preparation for board (holistic) grading
- Assessment placement
- Program review by adjunct faculty
- Curriculum development by adjunct faculty
- Grant writing by adjunct faculty
- Part-time program coordination by adjunct faculty
- Any other professional non-teaching assignment outside the regular contract for which there is not a negotiated rate

Compensation for other non-teaching duties:

1. Professional Development Days

Participation by adjunct instructional faculty in Professional Development Days shall be paid from the Adjunct Salary Schedule (Lecture, Lab, or a combination of Lecture and Lab according to the adjunct faculty member's instructional assignment).

2. Faculty Evaluation

Evaluation of adjunct faculty by full-time faculty shall be paid in accordance with Article 19.4.4 of the Faculty Contract.

3. Travel between Campuses – Concurrent Assignments

Faculty members who are required to provide service at the home college and an additional District site during the same day shall be paid for their travel between the home college and the additional site in accordance with Article 4.8.2 of the Faculty Contract.

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
2028-2029 Other Contract Pay:
Non Instructional, Directed Study, Work Experience

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase over 2027-2028

102 A Work Experience/Directed Studies

\$351.33

Applies to Work Experience, Directed Study, and other activities paid on a per student basis.

101 B Non-Instructional Per Hour Rate

\$129.01

Applies to non-instructional work, including:

- Overload work by full-time non-instructional faculty
- Work by adjunct non-instructional faculty
- Participation by adjunct non-instructional faculty in Professional Development Day (per Article 9.14)
- Participation by adjunct faculty in the Adjunct Faculty Orientation
- Faculty work on committees outside the normal contract year
- Participation by adjunct faculty in Norming activity as a preparation for board (holistic) grading
- Assessment placement
- Program review by adjunct faculty
- Curriculum development by adjunct faculty
- Grant writing by adjunct faculty
- Part-time program coordination by adjunct faculty
- Any other professional non-teaching assignment outside the regular contract for which there is not a negotiated rate

Compensation for other non-teaching duties:

1. Professional Development Days

Participation by adjunct instructional faculty in Professional Development Days shall be paid from the Adjunct Salary Schedule (Lecture, Lab, or a combination of Lecture and Lab according to the adjunct faculty member's instructional assignment).

2. Faculty Evaluation

Evaluation of adjunct faculty by full-time faculty shall be paid in accordance with Article 19.4.4 of the Faculty Contract.

3. Travel between Campuses – Concurrent Assignments

Faculty members who are required to provide service at the home college and an additional District site during the same day shall be paid for their travel between the home college and the additional site in accordance with Article 4.8.2 of the Faculty Contract.