

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
EXECUTIVE MANAGEMENT SALARY SCHEDULE
FISCAL YEAR 2025-2026**

Effective: 2/1/2026
Board Approved: 1/27/2026

3% increase over 2024-2025
& 2025 Compensation Study Adding Step 5

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step X (Longevity) |
|-----------------------------------------------------------------------------|---------|---------|---------|---------|---------|-----------------------|
| EM-1 | | | | | | |
| Chancellor | 412,797 | 433,435 | 455,110 | 477,862 | 501,755 | N/A |
| EM-2 | | | | | | |
| President, Evergreen Valley College | 308,888 | 324,333 | 340,547 | 357,575 | 375,454 | 386,717 |
| President, San Jose City College | 308,888 | 324,333 | 340,547 | 357,575 | 375,454 | 386,717 |
| Vice Chancellor, Administrative Services | 308,888 | 324,333 | 340,547 | 357,575 | 375,454 | 386,717 |
| Vice Chancellor, Educational Services | 308,888 | 324,333 | 340,547 | 357,575 | 375,454 | 386,717 |
| Vice Chancellor, Human Resources | 308,888 | 324,333 | 340,547 | 357,575 | 375,454 | 386,717 |
| EM-3 | | | | | | |
| Associate Vice Chancellor, Information Technology Services and Solutions | 276,836 | 290,678 | 305,213 | 320,474 | 336,498 | 346,593 |
| Associate Vice Chancellor, Physical Plant Development and Operations | 276,836 | 290,678 | 305,213 | 320,474 | 336,498 | 346,593 |

NOTES REGARDING EARNINGS:

Longevity Increment (for EM-2 & EM-3)

3% per year beginning the sixth year of service

Educational Degree Award (for EM-2 and EM-3)

\$2,500 per year for employees who receive a doctorate degree from an accredited institution.

Community Engagement, Networking and Hospitality Allowance

Chancellor: \$2000 per month

Presidents and Vice Chancellors: \$1000 per month

Associate Vice Chancellors: \$500 per month