

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
MANAGEMENT TITLES & RANGES  
FISCAL YEAR 2025-2026

Effective: 2/1/2026  
Revised: 1/22/2026

3% over 2024-2025 & 2026 Compensation Study  
Approved by Board: 1/27/2026

CLASSIFICATION	RANGE	STEP				
		1	2	3	4	5
District Manager, Accounting	M 20	136,778	143,617	150,798	158,338	166,255
District Manager, Maintenance & Capital Projects	M 20	136,778	143,617	150,798	158,338	166,255
District Manager, Payroll	M 20	136,778	143,617	150,798	158,338	166,255
Manager, Facilities	M 20	136,778	143,617	150,798	158,338	166,255
Police Services Lieutenant	M 20	136,778	143,617	150,798	158,338	166,255
Director, College Fiscal Services	M 25	147,037	154,389	162,109	170,214	178,725
Director, Communications, Community Relations & Diversity	M 25	147,037	154,389	162,109	170,214	178,725
Director, MESA Program	M 25	147,037	154,389	162,109	170,214	178,725
Director, METAS Project	M 25	147,037	154,389	162,109	170,214	178,725
Manager, Campus Technology	M 25	147,037	154,389	162,109	170,214	178,725
Director, Admissions and Records	M 26	158,066	165,969	174,268	182,981	192,130
Director, Adult and Non-credit Education	M 26	158,066	165,969	174,268	182,981	192,130
Director, Athletics	M 26	158,066	165,969	174,268	182,981	192,130
Director, College Extension	M 26	158,066	165,969	174,268	182,981	192,130
Director, Financial Aid and Scholarship Programs	M 26	158,066	165,969	174,268	182,981	192,130
Director, Special Programs *	M 26	158,066	165,969	174,268	182,981	192,130
Director, Student Accessibility Services *	M 26	158,066	165,969	174,268	182,981	192,130
Director, Student Health, Wellness & Accessibility *	M 26	158,066	165,969	174,268	182,981	192,130
Director, Student Services (Outreach & Recruitment)	M 26	158,066	165,969	174,268	182,981	192,130
Director, Student Services (Outreach, Student Life & Community Standards)	M 26	158,066	165,969	174,268	182,981	192,130
District Director, Business Services	M 26	158,066	165,969	174,268	182,981	192,130
District Bond Program Manager	M 28	169,921	178,417	187,338	196,705	206,540
Marketing and Public Information Officer (College)	M 28	169,921	178,417	187,338	196,705	206,540
Director, Employee and Labor Relations	M 30	182,665	191,798	201,388	211,457	222,030
District Director, Fiscal Services	M 30	182,665	191,798	201,388	211,457	222,030
District Director, Human Resources	M 30	182,665	191,798	201,388	211,457	222,030
Executive Director, District Foundation	M 30	182,665	191,798	201,388	211,457	222,030
Chief Communications & External Affairs Officer	M 34	196,363	206,181	216,490	227,314	238,680
Dean, Instruction *	M 34	196,363	206,181	216,490	227,314	238,680
Dean, Student Affairs	M 34	196,363	206,181	216,490	227,314	238,680
Executive Director, Fiscal Services	M 34	196,363	206,181	216,490	227,314	238,680
Executive Director, Information Technology Services & Solutions	M 34	196,363	206,181	216,490	227,314	238,680
Executive Director, Institutional Effectiveness & Educational Planning *	M 34	196,363	206,181	216,490	227,314	238,680
Police Chief	M 34	196,363	206,181	216,490	227,314	238,680
Vice President, Academic Affairs *	M 38	225,815	237,106	248,961	261,410	274,480
Vice President, Administrative Services	M 38	225,815	237,106	248,961	261,410	274,480
Vice President, Strategic Partnerships & Workforce Innovation *	M 38	225,815	237,106	248,961	261,410	274,480
Vice President, Student Affairs *	M 38	225,815	237,106	248,961	261,410	274,480

\* Educational Administrator Position