

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CONFIDENTIAL SALARY SCHEDULE
FISCAL YEAR 2027-2028

Effective: 7/1/2027

Board Approved:

4% Increase Over 2026-2027

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	77,095	80,950	84,998	89,248	93,710	98,395
81	77,851	81,744	85,831	90,123	94,629	99,361
82	78,615	82,546	86,673	91,006	95,557	100,335
83	79,385	83,355	87,522	91,899	96,494	101,319
84	80,164	84,172	88,381	92,800	97,440	102,312
85	80,950	84,997	89,248	93,710	98,395	103,315
86	81,744	85,831	90,122	94,629	99,361	104,328
87	82,545	86,673	91,006	95,556	100,334	105,351
88	83,355	87,522	91,899	96,493	101,318	106,384
89	84,172	88,380	92,799	97,440	102,311	107,427
90	84,997	89,247	93,709	98,394	103,315	108,480
91	86,040	90,343	94,859	99,603	104,582	109,812
92	87,097	91,451	96,024	100,825	105,866	111,159
93	88,165	92,574	97,203	102,062	107,166	112,524
94	89,248	93,710	98,395	103,315	108,481	113,905
95	90,343	94,860	99,603	104,583	109,813	115,303
96	91,451	96,024	100,826	105,867	111,160	116,718
97	92,575	97,203	102,062	107,166	112,525	118,150
98	93,710	98,395	103,316	108,481	113,905	119,601
99	94,860	99,604	104,583	109,813	115,304	121,068
100	96,024	100,826	105,867	111,160	116,718	122,555
101	97,204	102,064	107,167	112,525	118,151	124,058
102	98,396	103,316	108,481	113,906	119,601	125,581
103	99,604	104,584	109,814	115,304	121,070	127,122
104	100,826	105,868	111,161	116,719	122,555	128,683
105	102,064	107,167	112,526	118,151	124,060	130,262
106	103,317	108,482	113,906	119,602	125,582	131,861
107	104,584	109,814	115,305	121,070	127,123	133,480
108	105,868	111,161	116,719	122,556	128,683	135,118
109	107,168	112,526	118,152	124,060	130,263	136,776
110	108,482	113,907	119,602	125,582	131,862	138,455
111	109,191	114,651	120,383	126,402	132,722	139,358
112	109,903	115,398	121,168	127,227	133,588	140,268
113	110,621	116,151	121,960	128,057	134,461	141,183
114	111,342	116,910	122,755	128,893	135,337	142,105
115	112,069	117,673	123,556	129,734	136,221	143,032
116	112,800	118,440	124,362	130,580	137,109	143,965
117	113,537	119,213	125,174	131,433	138,005	144,905
118	114,277	119,992	125,991	132,291	138,906	145,851
119	115,023	120,774	126,813	133,154	139,811	146,802
120	115,774	121,562	127,641	134,023	140,724	147,760
121	116,530	122,356	128,474	134,897	141,643	148,725
122	117,290	123,155	129,313	135,778	142,567	149,696

Range	Step A	Step B	Step C	Step D	Step E	Step F
123	118,056	123,959	130,156	136,664	143,497	150,672
124	118,826	124,768	131,006	137,556	144,434	151,656
125	119,601	125,582	131,861	138,454	145,376	152,645
126	120,774	126,813	133,154	139,811	146,802	154,143
127	121,959	128,057	134,460	141,183	148,242	155,654
128	123,155	129,313	135,778	142,567	149,696	157,180
129	124,362	130,580	137,109	143,965	151,164	158,722
130	125,582	131,862	138,454	145,377	152,646	160,279
131	128,056	134,460	141,182	148,242	155,654	163,436
132	130,579	137,108	143,964	151,162	158,721	166,656
133	133,152	139,809	146,800	154,140	161,847	169,940
134	135,775	142,564	149,692	157,177	165,036	173,288
135	138,451	145,373	152,642	160,274	168,288	176,702
136	139,835	146,827	154,169	161,877	169,970	178,469
137	141,233	148,295	155,710	163,495	171,670	180,254
138	142,645	149,778	157,267	165,130	173,387	182,056
139	144,072	151,276	158,839	166,782	175,120	183,877
140	145,513	152,788	160,428	168,450	176,872	185,716
141	146,969	154,316	162,032	170,134	178,641	187,572
142	148,438	155,860	163,652	171,835	180,428	189,448
143	149,922	157,419	165,289	173,554	182,231	191,343
144	151,422	158,992	166,942	175,289	184,054	193,256
145	152,935	160,582	168,611	177,042	185,894	195,189
146	154,465	162,188	170,298	178,812	187,753	197,140
147	156,009	163,810	172,000	180,600	189,630	199,112
148	157,569	165,448	173,721	182,407	191,527	201,104
149	159,145	167,103	175,457	184,231	193,442	203,114
150	160,737	168,773	177,213	186,073	195,376	205,145
151	162,344	170,461	178,985	187,934	197,331	207,197
152	163,967	172,166	180,775	189,814	199,304	209,269
153	165,608	173,888	182,582	191,712	201,297	211,361
154	167,263	175,627	184,408	193,628	203,310	213,476
155	168,937	177,382	186,252	195,565	205,343	215,610
156	170,626	179,157	188,114	197,520	207,397	217,766
157	172,332	180,949	189,996	199,496	209,471	219,943
158	174,055	182,758	191,896	201,491	211,565	222,143
159	175,795	184,585	193,814	203,505	213,680	224,364
160	177,554	186,431	195,753	205,540	215,818	226,609

NOTES REGARDING EARNINGS:

Longevity Increment

\$3,000 per year completion of 10 years of service

\$3,600 per year completion of 15 years of service

\$4,200 per year completion of 20 years of service

\$4,800 per year completion of 25 years of service

\$5,400 per year completion of 30 years of service

Educational Degree Award

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