

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

Effective: 7/1/2027

Board Approved:

4% Increase Over 2026-2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step X (Longevity)
EM-1						
Chancellor	450,774	473,311	496,981	521,825	547,917	N/A
EM-2						
President, Evergreen Valley College	337,305	354,172	371,877	390,472	409,995	422,295
President, San Jose City College	337,305	354,172	371,877	390,472	409,995	422,295
Vice Chancellor, Administrative Services	337,305	354,172	371,877	390,472	409,995	422,295
Vice Chancellor, Educational Services & Planning	337,305	354,172	371,877	390,472	409,995	422,295
Vice Chancellor, Human Resources	337,305	354,172	371,877	390,472	409,995	422,295
EM-3						
Associate Vice Chancellor, Information Technology Services and Solutions	302,305	317,420	333,293	349,958	367,456	378,480
Associate Vice Chancellor, Capital Projects and Operations	302,305	317,420	333,293	349,958	367,456	378,480

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