

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

Effective: 7/1/2027

Board Approved:

4% Increase Over 2026-2027

| <b>Range</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|
| <b>11</b>    | 119,808       | 125,800       | 132,091       | 138,696       | 145,630       |
| <b>12</b>    | 133,040       | 139,693       | 146,677       | 154,010       | 161,712       |
| <b>13</b>    | 134,978       | 141,728       | 148,814       | 156,255       | 164,067       |
| <b>14</b>    | 136,945       | 143,792       | 150,982       | 158,531       | 166,458       |
| <b>15</b>    | 138,941       | 145,888       | 153,183       | 160,841       | 168,884       |
| <b>16</b>    | 140,965       | 148,014       | 155,414       | 163,184       | 171,344       |
| <b>17</b>    | 143,019       | 150,170       | 157,679       | 165,563       | 173,840       |
| <b>18</b>    | 145,103       | 152,358       | 159,976       | 167,975       | 176,374       |
| <b>19</b>    | 147,217       | 154,578       | 162,307       | 170,422       | 178,943       |
| <b>20</b>    | 149,362       | 156,830       | 164,672       | 172,905       | 181,551       |
| <b>21</b>    | 151,538       | 159,115       | 167,071       | 175,424       | 184,195       |
| <b>22</b>    | 153,746       | 161,434       | 169,505       | 177,980       | 186,880       |
| <b>23</b>    | 155,986       | 163,785       | 171,974       | 180,574       | 189,602       |
| <b>24</b>    | 158,259       | 166,172       | 174,481       | 183,204       | 192,365       |
| <b>25</b>    | 160,565       | 168,593       | 177,023       | 185,874       | 195,167       |
| <b>26</b>    | 172,608       | 181,239       | 190,300       | 199,815       | 209,806       |
| <b>27</b>    | 178,963       | 187,911       | 197,308       | 207,173       | 217,532       |
| <b>28</b>    | 185,554       | 194,832       | 204,573       | 214,802       | 225,542       |
| <b>29</b>    | 192,385       | 202,005       | 212,105       | 222,711       | 233,846       |
| <b>30</b>    | 199,470       | 209,444       | 219,915       | 230,911       | 242,457       |
| <b>31</b>    | 203,109       | 213,264       | 223,928       | 235,123       | 246,879       |
| <b>32</b>    | 206,813       | 217,154       | 228,012       | 239,413       | 251,384       |
| <b>33</b>    | 210,586       | 221,115       | 232,172       | 243,780       | 255,969       |
| <b>34</b>    | 214,428       | 225,150       | 236,407       | 248,227       | 260,639       |
| <b>35</b>    | 222,052       | 233,154       | 244,813       | 257,054       | 269,906       |
| <b>36</b>    | 229,947       | 241,445       | 253,518       | 266,193       | 279,503       |
| <b>37</b>    | 238,124       | 250,030       | 262,531       | 275,658       | 289,440       |
| <b>38</b>    | 246,590       | 258,919       | 271,866       | 285,459       | 299,732       |
| <b>39</b>    | 255,358       | 268,127       | 281,532       | 295,609       | 310,389       |
| <b>40</b>    | 264,438       | 277,659       | 291,542       | 306,120       | 321,426       |

**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.