

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
EXECUTIVE MANAGEMENT SALARY SCHEDULE
FISCAL YEAR 2028-2029

Effective: 7/1/2028

Board Approved:

4% Increase Over 2027-2028

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step X (Longevity)
EM-1						
Chancellor	468,805	492,243	516,860	542,698	569,834	N/A
EM-2						
President, Evergreen Valley College	350,797	368,339	386,752	406,091	426,395	439,187
President, San Jose City College	350,797	368,339	386,752	406,091	426,395	439,187
Vice Chancellor, Administrative Services	350,797	368,339	386,752	406,091	426,395	439,187
Vice Chancellor, Educational Services & Planning	350,797	368,339	386,752	406,091	426,395	439,187
Vice Chancellor, Human Resources	350,797	368,339	386,752	406,091	426,395	439,187
EM-3						
Associate Vice Chancellor, Information Technology Services and Solutions	314,397	330,117	346,625	363,956	382,154	393,619
Associate Vice Chancellor, Capital Projects and Operations	314,397	330,117	346,625	363,956	382,154	393,619

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