

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

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

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

| Range | Step A  | Step B  | Step C  | Step D  | Step E  | Step F  |
|-------|---------|---------|---------|---------|---------|---------|
| 122   | 117,290 | 123,155 | 129,313 | 135,778 | 142,567 | 149,696 |
| 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.