

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CONFIDENTIAL SALARY SCHEDULE
FISCAL YEAR 2025-2026**

Effective: 2/1/2026

Board Approved: 2/10/2026

3% Increase Over 2024-2025 & 2026 Compensation Study

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	70,600	74,130	77,837	81,729	85,815	90,106
81	71,293	74,857	78,600	82,530	86,657	90,989
82	71,992	75,591	79,371	83,339	87,506	91,882
83	72,698	76,332	80,149	84,156	88,364	92,783
84	73,410	77,081	80,935	84,982	89,231	93,692
85	74,130	77,837	81,728	85,815	90,106	94,611
86	74,857	78,600	82,530	86,656	90,989	95,539
87	75,591	79,370	83,339	87,506	91,881	96,475
88	76,332	80,149	84,156	88,364	92,782	97,421
89	77,081	80,935	84,981	89,230	93,692	98,376
90	77,836	81,728	85,814	90,105	94,610	99,341
91	78,792	82,731	86,868	91,211	95,772	100,560
92	79,759	83,747	87,934	92,331	96,947	101,794
93	80,738	84,774	89,013	93,464	98,137	103,044
94	81,728	85,815	90,106	94,611	99,341	104,309
95	82,732	86,868	91,212	95,772	100,561	105,589
96	83,747	87,934	92,331	96,948	101,795	106,885
97	84,775	89,014	93,464	98,137	103,044	108,197
98	85,815	90,106	94,611	99,342	104,309	109,524
99	86,869	91,212	95,773	100,561	105,589	110,869
100	87,935	92,331	96,948	101,795	106,885	112,229
101	89,014	93,465	98,138	103,045	108,197	113,607
102	90,106	94,612	99,342	104,309	109,525	115,001
103	91,212	95,773	100,562	105,590	110,869	116,413
104	92,332	96,948	101,796	106,886	112,230	117,841
105	93,465	98,138	103,045	108,198	113,607	119,288
106	94,612	99,343	104,310	109,525	115,002	120,752
107	95,773	100,562	105,590	110,870	116,413	122,234
108	96,949	101,796	106,886	112,230	117,842	123,734
109	98,139	103,046	108,198	113,608	119,288	125,253
110	99,343	104,310	109,526	115,002	120,752	126,790
111	99,992	104,991	110,241	115,753	121,540	127,617
112	100,644	105,676	110,960	116,508	122,334	128,450
113	101,301	106,366	111,684	117,269	123,132	129,289
114	101,962	107,060	112,413	118,034	123,936	130,132
115	102,627	107,759	113,147	118,804	124,744	130,982
116	103,297	108,462	113,885	119,579	125,558	131,836
117	103,971	109,170	114,628	120,360	126,378	132,697
118	104,650	109,882	115,377	121,145	127,203	133,563
119	105,333	110,599	116,129	121,936	128,033	134,434
120	106,020	111,321	116,887	122,732	128,868	135,312
121	106,712	112,048	117,650	123,533	129,709	136,195
122	107,409	112,779	118,418	124,339	130,556	137,084

Range	Step A	Step B	Step C	Step D	Step E	Step F
123	108,110	113,515	119,191	125,150	131,408	137,978
124	108,815	114,256	119,969	125,967	132,265	138,879
125	109,525	115,001	120,752	126,789	133,129	139,785
126	110,599	116,129	121,936	128,033	134,434	141,156
127	111,684	117,268	123,132	129,288	135,753	142,540
128	112,779	118,418	124,339	130,556	137,084	143,938
129	113,885	119,579	125,558	131,836	138,428	145,350
130	115,002	120,752	126,790	133,129	139,786	146,775
131	117,268	123,131	129,288	135,752	142,540	149,667
132	119,578	125,557	131,835	138,427	145,348	152,616
133	121,934	128,031	134,432	141,154	148,212	155,622
134	124,337	130,553	137,081	143,935	151,132	158,688
135	126,786	133,126	139,782	146,771	154,110	161,815
136	128,054	134,457	141,180	148,239	155,651	163,433
137	129,335	135,801	142,591	149,721	157,207	165,067
138	130,628	137,159	144,017	151,218	158,779	166,718
139	131,934	138,531	145,458	152,730	160,367	168,385
140	133,254	139,916	146,912	154,258	161,971	170,069
141	134,586	141,316	148,381	155,800	163,590	171,770
142	135,932	142,729	149,865	157,358	165,226	173,488
143	137,291	144,156	151,364	158,932	166,879	175,222
144	138,664	145,598	152,877	160,521	168,547	176,975
145	140,051	147,053	154,406	162,126	170,233	178,744
146	141,451	148,524	155,950	163,748	171,935	180,532
147	142,866	150,009	157,510	165,385	173,654	182,337
148	144,295	151,509	159,085	167,039	175,391	184,161
149	145,738	153,024	160,676	168,709	177,145	186,002
150	147,195	154,555	162,282	170,397	178,916	187,862
151	148,667	156,100	163,905	172,101	180,706	189,741
152	150,154	157,661	165,544	173,822	182,513	191,638
153	151,655	159,238	167,200	175,560	184,338	193,555
154	153,172	160,830	168,872	177,315	186,181	195,490
155	154,703	162,439	170,560	179,088	188,043	197,445
156	156,250	164,063	172,266	180,879	189,923	199,420
157	157,813	165,704	173,989	182,688	191,823	201,414
158	159,391	167,361	175,729	184,515	193,741	203,428
159	160,985	169,034	177,486	186,360	195,678	205,462
160	162,595	170,725	179,261	188,224	197,635	207,517

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.