

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
EXECUTIVE MANAGEMENT SALARY SCHEDULE  
FISCAL YEAR 2023-2024**

Effective: 7/1/2023

Board Approved: 10/10/2023

6% increase over 2022-2023

**Table (1): No Longevity**

Range	Step 1	Step 2	Step 3	Step 4
<b>EM-1</b>				
Chancellor	385,360	404,626	424,860	446,100
<b>EM-2</b>				
President, Evergreen Valley College	288,357	302,775	317,912	333,808
President, San Jose City College	288,357	302,775	317,912	333,808
Vice Chancellor, Administrative Services	288,357	302,775	317,912	333,808
Vice Chancellor, Educational Services	288,357	302,775	317,912	333,808
Vice Chancellor, Human Resources	288,357	302,775	317,912	333,808
<b>EM-3</b>				
Associate Vice Chancellor, Information Technology Services and Solutions	258,436	271,358	284,926	299,173
Associate Vice Chancellor, Physical Plant Development and Operations	258,436	271,358	284,926	299,173

**Table (2)**

**3% Longevity Pay (for EM-2 & EM-3 beginning the Fifth Year of Service)**

Range	Step 1	Step 2	Step 3	Step 4
<b>EM-2</b>				
President, Evergreen Valley College	297,008	311,858	327,449	343,822
President, San Jose City College	297,008	311,858	327,449	343,822
Vice Chancellor, Administrative Services	297,008	311,858	327,449	343,822
Vice Chancellor, Educational Services	297,008	311,858	327,449	343,822
Vice Chancellor, Human Resources	297,008	311,858	327,449	343,822
<b>EM-3</b>				
Associate Vice Chancellor, Information Technology Services and Solutions	266,189	279,499	293,474	308,148
Associate Vice Chancellor, Physical Plant Development and Operations	266,189	279,499	293,474	308,148

**NOTES REGARDING EARNINGS:**

Longevity Increment (for EM-2 & EM-3)

3% per year beginning the fifth 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.