

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

Effective: 7/1/2025

Board Approved: 10/10/2023

3% Increase Over 2024-2025

<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>	70,448	74,027	77,823	81,806	86,006	90,306
<b>81</b>	71,117	74,841	78,609	82,641	86,792	91,132
<b>82</b>	71,906	75,534	79,445	83,404	87,603	91,982
<b>83</b>	72,644	76,320	80,133	84,240	88,510	92,937
<b>84</b>	73,313	77,060	81,019	85,097	89,393	93,863
<b>85</b>	74,027	77,823	81,806	86,006	90,324	94,840
<b>86</b>	74,841	78,609	82,641	86,792	91,205	95,764
<b>87</b>	75,534	79,445	83,404	87,603	92,185	96,794
<b>88</b>	76,320	80,133	84,240	88,510	93,043	97,694
<b>89</b>	77,060	81,019	85,097	89,393	94,043	98,745
<b>90</b>	77,823	81,806	86,006	90,324	94,858	99,599
<b>91</b>	78,609	82,641	86,792	91,205	95,833	100,623
<b>92</b>	79,445	83,404	87,603	92,185	96,835	101,679
<b>93</b>	80,133	84,240	88,510	93,043	97,743	102,629
<b>94</b>	81,019	85,097	89,393	94,043	98,768	103,705
<b>95</b>	81,806	86,006	90,324	94,858	99,815	104,808
<b>96</b>	82,641	86,792	91,205	95,833	100,749	105,788
<b>97</b>	83,404	87,603	92,185	96,835	101,824	106,913
<b>98</b>	84,240	88,510	93,043	97,743	102,895	108,040
<b>99</b>	85,097	89,393	94,043	98,768	103,826	109,018
<b>100</b>	86,006	90,324	94,858	99,815	104,852	110,096
<b>101</b>	86,792	91,205	95,833	100,749	105,853	111,145
<b>102</b>	87,603	92,185	96,835	101,824	107,022	112,374
<b>103</b>	88,510	93,043	97,743	102,895	108,003	113,403
<b>104</b>	89,393	94,043	98,768	103,826	109,098	114,552
<b>105</b>	90,324	94,858	99,815	104,852	110,243	115,758
<b>106</b>	91,205	95,833	100,749	105,853	111,317	116,883
<b>107</b>	92,185	96,835	101,824	107,022	112,462	118,084
<b>108</b>	93,043	97,743	102,895	108,003	113,513	119,189
<b>109</b>	94,043	98,768	103,826	109,098	114,658	120,388
<b>110</b>	94,858	99,815	104,852	110,243	115,798	121,588
<b>111</b>	95,833	100,749	105,853	111,317	116,974	122,822
<b>112</b>	96,835	101,824	107,022	112,462	118,141	124,048
<b>113</b>	97,743	102,895	108,003	113,513	119,333	125,301
<b>114</b>	98,768	103,826	109,098	114,658	120,480	126,506
<b>115</b>	99,815	104,852	110,243	115,798	121,719	127,804
<b>116</b>	100,749	105,853	111,317	116,974	122,912	129,059
<b>117</b>	101,824	107,022	112,462	118,141	124,198	130,410
<b>118</b>	102,895	108,003	113,513	119,333	125,442	131,713
<b>119</b>	103,826	109,098	114,658	120,480	126,729	133,065
<b>120</b>	104,852	110,243	115,798	121,719	127,967	134,366
<b>121</b>	105,853	111,317	116,974	122,912	129,162	135,619
<b>122</b>	107,022	112,462	118,141	124,198	130,525	137,052

<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>123</b>	108,003	113,513	119,333	125,442	131,836	138,429
<b>124</b>	109,098	114,658	120,480	126,729	133,147	139,803
<b>125</b>	110,243	115,798	121,719	127,967	134,483	141,208
<b>126</b>	111,317	116,974	122,912	129,162	135,792	142,582
<b>127</b>	112,462	118,141	124,198	130,525	137,153	144,013
<b>128</b>	113,513	119,333	125,442	131,836	138,513	145,441
<b>129</b>	114,658	120,480	126,729	133,147	139,899	146,892
<b>130</b>	115,798	121,719	127,967	134,483	141,377	148,447
<b>131</b>	116,974	122,912	129,162	135,792	142,711	149,849
<b>132</b>	118,141	124,198	130,525	137,153	144,096	151,303
<b>133</b>	119,333	125,442	131,836	138,513	145,601	152,881
<b>134</b>	120,480	126,729	133,147	139,899	147,052	154,407
<b>135</b>	121,719	127,967	134,483	141,377	148,582	156,012
<b>136</b>	122,912	129,162	135,792	142,711	150,037	157,541
<b>137</b>	124,198	130,525	137,153	144,096	151,516	159,091
<b>138</b>	125,442	131,836	138,513	145,601	153,019	160,670
<b>139</b>	126,729	133,147	139,899	147,052	154,595	162,324
<b>140</b>	127,967	134,483	141,377	148,582	156,121	163,927
<b>141</b>	129,162	135,792	142,711	150,037	157,720	165,606
<b>142</b>	130,525	137,153	144,096	151,516	159,293	167,257
<b>143</b>	131,836	138,513	145,601	153,019	160,892	168,935
<b>144</b>	133,147	139,899	147,052	154,595	162,489	170,612
<b>145</b>	134,483	141,377	148,582	156,121	164,087	172,290
<b>146</b>	135,792	142,711	150,037	157,720	165,762	174,049
<b>147</b>	137,153	144,096	151,516	159,293	167,356	175,726
<b>148</b>	138,513	145,601	153,019	160,892	169,073	177,528
<b>149</b>	139,899	147,052	154,595	162,489	170,699	179,233
<b>150</b>	141,377	148,582	156,121	164,087	172,438	181,060
<b>151</b>	142,711	150,037	157,720	165,762	174,228	182,940
<b>152</b>	144,096	151,516	159,293	167,356	175,920	184,717
<b>153</b>	145,601	153,019	160,892	169,073	177,639	186,520
<b>154</b>	147,052	154,595	162,489	170,699	179,479	188,451
<b>155</b>	148,582	156,121	164,087	172,438	181,242	190,304
<b>156</b>	150,037	157,720	165,762	174,228	183,031	192,182
<b>157</b>	151,516	159,293	167,356	175,920	184,964	194,212
<b>158</b>	153,019	160,892	169,073	177,639	186,776	196,115
<b>159</b>	154,595	162,489	170,699	179,479	188,613	198,042
<b>160</b>	156,121	164,087	172,438	181,242	190,495	200,021

**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.