

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

Effective: 7/1/2025

Board Approved: 10/10/2023

3% increase over 2024-2025

**Table (1): No Longevity**

Range	Step 1	Step 2	Step 3	Step 4
<b>EM-1</b>				
Chancellor	412,797	433,435	455,110	477,862
<b>EM-2</b>				
President, Evergreen Valley College	308,888	324,333	340,547	357,575
President, San Jose City College	308,888	324,333	340,547	357,575
Vice Chancellor, Administrative Services	308,888	324,333	340,547	357,575
Vice Chancellor, Educational Services	308,888	324,333	340,547	357,575
Vice Chancellor, Human Resources	308,888	324,333	340,547	357,575
<b>EM-3</b>				
Associate Vice Chancellor, Information Technology Services and Solutions	276,836	290,678	305,213	320,474
Associate Vice Chancellor, Physical Plant Development and Operations	276,836	290,678	305,213	320,474

**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	318,155	334,063	350,763	368,302
President, San Jose City College	318,155	334,063	350,763	368,302
Vice Chancellor, Administrative Services	318,155	334,063	350,763	368,302
Vice Chancellor, Educational Services	318,155	334,063	350,763	368,302
Vice Chancellor, Human Resources	318,155	334,063	350,763	368,302
<b>EM-3</b>				
Associate Vice Chancellor, Information Technology Services and Solutions	285,141	299,398	314,369	330,088
Associate Vice Chancellor, Physical Plant Development and Operations	285,141	299,398	314,369	330,088

**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.