

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
(Longevity \$3000 for Employees Beginning 11th Year of Service)
FISCAL YEAR 2026-2027

Effective: 7/1/2026

Board Approved: 6/9/2026

5% Increase Over 2026 Compensation Study Schedule

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	118,200	123,962	130,011	136,362	143,029
12	130,923	137,320	144,036	151,087	158,492
13	132,787	139,277	146,090	153,245	160,757
14	134,678	141,262	148,175	155,434	163,056
15	136,597	143,277	150,291	157,655	165,388
16	138,543	145,321	152,437	159,908	167,754
17	140,518	147,394	154,614	162,195	170,154
18	142,522	149,498	156,823	164,514	172,590
19	144,555	151,633	159,064	166,867	175,061
20	146,617	153,798	161,338	169,255	177,568
21	148,710	155,995	163,645	171,677	180,111
22	150,833	158,225	165,986	174,135	182,692
23	152,987	160,486	168,360	176,629	185,310
24	155,172	162,781	170,770	179,158	187,966
25	157,389	165,109	173,214	181,725	190,661
26	168,969	177,268	185,981	195,130	204,737
27	175,080	183,684	192,719	202,205	212,165
28	181,417	190,338	199,705	209,540	219,867
29	187,986	197,236	206,947	217,145	227,852
30	194,798	204,388	214,457	225,030	236,132
31	198,297	208,062	218,315	229,080	240,384
32	201,859	211,802	222,242	233,205	244,715
33	205,487	215,611	226,242	237,404	249,124
34	209,181	219,490	230,314	241,680	253,614
35	216,512	227,187	238,397	250,167	262,525
36	224,103	235,159	246,767	258,955	271,753
37	231,965	243,413	255,434	268,056	281,308
38	240,106	251,961	264,410	277,480	291,204
39	248,537	260,814	273,704	287,239	301,451
40	257,267	269,980	283,329	297,346	312,063

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.

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
(Longevity \$3600 for Employees Beginning 16th Year of Service)
FISCAL YEAR 2026-2027

Effective: 7/1/2026

Board Approved: 6/9/2026

5% Increase Over 2026 Compensation Study Schedule

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	118,800	124,562	130,611	136,962	143,629
12	131,523	137,920	144,636	151,687	159,092
13	133,387	139,877	146,690	153,845	161,357
14	135,278	141,862	148,775	156,034	163,656
15	137,197	143,877	150,891	158,255	165,988
16	139,143	145,921	153,037	160,508	168,354
17	141,118	147,994	155,214	162,795	170,754
18	143,122	150,098	157,423	165,114	173,190
19	145,155	152,233	159,664	167,467	175,661
20	147,217	154,398	161,938	169,855	178,168
21	149,310	156,595	164,245	172,277	180,711
22	151,433	158,825	166,586	174,735	183,292
23	153,587	161,086	168,960	177,229	185,910
24	155,772	163,381	171,370	179,758	188,566
25	157,989	165,709	173,814	182,325	191,261
26	169,569	177,868	186,581	195,730	205,337
27	175,680	184,284	193,319	202,805	212,765
28	182,017	190,938	200,305	210,140	220,467
29	188,586	197,836	207,547	217,745	228,452
30	195,398	204,988	215,057	225,630	236,732
31	198,897	208,662	218,915	229,680	240,984
32	202,459	212,402	222,842	233,805	245,315
33	206,087	216,211	226,842	238,004	249,724
34	209,781	220,090	230,914	242,280	254,214
35	217,112	227,787	238,997	250,767	263,125
36	224,703	235,759	247,367	259,555	272,353
37	232,565	244,013	256,034	268,656	281,908
38	240,706	252,561	265,010	278,080	291,804
39	249,137	261,414	274,304	287,839	302,051
40	257,867	270,580	283,929	297,946	312,663

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.

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
(Longevity \$4200 for Employees Beginning 21st Year of Service)
FISCAL YEAR 2026-2027**

Effective: 7/1/2026

Board Approved: 6/9/2026

5% Increase Over 2026 Compensation Study Schedule

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	119,400	125,162	131,211	137,562	144,229
12	132,123	138,520	145,236	152,287	159,692
13	133,987	140,477	147,290	154,445	161,957
14	135,878	142,462	149,375	156,634	164,256
15	137,797	144,477	151,491	158,855	166,588
16	139,743	146,521	153,637	161,108	168,954
17	141,718	148,594	155,814	163,395	171,354
18	143,722	150,698	158,023	165,714	173,790
19	145,755	152,833	160,264	168,067	176,261
20	147,817	154,998	162,538	170,455	178,768
21	149,910	157,195	164,845	172,877	181,311
22	152,033	159,425	167,186	175,335	183,892
23	154,187	161,686	169,560	177,829	186,510
24	156,372	163,981	171,970	180,358	189,166
25	158,589	166,309	174,414	182,925	191,861
26	170,169	178,468	187,181	196,330	205,937
27	176,280	184,884	193,919	203,405	213,365
28	182,617	191,538	200,905	210,740	221,067
29	189,186	198,436	208,147	218,345	229,052
30	195,998	205,588	215,657	226,230	237,332
31	199,497	209,262	219,515	230,280	241,584
32	203,059	213,002	223,442	234,405	245,915
33	206,687	216,811	227,442	238,604	250,324
34	210,381	220,690	231,514	242,880	254,814
35	217,712	228,387	239,597	251,367	263,725
36	225,303	236,359	247,967	260,155	272,953
37	233,165	244,613	256,634	269,256	282,508
38	241,306	253,161	265,610	278,680	292,404
39	249,737	262,014	274,904	288,439	302,651
40	258,467	271,180	284,529	298,546	313,263

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.

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
(Longevity \$4800 for Employees Beginning 26th Year of Service)
FISCAL YEAR 2026-2027

Effective: 7/1/2026

Board Approved: 6/9/2026

5% Increase Over 2026 Compensation Study Schedule

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	120,000	125,762	131,811	138,162	144,829
12	132,723	139,120	145,836	152,887	160,292
13	134,587	141,077	147,890	155,045	162,557
14	136,478	143,062	149,975	157,234	164,856
15	138,397	145,077	152,091	159,455	167,188
16	140,343	147,121	154,237	161,708	169,554
17	142,318	149,194	156,414	163,995	171,954
18	144,322	151,298	158,623	166,314	174,390
19	146,355	153,433	160,864	168,667	176,861
20	148,417	155,598	163,138	171,055	179,368
21	150,510	157,795	165,445	173,477	181,911
22	152,633	160,025	167,786	175,935	184,492
23	154,787	162,286	170,160	178,429	187,110
24	156,972	164,581	172,570	180,958	189,766
25	159,189	166,909	175,014	183,525	192,461
26	170,769	179,068	187,781	196,930	206,537
27	176,880	185,484	194,519	204,005	213,965
28	183,217	192,138	201,505	211,340	221,667
29	189,786	199,036	208,747	218,945	229,652
30	196,598	206,188	216,257	226,830	237,932
31	200,097	209,862	220,115	230,880	242,184
32	203,659	213,602	224,042	235,005	246,515
33	207,287	217,411	228,042	239,204	250,924
34	210,981	221,290	232,114	243,480	255,414
35	218,312	228,987	240,197	251,967	264,325
36	225,903	236,959	248,567	260,755	273,553
37	233,765	245,213	257,234	269,856	283,108
38	241,906	253,761	266,210	279,280	293,004
39	250,337	262,614	275,504	289,039	303,251
40	259,067	271,780	285,129	299,146	313,863

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.

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
(Longevity \$5400 for Employees Beginning 31st Year of Service)
FISCAL YEAR 2026-2027

Effective: 7/1/2026

Board Approved: 6/9/2026

5% Increase Over 2026 Compensation Study Schedule

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	120,600	126,362	132,411	138,762	145,429
12	133,323	139,720	146,436	153,487	160,892
13	135,187	141,677	148,490	155,645	163,157
14	137,078	143,662	150,575	157,834	165,456
15	138,997	145,677	152,691	160,055	167,788
16	140,943	147,721	154,837	162,308	170,154
17	142,918	149,794	157,014	164,595	172,554
18	144,922	151,898	159,223	166,914	174,990
19	146,955	154,033	161,464	169,267	177,461
20	149,017	156,198	163,738	171,655	179,968
21	151,110	158,395	166,045	174,077	182,511
22	153,233	160,625	168,386	176,535	185,092
23	155,387	162,886	170,760	179,029	187,710
24	157,572	165,181	173,170	181,558	190,366
25	159,789	167,509	175,614	184,125	193,061
26	171,369	179,668	188,381	197,530	207,137
27	177,480	186,084	195,119	204,605	214,565
28	183,817	192,738	202,105	211,940	222,267
29	190,386	199,636	209,347	219,545	230,252
30	197,198	206,788	216,857	227,430	238,532
31	200,697	210,462	220,715	231,480	242,784
32	204,259	214,202	224,642	235,605	247,115
33	207,887	218,011	228,642	239,804	251,524
34	211,581	221,890	232,714	244,080	256,014
35	218,912	229,587	240,797	252,567	264,925
36	226,503	237,559	249,167	261,355	274,153
37	234,365	245,813	257,834	270,456	283,708
38	242,506	254,361	266,810	279,880	293,604
39	250,937	263,214	276,104	289,639	303,851
40	259,667	272,380	285,729	299,746	314,463

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.