

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
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	115,200	120,962	127,011	133,362	140,029
12	127,923	134,320	141,036	148,087	155,492
13	129,787	136,277	143,090	150,245	157,757
14	131,678	138,262	145,175	152,434	160,056
15	133,597	140,277	147,291	154,655	162,388
16	135,543	142,321	149,437	156,908	164,754
17	137,518	144,394	151,614	159,195	167,154
18	139,522	146,498	153,823	161,514	169,590
19	141,555	148,633	156,064	163,867	172,061
20	143,617	150,798	158,338	166,255	174,568
21	145,710	152,995	160,645	168,677	177,111
22	147,833	155,225	162,986	171,135	179,692
23	149,987	157,486	165,360	173,629	182,310
24	152,172	159,781	167,770	176,158	184,966
25	154,389	162,109	170,214	178,725	187,661
26	165,969	174,268	182,981	192,130	201,737
27	172,080	180,684	189,719	199,205	209,165
28	178,417	187,338	196,705	206,540	216,867
29	184,986	194,236	203,947	214,145	224,852
30	191,798	201,388	211,457	222,030	233,132
31	195,297	205,062	215,315	226,080	237,384
32	198,859	208,802	219,242	230,205	241,715
33	202,487	212,611	223,242	234,404	246,124
34	206,181	216,490	227,314	238,680	250,614
35	213,512	224,187	235,397	247,167	259,525
36	221,103	232,159	243,767	255,955	268,753
37	228,965	240,413	252,434	265,056	278,308
38	237,106	248,961	261,410	274,480	288,204
39	245,537	257,814	270,704	284,239	298,451
40	254,267	266,980	280,329	294,346	309,063

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.