

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
(Longevity \$3000 for Employees Beginning 11th Year of Service)
FISCAL YEAR 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	122,808	128,800	135,091	141,696	148,630
12	136,040	142,693	149,677	157,010	164,712
13	137,978	144,728	151,814	159,255	167,067
14	139,945	146,792	153,982	161,531	169,458
15	141,941	148,888	156,183	163,841	171,884
16	143,965	151,014	158,414	166,184	174,344
17	146,019	153,170	160,679	168,563	176,840
18	148,103	155,358	162,976	170,975	179,374
19	150,217	157,578	165,307	173,422	181,943
20	152,362	159,830	167,672	175,905	184,551
21	154,538	162,115	170,071	178,424	187,195
22	156,746	164,434	172,505	180,980	189,880
23	158,986	166,785	174,974	183,574	192,602
24	161,259	169,172	177,481	186,204	195,365
25	163,565	171,593	180,023	188,874	198,167
26	175,608	184,239	193,300	202,815	212,806
27	181,963	190,911	200,308	210,173	220,532
28	188,554	197,832	207,573	217,802	228,542
29	195,385	205,005	215,105	225,711	236,846
30	202,470	212,444	222,915	233,911	245,457
31	206,109	216,264	226,928	238,123	249,879
32	209,813	220,154	231,012	242,413	254,384
33	213,586	224,115	235,172	246,780	258,969
34	217,428	228,150	239,407	251,227	263,639
35	225,052	236,154	247,813	260,054	272,906
36	232,947	244,445	256,518	269,193	282,503
37	241,124	253,030	265,531	278,658	292,440
38	249,590	261,919	274,866	288,459	302,732
39	258,358	271,127	284,532	298,609	313,389
40	267,438	280,659	294,542	309,120	324,426

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	123,408	129,400	135,691	142,296	149,230
12	136,640	143,293	150,277	157,610	165,312
13	138,578	145,328	152,414	159,855	167,667
14	140,545	147,392	154,582	162,131	170,058
15	142,541	149,488	156,783	164,441	172,484
16	144,565	151,614	159,014	166,784	174,944
17	146,619	153,770	161,279	169,163	177,440
18	148,703	155,958	163,576	171,575	179,974
19	150,817	158,178	165,907	174,022	182,543
20	152,962	160,430	168,272	176,505	185,151
21	155,138	162,715	170,671	179,024	187,795
22	157,346	165,034	173,105	181,580	190,480
23	159,586	167,385	175,574	184,174	193,202
24	161,859	169,772	178,081	186,804	195,965
25	164,165	172,193	180,623	189,474	198,767
26	176,208	184,839	193,900	203,415	213,406
27	182,563	191,511	200,908	210,773	221,132
28	189,154	198,432	208,173	218,402	229,142
29	195,985	205,605	215,705	226,311	237,446
30	203,070	213,044	223,515	234,511	246,057
31	206,709	216,864	227,528	238,723	250,479
32	210,413	220,754	231,612	243,013	254,984
33	214,186	224,715	235,772	247,380	259,569
34	218,028	228,750	240,007	251,827	264,239
35	225,652	236,754	248,413	260,654	273,506
36	233,547	245,045	257,118	269,793	283,103
37	241,724	253,630	266,131	279,258	293,040
38	250,190	262,519	275,466	289,059	303,332
39	258,958	271,727	285,132	299,209	313,989
40	268,038	281,259	295,142	309,720	325,026

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	124,008	130,000	136,291	142,896	149,830
12	137,240	143,893	150,877	158,210	165,912
13	139,178	145,928	153,014	160,455	168,267
14	141,145	147,992	155,182	162,731	170,658
15	143,141	150,088	157,383	165,041	173,084
16	145,165	152,214	159,614	167,384	175,544
17	147,219	154,370	161,879	169,763	178,040
18	149,303	156,558	164,176	172,175	180,574
19	151,417	158,778	166,507	174,622	183,143
20	153,562	161,030	168,872	177,105	185,751
21	155,738	163,315	171,271	179,624	188,395
22	157,946	165,634	173,705	182,180	191,080
23	160,186	167,985	176,174	184,774	193,802
24	162,459	170,372	178,681	187,404	196,565
25	164,765	172,793	181,223	190,074	199,367
26	176,808	185,439	194,500	204,015	214,006
27	183,163	192,111	201,508	211,373	221,732
28	189,754	199,032	208,773	219,002	229,742
29	196,585	206,205	216,305	226,911	238,046
30	203,670	213,644	224,115	235,111	246,657
31	207,309	217,464	228,128	239,323	251,079
32	211,013	221,354	232,212	243,613	255,584
33	214,786	225,315	236,372	247,980	260,169
34	218,628	229,350	240,607	252,427	264,839
35	226,252	237,354	249,013	261,254	274,106
36	234,147	245,645	257,718	270,393	283,703
37	242,324	254,230	266,731	279,858	293,640
38	250,790	263,119	276,066	289,659	303,932
39	259,558	272,327	285,732	299,809	314,589
40	268,638	281,859	295,742	310,320	325,626

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	124,608	130,600	136,891	143,496	150,430
12	137,840	144,493	151,477	158,810	166,512
13	139,778	146,528	153,614	161,055	168,867
14	141,745	148,592	155,782	163,331	171,258
15	143,741	150,688	157,983	165,641	173,684
16	145,765	152,814	160,214	167,984	176,144
17	147,819	154,970	162,479	170,363	178,640
18	149,903	157,158	164,776	172,775	181,174
19	152,017	159,378	167,107	175,222	183,743
20	154,162	161,630	169,472	177,705	186,351
21	156,338	163,915	171,871	180,224	188,995
22	158,546	166,234	174,305	182,780	191,680
23	160,786	168,585	176,774	185,374	194,402
24	163,059	170,972	179,281	188,004	197,165
25	165,365	173,393	181,823	190,674	199,967
26	177,408	186,039	195,100	204,615	214,606
27	183,763	192,711	202,108	211,973	222,332
28	190,354	199,632	209,373	219,602	230,342
29	197,185	206,805	216,905	227,511	238,646
30	204,270	214,244	224,715	235,711	247,257
31	207,909	218,064	228,728	239,923	251,679
32	211,613	221,954	232,812	244,213	256,184
33	215,386	225,915	236,972	248,580	260,769
34	219,228	229,950	241,207	253,027	265,439
35	226,852	237,954	249,613	261,854	274,706
36	234,747	246,245	258,318	270,993	284,303
37	242,924	254,830	267,331	280,458	294,240
38	251,390	263,719	276,666	290,259	304,532
39	260,158	272,927	286,332	300,409	315,189
40	269,238	282,459	296,342	310,920	326,226

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	125,208	131,200	137,491	144,096	151,030
12	138,440	145,093	152,077	159,410	167,112
13	140,378	147,128	154,214	161,655	169,467
14	142,345	149,192	156,382	163,931	171,858
15	144,341	151,288	158,583	166,241	174,284
16	146,365	153,414	160,814	168,584	176,744
17	148,419	155,570	163,079	170,963	179,240
18	150,503	157,758	165,376	173,375	181,774
19	152,617	159,978	167,707	175,822	184,343
20	154,762	162,230	170,072	178,305	186,951
21	156,938	164,515	172,471	180,824	189,595
22	159,146	166,834	174,905	183,380	192,280
23	161,386	169,185	177,374	185,974	195,002
24	163,659	171,572	179,881	188,604	197,765
25	165,965	173,993	182,423	191,274	200,567
26	178,008	186,639	195,700	205,215	215,206
27	184,363	193,311	202,708	212,573	222,932
28	190,954	200,232	209,973	220,202	230,942
29	197,785	207,405	217,505	228,111	239,246
30	204,870	214,844	225,315	236,311	247,857
31	208,509	218,664	229,328	240,523	252,279
32	212,213	222,554	233,412	244,813	256,784
33	215,986	226,515	237,572	249,180	261,369
34	219,828	230,550	241,807	253,627	266,039
35	227,452	238,554	250,213	262,454	275,306
36	235,347	246,845	258,918	271,593	284,903
37	243,524	255,430	267,931	281,058	294,840
38	251,990	264,319	277,266	290,859	305,132
39	260,758	273,527	286,932	301,009	315,789
40	269,838	283,059	296,942	311,520	326,826

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.