

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
(Longevity \$3000 for Employees Beginning 11th Year of Service)
FISCAL YEAR 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	127,600	133,832	140,375	147,244	154,455
12	141,362	148,281	155,544	163,170	171,180
13	143,377	150,397	157,767	165,505	173,630
14	145,423	152,544	160,021	167,872	176,116
15	147,499	154,724	162,310	170,275	178,639
16	149,604	156,935	164,631	172,711	181,198
17	151,740	159,177	166,986	175,186	183,794
18	153,907	161,452	169,375	177,694	186,429
19	156,106	163,761	171,799	180,239	189,101
20	158,336	166,103	174,259	182,821	191,813
21	160,600	168,480	176,754	185,441	194,563
22	162,896	170,891	179,285	188,099	197,355
23	165,225	173,336	181,853	190,797	200,186
24	167,589	175,819	184,460	193,532	203,060
25	169,988	178,337	187,104	196,309	205,974
26	182,512	191,489	200,912	210,808	221,198
27	189,122	198,427	208,200	218,460	229,233
28	195,976	205,625	215,756	226,394	237,564
29	203,080	213,085	223,589	234,619	246,200
30	210,449	220,822	231,712	243,147	255,155
31	214,233	224,795	235,885	247,528	259,754
32	218,086	228,840	240,132	251,990	264,439
33	222,009	232,960	244,459	256,531	269,208
34	226,005	237,156	248,863	261,156	274,065
35	233,934	245,480	257,606	270,336	283,702
36	242,145	254,103	266,659	279,841	293,683
37	250,649	263,031	276,032	289,684	304,018
38	259,454	272,276	285,741	299,877	314,721
39	268,572	281,852	295,793	310,433	325,805
40	278,016	291,765	306,204	321,365	337,283

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	128,200	134,432	140,975	147,844	155,055
12	141,962	148,881	156,144	163,770	171,780
13	143,977	150,997	158,367	166,105	174,230
14	146,023	153,144	160,621	168,472	176,716
15	148,099	155,324	162,910	170,875	179,239
16	150,204	157,535	165,231	173,311	181,798
17	152,340	159,777	167,586	175,786	184,394
18	154,507	162,052	169,975	178,294	187,029
19	156,706	164,361	172,399	180,839	189,701
20	158,936	166,703	174,859	183,421	192,413
21	161,200	169,080	177,354	186,041	195,163
22	163,496	171,491	179,885	188,699	197,955
23	165,825	173,936	182,453	191,397	200,786
24	168,189	176,419	185,060	194,132	203,660
25	170,588	178,937	187,704	196,909	206,574
26	183,112	192,089	201,512	211,408	221,798
27	189,722	199,027	208,800	219,060	229,833
28	196,576	206,225	216,356	226,994	238,164
29	203,680	213,685	224,189	235,219	246,800
30	211,049	221,422	232,312	243,747	255,755
31	214,833	225,395	236,485	248,128	260,354
32	218,686	229,440	240,732	252,590	265,039
33	222,609	233,560	245,059	257,131	269,808
34	226,605	237,756	249,463	261,756	274,665
35	234,534	246,080	258,206	270,936	284,302
36	242,745	254,703	267,259	280,441	294,283
37	251,249	263,631	276,632	290,284	304,618
38	260,054	272,876	286,341	300,477	315,321
39	269,172	282,452	296,393	311,033	326,405
40	278,616	292,365	306,804	321,965	337,883

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	128,800	135,032	141,575	148,444	155,655
12	142,562	149,481	156,744	164,370	172,380
13	144,577	151,597	158,967	166,705	174,830
14	146,623	153,744	161,221	169,072	177,316
15	148,699	155,924	163,510	171,475	179,839
16	150,804	158,135	165,831	173,911	182,398
17	152,940	160,377	168,186	176,386	184,994
18	155,107	162,652	170,575	178,894	187,629
19	157,306	164,961	172,999	181,439	190,301
20	159,536	167,303	175,459	184,021	193,013
21	161,800	169,680	177,954	186,641	195,763
22	164,096	172,091	180,485	189,299	198,555
23	166,425	174,536	183,053	191,997	201,386
24	168,789	177,019	185,660	194,732	204,260
25	171,188	179,537	188,304	197,509	207,174
26	183,712	192,689	202,112	212,008	222,398
27	190,322	199,627	209,400	219,660	230,433
28	197,176	206,825	216,956	227,594	238,764
29	204,280	214,285	224,789	235,819	247,400
30	211,649	222,022	232,912	244,347	256,355
31	215,433	225,995	237,085	248,728	260,954
32	219,286	230,040	241,332	253,190	265,639
33	223,209	234,160	245,659	257,731	270,408
34	227,205	238,356	250,063	262,356	275,265
35	235,134	246,680	258,806	271,536	284,902
36	243,345	255,303	267,859	281,041	294,883
37	251,849	264,231	277,232	290,884	305,218
38	260,654	273,476	286,941	301,077	315,921
39	269,772	283,052	296,993	311,633	327,005
40	279,216	292,965	307,404	322,565	338,483

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	129,400	135,632	142,175	149,044	156,255
12	143,162	150,081	157,344	164,970	172,980
13	145,177	152,197	159,567	167,305	175,430
14	147,223	154,344	161,821	169,672	177,916
15	149,299	156,524	164,110	172,075	180,439
16	151,404	158,735	166,431	174,511	182,998
17	153,540	160,977	168,786	176,986	185,594
18	155,707	163,252	171,175	179,494	188,229
19	157,906	165,561	173,599	182,039	190,901
20	160,136	167,903	176,059	184,621	193,613
21	162,400	170,280	178,554	187,241	196,363
22	164,696	172,691	181,085	189,899	199,155
23	167,025	175,136	183,653	192,597	201,986
24	169,389	177,619	186,260	195,332	204,860
25	171,788	180,137	188,904	198,109	207,774
26	184,312	193,289	202,712	212,608	222,998
27	190,922	200,227	210,000	220,260	231,033
28	197,776	207,425	217,556	228,194	239,364
29	204,880	214,885	225,389	236,419	248,000
30	212,249	222,622	233,512	244,947	256,955
31	216,033	226,595	237,685	249,328	261,554
32	219,886	230,640	241,932	253,790	266,239
33	223,809	234,760	246,259	258,331	271,008
34	227,805	238,956	250,663	262,956	275,865
35	235,734	247,280	259,406	272,136	285,502
36	243,945	255,903	268,459	281,641	295,483
37	252,449	264,831	277,832	291,484	305,818
38	261,254	274,076	287,541	301,677	316,521
39	270,372	283,652	297,593	312,233	327,605
40	279,816	293,565	308,004	323,165	339,083

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step 1	Step 2	Step 3	Step 4	Step 5
11	130,000	136,232	142,775	149,644	156,855
12	143,762	150,681	157,944	165,570	173,580
13	145,777	152,797	160,167	167,905	176,030
14	147,823	154,944	162,421	170,272	178,516
15	149,899	157,124	164,710	172,675	181,039
16	152,004	159,335	167,031	175,111	183,598
17	154,140	161,577	169,386	177,586	186,194
18	156,307	163,852	171,775	180,094	188,829
19	158,506	166,161	174,199	182,639	191,501
20	160,736	168,503	176,659	185,221	194,213
21	163,000	170,880	179,154	187,841	196,963
22	165,296	173,291	181,685	190,499	199,755
23	167,625	175,736	184,253	193,197	202,586
24	169,989	178,219	186,860	195,932	205,460
25	172,388	180,737	189,504	198,709	208,374
26	184,912	193,889	203,312	213,208	223,598
27	191,522	200,827	210,600	220,860	231,633
28	198,376	208,025	218,156	228,794	239,964
29	205,480	215,485	225,989	237,019	248,600
30	212,849	223,222	234,112	245,547	257,555
31	216,633	227,195	238,285	249,928	262,154
32	220,486	231,240	242,532	254,390	266,839
33	224,409	235,360	246,859	258,931	271,608
34	228,405	239,556	251,263	263,556	276,465
35	236,334	247,880	260,006	272,736	286,102
36	244,545	256,503	269,059	282,241	296,083
37	253,049	265,431	278,432	292,084	306,418
38	261,854	274,676	288,141	302,277	317,121
39	270,972	284,252	298,193	312,833	328,205
40	280,416	294,165	308,604	323,765	339,683

NOTES REGARDING EARNINGS:

Longevity Increment

\$3,000 per year completion of 10 years of service

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