

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

Effective: 2/1/2026

Board Approved: 2/10/2026

3% Increase Over 2024-2025 & 2026 Compensation Study

<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>11</b>	109,714	115,202	120,963	127,011	133,361
<b>12</b>	121,832	127,923	134,320	141,036	148,087
<b>13</b>	123,607	129,787	136,277	143,090	150,245
<b>14</b>	125,408	131,678	138,262	145,175	152,434
<b>15</b>	127,235	133,597	140,277	147,291	154,655
<b>16</b>	129,089	135,543	142,321	149,437	156,908
<b>17</b>	130,970	137,518	144,394	151,614	159,195
<b>18</b>	132,878	139,522	146,498	153,823	161,514
<b>19</b>	134,814	141,555	148,633	156,064	163,867
<b>20</b>	136,778	143,617	150,798	158,338	166,255
<b>21</b>	138,771	145,710	152,995	160,645	168,677
<b>22</b>	140,793	147,833	155,225	162,986	171,135
<b>23</b>	142,845	149,987	157,486	165,360	173,629
<b>24</b>	144,926	152,172	159,781	167,770	176,158
<b>25</b>	147,037	154,389	162,109	170,214	178,725
<b>26</b>	158,066	165,969	174,268	182,981	192,130
<b>27</b>	163,886	172,080	180,684	189,719	199,205
<b>28</b>	169,921	178,417	187,338	196,705	206,540
<b>29</b>	176,177	184,986	194,236	203,947	214,145
<b>30</b>	182,665	191,798	201,388	211,457	222,030
<b>31</b>	185,997	195,297	205,062	215,315	226,080
<b>32</b>	189,390	198,859	208,802	219,242	230,205
<b>33</b>	192,845	202,487	212,611	223,242	234,404
<b>34</b>	196,363	206,181	216,490	227,314	238,680
<b>35</b>	203,345	213,512	224,187	235,397	247,167
<b>36</b>	210,575	221,103	232,159	243,767	255,955
<b>37</b>	218,062	228,965	240,413	252,434	265,056
<b>38</b>	225,815	237,106	248,961	261,410	274,480
<b>39</b>	233,845	245,537	257,814	270,704	284,239
<b>40</b>	242,159	254,267	266,980	280,329	294,346

**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.