

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
SUPERVISOR 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 A	Step B	Step C	Step D	Step E	Step F
100	94,828	99,420	104,241	109,303	114,618	120,199
101	95,747	100,384	105,253	110,366	115,734	121,371
102	96,674	101,358	106,276	111,439	116,861	122,554
103	97,611	102,341	107,308	112,524	118,000	123,750
104	98,383	103,153	108,160	113,418	118,939	124,736
105	99,162	103,970	109,019	114,320	119,886	125,730
106	99,948	104,795	109,885	115,229	120,841	126,733
107	100,739	105,626	110,758	116,146	121,803	127,743
108	101,538	106,464	111,638	117,070	122,773	128,762
109	102,342	107,309	112,525	118,001	123,751	129,789
110	103,154	108,161	113,419	118,940	124,737	130,824
111	103,971	109,020	114,321	119,887	125,731	131,868
112	104,796	109,886	115,230	120,842	126,734	132,920
113	105,627	110,759	116,147	121,804	127,744	133,981
114	106,465	111,639	117,071	122,774	128,763	135,051
115	107,310	112,526	118,002	123,752	129,790	136,130
116	109,365	114,684	120,268	126,131	132,288	138,752
117	111,461	116,884	122,578	128,557	134,834	141,426
118	113,597	119,127	124,933	131,030	137,431	144,153
119	115,776	121,415	127,335	133,552	140,080	146,934
120	117,997	123,747	129,785	136,124	142,780	149,769
121	119,125	124,931	131,028	137,429	144,151	151,208
122	120,264	126,127	132,284	138,748	145,535	152,662
123	121,414	127,335	133,552	140,079	146,933	154,130
124	122,575	128,554	134,832	141,424	148,345	155,612
125	123,748	129,786	136,125	142,781	149,770	157,109
126	124,932	131,029	137,431	144,152	151,210	158,620
127	126,128	132,285	138,749	145,536	152,663	160,146
128	127,336	133,553	140,080	146,934	154,131	161,688
129	128,555	134,833	141,425	148,346	155,613	163,244
130	129,787	136,126	142,782	149,771	157,110	164,816
131	131,030	137,431	144,153	151,211	158,621	166,402
132	132,285	138,749	145,537	152,664	160,147	168,004
133	133,553	140,081	146,935	154,131	161,688	169,622
134	134,833	141,425	148,346	155,613	163,244	171,256
135	136,126	142,782	149,771	157,110	164,815	172,906
136	137,431	144,152	151,210	158,621	166,402	174,572
137	138,749	145,536	152,663	160,146	168,004	176,254
138	140,080	146,934	154,131	161,687	169,622	177,953
139	141,424	148,345	155,613	163,243	171,255	179,668
140	142,781	149,771	157,109	164,815	172,905	181,400

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	144,152	151,210	158,620	166,401	174,571	183,150
142	145,536	152,663	160,146	168,003	176,253	184,916
143	146,934	154,130	161,687	169,621	177,952	186,700
144	148,345	155,612	163,243	171,255	179,668	188,501
145	149,770	157,109	164,814	172,905	181,400	190,320
146	151,209	158,620	166,401	174,571	183,149	192,157
147	152,662	160,146	168,003	176,253	184,916	194,011
148	154,130	161,686	169,621	177,952	186,699	195,884
149	155,612	163,242	171,254	179,667	188,500	197,776
150	157,108	164,814	172,904	181,399	190,319	199,685
151	158,619	166,400	174,570	183,149	192,156	201,614
152	160,145	168,002	176,252	184,915	194,011	203,561
153	161,686	169,620	177,951	186,699	195,884	205,528
154	163,242	171,254	179,667	188,500	197,775	207,514
155	164,813	172,904	181,399	190,319	199,685	209,519
156	166,400	174,570	183,148	192,155	201,613	211,544
157	168,002	176,252	184,914	194,010	203,561	213,589
158	169,620	177,951	186,698	195,883	205,527	215,654
159	171,253	179,666	188,499	197,774	207,513	217,739
160	172,903	181,398	190,318	199,684	209,518	219,844

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
SUPERVISOR 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 A	Step B	Step C	Step D	Step E	Step F
100	95,428	100,020	104,841	109,903	115,218	120,799
101	96,347	100,984	105,853	110,966	116,334	121,971
102	97,274	101,958	106,876	112,039	117,461	123,154
103	98,211	102,941	107,908	113,124	118,600	124,350
104	98,983	103,753	108,760	114,018	119,539	125,336
105	99,762	104,570	109,619	114,920	120,486	126,330
106	100,548	105,395	110,485	115,829	121,441	127,333
107	101,339	106,226	111,358	116,746	122,403	128,343
108	102,138	107,064	112,238	117,670	123,373	129,362
109	102,942	107,909	113,125	118,601	124,351	130,389
110	103,754	108,761	114,019	119,540	125,337	131,424
111	104,571	109,620	114,921	120,487	126,331	132,468
112	105,396	110,486	115,830	121,442	127,334	133,520
113	106,227	111,359	116,747	122,404	128,344	134,581
114	107,065	112,239	117,671	123,374	129,363	135,651
115	107,910	113,126	118,602	124,352	130,390	136,730
116	109,965	115,284	120,868	126,731	132,888	139,352
117	112,061	117,484	123,178	129,157	135,434	142,026
118	114,197	119,727	125,533	131,630	138,031	144,753
119	116,376	122,015	127,935	134,152	140,680	147,534
120	118,597	124,347	130,385	136,724	143,380	150,369
121	119,725	125,531	131,628	138,029	144,751	151,808
122	120,864	126,727	132,884	139,348	146,135	153,262
123	122,014	127,935	134,152	140,679	147,533	154,730
124	123,175	129,154	135,432	142,024	148,945	156,212
125	124,348	130,386	136,725	143,381	150,370	157,709
126	125,532	131,629	138,031	144,752	151,810	159,220
127	126,728	132,885	139,349	146,136	153,263	160,746
128	127,936	134,153	140,680	147,534	154,731	162,288
129	129,155	135,433	142,025	148,946	156,213	163,844
130	130,387	136,726	143,382	150,371	157,710	165,416
131	131,630	138,031	144,753	151,811	159,221	167,002
132	132,885	139,349	146,137	153,264	160,747	168,604
133	134,153	140,681	147,535	154,731	162,288	170,222
134	135,433	142,025	148,946	156,213	163,844	171,856
135	136,726	143,382	150,371	157,710	165,415	173,506
136	138,031	144,752	151,810	159,221	167,002	175,172
137	139,349	146,136	153,263	160,746	168,604	176,854
138	140,680	147,534	154,731	162,287	170,222	178,553
139	142,024	148,945	156,213	163,843	171,855	180,268
140	143,381	150,371	157,709	165,415	173,505	182,000

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	144,752	151,810	159,220	167,001	175,171	183,750
142	146,136	153,263	160,746	168,603	176,853	185,516
143	147,534	154,730	162,287	170,221	178,552	187,300
144	148,945	156,212	163,843	171,855	180,268	189,101
145	150,370	157,709	165,414	173,505	182,000	190,920
146	151,809	159,220	167,001	175,171	183,749	192,757
147	153,262	160,746	168,603	176,853	185,516	194,611
148	154,730	162,286	170,221	178,552	187,299	196,484
149	156,212	163,842	171,854	180,267	189,100	198,376
150	157,708	165,414	173,504	181,999	190,919	200,285
151	159,219	167,000	175,170	183,749	192,756	202,214
152	160,745	168,602	176,852	185,515	194,611	204,161
153	162,286	170,220	178,551	187,299	196,484	206,128
154	163,842	171,854	180,267	189,100	198,375	208,114
155	165,413	173,504	181,999	190,919	200,285	210,119
156	167,000	175,170	183,748	192,755	202,213	212,144
157	168,602	176,852	185,514	194,610	204,161	214,189
158	170,220	178,551	187,298	196,483	206,127	216,254
159	171,853	180,266	189,099	198,374	208,113	218,339
160	173,503	181,998	190,918	200,284	210,118	220,444

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
SUPERVISOR 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 A	Step B	Step C	Step D	Step E	Step F
100	96,028	100,620	105,441	110,503	115,818	121,399
101	96,947	101,584	106,453	111,566	116,934	122,571
102	97,874	102,558	107,476	112,639	118,061	123,754
103	98,811	103,541	108,508	113,724	119,200	124,950
104	99,583	104,353	109,360	114,618	120,139	125,936
105	100,362	105,170	110,219	115,520	121,086	126,930
106	101,148	105,995	111,085	116,429	122,041	127,933
107	101,939	106,826	111,958	117,346	123,003	128,943
108	102,738	107,664	112,838	118,270	123,973	129,962
109	103,542	108,509	113,725	119,201	124,951	130,989
110	104,354	109,361	114,619	120,140	125,937	132,024
111	105,171	110,220	115,521	121,087	126,931	133,068
112	105,996	111,086	116,430	122,042	127,934	134,120
113	106,827	111,959	117,347	123,004	128,944	135,181
114	107,665	112,839	118,271	123,974	129,963	136,251
115	108,510	113,726	119,202	124,952	130,990	137,330
116	110,565	115,884	121,468	127,331	133,488	139,952
117	112,661	118,084	123,778	129,757	136,034	142,626
118	114,797	120,327	126,133	132,230	138,631	145,353
119	116,976	122,615	128,535	134,752	141,280	148,134
120	119,197	124,947	130,985	137,324	143,980	150,969
121	120,325	126,131	132,228	138,629	145,351	152,408
122	121,464	127,327	133,484	139,948	146,735	153,862
123	122,614	128,535	134,752	141,279	148,133	155,330
124	123,775	129,754	136,032	142,624	149,545	156,812
125	124,948	130,986	137,325	143,981	150,970	158,309
126	126,132	132,229	138,631	145,352	152,410	159,820
127	127,328	133,485	139,949	146,736	153,863	161,346
128	128,536	134,753	141,280	148,134	155,331	162,888
129	129,755	136,033	142,625	149,546	156,813	164,444
130	130,987	137,326	143,982	150,971	158,310	166,016
131	132,230	138,631	145,353	152,411	159,821	167,602
132	133,485	139,949	146,737	153,864	161,347	169,204
133	134,753	141,281	148,135	155,331	162,888	170,822
134	136,033	142,625	149,546	156,813	164,444	172,456
135	137,326	143,982	150,971	158,310	166,015	174,106
136	138,631	145,352	152,410	159,821	167,602	175,772
137	139,949	146,736	153,863	161,346	169,204	177,454
138	141,280	148,134	155,331	162,887	170,822	179,153
139	142,624	149,545	156,813	164,443	172,455	180,868
140	143,981	150,971	158,309	166,015	174,105	182,600

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	145,352	152,410	159,820	167,601	175,771	184,350
142	146,736	153,863	161,346	169,203	177,453	186,116
143	148,134	155,330	162,887	170,821	179,152	187,900
144	149,545	156,812	164,443	172,455	180,868	189,701
145	150,970	158,309	166,014	174,105	182,600	191,520
146	152,409	159,820	167,601	175,771	184,349	193,357
147	153,862	161,346	169,203	177,453	186,116	195,211
148	155,330	162,886	170,821	179,152	187,899	197,084
149	156,812	164,442	172,454	180,867	189,700	198,976
150	158,308	166,014	174,104	182,599	191,519	200,885
151	159,819	167,600	175,770	184,349	193,356	202,814
152	161,345	169,202	177,452	186,115	195,211	204,761
153	162,886	170,820	179,151	187,899	197,084	206,728
154	164,442	172,454	180,867	189,700	198,975	208,714
155	166,013	174,104	182,599	191,519	200,885	210,719
156	167,600	175,770	184,348	193,355	202,813	212,744
157	169,202	177,452	186,114	195,210	204,761	214,789
158	170,820	179,151	187,898	197,083	206,727	216,854
159	172,453	180,866	189,699	198,974	208,713	218,939
160	174,103	182,598	191,518	200,884	210,718	221,044

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
SUPERVISOR 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 A	Step B	Step C	Step D	Step E	Step F
100	96,628	101,220	106,041	111,103	116,418	121,999
101	97,547	102,184	107,053	112,166	117,534	123,171
102	98,474	103,158	108,076	113,239	118,661	124,354
103	99,411	104,141	109,108	114,324	119,800	125,550
104	100,183	104,953	109,960	115,218	120,739	126,536
105	100,962	105,770	110,819	116,120	121,686	127,530
106	101,748	106,595	111,685	117,029	122,641	128,533
107	102,539	107,426	112,558	117,946	123,603	129,543
108	103,338	108,264	113,438	118,870	124,573	130,562
109	104,142	109,109	114,325	119,801	125,551	131,589
110	104,954	109,961	115,219	120,740	126,537	132,624
111	105,771	110,820	116,121	121,687	127,531	133,668
112	106,596	111,686	117,030	122,642	128,534	134,720
113	107,427	112,559	117,947	123,604	129,544	135,781
114	108,265	113,439	118,871	124,574	130,563	136,851
115	109,110	114,326	119,802	125,552	131,590	137,930
116	111,165	116,484	122,068	127,931	134,088	140,552
117	113,261	118,684	124,378	130,357	136,634	143,226
118	115,397	120,927	126,733	132,830	139,231	145,953
119	117,576	123,215	129,135	135,352	141,880	148,734
120	119,797	125,547	131,585	137,924	144,580	151,569
121	120,925	126,731	132,828	139,229	145,951	153,008
122	122,064	127,927	134,084	140,548	147,335	154,462
123	123,214	129,135	135,352	141,879	148,733	155,930
124	124,375	130,354	136,632	143,224	150,145	157,412
125	125,548	131,586	137,925	144,581	151,570	158,909
126	126,732	132,829	139,231	145,952	153,010	160,420
127	127,928	134,085	140,549	147,336	154,463	161,946
128	129,136	135,353	141,880	148,734	155,931	163,488
129	130,355	136,633	143,225	150,146	157,413	165,044
130	131,587	137,926	144,582	151,571	158,910	166,616
131	132,830	139,231	145,953	153,011	160,421	168,202
132	134,085	140,549	147,337	154,464	161,947	169,804
133	135,353	141,881	148,735	155,931	163,488	171,422
134	136,633	143,225	150,146	157,413	165,044	173,056
135	137,926	144,582	151,571	158,910	166,615	174,706
136	139,231	145,952	153,010	160,421	168,202	176,372
137	140,549	147,336	154,463	161,946	169,804	178,054
138	141,880	148,734	155,931	163,487	171,422	179,753
139	143,224	150,145	157,413	165,043	173,055	181,468
140	144,581	151,571	158,909	166,615	174,705	183,200

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	145,952	153,010	160,420	168,201	176,371	184,950
142	147,336	154,463	161,946	169,803	178,053	186,716
143	148,734	155,930	163,487	171,421	179,752	188,500
144	150,145	157,412	165,043	173,055	181,468	190,301
145	151,570	158,909	166,614	174,705	183,200	192,120
146	153,009	160,420	168,201	176,371	184,949	193,957
147	154,462	161,946	169,803	178,053	186,716	195,811
148	155,930	163,486	171,421	179,752	188,499	197,684
149	157,412	165,042	173,054	181,467	190,300	199,576
150	158,908	166,614	174,704	183,199	192,119	201,485
151	160,419	168,200	176,370	184,949	193,956	203,414
152	161,945	169,802	178,052	186,715	195,811	205,361
153	163,486	171,420	179,751	188,499	197,684	207,328
154	165,042	173,054	181,467	190,300	199,575	209,314
155	166,613	174,704	183,199	192,119	201,485	211,319
156	168,200	176,370	184,948	193,955	203,413	213,344
157	169,802	178,052	186,714	195,810	205,361	215,389
158	171,420	179,751	188,498	197,683	207,327	217,454
159	173,053	181,466	190,299	199,574	209,313	219,539
160	174,703	183,198	192,118	201,484	211,318	221,644

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
SUPERVISOR 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 A	Step B	Step C	Step D	Step E	Step F
100	97,228	101,820	106,641	111,703	117,018	122,599
101	98,147	102,784	107,653	112,766	118,134	123,771
102	99,074	103,758	108,676	113,839	119,261	124,954
103	100,011	104,741	109,708	114,924	120,400	126,150
104	100,783	105,553	110,560	115,818	121,339	127,136
105	101,562	106,370	111,419	116,720	122,286	128,130
106	102,348	107,195	112,285	117,629	123,241	129,133
107	103,139	108,026	113,158	118,546	124,203	130,143
108	103,938	108,864	114,038	119,470	125,173	131,162
109	104,742	109,709	114,925	120,401	126,151	132,189
110	105,554	110,561	115,819	121,340	127,137	133,224
111	106,371	111,420	116,721	122,287	128,131	134,268
112	107,196	112,286	117,630	123,242	129,134	135,320
113	108,027	113,159	118,547	124,204	130,144	136,381
114	108,865	114,039	119,471	125,174	131,163	137,451
115	109,710	114,926	120,402	126,152	132,190	138,530
116	111,765	117,084	122,668	128,531	134,688	141,152
117	113,861	119,284	124,978	130,957	137,234	143,826
118	115,997	121,527	127,333	133,430	139,831	146,553
119	118,176	123,815	129,735	135,952	142,480	149,334
120	120,397	126,147	132,185	138,524	145,180	152,169
121	121,525	127,331	133,428	139,829	146,551	153,608
122	122,664	128,527	134,684	141,148	147,935	155,062
123	123,814	129,735	135,952	142,479	149,333	156,530
124	124,975	130,954	137,232	143,824	150,745	158,012
125	126,148	132,186	138,525	145,181	152,170	159,509
126	127,332	133,429	139,831	146,552	153,610	161,020
127	128,528	134,685	141,149	147,936	155,063	162,546
128	129,736	135,953	142,480	149,334	156,531	164,088
129	130,955	137,233	143,825	150,746	158,013	165,644
130	132,187	138,526	145,182	152,171	159,510	167,216
131	133,430	139,831	146,553	153,611	161,021	168,802
132	134,685	141,149	147,937	155,064	162,547	170,404
133	135,953	142,481	149,335	156,531	164,088	172,022
134	137,233	143,825	150,746	158,013	165,644	173,656
135	138,526	145,182	152,171	159,510	167,215	175,306
136	139,831	146,552	153,610	161,021	168,802	176,972
137	141,149	147,936	155,063	162,546	170,404	178,654
138	142,480	149,334	156,531	164,087	172,022	180,353
139	143,824	150,745	158,013	165,643	173,655	182,068
140	145,181	152,171	159,509	167,215	175,305	183,800

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	146,552	153,610	161,020	168,801	176,971	185,550
142	147,936	155,063	162,546	170,403	178,653	187,316
143	149,334	156,530	164,087	172,021	180,352	189,100
144	150,745	158,012	165,643	173,655	182,068	190,901
145	152,170	159,509	167,214	175,305	183,800	192,720
146	153,609	161,020	168,801	176,971	185,549	194,557
147	155,062	162,546	170,403	178,653	187,316	196,411
148	156,530	164,086	172,021	180,352	189,099	198,284
149	158,012	165,642	173,654	182,067	190,900	200,176
150	159,508	167,214	175,304	183,799	192,719	202,085
151	161,019	168,800	176,970	185,549	194,556	204,014
152	162,545	170,402	178,652	187,315	196,411	205,961
153	164,086	172,020	180,351	189,099	198,284	207,928
154	165,642	173,654	182,067	190,900	200,175	209,914
155	167,213	175,304	183,799	192,719	202,085	211,919
156	168,800	176,970	185,548	194,555	204,013	213,944
157	170,402	178,652	187,314	196,410	205,961	215,989
158	172,020	180,351	189,098	198,283	207,927	218,054
159	173,653	182,066	190,899	200,174	209,913	220,139
160	175,303	183,798	192,718	202,084	211,918	222,244

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.