

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
SUPERVISOR 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 A	Step B	Step C	Step D	Step E	Step F
100	98,501	103,277	108,291	113,555	119,083	124,887
101	99,457	104,279	109,343	114,661	120,243	126,106
102	100,421	105,292	110,407	115,777	121,415	127,336
103	101,395	106,315	111,480	116,905	122,600	128,580
104	102,198	107,159	112,366	117,835	123,577	129,605
105	103,008	108,009	113,260	118,773	124,561	130,639
106	103,826	108,867	114,160	119,718	125,555	131,682
107	104,649	109,731	115,068	120,672	126,555	132,733
108	105,480	110,603	115,984	121,633	127,564	133,792
109	106,316	111,481	116,906	122,601	128,581	134,861
110	107,160	112,367	117,836	123,578	129,606	135,937
111	108,010	113,261	118,774	124,562	130,640	137,023
112	108,868	114,161	119,719	125,556	131,683	138,117
113	109,732	115,069	120,673	126,556	132,734	139,220
114	110,604	115,985	121,634	127,565	133,794	140,333
115	111,482	116,907	122,602	128,582	134,862	141,455
116	113,620	119,151	124,959	131,056	137,460	144,182
117	115,799	121,439	127,361	133,579	140,107	146,963
118	118,021	123,772	129,810	136,151	142,808	149,799
119	120,287	126,152	132,308	138,774	145,563	152,691
120	122,597	128,577	134,856	141,449	148,371	155,640
121	123,770	129,808	136,149	142,806	149,797	157,136
122	124,955	131,052	137,455	144,178	151,236	158,648
123	126,151	132,308	138,774	145,562	152,690	160,175
124	127,358	133,576	140,105	146,961	154,159	161,716
125	128,578	134,857	141,450	148,372	155,641	163,273
126	129,809	136,150	142,808	149,798	157,138	164,845
127	131,053	137,456	144,179	151,237	158,650	166,432
128	132,309	138,775	145,563	152,691	160,176	168,036
129	133,577	140,106	146,962	154,160	161,718	169,654
130	134,858	141,451	148,373	155,642	163,274	171,289
131	136,151	142,808	149,799	157,139	164,846	172,938
132	137,456	144,179	151,238	158,651	166,433	174,604
133	138,775	145,564	152,692	160,176	168,036	176,287
134	140,106	146,962	154,160	161,718	169,654	177,986
135	141,451	148,373	155,642	163,274	171,288	179,702
136	142,808	149,798	157,138	164,846	172,938	181,435
137	144,179	151,237	158,650	166,432	174,604	183,184
138	145,563	152,691	160,176	168,034	176,287	184,951
139	146,961	154,159	161,718	169,653	177,985	186,735
140	148,372	155,642	163,273	171,288	179,701	188,536

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	149,798	157,138	164,845	172,937	181,434	190,356
142	151,237	158,650	166,432	174,603	183,183	192,193
143	152,691	160,175	168,034	176,286	184,950	194,048
144	154,159	161,716	169,653	177,985	186,735	195,921
145	155,641	163,273	171,287	179,701	188,536	197,813
146	157,137	164,845	172,937	181,434	190,355	199,723
147	158,648	166,432	174,603	183,183	192,193	201,651
148	160,175	168,033	176,286	184,950	194,047	203,599
149	161,716	169,652	177,984	186,734	195,920	205,567
150	163,272	171,287	179,700	188,535	197,812	207,552
151	164,844	172,936	181,433	190,355	199,722	209,559
152	166,431	174,602	183,182	192,192	201,651	211,583
153	168,033	176,285	184,949	194,047	203,599	213,629
154	169,652	177,984	186,734	195,920	205,566	215,695
155	171,286	179,700	188,535	197,812	207,552	217,780
156	172,936	181,433	190,354	199,721	209,558	219,886
157	174,602	183,182	192,191	201,650	211,583	222,013
158	176,285	184,949	194,046	203,598	213,628	224,160
159	177,983	186,733	195,919	205,565	215,694	226,329
160	179,699	188,534	197,811	207,551	217,779	228,518

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	99,101	103,877	108,891	114,155	119,683	125,487
101	100,057	104,879	109,943	115,261	120,843	126,706
102	101,021	105,892	111,007	116,377	122,015	127,936
103	101,995	106,915	112,080	117,505	123,200	129,180
104	102,798	107,759	112,966	118,435	124,177	130,205
105	103,608	108,609	113,860	119,373	125,161	131,239
106	104,426	109,467	114,760	120,318	126,155	132,282
107	105,249	110,331	115,668	121,272	127,155	133,333
108	106,080	111,203	116,584	122,233	128,164	134,392
109	106,916	112,081	117,506	123,201	129,181	135,461
110	107,760	112,967	118,436	124,178	130,206	136,537
111	108,610	113,861	119,374	125,162	131,240	137,623
112	109,468	114,761	120,319	126,156	132,283	138,717
113	110,332	115,669	121,273	127,156	133,334	139,820
114	111,204	116,585	122,234	128,165	134,394	140,933
115	112,082	117,507	123,202	129,182	135,462	142,055
116	114,220	119,751	125,559	131,656	138,060	144,782
117	116,399	122,039	127,961	134,179	140,707	147,563
118	118,621	124,372	130,410	136,751	143,408	150,399
119	120,887	126,752	132,908	139,374	146,163	153,291
120	123,197	129,177	135,456	142,049	148,971	156,240
121	124,370	130,408	136,749	143,406	150,397	157,736
122	125,555	131,652	138,055	144,778	151,836	159,248
123	126,751	132,908	139,374	146,162	153,290	160,775
124	127,958	134,176	140,705	147,561	154,759	162,316
125	129,178	135,457	142,050	148,972	156,241	163,873
126	130,409	136,750	143,408	150,398	157,738	165,445
127	131,653	138,056	144,779	151,837	159,250	167,032
128	132,909	139,375	146,163	153,291	160,776	168,636
129	134,177	140,706	147,562	154,760	162,318	170,254
130	135,458	142,051	148,973	156,242	163,874	171,889
131	136,751	143,408	150,399	157,739	165,446	173,538
132	138,056	144,779	151,838	159,251	167,033	175,204
133	139,375	146,164	153,292	160,776	168,636	176,887
134	140,706	147,562	154,760	162,318	170,254	178,586
135	142,051	148,973	156,242	163,874	171,888	180,302
136	143,408	150,398	157,738	165,446	173,538	182,035
137	144,779	151,837	159,250	167,032	175,204	183,784
138	146,163	153,291	160,776	168,634	176,887	185,551
139	147,561	154,759	162,318	170,253	178,585	187,335
140	148,972	156,242	163,873	171,888	180,301	189,136

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	150,398	157,738	165,445	173,537	182,034	190,956
142	151,837	159,250	167,032	175,203	183,783	192,793
143	153,291	160,775	168,634	176,886	185,550	194,648
144	154,759	162,316	170,253	178,585	187,335	196,521
145	156,241	163,873	171,887	180,301	189,136	198,413
146	157,737	165,445	173,537	182,034	190,955	200,323
147	159,248	167,032	175,203	183,783	192,793	202,251
148	160,775	168,633	176,886	185,550	194,647	204,199
149	162,316	170,252	178,584	187,334	196,520	206,167
150	163,872	171,887	180,300	189,135	198,412	208,152
151	165,444	173,536	182,033	190,955	200,322	210,159
152	167,031	175,202	183,782	192,792	202,251	212,183
153	168,633	176,885	185,549	194,647	204,199	214,229
154	170,252	178,584	187,334	196,520	206,166	216,295
155	171,886	180,300	189,135	198,412	208,152	218,380
156	173,536	182,033	190,954	200,321	210,158	220,486
157	175,202	183,782	192,791	202,250	212,183	222,613
158	176,885	185,549	194,646	204,198	214,228	224,760
159	178,583	187,333	196,519	206,165	216,294	226,929
160	180,299	189,134	198,411	208,151	218,379	229,118

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	99,701	104,477	109,491	114,755	120,283	126,087
101	100,657	105,479	110,543	115,861	121,443	127,306
102	101,621	106,492	111,607	116,977	122,615	128,536
103	102,595	107,515	112,680	118,105	123,800	129,780
104	103,398	108,359	113,566	119,035	124,777	130,805
105	104,208	109,209	114,460	119,973	125,761	131,839
106	105,026	110,067	115,360	120,918	126,755	132,882
107	105,849	110,931	116,268	121,872	127,755	133,933
108	106,680	111,803	117,184	122,833	128,764	134,992
109	107,516	112,681	118,106	123,801	129,781	136,061
110	108,360	113,567	119,036	124,778	130,806	137,137
111	109,210	114,461	119,974	125,762	131,840	138,223
112	110,068	115,361	120,919	126,756	132,883	139,317
113	110,932	116,269	121,873	127,756	133,934	140,420
114	111,804	117,185	122,834	128,765	134,994	141,533
115	112,682	118,107	123,802	129,782	136,062	142,655
116	114,820	120,351	126,159	132,256	138,660	145,382
117	116,999	122,639	128,561	134,779	141,307	148,163
118	119,221	124,972	131,010	137,351	144,008	150,999
119	121,487	127,352	133,508	139,974	146,763	153,891
120	123,797	129,777	136,056	142,649	149,571	156,840
121	124,970	131,008	137,349	144,006	150,997	158,336
122	126,155	132,252	138,655	145,378	152,436	159,848
123	127,351	133,508	139,974	146,762	153,890	161,375
124	128,558	134,776	141,305	148,161	155,359	162,916
125	129,778	136,057	142,650	149,572	156,841	164,473
126	131,009	137,350	144,008	150,998	158,338	166,045
127	132,253	138,656	145,379	152,437	159,850	167,632
128	133,509	139,975	146,763	153,891	161,376	169,236
129	134,777	141,306	148,162	155,360	162,918	170,854
130	136,058	142,651	149,573	156,842	164,474	172,489
131	137,351	144,008	150,999	158,339	166,046	174,138
132	138,656	145,379	152,438	159,851	167,633	175,804
133	139,975	146,764	153,892	161,376	169,236	177,487
134	141,306	148,162	155,360	162,918	170,854	179,186
135	142,651	149,573	156,842	164,474	172,488	180,902
136	144,008	150,998	158,338	166,046	174,138	182,635
137	145,379	152,437	159,850	167,632	175,804	184,384
138	146,763	153,891	161,376	169,234	177,487	186,151
139	148,161	155,359	162,918	170,853	179,185	187,935
140	149,572	156,842	164,473	172,488	180,901	189,736

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	150,998	158,338	166,045	174,137	182,634	191,556
142	152,437	159,850	167,632	175,803	184,383	193,393
143	153,891	161,375	169,234	177,486	186,150	195,248
144	155,359	162,916	170,853	179,185	187,935	197,121
145	156,841	164,473	172,487	180,901	189,736	199,013
146	158,337	166,045	174,137	182,634	191,555	200,923
147	159,848	167,632	175,803	184,383	193,393	202,851
148	161,375	169,233	177,486	186,150	195,247	204,799
149	162,916	170,852	179,184	187,934	197,120	206,767
150	164,472	172,487	180,900	189,735	199,012	208,752
151	166,044	174,136	182,633	191,555	200,922	210,759
152	167,631	175,802	184,382	193,392	202,851	212,783
153	169,233	177,485	186,149	195,247	204,799	214,829
154	170,852	179,184	187,934	197,120	206,766	216,895
155	172,486	180,900	189,735	199,012	208,752	218,980
156	174,136	182,633	191,554	200,921	210,758	221,086
157	175,802	184,382	193,391	202,850	212,783	223,213
158	177,485	186,149	195,246	204,798	214,828	225,360
159	179,183	187,933	197,119	206,765	216,894	227,529
160	180,899	189,734	199,011	208,751	218,979	229,718

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	100,301	105,077	110,091	115,355	120,883	126,687
101	101,257	106,079	111,143	116,461	122,043	127,906
102	102,221	107,092	112,207	117,577	123,215	129,136
103	103,195	108,115	113,280	118,705	124,400	130,380
104	103,998	108,959	114,166	119,635	125,377	131,405
105	104,808	109,809	115,060	120,573	126,361	132,439
106	105,626	110,667	115,960	121,518	127,355	133,482
107	106,449	111,531	116,868	122,472	128,355	134,533
108	107,280	112,403	117,784	123,433	129,364	135,592
109	108,116	113,281	118,706	124,401	130,381	136,661
110	108,960	114,167	119,636	125,378	131,406	137,737
111	109,810	115,061	120,574	126,362	132,440	138,823
112	110,668	115,961	121,519	127,356	133,483	139,917
113	111,532	116,869	122,473	128,356	134,534	141,020
114	112,404	117,785	123,434	129,365	135,594	142,133
115	113,282	118,707	124,402	130,382	136,662	143,255
116	115,420	120,951	126,759	132,856	139,260	145,982
117	117,599	123,239	129,161	135,379	141,907	148,763
118	119,821	125,572	131,610	137,951	144,608	151,599
119	122,087	127,952	134,108	140,574	147,363	154,491
120	124,397	130,377	136,656	143,249	150,171	157,440
121	125,570	131,608	137,949	144,606	151,597	158,936
122	126,755	132,852	139,255	145,978	153,036	160,448
123	127,951	134,108	140,574	147,362	154,490	161,975
124	129,158	135,376	141,905	148,761	155,959	163,516
125	130,378	136,657	143,250	150,172	157,441	165,073
126	131,609	137,950	144,608	151,598	158,938	166,645
127	132,853	139,256	145,979	153,037	160,450	168,232
128	134,109	140,575	147,363	154,491	161,976	169,836
129	135,377	141,906	148,762	155,960	163,518	171,454
130	136,658	143,251	150,173	157,442	165,074	173,089
131	137,951	144,608	151,599	158,939	166,646	174,738
132	139,256	145,979	153,038	160,451	168,233	176,404
133	140,575	147,364	154,492	161,976	169,836	178,087
134	141,906	148,762	155,960	163,518	171,454	179,786
135	143,251	150,173	157,442	165,074	173,088	181,502
136	144,608	151,598	158,938	166,646	174,738	183,235
137	145,979	153,037	160,450	168,232	176,404	184,984
138	147,363	154,491	161,976	169,834	178,087	186,751
139	148,761	155,959	163,518	171,453	179,785	188,535
140	150,172	157,442	165,073	173,088	181,501	190,336

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	151,598	158,938	166,645	174,737	183,234	192,156
142	153,037	160,450	168,232	176,403	184,983	193,993
143	154,491	161,975	169,834	178,086	186,750	195,848
144	155,959	163,516	171,453	179,785	188,535	197,721
145	157,441	165,073	173,087	181,501	190,336	199,613
146	158,937	166,645	174,737	183,234	192,155	201,523
147	160,448	168,232	176,403	184,983	193,993	203,451
148	161,975	169,833	178,086	186,750	195,847	205,399
149	163,516	171,452	179,784	188,534	197,720	207,367
150	165,072	173,087	181,500	190,335	199,612	209,352
151	166,644	174,736	183,233	192,155	201,522	211,359
152	168,231	176,402	184,982	193,992	203,451	213,383
153	169,833	178,085	186,749	195,847	205,399	215,429
154	171,452	179,784	188,534	197,720	207,366	217,495
155	173,086	181,500	190,335	199,612	209,352	219,580
156	174,736	183,233	192,154	201,521	211,358	221,686
157	176,402	184,982	193,991	203,450	213,383	223,813
158	178,085	186,749	195,846	205,398	215,428	225,960
159	179,783	188,533	197,719	207,365	217,494	228,129
160	181,499	190,334	199,611	209,351	219,579	230,318

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 2027-2028

Effective: 7/1/2027

Board Approved: 6/9/2026

4% Increase Over 2026-2027

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	100,901	105,677	110,691	115,955	121,483	127,287
101	101,857	106,679	111,743	117,061	122,643	128,506
102	102,821	107,692	112,807	118,177	123,815	129,736
103	103,795	108,715	113,880	119,305	125,000	130,980
104	104,598	109,559	114,766	120,235	125,977	132,005
105	105,408	110,409	115,660	121,173	126,961	133,039
106	106,226	111,267	116,560	122,118	127,955	134,082
107	107,049	112,131	117,468	123,072	128,955	135,133
108	107,880	113,003	118,384	124,033	129,964	136,192
109	108,716	113,881	119,306	125,001	130,981	137,261
110	109,560	114,767	120,236	125,978	132,006	138,337
111	110,410	115,661	121,174	126,962	133,040	139,423
112	111,268	116,561	122,119	127,956	134,083	140,517
113	112,132	117,469	123,073	128,956	135,134	141,620
114	113,004	118,385	124,034	129,965	136,194	142,733
115	113,882	119,307	125,002	130,982	137,262	143,855
116	116,020	121,551	127,359	133,456	139,860	146,582
117	118,199	123,839	129,761	135,979	142,507	149,363
118	120,421	126,172	132,210	138,551	145,208	152,199
119	122,687	128,552	134,708	141,174	147,963	155,091
120	124,997	130,977	137,256	143,849	150,771	158,040
121	126,170	132,208	138,549	145,206	152,197	159,536
122	127,355	133,452	139,855	146,578	153,636	161,048
123	128,551	134,708	141,174	147,962	155,090	162,575
124	129,758	135,976	142,505	149,361	156,559	164,116
125	130,978	137,257	143,850	150,772	158,041	165,673
126	132,209	138,550	145,208	152,198	159,538	167,245
127	133,453	139,856	146,579	153,637	161,050	168,832
128	134,709	141,175	147,963	155,091	162,576	170,436
129	135,977	142,506	149,362	156,560	164,118	172,054
130	137,258	143,851	150,773	158,042	165,674	173,689
131	138,551	145,208	152,199	159,539	167,246	175,338
132	139,856	146,579	153,638	161,051	168,833	177,004
133	141,175	147,964	155,092	162,576	170,436	178,687
134	142,506	149,362	156,560	164,118	172,054	180,386
135	143,851	150,773	158,042	165,674	173,688	182,102
136	145,208	152,198	159,538	167,246	175,338	183,835
137	146,579	153,637	161,050	168,832	177,004	185,584
138	147,963	155,091	162,576	170,434	178,687	187,351
139	149,361	156,559	164,118	172,053	180,385	189,135
140	150,772	158,042	165,673	173,688	182,101	190,936

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	152,198	159,538	167,245	175,337	183,834	192,756
142	153,637	161,050	168,832	177,003	185,583	194,593
143	155,091	162,575	170,434	178,686	187,350	196,448
144	156,559	164,116	172,053	180,385	189,135	198,321
145	158,041	165,673	173,687	182,101	190,936	200,213
146	159,537	167,245	175,337	183,834	192,755	202,123
147	161,048	168,832	177,003	185,583	194,593	204,051
148	162,575	170,433	178,686	187,350	196,447	205,999
149	164,116	172,052	180,384	189,134	198,320	207,967
150	165,672	173,687	182,100	190,935	200,212	209,952
151	167,244	175,336	183,833	192,755	202,122	211,959
152	168,831	177,002	185,582	194,592	204,051	213,983
153	170,433	178,685	187,349	196,447	205,999	216,029
154	172,052	180,384	189,134	198,320	207,966	218,095
155	173,686	182,100	190,935	200,212	209,952	220,180
156	175,336	183,833	192,754	202,121	211,958	222,286
157	177,002	185,582	194,591	204,050	213,983	224,413
158	178,685	187,349	196,446	205,998	216,028	226,560
159	180,383	189,133	198,319	207,965	218,094	228,729
160	182,099	190,934	200,211	209,951	220,179	230,918

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.