

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
SUPERVISOR 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 A	Step B	Step C	Step D	Step E	Step F
100	102,321	107,288	112,503	117,977	123,726	129,762
101	103,315	108,330	113,597	119,127	124,933	131,030
102	104,318	109,384	114,703	120,288	126,152	132,309
103	105,331	110,448	115,819	121,461	127,384	133,603
104	106,166	111,325	116,741	122,428	128,400	134,669
105	107,008	112,209	117,670	123,404	129,423	135,745
106	107,859	113,102	118,606	124,387	130,457	136,829
107	108,715	114,000	119,551	125,379	131,497	137,922
108	109,579	114,907	120,503	126,378	132,547	139,024
109	110,449	115,820	121,462	127,385	133,604	140,135
110	111,326	116,742	122,429	128,401	134,670	141,254
111	112,210	117,671	123,405	129,424	135,746	142,384
112	113,103	118,607	124,388	130,458	136,830	143,522
113	114,001	119,552	125,380	131,498	137,923	144,669
114	114,908	120,504	126,379	132,548	139,026	145,826
115	115,821	121,463	127,386	133,605	140,136	146,993
116	118,045	123,797	129,837	136,178	142,838	149,829
117	120,311	126,177	132,335	138,802	145,591	152,722
118	122,622	128,603	134,882	141,477	148,400	155,671
119	124,978	131,078	137,480	144,205	151,266	158,679
120	127,381	133,600	140,130	146,987	154,186	161,746
121	128,601	134,880	141,475	148,398	155,669	163,301
122	129,833	136,174	142,833	149,825	157,165	164,874
123	131,077	137,480	144,205	151,264	158,678	166,462
124	132,332	138,799	145,589	152,719	160,205	168,065
125	133,601	140,131	146,988	154,187	161,747	169,684
126	134,881	141,476	148,400	155,670	163,304	171,319
127	136,175	142,834	149,826	157,166	164,876	172,969
128	137,481	144,206	151,266	158,679	166,463	174,637
129	138,800	145,590	152,720	160,206	168,067	176,320
130	140,132	146,989	154,188	161,748	169,685	178,021
131	141,477	148,400	155,671	163,305	171,320	179,736
132	142,834	149,826	157,168	164,877	172,970	181,468
133	144,206	151,267	158,680	166,463	174,637	183,218
134	145,590	152,720	160,206	168,067	176,320	184,985
135	146,989	154,188	161,748	169,685	178,020	186,770
136	148,400	155,670	163,304	171,320	179,736	188,572
137	149,826	157,166	164,876	172,969	181,468	190,391
138	151,266	158,679	166,463	174,635	183,218	192,229
139	152,719	160,205	168,067	176,319	184,984	194,084
140	154,187	161,748	169,684	178,020	186,769	195,957

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	155,670	163,304	171,319	179,734	188,571	197,850
142	157,166	164,876	172,969	181,467	190,390	199,761
143	158,679	166,462	174,635	183,217	192,228	201,690
144	160,205	168,065	176,319	184,984	194,084	203,638
145	161,747	169,684	178,018	186,769	195,957	205,606
146	163,302	171,319	179,734	188,571	197,849	207,592
147	164,874	172,969	181,467	190,390	199,761	209,597
148	166,462	174,634	183,217	192,228	201,689	211,623
149	168,065	176,318	184,983	194,083	203,637	213,670
150	169,683	178,018	186,768	195,956	205,604	215,734
151	171,318	179,733	188,570	197,849	207,591	217,821
152	172,968	181,466	190,389	199,760	209,597	219,926
153	174,634	183,216	192,227	201,689	211,623	222,054
154	176,318	184,983	194,083	203,637	213,669	224,203
155	178,017	186,768	195,956	205,604	215,734	226,371
156	179,733	188,570	197,848	207,590	217,820	228,561
157	181,466	190,389	199,759	209,596	219,926	230,774
158	183,216	192,227	201,688	211,622	222,053	233,006
159	184,982	194,082	203,636	213,668	224,202	235,262
160	186,767	195,955	205,603	215,733	226,370	237,539

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	102,921	107,888	113,103	118,577	124,326	130,362
101	103,915	108,930	114,197	119,727	125,533	131,630
102	104,918	109,984	115,303	120,888	126,752	132,909
103	105,931	111,048	116,419	122,061	127,984	134,203
104	106,766	111,925	117,341	123,028	129,000	135,269
105	107,608	112,809	118,270	124,004	130,023	136,345
106	108,459	113,702	119,206	124,987	131,057	137,429
107	109,315	114,600	120,151	125,979	132,097	138,522
108	110,179	115,507	121,103	126,978	133,147	139,624
109	111,049	116,420	122,062	127,985	134,204	140,735
110	111,926	117,342	123,029	129,001	135,270	141,854
111	112,810	118,271	124,005	130,024	136,346	142,984
112	113,703	119,207	124,988	131,058	137,430	144,122
113	114,601	120,152	125,980	132,098	138,523	145,269
114	115,508	121,104	126,979	133,148	139,626	146,426
115	116,421	122,063	127,986	134,205	140,736	147,593
116	118,645	124,397	130,437	136,778	143,438	150,429
117	120,911	126,777	132,935	139,402	146,191	153,322
118	123,222	129,203	135,482	142,077	149,000	156,271
119	125,578	131,678	138,080	144,805	151,866	159,279
120	127,981	134,200	140,730	147,587	154,786	162,346
121	129,201	135,480	142,075	148,998	156,269	163,901
122	130,433	136,774	143,433	150,425	157,765	165,474
123	131,677	138,080	144,805	151,864	159,278	167,062
124	132,932	139,399	146,189	153,319	160,805	168,665
125	134,201	140,731	147,588	154,787	162,347	170,284
126	135,481	142,076	149,000	156,270	163,904	171,919
127	136,775	143,434	150,426	157,766	165,476	173,569
128	138,081	144,806	151,866	159,279	167,063	175,237
129	139,400	146,190	153,320	160,806	168,667	176,920
130	140,732	147,589	154,788	162,348	170,285	178,621
131	142,077	149,000	156,271	163,905	171,920	180,336
132	143,434	150,426	157,768	165,477	173,570	182,068
133	144,806	151,867	159,280	167,063	175,237	183,818
134	146,190	153,320	160,806	168,667	176,920	185,585
135	147,589	154,788	162,348	170,285	178,620	187,370
136	149,000	156,270	163,904	171,920	180,336	189,172
137	150,426	157,766	165,476	173,569	182,068	190,991
138	151,866	159,279	167,063	175,235	183,818	192,829
139	153,319	160,805	168,667	176,919	185,584	194,684
140	154,787	162,348	170,284	178,620	187,369	196,557

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	156,270	163,904	171,919	180,334	189,171	198,450
142	157,766	165,476	173,569	182,067	190,990	200,361
143	159,279	167,062	175,235	183,817	192,828	202,290
144	160,805	168,665	176,919	185,584	194,684	204,238
145	162,347	170,284	178,618	187,369	196,557	206,206
146	163,902	171,919	180,334	189,171	198,449	208,192
147	165,474	173,569	182,067	190,990	200,361	210,197
148	167,062	175,234	183,817	192,828	202,289	212,223
149	168,665	176,918	185,583	194,683	204,237	214,270
150	170,283	178,618	187,368	196,556	206,204	216,334
151	171,918	180,333	189,170	198,449	208,191	218,421
152	173,568	182,066	190,989	200,360	210,197	220,526
153	175,234	183,816	192,827	202,289	212,223	222,654
154	176,918	185,583	194,683	204,237	214,269	224,803
155	178,617	187,368	196,556	206,204	216,334	226,971
156	180,333	189,170	198,448	208,190	218,420	229,161
157	182,066	190,989	200,359	210,196	220,526	231,374
158	183,816	192,827	202,288	212,222	222,653	233,606
159	185,582	194,682	204,236	214,268	224,802	235,862
160	187,367	196,555	206,203	216,333	226,970	238,139

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	103,521	108,488	113,703	119,177	124,926	130,962
101	104,515	109,530	114,797	120,327	126,133	132,230
102	105,518	110,584	115,903	121,488	127,352	133,509
103	106,531	111,648	117,019	122,661	128,584	134,803
104	107,366	112,525	117,941	123,628	129,600	135,869
105	108,208	113,409	118,870	124,604	130,623	136,945
106	109,059	114,302	119,806	125,587	131,657	138,029
107	109,915	115,200	120,751	126,579	132,697	139,122
108	110,779	116,107	121,703	127,578	133,747	140,224
109	111,649	117,020	122,662	128,585	134,804	141,335
110	112,526	117,942	123,629	129,601	135,870	142,454
111	113,410	118,871	124,605	130,624	136,946	143,584
112	114,303	119,807	125,588	131,658	138,030	144,722
113	115,201	120,752	126,580	132,698	139,123	145,869
114	116,108	121,704	127,579	133,748	140,226	147,026
115	117,021	122,663	128,586	134,805	141,336	148,193
116	119,245	124,997	131,037	137,378	144,038	151,029
117	121,511	127,377	133,535	140,002	146,791	153,922
118	123,822	129,803	136,082	142,677	149,600	156,871
119	126,178	132,278	138,680	145,405	152,466	159,879
120	128,581	134,800	141,330	148,187	155,386	162,946
121	129,801	136,080	142,675	149,598	156,869	164,501
122	131,033	137,374	144,033	151,025	158,365	166,074
123	132,277	138,680	145,405	152,464	159,878	167,662
124	133,532	139,999	146,789	153,919	161,405	169,265
125	134,801	141,331	148,188	155,387	162,947	170,884
126	136,081	142,676	149,600	156,870	164,504	172,519
127	137,375	144,034	151,026	158,366	166,076	174,169
128	138,681	145,406	152,466	159,879	167,663	175,837
129	140,000	146,790	153,920	161,406	169,267	177,520
130	141,332	148,189	155,388	162,948	170,885	179,221
131	142,677	149,600	156,871	164,505	172,520	180,936
132	144,034	151,026	158,368	166,077	174,170	182,668
133	145,406	152,467	159,880	167,663	175,837	184,418
134	146,790	153,920	161,406	169,267	177,520	186,185
135	148,189	155,388	162,948	170,885	179,220	187,970
136	149,600	156,870	164,504	172,520	180,936	189,772
137	151,026	158,366	166,076	174,169	182,668	191,591
138	152,466	159,879	167,663	175,835	184,418	193,429
139	153,919	161,405	169,267	177,519	186,184	195,284
140	155,387	162,948	170,884	179,220	187,969	197,157

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	156,870	164,504	172,519	180,934	189,771	199,050
142	158,366	166,076	174,169	182,667	191,590	200,961
143	159,879	167,662	175,835	184,417	193,428	202,890
144	161,405	169,265	177,519	186,184	195,284	204,838
145	162,947	170,884	179,218	187,969	197,157	206,806
146	164,502	172,519	180,934	189,771	199,049	208,792
147	166,074	174,169	182,667	191,590	200,961	210,797
148	167,662	175,834	184,417	193,428	202,889	212,823
149	169,265	177,518	186,183	195,283	204,837	214,870
150	170,883	179,218	187,968	197,156	206,804	216,934
151	172,518	180,933	189,770	199,049	208,791	219,021
152	174,168	182,666	191,589	200,960	210,797	221,126
153	175,834	184,416	193,427	202,889	212,823	223,254
154	177,518	186,183	195,283	204,837	214,869	225,403
155	179,217	187,968	197,156	206,804	216,934	227,571
156	180,933	189,770	199,048	208,790	219,020	229,761
157	182,666	191,589	200,959	210,796	221,126	231,974
158	184,416	193,427	202,888	212,822	223,253	234,206
159	186,182	195,282	204,836	214,868	225,402	236,462
160	187,967	197,155	206,803	216,933	227,570	238,739

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	104,121	109,088	114,303	119,777	125,526	131,562
101	105,115	110,130	115,397	120,927	126,733	132,830
102	106,118	111,184	116,503	122,088	127,952	134,109
103	107,131	112,248	117,619	123,261	129,184	135,403
104	107,966	113,125	118,541	124,228	130,200	136,469
105	108,808	114,009	119,470	125,204	131,223	137,545
106	109,659	114,902	120,406	126,187	132,257	138,629
107	110,515	115,800	121,351	127,179	133,297	139,722
108	111,379	116,707	122,303	128,178	134,347	140,824
109	112,249	117,620	123,262	129,185	135,404	141,935
110	113,126	118,542	124,229	130,201	136,470	143,054
111	114,010	119,471	125,205	131,224	137,546	144,184
112	114,903	120,407	126,188	132,258	138,630	145,322
113	115,801	121,352	127,180	133,298	139,723	146,469
114	116,708	122,304	128,179	134,348	140,826	147,626
115	117,621	123,263	129,186	135,405	141,936	148,793
116	119,845	125,597	131,637	137,978	144,638	151,629
117	122,111	127,977	134,135	140,602	147,391	154,522
118	124,422	130,403	136,682	143,277	150,200	157,471
119	126,778	132,878	139,280	146,005	153,066	160,479
120	129,181	135,400	141,930	148,787	155,986	163,546
121	130,401	136,680	143,275	150,198	157,469	165,101
122	131,633	137,974	144,633	151,625	158,965	166,674
123	132,877	139,280	146,005	153,064	160,478	168,262
124	134,132	140,599	147,389	154,519	162,005	169,865
125	135,401	141,931	148,788	155,987	163,547	171,484
126	136,681	143,276	150,200	157,470	165,104	173,119
127	137,975	144,634	151,626	158,966	166,676	174,769
128	139,281	146,006	153,066	160,479	168,263	176,437
129	140,600	147,390	154,520	162,006	169,867	178,120
130	141,932	148,789	155,988	163,548	171,485	179,821
131	143,277	150,200	157,471	165,105	173,120	181,536
132	144,634	151,626	158,968	166,677	174,770	183,268
133	146,006	153,067	160,480	168,263	176,437	185,018
134	147,390	154,520	162,006	169,867	178,120	186,785
135	148,789	155,988	163,548	171,485	179,820	188,570
136	150,200	157,470	165,104	173,120	181,536	190,372
137	151,626	158,966	166,676	174,769	183,268	192,191
138	153,066	160,479	168,263	176,435	185,018	194,029
139	154,519	162,005	169,867	178,119	186,784	195,884
140	155,987	163,548	171,484	179,820	188,569	197,757

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	157,470	165,104	173,119	181,534	190,371	199,650
142	158,966	166,676	174,769	183,267	192,190	201,561
143	160,479	168,262	176,435	185,017	194,028	203,490
144	162,005	169,865	178,119	186,784	195,884	205,438
145	163,547	171,484	179,818	188,569	197,757	207,406
146	165,102	173,119	181,534	190,371	199,649	209,392
147	166,674	174,769	183,267	192,190	201,561	211,397
148	168,262	176,434	185,017	194,028	203,489	213,423
149	169,865	178,118	186,783	195,883	205,437	215,470
150	171,483	179,818	188,568	197,756	207,404	217,534
151	173,118	181,533	190,370	199,649	209,391	219,621
152	174,768	183,266	192,189	201,560	211,397	221,726
153	176,434	185,016	194,027	203,489	213,423	223,854
154	178,118	186,783	195,883	205,437	215,469	226,003
155	179,817	188,568	197,756	207,404	217,534	228,171
156	181,533	190,370	199,648	209,390	219,620	230,361
157	183,266	192,189	201,559	211,396	221,726	232,574
158	185,016	194,027	203,488	213,422	223,853	234,806
159	186,782	195,882	205,436	215,468	226,002	237,062
160	188,567	197,755	207,403	217,533	228,170	239,339

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 2028-2029

Effective: 7/1/2028

Board Approved: 6/9/2026

4% Increase Over 2027-2028

Range	Step A	Step B	Step C	Step D	Step E	Step F
100	104,721	109,688	114,903	120,377	126,126	132,162
101	105,715	110,730	115,997	121,527	127,333	133,430
102	106,718	111,784	117,103	122,688	128,552	134,709
103	107,731	112,848	118,219	123,861	129,784	136,003
104	108,566	113,725	119,141	124,828	130,800	137,069
105	109,408	114,609	120,070	125,804	131,823	138,145
106	110,259	115,502	121,006	126,787	132,857	139,229
107	111,115	116,400	121,951	127,779	133,897	140,322
108	111,979	117,307	122,903	128,778	134,947	141,424
109	112,849	118,220	123,862	129,785	136,004	142,535
110	113,726	119,142	124,829	130,801	137,070	143,654
111	114,610	120,071	125,805	131,824	138,146	144,784
112	115,503	121,007	126,788	132,858	139,230	145,922
113	116,401	121,952	127,780	133,898	140,323	147,069
114	117,308	122,904	128,779	134,948	141,426	148,226
115	118,221	123,863	129,786	136,005	142,536	149,393
116	120,445	126,197	132,237	138,578	145,238	152,229
117	122,711	128,577	134,735	141,202	147,991	155,122
118	125,022	131,003	137,282	143,877	150,800	158,071
119	127,378	133,478	139,880	146,605	153,666	161,079
120	129,781	136,000	142,530	149,387	156,586	164,146
121	131,001	137,280	143,875	150,798	158,069	165,701
122	132,233	138,574	145,233	152,225	159,565	167,274
123	133,477	139,880	146,605	153,664	161,078	168,862
124	134,732	141,199	147,989	155,119	162,605	170,465
125	136,001	142,531	149,388	156,587	164,147	172,084
126	137,281	143,876	150,800	158,070	165,704	173,719
127	138,575	145,234	152,226	159,566	167,276	175,369
128	139,881	146,606	153,666	161,079	168,863	177,037
129	141,200	147,990	155,120	162,606	170,467	178,720
130	142,532	149,389	156,588	164,148	172,085	180,421
131	143,877	150,800	158,071	165,705	173,720	182,136
132	145,234	152,226	159,568	167,277	175,370	183,868
133	146,606	153,667	161,080	168,863	177,037	185,618
134	147,990	155,120	162,606	170,467	178,720	187,385
135	149,389	156,588	164,148	172,085	180,420	189,170
136	150,800	158,070	165,704	173,720	182,136	190,972
137	152,226	159,566	167,276	175,369	183,868	192,791
138	153,666	161,079	168,863	177,035	185,618	194,629
139	155,119	162,605	170,467	178,719	187,384	196,484
140	156,587	164,148	172,084	180,420	189,169	198,357

Range	Step A	Step B	Step C	Step D	Step E	Step F
141	158,070	165,704	173,719	182,134	190,971	200,250
142	159,566	167,276	175,369	183,867	192,790	202,161
143	161,079	168,862	177,035	185,617	194,628	204,090
144	162,605	170,465	178,719	187,384	196,484	206,038
145	164,147	172,084	180,418	189,169	198,357	208,006
146	165,702	173,719	182,134	190,971	200,249	209,992
147	167,274	175,369	183,867	192,790	202,161	211,997
148	168,862	177,034	185,617	194,628	204,089	214,023
149	170,465	178,718	187,383	196,483	206,037	216,070
150	172,083	180,418	189,168	198,356	208,004	218,134
151	173,718	182,133	190,970	200,249	209,991	220,221
152	175,368	183,866	192,789	202,160	211,997	222,326
153	177,034	185,616	194,627	204,089	214,023	224,454
154	178,718	187,383	196,483	206,037	216,069	226,603
155	180,417	189,168	198,356	208,004	218,134	228,771
156	182,133	190,970	200,248	209,990	220,220	230,961
157	183,866	192,789	202,159	211,996	222,326	233,174
158	185,616	194,627	204,088	214,022	224,453	235,406
159	187,382	196,482	206,036	216,068	226,602	237,662
160	189,167	198,355	208,003	218,133	228,770	239,939

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.