

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CONFIDENTIAL SALARY SCHEDULE
(Longevity \$1200 for Employees Beginning 11th Year of Service)
FISCAL YEAR 2018-2019

Effective: 7/1/2019

Board Approved: 6/11/2019

3% Increase Over 2017-2018 with full 5% Step F

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	55,015	57,750	60,650	63,692	66,900	70,185
81	55,527	58,371	61,250	64,330	67,501	70,816
82	56,130	58,900	61,888	64,914	68,120	71,466
83	56,693	59,500	62,415	65,551	68,814	72,195
84	57,204	60,066	63,092	66,205	69,487	72,901
85	57,750	60,650	63,692	66,900	70,199	73,649
86	58,371	61,250	64,330	67,501	70,872	74,356
87	58,900	61,888	64,914	68,120	71,620	75,141
88	59,500	62,415	65,551	68,814	72,275	75,829
89	60,066	63,092	66,205	69,487	73,040	76,632
90	60,650	63,692	66,900	70,199	73,662	77,285
91	61,250	64,330	67,501	70,872	74,407	78,067
92	61,888	64,914	68,120	71,620	75,173	78,872
93	62,415	65,551	68,814	72,275	75,866	79,599
94	63,092	66,205	69,487	73,040	76,649	80,421
95	63,692	66,900	70,199	73,662	77,450	81,263
96	64,330	67,501	70,872	74,407	78,164	82,012
97	64,914	68,120	71,620	75,173	78,983	82,872
98	65,551	68,814	72,275	75,866	79,803	83,733
99	66,205	69,487	73,040	76,649	80,514	84,480
100	66,900	70,199	73,662	77,450	81,297	85,302
101	67,501	70,872	74,407	78,164	82,062	86,105
102	68,120	71,620	75,173	78,983	82,955	87,043
103	68,814	72,275	75,866	79,803	83,704	87,829
104	69,487	73,040	76,649	80,514	84,540	88,707
105	70,199	73,662	77,450	81,297	85,416	89,627
106	70,872	74,407	78,164	82,062	86,236	90,488
107	71,620	75,173	78,983	82,955	87,110	91,406
108	72,275	75,866	79,803	83,704	87,913	92,249
109	73,040	76,649	80,514	84,540	88,787	93,166
110	73,662	77,450	81,297	85,416	89,659	94,082
111	74,407	78,164	82,062	86,236	90,556	95,024
112	75,173	78,983	82,955	87,110	91,449	95,961
113	75,866	79,803	83,704	87,913	92,359	96,917
114	76,649	80,514	84,540	88,787	93,236	97,838
115	77,450	81,297	85,416	89,659	94,182	98,831
116	78,164	82,062	86,236	90,556	95,093	99,788
117	78,983	82,955	87,110	91,449	96,076	100,820
118	79,803	83,704	87,913	92,359	97,025	101,816
119	80,514	84,540	88,787	93,236	98,009	102,849
120	81,297	85,416	89,659	94,182	98,955	103,843

Range	Step A	Step B	Step C	Step D	Step E	Step F
121	82,062	86,236	90,556	95,093	99,867	104,800
122	82,955	87,110	91,449	96,076	100,909	105,894
123	83,704	87,913	92,359	97,025	101,910	106,946
124	84,540	88,787	93,236	98,009	102,911	107,997
125	85,416	89,659	94,182	98,955	103,932	109,069
126	86,236	90,556	95,093	99,867	104,933	110,120
127	87,110	91,449	96,076	100,909	105,973	111,212
128	87,913	92,359	97,025	101,910	107,012	112,303
129	88,787	93,236	98,009	102,911	108,069	113,412
130	89,659	94,182	98,955	103,932	109,199	114,599
131	90,556	95,093	99,867	104,933	110,218	115,669
132	91,449	96,076	100,909	105,973	111,276	116,780
133	92,359	97,025	101,910	107,012	112,425	117,986
134	93,236	98,009	102,911	108,069	113,535	119,152
135	94,182	98,955	103,932	109,199	114,703	120,378
136	95,093	99,867	104,933	110,218	115,814	121,545
137	96,076	100,909	105,973	111,276	116,943	122,730
138	97,025	101,910	107,012	112,425	118,092	123,937
139	98,009	102,911	108,069	113,535	119,296	125,201
140	98,955	103,932	109,199	114,703	120,461	126,424
141	99,867	104,933	110,218	115,814	121,683	127,707
142	100,909	105,973	111,276	116,943	122,885	128,969
143	101,910	107,012	112,425	118,092	124,106	130,251
144	102,911	108,069	113,535	119,296	125,326	131,532
145	103,932	109,199	114,703	120,461	126,547	132,814
146	104,933	110,218	115,814	121,683	127,826	134,157
147	105,973	111,276	116,943	122,885	129,045	135,437
148	107,012	112,425	118,092	124,106	130,357	136,815
149	108,069	113,535	119,296	125,326	131,597	138,117
150	109,199	114,703	120,461	126,547	132,927	139,513
151	110,218	115,814	121,683	127,826	134,294	140,949
152	111,276	116,943	122,885	129,045	135,586	142,305
153	112,425	118,092	124,106	130,357	136,899	143,684
154	113,535	119,296	125,326	131,597	138,304	145,159
155	114,703	120,461	126,547	132,927	139,652	146,575
156	115,814	121,683	127,826	134,294	141,018	148,009
157	116,943	122,885	129,045	135,586	142,495	149,560
158	118,092	124,106	130,357	136,899	143,880	151,014
159	119,296	125,326	131,597	138,304	145,282	152,486
160	120,461	126,547	132,927	139,652	146,721	153,997

NOTES REGARDING EARNINGS:

Longevity Increment

- \$1,200 per year completion of 10 years of service
- \$1,800 per year completion of 15 years of service
- \$2,400 per year completion of 20 years of service
- \$3,000 per year completion of 25 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
CONFIDENTIAL SALARY SCHEDULE
(Longevity \$1800 for Employees Beginning 16th Year of Service)
FISCAL YEAR 2018-2019

Effective: 7/1/2019

Board Approved: 6/11/2019

3% Increase Over 2017-2018 with full 5% Step F

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	55,615	58,350	61,250	64,292	67,500	70,785
81	56,127	58,971	61,850	64,930	68,101	71,416
82	56,730	59,500	62,488	65,514	68,720	72,066
83	57,293	60,100	63,015	66,151	69,414	72,795
84	57,804	60,666	63,692	66,805	70,087	73,501
85	58,350	61,250	64,292	67,500	70,799	74,249
86	58,971	61,850	64,930	68,101	71,472	74,956
87	59,500	62,488	65,514	68,720	72,220	75,741
88	60,100	63,015	66,151	69,414	72,875	76,429
89	60,666	63,692	66,805	70,087	73,640	77,232
90	61,250	64,292	67,500	70,799	74,262	77,885
91	61,850	64,930	68,101	71,472	75,007	78,667
92	62,488	65,514	68,720	72,220	75,773	79,472
93	63,015	66,151	69,414	72,875	76,466	80,199
94	63,692	66,805	70,087	73,640	77,249	81,021
95	64,292	67,500	70,799	74,262	78,050	81,863
96	64,930	68,101	71,472	75,007	78,764	82,612
97	65,514	68,720	72,220	75,773	79,583	83,472
98	66,151	69,414	72,875	76,466	80,403	84,333
99	66,805	70,087	73,640	77,249	81,114	85,080
100	67,500	70,799	74,262	78,050	81,897	85,902
101	68,101	71,472	75,007	78,764	82,662	86,705
102	68,720	72,220	75,773	79,583	83,555	87,643
103	69,414	72,875	76,466	80,403	84,304	88,429
104	70,087	73,640	77,249	81,114	85,140	89,307
105	70,799	74,262	78,050	81,897	86,016	90,227
106	71,472	75,007	78,764	82,662	86,836	91,088
107	72,220	75,773	79,583	83,555	87,710	92,006
108	72,875	76,466	80,403	84,304	88,513	92,849
109	73,640	77,249	81,114	85,140	89,387	93,766
110	74,262	78,050	81,897	86,016	90,259	94,682
111	75,007	78,764	82,662	86,836	91,156	95,624
112	75,773	79,583	83,555	87,710	92,049	96,561
113	76,466	80,403	84,304	88,513	92,959	97,517
114	77,249	81,114	85,140	89,387	93,836	98,438
115	78,050	81,897	86,016	90,259	94,782	99,431
116	78,764	82,662	86,836	91,156	95,693	100,388
117	79,583	83,555	87,710	92,049	96,676	101,420
118	80,403	84,304	88,513	92,959	97,625	102,416
119	81,114	85,140	89,387	93,836	98,609	103,449
120	81,897	86,016	90,259	94,782	99,555	104,443
121	82,662	86,836	91,156	95,693	100,467	105,400

Range	Step A	Step B	Step C	Step D	Step E	Step F
122	83,555	87,710	92,049	96,676	101,509	106,494
123	84,304	88,513	92,959	97,625	102,510	107,546
124	85,140	89,387	93,836	98,609	103,511	108,597
125	86,016	90,259	94,782	99,555	104,532	109,669
126	86,836	91,156	95,693	100,467	105,533	110,720
127	87,710	92,049	96,676	101,509	106,573	111,812
128	88,513	92,959	97,625	102,510	107,612	112,903
129	89,387	93,836	98,609	103,511	108,669	114,012
130	90,259	94,782	99,555	104,532	109,799	115,199
131	91,156	95,693	100,467	105,533	110,818	116,269
132	92,049	96,676	101,509	106,573	111,876	117,380
133	92,959	97,625	102,510	107,612	113,025	118,586
134	93,836	98,609	103,511	108,669	114,135	119,752
135	94,782	99,555	104,532	109,799	115,303	120,978
136	95,693	100,467	105,533	110,818	116,414	122,145
137	96,676	101,509	106,573	111,876	117,543	123,330
138	97,625	102,510	107,612	113,025	118,692	124,537
139	98,609	103,511	108,669	114,135	119,896	125,801
140	99,555	104,532	109,799	115,303	121,061	127,024
141	100,467	105,533	110,818	116,414	122,283	128,307
142	101,509	106,573	111,876	117,543	123,485	129,569
143	102,510	107,612	113,025	118,692	124,706	130,851
144	103,511	108,669	114,135	119,896	125,926	132,132
145	104,532	109,799	115,303	121,061	127,147	133,414
146	105,533	110,818	116,414	122,283	128,426	134,757
147	106,573	111,876	117,543	123,485	129,645	136,037
148	107,612	113,025	118,692	124,706	130,957	137,415
149	108,669	114,135	119,896	125,926	132,197	138,717
150	109,799	115,303	121,061	127,147	133,527	140,113
151	110,818	116,414	122,283	128,426	134,894	141,549
152	111,876	117,543	123,485	129,645	136,186	142,905
153	113,025	118,692	124,706	130,957	137,499	144,284
154	114,135	119,896	125,926	132,197	138,904	145,759
155	115,303	121,061	127,147	133,527	140,252	147,175
156	116,414	122,283	128,426	134,894	141,618	148,609
157	117,543	123,485	129,645	136,186	143,095	150,160
158	118,692	124,706	130,957	137,499	144,480	151,614
159	119,896	125,926	132,197	138,904	145,882	153,086
160	121,061	127,147	133,527	140,252	147,321	154,597

NOTES REGARDING EARNINGS:

Longevity Increment

\$1,200 per year completion of 10 years of service

\$1,800 per year completion of 15 years of service

\$2,400 per year completion of 20 years of service

\$3,000 per year completion of 25 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
CONFIDENTIAL SALARY SCHEDULE
(Longevity \$2400 for Employees Beginning 21st Year of Service)
FISCAL YEAR 2018-2019

Effective: 7/1/2019

Board Approved: 6/11/2019

3% Increase Over 2017-2018 with full 5% Step F

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	56,215	58,950	61,850	64,892	68,100	71,385
81	56,727	59,571	62,450	65,530	68,701	72,016
82	57,330	60,100	63,088	66,114	69,320	72,666
83	57,893	60,700	63,615	66,751	70,014	73,395
84	58,404	61,266	64,292	67,405	70,687	74,101
85	58,950	61,850	64,892	68,100	71,399	74,849
86	59,571	62,450	65,530	68,701	72,072	75,556
87	60,100	63,088	66,114	69,320	72,820	76,341
88	60,700	63,615	66,751	70,014	73,475	77,029
89	61,266	64,292	67,405	70,687	74,240	77,832
90	61,850	64,892	68,100	71,399	74,862	78,485
91	62,450	65,530	68,701	72,072	75,607	79,267
92	63,088	66,114	69,320	72,820	76,373	80,072
93	63,615	66,751	70,014	73,475	77,066	80,799
94	64,292	67,405	70,687	74,240	77,849	81,621
95	64,892	68,100	71,399	74,862	78,650	82,463
96	65,530	68,701	72,072	75,607	79,364	83,212
97	66,114	69,320	72,820	76,373	80,183	84,072
98	66,751	70,014	73,475	77,066	81,003	84,933
99	67,405	70,687	74,240	77,849	81,714	85,680
100	68,100	71,399	74,862	78,650	82,497	86,502
101	68,701	72,072	75,607	79,364	83,262	87,305
102	69,320	72,820	76,373	80,183	84,155	88,243
103	70,014	73,475	77,066	81,003	84,904	89,029
104	70,687	74,240	77,849	81,714	85,740	89,907
105	71,399	74,862	78,650	82,497	86,616	90,827
106	72,072	75,607	79,364	83,262	87,436	91,688
107	72,820	76,373	80,183	84,155	88,310	92,606
108	73,475	77,066	81,003	84,904	89,113	93,449
109	74,240	77,849	81,714	85,740	89,987	94,366
110	74,862	78,650	82,497	86,616	90,859	95,282
111	75,607	79,364	83,262	87,436	91,756	96,224
112	76,373	80,183	84,155	88,310	92,649	97,161
113	77,066	81,003	84,904	89,113	93,559	98,117
114	77,849	81,714	85,740	89,987	94,436	99,038
115	78,650	82,497	86,616	90,859	95,382	100,031
116	79,364	83,262	87,436	91,756	96,293	100,988
117	80,183	84,155	88,310	92,649	97,276	102,020
118	81,003	84,904	89,113	93,559	98,225	103,016
119	81,714	85,740	89,987	94,436	99,209	104,049
120	82,497	86,616	90,859	95,382	100,155	105,043
121	83,262	87,436	91,756	96,293	101,067	106,000

Range	Step A	Step B	Step C	Step D	Step E	Step F
122	84,155	88,310	92,649	97,276	102,109	107,094
123	84,904	89,113	93,559	98,225	103,110	108,146
124	85,740	89,987	94,436	99,209	104,111	109,197
125	86,616	90,859	95,382	100,155	105,132	110,269
126	87,436	91,756	96,293	101,067	106,133	111,320
127	88,310	92,649	97,276	102,109	107,173	112,412
128	89,113	93,559	98,225	103,110	108,212	113,503
129	89,987	94,436	99,209	104,111	109,269	114,612
130	90,859	95,382	100,155	105,132	110,399	115,799
131	91,756	96,293	101,067	106,133	111,418	116,869
132	92,649	97,276	102,109	107,173	112,476	117,980
133	93,559	98,225	103,110	108,212	113,625	119,186
134	94,436	99,209	104,111	109,269	114,735	120,352
135	95,382	100,155	105,132	110,399	115,903	121,578
136	96,293	101,067	106,133	111,418	117,014	122,745
137	97,276	102,109	107,173	112,476	118,143	123,930
138	98,225	103,110	108,212	113,625	119,292	125,137
139	99,209	104,111	109,269	114,735	120,496	126,401
140	100,155	105,132	110,399	115,903	121,661	127,624
141	101,067	106,133	111,418	117,014	122,883	128,907
142	102,109	107,173	112,476	118,143	124,085	130,169
143	103,110	108,212	113,625	119,292	125,306	131,451
144	104,111	109,269	114,735	120,496	126,526	132,732
145	105,132	110,399	115,903	121,661	127,747	134,014
146	106,133	111,418	117,014	122,883	129,026	135,357
147	107,173	112,476	118,143	124,085	130,245	136,637
148	108,212	113,625	119,292	125,306	131,557	138,015
149	109,269	114,735	120,496	126,526	132,797	139,317
150	110,399	115,903	121,661	127,747	134,127	140,713
151	111,418	117,014	122,883	129,026	135,494	142,149
152	112,476	118,143	124,085	130,245	136,786	143,505
153	113,625	119,292	125,306	131,557	138,099	144,884
154	114,735	120,496	126,526	132,797	139,504	146,359
155	115,903	121,661	127,747	134,127	140,852	147,775
156	117,014	122,883	129,026	135,494	142,218	149,209
157	118,143	124,085	130,245	136,786	143,695	150,760
158	119,292	125,306	131,557	138,099	145,080	152,214
159	120,496	126,526	132,797	139,504	146,482	153,686
160	121,661	127,747	134,127	140,852	147,921	155,197

NOTES REGARDING EARNINGS:

Longevity Increment

\$1,200 per year completion of 10 years of service

\$1,800 per year completion of 15 years of service

\$2,400 per year completion of 20 years of service

\$3,000 per year completion of 25 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
CONFIDENTIAL SALARY SCHEDULE
(Longevity \$3000 for Employees Beginning 26th Year of Service)
FISCAL YEAR 2018-2019

Effective: 7/1/2019

Board Approved: 6/11/2019

3% Increase Over 2017-2018 with full 5% Step F

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	56,815	59,550	62,450	65,492	68,700	71,985
81	57,327	60,171	63,050	66,130	69,301	72,616
82	57,930	60,700	63,688	66,714	69,920	73,266
83	58,493	61,300	64,215	67,351	70,614	73,995
84	59,004	61,866	64,892	68,005	71,287	74,701
85	59,550	62,450	65,492	68,700	71,999	75,449
86	60,171	63,050	66,130	69,301	72,672	76,156
87	60,700	63,688	66,714	69,920	73,420	76,941
88	61,300	64,215	67,351	70,614	74,075	77,629
89	61,866	64,892	68,005	71,287	74,840	78,432
90	62,450	65,492	68,700	71,999	75,462	79,085
91	63,050	66,130	69,301	72,672	76,207	79,867
92	63,688	66,714	69,920	73,420	76,973	80,672
93	64,215	67,351	70,614	74,075	77,666	81,399
94	64,892	68,005	71,287	74,840	78,449	82,221
95	65,492	68,700	71,999	75,462	79,250	83,063
96	66,130	69,301	72,672	76,207	79,964	83,812
97	66,714	69,920	73,420	76,973	80,783	84,672
98	67,351	70,614	74,075	77,666	81,603	85,533
99	68,005	71,287	74,840	78,449	82,314	86,280
100	68,700	71,999	75,462	79,250	83,097	87,102
101	69,301	72,672	76,207	79,964	83,862	87,905
102	69,920	73,420	76,973	80,783	84,755	88,843
103	70,614	74,075	77,666	81,603	85,504	89,629
104	71,287	74,840	78,449	82,314	86,340	90,507
105	71,999	75,462	79,250	83,097	87,216	91,427
106	72,672	76,207	79,964	83,862	88,036	92,288
107	73,420	76,973	80,783	84,755	88,910	93,206
108	74,075	77,666	81,603	85,504	89,713	94,049
109	74,840	78,449	82,314	86,340	90,587	94,966
110	75,462	79,250	83,097	87,216	91,459	95,882
111	76,207	79,964	83,862	88,036	92,356	96,824
112	76,973	80,783	84,755	88,910	93,249	97,761
113	77,666	81,603	85,504	89,713	94,159	98,717
114	78,449	82,314	86,340	90,587	95,036	99,638
115	79,250	83,097	87,216	91,459	95,982	100,631
116	79,964	83,862	88,036	92,356	96,893	101,588
117	80,783	84,755	88,910	93,249	97,876	102,620
118	81,603	85,504	89,713	94,159	98,825	103,616
119	82,314	86,340	90,587	95,036	99,809	104,649
120	83,097	87,216	91,459	95,982	100,755	105,643
121	83,862	88,036	92,356	96,893	101,667	106,600

Range	Step A	Step B	Step C	Step D	Step E	Step F
122	84,755	88,910	93,249	97,876	102,709	107,694
123	85,504	89,713	94,159	98,825	103,710	108,746
124	86,340	90,587	95,036	99,809	104,711	109,797
125	87,216	91,459	95,982	100,755	105,732	110,869
126	88,036	92,356	96,893	101,667	106,733	111,920
127	88,910	93,249	97,876	102,709	107,773	113,012
128	89,713	94,159	98,825	103,710	108,812	114,103
129	90,587	95,036	99,809	104,711	109,869	115,212
130	91,459	95,982	100,755	105,732	110,999	116,399
131	92,356	96,893	101,667	106,733	112,018	117,469
132	93,249	97,876	102,709	107,773	113,076	118,580
133	94,159	98,825	103,710	108,812	114,225	119,786
134	95,036	99,809	104,711	109,869	115,335	120,952
135	95,982	100,755	105,732	110,999	116,503	122,178
136	96,893	101,667	106,733	112,018	117,614	123,345
137	97,876	102,709	107,773	113,076	118,743	124,530
138	98,825	103,710	108,812	114,225	119,892	125,737
139	99,809	104,711	109,869	115,335	121,096	127,001
140	100,755	105,732	110,999	116,503	122,261	128,224
141	101,667	106,733	112,018	117,614	123,483	129,507
142	102,709	107,773	113,076	118,743	124,685	130,769
143	103,710	108,812	114,225	119,892	125,906	132,051
144	104,711	109,869	115,335	121,096	127,126	133,332
145	105,732	110,999	116,503	122,261	128,347	134,614
146	106,733	112,018	117,614	123,483	129,626	135,957
147	107,773	113,076	118,743	124,685	130,845	137,237
148	108,812	114,225	119,892	125,906	132,157	138,615
149	109,869	115,335	121,096	127,126	133,397	139,917
150	110,999	116,503	122,261	128,347	134,727	141,313
151	112,018	117,614	123,483	129,626	136,094	142,749
152	113,076	118,743	124,685	130,845	137,386	144,105
153	114,225	119,892	125,906	132,157	138,699	145,484
154	115,335	121,096	127,126	133,397	140,104	146,959
155	116,503	122,261	128,347	134,727	141,452	148,375
156	117,614	123,483	129,626	136,094	142,818	149,809
157	118,743	124,685	130,845	137,386	144,295	151,360
158	119,892	125,906	132,157	138,699	145,680	152,814
159	121,096	127,126	133,397	140,104	147,082	154,286
160	122,261	128,347	134,727	141,452	148,521	155,797

NOTES REGARDING EARNINGS:

Longevity Increment

\$1,200 per year completion of 10 years of service

\$1,800 per year completion of 15 years of service

\$2,400 per year completion of 20 years of service

\$3,000 per year completion of 25 years of service

Educational Degree Award

\$2,500 per year for employees who receive a doctorate degree from an accredited institution.