

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CONFIDENTIAL SALARY SCHEDULE
(Longevity \$1200 for Employees Beginning 11th Year of Service)
FISCAL YEAR 2019-2020

Effective: 7/1/2019

Board Approved: 5/12/2020

2.5% Increase Over 2018-2019

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	56,360	59,164	62,136	65,254	68,543	71,910
81	56,885	59,800	62,751	65,908	69,159	72,556
82	57,503	60,343	63,405	66,507	69,793	73,223
83	58,080	60,958	63,945	67,160	70,504	73,970
84	58,604	61,538	64,639	67,830	71,194	74,694
85	59,164	62,136	65,254	68,543	71,924	75,460
86	59,800	62,751	65,908	69,159	72,614	76,185
87	60,343	63,405	66,507	69,793	73,381	76,990
88	60,958	63,945	67,160	70,504	74,052	77,695
89	61,538	64,639	67,830	71,194	74,836	78,518
90	62,136	65,254	68,543	71,924	75,474	79,187
91	62,751	65,908	69,159	72,614	76,237	79,989
92	63,405	66,507	69,793	73,381	77,022	80,814
93	63,945	67,160	70,504	74,052	77,733	81,559
94	64,639	67,830	71,194	74,836	78,535	82,402
95	65,254	68,543	71,924	75,474	79,356	83,265
96	65,908	69,159	72,614	76,237	80,088	84,032
97	66,507	69,793	73,381	77,022	80,928	84,914
98	67,160	70,504	74,052	77,733	81,768	85,796
99	67,830	71,194	74,836	78,535	82,497	86,562
100	68,543	71,924	75,474	79,356	83,299	87,405
101	69,159	72,614	76,237	80,088	84,084	88,228
102	69,793	73,381	77,022	80,928	84,999	89,189
103	70,504	74,052	77,733	81,768	85,767	89,995
104	71,194	74,836	78,535	82,497	86,624	90,895
105	71,924	75,474	79,356	83,299	87,521	91,838
106	72,614	76,237	80,088	84,084	88,362	92,720
107	73,381	77,022	80,928	84,999	89,258	93,661
108	74,052	77,733	81,768	85,767	90,081	94,525
109	74,836	78,535	82,497	86,624	90,977	95,465
110	75,474	79,356	83,299	87,521	91,870	96,404
111	76,237	80,088	84,084	88,362	92,790	97,370
112	77,022	80,928	84,999	89,258	93,705	98,330
113	77,733	81,768	85,767	90,081	94,638	99,310
114	78,535	82,497	86,624	90,977	95,537	100,254
115	79,356	83,299	87,521	91,870	96,507	101,272
116	80,088	84,084	88,362	92,790	97,440	102,253
117	80,928	84,999	89,258	93,705	98,448	103,311
118	81,768	85,767	90,081	94,638	99,421	104,331
119	82,497	86,624	90,977	95,537	100,429	105,390
120	83,299	87,521	91,870	96,507	101,399	106,409
121	84,084	88,362	92,790	97,440	102,334	107,390

Range	Step A	Step B	Step C	Step D	Step E	Step F
122	84,999	89,258	93,705	98,448	103,402	108,511
123	85,767	90,081	94,638	99,421	104,428	109,590
124	86,624	90,977	95,537	100,429	105,454	110,667
125	87,521	91,870	96,507	101,399	106,500	111,766
126	88,362	92,790	97,440	102,334	107,526	112,843
127	89,258	93,705	98,448	103,402	108,592	113,962
128	90,081	94,638	99,421	104,428	109,657	115,081
129	90,977	95,537	100,429	105,454	110,741	116,217
130	91,870	96,507	101,399	106,500	111,899	117,434
131	92,790	97,440	102,334	107,526	112,943	118,531
132	93,705	98,448	103,402	108,592	114,028	119,670
133	94,638	99,421	104,428	109,657	115,206	120,906
134	95,537	100,429	105,454	110,741	116,343	122,101
135	96,507	101,399	106,500	111,899	117,541	123,357
136	97,440	102,334	107,526	112,943	118,679	124,554
137	98,448	103,402	108,592	114,028	119,837	125,768
138	99,421	104,428	109,657	115,206	121,014	127,005
139	100,429	105,454	110,741	116,343	122,248	128,301
140	101,399	106,500	111,899	117,541	123,443	129,555
141	102,334	107,526	112,943	118,679	124,695	130,870
142	103,402	108,592	114,028	119,837	125,927	132,163
143	104,428	109,657	115,206	121,014	127,179	133,477
144	105,454	110,741	116,343	122,248	128,429	134,790
145	106,500	111,899	117,541	123,443	129,681	136,104
146	107,526	112,943	118,679	124,695	130,992	137,481
147	108,592	114,028	119,837	125,927	132,241	138,793
148	109,657	115,206	121,014	127,179	133,586	140,205
149	110,741	116,343	122,248	128,429	134,857	141,540
150	111,899	117,541	123,443	129,681	136,220	142,971
151	112,943	118,679	124,695	130,992	137,621	144,443
152	114,028	119,837	125,927	132,241	138,946	145,833
153	115,206	121,014	127,179	133,586	140,291	147,246
154	116,343	122,248	128,429	134,857	141,732	148,758
155	117,541	123,443	129,681	136,220	143,113	150,209
156	118,679	124,695	130,992	137,621	144,513	151,679
157	119,837	125,927	132,241	138,946	146,027	153,269
158	121,014	127,179	133,586	140,291	147,447	154,759
159	122,248	128,429	134,857	141,732	148,884	156,268
160	123,443	129,681	136,220	143,113	150,359	157,817

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 2019-2020

Effective: 7/1/2019

Board Approved: 5/12/2020

2.5% Increase Over 2018-2019

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	56,960	59,764	62,736	65,854	69,143	72,510
81	57,485	60,400	63,351	66,508	69,759	73,156
82	58,103	60,943	64,005	67,107	70,393	73,823
83	58,680	61,558	64,545	67,760	71,104	74,570
84	59,204	62,138	65,239	68,430	71,794	75,294
85	59,764	62,736	65,854	69,143	72,524	76,060
86	60,400	63,351	66,508	69,759	73,214	76,785
87	60,943	64,005	67,107	70,393	73,981	77,590
88	61,558	64,545	67,760	71,104	74,652	78,295
89	62,138	65,239	68,430	71,794	75,436	79,118
90	62,736	65,854	69,143	72,524	76,074	79,787
91	63,351	66,508	69,759	73,214	76,837	80,589
92	64,005	67,107	70,393	73,981	77,622	81,414
93	64,545	67,760	71,104	74,652	78,333	82,159
94	65,239	68,430	71,794	75,436	79,135	83,002
95	65,854	69,143	72,524	76,074	79,956	83,865
96	66,508	69,759	73,214	76,837	80,688	84,632
97	67,107	70,393	73,981	77,622	81,528	85,514
98	67,760	71,104	74,652	78,333	82,368	86,396
99	68,430	71,794	75,436	79,135	83,097	87,162
100	69,143	72,524	76,074	79,956	83,899	88,005
101	69,759	73,214	76,837	80,688	84,684	88,828
102	70,393	73,981	77,622	81,528	85,599	89,789
103	71,104	74,652	78,333	82,368	86,367	90,595
104	71,794	75,436	79,135	83,097	87,224	91,495
105	72,524	76,074	79,956	83,899	88,121	92,438
106	73,214	76,837	80,688	84,684	88,962	93,320
107	73,981	77,622	81,528	85,599	89,858	94,261
108	74,652	78,333	82,368	86,367	90,681	95,125
109	75,436	79,135	83,097	87,224	91,577	96,065
110	76,074	79,956	83,899	88,121	92,470	97,004
111	76,837	80,688	84,684	88,962	93,390	97,970
112	77,622	81,528	85,599	89,858	94,305	98,930
113	78,333	82,368	86,367	90,681	95,238	99,910
114	79,135	83,097	87,224	91,577	96,137	100,854
115	79,956	83,899	88,121	92,470	97,107	101,872
116	80,688	84,684	88,962	93,390	98,040	102,853
117	81,528	85,599	89,858	94,305	99,048	103,911
118	82,368	86,367	90,681	95,238	100,021	104,931
119	83,097	87,224	91,577	96,137	101,029	105,990
120	83,899	88,121	92,470	97,107	101,999	107,009
121	84,684	88,962	93,390	98,040	102,934	107,990

Range	Step A	Step B	Step C	Step D	Step E	Step F
122	85,599	89,858	94,305	99,048	104,002	109,111
123	86,367	90,681	95,238	100,021	105,028	110,190
124	87,224	91,577	96,137	101,029	106,054	111,267
125	88,121	92,470	97,107	101,999	107,100	112,366
126	88,962	93,390	98,040	102,934	108,126	113,443
127	89,858	94,305	99,048	104,002	109,192	114,562
128	90,681	95,238	100,021	105,028	110,257	115,681
129	91,577	96,137	101,029	106,054	111,341	116,817
130	92,470	97,107	101,999	107,100	112,499	118,034
131	93,390	98,040	102,934	108,126	113,543	119,131
132	94,305	99,048	104,002	109,192	114,628	120,270
133	95,238	100,021	105,028	110,257	115,806	121,506
134	96,137	101,029	106,054	111,341	116,943	122,701
135	97,107	101,999	107,100	112,499	118,141	123,957
136	98,040	102,934	108,126	113,543	119,279	125,154
137	99,048	104,002	109,192	114,628	120,437	126,368
138	100,021	105,028	110,257	115,806	121,614	127,605
139	101,029	106,054	111,341	116,943	122,848	128,901
140	101,999	107,100	112,499	118,141	124,043	130,155
141	102,934	108,126	113,543	119,279	125,295	131,470
142	104,002	109,192	114,628	120,437	126,527	132,763
143	105,028	110,257	115,806	121,614	127,779	134,077
144	106,054	111,341	116,943	122,848	129,029	135,390
145	107,100	112,499	118,141	124,043	130,281	136,704
146	108,126	113,543	119,279	125,295	131,592	138,081
147	109,192	114,628	120,437	126,527	132,841	139,393
148	110,257	115,806	121,614	127,779	134,186	140,805
149	111,341	116,943	122,848	129,029	135,457	142,140
150	112,499	118,141	124,043	130,281	136,820	143,571
151	113,543	119,279	125,295	131,592	138,221	145,043
152	114,628	120,437	126,527	132,841	139,546	146,433
153	115,806	121,614	127,779	134,186	140,891	147,846
154	116,943	122,848	129,029	135,457	142,332	149,358
155	118,141	124,043	130,281	136,820	143,713	150,809
156	119,279	125,295	131,592	138,221	145,113	152,279
157	120,437	126,527	132,841	139,546	146,627	153,869
158	121,614	127,779	134,186	140,891	148,047	155,359
159	122,848	129,029	135,457	142,332	149,484	156,868
160	124,043	130,281	136,820	143,713	150,959	158,417

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 2019-2020

Effective: 7/1/2019

Board Approved: 5/12/2020

2.5% Increase Over 2018-2019

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	57,560	60,364	63,336	66,454	69,743	73,110
81	58,085	61,000	63,951	67,108	70,359	73,756
82	58,703	61,543	64,605	67,707	70,993	74,423
83	59,280	62,158	65,145	68,360	71,704	75,170
84	59,804	62,738	65,839	69,030	72,394	75,894
85	60,364	63,336	66,454	69,743	73,124	76,660
86	61,000	63,951	67,108	70,359	73,814	77,385
87	61,543	64,605	67,707	70,993	74,581	78,190
88	62,158	65,145	68,360	71,704	75,252	78,895
89	62,738	65,839	69,030	72,394	76,036	79,718
90	63,336	66,454	69,743	73,124	76,674	80,387
91	63,951	67,108	70,359	73,814	77,437	81,189
92	64,605	67,707	70,993	74,581	78,222	82,014
93	65,145	68,360	71,704	75,252	78,933	82,759
94	65,839	69,030	72,394	76,036	79,735	83,602
95	66,454	69,743	73,124	76,674	80,556	84,465
96	67,108	70,359	73,814	77,437	81,288	85,232
97	67,707	70,993	74,581	78,222	82,128	86,114
98	68,360	71,704	75,252	78,933	82,968	86,996
99	69,030	72,394	76,036	79,735	83,697	87,762
100	69,743	73,124	76,674	80,556	84,499	88,605
101	70,359	73,814	77,437	81,288	85,284	89,428
102	70,993	74,581	78,222	82,128	86,199	90,389
103	71,704	75,252	78,933	82,968	86,967	91,195
104	72,394	76,036	79,735	83,697	87,824	92,095
105	73,124	76,674	80,556	84,499	88,721	93,038
106	73,814	77,437	81,288	85,284	89,562	93,920
107	74,581	78,222	82,128	86,199	90,458	94,861
108	75,252	78,933	82,968	86,967	91,281	95,725
109	76,036	79,735	83,697	87,824	92,177	96,665
110	76,674	80,556	84,499	88,721	93,070	97,604
111	77,437	81,288	85,284	89,562	93,990	98,570
112	78,222	82,128	86,199	90,458	94,905	99,530
113	78,933	82,968	86,967	91,281	95,838	100,510
114	79,735	83,697	87,824	92,177	96,737	101,454
115	80,556	84,499	88,721	93,070	97,707	102,472
116	81,288	85,284	89,562	93,990	98,640	103,453
117	82,128	86,199	90,458	94,905	99,648	104,511
118	82,968	86,967	91,281	95,838	100,621	105,531
119	83,697	87,824	92,177	96,737	101,629	106,590
120	84,499	88,721	93,070	97,707	102,599	107,609
121	85,284	89,562	93,990	98,640	103,534	108,590

Range	Step A	Step B	Step C	Step D	Step E	Step F
122	86,199	90,458	94,905	99,648	104,602	109,711
123	86,967	91,281	95,838	100,621	105,628	110,790
124	87,824	92,177	96,737	101,629	106,654	111,867
125	88,721	93,070	97,707	102,599	107,700	112,966
126	89,562	93,990	98,640	103,534	108,726	114,043
127	90,458	94,905	99,648	104,602	109,792	115,162
128	91,281	95,838	100,621	105,628	110,857	116,281
129	92,177	96,737	101,629	106,654	111,941	117,417
130	93,070	97,707	102,599	107,700	113,099	118,634
131	93,990	98,640	103,534	108,726	114,143	119,731
132	94,905	99,648	104,602	109,792	115,228	120,870
133	95,838	100,621	105,628	110,857	116,406	122,106
134	96,737	101,629	106,654	111,941	117,543	123,301
135	97,707	102,599	107,700	113,099	118,741	124,557
136	98,640	103,534	108,726	114,143	119,879	125,754
137	99,648	104,602	109,792	115,228	121,037	126,968
138	100,621	105,628	110,857	116,406	122,214	128,205
139	101,629	106,654	111,941	117,543	123,448	129,501
140	102,599	107,700	113,099	118,741	124,643	130,755
141	103,534	108,726	114,143	119,879	125,895	132,070
142	104,602	109,792	115,228	121,037	127,127	133,363
143	105,628	110,857	116,406	122,214	128,379	134,677
144	106,654	111,941	117,543	123,448	129,629	135,990
145	107,700	113,099	118,741	124,643	130,881	137,304
146	108,726	114,143	119,879	125,895	132,192	138,681
147	109,792	115,228	121,037	127,127	133,441	139,993
148	110,857	116,406	122,214	128,379	134,786	141,405
149	111,941	117,543	123,448	129,629	136,057	142,740
150	113,099	118,741	124,643	130,881	137,420	144,171
151	114,143	119,879	125,895	132,192	138,821	145,643
152	115,228	121,037	127,127	133,441	140,146	147,033
153	116,406	122,214	128,379	134,786	141,491	148,446
154	117,543	123,448	129,629	136,057	142,932	149,958
155	118,741	124,643	130,881	137,420	144,313	151,409
156	119,879	125,895	132,192	138,821	145,713	152,879
157	121,037	127,127	133,441	140,146	147,227	154,469
158	122,214	128,379	134,786	141,491	148,647	155,959
159	123,448	129,629	136,057	142,932	150,084	157,468
160	124,643	130,881	137,420	144,313	151,559	159,017

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 2019-2020

Effective: 7/1/2019

Board Approved: 5/12/2020

2.5% Increase Over 2018-2019

Range	Step A	Step B	Step C	Step D	Step E	Step F
80	58,160	60,964	63,936	67,054	70,343	73,710
81	58,685	61,600	64,551	67,708	70,959	74,356
82	59,303	62,143	65,205	68,307	71,593	75,023
83	59,880	62,758	65,745	68,960	72,304	75,770
84	60,404	63,338	66,439	69,630	72,994	76,494
85	60,964	63,936	67,054	70,343	73,724	77,260
86	61,600	64,551	67,708	70,959	74,414	77,985
87	62,143	65,205	68,307	71,593	75,181	78,790
88	62,758	65,745	68,960	72,304	75,852	79,495
89	63,338	66,439	69,630	72,994	76,636	80,318
90	63,936	67,054	70,343	73,724	77,274	80,987
91	64,551	67,708	70,959	74,414	78,037	81,789
92	65,205	68,307	71,593	75,181	78,822	82,614
93	65,745	68,960	72,304	75,852	79,533	83,359
94	66,439	69,630	72,994	76,636	80,335	84,202
95	67,054	70,343	73,724	77,274	81,156	85,065
96	67,708	70,959	74,414	78,037	81,888	85,832
97	68,307	71,593	75,181	78,822	82,728	86,714
98	68,960	72,304	75,852	79,533	83,568	87,596
99	69,630	72,994	76,636	80,335	84,297	88,362
100	70,343	73,724	77,274	81,156	85,099	89,205
101	70,959	74,414	78,037	81,888	85,884	90,028
102	71,593	75,181	78,822	82,728	86,799	90,989
103	72,304	75,852	79,533	83,568	87,567	91,795
104	72,994	76,636	80,335	84,297	88,424	92,695
105	73,724	77,274	81,156	85,099	89,321	93,638
106	74,414	78,037	81,888	85,884	90,162	94,520
107	75,181	78,822	82,728	86,799	91,058	95,461
108	75,852	79,533	83,568	87,567	91,881	96,325
109	76,636	80,335	84,297	88,424	92,777	97,265
110	77,274	81,156	85,099	89,321	93,670	98,204
111	78,037	81,888	85,884	90,162	94,590	99,170
112	78,822	82,728	86,799	91,058	95,505	100,130
113	79,533	83,568	87,567	91,881	96,438	101,110
114	80,335	84,297	88,424	92,777	97,337	102,054
115	81,156	85,099	89,321	93,670	98,307	103,072
116	81,888	85,884	90,162	94,590	99,240	104,053
117	82,728	86,799	91,058	95,505	100,248	105,111
118	83,568	87,567	91,881	96,438	101,221	106,131
119	84,297	88,424	92,777	97,337	102,229	107,190
120	85,099	89,321	93,670	98,307	103,199	108,209
121	85,884	90,162	94,590	99,240	104,134	109,190

Range	Step A	Step B	Step C	Step D	Step E	Step F
122	86,799	91,058	95,505	100,248	105,202	110,311
123	87,567	91,881	96,438	101,221	106,228	111,390
124	88,424	92,777	97,337	102,229	107,254	112,467
125	89,321	93,670	98,307	103,199	108,300	113,566
126	90,162	94,590	99,240	104,134	109,326	114,643
127	91,058	95,505	100,248	105,202	110,392	115,762
128	91,881	96,438	101,221	106,228	111,457	116,881
129	92,777	97,337	102,229	107,254	112,541	118,017
130	93,670	98,307	103,199	108,300	113,699	119,234
131	94,590	99,240	104,134	109,326	114,743	120,331
132	95,505	100,248	105,202	110,392	115,828	121,470
133	96,438	101,221	106,228	111,457	117,006	122,706
134	97,337	102,229	107,254	112,541	118,143	123,901
135	98,307	103,199	108,300	113,699	119,341	125,157
136	99,240	104,134	109,326	114,743	120,479	126,354
137	100,248	105,202	110,392	115,828	121,637	127,568
138	101,221	106,228	111,457	117,006	122,814	128,805
139	102,229	107,254	112,541	118,143	124,048	130,101
140	103,199	108,300	113,699	119,341	125,243	131,355
141	104,134	109,326	114,743	120,479	126,495	132,670
142	105,202	110,392	115,828	121,637	127,727	133,963
143	106,228	111,457	117,006	122,814	128,979	135,277
144	107,254	112,541	118,143	124,048	130,229	136,590
145	108,300	113,699	119,341	125,243	131,481	137,904
146	109,326	114,743	120,479	126,495	132,792	139,281
147	110,392	115,828	121,637	127,727	134,041	140,593
148	111,457	117,006	122,814	128,979	135,386	142,005
149	112,541	118,143	124,048	130,229	136,657	143,340
150	113,699	119,341	125,243	131,481	138,020	144,771
151	114,743	120,479	126,495	132,792	139,421	146,243
152	115,828	121,637	127,727	134,041	140,746	147,633
153	117,006	122,814	128,979	135,386	142,091	149,046
154	118,143	124,048	130,229	136,657	143,532	150,558
155	119,341	125,243	131,481	138,020	144,913	152,009
156	120,479	126,495	132,792	139,421	146,313	153,479
157	121,637	127,727	134,041	140,746	147,827	155,069
158	122,814	128,979	135,386	142,091	149,247	156,559
159	124,048	130,229	136,657	143,532	150,684	158,068
160	125,243	131,481	138,020	144,913	152,159	159,617

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.