

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
EXECUTIVE MANAGEMENT SALARY SCHEDULE  
FISCAL YEAR 2019-2020**

Effective: 7/1/2019

Board Approved: 6/9/2020

2.5% increase over 2018-2019

**Table (1): No Longevity**

Range	Step 1	Step 2	Step 3	Step 4
<b>EM-1</b>				
Chancellor	323,221	339,382	356,353	374,168
<b>EM-2</b>				
President, Evergreen Valley College	241,861	253,953	266,651	279,983
President, San Jose City College	241,861	253,953	266,651	279,983
Vice Chancellor, Administrative Services	241,861	253,953	266,651	279,983
Vice Chancellor, Information Technology and Institutional Effectiveness	241,861	253,953	266,651	279,983
<b>EM-3</b>				
Associate Vice Chancellor, Human Resources	216,765	227,603	238,983	250,932
Associate Vice Chancellor, Physical Plant Development and Operations	216,765	227,603	238,983	250,932

**Table (2)**

**3% Longevity Pay (for EM-2 & EM-3 beginning the Fifth Year of Service)**

Range	Step 1	Step 2	Step 3	Step 4
<b>EM-2</b>				
President, Evergreen Valley College	249,117	261,572	274,650	288,382
President, San Jose City College	249,117	261,572	274,650	288,382
Vice Chancellor, Administrative Services	249,117	261,572	274,650	288,382
Vice Chancellor, Information Technology and Institutional Effectiveness	249,117	261,572	274,650	288,382
<b>EM-3</b>				
Associate Vice Chancellor, Human Resources	223,268	234,431	246,152	258,460
Associate Vice Chancellor, Physical Plant Development and Operations	223,268	234,431	246,152	258,460

**NOTES REGARDING EARNINGS:**

Longevity Increment (for EM-2 & EM-3)

3% per year beginning the fifth year of service

Educational Degree Award (for EM-2 and EM-3)

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