

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
EXECUTIVE MANAGEMENT SALARY SCHEDULE  
FISCAL YEAR 2021-2022**

Effective: 7/1/2021

Board Approved: 10/12/2021

4% increase over 2020-2021

**Table (1): No Longevity**

Range	Step 1	Step 2	Step 3	Step 4
<b>EM-1</b>				
Chancellor	352,958	370,605	389,137	408,591
<b>EM-2</b>				
President, Evergreen Valley College	264,112	277,317	291,182	305,741
President, San Jose City College	264,112	277,317	291,182	305,741
Vice Chancellor, Administrative Services	264,112	277,317	291,182	305,741
Vice Chancellor, Information Technology and Institutional Effectiveness	264,112	277,317	291,182	305,741
<b>EM-3</b>				
Associate Vice Chancellor, Human Resources	236,707	248,542	260,969	274,018
Associate Vice Chancellor, Physical Plant Development and Operations	236,707	248,542	260,969	274,018

**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	272,035	285,637	299,917	314,913
President, San Jose City College	272,035	285,637	299,917	314,913
Vice Chancellor, Administrative Services	272,035	285,637	299,917	314,913
Vice Chancellor, Information Technology and Institutional Effectiveness	272,035	285,637	299,917	314,913
<b>EM-3</b>				
Associate Vice Chancellor, Human Resources	243,808	255,998	268,798	282,239
Associate Vice Chancellor, Physical Plant Development and Operations	243,808	255,998	268,798	282,239

**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.