

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CLASSIFIED SALARY SCHEDULE
2027-2028 FISCAL YEAR (Longevity \$3000 Added for Employees Starting 11th Year of Service)

Effective: 07/01/2027

Board Approved: 07/21/2026

4% Increase over 2026-2027

RANGE	STEP A			STEP B			STEP C			STEP D			STEP E		
NO.	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
1	38,089	3,174.08	18.31	39,813	3,317.75	19.14	41,721	3,476.75	20.06	43,637	3,636.42	20.98	45,813	3,817.75	22.03
2	38,506	3,208.83	18.51	40,209	3,350.75	19.33	42,250	3,520.83	20.31	44,170	3,680.83	21.24	46,213	3,851.08	22.22
3	38,856	3,238.00	18.68	40,581	3,381.75	19.51	42,518	3,543.17	20.44	44,456	3,704.67	21.37	46,691	3,890.92	22.45
4	39,089	3,257.42	18.79	40,927	3,410.58	19.68	42,944	3,578.67	20.65	44,991	3,749.25	21.63	47,119	3,926.58	22.65
5	39,468	3,289.00	18.98	41,376	3,448.00	19.89	43,369	3,614.08	20.85	45,391	3,782.58	21.82	47,567	3,963.92	22.87
6	39,813	3,317.75	19.14	41,721	3,476.75	20.06	43,637	3,636.42	20.98	45,813	3,817.75	22.03	47,992	3,999.33	23.07
7	40,209	3,350.75	19.33	42,250	3,520.83	20.31	44,170	3,680.83	21.24	46,213	3,851.08	22.22	48,468	4,039.00	23.30
8	40,581	3,381.75	19.51	42,518	3,543.17	20.44	44,456	3,704.67	21.37	46,691	3,890.92	22.45	48,921	4,076.75	23.52
9	40,927	3,410.58	19.68	42,944	3,578.67	20.65	44,991	3,749.25	21.63	47,119	3,926.58	22.65	49,316	4,109.67	23.71
10	41,376	3,448.00	19.89	43,369	3,614.08	20.85	45,391	3,782.58	21.82	47,567	3,963.92	22.87	49,692	4,141.00	23.89
11	41,721	3,476.75	20.06	43,637	3,636.42	20.98	45,813	3,817.75	22.03	47,992	3,999.33	23.07	50,304	4,192.00	24.18
12	42,250	3,520.83	20.31	44,170	3,680.83	21.24	46,213	3,851.08	22.22	48,468	4,039.00	23.30	50,725	4,227.08	24.39
13	42,518	3,543.17	20.44	44,456	3,704.67	21.37	46,691	3,890.92	22.45	48,921	4,076.75	23.52	51,231	4,269.25	24.63
14	42,944	3,578.67	20.65	44,991	3,749.25	21.63	47,119	3,926.58	22.65	49,316	4,109.67	23.71	51,733	4,311.08	24.87
15	43,369	3,614.08	20.85	45,391	3,782.58	21.82	47,567	3,963.92	22.87	49,692	4,141.00	23.89	52,163	4,346.92	25.08
16	43,637	3,636.42	20.98	45,813	3,817.75	22.03	47,992	3,999.33	23.07	50,304	4,192.00	24.18	52,666	4,388.83	25.32
17	44,170	3,680.83	21.24	46,213	3,851.08	22.22	48,468	4,039.00	23.30	50,725	4,227.08	24.39	53,196	4,433.00	25.58
18	44,456	3,704.67	21.37	46,691	3,890.92	22.45	48,921	4,076.75	23.52	51,231	4,269.25	24.63	53,650	4,470.83	25.79
19	44,991	3,749.25	21.63	47,119	3,926.58	22.65	49,316	4,109.67	23.71	51,733	4,311.08	24.87	54,179	4,514.92	26.05
20	45,391	3,782.58	21.82	47,567	3,963.92	22.87	49,692	4,141.00	23.89	52,163	4,346.92	25.08	54,605	4,550.42	26.25
21	45,813	3,817.75	22.03	47,992	3,999.33	23.07	50,304	4,192.00	24.18	52,666	4,388.83	25.32	55,219	4,601.58	26.55
22	46,213	3,851.08	22.22	48,468	4,039.00	23.30	50,725	4,227.08	24.39	53,196	4,433.00	25.58	55,746	4,645.50	26.80
23	46,691	3,890.92	22.45	48,921	4,076.75	23.52	51,231	4,269.25	24.63	53,650	4,470.83	25.79	56,226	4,685.50	27.03
24	47,119	3,926.58	22.65	49,316	4,109.67	23.71	51,733	4,311.08	24.87	54,179	4,514.92	26.05	56,779	4,731.58	27.30
25	47,567	3,963.92	22.87	49,692	4,141.00	23.89	52,163	4,346.92	25.08	54,605	4,550.42	26.25	57,337	4,778.08	27.57
26	47,992	3,999.33	23.07	50,304	4,192.00	24.18	52,666	4,388.83	25.32	55,219	4,601.58	26.55	57,868	4,822.33	27.82
27	48,468	4,039.00	23.30	50,725	4,227.08	24.39	53,196	4,433.00	25.58	55,746	4,645.50	26.80	58,480	4,873.33	28.12
28	48,921	4,076.75	23.52	51,231	4,269.25	24.63	53,650	4,470.83	25.79	56,226	4,685.50	27.03	58,905	4,908.75	28.32
29	49,316	4,109.67	23.71	51,733	4,311.08	24.87	54,179	4,514.92	26.05	56,779	4,731.58	27.30	59,492	4,957.67	28.60
30	49,692	4,141.00	23.89	52,163	4,346.92	25.08	54,605	4,550.42	26.25	57,337	4,778.08	27.57	60,075	5,006.25	28.88
31	50,304	4,192.00	24.18	52,666	4,388.83	25.32	55,219	4,601.58	26.55	57,868	4,822.33	27.82	60,633	5,052.75	29.15
32	50,725	4,227.08	24.39	53,196	4,433.00	25.58	55,746	4,645.50	26.80	58,480	4,873.33	28.12	61,247	5,103.92	29.45
33	51,231	4,269.25	24.63	53,650	4,470.83	25.79	56,226	4,685.50	27.03	58,905	4,908.75	28.32	61,880	5,156.67	29.75
34	51,733	4,311.08	24.87	54,179	4,514.92	26.05	56,779	4,731.58	27.30	59,492	4,957.67	28.60	62,359	5,196.58	29.98
35	52,163	4,346.92	25.08	54,605	4,550.42	26.25	57,337	4,778.08	27.57	60,075	5,006.25	28.88	63,050	5,254.17	30.31
36	52,666	4,388.83	25.32	55,219	4,601.58	26.55	57,868	4,822.33	27.82	60,633	5,052.75	29.15	63,583	5,298.58	30.57
37	53,196	4,433.00	25.58	55,746	4,645.50	26.80	58,480	4,873.33	28.12	61,247	5,103.92	29.45	64,086	5,340.50	30.81
38	53,650	4,470.83	25.79	56,226	4,685.50	27.03	58,905	4,908.75	28.32	61,880	5,156.67	29.75	64,855	5,404.58	31.18
39	54,179	4,514.92	26.05	56,779	4,731.58	27.30	59,492	4,957.67	28.60	62,359	5,196.58	29.98	65,383	5,448.58	31.43

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
40	54,605	4,550.42	26.25	57,337	4,778.08	27.57	60,075	5,006.25	28.88	63,050	5,254.17	30.31	66,000	5,500.00	31.73
41	55,219	4,601.58	26.55	57,868	4,822.33	27.82	60,633	5,052.75	29.15	63,583	5,298.58	30.57	66,716	5,559.67	32.08
42	55,746	4,645.50	26.80	58,480	4,873.33	28.12	61,247	5,103.92	29.45	64,086	5,340.50	30.81	67,299	5,608.25	32.36
43	56,226	4,685.50	27.03	58,905	4,908.75	28.32	61,880	5,156.67	29.75	64,855	5,404.58	31.18	68,015	5,667.92	32.70
44	56,779	4,731.58	27.30	59,492	4,957.67	28.60	62,359	5,196.58	29.98	65,383	5,448.58	31.43	68,599	5,716.58	32.98
45	57,337	4,778.08	27.57	60,075	5,006.25	28.88	63,050	5,254.17	30.31	66,000	5,500.00	31.73	69,214	5,767.83	33.28
46	57,868	4,822.33	27.82	60,633	5,052.75	29.15	63,583	5,298.58	30.57	66,716	5,559.67	32.08	69,876	5,823.00	33.59
47	58,480	4,873.33	28.12	61,247	5,103.92	29.45	64,086	5,340.50	30.81	67,299	5,608.25	32.36	70,594	5,882.83	33.94
48	58,905	4,908.75	28.32	61,880	5,156.67	29.75	64,855	5,404.58	31.18	68,015	5,667.92	32.70	71,337	5,944.75	34.30
49	59,492	4,957.67	28.60	62,359	5,196.58	29.98	65,383	5,448.58	31.43	68,599	5,716.58	32.98	71,922	5,993.50	34.58
50	60,075	5,006.25	28.88	63,050	5,254.17	30.31	66,000	5,500.00	31.73	69,214	5,767.83	33.28	72,638	6,053.17	34.92
51	60,633	5,052.75	29.15	63,583	5,298.58	30.57	66,716	5,559.67	32.08	69,876	5,823.00	33.59	73,277	6,106.42	35.23
52	61,247	5,103.92	29.45	64,086	5,340.50	30.81	67,299	5,608.25	32.36	70,594	5,882.83	33.94	73,965	6,163.75	35.56
53	61,880	5,156.67	29.75	64,855	5,404.58	31.18	68,015	5,667.92	32.70	71,337	5,944.75	34.30	74,786	6,232.17	35.95
54	62,359	5,196.58	29.98	65,383	5,448.58	31.43	68,599	5,716.58	32.98	71,922	5,993.50	34.58	75,484	6,290.33	36.29
55	63,050	5,254.17	30.31	66,000	5,500.00	31.73	69,214	5,767.83	33.28	72,638	6,053.17	34.92	76,273	6,356.08	36.67
56	63,583	5,298.58	30.57	66,716	5,559.67	32.08	69,876	5,823.00	33.59	73,277	6,106.42	35.23	76,994	6,416.17	37.02
57	64,086	5,340.50	30.81	67,299	5,608.25	32.36	70,594	5,882.83	33.94	73,965	6,163.75	35.56	77,602	6,466.83	37.31
58	64,855	5,404.58	31.18	68,015	5,667.92	32.70	71,337	5,944.75	34.30	74,786	6,232.17	35.95	78,429	6,535.75	37.71
59	65,383	5,448.58	31.43	68,599	5,716.58	32.98	71,922	5,993.50	34.58	75,484	6,290.33	36.29	79,198	6,599.83	38.08
60	66,000	5,500.00	31.73	69,214	5,767.83	33.28	72,638	6,053.17	34.92	76,273	6,356.08	36.67	79,942	6,661.83	38.43
61	66,716	5,559.67	32.08	69,876	5,823.00	33.59	73,277	6,106.42	35.23	76,994	6,416.17	37.02	80,738	6,728.17	38.82
62	67,299	5,608.25	32.36	70,594	5,882.83	33.94	73,965	6,163.75	35.56	77,602	6,466.83	37.31	81,485	6,790.42	39.18
63	68,015	5,667.92	32.70	71,337	5,944.75	34.30	74,786	6,232.17	35.95	78,429	6,535.75	37.71	82,251	6,854.25	39.54
64	68,599	5,716.58	32.98	71,922	5,993.50	34.58	75,484	6,290.33	36.29	79,198	6,599.83	38.08	83,049	6,920.75	39.93
65	69,214	5,767.83	33.28	72,638	6,053.17	34.92	76,273	6,356.08	36.67	79,942	6,661.83	38.43	83,764	6,980.33	40.27
66	69,876	5,823.00	33.59	73,277	6,106.42	35.23	76,994	6,416.17	37.02	80,738	6,728.17	38.82	84,720	7,060.00	40.73
67	70,594	5,882.83	33.94	73,965	6,163.75	35.56	77,602	6,466.83	37.31	81,485	6,790.42	39.18	85,547	7,128.92	41.13
68	71,337	5,944.75	34.30	74,786	6,232.17	35.95	78,429	6,535.75	37.71	82,251	6,854.25	39.54	86,345	7,195.42	41.51
69	71,922	5,993.50	34.58	75,484	6,290.33	36.29	79,198	6,599.83	38.08	83,049	6,920.75	39.93	87,164	7,263.67	41.91
70	72,638	6,053.17	34.92	76,273	6,356.08	36.67	79,942	6,661.83	38.43	83,764	6,980.33	40.27	87,986	7,332.17	42.30
71	73,277	6,106.42	35.23	76,994	6,416.17	37.02	80,738	6,728.17	38.82	84,720	7,060.00	40.73	88,812	7,401.00	42.70
72	73,965	6,163.75	35.56	77,602	6,466.83	37.31	81,485	6,790.42	39.18	85,547	7,128.92	41.13	89,688	7,474.00	43.12
73	74,786	6,232.17	35.95	78,429	6,535.75	37.71	82,251	6,854.25	39.54	86,345	7,195.42	41.51	90,565	7,547.08	43.54
74	75,484	6,290.33	36.29	79,198	6,599.83	38.08	83,049	6,920.75	39.93	87,164	7,263.67	41.91	91,436	7,619.67	43.96
75	76,273	6,356.08	36.67	79,942	6,661.83	38.43	83,764	6,980.33	40.27	87,986	7,332.17	42.30	92,316	7,693.00	44.38
76	76,994	6,416.17	37.02	80,738	6,728.17	38.82	84,720	7,060.00	40.73	88,812	7,401.00	42.70	93,139	7,761.58	44.78
77	77,602	6,466.83	37.31	81,485	6,790.42	39.18	85,547	7,128.92	41.13	89,688	7,474.00	43.12	94,128	7,844.00	45.25
78	78,429	6,535.75	37.71	82,251	6,854.25	39.54	86,345	7,195.42	41.51	90,565	7,547.08	43.54	94,999	7,916.58	45.67
79	79,198	6,599.83	38.08	83,049	6,920.75	39.93	87,164	7,263.67	41.91	91,436	7,619.67	43.96	95,956	7,996.33	46.13
80	79,942	6,661.83	38.43	83,764	6,980.33	40.27	87,986	7,332.17	42.30	92,316	7,693.00	44.38	96,836	8,069.67	46.56
81	80,738	6,728.17	38.82	84,720	7,060.00	40.73	88,812	7,401.00	42.70	93,139	7,761.58	44.78	97,788	8,149.00	47.01
82	81,485	6,790.42	39.18	85,547	7,128.92	41.13	89,688	7,474.00	43.12	94,128	7,844.00	45.25	98,793	8,232.75	47.50
83	82,251	6,854.25	39.54	86,345	7,195.42	41.51	90,565	7,547.08	43.54	94,999	7,916.58	45.67	99,729	8,310.75	47.95

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
84	83,049	6,920.75	39.93	87,164	7,263.67	41.91	91,436	7,619.67	43.96	95,956	7,996.33	46.13	100,790	8,399.17	48.46
85	83,764	6,980.33	40.27	87,986	7,332.17	42.30	92,316	7,693.00	44.38	96,836	8,069.67	46.56	101,692	8,474.33	48.89
86	84,720	7,060.00	40.73	88,812	7,401.00	42.70	93,139	7,761.58	44.78	97,788	8,149.00	47.01	102,625	8,552.08	49.34
87	85,547	7,128.92	41.13	89,688	7,474.00	43.12	94,128	7,844.00	45.25	98,793	8,232.75	47.50	103,552	8,629.33	49.78
88	86,345	7,195.42	41.51	90,565	7,547.08	43.54	94,999	7,916.58	45.67	99,729	8,310.75	47.95	104,615	8,717.92	50.30
89	87,164	7,263.67	41.91	91,436	7,619.67	43.96	95,956	7,996.33	46.13	100,790	8,399.17	48.46	105,730	8,810.83	50.83
90	87,986	7,332.17	42.30	92,316	7,693.00	44.38	96,836	8,069.67	46.56	101,692	8,474.33	48.89	106,715	8,892.92	51.31
91	88,812	7,401.00	42.70	93,139	7,761.58	44.78	97,788	8,149.00	47.01	102,625	8,552.08	49.34	107,671	8,972.58	51.76
92	89,688	7,474.00	43.12	94,128	7,844.00	45.25	98,793	8,232.75	47.50	103,552	8,629.33	49.78	108,681	9,056.75	52.25
93	90,565	7,547.08	43.54	94,999	7,916.58	45.67	99,729	8,310.75	47.95	104,615	8,717.92	50.30	109,798	9,149.83	52.79
94	91,436	7,619.67	43.96	95,956	7,996.33	46.13	100,790	8,399.17	48.46	105,730	8,810.83	50.83	110,933	9,244.42	53.33
95	92,316	7,693.00	44.38	96,836	8,069.67	46.56	101,692	8,474.33	48.89	106,715	8,892.92	51.31	111,995	9,332.92	53.84
96	93,139	7,761.58	44.78	97,788	8,149.00	47.01	102,625	8,552.08	49.34	107,671	8,972.58	51.76	113,031	9,419.25	54.34
97	94,128	7,844.00	45.25	98,793	8,232.75	47.50	103,552	8,629.33	49.78	108,681	9,056.75	52.25	114,202	9,516.83	54.90
98	94,999	7,916.58	45.67	99,729	8,310.75	47.95	104,615	8,717.92	50.30	109,798	9,149.83	52.79	115,263	9,605.25	55.41
99	95,956	7,996.33	46.13	100,790	8,399.17	48.46	105,730	8,810.83	50.83	110,933	9,244.42	53.33	116,355	9,696.25	55.94
100	96,836	8,069.67	46.56	101,692	8,474.33	48.89	106,715	8,892.92	51.31	111,995	9,332.92	53.84	117,493	9,791.08	56.49
101	97,788	8,149.00	47.01	102,625	8,552.08	49.34	107,671	8,972.58	51.76	113,031	9,419.25	54.34	118,694	9,891.17	57.06
102	98,793	8,232.75	47.50	103,552	8,629.33	49.78	108,681	9,056.75	52.25	114,202	9,516.83	54.90	119,808	9,984.00	57.60
103	99,729	8,310.75	47.95	104,615	8,717.92	50.30	109,798	9,149.83	52.79	115,263	9,605.25	55.41	120,921	10,076.75	58.14
104	100,790	8,399.17	48.46	105,730	8,810.83	50.83	110,933	9,244.42	53.33	116,355	9,696.25	55.94	122,170	10,180.83	58.74
105	101,692	8,474.33	48.89	106,715	8,892.92	51.31	111,995	9,332.92	53.84	117,493	9,791.08	56.49	123,311	10,275.92	59.28
106	102,625	8,552.08	49.34	107,671	8,972.58	51.76	113,031	9,419.25	54.34	118,694	9,891.17	57.06	124,558	10,379.83	59.88
107	103,552	8,629.33	49.78	108,681	9,056.75	52.25	114,202	9,516.83	54.90	119,808	9,984.00	57.60	125,786	10,482.17	60.47
108	104,615	8,717.92	50.30	109,798	9,149.83	52.79	115,263	9,605.25	55.41	120,921	10,076.75	58.14	126,977	10,581.42	61.05
109	105,730	8,810.83	50.83	110,933	9,244.42	53.33	116,355	9,696.25	55.94	122,170	10,180.83	58.74	128,198	10,683.17	61.63
110	106,715	8,892.92	51.31	111,995	9,332.92	53.84	117,493	9,791.08	56.49	123,311	10,275.92	59.28	129,446	10,787.17	62.23
111	107,671	8,972.58	51.76	113,031	9,419.25	54.34	118,694	9,891.17	57.06	124,558	10,379.83	59.88	130,778	10,898.17	62.87
112	108,681	9,056.75	52.25	114,202	9,516.83	54.90	119,808	9,984.00	57.60	125,786	10,482.17	60.47	132,028	11,002.33	63.48
113	109,798	9,149.83	52.79	115,263	9,605.25	55.41	120,921	10,076.75	58.14	126,977	10,581.42	61.05	133,241	11,103.42	64.06
114	110,933	9,244.42	53.33	116,355	9,696.25	55.94	122,170	10,180.83	58.74	128,198	10,683.17	61.63	134,626	11,218.83	64.72
115	111,995	9,332.92	53.84	117,493	9,791.08	56.49	123,311	10,275.92	59.28	129,446	10,787.17	62.23	135,931	11,327.58	65.35
116	113,031	9,419.25	54.34	118,694	9,891.17	57.06	124,558	10,379.83	59.88	130,778	10,898.17	62.87	137,256	11,438.00	65.99
117	114,202	9,516.83	54.90	119,808	9,984.00	57.60	125,786	10,482.17	60.47	132,028	11,002.33	63.48	138,612	11,551.00	66.64
118	115,263	9,605.25	55.41	120,921	10,076.75	58.14	126,977	10,581.42	61.05	133,241	11,103.42	64.06	139,964	11,663.67	67.29
119	116,355	9,696.25	55.94	122,170	10,180.83	58.74	128,198	10,683.17	61.63	134,626	11,218.83	64.72	141,318	11,776.50	67.94
120	117,493	9,791.08	56.49	123,311	10,275.92	59.28	129,446	10,787.17	62.23	135,931	11,327.58	65.35	142,650	11,887.50	68.58
121	118,694	9,891.17	57.06	124,558	10,379.83	59.88	130,778	10,898.17	62.87	137,256	11,438.00	65.99	144,055	12,004.58	69.26
122	119,808	9,984.00	57.60	125,786	10,482.17	60.47	132,028	11,002.33	63.48	138,612	11,551.00	66.64	145,542	12,128.50	69.97
123	120,921	10,076.75	58.14	126,977	10,581.42	61.05	133,241	11,103.42	64.06	139,964	11,663.67	67.29	147,033	12,252.75	70.69
124	122,170	10,180.83	58.74	128,198	10,683.17	61.63	134,626	11,218.83	64.72	141,318	11,776.50	67.94	148,330	12,360.83	71.31
125	123,311	10,275.92	59.28	129,446	10,787.17	62.23	135,931	11,327.58	65.35	142,650	11,887.50	68.58	149,768	12,480.67	72.00
126	124,558	10,379.83	59.88	130,778	10,898.17	62.87	137,256	11,438.00	65.99	144,055	12,004.58	69.26	151,281	12,606.75	72.73
127	125,786	10,482.17	60.47	132,028	11,002.33	63.48	138,612	11,551.00	66.64	145,542	12,128.50	69.97	152,790	12,732.50	73.46

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
128	126,977	10,581.42	61.05	133,241	11,103.42	64.06	139,964	11,663.67	67.29	147,033	12,252.75	70.69	154,280	12,856.67	74.17
129	128,198	10,683.17	61.63	134,626	11,218.83	64.72	141,318	11,776.50	67.94	148,330	12,360.83	71.31	155,793	12,982.75	74.90
130	129,446	10,787.17	62.23	135,931	11,327.58	65.35	142,650	11,887.50	68.58	149,768	12,480.67	72.00	157,333	13,111.08	75.64
131	130,778	10,898.17	62.87	137,256	11,438.00	65.99	144,055	12,004.58	69.26	151,281	12,606.75	72.73	158,852	13,237.67	76.37
132	132,028	11,002.33	63.48	138,612	11,551.00	66.64	145,542	12,128.50	69.97	152,790	12,732.50	73.46	160,390	13,365.83	77.11
133	133,241	11,103.42	64.06	139,964	11,663.67	67.29	147,033	12,252.75	70.69	154,280	12,856.67	74.17	162,009	13,500.75	77.89
134	134,626	11,218.83	64.72	141,318	11,776.50	67.94	148,330	12,360.83	71.31	155,793	12,982.75	74.90	163,656	13,638.00	78.68
135	135,931	11,327.58	65.35	142,650	11,887.50	68.58	149,768	12,480.67	72.00	157,333	13,111.08	75.64	165,169	13,764.08	79.41
136	137,256	11,438.00	65.99	144,055	12,004.58	69.26	151,281	12,606.75	72.73	158,852	13,237.67	76.37	166,815	13,901.25	80.20
137	138,612	11,551.00	66.64	145,542	12,128.50	69.97	152,790	12,732.50	73.46	160,390	13,365.83	77.11	168,515	14,042.92	81.02
138	139,964	11,663.67	67.29	147,033	12,252.75	70.69	154,280	12,856.67	74.17	162,009	13,500.75	77.89	170,137	14,178.08	81.80
139	141,318	11,776.50	67.94	148,330	12,360.83	71.31	155,793	12,982.75	74.90	163,656	13,638.00	78.68	171,837	14,319.75	82.61
140	142,650	11,887.50	68.58	149,768	12,480.67	72.00	157,333	13,111.08	75.64	165,169	13,764.08	79.41	173,509	14,459.08	83.42
141	144,055	12,004.58	69.26	151,214	12,601.17	72.70	158,852	13,237.67	76.37	166,815	13,901.25	80.20	175,264	14,605.33	84.26
142	145,542	12,128.50	69.97	152,790	12,732.50	73.46	160,390	13,365.83	77.11	168,515	14,042.92	81.02	176,936	14,744.67	85.07
143	147,033	12,252.75	70.69	154,280	12,856.67	74.17	162,009	13,500.75	77.89	170,137	14,178.08	81.80	178,660	14,888.33	85.89
144	148,330	12,360.83	71.31	155,793	12,982.75	74.90	163,656	13,638.00	78.68	171,837	14,319.75	82.61	180,336	15,028.00	86.70
145	149,768	12,480.67	72.00	157,333	13,111.08	75.64	165,169	13,764.08	79.41	173,509	14,459.08	83.42	182,188	15,182.33	87.59
146	151,281	12,606.75	72.73	158,852	13,237.67	76.37	166,815	13,901.25	80.20	175,264	14,605.33	84.26	183,995	15,332.92	88.46
147	152,790	12,732.50	73.46	160,390	13,365.83	77.11	168,515	14,042.92	81.02	176,936	14,744.67	85.07	185,701	15,475.08	89.28
148	154,280	12,856.67	74.17	162,009	13,500.75	77.89	170,137	14,178.08	81.80	178,660	14,888.33	85.89	187,612	15,634.33	90.20
149	155,793	12,982.75	74.90	163,656	13,638.00	78.68	171,837	14,319.75	82.61	180,336	15,028.00	86.70	189,392	15,782.67	91.05
150	157,333	13,111.08	75.64	165,169	13,764.08	79.41	173,509	14,459.08	83.42	182,188	15,182.33	87.59	191,301	15,941.75	91.97
151	158,852	13,237.67	76.37	166,815	13,901.25	80.20	175,264	14,605.33	84.26	183,995	15,332.92	88.46	193,242	16,103.50	92.90
152	160,390	13,365.83	77.11	168,515	14,042.92	81.02	176,936	14,744.67	85.07	185,701	15,475.08	89.28	195,182	16,265.17	93.84
153	162,009	13,500.75	77.89	170,137	14,178.08	81.80	178,660	14,888.33	85.89	187,612	15,634.33	90.20	196,961	16,413.42	94.69
154	163,656	13,638.00	78.68	171,837	14,319.75	82.61	180,336	15,028.00	86.70	189,392	15,782.67	91.05	198,979	16,581.58	95.66
155	165,169	13,764.08	79.41	173,509	14,459.08	83.42	182,188	15,182.33	87.59	191,301	15,941.75	91.97	200,947	16,745.58	96.61
156	166,815	13,901.25	80.20	175,264	14,605.33	84.26	183,995	15,332.92	88.46	193,242	16,103.50	92.90	202,935	16,911.25	97.56
157	168,515	14,042.92	81.02	176,936	14,744.67	85.07	185,701	15,475.08	89.28	195,182	16,265.17	93.84	204,901	17,075.08	98.51
158	170,137	14,178.08	81.80	178,660	14,888.33	85.89	187,612	15,634.33	90.20	196,961	16,413.42	94.69	206,971	17,247.58	99.51
159	171,837	14,319.75	82.61	180,336	15,028.00	86.70	189,392	15,782.67	91.05	198,979	16,581.58	95.66	209,045	17,420.42	100.50
160	173,509	14,459.08	83.42	182,188	15,182.33	87.59	191,301	15,941.75	91.97	200,947	16,745.58	96.61	211,060	17,588.33	101.47

NOTES REGARDING LONGEVITY INCREMENTS:

\$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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CLASSIFIED SALARY SCHEDULE
2027-2028 FISCAL YEAR (Longevity \$3600 Added for Employees Starting 16th Year of Service)

Effective: 07/01/2027

Board Approved: 07/21/2026

4% Increase over 2026-2027

RANGE	STEP A			STEP B			STEP C			STEP D			STEP E		
NO.	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
1	38,689	3,224.08	18.60	40,413	3,367.75	19.43	42,321	3,526.75	20.35	44,237	3,686.42	21.27	46,413	3,867.75	22.31
2	39,106	3,258.83	18.80	40,809	3,400.75	19.62	42,850	3,570.83	20.60	44,770	3,730.83	21.52	46,813	3,901.08	22.51
3	39,456	3,288.00	18.97	41,181	3,431.75	19.80	43,118	3,593.17	20.73	45,056	3,754.67	21.66	47,291	3,940.92	22.74
4	39,689	3,307.42	19.08	41,527	3,460.58	19.96	43,544	3,628.67	20.93	45,591	3,799.25	21.92	47,719	3,976.58	22.94
5	40,068	3,339.00	19.26	41,976	3,498.00	20.18	43,969	3,664.08	21.14	45,991	3,832.58	22.11	48,167	4,013.92	23.16
6	40,413	3,367.75	19.43	42,321	3,526.75	20.35	44,237	3,686.42	21.27	46,413	3,867.75	22.31	48,592	4,049.33	23.36
7	40,809	3,400.75	19.62	42,850	3,570.83	20.60	44,770	3,730.83	21.52	46,813	3,901.08	22.51	49,068	4,089.00	23.59
8	41,181	3,431.75	19.80	43,118	3,593.17	20.73	45,056	3,754.67	21.66	47,291	3,940.92	22.74	49,521	4,126.75	23.81
9	41,527	3,460.58	19.96	43,544	3,628.67	20.93	45,591	3,799.25	21.92	47,719	3,976.58	22.94	49,916	4,159.67	24.00
10	41,976	3,498.00	20.18	43,969	3,664.08	21.14	45,991	3,832.58	22.11	48,167	4,013.92	23.16	50,292	4,191.00	24.18
11	42,321	3,526.75	20.35	44,237	3,686.42	21.27	46,413	3,867.75	22.31	48,592	4,049.33	23.36	50,904	4,242.00	24.47
12	42,850	3,570.83	20.60	44,770	3,730.83	21.52	46,813	3,901.08	22.51	49,068	4,089.00	23.59	51,325	4,277.08	24.68
13	43,118	3,593.17	20.73	45,056	3,754.67	21.66	47,291	3,940.92	22.74	49,521	4,126.75	23.81	51,831	4,319.25	24.92
14	43,544	3,628.67	20.93	45,591	3,799.25	21.92	47,719	3,976.58	22.94	49,916	4,159.67	24.00	52,333	4,361.08	25.16
15	43,969	3,664.08	21.14	45,991	3,832.58	22.11	48,167	4,013.92	23.16	50,292	4,191.00	24.18	52,763	4,396.92	25.37
16	44,237	3,686.42	21.27	46,413	3,867.75	22.31	48,592	4,049.33	23.36	50,904	4,242.00	24.47	53,266	4,438.83	25.61
17	44,770	3,730.83	21.52	46,813	3,901.08	22.51	49,068	4,089.00	23.59	51,325	4,277.08	24.68	53,796	4,483.00	25.86
18	45,056	3,754.67	21.66	47,291	3,940.92	22.74	49,521	4,126.75	23.81	51,831	4,319.25	24.92	54,250	4,520.83	26.08
19	45,591	3,799.25	21.92	47,719	3,976.58	22.94	49,916	4,159.67	24.00	52,333	4,361.08	25.16	54,779	4,564.92	26.34
20	45,991	3,832.58	22.11	48,167	4,013.92	23.16	50,292	4,191.00	24.18	52,763	4,396.92	25.37	55,205	4,600.42	26.54
21	46,413	3,867.75	22.31	48,592	4,049.33	23.36	50,904	4,242.00	24.47	53,266	4,438.83	25.61	55,819	4,651.58	26.84
22	46,813	3,901.08	22.51	49,068	4,089.00	23.59	51,325	4,277.08	24.68	53,796	4,483.00	25.86	56,346	4,695.50	27.09
23	47,291	3,940.92	22.74	49,521	4,126.75	23.81	51,831	4,319.25	24.92	54,250	4,520.83	26.08	56,826	4,735.50	27.32
24	47,719	3,976.58	22.94	49,916	4,159.67	24.00	52,333	4,361.08	25.16	54,779	4,564.92	26.34	57,379	4,781.58	27.59
25	48,167	4,013.92	23.16	50,292	4,191.00	24.18	52,763	4,396.92	25.37	55,205	4,600.42	26.54	57,937	4,828.08	27.85
26	48,592	4,049.33	23.36	50,904	4,242.00	24.47	53,266	4,438.83	25.61	55,819	4,651.58	26.84	58,468	4,872.33	28.11
27	49,068	4,089.00	23.59	51,325	4,277.08	24.68	53,796	4,483.00	25.86	56,346	4,695.50	27.09	59,080	4,923.33	28.40
28	49,521	4,126.75	23.81	51,831	4,319.25	24.92	54,250	4,520.83	26.08	56,826	4,735.50	27.32	59,505	4,958.75	28.61
29	49,916	4,159.67	24.00	52,333	4,361.08	25.16	54,779	4,564.92	26.34	57,379	4,781.58	27.59	60,092	5,007.67	28.89
30	50,292	4,191.00	24.18	52,763	4,396.92	25.37	55,205	4,600.42	26.54	57,937	4,828.08	27.85	60,675	5,056.25	29.17
31	50,904	4,242.00	24.47	53,266	4,438.83	25.61	55,819	4,651.58	26.84	58,468	4,872.33	28.11	61,233	5,102.75	29.44
32	51,325	4,277.08	24.68	53,796	4,483.00	25.86	56,346	4,695.50	27.09	59,080	4,923.33	28.40	61,847	5,153.92	29.73
33	51,831	4,319.25	24.92	54,250	4,520.83	26.08	56,826	4,735.50	27.32	59,505	4,958.75	28.61	62,480	5,206.67	30.04
34	52,333	4,361.08	25.16	54,779	4,564.92	26.34	57,379	4,781.58	27.59	60,092	5,007.67	28.89	62,959	5,246.58	30.27
35	52,763	4,396.92	25.37	55,205	4,600.42	26.54	57,937	4,828.08	27.85	60,675	5,056.25	29.17	63,650	5,304.17	30.60
36	53,266	4,438.83	25.61	55,819	4,651.58	26.84	58,468	4,872.33	28.11	61,233	5,102.75	29.44	64,183	5,348.58	30.86
37	53,796	4,483.00	25.86	56,346	4,695.50	27.09	59,080	4,923.33	28.40	61,847	5,153.92	29.73	64,686	5,390.50	31.10
38	54,250	4,520.83	26.08	56,826	4,735.50	27.32	59,505	4,958.75	28.61	62,480	5,206.67	30.04	65,455	5,454.58	31.47
39	54,779	4,564.92	26.34	57,379	4,781.58	27.59	60,092	5,007.67	28.89	62,959	5,246.58	30.27	65,983	5,498.58	31.72

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
40	55,205	4,600.42	26.54	57,937	4,828.08	27.85	60,675	5,056.25	29.17	63,650	5,304.17	30.60	66,600	5,550.00	32.02
41	55,819	4,651.58	26.84	58,468	4,872.33	28.11	61,233	5,102.75	29.44	64,183	5,348.58	30.86	67,316	5,609.67	32.36
42	56,346	4,695.50	27.09	59,080	4,923.33	28.40	61,847	5,153.92	29.73	64,686	5,390.50	31.10	67,899	5,658.25	32.64
43	56,826	4,735.50	27.32	59,505	4,958.75	28.61	62,480	5,206.67	30.04	65,455	5,454.58	31.47	68,615	5,717.92	32.99
44	57,379	4,781.58	27.59	60,092	5,007.67	28.89	62,959	5,246.58	30.27	65,983	5,498.58	31.72	69,199	5,766.58	33.27
45	57,937	4,828.08	27.85	60,675	5,056.25	29.17	63,650	5,304.17	30.60	66,600	5,550.00	32.02	69,814	5,817.83	33.56
46	58,468	4,872.33	28.11	61,233	5,102.75	29.44	64,183	5,348.58	30.86	67,316	5,609.67	32.36	70,476	5,873.00	33.88
47	59,080	4,923.33	28.40	61,847	5,153.92	29.73	64,686	5,390.50	31.10	67,899	5,658.25	32.64	71,194	5,932.83	34.23
48	59,505	4,958.75	28.61	62,480	5,206.67	30.04	65,455	5,454.58	31.47	68,615	5,717.92	32.99	71,937	5,994.75	34.59
49	60,092	5,007.67	28.89	62,959	5,246.58	30.27	65,983	5,498.58	31.72	69,199	5,766.58	33.27	72,522	6,043.50	34.87
50	60,675	5,056.25	29.17	63,650	5,304.17	30.60	66,600	5,550.00	32.02	69,814	5,817.83	33.56	73,238	6,103.17	35.21
51	61,233	5,102.75	29.44	64,183	5,348.58	30.86	67,316	5,609.67	32.36	70,476	5,873.00	33.88	73,877	6,156.42	35.52
52	61,847	5,153.92	29.73	64,686	5,390.50	31.10	67,899	5,658.25	32.64	71,194	5,932.83	34.23	74,565	6,213.75	35.85
53	62,480	5,206.67	30.04	65,455	5,454.58	31.47	68,615	5,717.92	32.99	71,937	5,994.75	34.59	75,386	6,282.17	36.24
54	62,959	5,246.58	30.27	65,983	5,498.58	31.72	69,199	5,766.58	33.27	72,522	6,043.50	34.87	76,084	6,340.33	36.58
55	63,650	5,304.17	30.60	66,600	5,550.00	32.02	69,814	5,817.83	33.56	73,238	6,103.17	35.21	76,873	6,406.08	36.96
56	64,183	5,348.58	30.86	67,316	5,609.67	32.36	70,476	5,873.00	33.88	73,877	6,156.42	35.52	77,594	6,466.17	37.30
57	64,686	5,390.50	31.10	67,899	5,658.25	32.64	71,194	5,932.83	34.23	74,565	6,213.75	35.85	78,202	6,516.83	37.60
58	65,455	5,454.58	31.47	68,615	5,717.92	32.99	71,937	5,994.75	34.59	75,386	6,282.17	36.24	79,029	6,585.75	37.99
59	65,983	5,498.58	31.72	69,199	5,766.58	33.27	72,522	6,043.50	34.87	76,084	6,340.33	36.58	79,798	6,649.83	38.36
60	66,600	5,550.00	32.02	69,814	5,817.83	33.56	73,238	6,103.17	35.21	76,873	6,406.08	36.96	80,542	6,711.83	38.72
61	67,316	5,609.67	32.36	70,476	5,873.00	33.88	73,877	6,156.42	35.52	77,594	6,466.17	37.30	81,338	6,778.17	39.10
62	67,899	5,658.25	32.64	71,194	5,932.83	34.23	74,565	6,213.75	35.85	78,202	6,516.83	37.60	82,085	6,840.42	39.46
63	68,615	5,717.92	32.99	71,937	5,994.75	34.59	75,386	6,282.17	36.24	79,029	6,585.75	37.99	82,851	6,904.25	39.83
64	69,199	5,766.58	33.27	72,522	6,043.50	34.87	76,084	6,340.33	36.58	79,798	6,649.83	38.36	83,649	6,970.75	40.22
65	69,814	5,817.83	33.56	73,238	6,103.17	35.21	76,873	6,406.08	36.96	80,542	6,711.83	38.72	84,364	7,030.33	40.56
66	70,476	5,873.00	33.88	73,877	6,156.42	35.52	77,594	6,466.17	37.30	81,338	6,778.17	39.10	85,320	7,110.00	41.02
67	71,194	5,932.83	34.23	74,565	6,213.75	35.85	78,202	6,516.83	37.60	82,085	6,840.42	39.46	86,147	7,178.92	41.42
68	71,937	5,994.75	34.59	75,386	6,282.17	36.24	79,029	6,585.75	37.99	82,851	6,904.25	39.83	86,945	7,245.42	41.80
69	72,522	6,043.50	34.87	76,084	6,340.33	36.58	79,798	6,649.83	38.36	83,649	6,970.75	40.22	87,764	7,313.67	42.19
70	73,238	6,103.17	35.21	76,873	6,406.08	36.96	80,542	6,711.83	38.72	84,364	7,030.33	40.56	88,586	7,382.17	42.59
71	73,877	6,156.42	35.52	77,594	6,466.17	37.30	81,338	6,778.17	39.10	85,320	7,110.00	41.02	89,412	7,451.00	42.99
72	74,565	6,213.75	35.85	78,202	6,516.83	37.60	82,085	6,840.42	39.46	86,147	7,178.92	41.42	90,288	7,524.00	43.41
73	75,386	6,282.17	36.24	79,029	6,585.75	37.99	82,851	6,904.25	39.83	86,945	7,245.42	41.80	91,165	7,597.08	43.83
74	76,084	6,340.33	36.58	79,798	6,649.83	38.36	83,649	6,970.75	40.22	87,764	7,313.67	42.19	92,036	7,669.67	44.25
75	76,873	6,406.08	36.96	80,542	6,711.83	38.72	84,364	7,030.33	40.56	88,586	7,382.17	42.59	92,916	7,743.00	44.67
76	77,594	6,466.17	37.30	81,338	6,778.17	39.10	85,320	7,110.00	41.02	89,412	7,451.00	42.99	93,739	7,811.58	45.07
77	78,202	6,516.83	37.60	82,085	6,840.42	39.46	86,147	7,178.92	41.42	90,288	7,524.00	43.41	94,728	7,894.00	45.54
78	79,029	6,585.75	37.99	82,851	6,904.25	39.83	86,945	7,245.42	41.80	91,165	7,597.08	43.83	95,599	7,966.58	45.96
79	79,798	6,649.83	38.36	83,649	6,970.75	40.22	87,764	7,313.67	42.19	92,036	7,669.67	44.25	96,556	8,046.33	46.42
80	80,542	6,711.83	38.72	84,364	7,030.33	40.56	88,586	7,382.17	42.59	92,916	7,743.00	44.67	97,436	8,119.67	46.84
81	81,338	6,778.17	39.10	85,320	7,110.00	41.02	89,412	7,451.00	42.99	93,739	7,811.58	45.07	98,388	8,199.00	47.30
82	82,085	6,840.42	39.46	86,147	7,178.92	41.42	90,288	7,524.00	43.41	94,728	7,894.00	45.54	99,393	8,282.75	47.79
83	82,851	6,904.25	39.83	86,945	7,245.42	41.80	91,165	7,597.08	43.83	95,599	7,966.58	45.96	100,329	8,360.75	48.24

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
84	83,649	6,970.75	40.22	87,764	7,313.67	42.19	92,036	7,669.67	44.25	96,556	8,046.33	46.42	101,390	8,449.17	48.75
85	84,364	7,030.33	40.56	88,586	7,382.17	42.59	92,916	7,743.00	44.67	97,436	8,119.67	46.84	102,292	8,524.33	49.18
86	85,320	7,110.00	41.02	89,412	7,451.00	42.99	93,739	7,811.58	45.07	98,388	8,199.00	47.30	103,225	8,602.08	49.63
87	86,147	7,178.92	41.42	90,288	7,524.00	43.41	94,728	7,894.00	45.54	99,393	8,282.75	47.79	104,152	8,679.33	50.07
88	86,945	7,245.42	41.80	91,165	7,597.08	43.83	95,599	7,966.58	45.96	100,329	8,360.75	48.24	105,215	8,767.92	50.58
89	87,764	7,313.67	42.19	92,036	7,669.67	44.25	96,556	8,046.33	46.42	101,390	8,449.17	48.75	106,330	8,860.83	51.12
90	88,586	7,382.17	42.59	92,916	7,743.00	44.67	97,436	8,119.67	46.84	102,292	8,524.33	49.18	107,315	8,942.92	51.59
91	89,412	7,451.00	42.99	93,739	7,811.58	45.07	98,388	8,199.00	47.30	103,225	8,602.08	49.63	108,271	9,022.58	52.05
92	90,288	7,524.00	43.41	94,728	7,894.00	45.54	99,393	8,282.75	47.79	104,152	8,679.33	50.07	109,281	9,106.75	52.54
93	91,165	7,597.08	43.83	95,599	7,966.58	45.96	100,329	8,360.75	48.24	105,215	8,767.92	50.58	110,398	9,199.83	53.08
94	92,036	7,669.67	44.25	96,556	8,046.33	46.42	101,390	8,449.17	48.75	106,330	8,860.83	51.12	111,533	9,294.42	53.62
95	92,916	7,743.00	44.67	97,436	8,119.67	46.84	102,292	8,524.33	49.18	107,315	8,942.92	51.59	112,595	9,382.92	54.13
96	93,739	7,811.58	45.07	98,388	8,199.00	47.30	103,225	8,602.08	49.63	108,271	9,022.58	52.05	113,631	9,469.25	54.63
97	94,728	7,894.00	45.54	99,393	8,282.75	47.79	104,152	8,679.33	50.07	109,281	9,106.75	52.54	114,802	9,566.83	55.19
98	95,599	7,966.58	45.96	100,329	8,360.75	48.24	105,215	8,767.92	50.58	110,398	9,199.83	53.08	115,863	9,655.25	55.70
99	96,556	8,046.33	46.42	101,390	8,449.17	48.75	106,330	8,860.83	51.12	111,533	9,294.42	53.62	116,955	9,746.25	56.23
100	97,436	8,119.67	46.84	102,292	8,524.33	49.18	107,315	8,942.92	51.59	112,595	9,382.92	54.13	118,093	9,841.08	56.78
101	98,388	8,199.00	47.30	103,225	8,602.08	49.63	108,271	9,022.58	52.05	113,631	9,469.25	54.63	119,294	9,941.17	57.35
102	99,393	8,282.75	47.79	104,152	8,679.33	50.07	109,281	9,106.75	52.54	114,802	9,566.83	55.19	120,408	10,034.00	57.89
103	100,329	8,360.75	48.24	105,215	8,767.92	50.58	110,398	9,199.83	53.08	115,863	9,655.25	55.70	121,521	10,126.75	58.42
104	101,390	8,449.17	48.75	106,330	8,860.83	51.12	111,533	9,294.42	53.62	116,955	9,746.25	56.23	122,770	10,230.83	59.02
105	102,292	8,524.33	49.18	107,315	8,942.92	51.59	112,595	9,382.92	54.13	118,093	9,841.08	56.78	123,911	10,325.92	59.57
106	103,225	8,602.08	49.63	108,271	9,022.58	52.05	113,631	9,469.25	54.63	119,294	9,941.17	57.35	125,158	10,429.83	60.17
107	104,152	8,679.33	50.07	109,281	9,106.75	52.54	114,802	9,566.83	55.19	120,408	10,034.00	57.89	126,386	10,532.17	60.76
108	105,215	8,767.92	50.58	110,398	9,199.83	53.08	115,863	9,655.25	55.70	121,521	10,126.75	58.42	127,577	10,631.42	61.34
109	106,330	8,860.83	51.12	111,533	9,294.42	53.62	116,955	9,746.25	56.23	122,770	10,230.83	59.02	128,798	10,733.17	61.92
110	107,315	8,942.92	51.59	112,595	9,382.92	54.13	118,093	9,841.08	56.78	123,911	10,325.92	59.57	130,046	10,837.17	62.52
111	108,271	9,022.58	52.05	113,631	9,469.25	54.63	119,294	9,941.17	57.35	125,158	10,429.83	60.17	131,378	10,948.17	63.16
112	109,281	9,106.75	52.54	114,802	9,566.83	55.19	120,408	10,034.00	57.89	126,386	10,532.17	60.76	132,628	11,052.33	63.76
113	110,398	9,199.83	53.08	115,863	9,655.25	55.70	121,521	10,126.75	58.42	127,577	10,631.42	61.34	133,841	11,153.42	64.35
114	111,533	9,294.42	53.62	116,955	9,746.25	56.23	122,770	10,230.83	59.02	128,798	10,733.17	61.92	135,226	11,268.83	65.01
115	112,595	9,382.92	54.13	118,093	9,841.08	56.78	123,911	10,325.92	59.57	130,046	10,837.17	62.52	136,531	11,377.58	65.64
116	113,631	9,469.25	54.63	119,294	9,941.17	57.35	125,158	10,429.83	60.17	131,378	10,948.17	63.16	137,856	11,488.00	66.28
117	114,802	9,566.83	55.19	120,408	10,034.00	57.89	126,386	10,532.17	60.76	132,628	11,052.33	63.76	139,212	11,601.00	66.93
118	115,863	9,655.25	55.70	121,521	10,126.75	58.42	127,577	10,631.42	61.34	133,841	11,153.42	64.35	140,564	11,713.67	67.58
119	116,955	9,746.25	56.23	122,770	10,230.83	59.02	128,798	10,733.17	61.92	135,226	11,268.83	65.01	141,918	11,826.50	68.23
120	118,093	9,841.08	56.78	123,911	10,325.92	59.57	130,046	10,837.17	62.52	136,531	11,377.58	65.64	143,250	11,937.50	68.87
121	119,294	9,941.17	57.35	125,158	10,429.83	60.17	131,378	10,948.17	63.16	137,856	11,488.00	66.28	144,655	12,054.58	69.55
122	120,408	10,034.00	57.89	126,386	10,532.17	60.76	132,628	11,052.33	63.76	139,212	11,601.00	66.93	146,142	12,178.50	70.26
123	121,521	10,126.75	58.42	127,577	10,631.42	61.34	133,841	11,153.42	64.35	140,564	11,713.67	67.58	147,633	12,302.75	70.98
124	122,770	10,230.83	59.02	128,798	10,733.17	61.92	135,226	11,268.83	65.01	141,918	11,826.50	68.23	148,930	12,410.83	71.60
125	123,911	10,325.92	59.57	130,046	10,837.17	62.52	136,531	11,377.58	65.64	143,250	11,937.50	68.87	150,368	12,530.67	72.29
126	125,158	10,429.83	60.17	131,378	10,948.17	63.16	137,856	11,488.00	66.28	144,655	12,054.58	69.55	151,881	12,656.75	73.02
127	126,386	10,532.17	60.76	132,628	11,052.33	63.76	139,212	11,601.00	66.93	146,142	12,178.50	70.26	153,390	12,782.50	73.75

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
128	127,577	10,631.42	61.34	133,841	11,153.42	64.35	140,564	11,713.67	67.58	147,633	12,302.75	70.98	154,880	12,906.67	74.46
129	128,798	10,733.17	61.92	135,226	11,268.83	65.01	141,918	11,826.50	68.23	148,930	12,410.83	71.60	156,393	13,032.75	75.19
130	130,046	10,837.17	62.52	136,531	11,377.58	65.64	143,250	11,937.50	68.87	150,368	12,530.67	72.29	157,933	13,161.08	75.93
131	131,378	10,948.17	63.16	137,856	11,488.00	66.28	144,655	12,054.58	69.55	151,881	12,656.75	73.02	159,452	13,287.67	76.66
132	132,628	11,052.33	63.76	139,212	11,601.00	66.93	146,142	12,178.50	70.26	153,390	12,782.50	73.75	160,990	13,415.83	77.40
133	133,841	11,153.42	64.35	140,564	11,713.67	67.58	147,633	12,302.75	70.98	154,880	12,906.67	74.46	162,609	13,550.75	78.18
134	135,226	11,268.83	65.01	141,918	11,826.50	68.23	148,930	12,410.83	71.60	156,393	13,032.75	75.19	164,256	13,688.00	78.97
135	136,531	11,377.58	65.64	143,250	11,937.50	68.87	150,368	12,530.67	72.29	157,933	13,161.08	75.93	165,769	13,814.08	79.70
136	137,856	11,488.00	66.28	144,655	12,054.58	69.55	151,881	12,656.75	73.02	159,452	13,287.67	76.66	167,415	13,951.25	80.49
137	139,212	11,601.00	66.93	146,142	12,178.50	70.26	153,390	12,782.50	73.75	160,990	13,415.83	77.40	169,115	14,092.92	81.31
138	140,564	11,713.67	67.58	147,633	12,302.75	70.98	154,880	12,906.67	74.46	162,609	13,550.75	78.18	170,737	14,228.08	82.09
139	141,918	11,826.50	68.23	148,930	12,410.83	71.60	156,393	13,032.75	75.19	164,256	13,688.00	78.97	172,437	14,369.75	82.90
140	143,250	11,937.50	68.87	150,368	12,530.67	72.29	157,933	13,161.08	75.93	165,769	13,814.08	79.70	174,109	14,509.08	83.71
141	144,655	12,054.58	69.55	151,814	12,651.17	72.99	159,452	13,287.67	76.66	167,415	13,951.25	80.49	175,864	14,655.33	84.55
142	146,142	12,178.50	70.26	153,390	12,782.50	73.75	160,990	13,415.83	77.40	169,115	14,092.92	81.31	177,536	14,794.67	85.35
143	147,633	12,302.75	70.98	154,880	12,906.67	74.46	162,609	13,550.75	78.18	170,737	14,228.08	82.09	179,260	14,938.33	86.18
144	148,930	12,410.83	71.60	156,393	13,032.75	75.19	164,256	13,688.00	78.97	172,437	14,369.75	82.90	180,936	15,078.00	86.99
145	150,368	12,530.67	72.29	157,933	13,161.08	75.93	165,769	13,814.08	79.70	174,109	14,509.08	83.71	182,788	15,232.33	87.88
146	151,881	12,656.75	73.02	159,452	13,287.67	76.66	167,415	13,951.25	80.49	175,864	14,655.33	84.55	184,595	15,382.92	88.75
147	153,390	12,782.50	73.75	160,990	13,415.83	77.40	169,115	14,092.92	81.31	177,536	14,794.67	85.35	186,301	15,525.08	89.57
148	154,880	12,906.67	74.46	162,609	13,550.75	78.18	170,737	14,228.08	82.09	179,260	14,938.33	86.18	188,212	15,684.33	90.49
149	156,393	13,032.75	75.19	164,256	13,688.00	78.97	172,437	14,369.75	82.90	180,936	15,078.00	86.99	189,992	15,832.67	91.34
150	157,933	13,161.08	75.93	165,769	13,814.08	79.70	174,109	14,509.08	83.71	182,788	15,232.33	87.88	191,901	15,991.75	92.26
151	159,452	13,287.67	76.66	167,415	13,951.25	80.49	175,864	14,655.33	84.55	184,595	15,382.92	88.75	193,842	16,153.50	93.19
152	160,990	13,415.83	77.40	169,115	14,092.92	81.31	177,536	14,794.67	85.35	186,301	15,525.08	89.57	195,782	16,315.17	94.13
153	162,609	13,550.75	78.18	170,737	14,228.08	82.09	179,260	14,938.33	86.18	188,212	15,684.33	90.49	197,561	16,463.42	94.98
154	164,256	13,688.00	78.97	172,437	14,369.75	82.90	180,936	15,078.00	86.99	189,992	15,832.67	91.34	199,579	16,631.58	95.95
155	165,769	13,814.08	79.70	174,109	14,509.08	83.71	182,788	15,232.33	87.88	191,901	15,991.75	92.26	201,547	16,795.58	96.90
156	167,415	13,951.25	80.49	175,864	14,655.33	84.55	184,595	15,382.92	88.75	193,842	16,153.50	93.19	203,535	16,961.25	97.85
157	169,115	14,092.92	81.31	177,536	14,794.67	85.35	186,301	15,525.08	89.57	195,782	16,315.17	94.13	205,501	17,125.08	98.80
158	170,737	14,228.08	82.09	179,260	14,938.33	86.18	188,212	15,684.33	90.49	197,561	16,463.42	94.98	207,571	17,297.58	99.79
159	172,437	14,369.75	82.90	180,936	15,078.00	86.99	189,992	15,832.67	91.34	199,579	16,631.58	95.95	209,645	17,470.42	100.79
160	174,109	14,509.08	83.71	182,788	15,232.33	87.88	191,901	15,991.75	92.26	201,547	16,795.58	96.90	211,660	17,638.33	101.76

NOTES REGARDING LONGEVITY INCREMENTS:

\$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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CLASSIFIED SALARY SCHEDULE
2027-2028 FISCAL YEAR (Longevity \$4200 Added for Employees Starting 21st Year of Service)

Effective: 07/01/2027

Board Approved: 07/21/2026

4% Increase over 2026-2027

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
1	39,289	3,274.08	18.89	41,013	3,417.75	19.72	42,921	3,576.75	20.64	44,837	3,736.42	21.56	47,013	3,917.75	22.60
2	39,706	3,308.83	19.09	41,409	3,450.75	19.91	43,450	3,620.83	20.89	45,370	3,780.83	21.81	47,413	3,951.08	22.79
3	40,056	3,338.00	19.26	41,781	3,481.75	20.09	43,718	3,643.17	21.02	45,656	3,804.67	21.95	47,891	3,990.92	23.02
4	40,289	3,357.42	19.37	42,127	3,510.58	20.25	44,144	3,678.67	21.22	46,191	3,849.25	22.21	48,319	4,026.58	23.23
5	40,668	3,389.00	19.55	42,576	3,548.00	20.47	44,569	3,714.08	21.43	46,591	3,882.58	22.40	48,767	4,063.92	23.45
6	41,013	3,417.75	19.72	42,921	3,576.75	20.64	44,837	3,736.42	21.56	47,013	3,917.75	22.60	49,192	4,099.33	23.65
7	41,409	3,450.75	19.91	43,450	3,620.83	20.89	45,370	3,780.83	21.81	47,413	3,951.08	22.79	49,668	4,139.00	23.88
8	41,781	3,481.75	20.09	43,718	3,643.17	21.02	45,656	3,804.67	21.95	47,891	3,990.92	23.02	50,121	4,176.75	24.10
9	42,127	3,510.58	20.25	44,144	3,678.67	21.22	46,191	3,849.25	22.21	48,319	4,026.58	23.23	50,516	4,209.67	24.29
10	42,576	3,548.00	20.47	44,569	3,714.08	21.43	46,591	3,882.58	22.40	48,767	4,063.92	23.45	50,892	4,241.00	24.47
11	42,921	3,576.75	20.64	44,837	3,736.42	21.56	47,013	3,917.75	22.60	49,192	4,099.33	23.65	51,504	4,292.00	24.76
12	43,450	3,620.83	20.89	45,370	3,780.83	21.81	47,413	3,951.08	22.79	49,668	4,139.00	23.88	51,925	4,327.08	24.96
13	43,718	3,643.17	21.02	45,656	3,804.67	21.95	47,891	3,990.92	23.02	50,121	4,176.75	24.10	52,431	4,369.25	25.21
14	44,144	3,678.67	21.22	46,191	3,849.25	22.21	48,319	4,026.58	23.23	50,516	4,209.67	24.29	52,933	4,411.08	25.45
15	44,569	3,714.08	21.43	46,591	3,882.58	22.40	48,767	4,063.92	23.45	50,892	4,241.00	24.47	53,363	4,446.92	25.66
16	44,837	3,736.42	21.56	47,013	3,917.75	22.60	49,192	4,099.33	23.65	51,504	4,292.00	24.76	53,866	4,488.83	25.90
17	45,370	3,780.83	21.81	47,413	3,951.08	22.79	49,668	4,139.00	23.88	51,925	4,327.08	24.96	54,396	4,533.00	26.15
18	45,656	3,804.67	21.95	47,891	3,990.92	23.02	50,121	4,176.75	24.10	52,431	4,369.25	25.21	54,850	4,570.83	26.37
19	46,191	3,849.25	22.21	48,319	4,026.58	23.23	50,516	4,209.67	24.29	52,933	4,411.08	25.45	55,379	4,614.92	26.62
20	46,591	3,882.58	22.40	48,767	4,063.92	23.45	50,892	4,241.00	24.47	53,363	4,446.92	25.66	55,805	4,650.42	26.83
21	47,013	3,917.75	22.60	49,192	4,099.33	23.65	51,504	4,292.00	24.76	53,866	4,488.83	25.90	56,419	4,701.58	27.12
22	47,413	3,951.08	22.79	49,668	4,139.00	23.88	51,925	4,327.08	24.96	54,396	4,533.00	26.15	56,946	4,745.50	27.38
23	47,891	3,990.92	23.02	50,121	4,176.75	24.10	52,431	4,369.25	25.21	54,850	4,570.83	26.37	57,426	4,785.50	27.61
24	48,319	4,026.58	23.23	50,516	4,209.67	24.29	52,933	4,411.08	25.45	55,379	4,614.92	26.62	57,979	4,831.58	27.87
25	48,767	4,063.92	23.45	50,892	4,241.00	24.47	53,363	4,446.92	25.66	55,805	4,650.42	26.83	58,537	4,878.08	28.14
26	49,192	4,099.33	23.65	51,504	4,292.00	24.76	53,866	4,488.83	25.90	56,419	4,701.58	27.12	59,068	4,922.33	28.40
27	49,668	4,139.00	23.88	51,925	4,327.08	24.96	54,396	4,533.00	26.15	56,946	4,745.50	27.38	59,680	4,973.33	28.69
28	50,121	4,176.75	24.10	52,431	4,369.25	25.21	54,850	4,570.83	26.37	57,426	4,785.50	27.61	60,105	5,008.75	28.90
29	50,516	4,209.67	24.29	52,933	4,411.08	25.45	55,379	4,614.92	26.62	57,979	4,831.58	27.87	60,692	5,057.67	29.18
30	50,892	4,241.00	24.47	53,363	4,446.92	25.66	55,805	4,650.42	26.83	58,537	4,878.08	28.14	61,275	5,106.25	29.46
31	51,504	4,292.00	24.76	53,866	4,488.83	25.90	56,419	4,701.58	27.12	59,068	4,922.33	28.40	61,833	5,152.75	29.73
32	51,925	4,327.08	24.96	54,396	4,533.00	26.15	56,946	4,745.50	27.38	59,680	4,973.33	28.69	62,447	5,203.92	30.02
33	52,431	4,369.25	25.21	54,850	4,570.83	26.37	57,426	4,785.50	27.61	60,105	5,008.75	28.90	63,080	5,256.67	30.33
34	52,933	4,411.08	25.45	55,379	4,614.92	26.62	57,979	4,831.58	27.87	60,692	5,057.67	29.18	63,559	5,296.58	30.56
35	53,363	4,446.92	25.66	55,805	4,650.42	26.83	58,537	4,878.08	28.14	61,275	5,106.25	29.46	64,250	5,354.17	30.89
36	53,866	4,488.83	25.90	56,419	4,701.58	27.12	59,068	4,922.33	28.40	61,833	5,152.75	29.73	64,783	5,398.58	31.15
37	54,396	4,533.00	26.15	56,946	4,745.50	27.38	59,680	4,973.33	28.69	62,447	5,203.92	30.02	65,286	5,440.50	31.39
38	54,850	4,570.83	26.37	57,426	4,785.50	27.61	60,105	5,008.75	28.90	63,080	5,256.67	30.33	66,055	5,504.58	31.76
39	55,379	4,614.92	26.62	57,979	4,831.58	27.87	60,692	5,057.67	29.18	63,559	5,296.58	30.56	66,583	5,548.58	32.01

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
40	55,805	4,650.42	26.83	58,537	4,878.08	28.14	61,275	5,106.25	29.46	64,250	5,354.17	30.89	67,200	5,600.00	32.31
41	56,419	4,701.58	27.12	59,068	4,922.33	28.40	61,833	5,152.75	29.73	64,783	5,398.58	31.15	67,916	5,659.67	32.65
42	56,946	4,745.50	27.38	59,680	4,973.33	28.69	62,447	5,203.92	30.02	65,286	5,440.50	31.39	68,499	5,708.25	32.93
43	57,426	4,785.50	27.61	60,105	5,008.75	28.90	63,080	5,256.67	30.33	66,055	5,504.58	31.76	69,215	5,767.92	33.28
44	57,979	4,831.58	27.87	60,692	5,057.67	29.18	63,559	5,296.58	30.56	66,583	5,548.58	32.01	69,799	5,816.58	33.56
45	58,537	4,878.08	28.14	61,275	5,106.25	29.46	64,250	5,354.17	30.89	67,200	5,600.00	32.31	70,414	5,867.83	33.85
46	59,068	4,922.33	28.40	61,833	5,152.75	29.73	64,783	5,398.58	31.15	67,916	5,659.67	32.65	71,076	5,923.00	34.17
47	59,680	4,973.33	28.69	62,447	5,203.92	30.02	65,286	5,440.50	31.39	68,499	5,708.25	32.93	71,794	5,982.83	34.52
48	60,105	5,008.75	28.90	63,080	5,256.67	30.33	66,055	5,504.58	31.76	69,215	5,767.92	33.28	72,537	6,044.75	34.87
49	60,692	5,057.67	29.18	63,559	5,296.58	30.56	66,583	5,548.58	32.01	69,799	5,816.58	33.56	73,122	6,093.50	35.15
50	61,275	5,106.25	29.46	64,250	5,354.17	30.89	67,200	5,600.00	32.31	70,414	5,867.83	33.85	73,838	6,153.17	35.50
51	61,833	5,152.75	29.73	64,783	5,398.58	31.15	67,916	5,659.67	32.65	71,076	5,923.00	34.17	74,477	6,206.42	35.81
52	62,447	5,203.92	30.02	65,286	5,440.50	31.39	68,499	5,708.25	32.93	71,794	5,982.83	34.52	75,165	6,263.75	36.14
53	63,080	5,256.67	30.33	66,055	5,504.58	31.76	69,215	5,767.92	33.28	72,537	6,044.75	34.87	75,986	6,332.17	36.53
54	63,559	5,296.58	30.56	66,583	5,548.58	32.01	69,799	5,816.58	33.56	73,122	6,093.50	35.15	76,684	6,390.33	36.87
55	64,250	5,354.17	30.89	67,200	5,600.00	32.31	70,414	5,867.83	33.85	73,838	6,153.17	35.50	77,473	6,456.08	37.25
56	64,783	5,398.58	31.15	67,916	5,659.67	32.65	71,076	5,923.00	34.17	74,477	6,206.42	35.81	78,194	6,516.17	37.59
57	65,286	5,440.50	31.39	68,499	5,708.25	32.93	71,794	5,982.83	34.52	75,165	6,263.75	36.14	78,802	6,566.83	37.89
58	66,055	5,504.58	31.76	69,215	5,767.92	33.28	72,537	6,044.75	34.87	75,986	6,332.17	36.53	79,629	6,635.75	38.28
59	66,583	5,548.58	32.01	69,799	5,816.58	33.56	73,122	6,093.50	35.15	76,684	6,390.33	36.87	80,398	6,699.83	38.65
60	67,200	5,600.00	32.31	70,414	5,867.83	33.85	73,838	6,153.17	35.50	77,473	6,456.08	37.25	81,142	6,761.83	39.01
61	67,916	5,659.67	32.65	71,076	5,923.00	34.17	74,477	6,206.42	35.81	78,194	6,516.17	37.59	81,938	6,828.17	39.39
62	68,499	5,708.25	32.93	71,794	5,982.83	34.52	75,165	6,263.75	36.14	78,802	6,566.83	37.89	82,685	6,890.42	39.75
63	69,215	5,767.92	33.28	72,537	6,044.75	34.87	75,986	6,332.17	36.53	79,629	6,635.75	38.28	83,451	6,954.25	40.12
64	69,799	5,816.58	33.56	73,122	6,093.50	35.15	76,684	6,390.33	36.87	80,398	6,699.83	38.65	84,249	7,020.75	40.50
65	70,414	5,867.83	33.85	73,838	6,153.17	35.50	77,473	6,456.08	37.25	81,142	6,761.83	39.01	84,964	7,080.33	40.85
66	71,076	5,923.00	34.17	74,477	6,206.42	35.81	78,194	6,516.17	37.59	81,938	6,828.17	39.39	85,920	7,160.00	41.31
67	71,794	5,982.83	34.52	75,165	6,263.75	36.14	78,802	6,566.83	37.89	82,685	6,890.42	39.75	86,747	7,228.92	41.71
68	72,537	6,044.75	34.87	75,986	6,332.17	36.53	79,629	6,635.75	38.28	83,451	6,954.25	40.12	87,545	7,295.42	42.09
69	73,122	6,093.50	35.15	76,684	6,390.33	36.87	80,398	6,699.83	38.65	84,249	7,020.75	40.50	88,364	7,363.67	42.48
70	73,838	6,153.17	35.50	77,473	6,456.08	37.25	81,142	6,761.83	39.01	84,964	7,080.33	40.85	89,186	7,432.17	42.88
71	74,477	6,206.42	35.81	78,194	6,516.17	37.59	81,938	6,828.17	39.39	85,920	7,160.00	41.31	90,012	7,501.00	43.28
72	75,165	6,263.75	36.14	78,802	6,566.83	37.89	82,685	6,890.42	39.75	86,747	7,228.92	41.71	90,888	7,574.00	43.70
73	75,986	6,332.17	36.53	79,629	6,635.75	38.28	83,451	6,954.25	40.12	87,545	7,295.42	42.09	91,765	7,647.08	44.12
74	76,684	6,390.33	36.87	80,398	6,699.83	38.65	84,249	7,020.75	40.50	88,364	7,363.67	42.48	92,636	7,719.67	44.54
75	77,473	6,456.08	37.25	81,142	6,761.83	39.01	84,964	7,080.33	40.85	89,186	7,432.17	42.88	93,516	7,793.00	44.96
76	78,194	6,516.17	37.59	81,938	6,828.17	39.39	85,920	7,160.00	41.31	90,012	7,501.00	43.28	94,339	7,861.58	45.36
77	78,802	6,566.83	37.89	82,685	6,890.42	39.75	86,747	7,228.92	41.71	90,888	7,574.00	43.70	95,328	7,944.00	45.83
78	79,629	6,635.75	38.28	83,451	6,954.25	40.12	87,545	7,295.42	42.09	91,765	7,647.08	44.12	96,199	8,016.58	46.25
79	80,398	6,699.83	38.65	84,249	7,020.75	40.50	88,364	7,363.67	42.48	92,636	7,719.67	44.54	97,156	8,096.33	46.71
80	81,142	6,761.83	39.01	84,964	7,080.33	40.85	89,186	7,432.17	42.88	93,516	7,793.00	44.96	98,036	8,169.67	47.13
81	81,938	6,828.17	39.39	85,920	7,160.00	41.31	90,012	7,501.00	43.28	94,339	7,861.58	45.36	98,988	8,249.00	47.59
82	82,685	6,890.42	39.75	86,747	7,228.92	41.71	90,888	7,574.00	43.70	95,328	7,944.00	45.83	99,993	8,332.75	48.07
83	83,451	6,954.25	40.12	87,545	7,295.42	42.09	91,765	7,647.08	44.12	96,199	8,016.58	46.25	100,929	8,410.75	48.52

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
84	84,249	7,020.75	40.50	88,364	7,363.67	42.48	92,636	7,719.67	44.54	97,156	8,096.33	46.71	101,990	8,499.17	49.03
85	84,964	7,080.33	40.85	89,186	7,432.17	42.88	93,516	7,793.00	44.96	98,036	8,169.67	47.13	102,892	8,574.33	49.47
86	85,920	7,160.00	41.31	90,012	7,501.00	43.28	94,339	7,861.58	45.36	98,988	8,249.00	47.59	103,825	8,652.08	49.92
87	86,747	7,228.92	41.71	90,888	7,574.00	43.70	95,328	7,944.00	45.83	99,993	8,332.75	48.07	104,752	8,729.33	50.36
88	87,545	7,295.42	42.09	91,765	7,647.08	44.12	96,199	8,016.58	46.25	100,929	8,410.75	48.52	105,815	8,817.92	50.87
89	88,364	7,363.67	42.48	92,636	7,719.67	44.54	97,156	8,096.33	46.71	101,990	8,499.17	49.03	106,930	8,910.83	51.41
90	89,186	7,432.17	42.88	93,516	7,793.00	44.96	98,036	8,169.67	47.13	102,892	8,574.33	49.47	107,915	8,992.92	51.88
91	90,012	7,501.00	43.28	94,339	7,861.58	45.36	98,988	8,249.00	47.59	103,825	8,652.08	49.92	108,871	9,072.58	52.34
92	90,888	7,574.00	43.70	95,328	7,944.00	45.83	99,993	8,332.75	48.07	104,752	8,729.33	50.36	109,881	9,156.75	52.83
93	91,765	7,647.08	44.12	96,199	8,016.58	46.25	100,929	8,410.75	48.52	105,815	8,817.92	50.87	110,998	9,249.83	53.36
94	92,636	7,719.67	44.54	97,156	8,096.33	46.71	101,990	8,499.17	49.03	106,930	8,910.83	51.41	112,133	9,344.42	53.91
95	93,516	7,793.00	44.96	98,036	8,169.67	47.13	102,892	8,574.33	49.47	107,915	8,992.92	51.88	113,195	9,432.92	54.42
96	94,339	7,861.58	45.36	98,988	8,249.00	47.59	103,825	8,652.08	49.92	108,871	9,072.58	52.34	114,231	9,519.25	54.92
97	95,328	7,944.00	45.83	99,993	8,332.75	48.07	104,752	8,729.33	50.36	109,881	9,156.75	52.83	115,402	9,616.83	55.48
98	96,199	8,016.58	46.25	100,929	8,410.75	48.52	105,815	8,817.92	50.87	110,998	9,249.83	53.36	116,463	9,705.25	55.99
99	97,156	8,096.33	46.71	101,990	8,499.17	49.03	106,930	8,910.83	51.41	112,133	9,344.42	53.91	117,555	9,796.25	56.52
100	98,036	8,169.67	47.13	102,892	8,574.33	49.47	107,915	8,992.92	51.88	113,195	9,432.92	54.42	118,693	9,891.08	57.06
101	98,988	8,249.00	47.59	103,825	8,652.08	49.92	108,871	9,072.58	52.34	114,231	9,519.25	54.92	119,894	9,991.17	57.64
102	99,993	8,332.75	48.07	104,752	8,729.33	50.36	109,881	9,156.75	52.83	115,402	9,616.83	55.48	121,008	10,084.00	58.18
103	100,929	8,410.75	48.52	105,815	8,817.92	50.87	110,998	9,249.83	53.36	116,463	9,705.25	55.99	122,121	10,176.75	58.71
104	101,990	8,499.17	49.03	106,930	8,910.83	51.41	112,133	9,344.42	53.91	117,555	9,796.25	56.52	123,370	10,280.83	59.31
105	102,892	8,574.33	49.47	107,915	8,992.92	51.88	113,195	9,432.92	54.42	118,693	9,891.08	57.06	124,511	10,375.92	59.86
106	103,825	8,652.08	49.92	108,871	9,072.58	52.34	114,231	9,519.25	54.92	119,894	9,991.17	57.64	125,758	10,479.83	60.46
107	104,752	8,729.33	50.36	109,881	9,156.75	52.83	115,402	9,616.83	55.48	121,008	10,084.00	58.18	126,986	10,582.17	61.05
108	105,815	8,817.92	50.87	110,998	9,249.83	53.36	116,463	9,705.25	55.99	122,121	10,176.75	58.71	128,177	10,681.42	61.62
109	106,930	8,910.83	51.41	112,133	9,344.42	53.91	117,555	9,796.25	56.52	123,370	10,280.83	59.31	129,398	10,783.17	62.21
110	107,915	8,992.92	51.88	113,195	9,432.92	54.42	118,693	9,891.08	57.06	124,511	10,375.92	59.86	130,646	10,887.17	62.81
111	108,871	9,072.58	52.34	114,231	9,519.25	54.92	119,894	9,991.17	57.64	125,758	10,479.83	60.46	131,978	10,998.17	63.45
112	109,881	9,156.75	52.83	115,402	9,616.83	55.48	121,008	10,084.00	58.18	126,986	10,582.17	61.05	133,228	11,102.33	64.05
113	110,998	9,249.83	53.36	116,463	9,705.25	55.99	122,121	10,176.75	58.71	128,177	10,681.42	61.62	134,441	11,203.42	64.64
114	112,133	9,344.42	53.91	117,555	9,796.25	56.52	123,370	10,280.83	59.31	129,398	10,783.17	62.21	135,826	11,318.83	65.30
115	113,195	9,432.92	54.42	118,693	9,891.08	57.06	124,511	10,375.92	59.86	130,646	10,887.17	62.81	137,131	11,427.58	65.93
116	114,231	9,519.25	54.92	119,894	9,991.17	57.64	125,758	10,479.83	60.46	131,978	10,998.17	63.45	138,456	11,538.00	66.57
117	115,402	9,616.83	55.48	121,008	10,084.00	58.18	126,986	10,582.17	61.05	133,228	11,102.33	64.05	139,812	11,651.00	67.22
118	116,463	9,705.25	55.99	122,121	10,176.75	58.71	128,177	10,681.42	61.62	134,441	11,203.42	64.64	141,164	11,763.67	67.87
119	117,555	9,796.25	56.52	123,370	10,280.83	59.31	129,398	10,783.17	62.21	135,826	11,318.83	65.30	142,518	11,876.50	68.52
120	118,693	9,891.08	57.06	124,511	10,375.92	59.86	130,646	10,887.17	62.81	137,131	11,427.58	65.93	143,850	11,987.50	69.16
121	119,894	9,991.17	57.64	125,758	10,479.83	60.46	131,978	10,998.17	63.45	138,456	11,538.00	66.57	145,255	12,104.58	69.83
122	121,008	10,084.00	58.18	126,986	10,582.17	61.05	133,228	11,102.33	64.05	139,812	11,651.00	67.22	146,742	12,228.50	70.55
123	122,121	10,176.75	58.71	128,177	10,681.42	61.62	134,441	11,203.42	64.64	141,164	11,763.67	67.87	148,233	12,352.75	71.27
124	123,370	10,280.83	59.31	129,398	10,783.17	62.21	135,826	11,318.83	65.30	142,518	11,876.50	68.52	149,530	12,460.83	71.89
125	124,511	10,375.92	59.86	130,646	10,887.17	62.81	137,131	11,427.58	65.93	143,850	11,987.50	69.16	150,968	12,580.67	72.58
126	125,758	10,479.83	60.46	131,978	10,998.17	63.45	138,456	11,538.00	66.57	145,255	12,104.58	69.83	152,481	12,706.75	73.31
127	126,986	10,582.17	61.05	133,228	11,102.33	64.05	139,812	11,651.00	67.22	146,742	12,228.50	70.55	153,990	12,832.50	74.03

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
128	128,177	10,681.42	61.62	134,441	11,203.42	64.64	141,164	11,763.67	67.87	148,233	12,352.75	71.27	155,480	12,956.67	74.75
129	129,398	10,783.17	62.21	135,826	11,318.83	65.30	142,518	11,876.50	68.52	149,530	12,460.83	71.89	156,993	13,082.75	75.48
130	130,646	10,887.17	62.81	137,131	11,427.58	65.93	143,850	11,987.50	69.16	150,968	12,580.67	72.58	158,533	13,211.08	76.22
131	131,978	10,998.17	63.45	138,456	11,538.00	66.57	145,255	12,104.58	69.83	152,481	12,706.75	73.31	160,052	13,337.67	76.95
132	133,228	11,102.33	64.05	139,812	11,651.00	67.22	146,742	12,228.50	70.55	153,990	12,832.50	74.03	161,590	13,465.83	77.69
133	134,441	11,203.42	64.64	141,164	11,763.67	67.87	148,233	12,352.75	71.27	155,480	12,956.67	74.75	163,209	13,600.75	78.47
134	135,826	11,318.83	65.30	142,518	11,876.50	68.52	149,530	12,460.83	71.89	156,993	13,082.75	75.48	164,856	13,738.00	79.26
135	137,131	11,427.58	65.93	143,850	11,987.50	69.16	150,968	12,580.67	72.58	158,533	13,211.08	76.22	166,369	13,864.08	79.99
136	138,456	11,538.00	66.57	145,255	12,104.58	69.83	152,481	12,706.75	73.31	160,052	13,337.67	76.95	168,015	14,001.25	80.78
137	139,812	11,651.00	67.22	146,742	12,228.50	70.55	153,990	12,832.50	74.03	161,590	13,465.83	77.69	169,715	14,142.92	81.59
138	141,164	11,763.67	67.87	148,233	12,352.75	71.27	155,480	12,956.67	74.75	163,209	13,600.75	78.47	171,337	14,278.08	82.37
139	142,518	11,876.50	68.52	149,530	12,460.83	71.89	156,993	13,082.75	75.48	164,856	13,738.00	79.26	173,037	14,419.75	83.19
140	143,850	11,987.50	69.16	150,968	12,580.67	72.58	158,533	13,211.08	76.22	166,369	13,864.08	79.99	174,709	14,559.08	83.99
141	145,255	12,104.58	69.83	152,414	12,701.17	73.28	160,052	13,337.67	76.95	168,015	14,001.25	80.78	176,464	14,705.33	84.84
142	146,742	12,228.50	70.55	153,990	12,832.50	74.03	161,590	13,465.83	77.69	169,715	14,142.92	81.59	178,136	14,844.67	85.64
143	148,233	12,352.75	71.27	155,480	12,956.67	74.75	163,209	13,600.75	78.47	171,337	14,278.08	82.37	179,860	14,988.33	86.47
144	149,530	12,460.83	71.89	156,993	13,082.75	75.48	164,856	13,738.00	79.26	173,037	14,419.75	83.19	181,536	15,128.00	87.28
145	150,968	12,580.67	72.58	158,533	13,211.08	76.22	166,369	13,864.08	79.99	174,709	14,559.08	83.99	183,388	15,282.33	88.17
146	152,481	12,706.75	73.31	160,052	13,337.67	76.95	168,015	14,001.25	80.78	176,464	14,705.33	84.84	185,195	15,432.92	89.04
147	153,990	12,832.50	74.03	161,590	13,465.83	77.69	169,715	14,142.92	81.59	178,136	14,844.67	85.64	186,901	15,575.08	89.86
148	155,480	12,956.67	74.75	163,209	13,600.75	78.47	171,337	14,278.08	82.37	179,860	14,988.33	86.47	188,812	15,734.33	90.78
149	156,993	13,082.75	75.48	164,856	13,738.00	79.26	173,037	14,419.75	83.19	181,536	15,128.00	87.28	190,592	15,882.67	91.63
150	158,533	13,211.08	76.22	166,369	13,864.08	79.99	174,709	14,559.08	83.99	183,388	15,282.33	88.17	192,501	16,041.75	92.55
151	160,052	13,337.67	76.95	168,015	14,001.25	80.78	176,464	14,705.33	84.84	185,195	15,432.92	89.04	194,442	16,203.50	93.48
152	161,590	13,465.83	77.69	169,715	14,142.92	81.59	178,136	14,844.67	85.64	186,901	15,575.08	89.86	196,382	16,365.17	94.41
153	163,209	13,600.75	78.47	171,337	14,278.08	82.37	179,860	14,988.33	86.47	188,812	15,734.33	90.78	198,161	16,513.42	95.27
154	164,856	13,738.00	79.26	173,037	14,419.75	83.19	181,536	15,128.00	87.28	190,592	15,882.67	91.63	200,179	16,681.58	96.24
155	166,369	13,864.08	79.99	174,709	14,559.08	83.99	183,388	15,282.33	88.17	192,501	16,041.75	92.55	202,147	16,845.58	97.19
156	168,015	14,001.25	80.78	176,464	14,705.33	84.84	185,195	15,432.92	89.04	194,442	16,203.50	93.48	204,135	17,011.25	98.14
157	169,715	14,142.92	81.59	178,136	14,844.67	85.64	186,901	15,575.08	89.86	196,382	16,365.17	94.41	206,101	17,175.08	99.09
158	171,337	14,278.08	82.37	179,860	14,988.33	86.47	188,812	15,734.33	90.78	198,161	16,513.42	95.27	208,171	17,347.58	100.08
159	173,037	14,419.75	83.19	181,536	15,128.00	87.28	190,592	15,882.67	91.63	200,179	16,681.58	96.24	210,245	17,520.42	101.08
160	174,709	14,559.08	83.99	183,388	15,282.33	88.17	192,501	16,041.75	92.55	202,147	16,845.58	97.19	212,260	17,688.33	102.05

NOTES REGARDING LONGEVITY INCREMENTS:

\$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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CLASSIFIED SALARY SCHEDULE
2027-2028 FISCAL YEAR (Longevity \$4800 Added for Employees Starting 26th Year of Service)

Effective: 07/01/2027

Board Approved: 07/21/2026

4% Increase over 2026-2027

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
1	39,889	3,324.08	19.18	41,613	3,467.75	20.01	43,521	3,626.75	20.92	45,437	3,786.42	21.84	47,613	3,967.75	22.89
2	40,306	3,358.83	19.38	42,009	3,500.75	20.20	44,050	3,670.83	21.18	45,970	3,830.83	22.10	48,013	4,001.08	23.08
3	40,656	3,388.00	19.55	42,381	3,531.75	20.38	44,318	3,693.17	21.31	46,256	3,854.67	22.24	48,491	4,040.92	23.31
4	40,889	3,407.42	19.66	42,727	3,560.58	20.54	44,744	3,728.67	21.51	46,791	3,899.25	22.50	48,919	4,076.58	23.52
5	41,268	3,439.00	19.84	43,176	3,598.00	20.76	45,169	3,764.08	21.72	47,191	3,932.58	22.69	49,367	4,113.92	23.73
6	41,613	3,467.75	20.01	43,521	3,626.75	20.92	45,437	3,786.42	21.84	47,613	3,967.75	22.89	49,792	4,149.33	23.94
7	42,009	3,500.75	20.20	44,050	3,670.83	21.18	45,970	3,830.83	22.10	48,013	4,001.08	23.08	50,268	4,189.00	24.17
8	42,381	3,531.75	20.38	44,318	3,693.17	21.31	46,256	3,854.67	22.24	48,491	4,040.92	23.31	50,721	4,226.75	24.39
9	42,727	3,560.58	20.54	44,744	3,728.67	21.51	46,791	3,899.25	22.50	48,919	4,076.58	23.52	51,116	4,259.67	24.58
10	43,176	3,598.00	20.76	45,169	3,764.08	21.72	47,191	3,932.58	22.69	49,367	4,113.92	23.73	51,492	4,291.00	24.76
11	43,521	3,626.75	20.92	45,437	3,786.42	21.84	47,613	3,967.75	22.89	49,792	4,149.33	23.94	52,104	4,342.00	25.05
12	44,050	3,670.83	21.18	45,970	3,830.83	22.10	48,013	4,001.08	23.08	50,268	4,189.00	24.17	52,525	4,377.08	25.25
13	44,318	3,693.17	21.31	46,256	3,854.67	22.24	48,491	4,040.92	23.31	50,721	4,226.75	24.39	53,031	4,419.25	25.50
14	44,744	3,728.67	21.51	46,791	3,899.25	22.50	48,919	4,076.58	23.52	51,116	4,259.67	24.58	53,533	4,461.08	25.74
15	45,169	3,764.08	21.72	47,191	3,932.58	22.69	49,367	4,113.92	23.73	51,492	4,291.00	24.76	53,963	4,496.92	25.94
16	45,437	3,786.42	21.84	47,613	3,967.75	22.89	49,792	4,149.33	23.94	52,104	4,342.00	25.05	54,466	4,538.83	26.19
17	45,970	3,830.83	22.10	48,013	4,001.08	23.08	50,268	4,189.00	24.17	52,525	4,377.08	25.25	54,996	4,583.00	26.44
18	46,256	3,854.67	22.24	48,491	4,040.92	23.31	50,721	4,226.75	24.39	53,031	4,419.25	25.50	55,450	4,620.83	26.66
19	46,791	3,899.25	22.50	48,919	4,076.58	23.52	51,116	4,259.67	24.58	53,533	4,461.08	25.74	55,979	4,664.92	26.91
20	47,191	3,932.58	22.69	49,367	4,113.92	23.73	51,492	4,291.00	24.76	53,963	4,496.92	25.94	56,405	4,700.42	27.12
21	47,613	3,967.75	22.89	49,792	4,149.33	23.94	52,104	4,342.00	25.05	54,466	4,538.83	26.19	57,019	4,751.58	27.41
22	48,013	4,001.08	23.08	50,268	4,189.00	24.17	52,525	4,377.08	25.25	54,996	4,583.00	26.44	57,546	4,795.50	27.67
23	48,491	4,040.92	23.31	50,721	4,226.75	24.39	53,031	4,419.25	25.50	55,450	4,620.83	26.66	58,026	4,835.50	27.90
24	48,919	4,076.58	23.52	51,116	4,259.67	24.58	53,533	4,461.08	25.74	55,979	4,664.92	26.91	58,579	4,881.58	28.16
25	49,367	4,113.92	23.73	51,492	4,291.00	24.76	53,963	4,496.92	25.94	56,405	4,700.42	27.12	59,137	4,928.08	28.43
26	49,792	4,149.33	23.94	52,104	4,342.00	25.05	54,466	4,538.83	26.19	57,019	4,751.58	27.41	59,668	4,972.33	28.69
27	50,268	4,189.00	24.17	52,525	4,377.08	25.25	54,996	4,583.00	26.44	57,546	4,795.50	27.67	60,280	5,023.33	28.98
28	50,721	4,226.75	24.39	53,031	4,419.25	25.50	55,450	4,620.83	26.66	58,026	4,835.50	27.90	60,705	5,058.75	29.19
29	51,116	4,259.67	24.58	53,533	4,461.08	25.74	55,979	4,664.92	26.91	58,579	4,881.58	28.16	61,292	5,107.67	29.47
30	51,492	4,291.00	24.76	53,963	4,496.92	25.94	56,405	4,700.42	27.12	59,137	4,928.08	28.43	61,875	5,156.25	29.75
31	52,104	4,342.00	25.05	54,466	4,538.83	26.19	57,019	4,751.58	27.41	59,668	4,972.33	28.69	62,433	5,202.75	30.02
32	52,525	4,377.08	25.25	54,996	4,583.00	26.44	57,546	4,795.50	27.67	60,280	5,023.33	28.98	63,047	5,253.92	30.31
33	53,031	4,419.25	25.50	55,450	4,620.83	26.66	58,026	4,835.50	27.90	60,705	5,058.75	29.19	63,680	5,306.67	30.62
34	53,533	4,461.08	25.74	55,979	4,664.92	26.91	58,579	4,881.58	28.16	61,292	5,107.67	29.47	64,159	5,346.58	30.85
35	53,963	4,496.92	25.94	56,405	4,700.42	27.12	59,137	4,928.08	28.43	61,875	5,156.25	29.75	64,850	5,404.17	31.18
36	54,466	4,538.83	26.19	57,019	4,751.58	27.41	59,668	4,972.33	28.69	62,433	5,202.75	30.02	65,383	5,448.58	31.43
37	54,996	4,583.00	26.44	57,546	4,795.50	27.67	60,280	5,023.33	28.98	63,047	5,253.92	30.31	65,886	5,490.50	31.68
38	55,450	4,620.83	26.66	58,026	4,835.50	27.90	60,705	5,058.75	29.19	63,680	5,306.67	30.62	66,655	5,554.58	32.05
39	55,979	4,664.92	26.91	58,579	4,881.58	28.16	61,292	5,107.67	29.47	64,159	5,346.58	30.85	67,183	5,598.58	32.30

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
40	56,405	4,700.42	27.12	59,137	4,928.08	28.43	61,875	5,156.25	29.75	64,850	5,404.17	31.18	67,800	5,650.00	32.60
41	57,019	4,751.58	27.41	59,668	4,972.33	28.69	62,433	5,202.75	30.02	65,383	5,448.58	31.43	68,516	5,709.67	32.94
42	57,546	4,795.50	27.67	60,280	5,023.33	28.98	63,047	5,253.92	30.31	65,886	5,490.50	31.68	69,099	5,758.25	33.22
43	58,026	4,835.50	27.90	60,705	5,058.75	29.19	63,680	5,306.67	30.62	66,655	5,554.58	32.05	69,815	5,817.92	33.56
44	58,579	4,881.58	28.16	61,292	5,107.67	29.47	64,159	5,346.58	30.85	67,183	5,598.58	32.30	70,399	5,866.58	33.85
45	59,137	4,928.08	28.43	61,875	5,156.25	29.75	64,850	5,404.17	31.18	67,800	5,650.00	32.60	71,014	5,917.83	34.14
46	59,668	4,972.33	28.69	62,433	5,202.75	30.02	65,383	5,448.58	31.43	68,516	5,709.67	32.94	71,676	5,973.00	34.46
47	60,280	5,023.33	28.98	63,047	5,253.92	30.31	65,886	5,490.50	31.68	69,099	5,758.25	33.22	72,394	6,032.83	34.80
48	60,705	5,058.75	29.19	63,680	5,306.67	30.62	66,655	5,554.58	32.05	69,815	5,817.92	33.56	73,137	6,094.75	35.16
49	61,292	5,107.67	29.47	64,159	5,346.58	30.85	67,183	5,598.58	32.30	70,399	5,866.58	33.85	73,722	6,143.50	35.44
50	61,875	5,156.25	29.75	64,850	5,404.17	31.18	67,800	5,650.00	32.60	71,014	5,917.83	34.14	74,438	6,203.17	35.79
51	62,433	5,202.75	30.02	65,383	5,448.58	31.43	68,516	5,709.67	32.94	71,676	5,973.00	34.46	75,077	6,256.42	36.09
52	63,047	5,253.92	30.31	65,886	5,490.50	31.68	69,099	5,758.25	33.22	72,394	6,032.83	34.80	75,765	6,313.75	36.43
53	63,680	5,306.67	30.62	66,655	5,554.58	32.05	69,815	5,817.92	33.56	73,137	6,094.75	35.16	76,586	6,382.17	36.82
54	64,159	5,346.58	30.85	67,183	5,598.58	32.30	70,399	5,866.58	33.85	73,722	6,143.50	35.44	77,284	6,440.33	37.16
55	64,850	5,404.17	31.18	67,800	5,650.00	32.60	71,014	5,917.83	34.14	74,438	6,203.17	35.79	78,073	6,506.08	37.54
56	65,383	5,448.58	31.43	68,516	5,709.67	32.94	71,676	5,973.00	34.46	75,077	6,256.42	36.09	78,794	6,566.17	37.88
57	65,886	5,490.50	31.68	69,099	5,758.25	33.22	72,394	6,032.83	34.80	75,765	6,313.75	36.43	79,402	6,616.83	38.17
58	66,655	5,554.58	32.05	69,815	5,817.92	33.56	73,137	6,094.75	35.16	76,586	6,382.17	36.82	80,229	6,685.75	38.57
59	67,183	5,598.58	32.30	70,399	5,866.58	33.85	73,722	6,143.50	35.44	77,284	6,440.33	37.16	80,998	6,749.83	38.94
60	67,800	5,650.00	32.60	71,014	5,917.83	34.14	74,438	6,203.17	35.79	78,073	6,506.08	37.54	81,742	6,811.83	39.30
61	68,516	5,709.67	32.94	71,676	5,973.00	34.46	75,077	6,256.42	36.09	78,794	6,566.17	37.88	82,538	6,878.17	39.68
62	69,099	5,758.25	33.22	72,394	6,032.83	34.80	75,765	6,313.75	36.43	79,402	6,616.83	38.17	83,285	6,940.42	40.04
63	69,815	5,817.92	33.56	73,137	6,094.75	35.16	76,586	6,382.17	36.82	80,229	6,685.75	38.57	84,051	7,004.25	40.41
64	70,399	5,866.58	33.85	73,722	6,143.50	35.44	77,284	6,440.33	37.16	80,998	6,749.83	38.94	84,849	7,070.75	40.79
65	71,014	5,917.83	34.14	74,438	6,203.17	35.79	78,073	6,506.08	37.54	81,742	6,811.83	39.30	85,564	7,130.33	41.14
66	71,676	5,973.00	34.46	75,077	6,256.42	36.09	78,794	6,566.17	37.88	82,538	6,878.17	39.68	86,520	7,210.00	41.60
67	72,394	6,032.83	34.80	75,765	6,313.75	36.43	79,402	6,616.83	38.17	83,285	6,940.42	40.04	87,347	7,278.92	41.99
68	73,137	6,094.75	35.16	76,586	6,382.17	36.82	80,229	6,685.75	38.57	84,051	7,004.25	40.41	88,145	7,345.42	42.38
69	73,722	6,143.50	35.44	77,284	6,440.33	37.16	80,998	6,749.83	38.94	84,849	7,070.75	40.79	88,964	7,413.67	42.77
70	74,438	6,203.17	35.79	78,073	6,506.08	37.54	81,742	6,811.83	39.30	85,564	7,130.33	41.14	89,786	7,482.17	43.17
71	75,077	6,256.42	36.09	78,794	6,566.17	37.88	82,538	6,878.17	39.68	86,520	7,210.00	41.60	90,612	7,551.00	43.56
72	75,765	6,313.75	36.43	79,402	6,616.83	38.17	83,285	6,940.42	40.04	87,347	7,278.92	41.99	91,488	7,624.00	43.98
73	76,586	6,382.17	36.82	80,229	6,685.75	38.57	84,051	7,004.25	40.41	88,145	7,345.42	42.38	92,365	7,697.08	44.41
74	77,284	6,440.33	37.16	80,998	6,749.83	38.94	84,849	7,070.75	40.79	88,964	7,413.67	42.77	93,236	7,769.67	44.83
75	78,073	6,506.08	37.54	81,742	6,811.83	39.30	85,564	7,130.33	41.14	89,786	7,482.17	43.17	94,116	7,843.00	45.25
76	78,794	6,566.17	37.88	82,538	6,878.17	39.68	86,520	7,210.00	41.60	90,612	7,551.00	43.56	94,939	7,911.58	45.64
77	79,402	6,616.83	38.17	83,285	6,940.42	40.04	87,347	7,278.92	41.99	91,488	7,624.00	43.98	95,928	7,994.00	46.12
78	80,229	6,685.75	38.57	84,051	7,004.25	40.41	88,145	7,345.42	42.38	92,365	7,697.08	44.41	96,799	8,066.58	46.54
79	80,998	6,749.83	38.94	84,849	7,070.75	40.79	88,964	7,413.67	42.77	93,236	7,769.67	44.83	97,756	8,146.33	47.00
80	81,742	6,811.83	39.30	85,564	7,130.33	41.14	89,786	7,482.17	43.17	94,116	7,843.00	45.25	98,636	8,219.67	47.42
81	82,538	6,878.17	39.68	86,520	7,210.00	41.60	90,612	7,551.00	43.56	94,939	7,911.58	45.64	99,588	8,299.00	47.88
82	83,285	6,940.42	40.04	87,347	7,278.92	41.99	91,488	7,624.00	43.98	95,928	7,994.00	46.12	100,593	8,382.75	48.36
83	84,051	7,004.25	40.41	88,145	7,345.42	42.38	92,365	7,697.08	44.41	96,799	8,066.58	46.54	101,529	8,460.75	48.81

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
84	84,849	7,070.75	40.79	88,964	7,413.67	42.77	93,236	7,769.67	44.83	97,756	8,146.33	47.00	102,590	8,549.17	49.32
85	85,564	7,130.33	41.14	89,786	7,482.17	43.17	94,116	7,843.00	45.25	98,636	8,219.67	47.42	103,492	8,624.33	49.76
86	86,520	7,210.00	41.60	90,612	7,551.00	43.56	94,939	7,911.58	45.64	99,588	8,299.00	47.88	104,425	8,702.08	50.20
87	87,347	7,278.92	41.99	91,488	7,624.00	43.98	95,928	7,994.00	46.12	100,593	8,382.75	48.36	105,352	8,779.33	50.65
88	88,145	7,345.42	42.38	92,365	7,697.08	44.41	96,799	8,066.58	46.54	101,529	8,460.75	48.81	106,415	8,867.92	51.16
89	88,964	7,413.67	42.77	93,236	7,769.67	44.83	97,756	8,146.33	47.00	102,590	8,549.17	49.32	107,530	8,960.83	51.70
90	89,786	7,482.17	43.17	94,116	7,843.00	45.25	98,636	8,219.67	47.42	103,492	8,624.33	49.76	108,515	9,042.92	52.17
91	90,612	7,551.00	43.56	94,939	7,911.58	45.64	99,588	8,299.00	47.88	104,425	8,702.08	50.20	109,471	9,122.58	52.63
92	91,488	7,624.00	43.98	95,928	7,994.00	46.12	100,593	8,382.75	48.36	105,352	8,779.33	50.65	110,481	9,206.75	53.12
93	92,365	7,697.08	44.41	96,799	8,066.58	46.54	101,529	8,460.75	48.81	106,415	8,867.92	51.16	111,598	9,299.83	53.65
94	93,236	7,769.67	44.83	97,756	8,146.33	47.00	102,590	8,549.17	49.32	107,530	8,960.83	51.70	112,733	9,394.42	54.20
95	94,116	7,843.00	45.25	98,636	8,219.67	47.42	103,492	8,624.33	49.76	108,515	9,042.92	52.17	113,795	9,482.92	54.71
96	94,939	7,911.58	45.64	99,588	8,299.00	47.88	104,425	8,702.08	50.20	109,471	9,122.58	52.63	114,831	9,569.25	55.21
97	95,928	7,994.00	46.12	100,593	8,382.75	48.36	105,352	8,779.33	50.65	110,481	9,206.75	53.12	116,002	9,666.83	55.77
98	96,799	8,066.58	46.54	101,529	8,460.75	48.81	106,415	8,867.92	51.16	111,598	9,299.83	53.65	117,063	9,755.25	56.28
99	97,756	8,146.33	47.00	102,590	8,549.17	49.32	107,530	8,960.83	51.70	112,733	9,394.42	54.20	118,155	9,846.25	56.81
100	98,636	8,219.67	47.42	103,492	8,624.33	49.76	108,515	9,042.92	52.17	113,795	9,482.92	54.71	119,293	9,941.08	57.35
101	99,588	8,299.00	47.88	104,425	8,702.08	50.20	109,471	9,122.58	52.63	114,831	9,569.25	55.21	120,494	10,041.17	57.93
102	100,593	8,382.75	48.36	105,352	8,779.33	50.65	110,481	9,206.75	53.12	116,002	9,666.83	55.77	121,608	10,134.00	58.47
103	101,529	8,460.75	48.81	106,415	8,867.92	51.16	111,598	9,299.83	53.65	117,063	9,755.25	56.28	122,721	10,226.75	59.00
104	102,590	8,549.17	49.32	107,530	8,960.83	51.70	112,733	9,394.42	54.20	118,155	9,846.25	56.81	123,970	10,330.83	59.60
105	103,492	8,624.33	49.76	108,515	9,042.92	52.17	113,795	9,482.92	54.71	119,293	9,941.08	57.35	125,111	10,425.92	60.15
106	104,425	8,702.08	50.20	109,471	9,122.58	52.63	114,831	9,569.25	55.21	120,494	10,041.17	57.93	126,358	10,529.83	60.75
107	105,352	8,779.33	50.65	110,481	9,206.75	53.12	116,002	9,666.83	55.77	121,608	10,134.00	58.47	127,586	10,632.17	61.34
108	106,415	8,867.92	51.16	111,598	9,299.83	53.65	117,063	9,755.25	56.28	122,721	10,226.75	59.00	128,777	10,731.42	61.91
109	107,530	8,960.83	51.70	112,733	9,394.42	54.20	118,155	9,846.25	56.81	123,970	10,330.83	59.60	129,998	10,833.17	62.50
110	108,515	9,042.92	52.17	113,795	9,482.92	54.71	119,293	9,941.08	57.35	125,111	10,425.92	60.15	131,246	10,937.17	63.10
111	109,471	9,122.58	52.63	114,831	9,569.25	55.21	120,494	10,041.17	57.93	126,358	10,529.83	60.75	132,578	11,048.17	63.74
112	110,481	9,206.75	53.12	116,002	9,666.83	55.77	121,608	10,134.00	58.47	127,586	10,632.17	61.34	133,828	11,152.33	64.34
113	111,598	9,299.83	53.65	117,063	9,755.25	56.28	122,721	10,226.75	59.00	128,777	10,731.42	61.91	135,041	11,253.42	64.92
114	112,733	9,394.42	54.20	118,155	9,846.25	56.81	123,970	10,330.83	59.60	129,998	10,833.17	62.50	136,426	11,368.83	65.59
115	113,795	9,482.92	54.71	119,293	9,941.08	57.35	125,111	10,425.92	60.15	131,246	10,937.17	63.10	137,731	11,477.58	66.22
116	114,831	9,569.25	55.21	120,494	10,041.17	57.93	126,358	10,529.83	60.75	132,578	11,048.17	63.74	139,056	11,588.00	66.85
117	116,002	9,666.83	55.77	121,608	10,134.00	58.47	127,586	10,632.17	61.34	133,828	11,152.33	64.34	140,412	11,701.00	67.51
118	117,063	9,755.25	56.28	122,721	10,226.75	59.00	128,777	10,731.42	61.91	135,041	11,253.42	64.92	141,764	11,813.67	68.16
119	118,155	9,846.25	56.81	123,970	10,330.83	59.60	129,998	10,833.17	62.50	136,426	11,368.83	65.59	143,118	11,926.50	68.81
120	119,293	9,941.08	57.35	125,111	10,425.92	60.15	131,246	10,937.17	63.10	137,731	11,477.58	66.22	144,450	12,037.50	69.45
121	120,494	10,041.17	57.93	126,358	10,529.83	60.75	132,578	11,048.17	63.74	139,056	11,588.00	66.85	145,855	12,154.58	70.12
122	121,608	10,134.00	58.47	127,586	10,632.17	61.34	133,828	11,152.33	64.34	140,412	11,701.00	67.51	147,342	12,278.50	70.84
123	122,721	10,226.75	59.00	128,777	10,731.42	61.91	135,041	11,253.42	64.92	141,764	11,813.67	68.16	148,833	12,402.75	71.55
124	123,970	10,330.83	59.60	129,998	10,833.17	62.50	136,426	11,368.83	65.59	143,118	11,926.50	68.81	150,130	12,510.83	72.18
125	125,111	10,425.92	60.15	131,246	10,937.17	63.10	137,731	11,477.58	66.22	144,450	12,037.50	69.45	151,568	12,630.67	72.87
126	126,358	10,529.83	60.75	132,578	11,048.17	63.74	139,056	11,588.00	66.85	145,855	12,154.58	70.12	153,081	12,756.75	73.60
127	127,586	10,632.17	61.34	133,828	11,152.33	64.34	140,412	11,701.00	67.51	147,342	12,278.50	70.84	154,590	12,882.50	74.32

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
128	128,777	10,731.42	61.91	135,041	11,253.42	64.92	141,764	11,813.67	68.16	148,833	12,402.75	71.55	156,080	13,006.67	75.04
129	129,998	10,833.17	62.50	136,426	11,368.83	65.59	143,118	11,926.50	68.81	150,130	12,510.83	72.18	157,593	13,132.75	75.77
130	131,246	10,937.17	63.10	137,731	11,477.58	66.22	144,450	12,037.50	69.45	151,568	12,630.67	72.87	159,133	13,261.08	76.51
131	132,578	11,048.17	63.74	139,056	11,588.00	66.85	145,855	12,154.58	70.12	153,081	12,756.75	73.60	160,652	13,387.67	77.24
132	133,828	11,152.33	64.34	140,412	11,701.00	67.51	147,342	12,278.50	70.84	154,590	12,882.50	74.32	162,190	13,515.83	77.98
133	135,041	11,253.42	64.92	141,764	11,813.67	68.16	148,833	12,402.75	71.55	156,080	13,006.67	75.04	163,809	13,650.75	78.75
134	136,426	11,368.83	65.59	143,118	11,926.50	68.81	150,130	12,510.83	72.18	157,593	13,132.75	75.77	165,456	13,788.00	79.55
135	137,731	11,477.58	66.22	144,450	12,037.50	69.45	151,568	12,630.67	72.87	159,133	13,261.08	76.51	166,969	13,914.08	80.27
136	139,056	11,588.00	66.85	145,855	12,154.58	70.12	153,081	12,756.75	73.60	160,652	13,387.67	77.24	168,615	14,051.25	81.06
137	140,412	11,701.00	67.51	147,342	12,278.50	70.84	154,590	12,882.50	74.32	162,190	13,515.83	77.98	170,315	14,192.92	81.88
138	141,764	11,813.67	68.16	148,833	12,402.75	71.55	156,080	13,006.67	75.04	163,809	13,650.75	78.75	171,937	14,328.08	82.66
139	143,118	11,926.50	68.81	150,130	12,510.83	72.18	157,593	13,132.75	75.77	165,456	13,788.00	79.55	173,637	14,469.75	83.48
140	144,450	12,037.50	69.45	151,568	12,630.67	72.87	159,133	13,261.08	76.51	166,969	13,914.08	80.27	175,309	14,609.08	84.28
141	145,855	12,154.58	70.12	153,014	12,751.17	73.56	160,652	13,387.67	77.24	168,615	14,051.25	81.06	177,064	14,755.33	85.13
142	147,342	12,278.50	70.84	154,590	12,882.50	74.32	162,190	13,515.83	77.98	170,315	14,192.92	81.88	178,736	14,894.67	85.93
143	148,833	12,402.75	71.55	156,080	13,006.67	75.04	163,809	13,650.75	78.75	171,937	14,328.08	82.66	180,460	15,038.33	86.76
144	150,130	12,510.83	72.18	157,593	13,132.75	75.77	165,456	13,788.00	79.55	173,637	14,469.75	83.48	182,136	15,178.00	87.57
145	151,568	12,630.67	72.87	159,133	13,261.08	76.51	166,969	13,914.08	80.27	175,309	14,609.08	84.28	183,988	15,332.33	88.46
146	153,081	12,756.75	73.60	160,652	13,387.67	77.24	168,615	14,051.25	81.06	177,064	14,755.33	85.13	185,795	15,482.92	89.32
147	154,590	12,882.50	74.32	162,190	13,515.83	77.98	170,315	14,192.92	81.88	178,736	14,894.67	85.93	187,501	15,625.08	90.14
148	156,080	13,006.67	75.04	163,809	13,650.75	78.75	171,937	14,328.08	82.66	180,460	15,038.33	86.76	189,412	15,784.33	91.06
149	157,593	13,132.75	75.77	165,456	13,788.00	79.55	173,637	14,469.75	83.48	182,136	15,178.00	87.57	191,192	15,932.67	91.92
150	159,133	13,261.08	76.51	166,969	13,914.08	80.27	175,309	14,609.08	84.28	183,988	15,332.33	88.46	193,101	16,091.75	92.84
151	160,652	13,387.67	77.24	168,615	14,051.25	81.06	177,064	14,755.33	85.13	185,795	15,482.92	89.32	195,042	16,253.50	93.77
152	162,190	13,515.83	77.98	170,315	14,192.92	81.88	178,736	14,894.67	85.93	187,501	15,625.08	90.14	196,982	16,415.17	94.70
153	163,809	13,650.75	78.75	171,937	14,328.08	82.66	180,460	15,038.33	86.76	189,412	15,784.33	91.06	198,761	16,563.42	95.56
154	165,456	13,788.00	79.55	173,637	14,469.75	83.48	182,136	15,178.00	87.57	191,192	15,932.67	91.92	200,779	16,731.58	96.53
155	166,969	13,914.08	80.27	175,309	14,609.08	84.28	183,988	15,332.33	88.46	193,101	16,091.75	92.84	202,747	16,895.58	97.47
156	168,615	14,051.25	81.06	177,064	14,755.33	85.13	185,795	15,482.92	89.32	195,042	16,253.50	93.77	204,735	17,061.25	98.43
157	170,315	14,192.92	81.88	178,736	14,894.67	85.93	187,501	15,625.08	90.14	196,982	16,415.17	94.70	206,701	17,225.08	99.38
158	171,937	14,328.08	82.66	180,460	15,038.33	86.76	189,412	15,784.33	91.06	198,761	16,563.42	95.56	208,771	17,397.58	100.37
159	173,637	14,469.75	83.48	182,136	15,178.00	87.57	191,192	15,932.67	91.92	200,779	16,731.58	96.53	210,845	17,570.42	101.37
160	175,309	14,609.08	84.28	183,988	15,332.33	88.46	193,101	16,091.75	92.84	202,747	16,895.58	97.47	212,860	17,738.33	102.34

NOTES REGARDING LONGEVITY INCREMENTS:

\$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

SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT
CLASSIFIED SALARY SCHEDULE
2027-2028 FISCAL YEAR (Longevity \$5400 Added for Employees Starting 31st Year of Service)

Effective: 07/01/2027

Board Approved: 07/21/2026

4% Increase over 2026-2027

RANGE	STEP A			STEP B			STEP C			STEP D			STEP E		
NO.	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
1	40,489	3,374.08	19.47	42,213	3,517.75	20.29	44,121	3,676.75	21.21	46,037	3,836.42	22.13	48,213	4,017.75	23.18
2	40,906	3,408.83	19.67	42,609	3,550.75	20.49	44,650	3,720.83	21.47	46,570	3,880.83	22.39	48,613	4,051.08	23.37
3	41,256	3,438.00	19.83	42,981	3,581.75	20.66	44,918	3,743.17	21.60	46,856	3,904.67	22.53	49,091	4,090.92	23.60
4	41,489	3,457.42	19.95	43,327	3,610.58	20.83	45,344	3,778.67	21.80	47,391	3,949.25	22.78	49,519	4,126.58	23.81
5	41,868	3,489.00	20.13	43,776	3,648.00	21.05	45,769	3,814.08	22.00	47,791	3,982.58	22.98	49,967	4,163.92	24.02
6	42,213	3,517.75	20.29	44,121	3,676.75	21.21	46,037	3,836.42	22.13	48,213	4,017.75	23.18	50,392	4,199.33	24.23
7	42,609	3,550.75	20.49	44,650	3,720.83	21.47	46,570	3,880.83	22.39	48,613	4,051.08	23.37	50,868	4,239.00	24.46
8	42,981	3,581.75	20.66	44,918	3,743.17	21.60	46,856	3,904.67	22.53	49,091	4,090.92	23.60	51,321	4,276.75	24.67
9	43,327	3,610.58	20.83	45,344	3,778.67	21.80	47,391	3,949.25	22.78	49,519	4,126.58	23.81	51,716	4,309.67	24.86
10	43,776	3,648.00	21.05	45,769	3,814.08	22.00	47,791	3,982.58	22.98	49,967	4,163.92	24.02	52,092	4,341.00	25.04
11	44,121	3,676.75	21.21	46,037	3,836.42	22.13	48,213	4,017.75	23.18	50,392	4,199.33	24.23	52,704	4,392.00	25.34
12	44,650	3,720.83	21.47	46,570	3,880.83	22.39	48,613	4,051.08	23.37	50,868	4,239.00	24.46	53,125	4,427.08	25.54
13	44,918	3,743.17	21.60	46,856	3,904.67	22.53	49,091	4,090.92	23.60	51,321	4,276.75	24.67	53,631	4,469.25	25.78
14	45,344	3,778.67	21.80	47,391	3,949.25	22.78	49,519	4,126.58	23.81	51,716	4,309.67	24.86	54,133	4,511.08	26.03
15	45,769	3,814.08	22.00	47,791	3,982.58	22.98	49,967	4,163.92	24.02	52,092	4,341.00	25.04	54,563	4,546.92	26.23
16	46,037	3,836.42	22.13	48,213	4,017.75	23.18	50,392	4,199.33	24.23	52,704	4,392.00	25.34	55,066	4,588.83	26.47
17	46,570	3,880.83	22.39	48,613	4,051.08	23.37	50,868	4,239.00	24.46	53,125	4,427.08	25.54	55,596	4,633.00	26.73
18	46,856	3,904.67	22.53	49,091	4,090.92	23.60	51,321	4,276.75	24.67	53,631	4,469.25	25.78	56,050	4,670.83	26.95
19	47,391	3,949.25	22.78	49,519	4,126.58	23.81	51,716	4,309.67	24.86	54,133	4,511.08	26.03	56,579	4,714.92	27.20
20	47,791	3,982.58	22.98	49,967	4,163.92	24.02	52,092	4,341.00	25.04	54,563	4,546.92	26.23	57,005	4,750.42	27.41
21	48,213	4,017.75	23.18	50,392	4,199.33	24.23	52,704	4,392.00	25.34	55,066	4,588.83	26.47	57,619	4,801.58	27.70
22	48,613	4,051.08	23.37	50,868	4,239.00	24.46	53,125	4,427.08	25.54	55,596	4,633.00	26.73	58,146	4,845.50	27.95
23	49,091	4,090.92	23.60	51,321	4,276.75	24.67	53,631	4,469.25	25.78	56,050	4,670.83	26.95	58,626	4,885.50	28.19
24	49,519	4,126.58	23.81	51,716	4,309.67	24.86	54,133	4,511.08	26.03	56,579	4,714.92	27.20	59,179	4,931.58	28.45
25	49,967	4,163.92	24.02	52,092	4,341.00	25.04	54,563	4,546.92	26.23	57,005	4,750.42	27.41	59,737	4,978.08	28.72
26	50,392	4,199.33	24.23	52,704	4,392.00	25.34	55,066	4,588.83	26.47	57,619	4,801.58	27.70	60,268	5,022.33	28.98
27	50,868	4,239.00	24.46	53,125	4,427.08	25.54	55,596	4,633.00	26.73	58,146	4,845.50	27.95	60,880	5,073.33	29.27
28	51,321	4,276.75	24.67	53,631	4,469.25	25.78	56,050	4,670.83	26.95	58,626	4,885.50	28.19	61,305	5,108.75	29.47
29	51,716	4,309.67	24.86	54,133	4,511.08	26.03	56,579	4,714.92	27.20	59,179	4,931.58	28.45	61,892	5,157.67	29.76
30	52,092	4,341.00	25.04	54,563	4,546.92	26.23	57,005	4,750.42	27.41	59,737	4,978.08	28.72	62,475	5,206.25	30.04
31	52,704	4,392.00	25.34	55,066	4,588.83	26.47	57,619	4,801.58	27.70	60,268	5,022.33	28.98	63,033	5,252.75	30.30
32	53,125	4,427.08	25.54	55,596	4,633.00	26.73	58,146	4,845.50	27.95	60,880	5,073.33	29.27	63,647	5,303.92	30.60
33	53,631	4,469.25	25.78	56,050	4,670.83	26.95	58,626	4,885.50	28.19	61,305	5,108.75	29.47	64,280	5,356.67	30.90
34	54,133	4,511.08	26.03	56,579	4,714.92	27.20	59,179	4,931.58	28.45	61,892	5,157.67	29.76	64,759	5,396.58	31.13
35	54,563	4,546.92	26.23	57,005	4,750.42	27.41	59,737	4,978.08	28.72	62,475	5,206.25	30.04	65,450	5,454.17	31.47
36	55,066	4,588.83	26.47	57,619	4,801.58	27.70	60,268	5,022.33	28.98	63,033	5,252.75	30.30	65,983	5,498.58	31.72
37	55,596	4,633.00	26.73	58,146	4,845.50	27.95	60,880	5,073.33	29.27	63,647	5,303.92	30.60	66,486	5,540.50	31.96
38	56,050	4,670.83	26.95	58,626	4,885.50	28.19	61,305	5,108.75	29.47	64,280	5,356.67	30.90	67,255	5,604.58	32.33
39	56,579	4,714.92	27.20	59,179	4,931.58	28.45	61,892	5,157.67	29.76	64,759	5,396.58	31.13	67,783	5,648.58	32.59

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
40	57,005	4,750.42	27.41	59,737	4,978.08	28.72	62,475	5,206.25	30.04	65,450	5,454.17	31.47	68,400	5,700.00	32.88
41	57,619	4,801.58	27.70	60,268	5,022.33	28.98	63,033	5,252.75	30.30	65,983	5,498.58	31.72	69,116	5,759.67	33.23
42	58,146	4,845.50	27.95	60,880	5,073.33	29.27	63,647	5,303.92	30.60	66,486	5,540.50	31.96	69,699	5,808.25	33.51
43	58,626	4,885.50	28.19	61,305	5,108.75	29.47	64,280	5,356.67	30.90	67,255	5,604.58	32.33	70,415	5,867.92	33.85
44	59,179	4,931.58	28.45	61,892	5,157.67	29.76	64,759	5,396.58	31.13	67,783	5,648.58	32.59	70,999	5,916.58	34.13
45	59,737	4,978.08	28.72	62,475	5,206.25	30.04	65,450	5,454.17	31.47	68,400	5,700.00	32.88	71,614	5,967.83	34.43
46	60,268	5,022.33	28.98	63,033	5,252.75	30.30	65,983	5,498.58	31.72	69,116	5,759.67	33.23	72,276	6,023.00	34.75
47	60,880	5,073.33	29.27	63,647	5,303.92	30.60	66,486	5,540.50	31.96	69,699	5,808.25	33.51	72,994	6,082.83	35.09
48	61,305	5,108.75	29.47	64,280	5,356.67	30.90	67,255	5,604.58	32.33	70,415	5,867.92	33.85	73,737	6,144.75	35.45
49	61,892	5,157.67	29.76	64,759	5,396.58	31.13	67,783	5,648.58	32.59	70,999	5,916.58	34.13	74,322	6,193.50	35.73
50	62,475	5,206.25	30.04	65,450	5,454.17	31.47	68,400	5,700.00	32.88	71,614	5,967.83	34.43	75,038	6,253.17	36.08
51	63,033	5,252.75	30.30	65,983	5,498.58	31.72	69,116	5,759.67	33.23	72,276	6,023.00	34.75	75,677	6,306.42	36.38
52	63,647	5,303.92	30.60	66,486	5,540.50	31.96	69,699	5,808.25	33.51	72,994	6,082.83	35.09	76,365	6,363.75	36.71
53	64,280	5,356.67	30.90	67,255	5,604.58	32.33	70,415	5,867.92	33.85	73,737	6,144.75	35.45	77,186	6,432.17	37.11
54	64,759	5,396.58	31.13	67,783	5,648.58	32.59	70,999	5,916.58	34.13	74,322	6,193.50	35.73	77,884	6,490.33	37.44
55	65,450	5,454.17	31.47	68,400	5,700.00	32.88	71,614	5,967.83	34.43	75,038	6,253.17	36.08	78,673	6,556.08	37.82
56	65,983	5,498.58	31.72	69,116	5,759.67	33.23	72,276	6,023.00	34.75	75,677	6,306.42	36.38	79,394	6,616.17	38.17
57	66,486	5,540.50	31.96	69,699	5,808.25	33.51	72,994	6,082.83	35.09	76,365	6,363.75	36.71	80,002	6,666.83	38.46
58	67,255	5,604.58	32.33	70,415	5,867.92	33.85	73,737	6,144.75	35.45	77,186	6,432.17	37.11	80,829	6,735.75	38.86
59	67,783	5,648.58	32.59	70,999	5,916.58	34.13	74,322	6,193.50	35.73	77,884	6,490.33	37.44	81,598	6,799.83	39.23
60	68,400	5,700.00	32.88	71,614	5,967.83	34.43	75,038	6,253.17	36.08	78,673	6,556.08	37.82	82,342	6,861.83	39.59
61	69,116	5,759.67	33.23	72,276	6,023.00	34.75	75,677	6,306.42	36.38	79,394	6,616.17	38.17	83,138	6,928.17	39.97
62	69,699	5,808.25	33.51	72,994	6,082.83	35.09	76,365	6,363.75	36.71	80,002	6,666.83	38.46	83,885	6,990.42	40.33
63	70,415	5,867.92	33.85	73,737	6,144.75	35.45	77,186	6,432.17	37.11	80,829	6,735.75	38.86	84,651	7,054.25	40.70
64	70,999	5,916.58	34.13	74,322	6,193.50	35.73	77,884	6,490.33	37.44	81,598	6,799.83	39.23	85,449	7,120.75	41.08
65	71,614	5,967.83	34.43	75,038	6,253.17	36.08	78,673	6,556.08	37.82	82,342	6,861.83	39.59	86,164	7,180.33	41.43
66	72,276	6,023.00	34.75	75,677	6,306.42	36.38	79,394	6,616.17	38.17	83,138	6,928.17	39.97	87,120	7,260.00	41.88
67	72,994	6,082.83	35.09	76,365	6,363.75	36.71	80,002	6,666.83	38.46	83,885	6,990.42	40.33	87,947	7,328.92	42.28
68	73,737	6,144.75	35.45	77,186	6,432.17	37.11	80,829	6,735.75	38.86	84,651	7,054.25	40.70	88,745	7,395.42	42.67
69	74,322	6,193.50	35.73	77,884	6,490.33	37.44	81,598	6,799.83	39.23	85,449	7,120.75	41.08	89,564	7,463.67	43.06
70	75,038	6,253.17	36.08	78,673	6,556.08	37.82	82,342	6,861.83	39.59	86,164	7,180.33	41.43	90,386	7,532.17	43.45
71	75,677	6,306.42	36.38	79,394	6,616.17	38.17	83,138	6,928.17	39.97	87,120	7,260.00	41.88	91,212	7,601.00	43.85
72	76,365	6,363.75	36.71	80,002	6,666.83	38.46	83,885	6,990.42	40.33	87,947	7,328.92	42.28	92,088	7,674.00	44.27
73	77,186	6,432.17	37.11	80,829	6,735.75	38.86	84,651	7,054.25	40.70	88,745	7,395.42	42.67	92,965	7,747.08	44.69
74	77,884	6,490.33	37.44	81,598	6,799.83	39.23	85,449	7,120.75	41.08	89,564	7,463.67	43.06	93,836	7,819.67	45.11
75	78,673	6,556.08	37.82	82,342	6,861.83	39.59	86,164	7,180.33	41.43	90,386	7,532.17	43.45	94,716	7,893.00	45.54
76	79,394	6,616.17	38.17	83,138	6,928.17	39.97	87,120	7,260.00	41.88	91,212	7,601.00	43.85	95,539	7,961.58	45.93
77	80,002	6,666.83	38.46	83,885	6,990.42	40.33	87,947	7,328.92	42.28	92,088	7,674.00	44.27	96,528	8,044.00	46.41
78	80,829	6,735.75	38.86	84,651	7,054.25	40.70	88,745	7,395.42	42.67	92,965	7,747.08	44.69	97,399	8,116.58	46.83
79	81,598	6,799.83	39.23	85,449	7,120.75	41.08	89,564	7,463.67	43.06	93,836	7,819.67	45.11	98,356	8,196.33	47.29
80	82,342	6,861.83	39.59	86,164	7,180.33	41.43	90,386	7,532.17	43.45	94,716	7,893.00	45.54	99,236	8,269.67	47.71
81	83,138	6,928.17	39.97	87,120	7,260.00	41.88	91,212	7,601.00	43.85	95,539	7,961.58	45.93	100,188	8,349.00	48.17
82	83,885	6,990.42	40.33	87,947	7,328.92	42.28	92,088	7,674.00	44.27	96,528	8,044.00	46.41	101,193	8,432.75	48.65
83	84,651	7,054.25	40.70	88,745	7,395.42	42.67	92,965	7,747.08	44.69	97,399	8,116.58	46.83	102,129	8,510.75	49.10

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
84	85,449	7,120.75	41.08	89,564	7,463.67	43.06	93,836	7,819.67	45.11	98,356	8,196.33	47.29	103,190	8,599.17	49.61
85	86,164	7,180.33	41.43	90,386	7,532.17	43.45	94,716	7,893.00	45.54	99,236	8,269.67	47.71	104,092	8,674.33	50.04
86	87,120	7,260.00	41.88	91,212	7,601.00	43.85	95,539	7,961.58	45.93	100,188	8,349.00	48.17	105,025	8,752.08	50.49
87	87,947	7,328.92	42.28	92,088	7,674.00	44.27	96,528	8,044.00	46.41	101,193	8,432.75	48.65	105,952	8,829.33	50.94
88	88,745	7,395.42	42.67	92,965	7,747.08	44.69	97,399	8,116.58	46.83	102,129	8,510.75	49.10	107,015	8,917.92	51.45
89	89,564	7,463.67	43.06	93,836	7,819.67	45.11	98,356	8,196.33	47.29	103,190	8,599.17	49.61	108,130	9,010.83	51.99
90	90,386	7,532.17	43.45	94,716	7,893.00	45.54	99,236	8,269.67	47.71	104,092	8,674.33	50.04	109,115	9,092.92	52.46
91	91,212	7,601.00	43.85	95,539	7,961.58	45.93	100,188	8,349.00	48.17	105,025	8,752.08	50.49	110,071	9,172.58	52.92
92	92,088	7,674.00	44.27	96,528	8,044.00	46.41	101,193	8,432.75	48.65	105,952	8,829.33	50.94	111,081	9,256.75	53.40
93	92,965	7,747.08	44.69	97,399	8,116.58	46.83	102,129	8,510.75	49.10	107,015	8,917.92	51.45	112,198	9,349.83	53.94
94	93,836	7,819.67	45.11	98,356	8,196.33	47.29	103,190	8,599.17	49.61	108,130	9,010.83	51.99	113,333	9,444.42	54.49
95	94,716	7,893.00	45.54	99,236	8,269.67	47.71	104,092	8,674.33	50.04	109,115	9,092.92	52.46	114,395	9,532.92	55.00
96	95,539	7,961.58	45.93	100,188	8,349.00	48.17	105,025	8,752.08	50.49	110,071	9,172.58	52.92	115,431	9,619.25	55.50
97	96,528	8,044.00	46.41	101,193	8,432.75	48.65	105,952	8,829.33	50.94	111,081	9,256.75	53.40	116,602	9,716.83	56.06
98	97,399	8,116.58	46.83	102,129	8,510.75	49.10	107,015	8,917.92	51.45	112,198	9,349.83	53.94	117,663	9,805.25	56.57
99	98,356	8,196.33	47.29	103,190	8,599.17	49.61	108,130	9,010.83	51.99	113,333	9,444.42	54.49	118,755	9,896.25	57.09
100	99,236	8,269.67	47.71	104,092	8,674.33	50.04	109,115	9,092.92	52.46	114,395	9,532.92	55.00	119,893	9,991.08	57.64
101	100,188	8,349.00	48.17	105,025	8,752.08	50.49	110,071	9,172.58	52.92	115,431	9,619.25	55.50	121,094	10,091.17	58.22
102	101,193	8,432.75	48.65	105,952	8,829.33	50.94	111,081	9,256.75	53.40	116,602	9,716.83	56.06	122,208	10,184.00	58.75
103	102,129	8,510.75	49.10	107,015	8,917.92	51.45	112,198	9,349.83	53.94	117,663	9,805.25	56.57	123,321	10,276.75	59.29
104	103,190	8,599.17	49.61	108,130	9,010.83	51.99	113,333	9,444.42	54.49	118,755	9,896.25	57.09	124,570	10,380.83	59.89
105	104,092	8,674.33	50.04	109,115	9,092.92	52.46	114,395	9,532.92	55.00	119,893	9,991.08	57.64	125,711	10,475.92	60.44
106	105,025	8,752.08	50.49	110,071	9,172.58	52.92	115,431	9,619.25	55.50	121,094	10,091.17	58.22	126,958	10,579.83	61.04
107	105,952	8,829.33	50.94	111,081	9,256.75	53.40	116,602	9,716.83	56.06	122,208	10,184.00	58.75	128,186	10,682.17	61.63
108	107,015	8,917.92	51.45	112,198	9,349.83	53.94	117,663	9,805.25	56.57	123,321	10,276.75	59.29	129,377	10,781.42	62.20
109	108,130	9,010.83	51.99	113,333	9,444.42	54.49	118,755	9,896.25	57.09	124,570	10,380.83	59.89	130,598	10,883.17	62.79
110	109,115	9,092.92	52.46	114,395	9,532.92	55.00	119,893	9,991.08	57.64	125,711	10,475.92	60.44	131,846	10,987.17	63.39
111	110,071	9,172.58	52.92	115,431	9,619.25	55.50	121,094	10,091.17	58.22	126,958	10,579.83	61.04	133,178	11,098.17	64.03
112	111,081	9,256.75	53.40	116,602	9,716.83	56.06	122,208	10,184.00	58.75	128,186	10,682.17	61.63	134,428	11,202.33	64.63
113	112,198	9,349.83	53.94	117,663	9,805.25	56.57	123,321	10,276.75	59.29	129,377	10,781.42	62.20	135,641	11,303.42	65.21
114	113,333	9,444.42	54.49	118,755	9,896.25	57.09	124,570	10,380.83	59.89	130,598	10,883.17	62.79	137,026	11,418.83	65.88
115	114,395	9,532.92	55.00	119,893	9,991.08	57.64	125,711	10,475.92	60.44	131,846	10,987.17	63.39	138,331	11,527.58	66.51
116	115,431	9,619.25	55.50	121,094	10,091.17	58.22	126,958	10,579.83	61.04	133,178	11,098.17	64.03	139,656	11,638.00	67.14
117	116,602	9,716.83	56.06	122,208	10,184.00	58.75	128,186	10,682.17	61.63	134,428	11,202.33	64.63	141,012	11,751.00	67.79
118	117,663	9,805.25	56.57	123,321	10,276.75	59.29	129,377	10,781.42	62.20	135,641	11,303.42	65.21	142,364	11,863.67	68.44
119	118,755	9,896.25	57.09	124,570	10,380.83	59.89	130,598	10,883.17	62.79	137,026	11,418.83	65.88	143,718	11,976.50	69.10
120	119,893	9,991.08	57.64	125,711	10,475.92	60.44	131,846	10,987.17	63.39	138,331	11,527.58	66.51	145,050	12,087.50	69.74
121	121,094	10,091.17	58.22	126,958	10,579.83	61.04	133,178	11,098.17	64.03	139,656	11,638.00	67.14	146,455	12,204.58	70.41
122	122,208	10,184.00	58.75	128,186	10,682.17	61.63	134,428	11,202.33	64.63	141,012	11,751.00	67.79	147,942	12,328.50	71.13
123	123,321	10,276.75	59.29	129,377	10,781.42	62.20	135,641	11,303.42	65.21	142,364	11,863.67	68.44	149,433	12,452.75	71.84
124	124,570	10,380.83	59.89	130,598	10,883.17	62.79	137,026	11,418.83	65.88	143,718	11,976.50	69.10	150,730	12,560.83	72.47
125	125,711	10,475.92	60.44	131,846	10,987.17	63.39	138,331	11,527.58	66.51	145,050	12,087.50	69.74	152,168	12,680.67	73.16
126	126,958	10,579.83	61.04	133,178	11,098.17	64.03	139,656	11,638.00	67.14	146,455	12,204.58	70.41	153,681	12,806.75	73.89
127	128,186	10,682.17	61.63	134,428	11,202.33	64.63	141,012	11,751.00	67.79	147,942	12,328.50	71.13	155,190	12,932.50	74.61

RANGE NO.	STEP A			STEP B			STEP C			STEP D			STEP E		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
128	129,377	10,781.42	62.20	135,641	11,303.42	65.21	142,364	11,863.67	68.44	149,433	12,452.75	71.84	156,680	13,056.67	75.33
129	130,598	10,883.17	62.79	137,026	11,418.83	65.88	143,718	11,976.50	69.10	150,730	12,560.83	72.47	158,193	13,182.75	76.05
130	131,846	10,987.17	63.39	138,331	11,527.58	66.51	145,050	12,087.50	69.74	152,168	12,680.67	73.16	159,733	13,311.08	76.79
131	133,178	11,098.17	64.03	139,656	11,638.00	67.14	146,455	12,204.58	70.41	153,681	12,806.75	73.89	161,252	13,437.67	77.53
132	134,428	11,202.33	64.63	141,012	11,751.00	67.79	147,942	12,328.50	71.13	155,190	12,932.50	74.61	162,790	13,565.83	78.26
133	135,641	11,303.42	65.21	142,364	11,863.67	68.44	149,433	12,452.75	71.84	156,680	13,056.67	75.33	164,409	13,700.75	79.04
134	137,026	11,418.83	65.88	143,718	11,976.50	69.10	150,730	12,560.83	72.47	158,193	13,182.75	76.05	166,056	13,838.00	79.83
135	138,331	11,527.58	66.51	145,050	12,087.50	69.74	152,168	12,680.67	73.16	159,733	13,311.08	76.79	167,569	13,964.08	80.56
136	139,656	11,638.00	67.14	146,455	12,204.58	70.41	153,681	12,806.75	73.89	161,252	13,437.67	77.53	169,215	14,101.25	81.35
137	141,012	11,751.00	67.79	147,942	12,328.50	71.13	155,190	12,932.50	74.61	162,790	13,565.83	78.26	170,915	14,242.92	82.17
138	142,364	11,863.67	68.44	149,433	12,452.75	71.84	156,680	13,056.67	75.33	164,409	13,700.75	79.04	172,537	14,378.08	82.95
139	143,718	11,976.50	69.10	150,730	12,560.83	72.47	158,193	13,182.75	76.05	166,056	13,838.00	79.83	174,237	14,519.75	83.77
140	145,050	12,087.50	69.74	152,168	12,680.67	73.16	159,733	13,311.08	76.79	167,569	13,964.08	80.56	175,909	14,659.08	84.57
141	146,455	12,204.58	70.41	153,614	12,801.17	73.85	161,252	13,437.67	77.53	169,215	14,101.25	81.35	177,664	14,805.33	85.42
142	147,942	12,328.50	71.13	155,190	12,932.50	74.61	162,790	13,565.83	78.26	170,915	14,242.92	82.17	179,336	14,944.67	86.22
143	149,433	12,452.75	71.84	156,680	13,056.67	75.33	164,409	13,700.75	79.04	172,537	14,378.08	82.95	181,060	15,088.33	87.05
144	150,730	12,560.83	72.47	158,193	13,182.75	76.05	166,056	13,838.00	79.83	174,237	14,519.75	83.77	182,736	15,228.00	87.85
145	152,168	12,680.67	73.16	159,733	13,311.08	76.79	167,569	13,964.08	80.56	175,909	14,659.08	84.57	184,588	15,382.33	88.74
146	153,681	12,806.75	73.89	161,252	13,437.67	77.53	169,215	14,101.25	81.35	177,664	14,805.33	85.42	186,395	15,532.92	89.61
147	155,190	12,932.50	74.61	162,790	13,565.83	78.26	170,915	14,242.92	82.17	179,336	14,944.67	86.22	188,101	15,675.08	90.43
148	156,680	13,056.67	75.33	164,409	13,700.75	79.04	172,537	14,378.08	82.95	181,060	15,088.33	87.05	190,012	15,834.33	91.35
149	158,193	13,182.75	76.05	166,056	13,838.00	79.83	174,237	14,519.75	83.77	182,736	15,228.00	87.85	191,792	15,982.67	92.21
150	159,733	13,311.08	76.79	167,569	13,964.08	80.56	175,909	14,659.08	84.57	184,588	15,382.33	88.74	193,701	16,141.75	93.13
151	161,252	13,437.67	77.53	169,215	14,101.25	81.35	177,664	14,805.33	85.42	186,395	15,532.92	89.61	195,642	16,303.50	94.06
152	162,790	13,565.83	78.26	170,915	14,242.92	82.17	179,336	14,944.67	86.22	188,101	15,675.08	90.43	197,582	16,465.17	94.99
153	164,409	13,700.75	79.04	172,537	14,378.08	82.95	181,060	15,088.33	87.05	190,012	15,834.33	91.35	199,361	16,613.42	95.85
154	166,056	13,838.00	79.83	174,237	14,519.75	83.77	182,736	15,228.00	87.85	191,792	15,982.67	92.21	201,379	16,781.58	96.82
155	167,569	13,964.08	80.56	175,909	14,659.08	84.57	184,588	15,382.33	88.74	193,701	16,141.75	93.13	203,347	16,945.58	97.76
156	169,215	14,101.25	81.35	177,664	14,805.33	85.42	186,395	15,532.92	89.61	195,642	16,303.50	94.06	205,335	17,111.25	98.72
157	170,915	14,242.92	82.17	179,336	14,944.67	86.22	188,101	15,675.08	90.43	197,582	16,465.17	94.99	207,301	17,275.08	99.66
158	172,537	14,378.08	82.95	181,060	15,088.33	87.05	190,012	15,834.33	91.35	199,361	16,613.42	95.85	209,371	17,447.58	100.66
159	174,237	14,519.75	83.77	182,736	15,228.00	87.85	191,792	15,982.67	92.21	201,379	16,781.58	96.82	211,445	17,620.42	101.66
160	175,909	14,659.08	84.57	184,588	15,382.33	88.74	193,701	16,141.75	93.13	203,347	16,945.58	97.76	213,460	17,788.33	102.63

NOTES REGARDING LONGEVITY INCREMENTS:

\$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