

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
2015-2016 ACADEMIC SALARY SCHEDULE  
10 Month**

Effective: 7/1/15

Board Approved:

3.0% Increase over 2014/2015

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications AA + 6 Years	AA + 40 * or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
<b>STEP</b>					
1	66,242	68,760	71,511	74,266	76,766
2	68,560	71,165	74,015	77,101	79,601
3	70,958	73,658	76,602	79,936	82,436
4 **	73,514	76,309	79,360	82,768	85,268
5	76,088	78,977	82,134	85,608	88,108
6	78,827	81,821	85,096	88,431	90,931
7	81,294	84,383	87,758	91,277	93,777
8	81,298	84,384	87,760	94,112	96,612
9	82,923	86,073	90,569	95,995	98,495
10	84,582	87,795	92,380	98,121	100,621
11	86,273	89,550	94,227	100,292	102,848
12	90,188	93,615	98,503	104,843	107,514
13	90,188	93,615	98,503	104,843	107,514
14 ***			100,817	107,306	110,041
17 ***			103,186	109,829	112,626
19 ***				112,409	115,273

# Disciplines requiring Master's Degree - placement: Graduate level semester units see Article 8.4

\* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.

\*\* Maximum initial step placement

\*\*\* Steps 14, 17, and 19 require Professional Recognition plan approved by Professional Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
2015-2016 ACADEMIC SALARY SCHEDULE  
11 MONTH**

Effective: 7/1/15

Board Approved:

3.0% Increase over 2014/2015

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate	
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications AA + 6 Years	AA + 40 * or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate	
<b>STEP</b>					
1	72,866	75,635	78,662	81,693	84,193
2	75,417	78,282	81,415	84,810	87,310
3	78,054	81,023	84,263	87,931	90,431
4 **	80,865	83,940	87,296	91,045	93,545
5	83,696	86,875	90,350	94,169	96,669
6	86,708	90,004	93,604	97,274	99,774
7	89,424	92,822	96,533	100,402	102,902
8	89,428	92,823	96,537	103,523	106,023
9	91,215	94,681	99,626	105,595	108,286
10	93,040	96,574	101,618	107,933	110,682
11	94,900	98,505	103,649	110,320	113,133
12	99,207	102,976	108,354	115,327	118,266
13	99,207	102,976	108,354	115,327	118,266
14 ***			110,899	118,038	121,045
17 ***			113,505	120,812	123,889
19 ***				123,649	126,801

# Disciplines requiring Master's Degree - placement: Graduate level semester units see Article 8.4

\* Disciplines not requiring Master's Degree - placement: Semester units in assigned field.

\*\* Maximum initial step placement

\*\*\* Steps 14, 17, and 19 require Professional Recognition plan approved by Professional Recognition Committee. (See Article 8.9 of Collective Bargaining Agreement)

# SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT 2015-2016 ADJUNCT LECTURE SALARY SCHEDULE (PER SEMESTER)

Effective: 7/1/15

3.0% Increase over 2014/2015

Board Approved:

66.38% Pro-Rata of Full-Time Salary Schedule

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications AA + 6 Years	AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
<b>STEP</b>					
1	21,986	22,821	23,735	24,649	25,479
2	22,755	23,620	24,566	25,590	26,420
3	23,551	24,447	25,424	26,531	27,361
4 **	24,399	25,327	26,340	27,471	28,300
5	25,254	26,212	27,260	28,413	29,243
6	26,163	27,156	28,243	29,350	30,180
7	26,981	28,007	29,127	30,295	31,125
8	26,983	28,007	29,128	31,236	32,066
9	27,522	28,568	30,060	31,861	32,690
<i>For possible future negotiations.</i>					
10	28,073	29,139	30,661	32,566	33,396
11	28,634	29,722	31,274	33,287	34,135
12	29,933	31,071	32,693	34,797	35,684
13	29,933	31,071	32,693	34,797	35,684
14			33,461	35,615	36,523
17			34,247	36,452	37,381
19				37,309	38,259

# Disciplines requiring Master's Degree placement: Graduate level semester units see Article 9.4

\* Disciplines not requiring Master's Degree placement: Semester units in assigned field.

\*\* Maximum initial step placement

# SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT

## 2015-2016 ADJUNCT LAB SALARY SCHEDULE

### (PER SEMESTER)

Effective: 7/1/15

3.0% Increase over 2014/2015

Board Approved:

77% Pro-Rata of Full Time Salary Schedule

	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate	
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications AA + 6 Years	AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate	
<b>STEP</b>					
1	25,503	26,473	27,532	28,592	29,555
2	26,396	27,399	28,496	29,684	30,646
3	27,319	28,358	29,492	30,775	31,738
4 **	28,303	29,379	30,554	31,866	32,828
5	29,294	30,406	31,622	32,959	33,922
6	30,348	31,501	32,762	34,046	35,008
7	31,298	32,487	33,787	35,142	36,104
8	31,300	32,488	33,788	36,233	37,196
9	31,925	33,138	34,869	36,958	37,921
<b><i>For possible future negotiations.</i></b>					
10	32,564	33,801	35,566	37,777	38,739
11	33,215	34,477	36,277	38,612	39,596
12	34,722	36,042	37,924	40,365	41,393
13	34,722	36,042	37,924	40,365	41,393
14			38,815	41,313	42,366
17			39,727	42,284	43,361
19				43,277	44,380

# Disciplines requiring Master's Degree placement: Graduate level semester units see Article 9.4

\* Disciplines not requiring Master's Degree placement: Semester units in assigned field.

\*\* Maximum initial step placement

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
2015-2016 INTERSESSION AND SUMMER FULL-TIME PRORATA  
SALARY SCHEDULE FOR FIRST 40% LOAD  
LECTURE**

Effective: 7/1/15  
Board Approved:

3.0% Increase over 2014/2015  
66.38% Pro-Rata of Full Time Salary Schedule

	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>	<b>CLASS V</b>	<b>CLASS VI</b>
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications Master's Degree	BA + 45# w/MA	BA + 60# w/MA	BA + 81# w/MA	Doctorate
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
	Minimum Qualifications AA + 6 Years	AA + 40 or Bachelor's Degree	AA + 80 * or BA + 20 *	Master's Degree	Doctorate
<b>STEP</b>					
1	21,986	22,821	23,735	24,649	25,479
2	22,755	23,620	24,566	25,590	26,420
3	23,551	24,447	25,424	26,531	27,361
4 **	24,399	25,327	26,340	27,471	28,300
5	25,254	26,212	27,260	28,413	29,243
6	26,163	27,156	28,243	29,350	30,180
7	26,981	28,007	29,127	30,295	31,125
8	26,983	28,007	29,128	31,236	32,066
9	27,522	28,568	30,060	31,861	32,690
10	28,073	29,139	30,661	32,566	33,396
11	28,634	29,722	31,274	33,287	34,135
12	29,933	31,071	32,693	34,797	35,684
13	29,933	31,071	32,693	34,797	35,684
14			33,461	35,615	36,523
17			34,247	36,452	37,381
19				37,309	38,259

# Disciplines requiring Master's Degree placement: Graduate level semester units see Article 8.4.

\* Disciplines not requiring Master's Degree placement: Semester units in assigned field.

\*\* Maximum initial step placement

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT  
2015-2016 INTERSESSION AND SUMMER FULL-TIME PRORATA  
SALARY SCHEDULE FOR FIRST 40% LOAD**

**LAB**

Effective: 7/1/15

3.0% Increase over 2014/2015

Board Approved:

77% Pro-Rata of Full Time Salary Schedule

	<b>CLASS II</b>	<b>CLASS III</b>	<b>CLASS IV</b>	<b>CLASS V</b>	<b>CLASS VI</b>
<b>DISCIPLINES REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications	BA + 45#	BA + 60#	BA + 81#	Doctorate	
Master's Degree	w/MA	w/MA	w/MA		
<b>DISCIPLINES NOT REQUIRING MASTER'S DEGREE:</b>					
Minimum Qualifications	AA + 40	AA + 80 *	Master's Degree	Doctorate	
AA + 6 Years	or Bachelor's Degree	or BA + 20 *			
<b>STEP</b>					
1	25,503	26,473	27,532	28,592	29,555
2	26,396	27,399	28,496	29,684	30,646
3	27,319	28,358	29,492	30,775	31,738
4 **	28,303	29,379	30,554	31,866	32,828
5	29,294	30,406	31,622	32,959	33,922
6	30,348	31,501	32,762	34,046	35,008
7	31,298	32,487	33,787	35,142	36,104
8	31,300	32,488	33,788	36,233	37,196
9	31,925	33,138	34,869	36,958	37,921
10	32,564	33,801	35,566	37,777	38,739
11	33,215	34,477	36,277	38,612	39,596
12	34,722	36,042	37,924	40,365	41,393
13	34,722	36,042	37,924	40,365	41,393
14			38,815	41,313	42,366
17			39,727	42,284	43,361
19				43,277	44,380

# Disciplines requiring Master's Degree placement: Graduate level semester units see Article 8.4

\* Disciplines not requiring Master's Degree placement: Semester units in assigned field.

\*\* Maximum initial step placement

**SAN JOSE · EVERGREEN COMMUNITY COLLEGE DISTRICT**  
**2015-2016 Other Contract Pay:**  
**Non Instructional, Directed Study, Work Experience**

Board Approved:

3.0% Increase over 2014/2015

<p><b>102 A Work Experience/Directed Studies</b></p> <p>Applies to Work Experience, Directed Study, and other activities paid on a per student basis.</p>	<p><b>\$214.30</b></p>
<p><b>101 B Non-Instructional Per Hour Rate</b></p> <p>Applies to non-instructional work, including:</p> <ul style="list-style-type: none"> <li>• Overload work by full-time non-instructional faculty</li> <li>• Work by adjunct non-instructional faculty</li> <li>• Participation by adjunct non-instructional faculty in Professional Development Day (per Article 9.14)</li> <li>• Participation by adjunct faculty in the Adjunct Faculty Orientation</li> <li>• Faculty work on committees outside the normal contract year</li> <li>• Participation by adjunct faculty in Norming activity as a preparation for board (holistic) grading (to a maximum of three hours per day)</li> <li>• Assessment placement</li> <li>• Program review by adjunct faculty</li> <li>• Curriculum development by adjunct faculty</li> <li>• Grant writing by adjunct faculty</li> <li>• Part-time program coordination by adjunct faculty</li> <li>• Any other professional non-teaching assignment outside the regular contract for which there is not a negotiated rate</li> </ul>	<p><b>\$78.69</b></p>
<p><b>Compensation for other non-teaching duties:</b></p> <ol style="list-style-type: none"> <li>1. <u>Professional Development Days</u> Participation by adjunct instructional faculty in Professional Development Days shall be paid from the Adjunct Salary Schedule (Lecture, Lab, or a combination of Lecture and Lab according to the adjunct faculty member's instructional assignment).</li> <li>2. <u>Faculty Evaluation</u> Evaluation of adjunct faculty by full-time faculty shall be paid in accordance with Article 19.4.4 of the Faculty Contract.</li> <li>3. <u>Travel between Campuses – Concurrent Assignments</u> Faculty members who are required to provide service at the home college and an additional District site during the same day shall be paid for their travel between the home college and the additional site in accordance with Article 4.8.2 of the Faculty Contract.</li> </ol>	