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**AUTHOR** Kohl, Peggy L.; And Others  
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**ABSTRACT**

Designed to provide information about salaries of Illinois community college personnel for state and institutional purposes, this report provides data tables and analyses covering: (1) 1980-81 academic year contractual salaries paid to full-time teaching faculty; (2) total fiscal year (FY) 1980 faculty salaries; (3) part-time faculty salary rates; (4) 1980-81 academic year contractual salaries paid to non-teaching faculty; (5) mean salaries per average yearly course semester hour, weekly class, contact hour, academic month, and percent increase received by continuing faculty; (6) salaries based on a salary schedule for full-time teaching faculty with masters and doctoral degrees; (7) institutional policies related to faculty salaries and contracts; (8) numbers of instructional and non-instructional faculty members; (9) faculty organizations; (10) classified staff salaries; and (11) salaries paid to top administrators during 1980-81. The report reveals that the full-time faculty academic year contractual mean salary was \$20,521, representing an 8.2% increase over the previous year. Overall, the colleges paid 10.2% increases to continuing faculty, increases well behind the cost of living increases. Average administrative salaries ranged from \$28,659 for community education administrators to \$47,022 for district chief executives. Appendices include data tables on benefits, retirement policies, and part-time and overload rates and survey instruments. (KL)

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FALL 1980 SALARY FOR THE  
ILLINOIS COMMUNITY COLLEGES

Illinois Public Community College Board  
3085 Stevenson Drive  
Springfield, Illinois 62703  
Telephone: (217) 786-6000

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Illinois Community College Board  
 FALL 1980 SALARY SURVEY FOR THE  
 ILLINOIS PUBLIC COMMUNITY COLLEGES

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ILLINOIS PUBLIC COMMUNITY COLLEGES

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PREFACE

The Illinois Community College Board (ICCB) Salary Survey for the Illinois Public Community Colleges was designed to collect information about salaries of community college personnel for use by state agencies in justifying the budget request and by colleges in the salary determinations for the following year. This is the ninth consecutive year for this report on faculty and administrative salaries in the public community colleges of Illinois.

Every effort was made to obtain the most essential salary data and to ensure that each community college reported reliable data on a comparable basis with all other community colleges. Due to the great variety of salary policies within the community colleges of Illinois, some of the items requested could not be completed by all colleges. Estimates of comparable data had to be provided in some cases.

The faculty salaries shown in this report are generally academic year (usually nine months) salaries paid to full-time teachers. The administrative and classified salaries are for the fiscal year (twelve months). Hence, care must be used when attempting comparisons. The report also utilized a mean (average) salary, which is the arithmetic average of all full-time faculty salaries at each college, and a median salary, which is the middle salary (an equal number of salaries both lower and higher than this salary) at each college.

The ICCB staff appreciates the cooperation of the personnel in the community colleges in completing the salary survey promptly and accurately. Acknowledgement is also given to the ICCB Research Advisory Council members for their assistance in reviewing the survey instrument. We hope the information in this survey will serve the needs of each of you.

Peggy L. Kohl  
Research Associate

Penny Wallhaus  
Assistant Director for  
Research Services

Ivan J. Lach  
Associate Director for  
Planning, Research, and MIS Services

HIGHLIGHTS OF THE FALL 1980 SALARY SURVEY

1. The state average of the mean academic year (usually nine months) contractual salaries actually paid by the community colleges to full-time faculty was \$20,521 during 1980-81, an increase of \$1554 (8.2%) from the previous year. The state average percent salary increase that colleges reported for their continuing faculty members was 10.2%. Figure 1 on Page 3 shows the extent to which community college faculty salaries have fallen behind the cost of living over the past six years.
2. While the state average salary increased 8.2%, the state weighted average faculty salary, which considers the number of full-time faculty at each college, increased to \$21,942 for FY 1981, an increase of 7.8% from the \$20,346 weighted average reported in FY 1980.
3. The state average academic year (usually nine months) salary schedule salaries paid to full-time teaching faculty with a Masters Degree in the public community colleges are as follows (see Pages 14 and 15):
  - a. Masters Degree, no additional graduate course work, and no experience (beginning level base salary) . . . . . \$13,129
  - b. Masters Degree, maximum additional graduate course work, and five years experience . . . . . \$18,806
  - c. Masters Degree, maximum additional graduate course work, and maximum experience . . . . . \$26,113
4. The state average twelve-month fiscal year (W-2 type) teaching faculty salary for FY 1980 was \$21,760 in the community colleges of Illinois. This salary was \$2,793 higher than the average FY 1980 academic year (nine month) salary which was \$18,967 (see Pages 6 and 7). This also includes overloads, extra assignments, and summer teaching.
5. Part-time faculty salary rates ranged from \$192 to \$345 per course semester hour and averaged \$250 during the fall 1980 term. The average overload rate for full-time faculty per course semester hour was \$344 (see Pages 8 and 9).
6. An analysis of faculty salaries for three common measures of faculty output in the public community colleges of Illinois revealed the following state average salaries per unit (see Pages 12 and 13 for details):
  - a. Salary cost per annual course semester credit hour . . . . . \$ 687
  - b. Salary cost per annual course contact hour . . . . . \$ 644
  - c. Salary cost per month per full-time faculty . . . . . \$2,285

Fall 1980 Salary Survey

7. The number of part-time teaching faculty increased by 685 (6.7%) from 10,266 in the fall of 1979 to 10,951 in the fall of 1980, while the number of full-time teaching faculty increased by 45 (0.9%) from 4,935 in the fall of 1979 to 4,980 in the fall of 1980 (see Pages 21 and 23). . Full-time teaching faculty account for 31.3% of the teaching faculty while part-time teaching faculty account for 68.7% of the total.
8. The annual percent increase in state average salaries for administrative positions in the public community colleges of Illinois in 1980-81 ranged from +4.3% to +13.9% from a year earlier. The state average salaries for each of the following positions are shown below (see Pages 28, 29, and 30).

a. Chief executive officer of district . . . . .	\$47,022
b. Chief campus administrator . . . . .	\$40,325
c. Chief finance administrator . . . . .	\$33,699
d. Chief academic officer . . . . .	\$35,549
e. Chief student services administrator. . . . .	\$30,687
f. Chief community education administrator . . . . .	\$28,653

## INTRODUCTION

The Fall 1980 Salary Survey for the Illinois Public Community Colleges remained the same as the survey conducted during the fall term of 1979. The survey contains data on the number of full-time and part-time faculty, faculty salaries based on actual contracts, faculty salaries from salary schedules, part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, average faculty load information, and salaries of key administrators.

In this report every attempt was made to ensure that the data presented were reported on a comparable basis by each college. However, due to the great diversity among the community colleges in their administrative structures and their salary policies, it is very difficult to make comparisons on the basis of any salary figure by itself. Several different types of salaries are shown in the document, and an analysis of all of these is essential when making comparisons. For example, when comparing the faculty salaries of two colleges that do not have similar faculties in terms of experience or number of steps on the salary schedule (a new college compared to an established one), comparing the average salary of the present faculty would be inappropriate. However, the salary schedule salaries would more comparable in this case.

Table 1 on Page 2 shows a summary of selected faculty and administrative salaries in Illinois public community colleges for fall 1980. The range of salaries, the state average salary, and the percent change from fall 1979 are shown in this table. The academic year (nine months) contractual salaries are ones which the colleges contract with the faculty, while the salary schedule salaries are ones which are shown on the colleges' salary schedules. The state weighted average actual contractual base salaries increased by 7.8% from a year earlier.

The state average base salary schedule salaries for full-time teaching faculty with Masters Degrees increased by 7.4% to \$13,129, while the state average salary for a teacher with a Masters Degree, maximum hours, and five years experience increased by 7.8% to \$18,806.

The administrative salaries shown are for an entire year (twelve months) and represent the average of all the salaries reported by all the public community colleges in Illinois. The annual percent increase in the state average salaries of these positions ranged from +4.3% to +13.9%.

Part-time faculty salary rates increased by 4.2% from the fall of 1979. These salaries are paid on many different bases by the various community colleges. For example, some colleges pay a flat dollar amount per course, while other colleges pay a rate per hour or per class contact hour. In this survey, all of these various methods of payment were converted to an average rate per semester course credit hour to obtain comparable data for reporting purposes.

The fiscal year (W-2 type) state median teaching faculty salaries increased by 7.3% from a year ago. These salaries included the total salary paid to a faculty member for an entire year. This includes overloads for extra courses or for teaching a summer session as well as any additional payment for special assignments. This salary is similar to the salary reported on the Internal Revenue Service W-2 Form except that it is for a fiscal year instead of a calendar year. Since the faculty salary data is for a full twelve-month period, it is comparable to the administrative salary data.



SUMMARY OF FALL 1980 FACULTY AND ADMINISTRATIVE SALARY DATA  
IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	RANGE*	STATE AVERAGE**	% CHANGE FROM FALL 1979
<u>Teaching Faculty Salaries</u>			
Weighted Average Academic Year Salaries	\$ 8,775-\$33,337	\$21,942***	+7.8%
Average of District Mean Salaries	\$ 8,775-\$33,337	\$20,521	+8.2%
Lowest Salary on Salary Schedule for Teacher with Master's Degree	\$11,200-\$15,443	\$13,129	+7.4%
Salary on Salary Schedule for Teacher with Masters Degree, Maximum Hours, Plus 5 Yrs. Exp.	\$14,880-\$23,891	\$18,806	+7.8%
Previous Year (W-2 Type) 12 Months Average Total Faculty Salaries	\$14,800-\$32,152	\$21,760	+7.3%
Part-Time Faculty Salary Rates Per Course Semester Credit Hour	\$ 192-\$ 345	\$ 250	+4.2%
<u>Administrative Salaries (12 Months)</u>			
Executive Officer of District,	\$38,500-\$65,000	\$47,022	+10.7%
Campus Administrator	\$30,300-\$53,500	\$40,328	+13.9%
Finance Officer	\$20,565-\$45,760	\$33,699	+7.2%
Academic Officer	\$24,000-\$45,830	\$35,549	+9.4%
Bacc./Univ. Parallel Officer	\$24,000-\$39,500	\$30,956	+4.3%
Occ./Career Education Officer	\$21,400-\$42,000	\$30,810	+8.0%
Student Services Officer	\$20,416-\$42,220	\$30,687	+7.1%
Pub./Comm. Services Officer	\$19,500-\$44,114	\$28,659	+8.7%
Director of Data Processing	\$19,000-\$36,860	\$27,948	+11.2%
Director of Research & Planning	\$15,000-\$41,531	\$28,375	+8.4%

\* Range shows the lowest salary and the highest salary reported by any college for a given category.

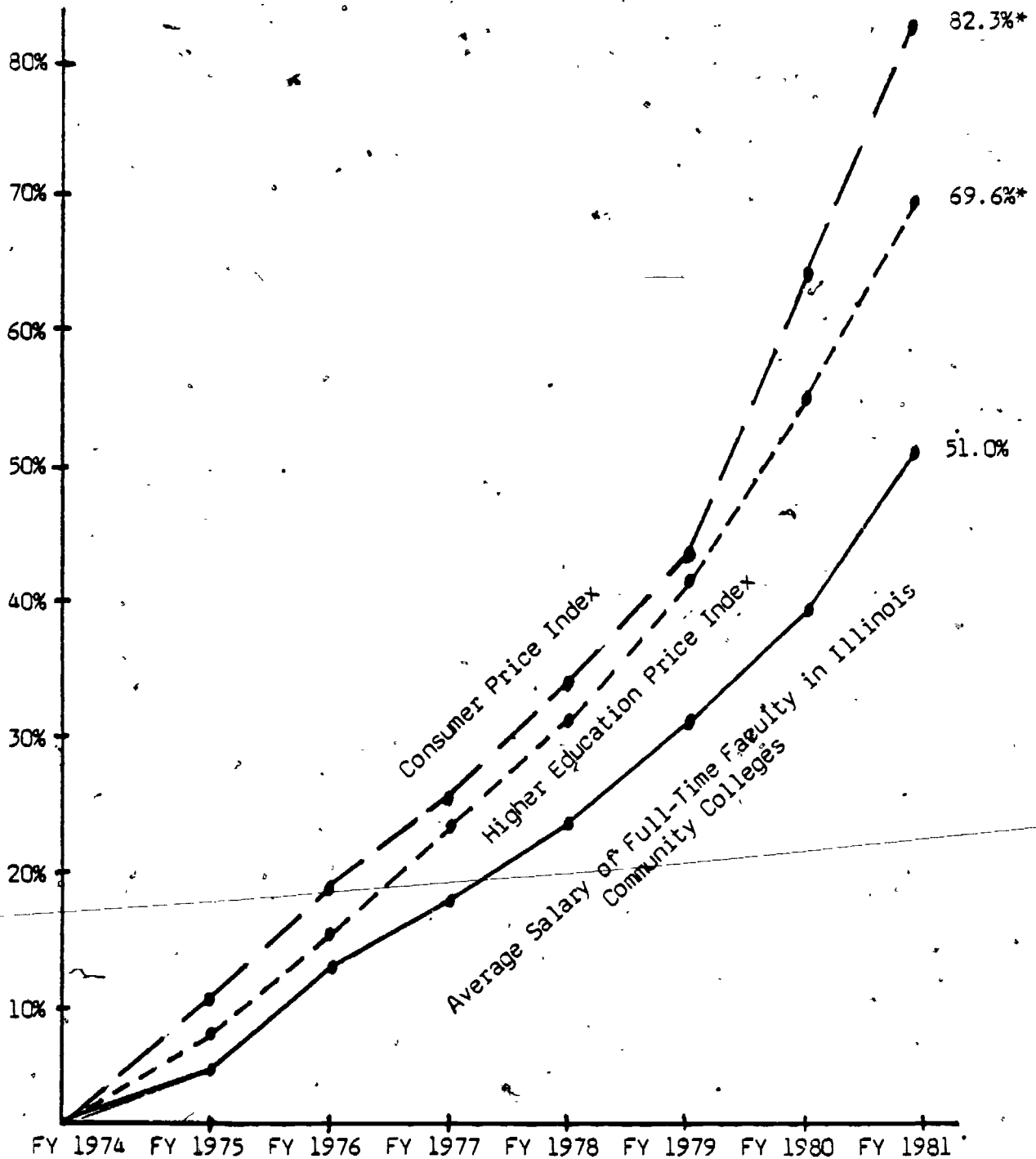
\*\* State average salaries reported are the arithmetic mean of the salaries reported in each category.

\*\*\* Weighted state average.

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Figure 1

COMPARISON OF INCREASE OF AVERAGE FULL-TIME FACULTY SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES WITH THE HIGHER EDUCATION PRICE INDEX AND THE CONSUMER PRICE INDEX SINCE FY 1974



\*Uses an 11% projected increase for the CPI and a 9% projected increase for the HEPI for FY 1981.

1980-81 ACADEMIC YEAR CONTRACTUAL SALARIES  
PAID TO FULL-TIME TEACHING FACULTY

Table 3 on Page 5 shows the lowest, mean, median, and highest academic year contractual salaries paid to full-time teaching faculty at each community college in Illinois. Academic year contractual base salaries were utilized in this table to obtain as much comparability as possible among the colleges.

The lowest salaries represent the lowest base salary actually paid to a full-time teaching faculty member at each of the community college districts and are different from salary schedule salaries which are reported in Tables 13 and 15 of this report. The low salaries ranged from \$8,775 to \$15,950 at the various colleges.

The high salaries represent the highest salary actually paid to a full-time teaching faculty for an academic year (nine months) at each of the colleges. The mean (average) salaries represent the arithmetic average of all full-time teaching faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The median salary is the most appropriate measure of central tendencies for salary data within a given college but is not very meaningful when reporting group data.

Table 2 below shows a summary of the ranges for the various categories.

Table 2

SUMMARY OF 1980-81 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO  
FULL-TIME TEACHING FACULTY AT PUBLIC COMMUNITY COLLEGES IN ILLINOIS

	DISTRICT RANGE	
	Low	High
Lowest Salaries	\$ 8,775	\$15,950
Mean Salaries	\$13,177	\$25,569
Median Salaries	\$12,375	\$26,864
Highest Salaries	\$17,625	\$33,337

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Table 3

SALARIES PAID TO FULL-TIME TEACHING FACULTY IN ILLINOIS  
PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR 1980-81

Dist. No.	District/Campus Name	Low	Mean	Median	High
522	Belleville	\$ *	\$ *	\$ *	\$ *
503	Black Hawk	(12,457)	(20,697)	(20,094)	(29,620)
	East	14,014	17,387	17,432	22,326
	Quad Cities	12,457	21,254	21,415	29,620
508	Chicago	(12,699)	(23,757)	(24,942)	(32,362)
	City-wide	13,070	21,772	21,232	32,362
	Daley	12,669	25,796	26,002	32,362
	Kennedy-King	13,900	23,643	23,352	32,362
	Loop	13,441	25,579	25,002	32,362
	Malcolm X	14,724	21,885	21,762	30,772
	Olive-Harvey	14,267	24,719	24,942	32,362
	Skills Center	13,600	15,768	15,950	20,068
	Truman	12,699	24,201	26,002	32,362
	Wright	13,441	26,876	27,592	32,362
507	Danville	11,070	20,511	21,872	25,513
502	DuPage	(14,823)	(25,617)	(26,864)	(32,677)
	Main	14,823	25,569	26,864	32,577
	Open	22,234	27,246	26,464	31,330
509	Elgin	15,000	22,203	20,354	32,077
512	Harper	13,899	23,091	24,453	33,337
519	Highland	12,192	20,312	20,822	24,758
514	Ill. Central	12,850	21,630	22,250	29,490
529	Ill. Eastern	(8,775)	(15,569)	(16,854)	(26,400)
	Frontier	10,125	13,106	12,000	16,931
	Lincoln Trail	9,113	13,412	13,600	18,200
	Olney	8,775	17,128	17,533	21,266
	Wabash Valley	9,900	17,481	18,440	26,400
513	Ill. Valley	13,062	22,776	20,526	25,991
525	Joliet	15,085	24,785	24,410	30,790
520	Kankakee	10,850	17,646	17,634	23,317
501	Kaskaskia	14,120	19,348	18,530	25,320
523	Kishwaukee	11,925	17,484	17,460	24,069
532	Lake County	14,079	23,602	24,297	29,526
517	Lake Land	11,900	18,386	19,572	23,900
536	Lewis & Clark	12,180	18,380	17,868	23,430
526	Lincoln Land	13,823	23,712	24,043	30,768
530	Logan	14,233	19,750	19,503	25,320
528	McHenry	13,050	20,817	20,326	27,418
524	Moraine Valley	12,973	19,655	20,304	26,667
527	Morton	14,564	22,433	23,344	27,423
535	Oakton	15,400	22,575	22,252	30,907
505	Parkland	12,918	20,319	20,546	27,031
515	Prairie State	10,545	22,716	19,575	28,605
521	Rend Lake	13,500	20,827	20,850	26,271
537	Richland	13,508	18,990	18,774	24,318
511	Rock Valley	12,362	20,668	21,183	26,355
518	Sandburg	11,467	18,099	18,575	23,285
506	Sauk Valley	12,443	19,309	19,750	26,541
531	Shawnee	11,360	17,250	17,200	23,500
533	Southeastern	11,950	17,719	17,150	22,400
534	Spoon River	12,750	20,146	20,312	25,125
501	SCC-E. St. Louis	12,916	15,986	17,717	22,060
510	Thornton	15,950	24,194	24,348	29,321
504	Triton	13,750	22,589	22,223	31,385
516	Waubensee	15,353	22,990	22,416	30,348
539	John Wood	10,500	13,177	12,375	17,625
TOTAL STATE		\$ 8,775	\$21,342**	\$20,596***	\$33,337
			\$20,521***		

\*Negotiations for 1980-81 are still in progress  
 \*\*State weighted mean  
 \*\*\*Average of Districts

## TOTAL FISCAL YEAR 1980 (W-2 TYPE) FACULTY SALARIES

Table 5 on Page 7 shows the median and mean salaries paid to teaching and non-teaching faculty in each community college in Illinois for the entire Fiscal Year 1980 and includes all overloads and compensation for extra assignments. The non-teaching faculty include counselors, curriculum specialists, and other professionals who are classified as faculty by the college. These salaries are W-2 type (similar to the Internal Revenue Service W-2 Form) salaries in that they include all salaries paid to the faculty during a given year. However, the data is obtained for a fiscal year starting July 1, 1979 and ending June 30, 1980 rather than for a calendar year as is the case with actual W-2 form salaries. The salaries shown on this page do represent total earnings of faculty and enable a comparison between academic year salaries and total salaries earned by faculty members.

The state average for total mean salaries paid to teaching faculty (\$21,760) for twelve months is \$2,793 more than the state average academic year (nine months) salaries paid to full-time teaching faculty in FY 1980. An analysis of total faculty salaries is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 4 below shows a summary of the W-2 type faculty salaries for Fiscal Year 1980.

Table 4

## SUMMARY OF TOTAL FISCAL YEAR 1980 FACULTY SALARIES (W-2 TYPE SALARIES) WHICH INCLUDE ALL OVERLOADS AND EXTRA ASSIGNMENTS

	District Range Low - High	State Average*
Teaching Faculty Median Salaries	\$14,800 - \$30,528	\$21,327
Teaching Faculty Mean Salaries	\$15,980 - \$29,900	\$21,760
Non-Teaching Faculty Median Salaries	\$16,500 - \$32,090	\$22,007
Non-Teaching Faculty Mean Salaries	\$17,083 - \$30,694	\$22,043

\*State averages are the arithmetic means of district data.

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Table 5

TOTAL FISCAL YEAR 1980 SALARIES OF  
FULL-TIME FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
(W-2 TYPE)

Dist. No.	District/Campus Name	Teaching Faculty Median	Teaching Faculty Mean	Non-Teaching Faculty Median	Non-Teaching Faculty Mean
5	Bellsville	\$ 29,813	\$ 29,042	\$ 30,379	\$ 29,472
503	Black Hawk	(22,126)	(21,980)	(18,055)	(21,993)
	East	DNA	DNA	DNA	DNA
	Quad Cities	22,126	21,980	18,055	21,993
508	Chicago	NA	NA	NA	NA
	City-Wide	NA	NA	NA	NA
	Daley	NA	NA	NA	NA
	Kennedy King	NA	NA	NA	NA
	Loop	NA	NA	NA	NA
	Malcolm X	NA	NA	NA	NA
	Olive-Harvey	NA	NA	NA	NA
	Skills Center	NA	NA	NA	NA
	Truman	NA	NA	NA	NA
	Wright	NA	NA	NA	NA
507	Danville	20,234	19,587	20,822	19,586
502	DuPage	(30,528)	(29,900)	(32,090)	(30,694)
	Main	30,616	29,879	32,090	29,833
	Open	32,152	32,275	33,325	33,263
509	Elgin	22,040	23,016	20,127	20,885
512	Harper	21,238	24,343	19,853	21,050
519	Highland	20,282	19,607	19,886	19,886
514	Ill. Central	22,900	22,585	DNA	DNA
529	Ill. Eastern	(17,625)	(20,603)	(DNA)	(DNA)
	Frontier	17,212	17,725	DNA	DNA
	Lincoln Trail	15,845	16,912	DNA	DNA
	Olney	24,130	19,611	DNA	DNA
	Wabash Valley	23,607	23,828	DNA	DNA
513	Ill. Valley	21,856	22,346	24,708	24,744
525	Joliet	27,318	27,795	24,100	25,425
520	Kankakee	17,762	19,136	DNA	DNA
501	Kaskaskia	18,576	22,331	20,023	21,159
523	Kishwaukee	17,674	18,653	17,485	18,403
532	Lake County	25,909	25,552	30,852	30,008
517	Lake Land	21,312	20,020	24,540	22,775
536	Lewis & Clark	17,255	16,686	DNA	DNA
526	Lincoln Land	23,848	23,861	24,099	23,206
530	Logan	21,398	22,237	19,055	19,809
528	McHenry	19,525	19,521	17,782	17,134
524	Moraine Valley	23,236	23,728	19,326	21,653
527	Morton	24,718	23,427	23,152	22,124
535	Oakton	23,950	23,983	21,620	21,945
505	Parkland	21,206	21,260	19,395	20,280
515	Prairie State	MO	MO	MO	MO
521	Rend Lake	18,575	16,444	DNA	DNA
537	Richland	19,175	19,588	22,429	22,047
514	Rock Valley	23,336	23,555	24,527	23,264
518	Sandburg	18,283	18,060	*	22,464
506	Sauk Valley	20,470	20,203	17,840	17,333
531	Shawnee	15,904	16,861	17,715	17,929
533	Southeastern	17,150	17,719	16,850	17,508
534	Spoon River	21,211	21,339	25,183	25,183
601	SCC-E. St. Louis	17,802	18,059	22,387	22,754
510	Thomton	24,513	25,701	21,323	23,310
504	Triton	22,632	27,226	27,910	25,997
516	Waubesaee	22,921	23,198	22,307	21,299
539	Wood	14,800	15,980	16,500	17,083
	AVERAGES	\$21,327**	\$21,760**	\$22,007**	\$22,043**

\*Could not determine median salary  
 \*\*Average of district medians and means  
 DNA = Does Not Apply  
 NA = Not Available  
 MO = Missing Data

PART-TIME FACULTY SALARY RATES

Table 7 on Page 9 shows the average part-time faculty salary rates per course semester credit hour and full-time overload rates by each community college. The first column shows the part-time faculty rate for the academic year. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to a full-time faculty for teaching courses above the full-time load. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column shows the amount received by full-time faculty members for teaching a class during the summer term. It is important to point out that the community colleges have many different bases for determining part-time faculty rates as well as overload rates. For example, some colleges pay a flat rate per course or a flat rate per term, while other colleges base their rates on contact hours or credit hours. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary. Hence, although Table 7 shows the rates per course semester credit hour, this is not the basis for many of the rates shown but is simply a method of reporting so that comparable data can be obtained for each college. It must be realized, however, that much of the data reported had to be averaged and estimated for each college.

Table 6 below shows a summary of the part-time faculty and full-time faculty overload salary rates in Illinois public community colleges during FY 1981.

Table 6

STATE SUMMARY OF PART-TIME FACULTY RATES PER COURSE SEMESTER CREDIT HOUR AND FULL-TIME OVERLOAD SALARY RATES IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FY 1981

	Lowest	Mean*	Highest
Part-time Faculty Rates	\$ 192	\$ 250	\$ 345
Overload Rates (Full-Time)	\$ 221	\$ 344	\$ 697
Summer Term Rates Full-Time)	\$ 221	\$ 388	\$ 681

\*Mean of all colleges that reported.

For a more detailed description of the part-time faculty salary rates, as well as the overload salary rates for each community college, see Appendix B of this report.



Table 7

AVERAGE PART-TIME FACULTY SALARY RATES AND OVERLOAD RATES FOR FULL-TIME FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District/Campus Name	Part-Time Faculty Rate Per Semester Per Credit Hour	Full-Time Faculty	
			Overload Rate For Academic Year	Rate for Summer Term
522	Belleville	\$ 230	\$ 690	\$ 625
303	Black Hawk	(248)	(265)	DNA
	East	48	265	DNA
	Quad Cities	48	265	DNA
308	Chicago	(233)	(DNA)	(DNA)
	City-wide	233	DNA	DNA
	Daisy	233	DNA	DNA
	Kennedy-King	233	DNA	DNA
	Loop	233	DNA	DNA
	Malcolm X	233	DNA	DNA
	Olive-Harvey	233	DNA	DNA
	Skills Center	DNA	DNA	DNA
	Truman	233	DNA	DNA
	Wright	233	DNA	DNA
507	Danville	240	240	240
502	DuPage	(264)	(269)	(640)
	Main	264	269	639
	Open	264	269	681
509	Elgin	255	697	DNA
512	Harper	300	320	500
519	Highland	210	252	325
514	Ill. Central	253	350	350
529	Ill. Eastern	(207)	(375)	(375)
	Frontier	207	375	375
	Lincoln Trail	207	375	375
	Olney	207	375	375
	Wabash Valley	207	375	375
513	Ill. Valley	300	300	400
525	Joliet	325	325	325
520	Kankakee	250	275	DNA
501	Kaskaskia	270	300	300
523	Kishwaukee	192	346	425
522	Lake County	300	330	661
517	Lake Land	240	240	240
536	Lewis & Clark	230	260	260
526	Lincoln Land	268	268	384
530	Logan	318	374	496
528	McHenry	243	243	486
524	Moraine Valley	265	460	460
527	Morton	225	225	225
535	Oakton	321	300	300
505	Parkland	345	345	372
515	Prairie State	235	235	235
521	Rend Lake	221	221	221
537	Richland	323	323	DNA
511	Rock Valley	219	343	531
518	Sandburg	240	248	405
506	Sauk Valley	225	225	350
531	Shawnee	200	521	DNA
533	Southeastern	250	250	250
534	Spoon River	250	672	672
601	SCC-E. St. Louis	305	332	DNA
510	Thornton	290	512	520
504	Triton	230	410	DNA
516	Waukonsee	239	458	458
539	Wood	240	240	240
	AVERAGES	\$250*	\$344*	\$388*

\*Averages of Reporting Colleges  
DNA = Does Not Apply



1980-81 ACADEMIC YEAR CONTRACTUAL SALARIES  
PAID TO NON-TEACHING FACULTY

Table 9 on Page 11 shows the lowest, mean, median, and highest academic year contractual salaries paid to full-time non-teaching faculty at each community college in Illinois. The non-teaching faculty include counselors, curriculum specialists, and other professionals employed by the colleges that are classified as faculty by the college.

The lowest salaries represent the lowest base salary actually paid to a full-time non-teaching faculty member at each of the community colleges and are different from salary schedule salaries which are reported in Tables 13 and 15 of this report. The high salaries represent the highest salary actually paid to a full-time non-teaching faculty member for an academic year (nine-months) at each of the colleges. The mean (average) salaries represent the arithmetic average of all full-time non-teaching faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The state average of the mean non-teaching faculty salaries at the 39 college districts was \$21,009. These average salaries paid to non-teaching faculty are slightly higher than the average salaries paid to teaching faculty. Actual salaries paid to teaching faculty are shown in Table 3 on Page 5.

Table 8 below shows a summary of the salaries paid non-teaching faculty in Illinois public community colleges.

Table 8

SUMMARY OF 1980-81 ACADEMIC YEAR CONTRACTUAL BASE SALARIES  
PAID TO NON-TEACHING FACULTY AT PUBLIC COMMUNITY COLLEGE IN ILLINOIS

	RANGE BY DISTRICT	
	Lowest	Highest
Lowest Salaries	\$10,080	\$20,312
Mean Salaries	\$13,650	\$25,437
Median Salaries	\$13,050	\$27,523
Highest Salaries	\$17,250	\$33,337

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Table 9

SALARIES PAID TO FULL-TIME NON-TEACHING FACULTY IN ILLINOIS  
PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR 1980-81

District No.	District/Campus Name	Low	Mean	Median	High
322	Belleville	\$ *	\$ *	\$ *	\$ *
303	Black Hawk	(16,393)	(21,981)	(21,674)	(27,683)
	East	DNA	DNA	DNA	DNA
	Quad Cities	16,893	21,381	21,674	27,683
308	Chicago	(12,539)	(23,920)	(24,920)	(32,362)
	City-wide	15,678	21,772	21,232	32,362
	Daley	16,639	25,001	25,797	32,362
	Kennedy-King	20,540	24,338	24,920	32,362
	Loop	17,350	24,717	24,802	30,040
	Malcolm X	13,063	24,519	24,677	30,242
	Olive-Harvey	22,822	25,575	26,532	30,242
	Skills Center	13,750	16,750	16,381	17,674
	Truman	15,578	24,574	26,257	30,772
	Wright	12,599	22,020	26,002	30,242
507	Danville	14,285	21,933	23,779	25,292
502	DuPage	(14,149)	(24,106)	(24,854)	(28,940)
	Main	14,149	24,134	23,854	28,940
	Owen	13,865	24,025	24,501	26,364
509	Elgin	15,000	22,540	21,434	32,799
512	Harper	15,862	21,792	23,615	33,337
519	Highland	18,302	20,613	20,613	22,424
514	Ill. Central	DNA	DNA	DNA	DNA
529	Ill. Eastern	(DNA)	(DNA)	(DNA)	(DNA)
	Frontier	DNA	DNA	DNA	DNA
	Lincoln Trail	DNA	DNA	DNA	DNA
	Olney	DNA	DNA	DNA	DNA
	Wabash Valley	DNA	DNA	DNA	DNA
513	Ill. Valley	15,443	23,359	20,391	25,339
525	Joliet	18,360	25,437	25,330	28,200
520	Kankakee	DNA	DNA	DNA	DNA
501	Kaskaskia	19,160	21,050	20,530	23,780
523	Kishwaukee	13,987	15,974	15,507	20,421
532	Lake County	15,195	24,744	27,523	29,376
517	Lake Land	12,537	18,668	20,115	22,594
536	Lewis & Clark	DNA	DNA	DNA	DNA
526	Lincoln Land	14,278	24,247	25,087	28,907
530	Logan	14,203	16,185	15,956	18,293
528	McHenry	15,246	18,460	18,635	20,832
524	Mcrairie valley	14,097	19,193	18,492	25,223
527	Morton	18,639	23,639	24,321	26,072
535	Oakton	17,500	20,432	20,100	23,230
505	Parkland	14,715	21,035	20,112	29,328
515	Prairie State	16,745	22,154	22,575	28,605
521	Rend Lake	DNA	DNA	DNA	DNA
537	Ridgeland	15,876	19,324	20,260	22,583
511	Rock Valley	16,620	22,035	23,921	26,355
518	Sandburg	13,059	18,443	19,716	22,628
506	Sauk Valley	14,921	17,529	16,332	20,974
531	Shawnee	10,080	15,485	15,000	20,400
533	Southeastern	16,050	17,508	16,850	20,550
534	Spoon River	20,312	21,587	21,687	23,063
601	SCC-E. St. Louis	15,431	18,288	18,002	21,717
510	Thornton	16,692	23,739	22,964	28,366
504	Triton	15,001	24,037	25,220	31,385
516	Waubonsee	17,192	24,237	24,907	30,093
539	Wood	10,500	13,650	13,050	17,250
TOTAL STATE		\$ 10,080	\$ 21,009**	\$ 21,130**	\$ 33,337

DNA = Does Not Apply

\*Negotiations for 1980-81 are still in progress.

\*\*Average of district medians and means.

AVERAGE SALARY PER COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT  
HOUR, ACADEMIC MONTH, AND PERCENT INCREASE  
RECEIVED BY CONTINUING FACULTY

Table 11 on Page 13 shows the average salaries for each community college by course semester credit hour, course contact hour, and academic month. These averages were obtained by dividing the mean salary paid to full-time teaching faculty by the annual course semester hours, twice the weekly class contact hours, and the length of an academic year in months respectively. This analysis shows the mean salaries paid by each of the community colleges for a comparable unit.

The state mean salary per course semester hour was \$687, but this salary ranged from \$487 to \$950 at the various community colleges. The state average salary per weekly class contact hour was \$644, while the state mean salary for full-time teaching faculty per academic month was \$2,285.

The percent salary increase for continuing faculty members was designed to show the percent salary increase without the distortion created by the hiring of new faculty members and retiring of faculty members with long tenure. The colleges were asked to report the percent salary increase for those faculty employed both last year and this year. The percent salary increases reported ranged from a low of +6.3% to a high of +15.8% and averaged +10.2%.

Table 10 below shows a summary of the analysis of mean salaries per course semester hour, weekly class contact hour, and academic month.

Table 10

SUMMARY OF 1980-81 MEAN SALARIES PAID FULL-TIME TEACHING FACULTY  
PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR,  
ACADEMIC MONTH, AND PERCENT SALARY INCREASE FOR CONTINUING FACULTY

	RANGE		STATE AVERAGE (Mean)*
	Low	High	
Average Salary Per Course Semester Credit Hour	\$ 487	to \$ 950	\$ 687
Average Salary Per Course Contact Hour	\$ 354	to \$ 950	\$ 644
Average Salary Per Academic Month	\$1,730	to \$2,846	\$2,285
Average Percent Salary Increase for Continuing Faculty	+6.3%	to +15.8%	+10.2%

\*State average was computed by finding the arithmetic mean of the salaries reported in each category.

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Table 11

MEAN SALARIES FOR FULL-TIME TEACHING FACULTY PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, AND ACADEMIC MONTH FOR 1980-81

Dist. No.	District Name	Mean Salary	Average Salary Per Course Semester Hour	Average Salary Per Course Contact Hour	Salary Per Academic Month	Percent of Salary Increase of Continuing Faculty
522	Belleville	\$ *	\$ *	\$ *	\$ *	* %
503	Black Hawk	20,597	590	575	2,300	9.4
508	Chicago	23,757	950	950	2,540	8.2
507	Danville	20,511	641	513	2,279	9.9
502	DuPage	25,612	854	854	2,846	9.0
509	Elgin	22,303	597	620	2,478	11.0
512	Harper	23,091	770	770	2,368	10.5
519	Highland	20,312	700	580	2,257	9.0
514	Ill. Central	21,630	698	576	2,403	11.2
529	Ill. Eastern	15,569	487	354	1,730	9.5
513	Ill. Valley	22,775	759	759	2,531	10.3
525	Joliet	24,785	800	729	2,754	8.5
520	Kankakee	17,646	551	519	1,961	9.9
501	Kaskaskia	19,348	645	537	2,150	10.3
523	Kishwaukee	17,484	583	514	1,943	11.0
532	Lake County	23,602	787	787	2,729	12.9
517	Lake Land	18,386	575	375	2,043	7.0
536	Lewis & Clark	18,380	613	541	2,042	8.2
526	Lincoln Land	23,712	741	741	2,710	10.0
530	Logan	19,750	658	658	2,026	10.8
528	McHenry	20,817	694	694	2,313	12.9
524	Moraine Valley	19,655	655	655	1,966	9.7
527	Morton	22,433	748	748	2,493	6.3
535	Oakton	22,575	756	709	2,519	10.9
505	Parkland	20,319	782	635	2,258	11.0
515	Prairie State	22,716	757	757	MO	7.0
521	Rend Lake	20,827	594	521	2,314	12.5
537	Richland	18,990	593	593	2,110	15.3
511	Rock Valley	20,668	713	639	2,296	9.2
518	Sandburg	18,099	566	566	2,011	12.6
506	Sauk Valley	19,309	603	603	2,145	13.1
531	Shawnee	17,250	539	479	1,917	10.9
533	Southeastern	17,719	591	591	1,969	10.2
534	Spoon River	20,146	572	560	2,238	8.3
601	SOC-E. St. Louis	15,986	333	444	1,776	5.9
510	Thornton	24,194	806	806	2,688	9.3
504	Triton	22,589	753	753	2,510	MO
516	Wauoosee	22,990	766	766	2,554	12.2
539	Wood	13,177	DNA	DNA	DNA	11.0
AVERAGES		\$20,521	\$687	\$644	\$2,295	10.2%

\*Negotiations For 1980-81 Are Still In Progress  
 DNA = Does Not Apply  
 MO = Missing Data

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME  
TEACHING FACULTY WITH MASTERS DEGREES

Table 13 on Page 15 shows the FY 1981 salaries of full-time teaching faculty with a Masters Degree at each community college in Illinois. The number of steps required on the schedule to achieve this salary is also shown. Since several colleges do not use the Masters Degree as a basis for determining position on a salary schedule, alternative but comparable ranges from their salary schedules based on faculty rank were utilized. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

The range of salaries for each category at the thirty-nine community college districts as well as the mean salary for each category are shown in Table 12 below.

Table 12

SUMMARY OF SALARY SCHEDULE SALARIES FOR FULL-TIME  
FACULTY MEMBERS WITH A MASTERS DEGREE IN PUBLIC  
COMMUNITY COLLEGES OF ILLINOIS FOR FY 1981

SALARY SCHEDULE CATEGORIES	DISTRICT RANGE		STATE AVERAGE*
	Low	High	
Masters Degree, Plus Zero Hours (No Experience)	\$11,200	\$15,443	\$13,129
Masters Degree, Plus Zero Hours (5 Years Experience)	\$13,800	\$18,865	\$15,748
Masters Degree, Maximum Hours (5 Years Experience)	\$14,880	\$23,891	\$18,806
Masters Degree, Maximum Hours (Highest Salary)	\$17,400	\$33,337	\$26,113

\* State average salaries are calculated by using the data for the 39 college districts.

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Table 13

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY  
WITH MASTERS DEGREES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR 1980-81

Dist. No.	District Name	Masters Degree & Zero Hours, No Experience	Masters Degrees & Zero Hours, 5 Years Experience	Masters Degree Maximum Hours, 5 Years Experience	Masters Degree, Maximum Hours, Highest Salary	Masters Degree, Maximum, Number of Steps
522	Belleville	\$ *	\$ *	\$ *	\$ *	*
503	Black Hawk	14,014	16,371	20,742	29,620	12
508	Chicago	12,699	14,724	16,639	23,352	27
507	Danville	12,680	15,516	17,250	25,282	15
502	DuPage	13,475	18,865	22,261	28,940	14
509	Elgin	DNA	DNA	DNA	DNA	DNA
512	Harper	13,650	16,427	23,891	33,337	17
519	Highland	12,619	15,307	18,802	24,758	16
514	Ill. Central	12,350	DNA	DNA	DNA	DNA
529	Ill. Eastern	DNA	DNA	DNA	DNA	DNA
513	Ill. Valley	15,443	16,748	17,618	25,339	15
525	Joliet	14,425	17,725	20,705	29,945	20
520	Kankakee	DNA	DNA	DNA	DNA	DNA
501	Kaskaskia	13,700	15,800	18,740	24,620	20
523	Kishwaukee	12,580	14,925	17,385	23,649	18
532	Lake County	14,029	16,402	20,109	29,376	15
517	Lake Land	DNA	DNA	DNA	DNA	DNA
536	Lewis & Clark	12,180	14,130	14,800	20,480	18
526	Lincoln Land	13,668	16,714	19,335	28,682	18
530	Logan	13,965	15,815	19,158	23,968	18
528	McHenry	11,200	13,800	15,800	17,400	8
524	Moraine Valley	12,973	15,783	23,057	32,443	18
527	Morton	14,564	17,110	18,819	25,872	17
535	Oakton	DNA	DNA	DNA	DNA	DNA
505	Parkland	12,100	14,600	16,600	27,500	DNA
515	Prairie State	12,870	15,280	18,315	27,540	19
521	Rend Lake	13,500	15,600	18,540	24,000	18
537	Richland	12,600	15,120	18,270	24,818	20
511	Rock Valley	12,362	15,404	17,229	25,138	18
518	Sandburg	12,367	15,365	17,117	23,727	20
506	Sauk Valley	12,263	14,478	21,725	27,912	DNA
531	Shawnee	DNA	DNA	DNA	DNA	DNA
533	Southeastern	12,700	14,450	16,900	22,100	18
534	Spoon River	12,062	14,812	17,562	24,438	15
601	SCC-E. St. Louis	11,430	14,288	16,574	22,289	15
510	Thornton	14,464	17,634	20,434	28,578	19
504	Triton	14,320	17,044	20,212	28,184	15
516	Waubensee	13,743	16,215	19,621	30,093	19
539	Wood	DNA	DNA	DNA	DNA	DNA
	AVERAGES	\$13,129	\$15,748	\$18,806	\$26,113	17

DNA = Does Not Apply

\*Negotiations for 1980-81 are still in progress.

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

Table 15 on Page 17 shows the lowest salary, highest salary, and number of steps in the doctorate degree column of the 1980-81 salary schedule at each public community college in Illinois. For colleges that use rank as the basis for their salary schedule, the professor designation was utilized. A few colleges do not require the doctorate degree for faculty to attain the highest salary, while others do not have a column which is equivalent to the doctorate level.

A summary of the range of salaries for full-time faculty with doctorate degrees in the community colleges of Illinois are shown in Table 14 below.

Table 14

SUMMARY OF SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

<u>SALARY SCHEDULE CATEGORIES</u>	<u>DISTRICT RANGE</u>	
	Low	High
Doctorate Degree Lowest Salary	\$13,200	\$20,416
Doctorate Degree Highest Salary	\$22,400	\$33,337



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Table 15

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1980-81

<u>Dist. No.</u>	<u>District Name</u>	<u>Doctorate Degree Lowest Salary</u>	<u>Doctorate Degree Highest Salary</u>	<u>Doctorate Degree Number of Steps On Salary Schedule</u>
522	Belleville	\$ *	\$ *	*
503	Black Hawk	20,416	29,620	12
508	Chicago	15,201	32,362	27
507	Oanville	15,087	26,148	15
502	DuPage	15,901	32,677	17
509	Elgin	DNA	DNA	DNA
512	Harper	20,269	33,337	18
519	Highland	16,821	25,453	16
514	Ill. Central	ONA	29,490	ONA
529	Ill. Eastern	ONA	DNA	DNA
513	Ill. Valley	18,270	25,991	15
525	Joliet	18,250	30,790	20
520	Kankakee	ONA	ONA	DNA
501	Kaskaskia	17,060	25,460	21
523	Kishwaukee	15,025	24,069	18
532	Lake County	17,866	29,526	14
517	Lake Land	ONA	ONA	DNA
536	Lewis & Clark	13,880	22,430	25
526	Lincoln Land	16,434	30,768	20
530	Logan	17,785	24,445	18
528	McHenry	ONA	ONA	ONA
524	Moraine Valley	14,889	32,443	DNA
527	Morton	16,002	26,823	17
535	Oakton	DNA	DNA	DNA
505	Parkland	13,200	27,500	ONA
515	Prairie State	15,570	28,605	19
521	Rend Lake	17,280	25,260	19
537	Richland	15,120	24,818	DNA
511	Rock Valley	15,404	26,355	19
518	Sandburg	14,465	24,073	20
506	Sauk Valley	ONA	27,912	ONA
531	Shawnee	DNA	DNA	DNA
533	Southeastern	15,500	22,400	18
534	Spoon River	15,500	25,125	15
601	SCC-E. St. Louis	14,288	22,860	15
510	Thornton	17,964	29,321	19
504	Triton	18,406	31,385	16
516	Waubensee	17,042	30,848	19
539	Wood	ONA	ONA	ONA
STATE TOTALS		\$13,200	\$33,337	18

\* Negotiations For 1980-81 Are Still In Progress  
 DNA = Does Not Apply



INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY  
CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 on Page 19 shows the institutional policies at each public community college in Illinois which are related to faculty salaries and faculty contracts. These policies often have a considerable impact on the salaries presented elsewhere in this report. For example, the average weekly class contact hour per full-time instructional faculty has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Of the thirty-nine community colleges in Illinois, eight have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-seven of the thirty-nine districts have faculty tenure. Twenty-three public community college districts in Illinois have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Hence, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week of their full-time assignments.

Table 16

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO  
FACULTY SALARIES AND CONTRACTS IN ILLINOIS PUBLIC  
COMMUNITY COLLEGES DURING FALL 1980

	RANGE	STATE AVERAGE
Average Yearly Credit Hours Required for Full-Time Teaching Faculty (Semester Hours)	25 to 32	30
Average Weekly Class Contact Hours Required for Full-Time Teaching Faculty	12.5 to 22	16
Average Weekly Office Hours	2 to 20	7
Average Weekly Academic Advisory Hours	0 to 10	5
Length of Full-Time Academic Years Faculty Contract in Months	8.65 to 10	9

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Table 17.

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FALL 1980

Dist. No.	District Name	Avg. Yearly Sem. Course Credit Hrs. Taught	Avg. Weekly Class Contact Hours Teaching	Average Weekly Office Hours	Avg. Weekly Academic Advising Hours	Faculty Rank	Is Rank A Basis For Salary Schedule	Length of Academic Year	Faculty Tenure	Length of Probation	Has Master Contract	Multiple Year Contract
522	Belleville	30	15	10	--	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
503	Black Hawk	(30)*	(18)*	--	--	(Yes)	(Yes)	(9 Mos.)	(Yes)	(3-4 Yrs.)	(No)	(No)
508	Chicago	(25)	(12.5)	(2)	(2)	(No)	(No)	(9 Mos.)	(Yes)	(3 Yrs.)	(Yes)	(Yes)
507	Danville	32	20	5.5	10	No	No	9 Mos.	Yes	3 Yrs.	No	No
502	DuPage	(30)	(15)	(5)	(5)	(No)	(No)	(9 Mos.)	(Yes)	(3 Yrs.)	(No)	(No)
509	Elgin	32	18	7	0	No	No	9 Mos.	Yes	3 Yrs.	No	No
512	Harper	30	15	10	N/A	Yes	Yes	9.75 Mos.	Yes	3 Yrs.	Yes	No
519	Highland	29	17.5	5	5	No	No	9 Mos.	Yes	--	Yes	Yes
514	Ill. Central	31	16	5	--	Yes	Yes	9 Mos.	Yes	3 Yrs.	Yes	No
529	Ill. Eastern	(32)	(22)	(7)	(4)	(No)	(No)	(9 Mos.)	(Yes)	(5 Yrs.)	(No)	(No)
513	Ill. Valley	30	15	5	5	No	No	9 Mos.	Yes	--	Yes	Yes
525	Joliet	31	17	5	--	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
520	Kankakee	32	17	10	4	No	No	9 Mos.	Yes	3 Yrs.	No	No
501	Kaskaskia	30	18	20	2	No	No	9 Mos.	Yes	--	No	No
523	Kishwaukee	30	17	5	5	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
532	Lake County	30	15	10	6	No	No	8.65 Mos.	Yes	3 Yrs.	Yes	Yes
517	Lake Land	32	16	8	6	No	No	9 Mos.	Yes	--	Yes	Yes
536	Lewis & Clark	30	17	10	--	Yes	Yes	9 Mos.	Yes	--	No	No
526	Lincoln Land	32	16	5	--	No	No	8.75 Mos.	Yes	--	No	No
530	Logan	30	15	10	1	No	No	9.75 Mos.	Yes	3 Yrs.	Yes	Yes
528	McHenry	30	15	5	--	No	No	9 Mos.	Yes	--	Yes	Yes
524	Moraine Valley	30	15	4	0	No	No	10 Mos.	Yes	3 Yrs.	Yes	Yes
527	Morton	30	15	5	0	No	No	9 Mos.	No	--	Yes	Yes
535	Oakton	30	16	5	5	Yes	No	9 Mos.	Yes	3 Yrs.	No	No
505	Parkland	26	16	5	--	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
515	Prairie State	30	15	4	4	No	--	9.5 Mos.	Yes	3 Yrs.	Yes	Yes
521	Rond Lake	30	15	5	--	No	No	9 Mos.	Yes	--	Yes	Yes
537	Richland	32	16	5	1	Yes	No	9 Mos.	Yes	2 Yrs.	No	No
511	Rock Valley	29	15	5	--	Yes	No	9 Mos.	Yes	3 Yrs.	No	No
518	Sandburg	32	16	5	2	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
506	Sauk Valley	32	16	5	0	Yes	Yes	9 Mos.	Yes	--	Yes	Yes
531	Shawnee	32	18	11	5	No	No	9 Mos.	Yes	--	No	No
533	Southeastern	30	15	10	5	No	No	9 Mos.	Yes	3 Yrs.	No	No
534	Spoon River	30	18	10	--	No	No	9 Mos.	Yes	5 Yrs.	Yes	Yes
601	SCC-E. St. Louis	30	18	10	10	No	No	9 Mos.	No	--	No	No
510	Thornton	30	15	5	--	No	No	9 Mos.	Yes	--	Yes	No
504	Triton	30	15	10	--	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
516	Waubesa	30	15	5	0	No	No	9 Mos.	Yes	3 Yrs.	Yes	Yes
539	Wood	DNA	DNA	DNA	DNA	No	No	DNA	Yes	--	No	No
AVERAGE OF REPORTING DISTRICTS		30	16	7	5			9 Mos.				

\*This is only an estimate. The District uses instructional objectives to determine faculty load.  
DNA = Does Not Apply

FY 1980 Salary Survey

Page 19

## NUMBER OF INSTRUCTIONAL (TEACHING) FACULTY

Table 19 on Page 21 shows the number of teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time and by sex. The total number of teaching faculty reported this year was 15,931, which is 730 more than the 15,201 reported a year ago, an increase of 4.8%. The number of part-time faculty increased by 6.7% from a year ago, while the number of full-time faculty increased by 0.9%.

A full-time equivalent (FTE) faculty is locally defined by each college but in each case represents an expected full-time teaching load at that institution. Usually, the definition is based on a combination of course credit hours taught and classroom contact hours. The institutional definitions are shown in Table 17 on Page 19. The total number of FTE faculty reported in the state during fall 1980 was 7,793.

Table 18 below shows a summary of the fall 1980 instructional (teaching) faculty.

Table 18

SUMMARY OF FALL 1980 INSTRUCTIONAL FACULTY  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Male	3,174	63.7%	6,367	58.1%	9,541	59.9%
Female	1,806	36.3%	4,584	41.9%	6,390	40.1%
Male and Female	4,980	100.0%	10,951	100.0%	15,931	100.0%
Percent of Total	31.3%		68.7%		100.0%	

Illinois Community College Board

Table 19

NUMBER OF INSTRUCTIONAL (TEACHING) FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1980

Dist. No.	District/Campus Name	Full-Time Male	Full-Time Female	Full-Time Total	Part-Time Male	Part-Time Female	Part-Time Total	Total PTE
522	Belleville	91	32	123	369	193	562	293
503	Black Hawk	(90)	(70)	(160)	(87)	(53)	(140)	(197)
	East	16	8	24	24	10	34	33
	Quad Cities	74	62	136	67	43	106	164
508	Chicago	(813)	(511)	(1,324)	(1,001)	(1,255)	(2,258)	(1,790)
	City-wide	37	18	55	24	84	108	84
	Daley	35	36	121	45	54	99	158
	Kennedy-King	151	103	254	32	60	92	290
	Loop	108	61	169	0	0	0	169
	Malcolm X	86	36	172	50	69	119	212
	Olive-Harvey	98	50	148	12	39	51	146
	Skills Center	28	51	79	735	820	1,555	479
	Truman	38	52	150	60	75	135	196
	Wright	132	44	176	45	54	99	215
507	Danville	43	29	72	37	31	68	113
502	DuPage	(144)	(51)	(195)	(390)	(243)	(633)	(456)
	Main	140	50	190	178	110	288	283
	Open	4	1	5	212	133	345	173
509	Elgin	49	35	84	156	81	237	137
512	Harper	109	63	172	276	134	410	293
519	Highland	34	10	44	36	23	59	61
514	Ill. Central	131	70	201	243	148	391	295
529	Ill. Eastern	(100)	(40)	(140)	(471)	(432)	(903)	(364)
	Frontier	1	4	5	253	210	463	119
	Lincoln Trail	24	14	38	91	82	173	81
	Olney	29	10	39	73	66	139	74
	Wabash Valley	46	12	58	54	74	128	90
513	Ill. Valley	61	24	85	63	32	95	114
525	Joliet	111	40	151	224	103	327	215
520	Kankakee	34	23	57	100	65	165	90
501	Kaskaskia	40	13	53	11	23	34	59
523	Kishwaukee	38	26	64	103	96	199	104
532	Lake County	98	57	155	224	87	311	242
517	Lake Land	58	33	91	117	52	169	144
536	Lewis & Clark	51	34	85	123	83	206	85
526	Lincoln Land	77	36	113	127	51	178	160
530	Logan	30	17	47	16	13	29	72
528	McHenry	37	11	48	64	15	79	70
524	Moraine Valley	98	68	156	146	94	240	262
527	Morton	38	25	63	66	17	83	104
535	Oakton	71	58	129	114	56	170	190
505	Parkland	89	66	155	159	123	282	230
515	Prairie State	57	37	94	136	139	275	170
521	Rend Lake	46	18	64	61	46	107	71
537	Richland	28	11	39	72	38	110	70
511	Rock Valley	89	32	121	96	11	107	144
518	Sandburg	26	23	49	32	16	48	67
506	Sauk Valley	33	22	55	50	45	95	81
531	Shawnee	14	10	24	91	90	171	87
533	Southeastern	45	15	60	84	42	126	70
534	Soon River	26	13	39	43	43	86	61
601	SCC-E. St. Louis	25	25	51	23	8	31	61
510	Thornton	66	53	119	104	27	131	177
504	Triton	144	64	208	690	480	1,170	442
516	Waubensee	42	28	70	136	75	211	139
539	Wood	8	12	20	24	31	55	33
	TOTALS	3,174	1,806	4,980	6,367	4,584	10,951	7,793

NUMBER OF NON-TEACHING FACULTY MEMBERS  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 on Page 23 shows the number of non-teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time and by sex. Non-teaching faculty include counselors, curriculum coordinators, learning resource specialists, and other professionals who are classified by the college as faculty (not administrators) but who do not teach in the classroom. Full-time non-teaching faculty are those who have a regular full-time contract. The total number of full-time and part-time non-teaching faculty members in the community colleges of Illinois during fall 1980 was 572, which is 55 less than the 627 non-teaching faculty reported during fall 1979.

A summary of the distribution of the fall 1980 non-teaching faculty in Illinois public community colleges is shown in Table 20 below.

Table 20

SUMMARY OF FALL 1980 NON-TEACHING FACULTY  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Male	250	54.8%	72	62.1%	322	56.3%
Female	206	45.2%	44	37.9%	250	43.7%
Male and Female	456	100.0%	116	100.0%	572	100.0%
Percent of Total	79.7%		20.3%		100.0%	

Illinois Community College Board

Table 21

NUMBER OF NON-TEACHING FACULTY MEMBERS IN ILLINOIS  
PUBLIC COMMUNITY COLLEGES DURING FALL TERM 1980

Dist. No.	District/Campus Name	Full-time Male	Full-Time Female	Full-Time Total	Part-Time Male	Part-Time Female	Part-Time Total
522	Isleville	6	6	12	0	0	0
503	Black Hawk	(3)	(4)	(7)	(0)	(0)	(0)
	East	3	4	7	0	0	0
	Quad Cities	0	0	0	0	0	0
508	Chicago	(57)	(40)	(97)	(19)	(8)	(27)
	City-Wide	1	1	2	0	0	0
	Daley	9	3	12	0	0	0
	Kennedy-King	5	8	13	0	0	0
	Loop	8	5	14	0	0	0
	Malcolm X	6	4	10	0	0	0
	Olive-Harvey	8	4	12	0	0	0
	Skill Center	2	5	7	19	8	27
	Truman	7	5	12	0	0	0
	Wright	11	4	15	0	0	0
507	Oanville	5	4	9	0	2	2
502	DuPage	(31)	(18)	(49)	(40)	(17)	(57)
	Main	23	12	35	7	6	13
	Open	8	6	14	33	11	44
509	Elgin	4	5	9	0	0	0
512	Harper	11	11	22	0	0	0
519	Highland	1	1	2	0	0	0
514	Ill. Central	0	0	0	0	0	0
529	Ill. Eastern	(0)	(0)	(0)	(0)	(0)	(0)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	0	0	0	0	0	0
	Olney	0	0	0	0	0	0
	Wabash Valley	0	0	0	0	0	0
513	Ill. Valley	3	2	5	0	0	0
525	Joliet	5	2	7	0	0	0
520	Kankakee	0	0	0	0	0	0
501	Kaskaskia	3	1	4	1	1	2
523	Kishwaukee	3	3	6	0	0	0
532	Lake County	9	6	15	0	0	0
517	Lake Land	8	4	12	0	0	0
536	Lewis & Clark	0	0	0	0	0	0
526	Lincoln Land	6	7	13	1	0	1
530	Logan	4	3	7	0	0	0
528	McHenry	4	7	11	0	1	1
524	Moraine Valley	8	18	26	0	0	0
527	Morton	2	2	4	0	0	0
535	Oakton	2	5	7	1	3	4
505	Parkland	8	5	13	0	1	1
515	Prairie State	2	5	7	0	0	0
521	Rend Lake	0	0	0	0	0	0
537	Richland	5	2	8	0	0	0
511	Rock Valley	5	4	10	0	1	1
518	Sandburg	3	2	5	0	0	0
506	Sauk Valley	4	2	6	0	0	0
531	Shawnee	6	3	9	1	0	1
533	Southeastern	8	6	14	0	2	2
534	Spoon River	2	0	2	1	0	1
601	SCC-E. St. Louis	2	2	4	0	0	0
510	Thornton	5	5	11	1	0	1
504	Triton	8	7	15	0	0	0
516	Waubensee	1	5	6	7	2	9
539	Wood	14	8	22	0	6	6
	TOTALS	250	206	456	72	44	116

FACULTY ORGANIZATIONS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 on Page 25 shows the faculty organizations that exist at each of the public community colleges of Illinois and the faculty organization or committee that is the recognized negotiating body for the faculty by the local board of trustees. The faculty organization recognized as the negotiating body for the faculty at most community colleges is the American Federation of Teachers (AFT). The boards of trustees of twelve community colleges do not recognize any faculty organization or committee as the official negotiating body for the faculty.

A summary of the involvement of each organization in the community colleges of Illinois is shown in Table 22 below. Two districts reported no faculty organization existed at their colleges.

Table 22

SUMMARY OF INVOLVEMENT OF FACULTY ORGANIZATION  
IN THE COMMUNITY COLLEGES OF ILLINOIS

Organization	Number of Community College Districts in Which Each Faculty Organization:	
	Exists at the College	Is Recognized Negotiating Body
American Association of University Professors (AAUP)	3	1
Illinois Education Association (IEA)	9	5
American Federation of Teachers (AFT)	18	12
Local Faculty Association	6	3
Faculty Senate	11	1
Special Faculty Committee	6	3
College Council	7	2
None	2	12
Other	5	1

## Illinois Community College Board

Table 23

FACULTY ORGANIZATIONS IN ILLINOIS PUBLIC  
COMMUNITY COLLEGES DURING 1980-81

Dist. No.	District Name	Exists At College	Recognized Negotiating Body
522	Belleville	1, 5	1
503	Black Hawk	3, 5, 7	7
508	Chicago	3	3
507	Danville	2, 5, 9	8
502	DuPage	1, 2, 3, 4, 5, 6	8
509	Elgin	3	8
512	Harper	3, 5	3
519	Highland	3	3
514	Ill. Central	3, 4	4
529	Ill. Eastern	7	8
513	Ill. Valley	3	3
525	Joliet	3	3
520	Kankakee	9	8
501	Kaskaskia	2	8
523	Kishwaukee	5	5
532	Lake County	3, 7	3
517	Lake Land	3, 9	9
536	Lewis & Clark	2	2
526	Lincoln Land	7, 9	8
530	Logan	2, 7	2
528	McHenry	2	2
524	Moraine Valley	3	3
527	Morton	3	3
535	Oakton	4, 6, 7	4, 6, 7
505	Parkland	4, 5, 6	6
515	Prairie State	3, 4	3
521	Rend Lake	3, 5	5
537	Richland	5	8
511	Rock Valley	5, 6	8
518	Sandburg	2, 9	2
506	Sauk Valley	2	2
531	Shawnee	8	8
533	Southeastern	6	8
534	Spoon River	2, 6, 7	6
601	SCC-E. St. Louis	1, 3, 5	3
510	Thornton	3	3
504	Triton	4	4
516	Waubonsee	3	3
539	Wood	8	8

- 1 = Local AAUP Affiliated Faculty Association  
 2 = Local IEA Affiliated Faculty Association  
 3 = Local AFT Affiliated Faculty Association  
 4 = Local "Non-Affiliated" Faculty Association  
 5 = Faculty Senate  
 6 = Special Faculty Committee  
 7 = College council which includes administrators and faculty  
 8 = None  
 9 = Other



## SUMMARY OF CLASSIFIED STAFF SALARIES

Table 24 on Page 27 summarizes Illinois community college classified staff earnings. The number of employees in Column 1 is the sum total of all employees for the respective position titles which were reported by Illinois community colleges. The average FY 1981 salary in Column 4 is the mean of all salaries reported.

Column 5 shows the percent change of the average FY 1981 salaries from the average FY 1980 average salaries. It is important to realize that the averages and percent changes are group data and although they reflect the impact of individuals, there is no clear understanding of what may have raised or lowered the percent changes of the average salaries. For example, an individual with 15 years experience and a relatively high salary may have retired, thus lowering the average salary; or several new employees at the lower end of the salary range may have been added, thus lowering the average.

Illinois Community College Board

Table 2A

SUMMARY OF ILLINOIS COMMUNITY COLLEGE  
CLASSIFIED STAFF SALARIES BY POSITION TITLE

Title	Number of Employees	Range Current FY 1981 Salary		Average FY 1981 Salary	% Change in Average Salary From FY 1980
		Low	High		
Accountant I	38	6,720	20,412	13,499	7%
Accountant II	22	8,363	29,700	17,361	16%
Accountant Clerk I	38	6,532	14,700	9,372	-12%
Accountant Clerk II	69	6,760	16,200	10,203	13%
Admissions/Records Clerk	69	5,952	16,740	9,596	-10%
Admissions/Records Supervisor or Technician	98	7,883	26,500	14,189	5%
Audio Visual Services Manager	27	5,952	24,465	14,721	13%
Bookstore Manager	29	6,720	27,794	15,477	14%
Clerk Typist	419	5,952	15,960	9,969	18%
Computer Operator I (Junior)	28	6,720	21,160	11,124	2%
Computer Operator II (Senior)	30	7,800	24,152	12,837	13%
Computer Programmer I (Junior)	17	6,720	22,080	12,256	3%
Computer Programmer II (Senior)	25	7,500	30,900	15,481	14%
Computer Systems Analyst	15	11,340	29,553	21,080	11%
Custodian	431	5,952	16,891	11,607	10%
Custodian Supervisor	48	8,276	27,794	15,414	9%
Keypunch Operator/ Data Entry Clerk	58	5,952	17,087	10,467	3%
Library Clerk	147	5,892	21,160	10,078	5%
Programmer/Analyst	20	11,180	26,934	17,514	2%
Purchasing Clerk	19	7,500	16,241	10,021	-11%
Purchasing Supervisor	37	9,754	34,604	18,854	5%
Receptionist/Switchboard Operator	64	5,952	15,216	9,074	4%
Secretary-General	435	6,444	15,216	9,842	9%
Secretary-Administrative	295	6,720	20,412	11,637	15%
Secretary-Executive	83	7,200	24,465	13,622	10%
Security Officer/Guard	101	5,952	21,160	12,318	3%
Security Supervisor	16	7,488	27,794	18,277	9%
Shipping/Recording Clerk	37	5,952	18,492	11,207	7%

SALARIES PAID TO TOP ADMINISTRATORS IN  
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1980-81

Table 26 on Page 29 and 30 shows the full twelve-month salaries paid to the top administrators in each of the public community colleges in Illinois during 1980-81. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the college district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college campus. Examples of chief campus administrators are the presidents at multi-campus institutions, executive vice-chancellors at multi-campus institutions, or executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, often a particular position does not exist. Care must be taken to analyze the entire administrative structure before making comparisons between similar positions at two different colleges. In addition to the title and salary, the administrative level of each position was obtained, which helps provide additional data about the position.

A summary of the salaries paid to top administrators in Illinois public community colleges during 1980-81 appears in Table 25 below.

Table 25

SUMMARY OF SALARIES PAID TO TOP ADMINISTRATORS IN  
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1980-81

ADMINISTRATIVE POSITION	RANGE	STATE AVERAGE
Chief Executive of the District	\$38,500 to \$65,000	\$47,022
Chief Campus Administrator	\$30,300 to \$53,500	\$40,328
Chief Finance Officer	\$20,565 to \$45,760	\$33,699
Chief Academic Officer	\$24,000 to \$45,830	\$35,549
Chief Bacc./Univ. Parallel Officer	\$24,000 to \$39,500	\$30,956
Chief Occ./Career Educ. Officer	\$21,400 to \$42,000	\$30,810
Chief Student Services Officer	\$20,416 to \$42,220	\$30,687
Chief Pub./Comm. Service Officer	\$19,500 to \$44,114	\$28,659
Director of Data Processing	\$19,000 to \$36,860	\$27,948
Director of Research & Planning	\$15,000 to \$41,531	\$28,375

Illinois Community College Board  
TABLE 26  
FISCAL YEAR (12 MONTHS) SALARIES PAID TO TOP ADMINISTRATORS IN  
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1980-81

FY-1980 Salary Survey

Page 29

Dist. No.	District/Campus Name	Executive Officer			Campus Administrator			Finance Officer			Academic Officer			Baccalaureate/Univ Parallel Officer		
		Salary	Years of Exp.	Level	Salary	Years of Exp.	Level	Salary	Years of Exp.	Level	Salary	Years of Exp.	Level	Salary	Years of Exp.	Level
522	Belleville	\$			\$			\$			\$			\$		
503	Black Hawk East	(48,000)	(3)	(1)	35,424	2	2	(42,500)	(10)	(2)	29,333	2	3			
	Quad Cities				42,279	3	2									
508	Chicago City-wide	(65,000)	(14)	(1)	(53,500)	(8)	(2)	(35,536)	(14)	(3)	(45,796)	(13)	(3)	55,217	3	5
	Daley				45,000	4	2	27,392	2	4	28,569	3	4			
	Kennedy-King Loop				39,330	1	2	26,696	7	4						
	Malcolm X				43,389	8	2	30,356	10.5	4	33,331	7	3			
	Olive-Harvey				45,000	0.5	2	29,870	15	4	32,774	7	3			
	Skills Center				40,125	3	2	30,559	6.5	4	28,290	3	3			
	Truman				40,607	5	2	27,762	5	3	31,811	6.5	3			
	Wright				40,821	7	2	23,139	2	4	34,031	0.5	3			
507	Danville	42,000	3	1	41,944	4	2	30,501	7	4	38,017	7	3			
502	DuPage Main	(51,900)	(2)	(1)	43,389	11	2	20,565	3	3	31,500	1	3			
	Open							32,000	1	2	32,458	2	2			
509	Elgin	44,000	5	1	45,748	5	2	43,205	2	2	38,490	2	3			
512	Harper	65,000	2	1	43,205	2	2				37,622	1	3			
519	Highland	43,000		1				35,000	0	2	36,673	3	2			
514	Ill. Central	49,500	5	1				45,000	2	2	45,830	3	2			
529	Ill. Eastern Frontiers	(51,000)	(13)	(1)				27,200	8	2	29,800	3.5	2			
	Lincoln Trail							38,010	1	2	40,230	0.5	2	32,700		2
	Olney				30,300	11	2	(27,000)	(5)	(2)	(33,000)	(13)	(2)			
	Wabash Valley				Vacant						24,000	2	3			
513	Ill. Valley	49,900	6	1	33,000	3	2				24,900	4	3			
525	Joliet	48,555	1	1							27,000	1	3	24,000	1	3
520	Kankakee	49,950	4	1				40,600	7	2	37,200	3	2			
501	Kaskaskia	40,500	5	1				37,771	4	2	37,951	3	2	34,447	3	3
523	Kishwaukee	39,600	2	1				37,786	4	2	35,922	4	2			
532	Lake County	50,000	2	1				31,220	19	2	32,500	1	2			
517	Lake Land	45,400	8	1				26,500	12	2				31,200	8	2
536	Lewis & Clark	45,500	6	1	32,200**	4	2	44,500	12	2	44,500	4	2			
526	Lincoln Land	50,000	13	1				34,980	3	2	30,084	1	2	30,900	6	2
530	Logan	39,500	6	1				40,000	15	2	40,000	12	2	31,517	10	2
528	Mt. Henry	38,500	1	1				31,511	6	2	33,027	4	2	27,416	6	3
524	Moraine Valley	47,000	6	1				30,000	1	2	36,500	1	2			
527	Morton	47,005	9	1				32,617	6	2	38,573	7	2			
535	Oakton	50,000	11	1				38,100	7	2	38,550	5	2	24,300	6	3
505	Parkland	49,500	15	1				41,340	9	2	39,190	1.5	2			
515	Prairie State	54,000	5	1				38,500	5.5	2	41,160	13	2			
521	Rend Lake	41,500	2	1	38,000**	1	2	40,500	5	2	40,000	0.25	2	30,100	4	3
537	Richland	Vacant		1				31,380	8	2	31,380	2	2			
511	Rock Valley	48,060	12	1				32,000	3	2	32,000	2	2			
518	Sandburg	40,177	3	1				32,813	7	3	35,861	10	2	30,063	4	3
506	Sauk Valley	45,000		1				31,000	2	2	36,118	3	2			
531	Shawnee	44,000	13	1				35,000	15	2				28,000	2	2
533	Southeastern	41,000	8	1				23,500	.75	2	30,300	11	2			
534	Spoon River	44,520	4	1				29,800	11	2				29,063	1	2
601	St. Louis	43,707	4	1				36,394	12	2	36,394	3	2	28,000	1	3
510	Thornton	45,400	7	1				28,699	3	2	32,319	2	2			
504	Triton	49,500	6	1				40,127	7	2	41,610	13	2			
516	Waubesaee	51,000	11	1				45,760	7	2	42,432	4	2	39,500	9	3
539	Wood	41,500	5	1				40,455	5	2	43,861	11	2	38,877	14	3
	AVERAGES	\$47,022	6.3		\$40,328	4.6		\$33,699	6.5		\$35,549	4.6		\$30,956	5.2	

\*Negotiations For 1980-81 Are Still In Progress

\*\*Vice-Presidents



Illinois Community College Board  
TABLE 26 (Continued)  
FISCAL YEAR (12 MONTHS) SALARIES PAID TO TOP ADMINISTRATORS IN  
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1980-81

Dist. No.	District/Campus Name	Occupational/Career Education Officer			Student Services Off.			Public/Community Service Officer			Director of Data Processing			Director of Research and Planning		
		Salary	Years of Exp.	Level	Salary	Years of Exp.	Level	Salary	Years of Exp.	Level	Salary	Years of Exp.	Level	Salary	Years of Exp.	Level
522	Belleville															
503	Black Hawk															
	East															
	Grand Cities	34,362	2	3	32,203	2	3	24,263	2	3				(20,805)	(2)	(3)
508	Chicago				(33,812)	(7)	(3)	36,793	12	3				(40,393)	(14)	(1)
	City-Wide				27,222	1	4									
	Daley				28,960	8	4							27,100	6	3
	Kennedy-King	25,128	1	3	29,318	4	4									
	Loop	27,952	1	4	32,464	10	3									
	Malcolm X	21,400	4	4	22,100	0.5	4									
	Olive-Harvey				26,590	1	4									
	Skills Center				21,184	1	4				30,709	2	3	19,800	0.5	2
	Treman	35,674	7	4	25,132	0.5	3									
	Wright				20,416	6	4									
507	Darville				32,346	15	2	24,678	3	2				32,000	12	3
502	DuPage															
	Main	37,622	5	4	34,108	2	3	44,114	5	2	36,795	2	3	37,622	13	3
	Open															
509	Elgin				38,470	13	2	34,027	6	2	30,525	4	3	32,189	3	2
512	Harper	35,000	1	3	39,000	1	3	29,254	3	3	33,000	1 wk	3	33,063	11	2
519	Highland				27,900	1	2	26,500	1	2	21,700	2	3			
514	Ill. Central	38,895	1	3	36,540	6	2	35,780	1	3	27,180	3	3	33,030	1.5	2
529	Ill. Eastern													(27,000)	(13)	(2)
	Frontier				24,000	4	3									
	Lincoln Trail				26,050	9	3	23,000	4	3						
	Olney				26,500	10	3	25,000	2	3						
	Wabash Valley	25,493	1	3	26,500	11	3	24,000	1	3						
513	Ill. Valley	28,500	3	3	32,750	4	2				33,400	2	2			
525	Joliet	38,381	7	3							34,636	11	4	40,257	5	2
520	Kankakee	25,587	3	3	27,065	4	2	24,500	1	3	25,560	8	3	28,922	4	2
501	Kaskaskia	28,955	3	2	30,078	14	2	27,408	3	3	26,269	4	3	24,530	5	3
523	Kishwaukee	28,600	4	2	25,000	?	2	23,000	1	2	28,050	2	2			
532	Lake County	26,800	2	4	39,700	8	3	21,000	4	4	32,600	6	4	33,200		3
517	Lake Land	30,400	8	2	28,300	1	2	28,000	3	2	26,800	13	3			
536	Lewis & Clark	34,200	1	3	30,360	5	2	20,040	0	3	26,100	9	3	30,600	5	?
526	Lincoln Land	35,217	11	3	37,500	7	2	30,000	4	4	26,312	9	4			
530	Lugan	29,019	11	3	26,584	4	3	28,961	6	3						
528	McHenry				30,818	7	3	32,320	9	3	25,438	2	3	25,585	1	3
524	Moraine Valley				34,965	6	2				27,170	2	2	25,197	2	2
527	Morton	21,500	4	3	33,700	5	2	24,300	3	3	25,100	1	3			
535	Oakton	34,280	10	3	42,220	11	2	43,462	6	2	36,860	11	3			
505	Parkland	34,429	13	3	38,060	9	2	28,000	1	3	22,187	7	3	29,066	9	3
515	Prairie State	34,100	13	3	38,000	4	2	25,800	2	2	25,300	9	3	20,000	1	3
521	Rend Lake	27,000	1	3	25,500	2	2	25,880	2	2						
537	Richland				32,000	8	2	30,000	8	2				29,250	6	3
511	Rock Valley	33,085	6	3	27,384	4	3	29,551	3	3	26,849	6	4	Varant		
518	Sankburg	27,234	1.5	3	28,040	1	2	27,678	6.5	3	24,371	4.5	4			
506	Sauk Valley	26,000	3	2	29,700	9	2	21,840	7	3	25,500	10	3			
531	Shawnee	29,800	0.75	2	29,800	8	2	29,800	3	2						
533	Southeastern	29,800	12	2	29,800	6	2	20,800	4	3						
534	Spoon River	28,000	2	3	29,556	2	2	26,000	3	3	24,390	2	3	18,034	3	3
601	SCC-E. St. Louis				29,569	4	2	30,023	7	3	24,584	4	3			
510	Thornton	34,165	3	3	36,135	8	3	33,228	3	3	30,000	4	4	26,324	2	4
504	Trilon	42,000	11	3	39,000	3	3	35,425	2	3	22,000	2	3	23,500	2	4
516	Wabawisee	38,877	14	3				41,029	11	3	30,061	2	4	41,531	14	2
539	Wood	25,100	5	2	30,600	5	2	19,500	3.5	3	1,000	1	3	15,000	1	3
	<b>AVERAGES</b>	<b>\$30,810</b>	<b>5.2</b>		<b>\$30,687</b>	<b>6.1</b>		<b>\$28,659</b>	<b>4.1</b>		<b>\$27,948</b>	<b>5.1</b>		<b>\$28,375</b>	<b>5.7</b>	

\* Negotiations For 1980-81 Are Still In Progress.

FY 1980 SALARY SURVEY

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APPENDIX A

SICK LEAVE, DISABILITY COVERAGE, AND RETIREMENT POLICIES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES 1980-81

Illinois Community College Board  
Table 1A  
SICK LEAVE POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES 1980-81

District No.	District/Campus Name	# of Sick Days After 10 Yrs.	# of Sick Days After 20 Yrs.	# of Sick Days After 40 Yrs.	How Is Sick Leave Measured (Calendar Or Work Days)	Do Faculty Members Receive Pay for Unused Portion of Sick Leave	If Yes, Indicate % of Unused Sick Leave After 10 Yrs.	If Yes, Indicate % of Unused Sick Leave After 20 Yrs.	If Yes, Indicate % of Unused Sick Leave After 40 Yrs.
522	Belleville	160	320	640	Work Days	Yes			
503	Black Hawk	(120)	(240)	(480)	(Work Days)	(No)			
	East Quad Cities	120	240	480	Work Days	No			
	Chicago	120	240	480	Work Days	No			
508	Chicago	(100)	(200)	(400)	(Work Days)	(Yes)	(45%)	(45%)	(45%)
	City-Wide	100	200	400	Work Days	Yes	45%	45%	45%
	Daley	100	200	400	Work Days	Yes	45%	45%	45%
	Kennedy King	100	200	400	Work Days	Yes	45%	45%	45%
	Loop	100	200	400	Work Days	Yes	45%	45%	45%
	Malcolm X	100	200	400	Work Days	Yes	45%	45%	45%
	Olive-Harvey	100	200	400	Work Days	Yes	45%	45%	45%
	Skills Center	100	200	400	Work Days	Yes	45%	45%	45%
	Tuman	100	200	400	Work Days	Yes	45%	45%	45%
	Wright	100	200	400	Work Days	Yes	45%	45%	45%
507	Danville	100	130	130	Work Days	No			
502	DuPage	(200)	(240)	(240)	(Work Days)	(No)			
	Main	200	240	240	Work Days	No			
	Open	200	240	240	Work Days	No			
509	Elgin	100	200	400	Calendar Days	No			
512	Harper	110	180	180	Work Days	No			
519	Highland	100	200	400	Work Days	No			
514	Ill. Central	210	210	210	Work Days	No			
529	Ill. Eastern	(125)	(180)	(180)	(Work Days)	(No)			
	Frontier	125	180	180	Work Days	No			
	Lincoln Trail	125	180	180	Work Days	No			
	Olney	125	180	180	Work Days	No			
	Wabash Valley	125	180	180	Work Days	No			
513	Ill. Valley	105	205	405	Work Days	No			
525	Joliet	150	195	195	Work Days	No			
520	Kankakee	150	150	150	Work Days	No			
501	Kaskaskia	100	200	400	Work Days	No			
523	Kishwaukee	150	180	180	Work Days	No			
532	Lake County	150	170	170	Work Days	No			
517	Lake Land	120	180	180	Work Days	No			
536	Lewis & Clark	120	120	120	Work Days	No			
526	Lincoln Land	105	105	105	Work Days	No			
530	Logan	100	110	110	Work Days	No			
528	McHenry	94	124	124	Calendar Days	No			
524	Metaline Valley	100	180	180	Work Days	No			
527	Morton	150	180	180	Work Days	No			
535	Oakton	150	210	210	Work Days	No			
505	Parkland	100	200	400	Work Days	No			
515	Prairie State	124	180	180	Work Days	No			
521	Rend Lake	170	170	180	Work Days	No			
537	Richland	200	200	300	Work Days	No			
511	Rock Valley	150	300	600	Work Days	No			
518	Sandburg	147	147	147	Work Days	No			
506	Sauk Valley	100	260	400	Work Days	No			
531	Shawnee	120	240	400	Work Days	No			
533	Southeastern	150	300	600	Work Days	Yes			
534	Spoken River	135	135	135	Work Days	No			
601	SCC-E. St. Louis	120	240	480	Work Days	No			
510	Thornton	124	204	204	Work Days	No			
504	Triton	200	220	220	Work Days	Yes	12%	12%	12%
516	Waubesaee	170	340	680	Work Days	Yes	25%	25%	25%
539	Wood	130	250	490	Work Days	No			

\*Maximum of 60 Days Regardless of Years.

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Illinois Community College Board

Table 2A

DISABILITY COVERAGE AND RETIREMENT POLICIES AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES 1980-81

Dist. No.	District/Campus Name	Does College Provide Disability Insurance Coverage?	Does Faculty Member Receive Separate Retirement, Vacation Pay Other Than Salary?	If Yes, How is Payment Made?
522	Belleville	Yes	Yes	Lump Sum
503	Black Hawk	(Yes)	(No)	
	East	Yes	No	
	Quad Cities	Yes	No	
508	Chicago	(No)	(No)	
	City-Wide	No	No	
	Daley	No	No	
	Kennedy-King	No	No	
	Loop	No	No	
	Malcolm X	No	No	
	Olive-Harvey	No	No	
	Skills Center	No	No	
	Truman	No	No	
	Wright	No	No	
507	Denville	Yes	No	
502	DuPage	(Yes)	(Yes)	(Spread Over 3 Yrs.)
	Main	Yes	Yes	(Spread Over 3 Yrs.)
	Open	Yes	Yes	(Spread Over 3 yrs.)
509	Elgin	Yes	No	
512	Harper	Yes	No	
519	Highland	Yes	No	
514	Ill. Central	Yes	No	
529	Ill. Eastern	(No)	(No)	
	Frontier	No	No	
	Lincoln Trail	No	No	
	Olney	No	No	
	Wabash Valley	No	No	
513	Illinois Valley	No	No	
525	Joliet	No	Yes	Lump Sum
520	Kankakee	Yes	No	
501	Kaskaskia	No	No	
523	Kishwaukee	No	No	
532	Lake County	Yes	No	
517	Lake Land	No	No	
536	Lewis & Clark	Yes	No	
526	Lincoln Land	No	No	
530	Logan	No	No	
528	McHenry	No	No	
524	Moraine Valley	Yes	No	
527	Morton	No	No	
535	Oakton	Yes	No	
505	Parkland	Yes	No	
515	Prairie State	Yes	No	
521	Rend Lake	No	No	
537	Richland	Yes	No	
511	Rock Valley	No	No	
518	Sandburg	No	No	
506	Sauk Valley	No	No	
531	Shawnee	No	No	
533	Southeastern	No	No	
534	Soon River	No	No	
601	SCC-E. St. Louis	No	No	
510	Thornton	No	No	
504	Triton	No	No	
516	Waubensee	Yes	Yes	Lump Sum
539	Wood	Yes	No	



APPENDIX B

PART-TIME FACULTY AND FULL-TIME OVERLOAD RATES REPORTED BY COLLEGES

Illinois Community College Board

Table 18

PART-TIME FACULTY SALARY RATES USED BY ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District/Campus Name	Salary Rates
522	Belleville	Less than Masters-\$11.50 Per Hour; M+0-29-\$13.50 Per Hour; M+30-\$14.50 Per Hour; Doctorate-\$15.50
503	Black Hawk	\$230 Instructor; \$245 Assistant Professor; \$245 Associate Professor; \$265 Professor
	East	\$230 Instructor; \$245 Assistant Professor; \$245 Associate Professor; \$265 Professor
	Quad Cities	\$230 Instructor; \$245 Assistant Professor; \$245 Associate Professor; \$265 Professor
508	Chicago	\$700-\$1,000 Per 3 Hour Course
	City-wide	\$700-\$1,000 Per 3 Hour Course
	Daley	\$700-\$1,000 Per 3 Hour Course
	Kennedy-King	\$700-\$1,000 Per 3 Hour Course
	Loop	\$700-\$1,000 Per 3 Hour Course
	Malcolm X	\$700-\$1,000 Per 3 Hour Course
	Olive-Harvey	\$700-\$1,000 Per 3 Hour Course
	Skills Center	\$9-\$10 Per Hour
	Truman	\$700-\$1,000 Per 3 Hour Course
	Wright	\$700-\$1,000 Per 3 Hour Course
507	Danville	\$240 Per Credit Hr.; \$720 Per Course for 3 Credit Hour Course
502	DePage	\$15.10/Hr. First 3 Qrs. of Teaching; \$15.70/Hr. 4th, 5th, and 6th Qr. of Teaching; \$16.30/Hr. After 6 Qrs. of Teaching
	Main	\$15.10/Hr. First 3 Qrs. of Teaching; \$15.70/Hr. 4th, 5th, and 6th Qr. of Teaching; \$16.30/Hr. After 6 Qrs. of Teaching
	Open	\$15.10/Hr. First 3 Qrs. of Teaching; \$15.70/Hr. 4th, 5th, and 6th Qr. of Teaching; \$16.30/Hr. After 6 Qrs. of Teaching
509	Egin	\$15.94 Per Contact Hour
512	Harper	\$270-\$375 Per Contact Hour
519	Highland	BA-\$16.514 Per Contact Hr.; MA-\$185 Per Contact Hr.; MA+24 \$205 Per Contact Hr.; MA+48 \$225 Per Contact Hr.
514	Ill. Central	\$225 to \$325 Per Equated Credit Hour
529	Ill. Eastern	Lecture-\$142.50 Per Quarter Hour; P.E.-\$125 Per Contact Hour; Lab-\$106 Per Contact Hour
	Frontier	Lecture-\$142.50 Per Quarter Hour; P.E.-\$125 Per Contact Hour; Lab-\$106 Per Contact Hour
	Lincoln Trail	Lecture-\$142.50 Per Quarter Hour; P.E.-\$125 Per Contact Hour; Lab-\$106 Per Contact Hour
	Olney	Lecture-\$142.50 Per Quarter Hour; P.E.-\$125 Per Contact Hour; Lab-\$106 Per Contact Hour
	Wabash Valley	Lecture-\$142.50 Per Quarter Hour; P.E.-\$125 Per Contact Hour; Lab-\$106 Per Contact Hour
513	Ill. Valley	\$300 Per Equated Semester Hour
525	Joliet	\$230 Per Semester Hour
520	Kankakee	\$250 Per Equated Contact Hour
501	Kaskaskia	\$15.00-\$21.50 Per Lecture and Education Contact Hour; \$9.75-\$16.13 Per Lab Contact Hour
523	Kishwaukee	\$10-\$15 Per Contact Hour
532	Lake County	\$300 Per Credit Hr.; \$330 Per Credit Hr. After 4 Sem.; \$12 Per Contact Hr.; \$14 Per Contact Hr. After 6 Sem. of Service
517	Lake Land	\$150 Per Qr. Hr. 0-5 Qrs. Taught; \$160 Per Qr. Hr. 6-10 Per Qrs. Taught; \$170 Per Qr. Hr. 11 or More Qrs. Taught
536	Lewis & Clark	\$200-\$260 Per Credit Hour
526	Lincoln Land	\$13 Per Contact Hour For General Studies; \$16.75 Per Contact Hour For All Others
530	Loyan	Rate Per Hour Varies Depending On Date of Hire. Fall 1980 Ranged From \$275 to \$559
528	McHenry	\$12 Per Contact Hour Lecture, 0-4 Semesters; 5 or More Semesters Experience \$12.25; Lab \$10 and \$10.25 Respectively
524	Moraine Valley	\$225-\$350 Per Equated Credit Hour
527	Morton	\$15 Per Equated Contact Hour
535	Oakton	\$300 Per Credit Hour for 1st & 2nd Semesters; \$325 for 3rd & 4th Semesters; \$350 For Those Over 5 Semesters
515	Parkland	\$345 Per Contact Hour; \$1,035 Per Three Credit Course
515	Prairie State	\$230-\$240 Per Equalized Credit Hours
521	Rend Lake	\$221 Per Contact Hour
537	Richland	Instructor \$275; Assistant \$305; Associate \$340; Professor \$370
511	Rock Valley	\$192-\$292 Per Contact Hour (LA/VT Only)
518	Sandburg	\$145, \$160, \$175 Per Equated Quarter Hour Depending Upon Term of Service
506	Sauk Valley	Professor \$250 Per Credit Hr.; Assoc. and Asst. Professor \$225 Per Credit Hr.; Inst. and Asst. Instructor \$200 Per Credit Hr.
531	Shawnee	\$200 Per Semester Hour
533	Southeastern	\$250 Per Semester Hour
534	Spohn River	\$200-\$275 Per TCCB Approved Course Contact Hour; \$9-\$12 Per Clock Hour for Open Labs and Community Education
601	SCC-E. St. Louis	\$150-\$225 Per Quarter Hour
510	Thornton	\$290 Per Credit Hour - 1st 8 Semesters; \$300 Per Credit Hour Thereafter
504	Triton	\$230-\$250 Per Semester Contact Hour
516	Waubesaee	\$239 Per Load Semester Hour
539	Wood	\$180-\$300 Per Credit Hour

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FY 1980 Salary Survey

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Illinois Community College Board

Table 20

FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES USED BY THE COMMUNITY COLLEGES OF ILLINOIS

Dist. No.	District/Campus Name	Overload Rates for Academic Year	Summer Term Rates
522	Belleville	Day: Equal Hrs./30x9 mos. Sal. from schedule B; Night: 1/4.5x Equated Hrs./8x9 mos. Salary from schedule B	1/4.5x Equated Hrs./8x9 mos. Salary from Schedule A
503	Black Hawk East Quad Cities	\$265 Per Credit Hr. \$265 Per Credit Hr. \$265 Per Credit Hr.	\$265 Per Equated Credit Hr. \$265 Per Equated Credit Hr. \$265 Per Equated Credit Hr.
508	Chicago City-Wide Daley Kennedy-King Loop Malcolm X Olive-Harvey Skills Center Truman Wright	75% of Base Rate 75% of Base Rate 75% of Base Rate 75% of Base Rate 75% of Base Rate 75% of Base Rate DNA 75% of Base Rate 75% of Base Rate	75% of Base Rate 75% of Base Rate 75% of Base Rate 75% of Base Rate 75% of Base Rate 75% of Base Rate DNA 75% of Base Rate 75% of Base Rate
507	Danville	\$240 Per Credit Hr., \$720 Per Course for 3 Cr./Hr. Crse. (Same as Overload Rate)	
502	DuPage Main Open	\$15.10 Hr. 1st 3 Qrts; \$15.70 Hr., 4th, 5th, & 6th Qrts; \$16.40 after 6 Qrts. (Same as DuPage) (Same as DuPage)	1/2x Next Yrs. Contracted Salary for 3 Qrts. Yr. x % of Load Taught (Same as DuPage) (Same as DuPage)
509	Elgin	For 32 Hr. Load 1/32 of Annual Salary for Every Cr. Hr. Over 32; 40 Hr. 1d. 1/40 of An. Sal. for Ev. Cr. Hr. <b>Over 40</b>	No Overload for Summer
512	Harper	\$270-\$375 Per Contact Hr.	Approximately 80% Prorata
519	Highland	2% of the MA. 0 Base	\$325 Per Reg. Acad. Yr. Contact Hr.
514	Ill. Center	\$350 Per Equated Cr. Hr.	(Same as Overload Rate)
529	Ill. Eastern Frontier Lincoln Trail Olney Wabash Valley	\$250 Per Quarter Hr. " " " " " " " " " " " " " " " "	(Same as Overload Rate) " " " " " " " " " " " " " " " "

FY 1980 Salary Survey

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Table 20 (continued)

Dist. No.	District/Campus Name	Overload Rates for Academic Year	Summer Term Rates
513	Ill. Valley	\$300 Per Equated Semester Yr.	\$400 Per Equated Sem. Yr.
525	Joliet	\$296.95-\$336.60	(Same as Overload Rate)
520	Kankakee	\$275 Per Equated Contact Hr.	9 Mo. Sal.-32x.75x Eq. Con. Hr. In Summer Term
501	Kaskaskia	\$13-21.50 Lectur&Ed. Con. Hr. \$9.75-16.13 Lab. Cont. Hr.	\$300 Per Credit Hr.
523	Kishwaukee	1/32x Contract Salary for Each Hr. Taught over 32	\$425 Per Semester Hr.
532	Lake County	\$330	\$330 Per Equated Load Hr.
517	Lake Land	\$160	\$160
536	Lewis & Clark	\$260 Per Credit Hr. (Max. 3-5 Cre. Hrs. Per Semester)	\$260 Per Credit Hr.
526	Lincoln Land	\$16.75 Per Contact Hr.	\$24 Per Contact Hr.
530	Logan	\$279-488	\$363-640
528	McHenry	\$12 Contact Hr. Lecture, 0-4 Sem., Over 5 Sem. \$12.25; Lab \$10 & \$10.25 respectively	2 x the min. pt. time rate
524	Moraine Valley	75% of Per Eq. Cre. Hr. Rate on full-time Sal. Sched.	(Same as Overload Rate)
527	Morton	\$15 Per Equated Contact Hr.	(Same as Overload Rate)
535	Oakton	\$300, 325, 350 depending on no. of Sem. Taught	(Same as Overload Rate)
505	Parkland	\$345 Per Contact Hr.; \$1,035 Per 3 Crd. Course	\$372 Per Contact Course
515	Prairie State	\$230-240	\$230-240
521	Rend Lake	\$221	\$221
537	Richland	Instr. \$275; Assist. \$305; Assoc. \$340; & Prof. \$370	DNA
511	Rock Valley	\$199-487 Per Contact Hr.	\$267-651 Per Contact Hr.
518	Sandburg	\$145,160, & 175/Eq. Qrt. Hr. Depend. on Term of Service	\$235,265, & 285/Eq. Qrt. Hr.
506	Suak Valley	Prof. \$250; Asso. & Assis. \$225; Instr. & Assis. \$200/Cr Hr.-\$375, \$350, \$325 Resp. /Cr. Hr.	
531	Shawnee	1/32 of Acad. Contract per Semester Hr.	\$262.50 Per Semester Hr.
533	Southeastern	\$250 Per Semester Hr.	(Same as Overload Rate)
534	Spoon River	1/30 of 9-mo. Contract Per Instr. Cr. Hr.	(Same as Overload Rate)
601	SCC-E. St. Louis	\$200-225 Per Quarter Hr.	(Same as Overload Rate)
510	Thornton	\$348-568 Per Cr. Hr.	" " ; \$17 more per Hr. w/6 yr. ex
504	Triton	\$410	1/50 of Instr. Contractual Sal.
516	Waubensee	1/30 Masters-Base-no. exper.; \$458 .10 Per Load Sem. Hr.	(Same as Overload Rate)
5	Wood	\$240	(Same as Overload Rate)

APPENDIX C

FALL 1980 SALARY SURVEY INSTRUMENTS

Illinois Community College Board

FACULTY AND ADMINISTRATIVE SALARY SURVEY OF ILLINOIS COMMUNITY COLLEGES  
FOR 1980-81

COLLEGE NAME \_\_\_\_\_ DISTRICT NO. \_\_\_\_\_

RESPONDENT'S NAME \_\_\_\_\_ TITLE \_\_\_\_\_

1. Please indicate the number of faculty employed for the Fall 1980 term. (Use counts based on faculty employed as of September 15, 1980.)

Full-time Teaching Faculty	_____ Male	_____ Female	_____ Total
Part-time Teaching Faculty	_____ Male	_____ Female	_____ Total
Full-time Non-Teaching Faculty	_____ Male	_____ Female	_____ Total
Part-time Non-Teaching Faculty	_____ Male	_____ Female	_____ Total

2. What is the full-time instructional (teaching) faculty load for an academic year?

- a. Average yearly instructional course credit hours \_\_\_\_\_ (quarter or semester) \_\_\_\_\_
- b. Average weekly class contact hours \_\_\_\_\_
- c. Average weekly office hours \_\_\_\_\_
- d. Average weekly academic advising hours \_\_\_\_\_

3. What is the total number of FTE instructional teaching faculty for Fall 1980? \_\_\_\_\_

4. Please answer the following items about the present policies and practices of your college.

- a. Does your college have professional rank? Yes \_\_\_\_\_ No \_\_\_\_\_
- b. If "yes," is rank used as a basis for your salary schedule? Yes \_\_\_\_\_ No \_\_\_\_\_
- c. What is the length of your academic year? Months \_\_\_\_\_ Weeks \_\_\_\_\_
- d. Does your college have faculty tenures? Yes \_\_\_\_\_ No \_\_\_\_\_ Length of Probation \_\_\_\_\_ Yrs.
- e. Does your college have a master contract with the faculty? Yes \_\_\_\_\_ No \_\_\_\_\_
- f. If "yes," is it a multiple-year contract? Yes \_\_\_\_\_ No \_\_\_\_\_

5. Based on 1980-81 academic year (9 months) ACTUAL CONTRACTED BASE salaries for full-time faculty, please indicate the following.

	Lowest Salary	Median Salary	Mean Salary	Highest Salary
Teaching Faculty	1. \$ _____	2. \$ _____	3. \$ _____	4. \$ _____
Non-Teaching Faculty	5. \$ _____	6. \$ _____	7. \$ _____	8. \$ _____

6. What was the percentage increase of faculty salaries from 1979-80 to 1980-81 for those faculty members that were employed during 1979-80 and 1980-81 only. Include both merit and increment increase for the academic year base salaries. Exclude new positions and new faculty in 1980-81 and also exclude faculty in 1979-80 that are no longer employed in 1980-81.

a. Percent of salary increase \_\_\_\_\_ %.

7. Indicate data from the present (80-81) academic year salary schedule for full-time faculty.

- a. Masters Degree plus zero hours, lowest salary with no experience. \$ \_\_\_\_\_
- b. Masters Degree plus zero hours, with five years' experience. \$ \_\_\_\_\_
- c. Masters Degree plus maximum hours, with five years' experience. \$ \_\_\_\_\_
- d. Masters Degree plus maximum hours, maximum experience, highest salary. \$ \_\_\_\_\_
- e. Number of steps in the Masters Degree (plus maximum hours) column. \_\_\_\_\_
- f. Doctorate Degree, lowest salary \$ \_\_\_\_\_
- g. Doctorate Degree, highest salary \$ \_\_\_\_\_
- h. Number of steps, if applicable, in Doctorate column. \_\_\_\_\_



3. Based on the previous FISCAL YEAR (July 1, 1979 to June 30, 1980) indicate the full 12 month total salaries including overloads, summer term and extra assignments (w-2 type salaries) for the following:

	Median Salary	Mean Salary
a. Full-Time Teaching Faculty	1. \$ _____	2. \$ _____
b. Full-Time Non-Teaching Faculty	3. \$ _____	4. \$ _____

9. Please indicate the salary rates used by your college for part-time faculty and for overloads taught by full-time faculty. (Complete the following items using average data or ranges and provide additional information if needed.)

- a. Part-time faculty rate: \_\_\_\_\_
- b. Average part-time faculty rate per course credit hour: \_\_\_\_\_
- c. Overload rate for full-time faculty during academic year: \_\_\_\_\_
- d. Average overload rate for full-time faculty per course credit hour during academic year: \_\_\_\_\_
- e. Overload rate for full-time faculty summer term: \_\_\_\_\_
- f. Average overload rate for full-time faculty per course credit hour during summer: \_\_\_\_\_

10. Please indicate the ACTUAL 12 month salary and circle the administrative level of the following chief administrators.

	Salary (12 Mo.)	# of Yrs. in Position	Level
a. Executive Officer	\$ _____	_____	1 2 3 4
b. Campus Administrator	\$ _____	_____	1 2 3 4
c. Finance Officer	\$ _____	_____	1 2 3 4
d. Academic Officer	\$ _____	_____	1 2 3 4
e. Bacc./Univ. Parallel Officer	\$ _____	_____	1 2 3 4
f. Occup./Career Educ. Officer	\$ _____	_____	1 2 3 4
g. Student Services Officer	\$ _____	_____	1 2 3 4
h. Pub./Comm. Service Officer	\$ _____	_____	1 2 3 4
i. Dir. of Data Processing	\$ _____	_____	1 2 3 4
j. Dir. of Research & Planning	\$ _____	_____	1 2 3 4

11. Please indicate which of the faculty organization(s) exist on campus and is/are the recognized negotiating body for the faculty. (Check as many as apply.)

	Exist at College	Recog. Negotiating body
a. Local AAUP affiliated faculty association	_____	_____
b. Local IEA affiliated faculty association	_____	_____
c. Local AFT affiliated faculty association	_____	_____
d. Local "NON-AFFILIATED" faculty association	_____	_____
e. Faculty Senate	_____	_____
f. Special Faculty Committee	_____	_____
g. College council which includes administrators and faculty	_____	_____
h. None	_____	_____
i. Other: Please specify _____	_____	_____

12. Complete the Fringe Benefit only if any of the items were changed from last year.

Illinois Community College Board

FACULTY AND ADMINISTRATIVE SALARY SURVEY OF ILLINOIS COMMUNITY COLLEGES FOR 1980-81  
(FRINGE BENEFIT SURVEY)

This fringe benefit survey deals with benefits which are of concern to the State Universities Retirement System and is not intended to be a survey which deals with all fringe benefits in use by the colleges.

1. How many days of sick leave, if any, would be accumulated (assuming none had been used) after the following years of employment?

10 years \_\_\_\_\_ days; 20 years \_\_\_\_\_ days; 40 years \_\_\_\_\_ days

2. Is the sick leave in Item #1 measured in calendar days or work days?

Calendar days \_\_\_\_\_ Work days \_\_\_\_\_

3. Does a faculty member receive pay for any portion of his unused sick leave?

Yes \_\_\_\_\_ No \_\_\_\_\_

If your answer is yes, indicate the percent of the unused sick leave indicated in Item #1 which would be subject to cash reimbursement at retirement and whether the payment is made in a lump sum at retirement or spread over a period of several months.

10 years \_\_\_\_\_ %; 20 years \_\_\_\_\_ %; 40 years \_\_\_\_\_ %

Paid in a lump sum \_\_\_\_\_ Spread over \_\_\_\_\_ months

4. Does the college provide disability insurance coverage for its employees?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, explain how this coverage fits with the State Universities Retirement System \_\_\_\_\_

5. When a faculty member retires, does he receive any separation pay, retirement pay, vacation pay or any compensation from the college in addition to his normal contract salary?

Yes \_\_\_\_\_ No \_\_\_\_\_

If your answer is yes, explain below the formula for calculating the payment and indicate whether the payment is made in a lump sum or spread over several months prior to retirement.

Formula \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Paid in a lump sum \_\_\_\_\_ Spread over \_\_\_\_\_ months

College Name \_\_\_\_\_

Due September 15, 1980



Item 10. The administrative salary data is based on a full yearly contract. Contractual salaries are to be reported without fringe benefits. For multi-campus institutions, Item 10 should be completed for each campus, as well as for the district central office. In addition to indicating the salary of each chief officer, indicate the administrative level by circling the appropriate code number. The campus administrator (10 b.) refers to the chief campus administrative officer for a campus in a multi-campus district. Administrative level codes are shown below:

1. Chief executive of the district (Chancellor or President) reports directly to the Board of Trustees;
2. Second line administrator reports directly to chief executive of the district (usually Vice President or Dean);
3. Third line administrator reports to the second line administrator (usually Dean or Assistant Dean);
4. Fourth line administrator reports to a third line administrator (usually Assistant Dean or Director).

Item 11 These items refer to faculty organization on your campus. Please check the number of the appropriate organizations as appropriate in each case. Note: If there are any unique features of your faculty contract, faculty salaries, administrative salaries, or other work conditions, please furnish an explanation along with this form.

If you have a 1980 salary schedule, please include a copy along with this form.

INSTRUCTIONS AND DEFINITIONS FOR  
COMPLETING THE 1980-81 FACULTY AND  
ADMINISTRATIVE SALARY SURVEY

- Item 1. Indicate the number of full-time and part-time faculty employed by your college as of September 14, 1980
- a. Full-Time Teaching Faculty includes:
    - (1) Full-time teaching on a regular full-time contract;
    - (2) Part-time teaching on a released time basis but on a regular full-time contract.
  - b. Part-Time Teaching Faculty includes part-time staff members teaching only.
  - c. Non-Teaching Faculty includes professional staff members such as counselors, librarians, and other staff members classified as faculty who do not teach.
- Item 2. The normal yearly instructional course credit hours to be considered a full-time teaching faculty for an academic year (usually 9 months) is as follows:
- a. If a teacher is expected to teach 15 course semester hours to be full-time, then the normal yearly instructional hours is 30 course semester hours. (Although the actual number may vary, report the amount normally expected.) If your college has a combination of credit hours and contact hours to determine full-time equivalency, report the normal credit hours involved.
  - b. The normal weekly class contact hours is the number of hours that the faculty member is expected to spend in the classroom during the week. (Although the number of class contact hours may vary, report the average amount normally expected.) For example: If a teacher teaches four four-hour courses in a given term, the number of weekly class contact hours would be 16. A teacher teaching a lab course may put in twice as many contact hours as the number of credit hours received for that lab.
  - c. Enter here the average number required office hours per week which the faculty is required to schedule.
- Item 3. Use your institutional FTE (full-time equivalent) definition applied to the members of the teaching faculty that you reported in Item 1.
- Item 4. Question C refers to the length of the academic year for the faculty and includes days of orientation or workshops prior to the first day of classes, as well as workshops or workdays after the last day of exams in the Spring term.
- Item 5. Salaries here should be based on actual contracted salaries for the academic year (usually 9 months) for full-time teaching faculty. The median salary is the middle salary (an equal number of salaries would be both lower and higher than this salary). The mean salary is the arithmetical average of all the salaries.
- Item 6. This item should show the percent salary increase for those faculty employed both last year and this year. For example: If the salaries of those faculty members increased from \$100,000 to \$106,000 the average percentage increase would be 6%.
- Item 7. The intent of Item 7 is to obtain the lowest salary on the salary schedule for a faculty member with a masters degree, as well as the highest salary for a faculty member with masters degree plus maximum additional hours. Use your salary schedule or comparable document to answer these items for the academic year (usually 9 months).
- Item 8. This item is designed to show the total W-2 type salary for faculty for a given fiscal year. Note the salaries used are for the last fiscal year which has been completed FY 1980 (1979-80) because that is the last year for which all overloads and extra compensation are known.
- Item 9.
- a. This item is an attempt to tabulate the various rates used for part-time faculty salaries. If your college uses more than one rate for different types of part-time faculty members, please indicate the rates used. Show rates and units for which rates are paid. For example: \$300 per credit hour; \$200 per contact hour; \$900 per course (Please note the average course credit hour value of the course; for example \$700 per course for a credit hour course). Use the same procedure for reporting the rates paid for overloads taught by full-time faculty. Include here only overloads which are compensated and not ones used to balance out with underloads in other terms.
  - b. In computing the average part-time faculty rate for each course credit hour, convert your present part-time faculty salary rate to the average number of course credit hours produced and divide. For example: If the average part-time faculty rate is \$250 per contact hour since it generally takes 5 contact hours to produce 3 course credit hours, the rate per course credit hour would be  $5/3 \times \$250$  which would be \$417 per course credit hour.

Illinois Community College Board

FY 1981 COMMUNITY COLLEGE CLASSIFIED STAFF SALARY SURVEY

Name of College \_\_\_\_\_ Phone # \_\_\_\_\_

District # \_\_\_\_\_ Campus # \_\_\_\_\_ Person Responding \_\_\_\_\_

Title	Number of Employees	Range Current FY 1981 Salary		Average FY 1981 Salary	% Change in Average Salary From FY 1980
		Low	High		
Accountant I					
Accountant II					
Accountant Clerk I					
Accountant Clerk II					
Admissions/Records Clerk					
Admissions/Records Supervisor or Technician					
Audio Visual Services Manager					
Bookstore Manager					
Clerk Typist					
Computer Operator I (Junior)					
Computer Operator II (Senior)					
Computer Programmer I (Junior)					
Computer Programmer II (Senior)					
Computer Systems Analyst					
Custodian					
Custodian Supervisor					
Keypunch Operator/ Data Entry Clerk					
Library Clerk					
Programmer/Analyst					
Purchasing Clerk					
Purchasing Supervisor					
Receptionist/Switchboard Operator					
Secretary-General					
Secretary-Administrative					
Secretary-Executive					
Security Officer/Guard					
Security Supervisor					
Shipping/Recording Clerk					

MAIL TO: Peggy L. Kohl  
 Illinois Community College Board  
 3085 Stevenson Drive  
 Springfield, Illinois 62703  
 Phone: (786-6009)

## DEFINITIONS OF CLASSIFIED PERSONNEL POSITIONS

- Accountant I - Second level Accountant at your college. Assists in maintaining books for all funds.
- Accountant II - Highest level Accountant at your college. Maintains financial books for all funds.
- Accountant Clerk I - Supervised by Accountant Clerk II and assists in maintaining and processing accounts receivable or payable.
- Accountant Clerk II - Maintains and processes either accounts received or payable.
- Admissions/Records Clerk - Assists with registration of students and student record keeping.
- Admissions/Records Supervisor or Technician - Supervises Admissions/Records Clerk.
- Audio Visual Service Manager - Maintains equipment for Audio-Visual Area.
- Bookstore Manager - Maintains and supervises college bookstores.
- Clerk Typist - Lowest level within secretarial area. Works under close supervision.
- Computer Operator I (Junior Operator) - Second level operator.
- Computer Operator II (Senior Operator) - Highest level operator.
- Computer Programmer I (Junior Programmer) - Second level programmer.
- Computer Programmer II (Senior Programmer) - Highest level programmer.
- Computer Systems Analyst - Designs computerized solutions to business problems.
- Custodian - Responsible for the housekeeping duties in the buildings and food service areas in accordance with established work routines.
- Custodian Supervisor - Supervises Custodians.
- Keypunch Operator/Data Entry Clerk - Transposes source documents to machine readable media.
- Library Clerk - Processes and maintains books and periodicals. Also can be responsible for distribution of audi-visual equipment.
- Programmer Analyst - With moderate guidance, designs systems and codes computer programs.
- Purchasing Clerk - Works with Purchase Supervisor in processing college purchases.
- Purchasing Supervisor - Maintains and processes the college purchasing program.
- Receptionist/Switchboard Operator - Processes incoming calls and assists in related duties.
- Secretary - General - Adequate typing skills. No shorthand required. Main duty is typing.
- Secretary-Administrative - Excellent typing and shorthand skills required.
- Secretary-Executive - Highest level. Excellent typing and shorthand skills necessary.
- Security Officer/Guard - Patrols campus area and insures the well being of staff and students.
- Security Supervisor - Supervises the security force on the college campus and operates prevention programs.
- Shipping/Recording Clerk - Maintains and processes all materials that are shipped and received by the college.

Instructions for Classified Staff Salary Survey

1. In column one, enter the number of employees at your college which are employed classified staff position listed.
2. In columns two and three, enter the current FY 1981 salary range for each position listed. This range should be the range of the position not the range of the employees. For example, if your college has one Accountant I, the range for that position may be \$8,000 (low) to \$10,000 (high) with a mean of \$8,500 (the employees actual salary for FY 1981).
3. In column four, enter the average FY 1981 salary per employee. This is the mean salary of all classified staff in a given position.

Definition of Data Requested

Number of Employees - The total number of persons employed in each classified personnel position at your college.

Range Current Fiscal Year Salary - The salary range for each classified personnel position at your college. Range should be for the position rather than for persons in the position.

Average Fiscal Year Salary - The average salary of all employees in the specified classified personnel position at your college.

Percent Change in Average Salary from Previous Year - The percent change in average salary for all staff in the classified personnel position from the previous fiscal year.

Percent Change in Continuing Employees from the Previous Year - The percent change in average salary of those staff continuing in the same classified personnel position from the previous year. Exclude new staff persons and those persons who retire.

APR 30 1982

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