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ABSTRACT

This report contains salary data for the Illinois public community colleges. Data are provided on faculty and administrative salaries for fiscal year 1986 (FY86); base salaries for full-time faculty on 9- and 12-month contracts; total FY85 full-time faculty salaries; FY86 part-time faculty salary rates and full-time faculty overload and summer term rates; salaries based on FY86 salary schedules for full-time faculty with a master's degree; institutional policies related to faculty salaries and faculty contracts; contractual base salaries for administrative staff and other professional staff; salaries paid to selected administrators; monthly classified staff salaries; fringe benefits for full-time employees; and mean percentage salary increases for faculty, other professional staff, administrative staff, and classified staff. Highlighted survey findings include the following: (1) the median salary for faculty with 9-month contracts was \$28,746 and for faculty with 12-month contracts was \$28,947; (2) part-time faculty salary rates averaged \$283 per class during FY86; (3) the median administrator salary was \$36,203; and (4) the statewide weighted mean percentage salary increases were 6.2% for administrative staff, 6.3% for other professional staff, 6.1% for faculty, and 6.8% for classified staff. (LAL)

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Illinois Community College Board
 FALL 1985 SALARY SURVEY REPORT FOR THE
 ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

The Fall 1985 Salary Survey for the Illinois Public Community Colleges was essentially the same as the survey conducted during the fall of 1984. The survey requests faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, administrative salaries, other professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, and salaries of select administrators.

Data from three districts were not available at the time this report was written because of contract negotiations; therefore, care should be exercised in making comparisons of last year's average data and this year's average data.

Section I

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for Fiscal Year 1986.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois reporting data. Table 3 provides the same information for full-time faculty with 12-month contracts.

The lowest salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges reporting data. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is the most appropriate measure of central tendencies for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1986 (9-MONTH) CONTRACTUAL BASE SALARIES
FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		
	Low	-	High
Low Faculty Salaries	\$10,282	-	\$21,655
Average Faculty Salaries	\$21,485	-	\$36,485
High Faculty Salaries	\$27,131	-	\$45,440
Median Faculty Salaries	\$21,365	-	\$36,834

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Table 2

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1986 Salaries			Median FY 1986 Salary
			Lowest	Average	Highest	
501	Kaskaskia	50	\$18002	\$25299	\$31702	\$25502
502	DuPage	205	20125	33875	43451	35653
503	Black Hawk	131	18014	27221	36609	26097
504	Triton	DNA	DNA	DNA	DNA	DNA
505	Parkland	159	17415	30698	40927	31519
506	Sauk Valley	50	10282	26353	34544	26933
507	Danville	57	11961	25471	33883	27864
508	Chicago	1075	17444	33773	45440	35121
509	Elgin	86	17827	29398	37998	29240
510	Thornton	117	20540	33609	41932	34828
511	Rock Valley	129	17793	27714	34236	27972
512	Harper	167	21104	36485	44419	36834
513	Illinois Valley	69	19360	28956	33605	26482
514	Illinois Central	185	18000	29514	39698	30078
515	Prairie State	DNA	DNA	DNA	DNA	DNA
516	Waubensee	50	17347	28898	36945	29349
517	Lake Land	88	16676	24820	32489	24188
518	Carl Sandburg	49	14803	24790	32090	24129
519	Highland	40	16819	26792	33314	28700
520	Kankakee	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	32	20625	26200	31695	25720
522	Belleville	100	13333	31989	40456	32961
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	168	17107	27509	38028	28002
525	Joliet	147	16441	32213	40766	33209
526	Lincoln Land	133	17985	31396	37584	30459
527	Morton	59	19692	31170	37959	32481
528	MCHenry	49	17394	27647	38974	27136
529	Illinois Eastern	98	15341	21485	27131	21365
530	Logan	52	21655	28894	36726	28967
531	Shawnee	14	14000	22649	28050	22178
532	Lake County	157	20309	33113	39778	30873
533	Southeastern	34	20005	26949	33135	26740
534	Spoon River	34	15436	26772	33033	26434
535	Oakton	137	17390	33040	38870	33860
536	Lewis & Clark	81	21061	27570	33057	27787
537	Richland	37	17325	25870	31843	25712
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	43	14883	24532	29308	25000
Total/Averages		4090	\$17456	\$30795	\$36167	\$28746

DNA = Data Not Available

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Table 3

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1986 Salaries			Median FY 1986 Salary
			Lowest	Average	Highest	
501	Kaskaskia	10	\$23508	\$27108	\$30108	\$27708
502	DuPage	0	0	0	0	0
503	Black Hawk	13	21112	29276	45029	26521
504	Triton	DNA	DNA	DNA	DNA	DNA
505	Parkland	0	0	0	0	0
506	Sauk Valley	5	22752	27893	33054	28371
507	Danville	0	0	0	0	0
508	Chicago	0	0	0	0	0
509	Elgin	0	0	0	0	0
510	Thornton	0	0	0	0	0
511	Rock Valley	2	29674	31233	32791	31233
512	Harper	2	37555	39295	40984	39295
513	Illinois Valley	8	23360	24928	29537	26440
514	Illinois Central	0	0	0	0	0
515	Prairie State	DNA	DNA	DNA	DNA	DNA
516	Waubonsee	0	0	0	0	0
517	Lake Land	6	21283	25473	29218	25358
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	22	22843	29440	36750	29058
522	Belleville	12	30972	40309	51008	39916
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	1	35483	35483	35483	35483
525	Joliet	0	0	0	0	0
526	Lincoln Land	0	0	0	0	0
527	Morton	0	0	0	0	0
528	McHenry	0	0	0	0	0
529	Illinois Eastern	20	24681	29913	33196	30900
530	Logan	0	0	0	0	0
531	Shawnee	7	17340	20664	28312	20000
532	Lake County	0	0	0	0	0
533	Southeastern	5	24461	26821	30315	26039
534	Spoon River	0	0	0	0	0
535	Oakton	0	0	0	0	0
536	Lewis & Clark	0	0	0	0	0
537	Richland	0	0	0	0	0
539	John Wood	20	14500	24258	34536	24743
601	State Comm. Coll.	1	23141	23141	23141	23141
Total/Averages		134	\$24848	\$28632	\$34231	\$28947

DNA = Data Not Available

Section II

TOTAL FISCAL YEAR 1985 FULL-TIME FACULTY SALARIES (W-2 TYPE)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 compares the contractual base salaries reported for Fiscal Year 1985 and the total salaries paid to full-time faculty in Fiscal Year 1985. The Fiscal Year 1985 W-2 type salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1984 to June 30, 1985. The average additional dollar amounts range from \$183 to \$9,449 above the Fiscal Year 1985 average contractual base salary.

The state average total fiscal year salary paid to faculty in Fiscal Year 1985 for those districts reporting data is \$3,345 more than the state average academic year contractual salary for full-time teaching faculty in Fiscal Year 1985. An analysis of total faculty salary 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.

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Table 4

A COMPARISON OF FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES AND
TOTAL FISCAL YEAR (W-2 TYPE) SALARIES OF FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	FY 1985 Full-time Average Faculty Contractual Base Salaries	FY 1985 Total Full-time Average Faculty Salaries	Dollar Difference	Percent Difference
501	Kaskaskia	\$22686	\$25482	\$ 2796	12.32%
502	DuPage	32736	39821	7085	21.64
503	Black Hawk	DNA	DNA	DNA	DNA
504	Triton	DNA	DNA	DNA	DNA
505	Farkland	28312	31772	3460	12.22
506	Sauk Valley	24190	27446	3256	13.46
507	Danville	24866	27571	2705	10.88
508	Chicago	31577	33773	2196	6.95
509	Elgin	DNA	DNA	DNA	DNA
510	Thornton	31489	37125	5636	17.90
511	Rock Valley	25981	30260	4279	16.47
512	Harper	33733	37227	3494	10.36
513	Illinois Valley	27020	29815	2795	10.34
514	Illinois Central	27851	34206	6355	22.82
515	Prairie State	DNA	DNA	DNA	DNA
516	Waubensee	28187	32056	3869	13.73
517	Lake Land	23135	26864	3729	16.12
518	Carl Sandburg	23603	27205	3602	15.26
519	Highland	25482	27800	2318	9.10
520	Kankakee	DNA	DNA	DNA	DNA
521	Rend Lake	24327	27965	3638	14.95
522	Belleville	32146	41595	9449	29.39
523	Kishwaukee	DNA	DNA	DNA	DNA
524	Moraine Valley	26305	35003	8698	33.07
525	Joliet	30573	36639	6066	19.84
526	Lincoln Land	28380	31396	3016	10.63
527	Morton	27980	29429	1449	5.18
528	Mchenry	25692	28701	3009	11.71
529	Illinois Eastern	21514	27344	5830	27.10
530	Logan	28834	34422	5588	19.38
531	Shawnee	21236	21419	183	0.86
532	Lake County	29422	35583	6161	20.94
533	Southeastern	24488	27059	2571	10.50
534	Spoon River	26028	29320	3292	12.65
535	Oakton	31067	35410	4343	13.98
536	Lewis & Clark	25414	27081	1667	6.56
537	Richland	24411	27713	3302	13.53
539	John Wood	*	*	*	*
601	State Comm. Coll.	20631	22950	2319	11.24
	Averages	\$29309	\$32654	\$ 3345	11.41%

*All faculty are on 12-month contracts/40 hours per week.
DNA = Data Not Available

Section III

FISCAL YEAR 1986 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 5 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during Fiscal Year 1986.

Table 6 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. 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 full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. 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; still others pay an hourly rate. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary. These various methods of payment were converted to the average rate per semester credit hour so that comparable data could be obtained for each college. It must be realized, however, that much of the data reported had to be averaged, and conversions were made for typical cases at each college.

Table 5

STATE SUMMARY OF FISCAL YEAR 1986 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Mean	Highest
Part-time Faculty Rates	\$200	\$283	\$485
Overload Rates (Full-time)	\$250	\$393	\$892
Summer Term Rates (Full-time)	\$167	\$474	\$892

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Table 6

FISCAL YEAR 1986 AVERAGE PART-TIME FACULTY SALARY RATES PER
COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
			Overload Rate for Academic Year	Rate for Summer Term
501	Kaskaskia	\$292	\$292	\$325
502	DuPage	268	271	830
503	Black Hawk	275	295	295
504	Triton	DNA	DNA	DNA
505	Parkland	485	485	597
506	Sauk Valley	238	250	350
507	Danville	270	300	N/A
508	Chicago	233	*	*
509	Elgin	273	300	300
510	Thornton	295	675	732
511	Rock Valley	200	392	541
512	Harper	380	400	N/A
513	Illinois Valley	325	325	400
514	Illinois Central	299	400	873
515	Prairie State	DNA	DNA	DNA
516	Waubonsee	280	400	400
517	Lake Land	240	270	*
518	Carl Sandburg	258	258	390
519	Highland	235	405	405
520	Kankakee	DNA	DNA	DNA
521	Rend Lake	224	612	290
522	Belleville	240	560	915
523	Kishwaukee	DNA	DNA	DNA
524	Moraine Valley	280	702	702
525	Joliet	275	355	355
526	Lincoln Land	330	371	460
527	Morton	294	294	294
528	McHenry	285	*	*
529	Illinois Eastern	226	N/A	167
530	Logan	290	393	516
531	Shawnee	200	*	*
532	Lake County	350	330	330
533	Southeastern	250	350	375
534	Spoon River	280	892	892
535	Oakton	337	347	N/A
536	Lewis & Clark	225	260	260
537	Richland	333	349	504
539	John Wood	300	300	300
601	State Comm. Coll.	330	349	N/A
	Averages	\$283	\$393	\$474

*Prorated based on contractual salary.

DNA = Data Not Available

N/A = Not Applicable

Section IV

SALARIES BASED ON FISCAL YEAR 1986 SALARY SCHEDULES FOR
 FULL-TIME FACULTY WITH A MASTER'S DEGREE
 AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range of Fiscal Year 1986 salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules, as well as the state average salaries, is shown in Table 7.

Table 8 provides the Fiscal Year 1986 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 7

SUMMARY OF FISCAL YEAR 1986 SALARY SCHEDULE SALARIES FOR
 FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
 AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Salary Schedule Categories	District Range Low - High	State Average
Master's Degree, Plus Zero Hours (No Experience)	\$12,375 - \$20,406	\$15,368
Master's Degree, Plus Zero Hours (5 Years Experience)	\$13,995 - \$25,613	\$20,002
Master's Degree, Maximum Hours (5 Years Experience)	\$15,885 - \$35,800	\$24,036
Master's Degree, Maximum Hours (Highest Salary)	\$18,025 - \$45,440	\$34,179

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Table 8

SALARIES BASED ON SALARY SCHEDULES FOR
 FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
 AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1986

<u>Dist. No.</u>	<u>District Name</u>	<u>Zero Hours, No Experience</u>	<u>Zero Hours, 5 Years Experience</u>	<u>Maximum Hours, 5 Years Experience</u>	<u>Maximum Hours, Highest Salary</u>
501	Kaskaskia	\$17002	\$19502	\$23002	\$31002
502	DuPage	18295	25613	30223	41881
503	Black Hawk	16620	18906	24467	36609
504	Triton	DNA	DNA	DNA	DNA
505	Parkland	17000	21300	23500	37375
506	Sauk Valley	15222	17622	26382	35286
507	Danville	13695	N/A	N/A	N/A
508	Chicago	16962	19110	35800	45440
509	Elgin	N/A	N/A	N/A	N/A
510	Thornton	18720	23664	27683	40319
511	Rock Valley	16444	19359	22491	32670
512	Harper	13100	23357	32814	44419
513	Illinois Valley	19155	20775	24579	32795
514	Illinois Central	16927	N/A	N/A	39702
515	Prairie State	DNA	DNA	DNA	DNA
516	Waubensee	16644	20157	24174	36076
517	Lake Land	15180	17805	18475	23725
518	Carl Sandburg	15079	18829	20864	32344
519	Highland	16219	19674	24166	32422
520	Kankakee	DNA	DNA	DNA	DNA
521	Rend Lake	18300	20625	23810	30320
522	Belleville	14760	17560	20272	34199
523	Kishwaukee	DNA	DNA	DNA	DNA
524	Moraine Valley	14885	18589	19720	41116
525	Joliet	17518	20710	24620	39656
526	Lincoln Land	16671	19957	22785	35138
527	Morton	19445	23548	25911	36391
528	McHenry	16285	19050	21260	27335
529	Illinois Eastern	16135	16135	18025	18025
530	Logan	20406	22756	26745	35205
531	Shawnee	12375	13995	15885	20925
532	Lake County	19250	21125	25678	37884
533	Southeastern	18245	20976	23949	31230
534	Spoon River	15436	18955	22475	32153
535	Oakton	16636	20406	26846	38870
536	Lewis & Clark	16656	19565	20681	29053
537	Richland	15750	18900	22838	31343
539	John Wood	N/A	N/A	N/A	N/A
601	State Comm. Coll.	<u>17240</u>	<u>21550</u>	<u>24998</u>	<u>32810</u>
	Averages	\$15368	\$20002	\$24036	\$34179

N/A = Not Applicable

DNA = Data Not Available

Section V

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

Table 9 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average weekly class contact hour per full-time instructional faculty, for example, 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.

Table 10 shows these policies for each college. Of the 35 community college districts in Illinois reporting, twelve have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-one public community college districts reported that they 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. Accordingly, 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 on their full-time assignments.

Table 9

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND
CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 1986

	Range Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25 - 32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12.5 - 20	16
Average Weekly Office Hours	0 - 10	7
Average Weekly Academic Advisory Hours	0 - 10	2
Length of Full-time Faculty Academic Year Contract in Months	8.0 - 12	9.0

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Table 10

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1986

Dist. No.	District Name	Ave. Yearly Semester Credit Hours Taught	Ave. Weekly Class Contact Hrs. Teaching	Average Weekly Office Hours	Ave. Weekly Academic Advising Hours	Professional Rank	Length of Academic Year	Has Master Contract	Multiple Year Contract	Number of Years in Contract	Full-time Faculty Salary Schedule	Has Collective Bargaining	Recognized College Negotiating Body
501	Kaskaskia	30	18	10	2	No	9 Mos.	Yes	Yes	3	Yes	Yes	Education Association
502	DuPage	30	15	5	5	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Association
503	Black Hawk	30	N/A	5	N/A	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Federation of Teachers
504	Triton	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
505	Parkland	26	16	5	N/A	No	9 Mos.	Yes	Yes	3	Yes	Yes	
506	Sauk Valley	32	16	5	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	NEA
507	Danville	33	16.5	5	N/A	No	8.1 Mos.	Yes	Yes	2	No	Yes	IEA/NEA
508	Chicago	25	12.5	2	2	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
509	Elgin	32	16	5	0	No	9 Mos.	Yes	Yes	3	No	Yes	Faculty Association
510	Thornton	30	15	5	0	No	8.4 Mos.	Yes	Yes	2	Yes	Yes	AFT
511	Rock Valley	26*	15	10	0	Yes	9 Mos.	No	N/A	N/A	Yes	No	
512	Harper	30	15	10	0	Yes	9.1 Mos.	Yes	Yes	2	Yes	Yes	AFT
513	Illinois Valley	30	15	10	10	No	8 Mos.	Yes	Yes	3	Yes	Yes	AFT
514	Illinois Central	27	16	5	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Forum
515	Prairie State	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
516	Waubonsee	30	16.5	5	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
517	Lake Land	30	15	5	5	No	9 Mos.	Yes	No	1	Yes	Yes	IFT/AFT
518	Carl Sandburg	30	15	5	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Association
519	Highland	29	17.5	5	5	No	9 Mos.	Yes	Yes	3	Yes	Yes	AFT
520	Kankakee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	31	19	5	*	No	8.4 Mos.	Yes	No	N/A	Yes	Yes	IFT
522	Belleville	30	15	10	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	AAUP, IFT/AFT
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	30	N/A	4	N/A	Yes	10 Mos.	Yes	Yes	3	Yes	Yes	AFT
525	Joliet	30	17.5	5	2	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
526	Lincoln Land	30	15	5	0	No	9 Mos.	No	N/A	N/A	Yes	No	
527	Morton	30	15	5	0	No	8.4 Mos.	Yes	Yes	2	Yes	Yes	AFT
528	McHenry	30	15	5	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	NEA
529	Illinois Eastern	32	N/A	0	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
530	Logan	30	15	10	1	No	9.1 Mos.	Yes	Yes	3	Yes	Yes	IAHE Association
531	Shawnee	35	19	16	*	No	9 Mos.	No	N/A	N/A	Yes	No	
532	Lake County	30	15	10	6	No	8 Mos.	Yes	Yes	2	Yes	Yes	AFT
533	Southeastern	30	15	22.5	*	No	8.4 Mos.	Yes	Yes	2	Yes	Yes	
534	Spoon River	30	18	10	N/A	No	9 Mos.	Yes	Yes	2	Yes	Yes	IEA/NEA
535	Oakton	30	15	5	5	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
536	Lewis & Clark	30	16	10	N/A	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
537	Richland	30	15	5	*	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
539	John Wood	**	**	**	**	No	12 Mos.	No	N/A	N/A	No	No	
601	State Comm. Coll.	30	20	10	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT
	Averages	30	16	7	2		9.0 Mos.						

*Included in office hours.

**All employees on a 12-month basis with a standard 40-hour work week.

DNA = Data Not Available

N/A = Not Applicable

Section VI

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR OTHER PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 11 summarizes the range of Fiscal Year 1986 salaries for other professional staff in Illinois public community colleges.

Tables 12 and 13 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other professional staff with 9-month contracts was \$31,053. For other professional staff with 12-month contracts, the weighted state average salary was \$22,968.

Table 11

SUMMARY OF FISCAL YEAR 1986 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO
OTHER PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range of Salaries	
	Lowest	Highest
Lowest Salaries (9 month)	\$11,676	\$32,795
Lowest Salaries (12 month)	\$ 9,844	\$34,363
Average Salaries (9 month)	\$17,975	\$35,748
Average Salaries (12 month)	\$15,598	\$44,195
Median Salaries (9 month)	\$16,789	\$36,074
Median Salaries (12 month)	\$15,500	\$46,685
Highest Salaries (9 month)	\$20,731	\$45,440
Highest Salaries (12 month)	\$20,589	\$50,741

Illinois Community College Board

Table 12

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1986 Salary			Median FY 1986 Salary
			Lowest	Average	Highest	
501	Kaskaskia	4	\$20002	\$27527	\$31702	\$29202
502	DuPage	23	21954	33253	41621	35620
503	Black Hawk	4	20164	22908	26952	23691
504	Triton	DNA	DNA	DNA	DNA	DNA
505	Parkland	14	12967	19811	29909	18793
506	Sauk Valley	3	19440	23083	27875	21935
507	Danville	3	19179	22543	27864	20587
508	Chicago	81	19729	35748	45440	22752
509	Elgin	9	19939	28809	37293	29634
510	Thornton	12	23664	32218	40319	29788
511	Rock Valley	3	24840	26406	27189	27189
512	Harper	21	21104	35227	44419	35892
513	Illinois Valley	4	32795	32795	32795	32795
514	Illinois Central	21	20173	33878	39432	33816
515	Prairie State	DNA	DNA	DNA	DNA	DNA
516	Waubonsee	1	20731	20731	20731	20731
517	Lake Land	6	13847	20885	30552	17589
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	5	11676	21858	29469	24540
522	Belleville	3	27181	30431	32251	31861
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	16	13588	24542	35969	25497
525	Joliet	10	26492	34208	39656	36074
526	Lincoln Land	12	21727	31064	35138	32775
527	Morton	4	29189	33968	36591	35046
528	McHenry	7	20819	25250	28777	24527
529	Illinois Eastern	0	0	0	0	0
530	Logan	0	0	0	0	0
531	Shawnee	0	0	0	0	0
532	Lake County	15	20309	34171	39778	27869
533	Southeastern	5	16789	17975	22720	16789
534	Spoon River	5	13492	19080	26874	18957
535	Oakton	8	26962	31843	38870	30814
536	Lewis & Clark	3	19623	24906	29180	25917
537	Richland	0	0	0	0	0
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	0	0	0	0	0
Total/Averages		302	\$20681	\$31053	\$33310	\$27062

DNA = Data Not Available

Illinois Community College Board

Table 13

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1986 Salary			Median FY 1986 Salary
			Lowest	Average	Highest	
501	Kaskaskia	0	\$ 0	\$ 0	\$ 0	\$ 0
502	DuPage	23	34363	44195	50339	46685
503	Black Hawk	4	24802	34081	45029	25615
504	Triton	DNA	DNA	DNA	DNA	DNA
505	Parkland	30	14250	26161	44024	25920
506	Sauk Valley	4	22298	25509	32658	23540
507	Danville	0	0	0	0	0
508	Chicago	286	9844	20590	35000	22756
509	Elgin	0	0	0	0	0
510	Thornton	0	0	0	0	0
511	Rock Valley	6	24465	25807	29857	25000
512	Harper	0	0	0	0	0
513	Illinois Valley	9	19500	30838	38900	29200
514	Illinois Central	17	22435	29203	36540	29990
515	Prairie State	DNA	DNA	DNA	DNA	DNA
516	Waubensee	2	32671	33653	34635	33653
517	Lake Land	16	16828	21798	30396	21648
518	Carl Sandburg	13	12856	19855	32252	18602
519	Highland	13	13750	19150	26500	19000
520	Kankakee	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	3	15413	18728	25270	15500
522	Belleville	4	33022	43118	50741	44353
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	68	13500	22842	36650	21800
525	Joliet	0	0	0	0	0
526	Lincoln Land	0	0	0	0	0
527	Morton	0	0	0	0	0
528	McHenry	6	14434	18360	22549	18943
529	Illinois Eastern	33	11182	15598	20589	16000
530	Logan	8	26194	31423	38025	31872
531	Shawnee	9	17750	21328	30014	19795
532	Lake County	6	21852	27083	36228	24957
533	Southeastern	5	22884	26309	30740	26857
534	Spoon River	5	15685	19018	22500	18300
535	Oakton	0	0	0	0	0
536	Lewis & Clark	6	17674	20875	23023	22388
537	Richland	5	33273	35257	37834	35438
539	John Wood	10	11960	20702	23758	21532
601	State Comm. Coll.	7	24652	29497	35335	29690
Total/Averages		598	\$20290	\$22968	\$33438	\$25732

DNA = Data Not Available

Section VII

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 14 summarizes the range of administrative staff contractual salaries for Fiscal Year 1986. The weighted average administrative staff salary ranged from a low of \$29,137 to a high of \$50,825.

Table 15 provides the number of administrative staff; lowest, average, and highest Fiscal Year 1986 salaries; and the median Fiscal Year 1986 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 16.

Some colleges may classify some of these administrative positions as faculty or other professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for Fiscal Year 1986 was \$37,146. The lowest reported administrative salary was \$14,000, and the highest was \$85,941.

Table 14

SUMMARY OF FISCAL YEAR 1986 CONTRACTUAL SALARIES PAID TO
ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range	
	Low	High
Lowest Administrative Salaries	\$14,000	\$34,629
Average Administrative Salaries	\$29,137	\$50,825
Highest Administrative Salaries	\$50,290	\$85,941
Median Administrative Salaries	\$27,608	\$49,207

Illinois Community College Board

Table 15

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of Current FY 1986 Salaries			Median FY 1986 Salary
			Lowest	Average	Highest	
501	Kaskaskia	20	\$17205	\$33656	\$55500	\$34500
502	DuPage	22	34629	50825	85941	49207
503	Black Hawk	36	20304	39156	61380	39980
504	Triton	DNA	DNA	DNA	DNA	DNA
505	Parkland	23	25280	45627	83420	46926
506	Sauk Valley	19	22500	35116	59171	33249
507	Danville	20	21944	33358	51074	32934
508	Chicago	179	18482	34648	80250	34445
509	Elgin	24	28352	39851	60000	39531
510	Thornton	27	26000	39093	67000	38047
511	Rock Valley	17	19018	36850	63200	34442
512	Harper	31	34250	47078	80000	45715
513	Illinois Valley	12	23148	39533	65000	44074
514	Illinois Central	26	31475	43347	67500	42300
515	Prairie State	DNA	DNA	DNA	DNA	DNA
516	Waubensee	23	25100	38884	65000	36400
517	Lake Land	19	17437	32333	58300	30248
518	Carl Sandburg	14	17680	33237	57299	31500
519	Highland	13	25900	34131	58000	32300
520	Kankakee	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	20	24173	35029	58250	36255
522	Belleville	37	16240	40723	68212	36277
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	20	31500	44412	72000	41048
525	Juliet	36	18740	33368	65000	30675
526	Lincoln Land	21	21180	32533	67500	29848
527	Morton	13	25798	37658	56000	35933
528	McHenry	22	16000	31535	56192	30691
529	Illinois Eastern	41	14000	29137	58300	27608
530	Logan	22	18380	36979	67173	35826
531	Shawnee	6	32000	36541	50290	34240
532	Lake County	39	23707	38903	71203	38544
533	Southeastern	10	20140	35783	61000	34695
534	Spoon River	15	22000	34457	63120	34044
535	Oakton	29	30000	44974	71550	43930
536	Lewis & Clark	21	23760	35340	57000	33512
537	Richland	19	24215	34929	53500	35846
539	John Wood	12	22600	32789	59300	31386
601	State Comm. Coll.	15	20000	33044	62000	30925
Total/Averages		923	\$23234	\$37146	\$63875	\$36203

DNA = Data Not Available

Section VIII

SALARIES PAID TO SELECT ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986

A summary of the Fiscal Year 1986 contractual base salaries paid to select administrators in Illinois public community colleges appears in Table 16.

Table 17 indicates the contractual base salaries paid to select administrators in each of the public community colleges in Illinois during Fiscal Year 1986. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, a particular position may not exist. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. Another item for consideration when making comparisons between colleges is the number of years an administrator has been in the position.

Table 16

SUMMARY OF FISCAL YEAR 1986 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	Range		State Average
	Low	High	
Executive of the District	\$50,200	\$85,941	\$63,729
Campus Administrator	\$44,500	\$59,962	\$51,946
Finance Officer	\$32,000	\$62,000	\$47,759
Academic Officer	\$37,100	\$64,800	\$48,201
Bacc. (Arts & Sci.)/Univ. Parallel Officer	\$26,250	\$51,720	\$41,651
Occupational/Career Education Officer	\$27,541	\$51,660	\$40,669
Student Services Officer	\$31,300	\$60,000	\$43,004
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	\$23,459	\$52,000	\$36,554
Director of Data Processing	\$24,680	\$52,923	\$38,200
Director of Research & Planning	\$22,992	\$58,870	\$38,896
Admissions and Records Officer	\$18,422	\$47,597	\$34,367
Director of Counseling	\$21,449	\$51,720	\$36,380
Director of Financial Aid	\$17,205	\$40,150	\$28,367
Director of Job Placement	\$17,808	\$46,685	\$30,297
Director of Student Activities	\$14,730	\$50,013	\$32,663
Director of Library/LRC	\$21,143	\$50,395	\$36,281
Development/Grants Officer	\$21,683	\$53,165	\$34,538
Public Relations Officer	\$15,975	\$45,725	\$29,859
Director of Personnel	\$17,437	\$65,238	\$38,323

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986

Dist. No.	District Name	Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	\$55500	2	1	\$			\$43790	19	2	\$40470 (2)	2	2
502	DuPage	85941	7	1	59962 (2)	6/10	2	59093	6	2	51492	6	3
503	Black Hawk	61380	8	1	49326 (2)	4/5	2	44000	3	2	41185	7	3
504	Triton	DNA			DNA			DNA			DNA		
505	Parkland	83420	18	1				60390	10.5	2	62980	18	2
506	Sauk Valley	59171	5	1				48523	20	2	43554	4	2
507	Danville	51515	4	1				44662	6	2	45025	4	2
508	Chicago	80250	2	1	56462 (8)	1/16	2	60787	7	2	45855 (5)	3/38	2
509	Elgin	60000	3	1				52088	5	2	53098	1	2
510	Thornton	67000	1	1				43274	7	2	48935	2	2
511	Rock Valley	63200	16	1				42422	11	3	49250	14	2
512	Harper	80000	7	1				62000	0	2	61000	6	2
513	Illinois Valley	65000	11	1				50833	12	2	48611	8	2
514	Illinois Central	67500	10	1				48985	6	2	50560	6	2
515	Prairie State	DNA						DNA			DNA		
516	Waubensee	65000	4	1				52000	3	2	50350	3	2
517	Lake Land	58300	1	1				46110	1	3	46216	1	3
518	Carl Sandburg	57299	2	1				43166	5	2	40226	5	2
519	Highland	58000	5	1				41800	13	2	43200	9	2
520	Kankakee	DNA						DNA			DNA		
521	Rend Lake	58250	7	1				40865	1	2	48093	7	2
522	Belleville	66212	5	1	55628 (3)	1	2	60114	9	2	58870	2	2
523	Kishwaukee	DNA						DNA			DNA		
524	Moraine Valley	72000	3.5	1				50350	2	2	52875	2	2
525	Joliet	65000		1				51500		2	54495	3	2
526	Lincoln Land	67500	18	1				40000	0	2	41000	0	2
527	Morton	56000	.5	1				46841	4	2	Vacant		
528	McHenry	56192	6	1				43892	5	2	43892	0	2
529	Illinois Eastern	58300		1	45795 (4)	0/16	2				47708	1	2
530	Logan	61620	4	1				51933	11	2	52206	7	2
531	Shawnee	50290	18	1				32000	6	2			
532	Lake County	71203	7	1				Vacant			58034	4	2
533	Southeastern	61000	12	1				43148	16	2	45870	6	2
534	Spoon River	63120	1	1				44184	5	2	44184	2	2
535	Jakton	71550	1	1				60420	13	2	54000	.3	2
536	Lewis & Clark	57000	2	1	44500	1	2	44500	1	2	44500	1	2
537	Richland	53500	0	1				41812	4	2	42397	6	2
539	John Wood	59300	10	1				40550	8	2	37100	2	2
601	State Comm. Coll.	62000	0	1				40000	1	2	39594	3	2
	Averages	\$63729			\$51946			\$47759			\$48201		

NOTE: Numbers in parentheses following average salaries are the number of persons in each district in that administrative position. No number means one person serves in that position.

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

Dist. No.	District Name	Bacc./Univ. Parallel Officer			Occupational Career Officer			Student Services Officer			Continuing Education Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	\$						\$40660	5	2	\$40470	7	2
502	DuPage	47228 (2)	5/6	3	45097 (2)	0/5	3	49207	7	3	50723	6	3
503	Black Hawk	42109 (2)	4	4	47276	7	4	45242	6	3	50000	16	3
504	Triton	DNA			DNA			DNA			DNA		
505	Parkland				35365	1	3	57465	14	2	27000	.25	3
506	Sauk Valley							41175	14	2	33802	4	3
507	Deerfield							36757	1	3	35000	1	2
508	Chicago							35037 (6)	16	3	34149 (6)	9	3
509	Elgin				46239	3	3	40333	5	3	38145	6	3
510	Thornton				47674	7	3				40412	4	3
511	Rock Valley	42422	8	3	42422	10	3	34422	1	3	42422	7	3
512	Harper							60000	6	2	44750	7	4
513	Illinois Valley				37963	8	3	41759	9	2	36213	6	2
514	Illinois Central	47520	5	3	51660	6	3	47185	10	2	48780	6	3
515	Prairie State	DNA			DNA			DNA			DNA		
516	Waubesaee	45500	3	3	36400	3	4	44000	3	3	52000	3	2
517	Lake Land				38160	0	3	41870	5	3	25970	1	4
518	Carl Sandburg	26250	1	3	38691	6.5	3	36500	1	2	38203	11.5	3
519	Highland										28500	3	3
520	Kankakee	DNA			DNA			DNA			DNA		
521	Rend Lake				43107	6	2	37084	0	2			
522	Bellecville	51720 (2)	3		51720 (3)	3		59364	12	2	23459	1	3
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	48905	3	3	42185	2	3	53154	11	2	37630	4	3
525	Joliet	48877	5	3	48877	5	3				40280	2	
526	Lincoln Land				39500	5	3	48000	0	2	40252	15	3
527	Morton	35170	11	3	37842	6	3	41233	4	2	33390	4	3
528	McHenry							Vacant			30431	4	3
529	Illinois Eastern	33974 (4)	0/2	3	31927 (3)	0/7	3	31300 (3)	0	3			
530	Logan							43787	9	3	35826	3	4
531	Shawnee	34240	1	2	34240	6	2	34240	.25	2	34240	8	2
532	Lake County				38643	6	3	51984	13	3	36184	1	3
533	Southeastern				39732	1	3	43148	13	2	29658	10	3
534	Spoon River	37554	6	3	Vacant			39597	7	2	24800	6	3
535	Oakton							42060	6	3	43000	.5	3
536	Lewis & Clark							Vacant			24720	1.5	3
537	Richland							42397	13	2			
539	John Wood				27541	2	3	35050	1	2	32750	8.5	2
601	State Comm. Coll.				33130	8	3	36108	8	2	36570	12	3
	Averages	\$41651			\$40669			\$43004			\$36554		

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

Dist. No.	District Name	Director of Data Processing			Director of Research/Planning			Admissions/Records Officer			Director of Counseling		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
901	Kaskaskia	\$36408	8	3	\$34699	8	3	\$36842	6	3	\$31526	5	3
902	DuPage	52923	0	3	42948	3	4	47997 (2)	11/16	4	45992	6	4
903	Black Hawk	39980	3	3	22992	4	4	42754	18	4	40598	10	4
904	Triton	DNA			DNA			DNA			DNA		
905	Parkland	41580	3	3	44269	14	3	33000	7	3			
906	Sauk Valley	35483	14	4	33864	4	4	33249	4	3			
907	Danville	24680	6	3				31575	7	4	23590	2	4
908	Chicago	44403	1	2	54566	23	2	36630 (7)	5/29	3			
909	Elgin	42154	3	3							38729	5	3
910	Thornton	40889	5	3				46369	13	2	42252	2	3
911	Rock Valley	38130	10	4				34252	7	4			
912	Harper	48600	5	3	44729	14	2	44550	6	3	44225	3	3
913	Illinois Valley	42500	7	2				29166	7	3			
914	Illinois Central	37810	8	3	44035	6	2	43895	1	3	38160	7	3
915	Prairie State	DNA			DNA			DNA			DNA		
916	Waubensee	40500	9	3									
917	Lake Land	32860	0	4				30248	17	4			
918	Carl Sandburg	34919	9.5	3				28972	6	3			
919	Highland	31300	7	3				25900	2	3			
920	Kankakee	DNA			DNA			DNA			DNA		
921	Rond Lake							24173	5	3	28594		3
922	Belleville	36277	8	3	58870	2		37300	5	3	51720	2	
923	Kishwaukee	DNA			DNA			DNA			DNA		
924	Moraine Valley	42500	2	3	23081	2	4	38160	3	3	45311	2	3
925	Joliet	48427	5	3				43820	3				
926	Lincoln Land							37500	5	3	38894	17	3
927	Morton	37842	6	3				37062	11	3			
928	McHenry	35774	7	4				29692	5	4			
929	Illinois Eastern	26625	1	3	34568	17	3	18422 (4)	6/8	4	21449	6	4
930	Logan	27047	4	4				37995	2	4			
931	Shawnee												
932	Lake County	46694	11	3	30840	1	3	46694	13	4	38544	3	4
933	Southeastern										26857	8	4
934	Spoon River	32815	7	3	28993	8	3				25248	2	3
935	Oakton	50395	15	3	46110	10	3				39910	2	4
936	Lewis & Clark	36129	14	3				28780	3	3	33242	3	3
937	Richland				38883	11	3	24213	4				
939	John Wood	32850	6	2				23808	6	3			
601	State Comm. Coll.	27491	4	3				24046	8	3			
	Averages	\$38200			\$38896			\$34367			\$36380		

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

Dist. No.	District Name	Director of Financial Aid			Director of Job Placement			Director of Student Activities			Director of Library/LRC		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	\$17205	1		\$			\$39933	4	4	\$76896	2	3
502	DuPage	38856	5	4	46685	15	4	43191	6	5	41572	0	3
503	Black Hawk	33813 (2)	5/17	4							24848	2	4
504	Triton	DNA			DNA			DNA			DNA		
505	Parkland	40150	15	3	29524	1.5	3	50013	18	3	49503	16	3
506	Sauk Valley	34232	15	4									
507	Danville	33228	15	4							35075	4	3
508	Chicago	33039 (7)	1/10	3				26420 (4)	1/11	3			
509	Elgin	36422	11	3				34210	2	3	44285	9	3
510	Thornton	33796	2	3				26000	0	4	34389	4	4
511	Rock Valley	31502	5	4				30790	16	4	38130	16	4
512	Harper				40769	3	4	34250	9	3	39100	2	4
513	Illinois Valley	23148	1	3							34398	15	3
514	Illinois Central	31475	1	3							46630	13	3
515	Prairie State	DNA			DNA			DNA			DNA		
516	Waubensee										33900	5	4
517	Lake Land	27732	13	4	20274	10	4				26846	14	4
518	Carl Sandburg	17680	2	4							31500	2	3
519	Highland	26600	2	3							26400	2	3
520	Kankakee	DNA			DNA			DNA			DNA		
521	Rend Lake	25818	5	3	29761	4	3				35181	6	3
522	Belleville	29927	3	3				29199	3	4	47815	16	2
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	21819	3	4	29659	4	4	20938	2	4	41234	3	3
525	Joliet	26966	3	4				37753	16	4			
526	Lincoln Land	26000	4	4				29848	8	4			
527	Morton										33035	1	3
528	McHenry	22347	1	4				14730	2	4	35374	6	3
529	Illinois Eastern	22296 (5)	0/3	4							21143 (2)	4/9	4
530	Logan				33119	4	4	31098	12	4	45612	14	3
531	Shawnee												
532	Lake County	34848	4	4	25072	2	4	46694	16	4	48015	14	3
533	Southeastern	26208	2	4							30740	21	4
534	Spoon River							34044	12	3	25000	1	3
535	Oakton							Vacant			50395	15	3
536	Lewis & Clark	21400	1	4	17808	2	4	34580	1	3	39520	13	4
537	Richland	32731	3	4				29150	1	4	34851	4	4
539	John Wood	25049	4	3									
601	State Comm. Coll.	20000	0	3							30771	11	3
	Averages	\$28367			\$30297			\$32663			\$36281		

DNA = Data NOT Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

Dist. No.	District Name	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services Officer		
		Annual Salary	Years in Position	Adm. Level	Annual Salary	Years in Position	Adm. Level	Annual Salary	Years in Position	Adm. Level	Annual Salary	Years in Position	Adm. Level
501	Kaskaskia	\$			\$			\$			\$		
502	P-Page	48802	7	4	34629	3	4	47018	1	3	40060	0	4
503	Black Hawk				27273 (2)	2/6	3	42372	12	3	36544 (2)	2/8	3
504	Triton	DNA			DNA			DNA			DNA		
505	Parkland				27915	1.5	3	46926	10	3			
506	Sauk Valley	33864	4	4	33829	18	4						
507	Danville				21944	2	2	30052	10	2			
508	Chicago	32557	7	3	44998	1	2	65238	7	2	42225	11	3
509	Elgin				33083	14	-						
510	Thornton	27204	2	4	30411	7	2	37118	13	3			
511	Rock Valley				32087	9	4						
512	Harper	42500	1	2	45725	10	2	45131	3	3	47185	15	3
513	Illinois Valley				35648	16	2						
514	Illinois Central				34545	4	3	45215	8	3			
515	Prairie State	DNA			DNA			DNA			DNA		
516	Waubensee	47500	1	3	26000	1	3	39000	7	3	41000	0	3
517	Lake Land				23691	2	4	17437	3	4	32860	8	4
518	Carl Sandburg				18581	2	4						
519	Highland				25900	1	3				19150	0	4
520	Kankakee	DNA			DNA			DNA			DNA		
521	Rend Lake				25243	7	3						
522	Belleville	32442	13	4	33203	5	4	43635	2	2	31963 (2)	.5	
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	23500	2	4	22193	1	4	31500	2	3	36650	2	4
525	Joliet	37079	3		33820	8	2	31461	3	3	34270		3
526	Lincoln Land	28050	7	4	23500	3	4	33500	11	4	27270	3	4
527	Morton				38220	14	3	33390	.5	3			
528	McHenry				26672	11	4	27990	7	4	23453	2	4
529	Illinois Eastern	21683	1	3	15975	1	3						
530	Logan	37207	11	4									
531	Shawnee												
532	Lake County	53165	1	2	31742	5	2	38988	4	3	45083	4	3
533	Southeastern	23538	2	3									
534	Spoon River							35768	4	2			
535	Oakton	30000	1	3				43800	9	4	30190	4	4
536	Lewis & Clark	33512	8	3	29500	.1	3				25338	2	4
537	Richland												
539	John Wood												
601	State Comm. Coll.							30925	15	3	29685	0	3
	Averages	\$34538			\$29859			\$38323			\$33933		

DNA = Data Not Available



Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

Dist. No.	District Name	Physical Plant/Grounds Officer			Adm. Asst./Secondary Educ.			Director of Athletics			Controller		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	\$23665	9	3	\$			\$			\$		
502	DuPage				34363	0	4	47779	6	4			
503	Black Hawk	39839	17	3	34341 (4)	3/13	4	41348	11	4			
504	Triton	DNA			DNA			DNA			DNA		
505	Parkland	43050	16	3									
506	Sauk Valley	30614	13	4									
507	Danville	30714	11	3	31720	2	3				27657	6	3
508	Chicago	48043	8	3	48075 (2)	1	3				50529	19	2
509	Elgin	37299	5	3							37413	12	3
510	Thornton	37255	4	3	46369	8	3	38047	3	4			
511	Rock Valley	29130	2	4	28394	3	4				28426	8	4
512	Harper	49331	3	3	37125	2	4	48775	18	4	44203	18	3
513	Illinois Valley	29166	5	3									
514	Illinois Central	41215	6	3							35000	1	3
515	Prairie State	DNA			DNA			DNA			DNA		
516	Waubesaee	40500	1	3	31000	9	4				25100	7	4
517	Lake Land	27033	16	4	22790	0	4						
518	Carl Sandburg	31057	7	3							22283	11	4
519	Highland	32500	5	3				26500	5	4			
520	Kankakee	DNA			DNA			DNA			DNA		
521	Rend Lake	30325	2	3	27200	0	3	36754	4	3			
522	Belleville	40834	15	3	30999	5		27078	6	4	29394	14	
523	Kishwaukee	DNA			DNA			DNA			DNA		
524	Moraine Valley	41658	10	3	29490	5	4	25000	2	4			
525	Joliet	36517	7	3	29680	2	4				34270	6	3
526	Lincoln Land				25313	0	4						
527	Horton	36735	3	3									
528	McHenry	24392	6	4	32632	8	4						
529	Illinois Eastern	22055 (3)	0/6	3				16300	3	4	34568	9	3
530	Logan	19142 (2)	0/2	4	29241	3	4				39187	5	3
531	Shawnee												
532	Lake County	41978	16	3				Vacant					
533	Southeastern												
534	Spoon River				22000	1	3						
535	Oakton	44710	4	3				40589	14	4	37810	10	4
536	Lewis & Clark	33060	5	3	34116	1	3						
537	Richland	25338	2	4									
539	John Wood										26850	2	3
601	State Comm. Coll.	27044	10	3									
	Averages	\$34283			\$31936			\$34817			\$33764		

DNA = Data Not Available

Section IX

SUMMARY OF FISCAL YEAR 1986 MONTHLY CLASSIFIED STAFF SALARIES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 18 summarizes Illinois community college earnings for specific classified staff. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average Fiscal Year 1986 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 19 compares monthly mean salaries of comparable university civil service positions and classified community college positions. Overall, community college classified staff salaries are 1.5 percent lower than classified salaries at universities. However, many variables, such as tenure in the positions and exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 18

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1986

<u>Title</u>	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	30	\$1,124	\$1,623	\$2,291
Accountant II	31	1,102	1,782	2,723
Accountant Clerk I	65	782	1,092	2,093
Accountant Clerk II	75	792	1,175	2,311
Admissions/Records Clerk	118	742	1,050	1,627
Admissions/Records Supervisor or Tech.	44	1,061	1,559	2,311
Audio-Visual Services Manager	58	957	1,612	2,972
Bookstore Manager	26	930	1,613	2,559
Clerk Typist	466	695	1,003	1,896
Computer Operator I (Junior)	22	783	1,146	1,513
Computer Operator II (Senior)	27	875	1,446	1,826
Computer Programmer I (Junior)	21	722	1,394	1,963
Computer Programmer II (Senior)	22	1,166	1,777	2,243
Computer Systems Analyst	28	1,090	2,189	3,045
Custodian	441	765	1,218	1,820
Custodian Supervisor	37	1,129	1,751	2,538
Keypunch Operator/Data Entry Clerk	65	824	1,145	2,093
Library Clerk	121	686	1,078	2,311
Purchasing Clerk	35	915	1,227	1,993
Purchasing Supervisor	14	1,493	1,965	2,559
Receptionist/Switchboard Operator	59	722	1,007	1,639
Secretary-General	448	642	1,082	2,311
Secretary-Administrative	247	722	1,285	1,957
Secretary-Executive	69	999	1,642	2,433
Security Officer/Guard	73	1,006	1,350	2,532
Security Supervisor	27	1,302	2,033	2,670
Shipping/Recording Clerk	36	683	1,307	3,230

Illinois Community College Board

Table 19

COMPARISON OF MONTHLY FISCAL YEAR 1986 SALARIES OF CLASSIFIED PERSONNEL
AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES

<u>Title</u>	<u>University Civil Service Monthly Mean Salary</u>	<u>Community College Monthly Mean Salary</u>	<u>Difference in Mean Salaries</u>	<u>Percent Difference in Mean Salaries</u>
Accountant I	\$1,589	\$1,623	\$ 34	2.1%
Accountant II	1,857	1,782	-75	-4.0
Accountant Clerk I	833	1,092	259	31.1
Accountant Clerk II	1,088	1,175	87	8.0
Admissions/Records Officer I	1,235	1,050	-185	-15.0
Admissions/Records Officer III	1,900	1,559	-341	-17.9
Audio-Visual Service Manager	2,432	1,612	-820	-33.7
Bookstore Manager	2,260	1,613	-647	-28.6
Clerk Typist I	798	1,003	205	25.7
Digital Computer Operator I	1,020	1,146	126	12.4
Digital Computer Operator II	1,216	1,446	230	18.9
Computer Programmer I	1,268	1,394	126	9.9
Computer Programmer II	1,474	1,777	303	20.6
Computer/Data Processing Analyst I	2,201	2,189	-12	-0.5
Custodian/Building Service Worker	1,259	1,218	-41	-3.3
Custodian Supervisor	1,886	1,751	-135	-7.2
Keypunch Operator/Data Entry Oper. I	880	1,145	265	30.1
Library Clerk I	974	1,078	104	10.7
Purchasing Clerk/Purchasing Asst. I	1,452	1,227	-225	-15.5
Purchasing Supv./Purchasing Agent	2,581	1,965	-616	-23.9
Receptionist/Switchboard Operator	981	1,007	26	2.7
Secretary-General	879	1,082	203	23.1
Secretary-Administrative	1,396	1,285	-111	-8.0
Secretary-Executive	1,631	1,642	11	0.7
Security Officer/Guard	1,177	1,350	173	14.7
Security Supervisor	1,792	2,033	241	13.4
Shipping/Receiving Clerk	1,084	1,307	223	20.8
Average Salaries	\$1,450	\$1,428	\$ -22	-1.5%

Section X

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1985

Table 20 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in Fiscal Year 1985.

Table 21 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 22 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff.

The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 20

SUMMARY OF AVERAGE FISCAL YEAR 1985 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Fringe Benefits		
	<u>Low</u>	<u>Average</u>	<u>High</u>
Teaching Faculty	\$494	\$2,151	\$3,335
Administrative	\$543	\$2,196	\$4,000
Other Professional	\$491	\$2,127	\$3,335
Classified	\$658	\$1,886	\$2,691

Illinois Community College Board

Table 21

FRINGE BENEFITS PAID FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1985

Dist. No.	District	Health Insurance	Health Insurance for Family Dependents	Dental Insurance	Life Insurance	Employees SURS Contrib. Paid by College	Free or Partial Tuition for Family	Sabbatical Leave With Pay	Worker's Compensation	Unemployment Insurance	Social Security	Disability	Other
501	Kaskaskia	x	x		x		x	x	x	x			
502	DuPage	x	x	x	x		x	x	x	x		x	x
503	Black Hawk	x	x		x		x	x	x	x		x	
504	Triton	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
505	Parkland	x	x	x	x			x	x	x		x	x
506	Sauk Valley	x	x		x		x		x	x		x	x
507	Danville						x	x	x	x			x
508	Chicago	x	x	x	x		x	x	x	x			
509	Elgin	x	x	x	x		x	x	x	x			
510	Thornton	x		x	x		x	x	x	x			x
511	Rock Valley	x	x	x	x		x	x	x	x			x
512	Harper	x	x	x	x		x	x	x	x		x	x
513	Illinois Valley	x	x		x			x	x	x			
514	Illinois Central	x	x	x	x		x	x	x	x		x	x
515	Prairie State	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
516	Waubensee	x	x	x	x		x	x	x	x		x	x
517	Lake Land	x	x	x	x		x	x	x	x			
518	Carl Sandburg	x		x	x		x	x	x	x			
519	Highland	x	x		x		x	x	x	x		x	x
520	Kankakee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	x		x	x		x	x	x	x		x	x
522	Belleville	x	x		x		x	x	x	x		x	x
523	Kishwaukee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
524	Moraine Valley	x	x		x		x	x	x	x		x	
525	Joliet	x	x	x	x		x	x	x	x			
526	Lincoln Land	x		x	x		x	x	x	x			
527	Morton	x	x		x		x	x	x	x			
528	McHenry	x	x	x	x		x	x	x	x			x
529	Illinois Eastern	x					x	x	x	x			
530	Logan	x	x	x	x		x	x	x	x			x
531	Shawnee							x	x	x			x
532	Lake County						x	x	x	x			
533	Southeastern	x	x		x			x	x	x			
534	Spoon River	x	x	x	x	x	x	x	x	x			x
535	Oakton	x	x	x	x		x	x	x	x			
536	Lewis & Clark	x		x	x		x	x	x	x		x	
537	Richland	x	x	x	x		x	x	x	x		x	
539	John Wood	x	x	x	x		x	x	x	x		x	
601	State Comm. Coll.	x			x		x	x					x

DNA = Data Not Available

Illinois Community College Board

Table 22

FISCAL YEAR 1985 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Teaching Faculty			Administrative Staff			Other Professional Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
901	Kaskaskia	63	\$ 132590	\$2105	19	\$ 28358	\$2019	4	\$ 6755	\$1689	32	\$ 67051	\$2095
902	DuPage	204	468674	2297	24	55138	2297	46	105681	2297	305	700713	2297
903	Black Hawk	157	252938	1611	40	83023	2076	9	11034	1226	164	217989	1290
904	Triton	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
905	Parkland	162	297425	1836	21	44684	2127	43	71431	1661	90	148283	1647
906	Sauk Valley	52	116073	2232	18	42987	2388	7	12678	1811	52	95053	1828
907	Danville	59	67437	1143	21	25158	1198	3	3429	1143	71	79591	1121
908	Chicago	1075	2702314	2514	179	449967	2514	367	922557	2514	573	1440396	2514
909	Elgin	88	485686	2110	22	48902	2223	8	12124	1515	95	184883	1946
910	Thornton	126	161280	1280	26	33280	1280	12	15360	1280	104	133120	1280
911	Rock Valley	129	346738	2688	17	40095	2359	15	41131	2742	108	241493	2421
912	Harper	170	443902	2646	32	88427	2763	22	60426	2747	383	654178	1713
913	Illinois Valley	74	79056	1068	12	21508	1792	14	17750	1268	61	59760	980
914	Illinois Central	183	330864	1808	25	45200	1808	37	66896	1808	185	334480	1808
915	Prairie State	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
916	Waubesaee	68	170363	2505	24	65775	2741	5	9794	1959	65	156821	2413
917	Lake Land	94	206726	2199	12	27082	2257	29	63777	2199	79	173738	2199
918	Carl Sandburg	49	78205	1596	14	19477	1391	13	19086	1391	49	68171	1391
919	Highland	41	82984	2024	14	28986	2070	14	28986	2070	46	98557	2143
920	Kankakee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
921	Rend Lake	54	49751	921	19	18042	950	7	6270	896	39	33735	865
922	Belleville	111	250673	2258	37	95147	2572	8	14684	1835	92	162165	1763
923	Kishwaukee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
924	Moraine Valley	169	400868	2372	20	47440	2372	84	199248	2372	131	310732	2372
925	Joliet	155	409053	2639	38	85302	2509	9	22740	2527	153	411704	2691
926	Lincoln Land	133	178240	1340	24	32700	1363	12	15366	1280	113	137928	1221
927	Morton	60	145813	2390	14	27138	1938	4	5487	1372	81	118032	1457
928	McHenry	47	130204	2770	23	63168	2746	14	33663	2362	43	109459	2546
929	Illinois Eastern	107	134412	1256	26	55544	2137	41	38484	939	68	62982	926
930	Logan	54	130455	2416	22	42331	1924	8	12813	1602	46	71171	1547
931	Shawnee	27	13325	494	6	3255	543	12	5896	491	18	11848	658
932	Lake County	157	341475	2175	42	109346	2603	21	50146	2388	162	336638	2078
933	Southeastern	39	54495	1397	10	15291	1529	10	11705	1171	26	36636	1408
934	Spoon River	36	115228	3021	16	47984	2999	11	33315	3029	41	77010	1878
935	Oakton	139	463565	3335	30	120000	4000	8	26680	3335	189	346437	1833
936	Lewis & Clark	84	100800	1200	25	30000	1200	12	13968	1164	99	109296	1104
937	Richland	45	78750	1750	15	24690	1646	5	7170	1434	32	28736	898
938	John Wood	20	27320	1366	12	16668	1389	11	9031	821	23	26542	1154
939	State Comm. Coll.	43	41789	972	15	14811	987	7	6895	985	46	43600	948
Totals/Averages		4274	\$9195471	\$2151	914	\$2006924	\$2196	932	\$1982458	\$2127	3864	\$7288928	\$1886

DNA = Data Not Available

Section XI

FISCAL YEAR 1986 MEAN PERCENTAGE SALARY INCREASES FOR
 FACULTY, OTHER PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND
 CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 summarizes Fiscal Year 1986 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 24.

Table 23

SUMMARY OF FISCAL YEAR 1986 MEAN PERCENTAGE SALARY INCREASES FOR
 ADMINISTRATIVE, OTHER PROFESSIONAL, FACULTY, AND CLASSIFIED STAFF
 AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>Weighted Mean Percentage Salary Increases*</u>		
	<u>Low</u>	<u>Average</u>	<u>High</u>
Administrative	2.7%	6.2%	12.5%
Other Professional	0.4%	6.3%	12.5%
Faculty	1.0%	6.1%	12.5%
Classified	3.7%	6.8%	12.5%

*Does not include districts with missing data.

Illinois Community College Board

Table 24

FISCAL YEAR 1986 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE STAFF, FACULTY, OTHER PROFESSIONAL STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Administrative Staff	Other Professional Staff	Faculty	Classified Staff
501	Kaskaskia	12.5%	12.5%	12.5%	12.5%
502	DuPage	4.9	4.9	4.9	5.9
503	Black Hawk	8.0	9.1	9.1	9.3
504	Triton	DNA	DNA	DNA	DNA
505	Parkland	7.4	10.0	7.9	7.6
506	Sauk Valley	7.9	9.0	8.2	7.7
507	Danville	4.0	4.0	4.0	5.0
508	Chicago	7.0	4.0	7.0	3.7
509	Elgin	6.7	7.4	7.4	6.8
510	Thornton	5.3	6.7	6.8	9.1
511	Rock Valley	6.4	5.6	5.6	7.2
512	Harper	7.0	6.0	6.0	7.0
513	Illinois Valley	4.7	3.9	4.6	7.3
514	Illinois Central	5.2	5.7	5.8	5.6
515	Prairie State	DNA	DNA	DNA	DNA
516	Waubonsee	2.9	3.0	3.0	5.0
517	Lake Land	6.0	6.0	6.0	6.0
518	Carl Sandburg	5.0	5.0	5.0	5.0
519	Highland	5.5	5.2	5.5	6.3
520	Kankakee	DNA	DNA	DNA	DNA
521	Rend Lake	9.2	5.3	9.2	10.5
522	Belleville	2.7	0.4	1.0	5.6
523	Kishwaukee	DNA	DNA	DNA	DNA
524	Moraine Valley	5.0	4.0	5.0	6.0
525	Joliet	6.0	6.0	6.0	7.8
526	Lincoln Land	5.5	5.7	5.5	5.5
527	Morton	5.5	7.6	7.1	5.9
528	McHenry	5.5	5.2	5.4	5.3
529	Illinois Eastern	8.3	6.5	8.3	7.7
530	Logan	3.8	2.5	3.8	5.4
531	Shawnee	DNA	DNA	DNA	DNA
532	Lake County	8.5	9.2	9.0	8.5
533	Southeastern	5.3	6.6	6.7	8.8
534	Spoon River	5.2	5.2	5.2	5.2
535	Oakton	6.5	6.5	6.5	6.5
536	Lewis & Clark	6.0	6.0	6.0	6.0
537	Richland	6.0	6.0	6.0	6.0
539	John Wood	10.5	7.7	8.2	6.8
601	State Comm. Coll.	4.6	7.8	6.2	5.3
Averages		6.2%	6.3%	6.1%	6.8%

DNA = Data Not Available

