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ABSTRACT

Information on the 1987 salaries and benefits of faculty, staff, and administrators employed in the Illinois public community college system is presented in this report. After introductory material provides a summary overview of the report, statewide and institutional data are given on fiscal year (FY) 1988 contractual base salaries for 9- and 12-month full-time faculty; FY88 part-time faculty salary rates per course credit hour and full-time faculty overload and summer term salary rates; FY88 schedule-based salaries for full-time faculty members with a master's degree; institutional policies related to faculty salaries and contracts; FY88 contractual base salaries for 9- and 12-month non-teaching professional staff; FY88 contractual base salaries for administrative staff; salaries paid to selected administrators; monthly classified staff salaries; low, high, and average monthly salaries for specified classified staff; comparison of monthly FY87 salaries of community college classified personnel with university civil service salaries; FY87 fringe benefits for full-time employees; and FY88 weighted mean percentage salary increases. Selected findings include the following: (1) the median FY88 contractual base salary for faculty with 9-month contracts was \$32,008, while that for faculty with 12-month contracts was \$28,898; (2) part-time faculty salary rates averaged \$292 per course semester hour; and (3) the average salary for district chief executive officers was \$70,570. (EJV)

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FALL 1987 SALARY SURVEY REPORT
FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES

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Illinois Community College Board
 FALL 1987 SALARY SURVEY REPORT FOR THE
 ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

For a number of years, community colleges have submitted salary data to the Illinois Community College Board, the Illinois Board of Higher Education, and the Integrated Postsecondary Education System (formerly HEGIS). The Fall 1987 Salary Survey combined data items from these three instruments into one comprehensive survey. The IBHE's and the IPEDS' surveys will be completed by the ICCB without further data submissions from the colleges.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, overload faculty salary rates, administrative salaries, other (non-teaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, and salaries of select administrators.

Section 1

**FISCAL YEAR 1988 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 1988.

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. Table 3 provides the same information for full-time faculty with 12-month contracts. Zeros are used for colleges that do not have faculty with 12-month contracts.

The low 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. 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 1988 (9-MONTH) CONTRACTUAL BASE SALARIES
FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Range	
	Low	High
Low Faculty Salaries	\$12,708	\$23,347
Average Faculty Salaries	\$24,136	\$40,314
High Faculty Salaries	\$28,450	\$55,940
Median Faculty Salaries	\$24,071	\$42,081

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Table 2

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1988 Salaries			Median FY 1988 Salary
			Lowest	Average	Highest	
501	Kaskaskia	53	\$17612	\$27303	\$35562	\$30922
502	DuPage	199	23347	37998	55940	38787
503	Black Hawk	147	19463	29074	39859	27631
504	Triton	222	21420	36133	49706	36126
505	Parkland	159	20865	34874	45021	35295
506	Sauk Valley	44	17477	29612	39641	31944
507	Danville	59	13334	27007	34946	29332
508	Chicago	1006	20958	38566	51460	39913
509	Elgin	87	20484	33385	42521	DNA
510	Thornton	110	21385	35731	44920	DNA
511	Rock Valley	125	16371	32143	40707	33219
512	Harper	168	22275	40314	50196	42081
513	Illinois Valley	71	19393	30983	37233	28563
514	Illinois Central	173	18485	32435	42985	33138
515	Prairie State	89	21691	33701	41730	33393
516	Waubensee	57	20534	32091	39597	32474
517	Lake Land	82	18446	27454	35926	28530
518	Carl Sandburg	57	18288	27607	36013	27228
519	Highland	40	17086	29548	37783	31731
520	Kankakee	55	12708	27641	42436	26992
521	Rend Lake	33	20200	26129	34770	27820
522	Belleville	100	15912	34767	43868	35169
523	Kishwaukee	62	18490	27483	37701	26888
524	Moraine Valley	163	19195	32378	44602	32283
525	Joliet	137	19371	36185	45805	38891
526	Lincoln Land	107	19320	33112	40402	34901
527	Morton	56	23289	35291	42614	36331
528	McHenry	46	19730	31305	43194	30248
529	Illinois Eastern	99	17285	24473	31771	24071
530	Logan	58	20482	30887	40124	31065
531	Shawnee	16	17700	24245	28450	24450
532	Lake County	151	21951	38297	45359	37317
533	Southeastern	37	18597	29099	36242	30128
534	Spoon River	33	14223	27948	34353	29778
535	Oakton	133	21447	39006	45876	41139
536	Lewis & Clark	77	19190	30371	36077	30391
537	Richland	40	18324	28623	35414	29600
539	John Wood*	0	0	0	0	0
601	State Comm. Coll.	42	16700	24136	31329	24513
Total/Averages		4393	\$19056	\$34306	\$40582	\$32008

DNA = Data Not Available

*John Wood employs all full-time faculty on a 12-month basis.

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Table 3

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1988 Salaries			Median FY 1988 Salary
			Lowest	Average	Highest	
501	Kaskaskia	10	\$25600	\$29500	\$33400	\$30400
502	DuPage	0	0	0	0	0
503	Black Hawk	7	22676	31323	49027	25385
504	Triton	0	0	0	0	0
505	Parkland	0	0	0	0	0
506	Sauk Valley	9	29026	31683	37561	31408
507	Danville	6	19589	20213	21370	20079
508	Chicago	0	0	0	0	0
509	Elgin	0	0	0	0	0
510	Thornton	0	0	0	0	0
511	Rock Valley	3	20907	23172	27121	20907
512	Harper	2	43116	44955	46794	44955
513	Illinois Valley	0	0	0	0	0
514	Illinois Central	0	0	0	0	0
515	Prairie State	0	0	0	0	0
516	Waubensee	0	0	0	0	0
517	Lake Land	7	23694	28125	32356	28279
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	0	0	0	0	0
521	Rend Lake	20	26740	34133	44117	33743
522	Belleville	5	29556	42599	55291	41431
523	Kishwaukee	0	0	0	0	0
524	Moraine Valley	1	29926	29926	29926	29926
525	Joliet	0	0	0	0	0
526	Lincoln Land	8	23425	28407	35386	28786
527	Morton	0	0	0	0	0
528	McHenry	0	0	0	0	0
529	Illinois Eastern	3	20100	22310	26250	20580
530	Logan	0	0	0	0	0
531	Shawnee	7	20740	24091	29280	23180
532	Lake County	0	0	0	0	0
533	Southeastern	5	27811	30284	33368	29617
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	23	17500	25587	38600	24800
601	State Comm. Coll.	0	0	0	0	0
Total/Averages		116	\$25360	\$29356	\$35990	\$28898

Section II

FISCAL YEAR 1988 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1988.

Table 5 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.

Table 4

STATE SUMMARY OF FISCAL YEAR 1988 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Average	Highest
Overload Rates (Full-time Faculty)	\$260	\$416	\$ 932
Summer Term Rates (Full-time Faculty)	\$200	\$497	\$1,058
Part-time Faculty Rates	\$200	\$292	\$ 510

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Table 5

FISCAL YEAR 1988 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	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	\$250	\$315	\$325
502	DuPage	303	315	950
503	Black Hawk	290	320	330
504	Triton	300	544	681
505	Parkland	510	510	644
506	Sauk Valley	237	325	350
507	Danville	286	350	375
508	Chicago	DNA	DNA	DNA
509	Elgin	273	400	400
510	Thornton	295	673	751
511	Rock Valley	296	494	667
512	Harper	420	420	DNA
513	Illinois Valley	320	300	400
514	Illinois Central	300	400	953
515	Prairie State	260	272	272
516	Waubensee	290	400	400
517	Lake Land	275	275	275
518	Carl Sandburg	278	278	390
519	Highland	230	460	460
520	Kankakee	305	550	550
521	Rend Lake	240	340	550
522	Belleville	246	575	1058
523	Kishwaukee	225	550	550
524	Moraine Valley	300	705	814
525	Joliet	285	362	362
526	Lincoln Land	327	425	475
527	Morton	273	273	273
528	McHenry	DNA	DNA	DNA
529	Illinois Eastern	226	N/A	375
530	Logan	287	383	499
531	Shawnee	200	400	200
532	Lake County	330	375	375
533	Southeastern	270	380	405
534	Spoon River	275	932	932
535	Oakton	370	390	390
536	Lewis & Clark	250	260	260
537	Richland	342	376	552
539	John Wood	300	300	300
601	State Comm. Coll.	<u>350</u>	<u>350</u>	<u>350</u>
	Averages	\$292	\$416	\$497

DNA = Data Not Available

N/A = Not Applicable

Section III

SALARIES BASED ON FISCAL YEAR 1988 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range and average salaries of fiscal year 1988 salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules is shown in Table 6.

Table 7 provides the fiscal year 1988 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 6

SUMMARY OF FISCAL YEAR 1988 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$15,000	\$21,951	\$18,628
Master's Degree, Plus Zero Hours (5 Years Experience)	\$19,965	\$27,238	\$22,413
Master's Degree, Maximum Hours (5 Years Experience)	\$20,448	\$35,497	\$26,599
Master's Degree, Maximum Hours (Maximum Experience)	\$23,073	\$51,460	\$38,935

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR
 FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
 AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1988

<u>Dist. No.</u>	<u>District</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	\$17,612	\$20,487	\$24,512	\$34,862
502	DuPage	19,456	27,238	32,141	44,539
503	Black Hawk	17,793	20,415	26,342	39,859
504	Triton	21,420	26,036	32,079	46,023
505	Parkland	18,500	23,000	25,200	41,973
506	Sauk Valley	17,477	20,275	29,501	39,641
507	Danville	15,000	N/A	N/A	N/A
508	Chicago	20,978	22,028	24,578	51,460
509	Elgin	18,716	22,085	30,099	45,022
510	Thornton	18,720	23,664	27,683	44,151
511	Rock Valley	17,307	21,051	24,795	38,835
512	Harper	21,585	25,266	35,497	50,196
513	Illinois Valley	20,396	22,552	26,897	36,368
514	Illinois Central	17,785	N/A	N/A	42,985
515	Prairie State	19,675	23,937	29,096	42,738
516	Waubensee	19,129	22,642	26,806	38,715
517	Lake Land	17,035	19,660	20,448	23,073
518	Carl Sandburg	17,028	20,778	22,938	36,013
519	Highland	18,395	22,313	27,409	36,772
520	Kankakee	17,954	N/A	N/A	36,440
521	Rend Lake	19,700	22,200	25,980	33,730
522	Belleville	15,941	18,965	21,894	36,935
523	Kishwaukee	N/A	N/A	N/A	N/A
524	Moraine Valley	16,900	20,934	22,389	47,016
525	Joliet	19,059	21,326	25,719	45,805
526	Lincoln Land	17,727	20,912	21,958	38,478
527	Morton	21,842	26,451	29,105	40,877
528	McHenry	18,145	20,910	23,120	29,195
529	Illinois Eastern	18,181	N/A	N/A	31,084
530	Logan	21,052	23,877	27,867	38,602
531	Shawnee	18,000	19,600	21,100	27,900
532	Lake County	21,951	27,193	34,707	43,199
533	Southeastern	19,639	22,765	26,169	35,755
534	Spoon River	16,053	19,713	24,288	34,353
535	Oakton	19,640	24,157	31,665	49,088
536	Lewis & Clark	17,538	20,746	21,975	30,217
537	Richland	17,619	21,143	24,667	35,767
539	John Wood	N/A	N/A	N/A	N/A
601	State Comm. Coll.	<u>18,300</u>	<u>24,500</u>	<u>28,000</u>	<u>34,000</u>
	Averages	\$18,628	\$22,413	\$26,599	\$38,935

DNA = Data Not Available

N/A = Not Applicable

Section IV

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

Table 8 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 number of weekly class contact hours 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 9 shows these institutional policies for each college. Of the 39 community college districts in Illinois, twelve have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-five 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 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND
CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 1988

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	23	- 32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	13	- 20	15.9
Average Weekly Office/Academic Advising Hours	2.5	- 16	7
Length of Full-time Faculty Academic Year Contract in Months	9	- 10	9.2

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1988

Dist No	District	Ave. Yearly Semester Credit Hours Taught	Ave Weekly Class Contact Hrs. Teaching	Average Weekly Office/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	Kesler	30	18	10	No	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
502	DuPage	30	15	10	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
503	Eleck Hawk	30	15	5	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
504	Triton	30	15	5	No	10 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
505	Perkland	23	16	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
506	Sauk Valley	32	16	5	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
507	Denville	32	16.5	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	IEA/NEA
508	Chicago	26	13	4	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
509	Elgin	30	17	8	No	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
510	Thornton	30	15	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
511	Rock Valley	30	15	10	Yes	9 Mos.	No	Yes	2	Yes	No	N/A
512	Herper	30	15	10	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
513	Illinois Valley	30	15	10	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
514	Illinois Central	27	16	5	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
515	Prairie State	30	15	4	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
516	Waubensee	30	16.5	5	No	9 Mos.	No	Yes	2	Yes	Yes	IFT/AFT
517	Lake Land	30	15	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
518	Carl Sandburg	30	15	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	IEA/NEA
519	Highland	29	17.5	5	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
520	Kenkelee	30	20	2.5	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
521	Rend Lake	30	15-20	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
522	Belleville	30	15	10	No	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
523	Kishwaukee	30	15	5	No	9 Mos.	Yes	Yes	2	No	Yes	AAUP, IFT/AFT
524	Moraine Valley	30	N/A	4	Yes	10 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
525	Joliet	30	15-20	7	No	9 Mos.	Yes	Yes	2	Yes	Yes	IFT/AFT
526	Lincoln Land	25	5	6	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
527	Morton	30	15	5	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
528	McHenry	30	15	5	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
529	Illinois Eastern	32	DNA	DNA	No	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
530	Logan	30	15	11	No	10 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
531	Shawnee	32	17	10	No	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
532	Lake County	30	15	16	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
533	Southeastern	30	20	10	No	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
534	Spoon River	30	18	10	No	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
535	Oakton	30	15	10	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IEA/NEA
536	Lewis & Clark	30	16	10	Yes	9 Mos.	DNA	DNA	DNA	Yes	Yes	IEA/NEA
537	Richland	30	15	15	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
539	John Wood	**	**	**	No	**	No	N/A	N/A	No	No	N/A
601	State Comm. Coll.	30	15	10	No	9 Mos.	Yes	Yes	3	Yes	Yes	IFT/AFT
Averages		30	15.9	7		9.2 Mos.						

*At many colleges, weekly advising hours are included with weekly office hours
 **All full-time employees are employed on a 12-month basis with a standard 40-hour work week

DNA - Data Not Available
 N/A - Not Applicable



Section V

**FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 1988 salaries for other professional staff in Illinois public community colleges.

Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (non-teaching) 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. Zeros are used for colleges that do not have other (non-teaching) professionals with 9- or 12-month contracts.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (non-teaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (non-teaching) 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 (non-teaching) professional staff with 9-month contracts was \$33,726. For other (non-teaching) professional staff with 12-month contracts, the weighted state average salary was \$24,604.

Table 10

**SUMMARY OF FISCAL YEAR 1988 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO
OTHER (NON-TEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Range of Salaries	
	Lowest	Highest
Lowest Salaries (9 month)	\$ 9,450	\$36,368
Lowest Salaries (12 month)	\$ 9,762	\$33,732
Average Salaries (9 month)	\$14,491	\$40,852
Average Salaries (12 month)	\$15,886	\$48,951
Highest Salaries (9 month)	\$16,091	\$50,196
Highest Salaries (12 month)	\$22,000	\$55,939
Median Salaries (9 month)	\$13,300	\$43,670
Median Salaries (12 month)	\$15,660	\$48,083

Illinois Community College Board

Table 11

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

Dist. No.	District	Number of Staff	Range of Current FY 1988 Salary			Median FY 1988 Salary
			Lowest	Average	Highest	
501	Kaskaskia	5	\$19337	\$28283	\$35562	\$30467
502	DuPage	25	25293	38556	46208	39947
503	Black Hawk	4	23041	26492	30891	25568
504	Triton	14	22491	33344	49706	28832
505	Parkland	18	12809	21337	27423	20960
506	Sauk Valley	2	25230	29056	32881	29056
507	Danville	9	12661	20202	30805	19309
508	Chicago	75	20798	40168	49209	42583
509	Elgin	9	23671	33726	42521	DNA
510	Thornton	11	21054	33164	43193	DNA
511	Rock Valley	8	29475	39634	45230	43670
512	Harper	20	22275	38794	50196	40776
513	Illinois Valley	4	36368	36368	36368	36368
514	Illinois Central	6	22737	31305	42628	31445
515	Prairie State	5	30288	35527	41134	34695
516	Waubensee	3	23960	29244	32622	31149
517	Lake Land	5	15578	23569	33813	17606
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	0	0	0	0	0
521	Rend Lake	3	9450	14491	20594	13429
522	Belleville	3	31106	33598	35039	34649
523	Kishwaukee	5	14000	20681	25277	21206
524	Moraine Valley	18	17110	26741	38568	26963
525	Joliet	9	29766	38754	45805	40182
526	Lincoln Land	9	31061	37310	40402	38478
527	Morton	4	34527	38584	41077	39366
528	McHenry	7	25779	29206	32277	28935
529	Illinois Eastern	2	16091	16091	16091	16091
530	Logan	0	0	0	0	0
531	Shawnee	0	0	0	0	0
532	Lake County	15	25653	40852	45359	41142
533	Southeastern	3	19847	20681	22348	19847
534	Spoon River	4	13399	17929	27948	14985
535	Oakton	8	32830	39130	45876	37503
536	Lewis & Clark	4	11250	15588	18900	13300
537	Richland	4	30833	33230	35286	33400
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	0	0	0	0	0
Total/Averages		321	\$22859	\$33726	\$36314	\$29730

DNA = Data Not Available

Illinois Community College Board

Table 12

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

Dist. No.	District	Number of Staff	Range of Current FY 1988 Salary			Median FY 1988 Salary
			Lowest	Average	Highest	
501	Kaskaskia	0	\$ 0	\$ 0	\$ 0	\$ 0
502	DuPage	24	33732	48951	55939	48083
503	Black Hawk	5	21787	30117	44557	23524
504	Triton	0	0	0	0	0
505	Parkland	33	15492	28424	49952	27579
506	Sauk Valley	7	16960	25428	37438	23622
507	Danville	20	14762	22277	35144	23883
508	Chicago	519	9762	23183	41730	23652
509	Elgin	0	0	0	0	0
510	Thornton	0	0	0	0	0
511	Rock Valley	8	21440	29627	35473	29703
512	Harper	1	30012	30012	30012	30012
513	Illinois Valley	10	18740	30032	37270	28005
514	Illinois Central	22	19843	28554	38715	27825
515	Prairie State	0	0	0	0	0
516	Waubensee	0	0	0	0	0
517	Lake Land	22	14000	22116	27029	22145
518	Carl Sandburg	0	0	0	0	0
519	Highland	20	28000	38570	51600	39880
520	Kankakee	36	11712	17145	38076	16332
521	Rend Lake	11	17354	24113	31264	24166
522	Belleville	10	17922	32748	50683	33517
523	Kishwaukee	5	20790	24684	34766	21600
524	Moraine Valley	66	14674	24053	38568	22898
525	Joliet	0	0	0	0	0
526	Lincoln Land	2	19500	23300	27100	23300
527	Morton	0	0	0	0	0
528	McHenry	10	15000	17145	24033	18045
529	Illinois Eastern	3	15660	15886	16338	15660
530	Logan	13	23986	33830	42619	34942
531	Shawnee	7	17000	19931	21000	20000
532	Lake County	5	23320	31725	41666	28704
533	Southeastern	10	18500	23610	31367	22383
534	Spoon River	7	16796	19669	24094	18500
535	Oakton	0	0	0	0	0
536	Lewis & Clark	25	11500	20884	29310	19565
537	Richland	0	0	0	0	0
539	John Wood	9	15750	23972	28000	24000
601	State Comm. Coll.	8	18000	24702	32668	24000
Total/Averages		918	\$18643	\$24604	\$35622	\$25733

Section VI

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1988. The weighted average administrative staff salary ranged from a low of \$27,320 to a high of \$56,399.

Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1988 salaries; and the median fiscal year 1988 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 5.

Some colleges may classify some of these administrative positions as faculty or other (non-teaching) 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 1988 was \$39,776. The lowest reported administrative salary was \$14,427, and the highest was \$92,000. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1988 CONTRACTUAL SALARIES PAID TO
ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range	
	Low	High
Lowest Administrative Salaries	\$14,427	\$42,104
Average Administrative Salaries	\$27,320	\$56,399
Highest Administrative Salaries	\$46,340	\$92,000
Median Administrative Salaries	\$21,600	\$55,334

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Table 14

FISCAL YEAR 1988 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of Current FY 1988 Salaries			Median FY 1988 Salary
			Lowest	Average	Highest	
501	Kaskaskia	29	\$14427	\$32272	\$53000	\$30134
502	DuPage	22	42104	56399	92000	55334
503	Black Hawk	40	23736	41141	68000	42912
504	Triton	38	29000	46366	75000	46385
505	Parkland	22	25750	45774	75000	45619
506	Sauk Valley	18	19085	38240	66000	38625
507	Danville	20	26000	38149	61790	37752
508	Chicago	195	16500	37606	89078	35403
509	Elgin	26	28842	43231	68000	DNA
510	Thornton	22	32096	43766	53034	DNA
511	Rock Valley	23	20381	41588	77000	40695
512	Harper	32	35711	52457	88400	51031
513	Illinois Valley	12	30580	40935	65000	47790
514	Illinois Central	42	29280	47505	74812	47143
515	Prairie State	20	25909	36551	71298	34606
516	Waubensee	23	26000	43850	80000	40000
517	Lake Land	19	19544	35615	63502	33480
518	Carl Sandburg	14	25920	39738	66830	40730
519	Highland	16	23100	39047	69250	37000
520	Kankakee	20	21000	38300	64200	34613
521	Rend Lake	21	28044	38978	64553	39118
522	Belleville	37	17739	44837	79407	44129
523	Kishwaukee	22	20801	35484	71500	31900
524	Moraine Valley	27	17097	44898	77040	45423
525	Joliet	41	18700	34881	73034	30952
526	Lincoln Land	34	21000	38267	85000	38239
527	Morton	14	30364	44235	71232	42112
528	McHenry	22	19254	34025	62152	32978
529	Illinois Eastern	72	15493	27320	65728	21600
530	Logan	20	22211	42795	70741	42586
531	Shawnee	12	19198	32411	54000	37034
532	Lake County	42	25000	44111	82500	44444
533	Southeastern	12	18112	37575	67700	31826
534	Spoon River	15	24054	34787	51534	36456
535	Oakton	29	27894	50500	79857	50147
536	Lewis & Clark	19	19300	37000	73000	35000
537	Richland	19	26750	40052	66500	39503
539	John Wood	15	24600	32416	46340	30500
601	State Comm. Coll.	<u>21</u>	<u>18866</u>	<u>31644</u>	<u>50000</u>	<u>32463</u>
Total/Averages		1147	\$24459	\$39776	\$68622	\$36397

DNA = Data Not Available

Section VII

SALARIES PAID TO SELECT ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988

A summary of the fiscal year 1988 contractual base salaries paid to select administrators in Illinois public community colleges appears in Table 15.

Table 16 indicates the contractual base salaries paid to select administrators in each of the public community colleges in Illinois during fiscal year 1988. 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 15

SUMMARY OF FISCAL YEAR 1988 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	Range		State Average
	Low	High	
Executive of the District	\$50,000	\$92,000	\$70,570
Campus Administrator	\$51,601	\$67,416	\$57,653
Finance Officer	\$33,000	\$70,620	\$53,314
Academic Officer	\$37,000	\$71,449	\$51,494
Student Services Officer	\$33,480	\$63,519	\$45,467
Bacc. (Arts & Sci.)/Univ. Parallel Officer	\$30,618	\$56,633	\$42,271
Occupational/Career Education Officer	\$30,500	\$62,000	\$45,929
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	\$20,282	\$58,700	\$40,764
Director of Data Processing	\$24,877	\$58,868	\$42,160
Director of Research & Planning	\$24,275	\$53,861	\$39,952
Admissions and Records Officer	\$20,721	\$56,867	\$36,970
Director of Counseling	\$20,282	\$56,633	\$35,845
Director of Financial Aid	\$19,931	\$47,088	\$31,091
Director of Job Placement	\$19,300	\$39,891	\$29,779
Director of Student Activities	\$18,169	\$54,089	\$32,910
Director of Library/LRC	\$22,455	\$57,697	\$38,242
Development/Grants Officer	\$24,719	\$53,000	\$38,780
Public Relations Officer	\$20,000	\$52,060	\$33,534
Director of Personnel	\$19,544	\$55,155	\$42,695
Director of Business Services	\$20,282	\$58,442	\$38,432
Director of Physical Facilities/Grounds	\$21,599	\$55,953	\$36,435
Director of Adult Education	\$23,127	\$46,000	\$34,897
Director of Athletics	\$23,068	\$55,450	\$35,498
Controller	\$20,766	\$49,918	\$37,116

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988

Dist. No.	District	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	\$53000	1	1	\$			\$49116	21	2	\$45385 (2)	4	2
502	DuPage	92000	9	1	67416	2	2	65489	8	2	57221	8	3
503	Black Hawk	68000	0	1	51708 (2)	3	2	47592	3	2			
504	Triton	75000	1	1				61910	2	2	64500	1	2
505	Parkland	75000	0	1				66717	13	2			
506	Sauk Valley	66000	1	1				53010	22	2			
507	Danville	61790	8	1				54033	7	2	54477	21	2
508	Chicago	69078	4	1	58818 (8)	0/11	2	70620	1	2	47027 (8)	0/5	2
509	Elgin	68000	0	1				58567	7	2	54228	1	2
510	Thornton	68000		1				48899	9	2	53034	4	2
511	Rock Valley	77000	18	1				50402	13	3	58000	16	2
512	Harper	88400	9	1				70322	2	2	71449	10	2
513	Illinois Valley	65000	13	1				52508	14	2	50400	10	2
514	Illinois Central	74812	12	1				56020	8	2	57195	8	2
515	Prairie State	71298	1	1				58388	12	2	51004	2	2
516	Waubesaee	80000	6	1				58500	10	2	56000	0	2
517	Lake Land	63502	3	1				48577	1	2	50668	3	2
518	Carl Sandburg	66834	4	1				50349	7	2	46073	1	2
519	Highland	69250	7	1				50600	15	2	45000	1	2
520	Kankakee	64200	0	1				46904	3	2	49000	0	2
521	Rend Lake	64553	9	1				46289	3	2	53373	9	2
522	Belleville	79407	7	1	66164 (2)	3/1		64322	2		62991	4	
523	Kishwaukee	71500	9	1				33000	10	2	50125	10	3
524	Morene Valley	77040	6	1				59400	2	2	55726	2	3
525	Joliet	73034	2	1				57865	2	2	54060	1	2
526	Lincoln Land	85000	20	1				49000	2	2	51400	2	2
527	Morton	71232	2	1				48956	2	2	48956	2	2
528	McHenry	62152	8	1				48762	7	2	48762	2	2
529	Illinois Eastern	65728	4	1	51601 (4)	1/10	2				38280 (4)	0/3	3
530	Logan	70741	6	1				57818	13	2	58116	8	2
531	Shawnee	54000	0	1				37034	1	2			
532	Lake County	82500	1	1				62010	2	2	65720	6	2
533	Southeastern	67700	14	1				48429	18	2	51150	8	2
534	Spoon River	51534	1	1				41092	2	2			
535	Oakton	79857	3	1				69175	15	2	67035	2	2
536	Lewis & Clark	73000	4	1							50000	1	2
537	Richland	66500	2	1				48089	6	2	48000	0	2
539	John Wood							16340	10	2	40740	1	2
601	State Comm. Coll.	50000	0	1				36500	0	2	37000	0	2

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.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

Dist. No.	District	Student Services Officer			Bacc./Univ. Parallel Officer			Occupational Career 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	\$45599	7	2									
502	DuPage	54737	9	3	\$			\$			\$45472	9	2
503	Black Hawk				54737	8	3	54737	0	3	56367	8	3
504	Triton				49632	5	3	52008	9	3	53928	24	3
505	Parkland	55000	1	1	49742	2	2	62000	1	2	53500	3	2
506	Sauk Valley	47030	16	2				39732	3	3	30661	2	3
507	Danville	42200	1	2	40010	6	3	43405	1	3	38610	6	3
508	Chicago	38069 (7)	1/6	3							21000	1	
509	Elgin	38069			42331 (8)	1/5	3	49226 (2)	2/7	3	37105 (8)	1/2	3
510	Thornton	45791	4	3				47533	1	3	43654	8	3
511	Rock Valley	40545	3	3	50975	1	3				43798	6	3
512	Harper	63020	1	2	50402	10	3	50402	12	3	50402	9	3
513	Illinois Valley	43192	11	2							51100	9	4
514	Illinois Central	52610	8	2				39320	10	3	38000	8	2
515	Prairie State	45812	1	2	52345	7	3	50315	1	3	53710	12	3
516	Waubensee	49350	5	3				39416	1	3			
517	Lake Land	48577	7	2	51000	5	3	40000	5	4	58700	5	2
518	Carl Sandburg	43200	1	2				41956	2	3	28569	3	4
519	Highland	52100	1	2	30618	2	3	45129	9	3	44560	14	3
520	Kankakee	39793	3	2							36800	1	3
521	Rend Lake	41807	2	2				44000	9	2	44126	5	3
522	Belleville	63519	14					48644	8	2			
523	Kishwaukee	42288	7	3	56633 (3)	4		56633 (3)	4				
524	Moraine Valley	62194	13	3	46519	9	3				38286	7	3
525	Joliet	51940	1	2	56511	5	4	47258	2	4	51117	2	4
526	Lincoln Land	49000	2	2	54919	1	3				54919	1	3
527	Morton	49360	6	2	43300	2	3	45800	7	3	46200	17	3
528	McHenry				41395	11	3	41006	6	3	39300	6	3
529	Illinois Eastern	33480 (4)	2/17	3							40166	6	3
530	Logan	49447	10	3							20282	2	3
531	Shawnee	37034	2	2							40747	5	4
532	Lake County	59503	15	3	37034	1	2	37034	1	2	37034	10	2
533	Southeastern	48429	15	2							41616	3	4
534	Spoon River	42402	9	2				44512	3	3	33228	12	3
535	Oakton	57700	1	2	40213	8	2	38015	3	2	26556	8	2
536	Lewis & Clark	50500	3	2	51878 (4)	2	3				50301	3	3
537	Richland	48762	15	2							43000	2	3
539	John Wood	39600	3	2									
601	State Comm. Coll.	38093	10	2				30500	2	3	37200	11	2
								34952	12	3	22329	1	4

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

Dist. No.	District	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
501	Kaskaskia	\$40908	10	3	\$38901	10	3	\$41310	8	3	\$35337	7	3
502	DuPage	58868	2	3	48528	5	4	55940	1	4			
503	Black Hawk	44616	5	4				47040	20	4	44688	12	4
504	Triton	53583	8	3	37375	2	3	32397	4	3			
505	Parkland	32500	0	3	49211	16	3	37761	9	3			
506	Sauk Valley	38705	16	4	38680	6	4	37975	6	3			
507	Danville	39747	17					35144	16		26256	6	
508	Chicago	47511	3					40766 (5)	5/7	3/4			
509	Elgin	47721	5	3									
510	Thornton	44292	7	2				50254	15	3	43983	7	3
511	Rock Valley	45303	12	4				40695	9	4			
512	Harper	55228	7	3	50737	16	2	50961	8	3	42920	1	3
513	Illinois Valley	44000	9	2				30580	9	3			
514	Illinois Central	41825	10	3	50265	8	2	48415	3	3	42205	9	3
515	Prairie State	44055	2	3	35699	7	3	39458	10	3			
516	Waubensee	45500	11	3									
517	Lake Land	36224	2	4				33480	19	4			
518	Carl Sandburg	40730	11	3				33793	8	3			
519	Highland	36400	8	3				29000	19	3			
520	Kankakee				34000	0	2						
521	Rend Lake							28649	7	3	32070	1	3
522	Belleville	39723	10					40844	7		56633	8	
523	Kishwaukee	44451	9	3				32708	6	4			
524	Moraine Valley				24275	2	4	44716	5	4	53096	4	4
525	Joliet	47700	1	4	37100	1	4	29680	1	5	49236	4	3
526	Lincoln Land	39500	15	4				43400	7	3	44800	19	3
527	Morton	44540	8	3				42828	13	3			
528	McHenry	40347	9	4				33824	7	4			
529	Illinois Eastern	32342	3	2	38950	19	2	20721 (5)	0/5	4	20282 (3)	3	4
530	Logan	31258	6	4				42586	4	4			
531	Shawnee	24877	4	3									
532	Lake County	53542	13	3	35469	3	4	53542	15	4	25000	1	3
533	Southeastern										36765	1	4
534	Spoon River	35139	9	3	31047	10	2				31868	10	4
535	Oskton	57697	17	3	53861	2	3	56867	17	3	27036	4	3
536	Lewis & Clark	37700	16	3				31700	5	3	49000	1	3
537	Richland				44721	13	3	30520	6	4	36500	2	3
539	Johr Wood	37900	8	2				26900	8	3			
601	State Comm Coll.	29003	5	3	40000	2	2	25368	7	3	31323	6	3

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

Dist. No.	District	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	\$19931	3	3	\$			\$			\$30134	4	3
502	DuPage										48120	2	3
503	Black Hawk	47088	19	4							27360	5	4
504	Triton	29000	1	4							51724	4	2
505	Parkland	43427	17	3	25750	1	3	39561	3	3	54992	18	3
506	Sauk Valley	38705	17	4				54089	20	3			
507	Danville	36984	17										
508	Chicago	34308 (8)	1/9	4							39039	21	
509	Elgin	41463	13	3	39891	5	4	27420 (4)	1	4	36380	1	4
510	Thornton	36627	4	4				39049	4	3	50048	11	3
511	Rock Valley	37427	7	4				32582	1	4	35414	1	3
512	Harper				35711	1	4	36581	18	4	45303	18	4
513	Illinois Valley	25000	1	3				40393	10	3	49760	17	4
514	Illinois Central	34965	3	3							35579	17	3
515	Prairie State										51380	15	3
516	Waubesa							29247	2	3	27304	2	3
517	Lake Land	30733	15	4	22593	12	4				37700	7	3
518	Carl Sandburg	25920	3	3							29766	16	4
519	Highland	31100	19	3							36742	4	3
520	Kankakee										31100	4	3
521	Rand Lake	28649	7	3				21000	0	3			
522	Belleville	32770	5								39118	8	3
523	Kishwaukee	25147	7	4	20801	2	4	31000	2		52357	18	
524	Moraine Valley	25568	5		35076	6		21048	4	4	24846	2	4
525	Joliet	30299	4	4				18169	2		45893	5	4
526	Lincoln Land	30500	3	4				42419	9	5			
527	Morton							30500	2	4			
528	McHenry	25368	1	4							38175	3	3
529	Illinois Eastern	20282 (4)	2/3	4				20060	4	4			
530	Logan				37258	6	4				22455 (4)	1/17	0
531	Shawnee							35049	14	4	50910	16	3
532	Lake County	40079	6	4	28835	4	4				32463	18	3
533	Southeastern	29778	4	4				53542	18	4	55223	16	3
534	Spoon River										34855	23	4
535	Oakton							36456	14	3	26771	3	3
536	Lewis & Clark	20260	3	4	19300	4	4	27894	2	3	57697	17	3
537	Richland	37645	5	4				38000	3	3			
539	John Wood	28000	6	3				33526	3	4	40084	6	4
601	State Comm. Coll.	24600	3	3	29563	5	3				32463	12	3

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

Dist. No.	District	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services 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	\$24719	3	3	\$			\$			\$		
502	DuPage				43961	5	4	55155	1	3	46370	2	4
503	Bleck Hawk	39456	7	4	37680	4	4	46632	14	4	58442 (2)	0	4
504	Triton	32099	3	4				53546	1	2	45580	2	3
505	Parkland				29615	2	3	52205	12	3			
506	Sauk Valley				38640	20	4						
507	Danville				24424	21		42200	1		33760	1	
508	Chicago										39831 (9)	1/12	3/4
509	Elgin				37818	16	3						
510	Thornton				32096	0	2	40227	15	4			
511	Rock Valley				38123	11	4						
512	Harper	47925	1	2	52060	12	2	51189	5	3	57036	2	3
513	Illinois Valley				36640	18	2						
514	Illinois Central				38290	6	3	49865	10	3			
515	Prairie State				33758	3	3	36034	3	3	28855	3	3
516	Waubensee	53000	3	3	26000	0	3	43500	9	3	46400	2	3
517	Laurel Land				26309	4	4	19544	5	4	35988	10	4
518	Carl Sandburg				21672	6	4						
519	Highland				20000	1	4				22300	7	4
520	Kankakee				34613	2	2				26974	5	3
521	Rend Lake				28044	9	3						
522	Belleville	43479 (2)	15/3		43800	2		47791	4		32903 (2)	16/3	3
523	Kishwaukee	33788	3	2	26409	4	2						
524	Moraine Valley	43657	1	3	26709	3	4	37260	4	3	31030	2	3
525	Joliet	39304	4	4	38000	9	4	35350	4	4	38506	7	3
526	Lincoln Land				23200	2	4	38600	13	4	34300	1	3
527	Morton				44985	16	3	39971	2	3			
528	McHery				30081	13	4	31567	9	3	26450	3	3
529	Illinois Eastern	34930	6	3	20607 (5)	0/3		22598	1	3	20282 (3)	3/8	3
530	Logan	42255	12	4	30237	3	4						
531	Shawnee												
532	Lake County	33353	2	3	36507	7	2	44840	6	3	51851	6	3
533	Southeastern	27109	4	4									
534	Spoon River							38302	6	2			
535	Oakton	37557	3	3	46866	2	3	50147	11	3	37775	6	3
536	Lewis & Clark	39000	10	2	32800	3	3						
537	Riceland										26750	0	4
539	John Wood				25000	1	3						
601	State Comm. Coll.							30561	2	3	34500	0	3

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1988
(Continued)

Dist. No.	District	Physical Facil./Grounds Officer			Adult Basic/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	\$27290	11	3	\$			\$29680	2	3	\$20766	2	3
502	DuPage												
503	Black Hawk	43848	18	4	37144 (3)	11	4	33240	1	4	46704	9	4
504	Triton	47191	1	3	35948	3	3	38058	6	4	49918	3	3
505	Parkland	47892	18	3									
506	Sauk Valley	34965	15	4									
507	Denville	34185	11		32834	2							
508	Chicago	51406	10	4	38926 (6)	2/3	3/4						
509	Elgin	42639	7	3	32598	1	3				42546	14	3
510	Thornton	40377	6	4				41234	4	4			
511	Rock Valley	34610	4	4	33736	4	4				33774	10	4
512	Harper	55953	5	3	46000	4	4	55450	20	4			
513	Illinois Valley	31000	2	3									
514	Illinois Central	45515	8	3							40410	3	3
515	Prairie State	41773	11	3							39513	11	3
516	Waubensee	46000	3	3	29500	0	4				27500	9	4
517	Lake Land	31508	1	4	23127	1	4						
518	Carl Sandburg	36225	9	3							25920	2	3
519	Highland	37200	7	3				32400	7	3			
520	Kankakee	36052	9	3									
521	Rend Lake	31008	0	3	32464	2	3	40772	6	3			
522	Bellaville	36000	2	3	41444	7	3	29651	8				
523	Kishwaukee	31365	10	3	24701	4	4	24268	2	4			
524	Moraine Valley	48000	12	3	45012	7		28622	4	4	33000	1	3
525	Joliet	38160	1	5	33349	4	4	29680	1	5	38506	7	5
526	Lincoln Land	35800	7	4	35800	1	4						
527	Morton	38216	0	3									
528	McHenry	29596	8	4	36803	11	4						
529	Illinois Eastern	25428 (3)	1/2					23068 (4)	0/3	4	38950	10	2
530	Logan	23042 (2)	2		33868	5	4	43114	1	4	45950	7	3
531	Shawnee	21599	4	3									
532	Lake County	48153	18	3				36765	1	4			
533	Southeastern												
534	Spoon River				24054	1	3						
535	Oakton	49000	1	3				46470	15	3	43289	12	3
536	Lewis & Clark				25000	0	3						
537	Richland	29183	4	4									
539	John Wood				31000	4	3				30000	4	3
601	State Comm. Coll.	24000	0	3									

Section VIII

SUMMARY OF FISCAL YEAR 1988 MONTHLY CLASSIFIED STAFF SALARIES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. 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 1988 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 18 compares monthly mean salaries of comparable university civil service positions and classified community college positions. A comparison between community college classified staff salaries and classified salaries at universities revealed that for 16 positions community college classified salaries were higher and for 10 positions community college classified salaries were lower. However, many variables, such exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1988*

<u>Title</u>	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	31	\$1,235	\$1,762	\$2,836
Accountant II	28	1,128	1,862	3,115
Accountant Clerk I	77	823	1,384	1,721
Accountant Clerk II	101	821	1,470	1,994
Admissions/Records Clerk	140	810	1,176	1,407
Admissions/Records Supervisor or Tech.	39	1,183	1,955	2,565
Audio-Visual Services Manager	32	1,038	1,714	2,786
Bookstore Manager	30	1,052	1,695	3,034
Clerk Typist	519	840	1,416	1,620
Computer Operator I (Junior)	56	935	1,498	1,759
Computer Operator II (Senior)	31	1,086	1,684	2,029
Computer Programmer I (Junior)	23	1,023	1,705	2,175
Computer Programmer II (Senior)	24	917	1,869	3,009
Computer Systems Analyst	23	2,141	2,631	3,017
Custodian	622	931	1,386	1,821
Custodian Supervisor	48	1,094	1,756	2,819
Keypunch Operator/Data Entry Clerk	36	982	1,556	1,937
Library Clerk	136	823	1,382	2,127
Programmer/Analyst	36	1,184	2,155	3,173
Purchasing Clerk	15	1,042	1,396	1,969
Purchasing Supervisor	25	1,397	2,185	2,936
Receptionist/Switchboard Operator	68	808	1,223	1,661
Secretary-General	500	808	1,240	1,557
Secretary-Administrative	282	911	1,457	2,067
Secretary-Executive	99	1,304	1,745	2,667
Security Officer/Guard	80	1,084	1,576	2,177
Security Supervisor	27	950	2,346	3,029
Shipping/Recording Clerk	41	808	1,477	2,147

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1987 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	\$1649	\$1752	\$ 113	6.85%
Accountant II	1925	1862	-63	-3.27%
Accountant Clerk I	1138	1384	246	21.62%
Accountant Clerk II	1313	1470	157	11.96%
Admissions/Records Officer I	1259	1176	-83	-6.59%
Admissions/Records Super.	1997	1955	-42	-2.10%
Audio/Visual Service Manager	2448	1714	-734	-29.98%
Bookstore Manager	2464	1695	-769	-31.21%
Clerk Typist I	834	1416	582	69.78%
Computer Operator I	1040	1498	458	44.04%
Computer Operator II	1210	1684	474	39.17%
Computer Programmer I	1370	1705	335	24.45%
Computer Programmer II	1591	1869	278	17.47%
Computer Systems Analyst	2153	2631	478	22.20%
Custodian	1355	1386	31	2.29%
Custodian Supervisor	2083	1756	-327	-15.70%
Data Entry Operator	899	1556	657	73.08%
Library Clerk	1124	1382	258	22.95%
Purchasing Clerk	1498	1396	-102	-6.81%
Purchasing Director	2876	2185	-691	-24.03%
Secretary - General	1089	1240	151	13.87%
Secretary - Administrative	1767	1457	-310	-17.54%
Secretary - Executive	2175	1745	-430	-19.77%
Security Officer/Guard	1177	1576	399	33.90%
Security Supervisor	1865	2346	481	25.79%
Shipping/Receiving Clerk	1095	1477	382	34.89%

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1987

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1987.

Table 20 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 21 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 19

SUMMARY OF AVERAGE FISCAL YEAR 1987 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>Fringe Benefits</u>		
	<u>Low</u>	<u>Average</u>	<u>High</u>
Administrative	\$658	\$2,591	\$5,823
9 Month Teaching Faculty	\$507	\$2,505	\$5,334
12 Month Teaching Faculty	\$653	\$1,905	\$2,666
9 Month Other Professional (Non-teaching)	\$863	\$2,277	\$5,647
12 Month Other Professional (Non-teaching)	\$597	\$2,242	\$4,582
Classified	\$648	\$2,143	\$4,049

Illinois Community College Board

Table 20

FRINGE BENEFITS PAID FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1987

Dist. No.	District	Health Insurance	Health Insurance for Family Dependents	Dental Insurance	Life Insurance	Employees SURS Contrib Paid by College	Social Security	Medicare	Worker's Compensation	Unemployment Insurance	Disability	Free or Partial Tuition for Family	Other
501	Kaskaskia	x	x		x								
502	DuPage	x	x	x	x			x	x	x			
503	Black Hawk	x	x		x			x	x	x		x	x
504	Triton	x	x	x	x			x	x	x	x	x	x
505	Parkland	x	x	x	x			x	x	x		x	x
506	Sauk Valley	x	x		x			x	x	x	x	x	
507	Denville	x	x		x			x	x	x		x	x
508	Chicago	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
509	Elgin	x	x	x	x			x	x	x		x	x
510	T. J. Arnton	x	x	x	x			x	x	x		x	
511	Rock Valley	x	x	x	x				x			x	
512	Harper	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	
515	Prairie State	x	x		x			x	x	x	x	x	
516	Waubesaee	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
520	Kankakee	x		x	x				x			x	x
521	Rend Lake	x		x	x			x	x	x		x	x
522	Belleville	x	x		x			x	x			x	
523	Kishwaukee	x	x	x	x			x	x	x	x	x	x
524	Moraine Valley	x	x		x				x	x		x	x
525	Joliet	x	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	
528	McHenry	x	x	x	x			x	x			x	x
529	Illinois Eastern	x		x	x			x	x	x		x	x
530	Logan	x	x	x	x				x			x	
531	Shawnee							x	x	x		x	
532	Lake County	x	x	x	x			x	x	x		x	
533	Southeastern	x	x		x			x	x	x		x	x
534	Spoon River	x	x	x	x			x	x	x		x	
535	Dakota	x	x	x	x			x	x	x		x	x
536	Lewis & Clark	x	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.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

DNA = Data Not Available
N/A = Not applicable

Illinois Community College Board

Table 21

FISCAL YEAR 1987 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Administrative Staff			9-Month Teaching Faculty			12-Month Teaching Faculty		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
501	Kaskaskia	25	\$ 54418	\$2177	51	\$ 98711	\$1936	12	\$ 24832	\$2069
502	DuPage	22	73780	3354	205	862799	4209	0	0	0
503	Black Hawk	40	107437	2686	147	343102	2334	8	21591	2699
504	Triton	41	150550	3672	226	590477	2613	0	0	0
505	Parkland	22	48749	2216	159	337797	2125	0	0	0
506	Sauk Valley	17	48650	2862	39	100469	2576	8	21773	2722
507	Danville	20	39262	1963	57	74807	1312	6	7482	1247
508	Chicago	166	356624	2148	996	2204487	2213	74	163787	2213
509	Elgin	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
510	Thornton	25	60447	2418	113	236762	2095	0	0	0
511	Rock Valley	23	62997	2739	125	329195	2634	3	7390	2463
512	Harper	31	97934	3159	162	486043	2893	2	4237	2119
513	Illinois Valley	12	69878	5823	71	126838	1786	0	0	0
514	Illinois Central	43	250212	5819	172	917487	5334	0	0	0
515	Prairie State	20	59942	2997	89	211938	2381	0	0	0
516	Waubensee	23	63377	2756	58	149328	2575	0	0	0
517	Lake Land	19	44558	2345	84	192951	2297	7	18663	2666
518	Carl Sandburg	15	24190	1613	58	97267	1677	0	0	0
519	Highland	16	39788	2487	39	94800	2431	0	0	0
520	Kenkskee	35	62412	1783	51	97614	1914	0	0	0
521	Rend Lake	21	24642	1173	32	34590	1081	20	23176	1159
522	Belleville	36	114636	3184	97	223291	2302	5	11073	2215
523	Kishwaukee	22	34798	1582	65	98413	1514	0	0	0
524	Morsine Valley	27	104287	3862	161	489748	3042	0	0	0
525	Joliet	43	154780	3600	147	494028	3361	0	0	0
526	Lincoln Land	33	57327	1737	107	139077	1300	8	10477	1310
527	Morton	14	17403	1243	60	89621	1494	0	0	0
528	McHenry	24	82545	3439	43	149610	3479	0	0	0
529	Illinois Eastern	71	73871	1040	106	108618	1025	13	11687	899
530	Logan	20	40015	2001	53	107849	2035	0	0	0
531	Shawnee	12	7892	658	16	8110	507	7	4572	653
532	Lake County	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
533	Southwestern	12	25755	2146	35	64554	1844	5	10033	2007
534	Spoon River	16	50947	3184	33	102487	3106	0	0	0
535	Oakton	29	117948	4067	133	440820	3314	0	0	0
536	Lewis & Clark	23	36626	1592	77	118110	1534	0	0	0
537	Richland	19	36824	1938	36	70415	1956	0	0	0
539	John Wood	15	30449	2030	0	0	0	20	36480	1824
601	State Comm. Coll.	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Totals/Averages		1052	\$2725950	\$2591	4109	\$10292213	\$2505	198	\$377253	\$1905

DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1987 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES
(Continued)

Dist. No.	District	9-Month Other (Non-Teaching) Professional Staff			12-Month Other (Non-Teaching) Professional Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
501	Kaskaskia	4	\$ 7256	\$1814	0	\$ 0	\$ 0	42	\$ 86932	\$2070
502	DuPage	25	103795	4152	24	94865	3953	314	1237253	3940
503	Black Hawk	4	5707	1427	5	10573	2115	185	380148	2055
504	Triton	14	38379	2741	15	38379	2559	295	594940	2017
505	Parkland	18	33348	1853	33	59682	1809	83	139334	1679
506	Sauk Valley	2	4587	2294	7	17426	2489	49	107034	2184
507	Danville	11	10446	950	17	25290	1488	86	105185	1223
508	Chicago	417	895857	2148	738	1525475	2148	DNA	DNA	DNA
509	Elgin	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
510	Thornton	11	20664	1879	0	0	0	96	166123	1730
511	Rock Valley	8	21354	2669	8	19358	2420	107	247147	2310
512	Harper	20	55193	2760	0	0	0	312	806452	2585
513	Illinois Valley	4	7418	1855	10	45820	4582	62	97708	1576
514	Illinois Central	6	33881	5647	19	84149	4429	160	647770	4049
515	Prairie State	5	7916	1583	0	0	0	83	162358	1956
516	Waubesaee	3	8554	2851	0	0	0	75	186220	2483
517	Lake Land	5	11130	2226	22	45737	2079	79	152675	1933
518	Carl Sandburg	0	0	0	0	0	0	63	102174	1622
519	Highland	0	0	0	20	40024	2001	45	105894	2353
520	Kankakee	0	0	0	44	70004	1591	65	103356	1590
521	Rend Lake	2	1821	911	9	9450	1050	41	49819	1215
522	Belleville	3	3482	1161	10	22142	2214	91	185189	2035
523	Kishwaukee	5	7198	1440	5	7516	1503	56	84226	1504
524	Moraine Valley	18	47295	2628	60	188710	3145	142	410040	2888
525	Joliet	9	27512	3057	0	0	0	153	469435	3068
526	Lincoln Land	10	12878	1288	2	6526	3263	102	124496	1221
527	Morton	0	0	0	0	0	0	74	115127	1556
528	McHenry	6	20508	3418	9	31620	3513	36	113580	3155
529	Illinois Eastern	2	1726	863	3	3574	1191	86	89139	1037
530	Logan	0	0	0	12	20869	1739	52	86186	1657
531	Shawnee	0	0	0	7	4182	597	18	11662	648
532	Lake County	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
533	Southeastern	3	5460	1820	9	14220	1580	26	43210	1662
534	Spoon River	5	15133	3027	7	21544	3078	35	110440	3155
535	Oakton	8	24924	3116	0	0	0	194	427562	2204
536	Lewis & Clark	2	2876	1438	14	21175	1513	69	97775	1417
537	Richland	4	7483	1871	0	0	0	40	72143	1804
539	John Wood	0	0	0	7	14256	2037	26	40225	1547
601	State Comm. Coll.	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Totals/Averages		634	\$1443781	\$2277	1116	\$2502566	\$2242	3442	\$7375957	\$2143

DNA = Data Not Available

Section X

FISCAL YEAR 1988 MEAN PERCENTAGE SALARY INCREASES FOR
 FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
 AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1988 weighted average percentage salary increases of full-time faculty, other (non-teaching) 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 23.

Table 22

SUMMARY OF FISCAL YEAR 1988 MEAN PERCENTAGE SALARY INCREASES FOR
 ADMINISTRATIVE, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL,
 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	0.0%	5.8%	11.4%
Faculty (9 Months)	0.8%	6.0%	9.0%
Faculty (12 Months)	0.0%	4.9%	7.6%
Other (Non-teaching) Professional (9 Months)	1.1%	5.9%	9.0%
Other (Non-teaching) Professional (12 Months)	0.0%	5.1%	10.0%
Classified	0.2%	6.3%	10.7%

*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1988 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE STAFF, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Admin.	Teaching	Teaching	Other	Other	Classified
			Faculty (9 mos.)	Faculty (12 mos.)	(Non-teaching) Professional (9 mos.)	(Non-teaching) Professional (12 mos.)	
501	Kaskaskia	6.0%	6.0%	6.0%	6.0%	--%	5.0%
502	DuPage	5.7	7.7	--	7.0	6.2	7.6
503	Black Hawk	5.6	6.7	7.3	6.9	6.1	5.9
504	Triton	DNA	DNA	N/A	DNA	N/A	6.0
505	Parkland	5.7	5.9	--	7.7	5.9	5.8
506	Sauk Valley	6.7	6.9	6.6	7.1	6.4	7.0
507	Danville	5.5	5.6	5.5	5.6	5.3	5.4
508	Chicago	0.1	6.5	--	6.5	3.5	4.8
509	Elgin	7.2	7.3	--	7.3	--	9.8
510	Thornton	2.4	2.4	--	2.4	--	3.8
511	Rock Valley	8.8	9.0	7.6	9.0	10.0	9.2
512	Harper	6.5	6.0	6.0	6.0	--	6.5
513	Illinois Valley	0.0	7.1	--	6.8	0.0	6.0
514	Illinois Central	4.9	4.2	--	4.7	3.0	3.4
515	Prairie State	3.2	3.5	--	3.5	--	3.9
516	Waubonsee	6.4	4.9	--	6.0	--	8.4
517	Lake Land	4.3	3.8	3.8	4.0	5.1	7.6
518	Carl Sandburg	8.0	8.0	--	--	--	8.0
519	Highland	DNA	7.0	N/A	N/A	DNA	DNA
520	Kankakee	7.0	7.0	N/A	N/A	7.0	7.0
521	Rend Lake	5.1	5.1	5.8	5.7	5.1	6.9
522	Belleville	1.6	0.8	1.2	1.1	0.5	0.2
523	Kishwaukee	7.9	8.4	--	8.0	8.0	8.0
524	Moraine Valley	7.3	8.1	0.0	8.0	6.0	5.9
525	Joliet	6.0	6.0	--	6.0	--	6.0
526	Lincoln Land	6.4	5.0	5.0	6.0	6.0	5.0
527	Morton	11.4	7.3	--	6.6	--	10.7
528	McHenry	5.3	5.2	N/A	5.2	5.3	5.2
529	Illinois Eastern	4.3	4.9	4.3	4.3	2.1	4.3
530	Logan	7.7	8.3	--	--	7.9	6.8
531	Shawnee	0.0	1.7	1.7	--	0.0	5.3
532	Lake County	6.0	5.0	--	5.0	6.0	6.5
533	Southeastern	6.3	7.0	7.0	0	4.8	7.2
534	Spoon River	5.5	6.4	--	4.9	4.9	5.5
535	Oakton	7.5	9.0	--	8.7	--	7.4
536	Lewis & Clark	5.9	5.2	--	5.0	5.0	4.9
537	Richland	8.4	7.1	--	6.1	--	9.5
539	John Wood	5.1	--	4.9	--	5.7	5.0
601	State Comm. Coll.	DNA	DNA	N/A	N/A	DNA	DNA

DNA = Data Not Available

N/A = Not Applicable