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ABSTRACT

Drawing from information collected in the annual salary survey conducted by the Illinois Community College Board, this report presents data about compensation received by employees in the 50 Illinois public community colleges. Faculty salary data are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries; other professional salaries; average faculty load information; salaries for positions similar to University Civil Service classifications; salaries of selected administrators; and fiscal year 1989 total salaries actually paid to faculty, administrators, other professionals, and classified staff. Highlighted findings include the following: (1) faculty were paid an average annual salary of \$40,757, administrators an average of \$42,887, and other professionals an average of \$29,618; (2) the average cost of fringe benefits was \$2,993 for full-time faculty, \$3,346 for administrators, \$2,970 for other professionals, and \$2,891 for classified staff; (3) fiscal year 1990 weighted average salary increases were 6.7% for faculty, 6.6% for administrators, 6.7% for other professionals, and 7.1% for classified staff; and (4) part-time faculty were paid an average of \$311 per credit hour. (JMC)

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FALL 1989 SALARY SURVEY REPORT
FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES

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Illinois Community College Board
 FALL 1989 SALARY SURVEY REPORT FOR THE
 ILLINOIS PUBLIC COMMUNITY COLLEGES

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Fall 1989 Salary Survey Report

HIGHLIGHTS OF THE FALL 1989 SALARY SURVEY REPORT

1. Fiscal Year 1989 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1988 and June 30, 1989.

Faculty (9 and 12 month).....	\$40,757
Administrative (12 month).....	\$42,887
Other (Non-Teaching) Professional (9 and 12 month).....	\$29,618

2. Fiscal Year 1989 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month).....	\$ 2,993
Administrative (12 month).....	\$ 3,346
Other (Non-Teaching) Professional (9 month).....	\$ 2,870
Classified (12 month).....	\$ 2,891

3. Fiscal Year 1990 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month).....	\$38,124
Administrative (12 month).....	\$43,881
Other (Non-Teaching) Professional (9 month).....	\$35,466

4. Fiscal Year 1990 Weighted Average Salary Increases.

Faculty (9 month).....	6.7%
Administrative (12 month).....	6.6%
Other (Non-Teaching) Professional (9 month).....	6.7%
Classified (12 month).....	7.1%

5. Fiscal Year 1990 Average Salary Rates.

Part-Time Faculty Rate.....	\$311/credit hour
Full-Time Faculty Overload Rate.....	\$434/credit hour
Full-Time Faculty Summer Rate.....	\$495/credit hour

6. Fiscal Year 1990 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience).....	\$20,806
Master's Degree, Plus Zero Hours (5 Years Experience)...	\$24,601
Master's Degree, Maximum Hours (5 Years Experience).....	\$29,776
Master's Degree, Maximum Hours (Maximum Experience).....	\$43,845

INTRODUCTION

Through its annual salary survey, the Illinois Community College Board (ICCB) gathers data about compensation received by employees in the 50 Illinois public community colleges. In an attempt to minimize the number of separate requests for salary data received by the public colleges, ICCB staff uses these data on the colleges' behalf to respond to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

The College of DuPage was unable to provide data for the salary survey due to negotiations at the college.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (non-teaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1989 total salaries actually paid to faculty, administrators, other (non-teaching) professionals, and classified staff.

Section I

**FISCAL YEAR 1990 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 1990.

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.

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 generally considered to be the most appropriate measure of central tendency 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 1990 (9-MONTH) CONTRACTUAL BASE SALARIES
FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		<u>State</u>
	<u>Low</u>	- <u>High</u>	<u>Average</u>
Low Faculty Salaries	\$13,719	-	\$28,904
Average Faculty Salaries	\$25,080	-	\$47,233
High Faculty Salaries	\$32,804	-	\$58,060
Median Faculty Salaries	\$24,838	-	\$46,139

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Table 2

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1990 Salaries			Median FY 1990 Salary
			Lowest	Average	Highest	
522	Belleville	97	\$22,400	\$40,818	\$51,155	\$41,854
503	Black Hawk	145	21,536	32,195	42,169	30,850
508	Chicago	931	23,956	43,097	58,060	44,584
507	Danville	56	16,534	30,532	40,912	28,355
502	DuPage	DNA	DNA	DNA	DNA	DNA
509	Elgin	89	23,675	35,083	53,100	39,888
512	Harper	175	24,400	44,284	56,741	46,093
519	Highland	43	17,554	29,480	38,728	30,771
514	Illinois Central	174	19,000	34,588	45,069	35,411
529	Illinois Eastern	92	18,351	25,080	32,804	24,838
513	Illinois Valley	73	22,214	34,019	41,077	31,646
525	Joliet	142	22,376	40,406	50,644	42,614
520	Kankakee	46	20,438	30,175	40,938	31,091
501	Kaskaskia	53	20,950	31,367	40,325	31,360
523	Kishwaukee	65	20,769	30,456	42,347	29,709
532	Lake County	152	13,719	47,233	54,264	43,038
517	Lake Land	88	20,250	29,957	39,794	31,309
536	Lewis & Clark	81	24,244	34,873	40,594	35,268
526	Lincoln Land	115	19,226	37,443	44,839	38,734
530	Logan	71	21,107	32,933	44,469	33,171
528	McHenry	50	25,655	35,413	48,044	34,631
524	Moraine Valley	158	23,427	37,864	50,993	38,235
527	Morton	54	28,904	40,433	48,155	41,104
535	Oakton	137	25,067	45,126	56,475	46,139
505	Parkland	134	20,197	36,568	48,572	36,499
515	Prairie State	85	23,944	35,703	46,004	34,993
521	Rend Lake	36	21,810	30,307	39,830	30,010
537	Richland	46	21,294	31,638	39,054	31,907
511	Rock Valley	128	21,501	36,285	45,045	37,197
518	Carl Sandburg	48	20,424	29,831	38,572	28,739
506	Sauk Valley	47	19,118	30,899	39,549	31,634
531	Shawnee	25	18,897	28,811	37,934	27,965
510	South Suburban	103	21,150	39,072	49,132	41,658
533	Southeastern	30	21,566	32,015	40,491	33,385
534	Spoon River	32	19,313	30,153	38,089	30,184
601	State Comm. Coll.	0	20,012	27,557	35,738	28,684
504	Triton	210	24,690	41,737	54,540	41,285
516	Waubensee	58	25,639	36,215	45,040	36,829
539	John Wood	*	*	*	*	*
TOTALS/AVERAGES		4,069	\$21,495	\$38,124	\$44,846	\$35,180

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

DNA = Data Not Available

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Table 3

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of FY 1990 Salaries			Median FY 1990 Salary
			Lowest	Average	Highest	
522	Belleville	6	\$31,407	\$45,245	\$61,208	\$41,766
503	Black Hawk	1	24,329	24,329	24,329	24,329
508	Chicago	0	--	--	--	--
507	Danville	7	19,773	21,621	22,785	21,047
502	DuPage	DNA	DNA	DNA	DNA	DNA
509	Elgin	0	--	--	--	--
512	Harper	1	52,896	52,896	52,896	52,896
519	Highland	0	--	--	--	--
514	Illinois Central	0	--	--	--	--
529	Illinois Eastern	13	25,974	32,700	34,632	34,632
513	Illinois Valley	0	--	--	--	--
525	Joliet	0	--	--	--	--
520	Kankakee	6	34,189	41,440	49,466	41,585
501	Kaskaskia	0	--	--	--	--
523	Kishwaukee	0	--	--	--	--
532	Lake County	0	--	--	--	--
517	Lake Land	7	26,439	31,698	36,486	31,867
536	Lewis & Clark	0	--	--	--	--
526	Lincoln Land	1	33,964	33,964	33,964	33,964
530	Logan	0	--	--	--	--
528	McHenry	0	--	--	--	--
524	Moraine Valley	24	30,376	45,042	59,621	43,586
527	Morton	0	--	--	--	--
535	Oakton	0	--	--	--	--
505	Parcland	0	--	--	--	--
515	Prairie State	0	--	--	--	--
521	Rend Lake	18	30,940	39,952	49,373	38,392
537	Richland	0	--	--	--	--
511	Rock Valley	4	23,191	26,494	35,000	23,893
518	Carl Sandburg	0	--	--	--	--
506	Sauk Valley	2	36,142	38,507	40,872	38,507
531	Shawnee	2	23,416	30,450	37,483	30,450
510	South Suburban	0	--	--	--	--
533	Southeastern	6	25,722	30,273	36,129	31,180
534	Spoon River	0	--	--	--	--
601	State Comm. Coll.	0	--	--	--	--
504	Triton	0	--	--	--	--
516	Waubonsee	0	--	--	--	--
539	John Wood	32	20,000	27,079	43,286	26,000
TOTALS/AVERAGES		130	\$29,251	\$34,783	\$41,169	\$34,273

-- = Not Applicable

DNA = Data Not Available

Section II

FISCAL YEAR 1990 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 1990.

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, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1990 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)	\$272	\$434	\$1,005
Summer Term Rates (Full-time Faculty)	\$272	\$495	\$1,005
Part-time Faculty Rates	\$225	\$311	\$ 460

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Table 5

FISCAL YEAR 1990 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 Cour Overload Rate for Academic Year	Credit Hour Rate for Summer Term
522	Belleville	\$297	\$ 579	\$ 970
503	Black Hawk	353	380	360
508	Chicago	*	*	*
507	Danville	286	350	375
502	DuPage	DNA	DNA	DNA
509	Elgin	313	425	500
512	Harper	420	440	--
519	Highland	250	509	509
514	Illinois Central	343	425	994
529	Illinois Eastern	226	--	375
513	Illinois Valley	390	350	450
525	Joliet	312	374	374
520	Kankakee	305	387	345
501	Kaskaskia	272	349	325
523	Kishwaukee	272	600	600
532	Lake County	460	405	405
517	Lake Land	275	275	275
536	Lewis & Clark	270	315	315
526	Lincoln Land	358	489	492
530	Logan	287	389	493
528	McHenry	283	DNA	DNA
524	Moraine Valley	290	696	949
527	Mcrtton	304	304	304
535	Oakton	406	455	420
505	Parkland	427	435	576
515	Prairie State	260	272	272
521	Rend Lake	256	400	550
537	Richland	397	408	592
511	Rock Valley	300	475	665
518	Carl Sandburg	278	278	428
506	Sauk Valley	238	325	350
531	Shawnee	225	400	300
510	South Suburban	335	665	689
533	Southeastern	270	405	425
534	Spoon River	265	1,005	1,005
601	State Comm. Coll.	375	400	400
504	Triton	300	521	560
516	Waubonsee	310	400	400
539	John Wood	<u>300</u>	<u>300</u>	<u>300</u>
	AVERAGES	\$311	\$ 434	\$ 495

*Prorated based on contractual salary.

-- = Not Applicable

DNA = Data Not Available

Section III

SALARIES BASED ON FISCAL YEAR 1990 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 1990 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 1990 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 1990 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)	\$17,000	\$27,437	\$20,806
Master's Degree, Plus Zero Hours (5 Years Experience)	\$19,169	\$33,416	\$24,501
Master's Degree, Maximum Hours (5 Years Experience)	\$22,654	\$42,174	\$29,776
Master's Degree, Maximum Hours (Maximum Experience)	\$32,094	\$60,673	\$43,845

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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 1990

Dist. No.	District	Zero Hours, No Experience	Zero Hours, 5 Years Experience	Maximum Hours, 5 Years Experience	Maximum Hours, Highest Salary
522	Belleville	\$22,400	\$25,370	\$28,229	\$42,435
503	Black Hawk	19,304	21,875	28,089	42,169
508	Chicago	22,925	27,337	30,345	60,673
507	Danville	17,060	--	--	41,000
502	DuPage	DNA	DNA	DNA	DNA
509	Elgin	21,225	26,001	35,436	51,058
512	Harper	24,400	26,818	36,972	56,741
519	Highland	18,855	22,871	28,094	37,691
514	Illinois Central	18,685	--	--	46,070
529	Illinois Eastern	18,772	--	--	32,094
513	Illinois Valley	22,073	23,940	28,324	40,141
505	Joliet	23,274	24,854	29,176	49,396
520	Kankakee	--	--	--	--
501	Kaskaskia	19,000	22,250	26,625	39,625
523	Kishwaukee	--	--	--	--
532	Lake County	27,437	33,416	42,174	51,673
517	Lake Land	19,169	19,169	22,654	--*
536	Lewis & Clark	19,132	22,805	24,211	35,268
526	Lincoln Land	18,938	22,155	25,647	42,704
530	Logan	21,677	25,277	29,267	42,947
528	McHenry	--	24,380	33,350	34,730
524	Moraine Valley	19,761	22,432	32,813	52,303
527	Morton	24,600	29,790	32,780	46,225
535	Oakton	25,067	27,093	35,513	52,780
505	Parkland	18,500	23,000	26,000	48,733
515	Prairie State	20,015	24,351	29,599	48,718
521	Rend Lake	21,810	24,310	28,090	39,290
537	Richland	19,575	23,490	28,384	40,129
511	Rock Valley	20,520	24,444	28,368	43,083
518	Carl Sandburg	17,714	21,464	23,624	36,699
506	Sauk Valley	19,118	22,204	32,253	44,109
531	Shawnee	20,485	23,435	26,914	37,534
510	South Suburban	18,928	23,985	28,060	47,243
533	Southeastern	21,566	24,880	28,489	39,976
534	Spoon River	19,313	23,266	28,207	38,089
601	State Comm. Coll.	18,300	24,500	28,000	34,800
504	Triton	22,395	27,221	33,539	50,499
516	Waubensee	24,234	27,747	32,206	44,109
539	John Wood	--	--	--	--
AVERAGES		\$20,806	\$24,601	\$29,776	\$43,845

*Base of \$20,029 plus \$525 per year of experience, with no maximum limitation.

-- = Not Applicable

DNA = Data Not Available

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 1990

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, 12 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-six 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 1990

	<u>Range</u> Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25 - 32	29.7
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12.5 - 23.5	16.2
Average Weekly Office/Academic Advising Hours	4 - 13.5	7.0
Length of Full-time Faculty Academic Year Contract in Months	8 - 12	9.1

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1990

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
522	Belleville	30	15	10	No	9	Yes	Yes	3	Yes	Yes	AAUP/IFT/AFT
503	Black Hawk	30	23.5	5	Yes	9	Yes	Yes	3	Yes	Yes	IFT/AFT
508	Chicago	25	12.5	4	Yes	9	Yes	Yes	4	Yes	Yes	IFT/AFT
507	Danville	30	17	10	No	8	Yes	No	--	Yes	Yes	IEA/NEA
502	DuPage	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
509	Elgin	32	15	10	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
512	Harper	30	15	10	Yes	9	Yes	Yes	2	Yes	Yes	IFT/AFT
519	Hishband	29	17.5	5	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
514	Illinois Central	27	16	5	Yes	9	Yes	Yes	3	Yes	Yes	Faculty Forum
528	Illinois Eastern	30		5	No	9	Yes	Yes	4	Yes	Yes	IEA/NEA
513	Illinois Valley	30	15	10	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
525	Joliet	30	17.5	7	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
520	Kankakee	31	16.5	13.5	No	9	Yes	Yes	3	No	Yes	IFT/AFT
501	Kaskaskia	30	18	7.5	No	9	Yes	Yes	3	Yes	Yes	IEA/NEA
523	Kishwaukee	30	15	5	No	9	Yes	Yes	4	No	Yes	IFT/AFT
532	Lake County	30	15	8	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
517	Lake Land	30	15	5	No	9	Yes	Yes	2	Yes	Yes	IFT/AFT
536	Lewis & Clark	30	16	10	Yes	9	Yes	Yes	3	Yes	Yes	IEA/NEA
526	Lincoln Land	27	16	6	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
530	Logan	20	15	10	Yes	9	Yes	Yes	3	Yes	Yes	IEA/NEA
528	McHenry	30	15	5	Yes	9	Yes	Yes	3	Yes	Yes	Faculty Assoc.
524	Moraine Valley	30	DNA	4	Yes	10	Yes	Yes	3	Yes	Yes	IFT/AFT
527	Morton	30	15	5	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
535	Oaxton	39	15	10	Yes	9	Yes	Yes	3	Yes	Yes	IEA/NEA
505	Parkland	27	16	5	No	9	Yes	Yes	2	Yes	Yes	Academic Employees
515	Prairie State	30	15	4	No	10	Yes	Yes	3	Yes	Yes	IFT/AFT
521	Rend Lake	31	17.5	5	No	9	Yes	Yes	2	Yes	Yes	IFT/AFT
537	Richland	30	17	5	Yes	9	Yes	Yes	3	Yes	Yes	IFT/AFT
511	Rock Valley	30	15	5	Yes	9	--	No	--	Yes	No	--
518	Carl Sandburg	30	15	5	No	9	Yes	No	--	Yes	Yes	IEA/NEA
506	Sauk Valley	32	16	5	Yes	9	Yes	Yes	3	Yes	Yes	IEA/NEA
531	Shawnee	30.2	22	10	No	9	Yes	Yes	4	Yes	Yes	IEA/NEA
510	South Suburban	30	15	5	No	9	Yes	Yes	2	Yes	Yes	IFT/AFT
533	Southeastern	30	20	10	No	9	Yes	Yes	3	Yes	Yes	IEA/NEA
534	Spoon River	30	18	10	No	9	Yes	Yes	2	Yes	Yes	IEA/NEA
601	State Comm. Coll.	28.5	13.5	10	No	9	Yes	Yes	3	Yes	Yes	IFT/AFT
504	Triton	30	15	5	No	10	Yes	Yes	3	Yes	Yes	IFT/AFT
516	Waubesaee	30	16.5	5	No	9	Yes	Yes	2	Yes	Yes	IFT/AFT
539	John Wood	**	**	**	No	12	No	--	--	--	No	--
TOTALS/AVERAGES		29.7	16.2	7.0	12 = Yes 26 = No	9.1	36 = Yes 2 = No	34 = Yes 2 = No	7 = 2 23 = 3 4 = 4	35 = Yes 2 = No	36 = Yes 2 = No	1 = AAUP, AFT/IFT 3 = Faculty Assoc. 11 = IEA/NEA 21 = IFT/AFT

*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.

Section V

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1990 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.

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 \$35,466. For other (non-teaching) professional staff with 12-month contracts, the weighted state average salary was \$27,024.

Table 10

SUMMARY OF FISCAL YEAR 1990 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO
OTHER (NON-TEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>District Range</u>		<u>State Average</u>
	<u>Low</u>	<u>High</u>	
Lowest Salaries (9 month)	\$10,080	\$41,104	\$25,839
Lowest Salaries (12 month)	\$10,302	\$31,016	\$20,229
Average Salaries (9 month)	\$15,295	\$50,261	\$35,466
Average Salaries (12 month)	\$19,741	\$43,177	\$27,024
Highest Salaries (9 month)	\$21,000	\$57,329	\$42,501
Highest Salaries (12 month)	\$26,400	\$54,187	\$40,200
Median Salaries (9 month)	\$14,805	\$51,545	\$34,567
Median Salaries (12 month)	\$19,175	\$46,284	\$28,329

Illinois Community College Board

Table 11

FISCAL YEAR 1990 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 1990 Salary			Median FY 1990 Salary
			Lowest	Average	Highest	
522	Belleville	3	\$38,523	\$40,470	\$41,709	\$41,178
503	Black Hawk	5	24,403	29,105	34,958	28,089
508	Chicago	72	22,925	43,573	54,662	47,126
507	Danville	10	15,750	23,130	37,480	28,530
502	DuPage	DNA	DNA	DNA	DNA	DNA
509	Elgin	9	22,744	41,751	57,329	44,000
512	Harper	21	24,400	43,654	56,741	51,545
519	Highland	0	--	--	--	--
514	Illinois Central	6	22,155	33,095	46,069	33,630
529	Illinois Eastern	0	--	--	--	--
513	Illinois Valley	4	40,141	40,141	40,141	40,141
525	Joliet	8	33,635	43,044	50,644	44,376
520	Kankakee	0	--	--	--	--
501	Kaskaskia	5	22,250	32,330	40,325	34,575
523	Kishwaukee	21	14,688	22,455	29,365	23,365
532	Lake County	15	35,048	50,261	54,264	49,443
517	Lake Land	6	19,170	26,190	37,487	21,602
536	Lewis & Clark	34	12,000	21,490	33,554	20,514
526	Lincoln Land	10	36,889	42,238	44,839	42,704
530	Logan	0	--	--	--	--
528	McHenry	7	29,520	34,214	37,135	34,320
524	Moraine Valley	24	19,761	31,204	44,446	27,695
527	Morton	4	41,104	44,143	46,425	44,522
535	Oakton	8	37,980	45,503	52,780	43,966
505	Parkland	12	12,812	23,449	43,236	19,754
515	Prairie State	5	33,327	39,141	45,391	38,212
521	Rend Lake	3	10,080	15,295	21,000	14,805
537	Richland	0	--	--	--	--
511	Rock Valley	7	33,273	43,981	50,050	50,050
518	Carl Sandburg	0	--	--	--	--
506	Sauk Valley	2	27,604	31,753	35,901	31,753
531	Shawnee	0	--	--	--	--
510	South Suburban	12	22,876	32,882	47,243	33,029
533	Southeastern	3	23,113	23,997	25,764	23,113
534	Spoon River	3	17,599	22,359	31,172	18,305
601	State Comm. Coll.	0	--	--	--	--
504	Triton	15	24,690	37,350	54,540	34,741
516	Waubensee	3	30,863	35,373	37,882	37,373
539	John Wood	0	--	--	--	--
TOTALS/AVERAGES		337	\$25,839	\$35,466	\$42,501	\$34,567

-- = Not Applicable
DNA = Data Not Available

Illinois Community College Board

Table 12

FISCAL YEAR 1990 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 1990 Salary			Median FY 1990 Salary
			Lowest	Average	Highest	
522	Belleville	3	\$30,698	\$43,177	\$53,517	\$46,284
503	Black Hawk	4	30,969	38,453	47,225	37,809
508	Chicago	618	10,302	27,359	44,651	27,146
507	Danville	15	19,845	25,150	38,746	29,352
502	DuPage	DNA	DNA	DNA	DNA	DNA
509	Elgin	0	--	--	--	--
512	Harper	0	--	--	--	--
519	Highland	19	14,351	19,764	26,400	19,175
514	Illinois Central	26	20,000	29,726	41,720	28,982
529	Illinois Eastern	38	17,414	25,265	50,862	22,641
513	Illinois Valley	10	19,000	34,100	43,500	31,250
525	Joliet	0	--	--	--	--
520	Kankakee	43	10,400	19,741	43,596	19,227
501	Kaskaskia	0	--	--	--	--
523	Kishwaukee	0	--	--	--	--
532	Lake County	4	31,016	38,150	46,992	37,298
517	Lake Land	22	15,225	23,628	30,028	23,731
536	Lewis & Clark	34	12,000	21,490	33,554	20,514
526	Lincoln Land	3	23,421	27,687	31,097	28,542
530	Logan	11	28,079	38,242	44,885	39,921
528	McHenry	0	--	--	--	--
524	Moraine Valley	60	17,807	27,667	53,335	26,000
527	Morton	0	--	--	--	--
535	Oakton	0	--	--	--	--
505	Parkland	27	16,500	26,410	54,187	21,370
515	Prairie State	0	--	--	--	--
521	Rend Lake	17	15,780	24,340	31,360	25,500
537	Richland	7	22,597	35,754	48,339	32,538
511	Rock Valley	23	20,766	30,614	41,000	33,167
518	Carl Sandburg	0	--	--	--	--
506	Sauk Valley	6	22,912	28,658	40,862	26,645
531	Shawnee	7	23,300	25,229	28,200	24,600
510	South Suburban	0	--	--	--	--
533	Southeastern	7	23,113	27,657	34,527	26,206
534	Spoon River	8	19,121	22,343	27,083	21,417
601	State Comm. Coll.	10	22,497	31,036	38,148	32,464
504	Triton	0	--	--	--	--
516	Waubonsee	0	--	--	--	--
539	John Wood	15	18,609	26,458	31,186	26,450
TOTALS/AVERAGES		1,042	\$20,229	\$27,024	\$40,200	\$28,329

-- = Not Applicable
DNA = Data Not Available



Section VI

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
(12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1990. The weighted average administrative staff salary ranged from a low of \$35,200 to a high of \$58,162. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1990 salaries; and the median fiscal year 1990 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

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 1990 was \$43,881. The lowest reported administrative salary was \$16,325, and the highest was \$105,300. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1990 CONTRACTUAL SALARIES (12 MONTHS) PAID TO
ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$16,325	\$ 39,393	\$26,157
Average Administrative Salaries	\$35,200	\$ 58,162	\$43,881
Highest Administrative Salaries	\$52,850	\$105,300	\$77,953
Median Administrative Salaries	\$30,700	\$ 57,786	\$42,781

Illinois Community College Board

Table 14

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District	Number of Staff	Range of Current FY 1990 Salaries			Median FY 1990 Salary
			Lowest	Average	Highest	
522	Belleville	57	\$18,200	\$37,571	\$ 81,300	\$30,700
503	Black Hawk	32	28,607	44,368	74,250	46,168
508	Chicago	223	21,839	43,070	95,500	40,000
507	Danville	23	23,100	40,174	85,598	52,105
502	DuPage	DNA	DNA	DNA	DNA	DNA
509	Elgin	26	33,400	48,660	78,000	42,700
512	Harper	33	39,393	57,104	91,000	55,968
519	Highland	17	25,000	41,381	75,447	41,045
514	Illinois Central	41	32,620	50,691	82,425	50,200
529	Illinois Eastern	26	20,896	35,200	70,578	32,662
513	Illinois Valley	11	29,100	49,520	75,960	52,530
525	Joliet	45	21,410	36,480	83,616	33,705
520	Kankakee	19	25,442	41,584	67,000	40,127
501	Kaskaskia	29	16,325	36,541	65,000	35,196
523	Kishwaukee	22	23,642	40,675	78,000	37,600
532	Lake County	41	25,675	47,809	95,000	42,858
517	Lake Land	18	21,753	41,011	65,000	40,187
536	Lewis & Clark	21	22,000	40,980	80,000	40,000
526	Lincoln Land	26	26,322	43,384	82,000	40,694
530	Logan	22	25,984	47,561	75,400	47,811
528	McHenry	22	30,000	41,838	71,752	41,000
524	Moraine Valley	30	24,743	49,060	99,363	51,017
527	Morton	14	34,763	50,086	77,732	47,787
535	Oakton	28	35,208	58,162	89,555	57,786
505	Parkland	43	18,000	44,232	75,000	45,026
515	Prairie State	20	26,010	42,507	85,978	42,071
521	Rend Lake	22	30,329	43,293	65,000	44,470
537	Richland	22	25,080	41,670	70,000	43,475
511	Rock Valley	32	23,421	42,739	85,000	41,479
518	Carl Sandburg	DNA	DNA	DNA	DNA	DNA
506	Sauk Valley	22	22,985	40,914	73,458	40,522
531	Shawnee	11	27,000	38,382	60,400	36,400
510	South Suburban	29	25,875	47,036	75,500	48,500
533	Southeastern	15	18,000	35,533	71,292	30,725
534	Spoon River	13	26,500	40,276	60,000	41,928
601	State Comm. Coll.	15	27,562	38,561	52,850	38,121
504	Triton	34	35,176	52,046	105,300	49,220
516	Waubensee	23	23,000	49,089	90,000	46,200
539	John Wood	17	28,450	39,293	75,000	34,916
TOTALS/AVERAGES		1,144	\$26,157	\$43,881	\$ 77,953	\$42,781

DNA = Data Not Available

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990

A summary of the fiscal year 1990 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1990. 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 at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1990 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State Average
	Low	High	
Executive of the District	\$52,850	\$105,300	\$77,953
Campus Administrator	\$40,895	\$ 74,057	\$64,482
Finance Officer	\$38,960	\$ 79,625	\$58,959
Academic Officer	\$41,456	\$ 78,439	\$57,216
Student Services Officer	\$42,681	\$ 77,037	\$53,482
Bacc. (Arts & Sci.)/Univ. Parallel Officer	\$32,921	\$ 59,533	\$50,691
Occupational/Career Education Officer	\$34,916	\$ 59,619	\$49,943
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	\$19,845	\$ 60,150	\$45,147
Director of Data Processing	\$22,390	\$ 64,945	\$45,331
Director of Research & Planning	\$26,010	\$ 62,191	\$43,770
Admissions and Records Officer	\$24,576	\$ 64,945	\$42,093
Director of Counseling	\$29,400	\$ 61,075	\$45,500
Director of Financial Aid	\$21,873	\$ 50,110	\$34,777
Director of Job Placement	\$19,075	\$ 40,576	\$29,098
Director of Student Activities	\$23,067	\$ 58,969	\$35,134
Director of Library/LRC	\$24,039	\$ 62,282	\$39,731
Development/Grants Officer	\$26,400	\$ 61,000	\$42,067
Public Relations Officer	\$22,000	\$ 57,697	\$36,567
Director of Personnel	\$21,753	\$ 57,902	\$43,934
Director of Business Services	\$22,641	\$ 62,917	\$39,223
Director of Physical Facilities/Grounds	\$27,430	\$ 61,722	\$41,867
Director of Adult Education	\$25,741	\$ 50,822	\$37,712
Director of Athletics	\$20,000	\$ 61,172	\$40,288
Controller	\$22,985	\$ 62,279	\$39,089

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990

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
522	Belleville	\$ 81,300	2	1	\$58,000	1		\$69,795	4		\$60,000	1	
503	Black Hawk	74,250	2	1	52,640	3	2	50,110	11	2	59,500	0	2
508	Chicago	95,500	1	1	74,057 (8)	1/13	2				55,015 (9)	1/7	3
507	Danville	85,598	1	1				58,500		2	60,956		2
502	DuPage	DNA			DNA			DNA			DNA		
509	Elgin	78,000	2	1				66,800	9	2	62,000	3	2
512	Harper	91,000	1	1				77,572	4	2	78,439	12	2
519	Highland	75,447	9	1				56,300	17	2	50,300	3	2
514	Illinois Central	82,425	1	1				61,630	10	2	62,052	1	2
529	Illinois Eastern	70,578	6	1	55,810 (4)	3/12	2				42,894 (4)	1/4	3
513	Illinois Valley	75,960	15	1				61,300	16	2	59,350	12	2
525	Joliet	83,616	4	1				66,250	4	2	61,893	3	2
520	Kankakee	67,000	2	1				51,711	5	2	53,164	2	2
501	Kaskaskia	65,000	2	1				55,485	28	2	51,506	8	2
523	Kishwaukee	78,000	11	1				40,600	11	2	53,400	2	3
532	Lake County	95,000	3	1				69,672	4	2			
517	Lake Land	65,000	1	1				54,067	3	2	56,394	5	2
536	Lewis & Clark	80,000	6	1				59,200	2	2	56,700	3	2
526	Lincoln Land	82,000	1	1				56,854	4	2	58,469	4	2
530	Logan	75,400	1	1				65,836	15	2	66,169	10	2
528	McHenry	71,752	10	1				55,062	9	2	55,062	5	2
524	Moraine Valley	99,363	8	1				74,266	4	2	69,674	4	2
527	Morton	77,732	4	1				62,160	4	2	60,396	4	2
535	Oakton	89,555	5	1				79,625	17	2	77,402	4	2
505	Parkland	75,000		1				63,000	1	2	61,500	1	2
515	Prairie State	85,978	3	1				63,727	14	2	55,860	3	2
521	Rand Lake	65,000		1				53,450	5	2	58,000	1	2
537	Richland	70,000		1				52,765		2	52,660	2	2
511	Rock Valley	85,000	20					57,323	15	3	65,700	18	2
518	Carl Sandburg	DNA			DNA			DNA			DNA		
506	Sauk Valley	73,458	3	1				59,000	24	2	55,125	1	2
531	Shawnee	60,400	2	1				48,500	3	2	45,000	1	3
510	South Suburban	75,500	2	1				54,708	1	2	66,038	6	2
533	Southeastern	71,292	16	1				51,443	20	2	54,246	10	2
534	Spoon River	60,000	3	1				47,286	3	2			
601	State Comm. Coll.	52,850	3	1	40,895	3	2	38,690	3	2	41,456	3	2
504	Triton	105,300	2	1							77,297	2	1
516	Waubensee	90,000	8	1				68,000	12	2	66,500	2	2
539	John Wood	75,000	1	1				53,109	12	2	50,826	1	2
	Number of Persons	37			15			34			46		
	AVERAGES	\$ 77,953			\$64,482			\$59,959			\$57,216		

DNA = Data Not Available

NOTE: Numbers in parentheses following average salaries indicate 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 1990
(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
522	Belleville	\$52,000	1		\$59,533 (2)	6		\$59,533 (3)	6		\$50,000	1	
503	Black Hawk	54,587	11	2				50,110	1	3	51,549	1	3
508	Chicago	49,461 (6)	1/8	3	50,103 (7)	2/9	3	46,542 (4)	1/9	3	43,463 (11)	1/4	3
507	Danville	45,574		2				52,105		2	19,845	1	3
502	DuPage	DNA			DNA			DNA			DNA		
509	Elgin							54,100	3	3	50,500	10	3
512	Harper	69,518	3	2							56,369	11	4
519	Highland	57,900	3	2							30,855	1	3
514	Illinois Central	56,905	10	2	57,700	9	3	55,530	3	3	59,165	14	3
529	Illinois Eastern												
513	Illinois Valley	50,500	13	2				46,400	12	3	48,705	10	3
525	Joliet	59,466	3	2				58,769	3	3	58,769	3	3
520	Kankakee	43,872	5	2				46,132	11	3	48,649	7	3
501	Kaskaskia	48,808	8	3	51,263	6	3	48,808	8	4	48,200	11	4
523	Kishwaukee	47,400	9	3	49,900	2	3	55,200	12	3	43,400	9	3
532	Lake County	65,534	17	3							46,936	5	4
517	Lake Land	54,067	9	2				46,698	4	3	31,798	5	4
536	Louis & Clark	58,300	2	2				48,000		3			
526	Lincoln Land							52,414	9	3	52,381	19	3
530	Logan	62,000	1	2	42,305	1	4				46,785	7	4
528	McHenry	45,800	2	3							47,366	8	3
524	Moraine Valley	77,037	15	2	51,017	3	3	54,867	4	3	58,798	4	3
527	Morton	58,632	8	2	47,907	13	3	42,583	2	3	47,666	8	3
535	Oakton	66,624	3	2							60,150	5	3
505	Parkland	60,000	1	2				42,500	5	3	40,000 (2)	4	3
515	Prairie State	45,208	1	2				43,970	1	3	40,650	2	3
521	Rand Lake	48,000	4	2				54,650	10	2			
537	Richland	48,070	1	2									
511	Rock Valley	46,128	5	3	57,123	12	3	57,323	14	3	57,323	11	3
518	Carl Sandburg	DNA			DNA			DNA			DNA		
506	Sauk Valley	52,343	18	2	44,531	8	3	48,311	3	3	42,971	8	3
531	Shawnee	45,000	4	3							36,400	12	4
510	South Suburban	56,832	6	2	55,000	1	3	56,250	1	3	50,550	8	3
533	Southeastern	51,443	17	2				47,409	5	3	35,112	14	3
534	Spoon River				46,327	10	2	43,929	5	2			
601	State Comm. Coll.	42,681	12	2				36,555		3	27,176	3	4
504	Triton	64,735	2	1	49,910		2	59,619		2	58,161	2	2
516	Waubesaee	52,000		3	59,500	7	3	46,200	7	4	32,000	1	4
539	John Wood	48,600	1	2	32,921	2	3	34,916	4	3	45,008	13	2
	Number of Persons	38			22			33			43		
	AVERAGES	\$53,482			\$50,691			\$49,943			\$45,147		

DNA = Data Not Available

NOTE: Numbers in parentheses following average salaries indicate 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 1990
(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
522	Belleville	\$38,600	2		\$			\$47,900	1		\$59,533	10	
503	Black Hawk	49,023	6	2	49,552	2	2	40,110	22	3			
508	Chicago	47,877	1		37,485 (3)	1/3	4	40,791 (6)	1/9	4			
507	Danville	30,285	10	3	42,274		2	38,746	11	4	29,400	1	4
502	DuPage	DNA			DNA			DNA			DNA		
509	Elgin	54,900	7	3				34,800		3	50,500	9	3
512	Harper	60,922	9	3	55,968	18	3	56,215	10	3	47,345	3	3
519	Highland	25,000	1	3				41,045	1	3			
514	Illinois Central	46,055	12	3	56,450	10	2	53,305	5	3	46,650	11	3
529	Illinois Eastern	36,487	1	2	41,500	21	2						
513	Illinois Valley	51,400	11	2				37,540	11	3			
525	Joliet	51,039	3	2	42,476	3	2	36,700	3	4	52,683	6	3
520	Kankakee	43,000	1	3				38,749	2	3	40,127	1	3
501	Kaskaskia	47,366	12	4				43,747	10	5			
523	Kishwaukee	49,400	11	3				37,000	8	4			
532	Lake County	58,969	15	4				58,969	17	4	41,465	3	4
517	Lake Land	40,318	4	4				24,576	1	5			
536	Lewis & Clark	42,740	18	3				38,310	7	3			
526	Lincoln Land	42,948	17	4				49,184	9	3	51,360	21	3
530	Logan	36,717	8	4				49,800	1	3			
528	McHenry	45,847	11	3				39,324	9	3			
524	Moraine Valley	52,563	1	3	30,172	4	3	51,435	7	3	61,075	6	3
527	Morton	50,113	2	3				36,880	1	3			
535	Oakton	64,945	19	3	62,191	4	3	64,945	19	3	57,577	3	3
505	Parkland	48,000	2	3	49,211	18	3	40,000	11	3	51,607	1	3
515	Prairie State	48,417	4	3	26,010		3	43,492	12	3			
521	Rend Lake							33,000	9	3	36,032	3	3
537	Richland	32,046	8	4	49,070	15	3	44,986	1	4			
511	Rock Valley	48,750		4				44,866	11	4			
518	Carl Sandburg	DNA			DNA			DNA			DNA		
506	Sauk Valley	43,076	18	4	43,050	8	4	35,558	1	4	32,200	3	4
531	Shawnee	31,400	6	4									
510	South Suburban	49,028	9	5				48,500	1	4			
533	Southeastern										34,201	12	4
534	Spoon River	40,491	11	3	36,327	12	2				31,651	6	3
601	State Comm. Coll.	22,390	5	3	14,817	4	2	28,459	9	3	35,095	8	3
504	Triton	60,774	12	3	44,842	6	4	44,460	5	2	60,491	1	2
516	Waubensee	59,500	11	3									
539	John Wood	42,212	10	3				30,095	10	3			
	Number of Persons	35			18			37			18		
	AVERAGES	\$45,331			\$43,770			\$42,093			\$45,500		

DNA = Data Not Available

NOTE: Numbers in parentheses following average salaries indicate 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 1990
(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
522	Belleville	\$34,600	2		\$			\$			\$55,257	20	
503	Black Hawk	50,110	21	3	31,113	17	3				30,351	7	3
508	Chicago	40,594 (6)	4/11	4				26,207 (2)	1/5	4	38,970	3	4
507	Danville				23,317	1	4				43,041	8	3
502	DuPage	DNA			DNA			DNA			DNA		
509	Elgin	47,600	15	3				44,900	6	3	57,000	13	3
512	Harper	40,815	2	4	39,393	3	4	44,558	12	3	54,838	3	3
519	Highland	34,400	6	3	19,075	2	4				34,775	6	3
514	Illinois Central	38,710	5	3							56,475	17	3
529	Illinois Eastern	22,641 (3)	4/5	4							24,710 (4)	1/19	4
513	Illinois Valley	29,100	3	3							41,670	19	3
525	Joliet	34,689	6	5	26,699	3	5	28,408		5			
520	Kankakee	32,971	2	3	25,763	2	3	23,153	2	3			
501	Kaskaskia	21,873	4	5				30,740	1	4	44,489	14	3
523	Kishwaukee	28,246	9	4				23,642	6	4	28,000	1	4
532	Lake County	45,203	8	4	32,521	6	5	58,969	20	4	62,282	18	3
517	Lake Land	34,124	17	5	19,169	1	5				24,039	18	5
536	Lewis & Clark	24,590	5	4	22,000	6	4	42,540	5	3			
526	Lincoln Land	34,920	5	4				35,038	4	4			
530	Logan	48,837	8	4				40,425	16	4	58,126	18	3
528	McHenry	30,668	3	4				23,067	6	4	45,800	7	3
524	Moraine Valley	29,410	7	4	30,238	2	5	24,743	2	4	35,489	2	4
527	Morton										41,664	5	3
535	Oakton							35,208	4	3			
505	Parkland	30,000	1	4	40,576		4	52,903	1	4	39,328	1	3
515	Prairie State				30,366	2	3	35,215			33,398	4	
521	Rand Laka	31,900	9	3	35,800	8	3				44,000	10	3
537	Richland	25,282	1	4				35,202	5	4	43,982	8	4
511	Rock Valley	42,509	9	4				33,228	2	4	49,946	20	4
518	Carl Sandburg	DNA			DNA			DNA			DNA		
506	Sauk Valley	43,076	19	4							37,900	20	4
531	Shawnee	30,400		5							41,270	3	5
510	South Suburban	41,800	1	5				31,538	3	5	36,852	25	4
533	Southeastern	33,568	6	4				41,928	16	3	31,362	5	3
534	Spoon River										36,372	14	3
601	State Comm. Coll.	27,562	5	3	31,337	4	4						
504	Triton	35,840	2	5							37,500	1	3
516	Waubonsee										28,100	1	3
539	John Wood	32,064	8	3									
	Number of Persons	38			14			21			33		
	AVERAGES	\$34,777			\$29,098			\$35,134			\$39,731		

DNA = Data Not Available

NOTE: Numbers in parentheses following average salaries indicate 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 1990
(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
522	Belleville	\$45,100	17		\$30,000	1		\$50,691	6		\$39,786	18	
503	Black Hawk				41,601	6	3	46,689	1	2	31,340	3	3
508	Chicago	55,054	5	3							42,463 (6)	3/10	4
507	Danville				26,468	2	2	46,526	3	2			
502	DuPage	DNA			DNA			DNA			DNA		
509	Elgin				43,500	18	3				40,600	5	3
512	Harper	52,866	3	2	56,578	14	4	56,467	7	3	62,917	4	3
519	Highland	26,400	2	4	22,000	1	4				24,824	9	4
514	Illinois Central	57,280	1	3	42,460	8	3	54,870	12	3			
529	Illinois Eastern				22,207 (2)	1/2	4	25,032	3	2	22,641 (3)	1/4	4
513	Illinois Valley				42,800	20	2						
525	Joliet	36,915	1	2	43,506	11	2	44,892	6	2	44,085	9	4
520	Kankakee				38,161	4	2				34,000	7	3
501	Kaskaskia	27,971	4	3	43,789	1	4						
523	Kishwaukee	38,200	5	2	29,600	6	2						
532	Lake County	30,000		4	41,174	9	5	34,259		5	58,479	8	3
517	Lake Land				29,282	6	4	21,753	6	5	40,055	12	4
536	Lewis & Clark				40,000		3						
526	Lincoln Land				27,063	4	4	44,707	15	4			3
530	Logan	48,988	14	4	35,055	5	4						
528	McHenry				35,281	15	3	37,067	11	3	33,050	5	3
524	Moraine Valley				31,008	5	3	42,456	6	3	35,030	4	3
527	Morton				49,360	18	3	47,191	4	3			
535	Oakton	43,389	5	3	54,114	4	3	57,902	13	3	44,686	8	3
505	Parkland				30,000		3	37,500		3			
515	Prairie State				37,386	5	3	39,824	5	3			
521	Rend Lake	37,220	1	3	30,329	11	3						
537	Richland										30,050	2	4
511	Rock Valley				43,255	13	4						
518	Carl Sandburg	DNA			DNA			DNA			DNA		
506	Sauk Valley	28,329	1	5	32,500		4				39,858	2	4
531	Shawnee				27,000	2	4						
510	South Suburban	52,767	2	3	39,744	3	5	56,692	1	3			
533	Southeastern	28,819	6	4									
534	Spoon River							44,242	8	2			
601	State Comm. Coll.							34,241	3	3			
504	Triton	44,842	7	4	57,697	1	4	49,220	1	4	44,606	1	5
516	Waubensee	61,000	5	3	32,000	1	4	50,400	11	3	54,500	4	3
539	John Wood				29,580	1	3						
	Number of Persons	17			33			21			25		
	AVERAGES	\$42,067			\$36,567			\$43,934			\$39,223		

DNA = Data Not Available

NOTE: Numbers in parentheses following average salaries indicate 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 1990
(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
522	Belleville	\$38,600	4		\$50,000	1		\$33,851	10		\$		
503	Black Hawk	48,179	21	3	47,255	16	3	36,522	3	3			
508	Chicago	58,854	12	4	38,378 (4)	1/4	4	51,360	1	3			
507	Danville	37,690	15	3	31,500	1	3				38,420	3	3
502	DuPage	DNA			DNA			DNA			DNA		
509	Elgin	49,200	9	3	38,200	3	3				49,000	15	3
512	Harpur	61,722	7	3	50,822	6	4	61,172	22	4			
519	Highland	41,475	9	3				35,775	9	3	26,175	1	3
514	Illinois Central	50,200	10	3							35,055	1	3
529	Illinois Eastern										42,700	12	2
513	Illinois Valley												
525	Joliet	43,689	3	4	38,181	5	4	36,000		4	44,085	9	4
520	Kankakee	39,748	11	3				43,623	11	3			
501	Kaskaskia	30,788	18	4							23,498	5	4
523	Kishwaukee	34,900	12	3	31,400	6	3	27,259	4	4			
532	Lake County	53,033	20	4				42,858	3	4	26,574	5	5
517	Lake Land	35,069	3	5	25,741	3	5						
536	Lewis & Clark	30,000		3	31,800	1	3						
526	Lincoln Land	41,376	9	4	40,694	3	4						
530	Logan	27,430 (2)	5	5	45,000	1	3				54,959	15	3
528	McHenry	36,396	10	3	36,933	13	4				31,000	1	3
524	Moraine Valley	41,918	1	3	32,031	3	5	32,616	6	3	41,060	3	3
527	Morton	44,162	2	3									
535	Oakton	55,550		3				52,309	17	3	49,984	14	3
505	Parkland	59,000	1	3				45,000	1	3			
515	Prairie State	45,972	13	3							35,215	1	3
521	Rend Lake	35,500	2	3	37,200	4	3	45,500	8	3			
537	Richland	36,053	1	4									
511	Rock Valley	39,766	6	4	38,830	6	4	38,000		4	38,595	12	
518	Carl Sandburg	DNA			DNA			DNA			DNA		
506	Sauk Valley	38,918	17	4							22,985	5	5
531	Shawnee	28,000	6	5				20,000	3	5			
510	South Suburban	45,549	8	5	46,824	2	3	47,742	4	5	52,410	11	3
533	Southeastern												
534	Spoon River				26,500	1	3						
601	State Comm. Coll.	27,485	3	3									
504	Triton	45,475	1	2	35,176		5	42,758	8	5	62,279	15	3
516	Waubensee	52,500	5	3	39,500	2	3				32,750	11	4
539	John Wood				28,000	1	3				35,952	6	3
	Number of Persons	33			24			17			19		
	AVERAGES	\$41,867			\$37,712			\$40,288			\$39,089		

DNA = Data Not Available

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

Section VIII

SUMMARY OF FISCAL YEAR 1990 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 1990 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 13 positions community college classified salaries were higher and for 13 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 1990*

<u>Title</u>	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	41	\$1,189	\$1,908	\$2,686
Accountant II	30	1,548	2,193	3,214
Account Clerk I	93	1,033	1,565	2,425
Account Clerk II	103	798	1,661	2,809
Admissions/Records Clerk	157	897	1,281	1,652
Admissions/Records Supervisor	63	1,310	2,077	2,625
Audio/Visual Services Manager	34	1,020	1,896	3,054
Bookstore Manager	29	800	1,948	3,024
Clerk Typist	695	793	1,353	1,958
Computer Operator I	81	957	1,537	1,993
Computer Operator II	40	1,243	1,682	2,435
Computer Programmer I	21	1,143	1,862	2,490
Computer Programmer II	24	1,521	2,081	2,668
Computer Systems Analyst	27	1,866	2,836	3,893
Custodian	643	854	1,499	2,058
Custodian Supervisor	44	1,184	2,048	3,369
Keypunch Oper./Data Entry Clerk	55	1,081	1,641	2,544
Library Clerk	158	792	1,473	2,355
Programmer/Analyst	35	1,330	2,305	3,204
Purchasing Clerk	19	1,201	1,488	2,029
Purchasing Supervisor	34	1,567	2,330	3,154
Receptionist/Switchboard Operator	77	907	1,412	2,092
Secretary - General	586	892	1,381	2,040
Secretary - Administrative	298	1,159	1,677	2,423
Secretary - Executive	113	1,500	2,063	2,809
Security Officer/Guard	83	1,119	1,646	2,438
Security Supervisor	34	1,007	2,597	3,958
Shipping/Receiving Clerk	44	840	1,515	2,343

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

NOTE: Data for the College of DuPage, Richland Community College, and Carl Sandburg College were not included in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1990 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	\$1,878	\$1,908	\$ 30	1.6%
Accountant II	2,223	2,193	-30	-1.3%
Account Clerk I	1,299	1,565	266	20.5%
Account Clerk II	1,546	1,661	115	7.4%
Admissions/Records Clerk	1,403	1,281	-122	-8.7%
Admissions/Records Supervisor	2,232	2,077	-155	-6.9%
Audio/Visual Services Manager	2,876	1,896	-980	-34.1%
Bookstore Manager	2,750	1,948	-802	-29.1%
Clerk Typist	964	1,353	389	40.4%
Computer Operator I	1,569	1,537	-32	-2.0%
Computer Operator II	1,958	1,682	-276	-14.1%
Computer Programmer I	1,452	1,862	410	28.2%
Computer Programmer II	1,823	2,081	258	14.2%
Computer Systems Analyst	2,922	2,836	-86	-2.9%
Custodian	1,448	1,499	51	3.5%
Custodian Supervisor	2,372	2,048	-324	-13.6%
Keypunch Oper./Data Entry Clerk	1,177	1,641	464	39.4%
Library Clerk	1,105	1,473	368	33.3%
Purchasing Clerk	1,988	1,488	-500	-25.1%
Purchasing Supervisor	3,507	2,330	-1,177	-33.6%
Secretary - General	1,243	1,381	133	10.7%
Secretary - Administrative	1,888	1,677	-211	-11.2%
Secretary - Executive	2,511	2,063	-448	-17.8%
Security Officer/Guard	1,300	1,646	346	26.6%
Security Supervisor	1,733	2,597	864	49.9%
Shipping/Receiving Clerk	1,224	1,515	291	23.8%

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

NOTE: Data for the College of DuPage, Richland Community College, and Carl Sandburg College were not included in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1989

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1989. 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 1989 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>District Range</u>		<u>State</u>
	<u>Low</u>	<u>High</u>	<u>Average</u>
Administrative	\$ 623	\$7,209	\$3,346
9 Month Teaching Faculty	\$ 333	\$6,606	\$2,993
12 Month Teaching Faculty	\$ 353	\$4,424	\$2,655
9 Month Other Professional (Non-teaching)	\$ 954	\$5,971	\$2,870
12 Month Other Professional (Non-teaching)	\$ 625	\$5,303	\$2,943
Classified	\$ 587	\$5,337	\$2,891

Illinois Community College Board

Table 20

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1989

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
522	Belleville	x	x		x	x*		x	x	x	x	x	x
503	Black Hawk	x	x	x	x	x*		x	x	x	x	x	x
508	Chicago	x		x	x				x	x			
507	Danville	x	x		x			x	x	x		x	x
502	DuPage	DNA	DNA	DEA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
509	Elgin	x		x	x			x	x	x		x	
512	Harper	x	x	x	x	x*		x	x	x	x		
519	Highland	x	x		x	x*		x	x	x		x	x
514	Illinois Central	x	x	x	x			x	x	x	x		
529	Illinois Eastern	x		x	x			x	x	x		x	
513	Illinois Valley	x	x		x	x*		x	x	x			
525	Joliet	x	x	x	x			x	x	x	x	x	
520	Kankakee	x		x	x	x*		x	x	x	x		
501	Kaskaskia	x	x		x	x*		x	x	x		x	
523	Kishwaukee	x	x	x	x			x	x	x		x	x
532	Lake County	x			x			x	x	x	x	x	x
517	Lake Land	x		x	x			x	x	x		x	
536	Lewis & Clark	x	x	x	x			x	x	x	x		
526	Lincoln Land	x		x	x			x	x	x		x	
530	Logan	x	x	x	x			x	x	x		x	
528	McHenry	x	x	x	x			x	x			x	x
524	Moraine Valley	x			x			x	x	x	x	x	x
527	Morton	x			x	x*		x	x	x		x	x
535	Oakton	x	x	x	x			x		x		x	x
505	Parkland	x	x	x	x			x	x	x	x	x	x
515	Prairie State	x	x		x	x*		x	x	x	x	x	
521	Rend Lake	x		x	x			x	x	x			
537	Richland	x	x	x	x	x*		x	x	x	x	x	
511	Rock Valley	x	x	x	x			x	x	x		x	x
518	Carl Sandburg	x		x	x			x	x			x	x
506	Sauk Valley	x	x		x			x	x	x	x		x
531	Shawnee							x	x	x		x	
510	South Suburban	x		x	x	x*		x	x			x	
533	Southeastern	x	x		x			x	x	x		x	
534	Spoon River	x	x	x	x			x	x	x		x	
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--	--	--	--
504	Triton	x	x	x	x	x*		x	x	x	x	x	x
516	Waubonsee	x	x	x	x			x	x	x	x		x
539	John Wood	x	x		x			x	x	x	x	x	x

*Paid for selected teaching administrators only.
 -- = Not Applicable
 DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1989 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
522	Belleville	54	\$ 210,452	\$3,897	98	\$ 358,903	\$3,662	6	\$ 26,546	\$4,424
503	Black Hawk	36	131,480	3,652	142	442,040	3,113	4	11,478	2,870
508	Chicago	195	631,612	3,239	1,006	3,257,745	3,238	0	0	0
507	Danville	23	57,756	2,511	56	100,068	1,787	7	11,777	1,682
502	DuPage	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
509	Elgin	26	131,076	5,041	89	441,540	4,961	0	0	0
512	Harper	33	187,317	5,676	175	612,708	3,501	1	2,625	2,625
519	Highland	12	63,273	5,273	43	160,867	3,741	0	0	0
514	Illinois Central	37	121,182	3,275	168	466,991	2,780	0	0	0
529	Illinois Eastern	32	53,407	1,669	95	153,570	1,617	12	19,268	1,606
513	Illinois Valley	12	84,979	7,082	72	1,8,282	2,476	0	0	0
525	Joliet	46	47,148	1,025	139	130,899	942	0	0	0
520	Kankakee	19	63,148	3,324	48	121,239	2,526	6	18,398	3,066
501	Kaskaskia	28	82,925	2,962	51	135,760	2,662	0	0	0
523	Kishwaukee	22	38,990	1,772	63	102,191	1,622	0	0	0
532	Lake County	43	101,118	2,352	167	55,549	330	0	0	0
517	Lake Land	18	47,516	2,640	82	205,525	2,506	7	18,435	2,634
536	Lewis & Clark	18	40,027	2,224	77	154,407	2,005	0	0	0
526	Lincoln Land	28	53,341	1,905	115	213,506	1,857	1	2,447	2,447
530	Logan	20	60,549	3,027	63	175,223	2,781	0	0	0
528	McHenry	23	128,140	5,571	54	39,586	733	0	0	0
524	Moraine Valley	30	103,158	3,439	158	543,768	3,442	24	93,349	3,890
527	Morton	14	53,631	3,831	59	216,963	3,677	0	0	0
531	Oakton	28	127,240	4,544	133	483,827	3,638	0	0	0
505	Parkland	39	120,305	3,085	142	361,076	2,543	0	0	0
515	Prairie State	20	78,124	3,906	85	290,718	3,420	0	0	0
521	Rend Lake	21	37,424	1,782	34	57,830	1,701	19	33,707	1,774
537	Richland	18	62,471	3,471	46	166,501	3,620	0	0	0
511	Rock Valley	30	114,037	3,801	128	485,108	3,790	4	14,965	3,741
518	Carl Sandburg	14	23,843	1,703	51	86,968	1,705	0	0	0
506	Sauk Valley	19	76,277	4,015	45	158,517	3,523	2	8,758	4,379
531	Shawnee	12	7,477	623	23	15,242	663	2	706	353
510	South Suburban	28	90,261	3,224	98	276,449	2,821	0	0	0
533	Southeastern	14	24,525	1,752	38	64,718	1,703	5	8,398	1,680
534	Spoon River	13	39,079	3,006	33	98,156	2,974	0	0	0
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--
504	Triton	34	245,102	7,209	206	1,360,740	6,606	0	0	0
516	Waubensee	22	90,502	4,114	58	217,630	3,752	0	0	0
539	John Wood	16	41,625	2,602	0	0	0	26	63,713	2,451
TOTALS/AVERAGES		1,097	\$3,670,517	\$3,346	4,140	\$12,390,809	\$2,993	126	\$334,570	\$2,655

-- = Not Applicable
DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1989 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
522	Belleville	3	\$ 5,998	\$1,999	7	\$ 28,241	\$4,034	100	\$ 311,160	\$3,112
503	Black Hawk	5	10,049	2,010	4	10,642	2,661	182	448,731	2,466
503	Chicago	75	243,193	3,243	519	1,680,863	3,239	859	2,781,673	3,238
507	Danville	10	13,872	1,387	15	27,074	1,805	90	180,808	2,009
502	DuPage	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
509	Elgin	9	44,355	4,928	0	0	0	96	512,365	5,337
512	Harper	21	69,275	3,299	0	0	0	319	990,907	3,106
519	Highland	0	0	0	17	38,664	2,274	45	104,746	2,328
514	Illinois Central	6	15,896	2,649	23	60,875	2,647	156	486,333	3,118
529	Illinois Eastern	0	0	0	38	66,789	1,758	90	144,936	1,610
513	Illinois Valley	4	10,763	2,691	9	47,730	5,303	67	133,579	1,994
525	Joliet	8	7,993	999	0	0	0	152	133,892	881
520	Kankakee	0	0	0	33	71,892	2,179	56	81,290	1,452
501	Kaskaskia	5	12,030	2,406	0	0	0	43	116,478	2,709
523	Kishwaukee	22	38,189	1,736	0	0	0	55	93,876	1,707
532	Lake County	10	17,141	1,714	31	67,047	2,163	134	402,877	3,007
517	Lake Land	6	14,274	2,379	21	49,985	2,380	74	180,588	2,440
536	Lewis & Clark	0	0	0	24	51,878	2,162	65	128,283	1,974
526	Lincoln Land	10	17,096	1,710	3	5,245	1,748	92	151,616	1,648
530	Logan	0	0	0	11	29,335	2,667	55	129,750	2,359
528	McHenry	7	6,675	954	0	0	0	60	307,355	5,123
524	Moraine Valley	24	83,454	3,477	60	209,988	3,500	166	572,013	3,446
527	Morton	0	0	0	0	0	0	76	273,031	3,593
535	Oakton	8	22,580	2,823	0	0	0	218	616,579	2,828
505	Parkland	14	35,409	2,529	23	55,139	2,397	81	160,785	1,985
515	Prairie State	5	15,826	3,165	0	0	0	76	196,084	2,580
521	Rend Lake	3	4,809	1,603	16	26,349	1,647	42	91,005	2,167
537	Richland	0	0	0	11	42,470	3,861	59	210,557	3,569
511	Rock Valley	7	26,698	3,814	17	66,698	3,923	124	442,625	3,570
518	Carl Sandburg	6	8,985	1,498	6	11,094	1,849	39	64,905	1,664
506	Sauk Valley	2	5,855	2,928	6	19,145	3,191	49	159,046	3,246
531	Shawnee	0	0	0	8	5,000	625	20	11,748	587
510	South Suburban	12	35,295	2,941	0	0	0	102	305,087	2,991
533	Southeastern	3	4,727	1,576	7	11,628	1,661	31	52,517	1,694
534	St. Jon River	3	8,566	2,855	9	26,839	2,982	29	91,746	3,164
601	State Comm. Coll.	--	--	--	--	--	--	--	--	--
504	Triton	14	83,597	5,971	0	0	0	298	1,000,376	3,357
516	Waubensee	3	12,400	4,300	0	0	0	91	362,045	3,979
539	John Wood	0	0	0	14	32,665	2,333	29	58,875	2,030
TOTALS/AVERAGES		305	\$875,500	\$2,870	932	\$2,743,275	\$2,943	4,320	\$12,490,367	\$2,891

-- = Not Applicable
DNA = Data Not Available

Section X

FISCAL YEAR 1990 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 1990 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 1990 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>High</u>	<u>State Average</u>
Administrative	0.0%	12.2%	6.6%
Faculty (9 Months)	0.0%	12.4%	6.7%
Faculty (12 Months)	3.5%	9.9%	6.7%
Other (Non-teaching) Professional (9 Months)	0.0%	9.9%	6.7%
Other (Non-teaching) Professional (12 Months)	4.2%	11.1%	7.1%
Classified	1.0%	15.0%	7.1%

*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1989 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.)	
522	Belleville*	7.6%	9.3%	9.3%	9.3%	9.3%	8.6%
507	Black Hawk	4.4	6.1	--	7.2	5.1	DNA
508	Chicago	8.6	6.3	--	6.9	9.7	9.0
507	Danville	5.0	6.8	5.5	6.3	5.0	7.2
502	DuPage	DNA	DNA	DNA	DNA	DNA	DNA
509	Elgin	7.1	8.3	--	8.0	--	7.4
512	Harper	5.6	8.0	7.6	9.3	--	6.9
519	Highland	6.7	7.8	--	--	8.1	7.6
514	Illinois Central	4.1	5.1	--	5.7	5.0	3.7
529	Illinois Eastern	6.0	0.0	3.5	--	7.4	8.4
513	Illinois Valley	5.5	6.5	--	4.6	5.5	6.2
525	Joliet	7.0	7.0	--	7.0	--	6.0
520	Kankakee	6.3	4.7	5.5	--	5.6	5.6
501	Kaskaskia	6.8	7.4	--	7.1	--	7.4
523	Kishwaukee	7.7	8.0	--	7.9	--	8.0
532	Lake County	6.5	7.0	--	7.0	6.5	6.5
517	Lake Land	4.9	5.0	4.9	5.3	5.3	5.0
536	Lewis & Clark	7.4	6.1	--	7.4	--	6.4
526	Lincoln Land	7.3	7.4	8.9	5.3	8.9	6.5
530	Logan	5.9	5.9	--	--	6.3	6.7
528	McHenry	8.2	8.4	--	8.4	--	5.5
524	Moraine Valley	7.6	7.7	7.6	8.8	7.5	8.3
527	Morton	9.4	7.0	--	6.7	--	7.6
535	Oakton	7.8	7.0	--	7.0	--	7.0
505	Parkland	0.0	3.6	--	0.0	--	DNA
515	Prairie State	6.2	5.6	--	5.6	--	7.0
521	Rend Lake	5.9	5.9	5.7	5.0	7	5.6
537	Richland	4.5	7.2	--	--	6.2	DNA
511	Rock Valley	6.7	6.7	6.9	5.9	7.9	7.1
518	Carl Sandburg	DNA	5.2	DNA	DNA	DNA	DNA
500	Sauk Valley	5.0	4.0	3.8	4.1	4.2	6.2
531	Shawnee	10.2	12.4	9.9	--	11.1	15.0
510	South Suburban	3.5	4.7	--	4.7	--	6.5
533	Southeastern	DNA	6.9	--	9.9	8.1	7.0
534	Spoon River	12.2	10.5	--	8.6	9.1	8.2
601	State Comm. Coll.	6.0	7.5	--	--	6.6	5.9
504	Triton	7.5	6.1	--	5.4	--	8.1
516	Waubonsee	8.2	8.0	--	9.0	--	8.8
539	John Wood	8.6	--	8.1	--	7.6	9.2
AVERAGES		6.6%	6.7%	6.7%	6.7%	7.1%	7.1%

*The contract at Belleville Area College contained substantial revisions to the faculty salary schedule and to academic year and summer overload rates. The fiscal year 1990 increase indicated in the master contract has been used in this table for nine- and twelve-month faculty and other professionals. The increases provided by the college are listed below:

522	Belleville	18.8%	15.5%	19.0%	23.3%
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-- = Not Applicable
DNA = Data Not Available



Section XI

FISCAL YEAR 1989 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 compares the contractual base salaries reported for fiscal year 1989 and the average total salaries paid to full-time faculty in fiscal year 1989. The fiscal year 1989 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1988 to June 30, 1989.

The state average total fiscal year salary paid to faculty in fiscal year 1989 for those districts reporting data is \$4,559 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1989. 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.

Table 25 contains the fiscal year 1989 average total salary actually paid to administrators, other (non-teaching) professionals, and classified staff.

Illinois Community College Board

Table 24

A COMPARISON OF FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES AND
FISCAL YEAR 1989 AVERAGE TOTAL SALARY ACTUALLY PAID

<u>Dist.</u> <u>No.</u>	<u>District</u>	FY 1989 Full- time Average Faculty Contractual Base Salaries	FY 1989 Full- time Average Faculty Total Salaries	Dollar Difference	Percent Difference
522	Belleville	\$34,699	\$47,646	\$12,947	37.3%
503	Black Hawk	30,752	33,113	2,361	7.7
508	Chicago	40,844	44,122	3,278	8.0
507	Danville	28,721	32,420	3,699	12.9
502	DuPage	39,949	DNA	--	--
509	Elgin	34,743	44,643	9,900	28.5
512	Harper	41,753	DNA	--	--
519	Highland	28,379	26,418	-1,961	-6.9
514	Illinois Central	33,627	41,606	7,979	23.7
529	Illinois Eastern	25,098	32,938	7,840	31.2
513	Illinois Valley	32,628	35,501	2,873	8.8
525	Joliet	38,348	46,470	8,122	21.2
520	Kankakee	28,934	33,737	4,803	16.6
501	Kaskaskia	29,413	33,182	3,769	12.8
523	Kishwaukee	28,610	32,875	4,265	14.9
532	Lake County	44,077	44,077	0	0.0
517	Lake Land	28,832	34,315	5,483	19.0
536	Lewis & Clark	33,214	36,511	3,297	9.9
526	Lincoln Land	35,241	38,438	3,197	9.1
530	Logan	31,837	37,778	5,941	18.7
528	McHenry	32,532	37,649	5,117	15.7
524	Moraine Valley	35,063	49,299	4,236	40.6
527	Morton	37,716	39,281	1,565	4.1
535	Oakton	43,217	47,252	4,035	9.3
505	Parkland	35,993	35,864	-129	-0.4
515	Prairie State	33,924	39,158	5,234	15.4
521	Rend Lake	29,420	34,802	5,382	18.3
537	Richland	29,887	33,829	3,942	13.2
511	Rock Valley	34,251	38,592	4,341	12.7
518	Carl Sandburg	27,902	31,158	3,256	11.7
506	Sauk Valley	30,798	35,629	4,831	15.7
531	Shawnee	26,900	30,828	3,923	14.6
510	South Suburban	35,294	46,144	10,850	30.7
533	Southeastern	30,859	34,011	3,152	10.2
534	Spoor River	28,348	31,596	3,248	11.5
601	State Comm. Coll.	27,443	32,148	4,705	17.1
504	Triton	39,135	48,751	9,616	24.6
516	Waubensee	34,552	38,739	4,187	12.1
539	John Wood	*	*	--	--
TOTALS/AVERAGES		\$36,198	\$40,757	\$4,559	12.6%

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

Illinois Community College Board

Table 25

FISCAL YEAR 1989
 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS,
 OTHER (NON-TEACHING) PROFESSIONALS, AND CLASSIFIED STAFF

<u>Dist.</u> <u>No.</u>	<u>District</u>	<u>Admin.</u>	<u>Other Professional</u>	<u>Classified</u>
522	Belleville	\$40,290	\$37,579	\$16,023
503	Black Hawk	42,412	31,677	20,021
508	Chicago	42,621	29,782	21,868
507	Danville	39,494	22,816	14,910
502	DuPage	DNA	DNA	DNA
509	Elgin	51,610	38,930	22,465
512	Harper	DNA	DNA	DNA
519	Highland	43,869	18,962	15,038
514	Illinois Central	49,404	31,288	20,606
529	Illinois Eastern	33,272	24,830	16,066
513	Illinois Valley	45,909	34,892	17,725
525	Joliet	36,913	46,096	20,946
520	Kankakee	40,257	19,907	15,451
501	Kaskaskia	36,259	34,228	17,746
523	Kishwaukee	3,420	23,872	15,645
532	Lake County	45,804	39,645	18,100
517	Lake Land	39,189	25,126	16,177
536	Lewis & Clark	39,553	22,058	16,717
526	Lincoln Land	40,269	40,407	17,694
530	Logan	45,893	36,730	16,763
528	McHenry	39,170	35,262	17,235
524	Moraine Valley	48,266	32,310	18,701
527	Morton	47,596	44,690	19,209
535	Oakton	54,758	48,608	23,550
505	Parkland	50,446	21,240	19,231
515	Prairie State	44,258	43,693	17,040
521	Rend Lake	40,056	21,765	17,433
537	Richland	44,437	37,473	17,415
511	Rock Valley	41,419	34,193	19,082
518	Carl Sandburg	40,851	23,490	16,036
506	Sauk Valley	40,641	28,573	16,235
531	Shawnee	35,049	22,502	13,638
510	South Suburban	48,390	41,711	18,299
533	Southeastern	35,827	29,110	14,976
534	Spoon River	36,020	20,977	17,046
601	State Comm. Coll.	35,921	26,393	17,760
504	Triton	49,215	34,253	20,608
516	Waubonsee	46,687	36,837	19,923
539	John Wood	36,765	25,158	16,314
	AVERAGES	\$42,887	\$29,618	\$19,251

DNA = Data Not Available

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND
AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 1986 TO 1990

Table 26 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other non-teaching professionals (9 and 12 month) for the last five fiscal years. Table 27 presents five years worth of statewide average annual contractual salary percentage increase data for the same employee groups. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 26

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NON-TEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1986 TO 1990*

	<u>FY 1986</u>	<u>FY 1987</u>	<u>FY 1988</u>	<u>FY 1989</u>	<u>FY 1990</u>
Faculty (9 Month)	30,795	32,787	34,306	36,198	38,124
Faculty (12 Month)	28,632	29,934	29,356	33,520	34,783
Administrators (12 Month)	37,146	39,109	39,776	41,125	43,881
Other Professionals (9 Month)	31,053	32,468	33,726	35,693	35,466
Other Professionals (12 Month)	22,968	24,059	24,604	25,033	27,024

Table 27

STATEWIDE AVERAGE PERCENTAGE INCREASE IN CONTRACTUAL SALARIES FOR
CONTINUING FACULTY, ADMINISTRATORS, AND OTHER (NON-TEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1986 TO 1990*

	<u>FY 1986</u>	<u>FY 1987</u>	<u>FY 1988</u>	<u>FY 1989</u>	<u>FY 1990</u>
Faculty (9 Month)	6.1%**	7.0%**	6.0%	6.2%	6.7%
Faculty (12 Month)	6.1%**	7.0%**	4.9%	5.4%	6.7%
Administrators (12 Month)	6.2%	6.6%	5.8%	5.9%	6.6%
Other Professionals (9 Month)	6.3%**	6.9%**	5.9%	6.2%	6.7%
Other Professionals (12 Month)	6.3%**	6.9%**	5.1%	6.0%	6.7%

*Due principally to extensive negotiations not all colleges submitted salary survey data for every year reported in this table.

**Nine- and twelve-month employee salaries were reported together.

SOURCE OF DATA: Fall 1985 to Fall 1989 ICCB Salary Survey Reports.