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ABSTRACT

Through its annual salary survey, the Illinois Community College Board gathers data about compensation received by employees in the 50 public community colleges in the state. This report contains data for fiscal year (FY) 1993 on contractual base salaries for full-time faculty; salary rates for part-time faculty, full-time faculty overload and summer term; salary schedules for full-time faculty with a master's degree; and institutional policies related to faculty salaries and contracts. Also, information is presented on contractual base salaries for non-teaching professional and administrative staff for FY 1993, salaries paid to selected administrators, a summary of FY 1993 monthly classified staff salaries, and FY 1992 fringe benefits for all full-time employees. Finally, the report provides FY 1993 mean percentage salary increases for all employees, the average total salary actually paid in FY 1992, and average salaries and increases from 1989 through 1993. Highlighted findings include the following. (1) FY 1992 average total salaries paid to full-time employees (including all overloads and compensation) were \$48,951 for faculty, \$49,978 for administrators, and \$31,764 for other (non-teaching) professionals; (2) average contractual base salaries for FY 1993 were \$44,065 for faculty, \$50,801 for administrators, and \$41,782 for other (non-teaching) professionals; and (3) FY 1993 salary rates per credit hour were \$349 for part-time faculty, \$478 for full-time faculty overload, and \$546 for full-time faculty summer term. Detailed data tables with comparative information for the different institutions in the system are provided. (PAA)

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# Fall 1992 Salary Survey Report

## for the Illinois Public Community Colleges

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## HIGHLIGHTS OF THE FALL 1992 SALARY SURVEY REPORT

1. Fiscal Year 1992 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1991 and June 30, 1992.

Faculty (9 and 12 month) . . . . .	\$48,951
Administrative (12 month) . . . . .	\$49,978
Other (Nonteaching) Professional (9 and 12 month) . . . . .	\$31,764

2. Fiscal Year 1992 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month) . . . . .	\$ 4,209
Administrative (12 month) . . . . .	\$ 4,912
Other (Nonteaching) Professional (9 month) . . . . .	\$ 4,071
Classified (12 month) . . . . .	\$ 4,143

3. Fiscal Year 1993 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month) . . . . .	\$44,065
Administrative (12 month) . . . . .	\$50,801
Other (Nonteaching) Professional (9 month) . . . . .	\$41,782

4. Fiscal Year 1993 Weighted Average Salary Increases.

Faculty (9 month) . . . . .	5.8%
Administrative (12 month) . . . . .	5.2%
Other (Nonteaching) Professional (9 month) . . . . .	5.7%
Classified (12 month) . . . . .	5.6%

5. Fiscal Year 1993 Average Salary Rates.

Part-Time Faculty Rate . . . . .	\$349/credit hour
Full-Time Faculty Overload Rate . . . . .	\$478/credit hour
Full-Time Faculty Summer Rate . . . . .	\$546/credit hour

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6. Fiscal Year 1993 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience) . . . . .	\$24,428
Master's Degree, Plus Zero Hours (5 Years Experience) . . . . .	\$28,433
Master's Degree, Maximum Hours (5 Years Experience) . . . . .	\$34,054
Master's Degree, Maximum Hours (Maximum Experience) . . . . .	\$50,831

Illinois Community College Board

FALL 1992 SALARY SURVEY REPORT FOR THE  
ILLINOIS PUBLIC COMMUNITY COLLEGES

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## 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.

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 (nonteaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1992 total salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Three colleges (DuPage, Triton, and State Community College) were unable to provide fiscal year 1993 contractual data for this survey. In addition, Spoon River and Lake Land were unable to provide fiscal year 1993 data relating to classified salaries.

## Section I

**FISCAL YEAR 1993 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 1993.

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. The statewide median figure reported is an average of individual medians reported.

Table 1

**SUMMARY OF FISCAL YEAR 1993  
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	- High	
Low Faculty Salaries	\$19,971	\$32,712	\$25,026
Average Faculty Salaries	\$23,776	\$57,678	\$44,065
High Faculty Salaries	\$26,000	\$77,827	\$52,640
Median Faculty Salaries	\$24,480	\$60,503	\$40,427



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Table 2

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Number Of Staff	Range of FY 1993 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	104	\$27,900	\$44,692	\$57,554	\$47,802
503 BLACK HAWK	143	23,854	39,398	52,951	38,913
508 CHICAGO	1,016	24,115	50,027	70,311	52,262
507 DANVILLE	53	20,100	32,610	42,454	32,809
502 DUPAGE	DNA	DNA	DNA	DNA	DNA
509 ELGIN	101	28,969	49,824	62,009	50,151
512 HARPER	193	28,333	51,783	68,000	56,290
540 HEARTLAND	--	--	--	--	--
519 HIGHLAND	49	20,350	37,546	49,608	34,979
514 ILLINOIS CENTRAL	177	24,120	39,703	53,390	40,670
529 ILLINOIS EASTERN	98	21,953	30,486	40,286	30,988
513 ILLINOIS VALLEY	69	23,730	37,712	46,108	34,919
525 JOLIET	147	27,453	44,799	73,702	43,463
520 KANKAKEE	50	23,086	35,417	47,512	36,081
501 KASKASKIA	55	20,583	36,928	47,928	38,011
523 KISHWAUKEE	69	22,386	33,009	49,018	31,553
532 LAKE COUNTY	159	32,712	57,678	67,341	60,503
517 LAKE LAND	91	23,723	33,334	45,307	33,533
536 LEWIS & CLARK	78	26,590	41,174	53,148	42,560
526 LINCOLN LAND	110	25,766	43,964	52,148	45,048
530 LOGAN	83	28,352	38,666	50,241	37,959
528 MC HENRY	62	26,871	39,652	54,756	40,560
524 MORAIN VALLEY	162	23,621	44,061	61,874	44,395
527 MORTON	53	29,717	47,317	56,147	47,954
535 OAKTON	131	30,250	52,514	77,827	54,074
505 PARKLAND	142	24,750	41,486	56,137	41,689
515 PRAIRIE STATE	89	25,135	41,225	54,098	41,456
521 REND LAKE	44	27,030	34,739	45,470	33,830
537 RICHLAND	44	22,703	36,945	44,852	38,748
511 ROCK VALLEY	132	26,946	42,184	53,496	42,876
518 SANDBURG	52	19,971	33,184	43,267	32,986
506 SAUK VALLEY	54	22,119	35,299	46,750	34,721
531 SHAWNEE	32	21,292	32,789	45,094	31,370
510 SOUTH SUBURBAN	111	26,839	46,659	60,671	47,377
533 SOUTHEASTERN	48	25,840	32,562	46,091	36,518
534 SPOON RIVER	34	23,257	33,261	41,609	32,973
601 STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504 TRITON	DNA	DNA	DNA	DNA	DNA
516 WAUBONSEE	63	28,168	40,268	51,878	40,874
539 WOOD	11	21,468	23,776	26,000	24,480
TOTAL/AVERAGES	4,109	\$25,026	\$44,065	\$52,640	\$40,427

DNA = Data Not Available

-- = Not Applicable

## Illinois Community College Board

Table 3

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Number Of Staff	Range of FY 1993 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	6	\$36,418	\$47,998	\$69,591	\$43,105
503 BLACK HAWK	2	33,703	36,814	39,925	36,814
508 CHICAGO	--	--	--	--	--
507 DANVILLE	7	24,360	26,631	30,954	26,078
502 DUPAGE	DNA	DNA	DNA	DNA	DNA
509 ELGIN	--	--	--	--	--
512 HARPER	1	65,422	65,422	65,422	65,422
540 HEARTLAND	10	29,000	34,325	40,250	32,750
519 HIGHLAND	--	--	--	--	--
514 ILLINOIS CENTRAL	--	--	--	--	--
529 ILLINOIS EASTERN	13	26,974	32,968	35,632	35,632
513 ILLINOIS VALLEY	--	--	--	--	--
525 JOLIET	--	--	--	--	--
520 KANKAKEE	4	41,105	47,780	55,460	49,242
501 KASKASKIA	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--
517 LAKE LAND	7	30,461	36,243	44,597	36,412
536 LEWIS & CLARK	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--
530 LOGAN	--	--	--	--	--
528 MC HENRY	--	--	--	--	--
524 MORAIN VALLEY	21	36,857	54,336	72,343	52,887
527 MORTON	--	--	--	--	--
535 OAKTON	--	--	--	--	--
505 PARKLAND	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--
521 REND LAKE	14	38,027	48,372	60,437	47,715
537 RICHLAND	--	--	--	--	--
511 ROCK VALLEY	7	27,034	28,380	29,834	28,399
518 SANDBURG	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--
531 SHAWNEE	1	28,550	28,550	28,550	28,550
510 SOUTH SUBURBAN	--	--	--	--	--
533 SOUTHEASTERN	1	29,487	29,487	29,487	29,487
534 SPOON RIVER	--	--	--	--	--
601 STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504 TRITON	DNA	DNA	DNA	DNA	DNA
516 WAUBONSEE	--	--	--	--	--
539 WOOD	31	20,112	30,435	49,144	29,646
TOTAL/AVERAGES	125	\$33,394	\$38,199	\$46,545	\$38,724

DNA = Data Not Available

-- = Not Applicable

## Section II

**FISCAL YEAR 1993 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 1993.

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 1993  
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)	\$236	\$478	\$1,108
Summer Term Rates (Full-time Faculty)	\$280	\$546	\$1,116
Part-time Faculty Rates	\$236	\$349	\$ 508

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Table 5

FISCAL YEAR 1993 AVERAGE PART-TIME FACULTY SALARY RATES  
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	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
522 ELLEVILLE	\$358	\$670	\$668
503 JACK HAWK	340	525	460
508 CHICAGO	DNA	DNA	DNA
507 DANVILLE	315	370	400
502 DUPAGE	DNA	DNA	DNA
509 ELGIN	350	450	550
512 HARPER	450	470	614
540 HEARTLAND	400	--	--
519 HIGHLAND	293	604	604
514 ILLINOIS CENTRAL	357	450	1,116
529 ILLINOIS EASTERN	236	236	375
513 ILLINOIS VALLEY	381	350	475
525 JOLIET	328	390	390
520 KANKAKEE	320	412	416
501 KASKASKIA	270	407	407
523 KISHWAUKEE	256	620	620
532 LAKE COUNTY	402	420	420
517 LAKE LAND	300	325	325
536 LEWIS & CLARK	340	350	350
526 LINCOLN LAND	391	602	621
530 LOGAN	336	419	505
528 MC HENRY	350	360	350
524 MORAIN VALLEY	297	719	969
527 MORTON	320	320	320
535 OAKTON	508	500	500
505 PARKLAND	460	460	665
515 PRAIRIE STATE	300	280	280
521 REND LAKE	380	450	550
537 RICHLAND	400	471	684
511 ROCK VALLEY	359	540	696
518 SANDBURG	318	290	390
506 SAUK VALLEY	300	325	350
531 SHAWNEE	250	400	300
510 SOUTH SUBURBAN	307	753	753
533 SOUTHEASTERN	270	415	465
534 SPOON RIVER	285	1,108	1,108
601 STATE COMM. COLL.	375	425	425
504 TRITON	300	506	646
516 WAUBONSEE	345	457	521
539 WOOD	375	375	375
AVERAGES	\$349	\$478	\$546

DNA = Data Not Available

-- = Not Applicable

## Section III

SALARIES BASED ON FISCAL YEAR 1993 SALARY SCHEDULES FOR  
FULL-TIME FACULTY WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1993 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1993 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 1993 SALARY SCHEDULE SALARIES FOR  
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$20,593	\$31,006	\$24,428
Master's Degree, Plus Zero Hours (5 Years Experience)	\$24,000	\$38,411	\$28,433
Master's Degree, Maximum Hours (5 Years Experience)	\$26,185	\$47,585	\$34,054
Master's Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$30,500	\$73,474	\$51,729

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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 1993

	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Master's Degree Max. Hours Max. Exp.
522 BELLEVILLE	\$27,647	\$30,617	\$33,475	\$47,682
503 BLACK HAWK	22,086	25,764	31,963	47,704
508 CHICAGO	24,328	29,010	32,202	73,474
507 DANVILLE	20,954	--	--	44,954
502 DUPAGE	DNA	DNA	DNA	DNA
509 ELGIN	DNA	DNA	DNA	DNA
512 HARPER	27,455	30,176	41,604	68,000
540 HEARTLAND	--	--	--	--
519 HIGHLAND	24,152	29,296	35,986	48,280
514 ILLINOIS CENTRAL	24,120	--	--	53,400
529 ILLINOIS EASTERN	20,785	--	--	39,657
513 ILLINOIS VALLEY	24,777	26,872	31,793	45,057
525 JOLIET	27,598	28,528	32,958	57,576
520 KANKAKEE	21,760	25,844	31,443	50,897
501 KASKASKIA	20,593	24,388	29,771	47,228
523 KISHWAUKEE	--	--	--	--
532 LAKE COUNTY	31,006	38,411	47,585	63,830
517 LAKE LAND	22,634	25,259	26,185	--
536 LEWIS & CLARK	26,590	28,844	31,792	47,498
526 LINCOLN LAND	22,025	25,766	29,828	49,665
530 LOGAN	26,309	30,034	34,834	50,241
528 MC HENRY	25,350	31,434	41,321	61,094
524 MORaine VALLEY	22,156	25,139	36,159	60,441
527 MORTON	28,700	34,755	58,244	53,928
535 OAKTON	27,803	30,250	39,650	65,939
505 PARKLAND	23,500	25,500	28,000	53,932
515 PRAIRIE STATE	22,535	27,129	32,876	53,417
521 REND LAKE	25,950	28,650	32,710	44,890
537 RICHLAND	21,830	26,196	31,654	44,752
511 ROCK VALLEY	26,946	31,194	35,442	51,372
518 SANDBURG	--	--	--	--
506 SAUK VALLEY	21,433	24,176	35,631	50,794
531 SHAWNEE	23,660	26,985	31,129	45,094
510 SOUTH SUBURBAN	25,683	30,335	36,907	58,338
533 SOUTHEASTERN	25,177	29,008	32,101	45,576
534 SPOON RIVER	21,098	25,416	29,734	41,609
601 STATE COMM. COLL.	22,000	24,000	28,000	34,000
504 TRITON	23,759	30,321	37,360	55,940
516 WAUBONSEE	28,168	32,139	37,345	50,802
539 WOOD	--	--	--	--
AVERAGES	\$24,428	\$28,433	\$34,054	\$51,729

DNA = Data Not Available

-- = Not Applicable

## Section IV

INSTITUTIONAL POLICIES RELATED TO  
FACULTY SALARIES AND FACULTY CONTRACTS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEAR 1993

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 40 community college districts in Illinois reporting, 14 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-four public community college districts reported that they have master contracts with the faculty and two districts are in the process of negotiating the current contract.

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 1993

	Range		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	21	31	29.6
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	13	25	15.9
Average Weekly Office/Academic Advising Hours	4	15	7.3
Length of Full-time Faculty Academic Year Contract in Weeks	30	52	35.5

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1993

	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/Adv. Hours	Professional Rank	Length of Academic Year	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
522	30	15	10	No	36	Yes	No	1	Yes	Yes	IFT/AFT, AAUP
503	30	25	5	Yes	32	Yes	Yes	3	Yes	Yes	IFT/AFT
508	25	13	4	Yes	36	Yes	Yes	4	Yes	Yes	CCTU
507	30	20	10	No	35	Yes	No	1	Yes	Yes	IEA/NEA
502	30	15	10	Yes	39	DNA	DNA	DNA	DNA	Yes	IEA/NEA
509	31	15	10	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
512	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	CCTU
540	21	10	10	No	32	No	..	..	No	No	..
519	30	16	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
514	27	16	5	Yes	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
529	30	DNA	5	No	39	Yes	Yes	5	Yes	Yes	IEA/NEA
513	30	15	10	Yes	36	Yes	Yes	3	Yes	Yes	IFT/AFT
525	30	18	7	No	44	Yes	Yes	3	Yes	Yes	IFT/AFT
520	31	16	8	No	40	Yes	Yes	3	Yes	Yes	IFT/AFT
501	30	20	5	No	32	Yes	Yes	3	Yes	Yes	IFT/AFT
523	30	17	5	No	34	Yes	Yes	3	Yes	Yes	IFT/AFT
532	30	15	10	Yes	34	Yes	Yes	3	No	Yes	IFT/AFT
517	30	15	5	No	35	Yes	Yes	2	Yes	Yes	IFT/AFT
536	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
526	25	16	6	No	34	Yes	Yes	3	Yes	Yes	IFT/AFT
530	30	15	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA/NEA
528	30	15	5	No	30	Yes	Yes	2	Yes	Yes	IEA/NEA
524	30	DNA	4	Yes	34	Yes	Yes	3	Yes	Yes	IFT/AFT
527	30	15	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
535	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
505	31	16	5	No	34	Yes	Yes	2	Yes	Yes	Faculty Assn.
515	30	15	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
521	31	18	5	No	36	No	..	..	Yes	Yes	IFT/AFT
537	30	17	5	Yes	32	Yes	No	1	Yes	Yes	IFT/AFT
511	30	15	7.5	No	33	No	..	..	Yes	No	..
518	30	15	5	Yes	32	Yes	Yes	2	Yes	Yes	Faculty Assn.
506	30	15	7	Yes	35	Yes	No	1	Yes	Yes	IEA/NEA
531	30	15	10	No	39	Yes	Yes	3	Yes	Yes	IEA/NEA
510	30	15	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
533	30	15	15	No	39	Yes	Yes	2	Yes	Yes	IEA/NEA
534	30	18	8	No	39	Yes	Yes	2	Yes	Yes	IEA/NEA
601	30	15	10	No	36	Yes	Yes	1	Yes	Yes	IFT/AFT
504	30	DNA	5	No	30	DNA	DNA	DNA	Yes	Yes	IFT/AFT
516	30	16	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
539	31	17	10	No	52	No	..	..	No	No	..
<b>AVERAGES/TOTALS</b>											
29.6 15.9 7.3 N=26 Y=14 35.5 N=4 Y=34 DNA=2 NA=4 1=5 N=4 Y=36 N=3 DNA=1 Y=37 N=3 IEA/NEA=11 IFT/AFT=20 Fac. Assn.=3 IFT/AFT/AAUP=1 CCTU=2 NA=3											

DNA = Data Not Available  
.. = Not Applicable





## Section V

**FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING)  
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 1993 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 (nonteaching) 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 nonteaching 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 (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) 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 (nonteaching) professional staff with 9-month contracts was \$41,782. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$29,715.

Table 10

**SUMMARY OF  
FISCAL YEAR 1993 ACADEMIC YEAR CONTRACTUAL BASE SALARIES  
PAID TO OTHER (NONTEACHING) PROFESSIONALS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Salaries (9 month)	\$11,730	\$47,954	\$29,580
Lowest Salaries (12 month)	\$10,544	\$39,745	\$22,800
Average Salaries (9 month)	\$14,700	\$58,648	\$41,782
Average Salaries (12 month)	\$22,716	\$50,949	\$29,715
Highest Salaries (9 month)	\$14,700	\$72,734	\$49,737
Highest Salaries (12 month)	\$27,150	\$64,279	\$45,361
Median Salaries (9 month)	\$14,700	\$63,830	\$40,159
Median Salaries (12 month)	\$20,934	\$51,683	\$30,904

## Illinois Community College Board

Table 11

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)  
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MOS.)

	Number Of Staff	Range of FY 1993 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	4	29,128	42,204	47,802	45,943
503 BLACK HAWK	8	31,475	38,544	43,493	37,540
508 CHICAGO	--	--	--	--	--
507 DANVILLE	6	21,281	30,023	38,222	31,457
502 DUPAGE	DNA	DNA	DNA	DNA	DNA
509 ELGIN	9	32,283	45,295	62,009	40,017
512 HARPER	25	28,333	45,602	68,000	44,309
540 HEARTLAND	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--
514 ILLINOIS CENTRAL	6	32,535	43,368	52,290	45,280
529 ILLINOIS EASTERN	1	14,700	14,700	14,700	14,700
513 ILLINOIS VALLEY	4	45,057	45,057	45,057	45,057
525 JOLIET	11	23,000	43,823	67,585	47,154
520 KANKAKEE	--	--	--	--	--
501 KASKASKIA	5	21,352	34,873	47,928	31,998
523 KISHWAUKEE	8	17,200	26,788	33,991	27,684
532 LAKE COUNTY	18	32,712	58,648	67,341	63,830
517 LAKE LAND	11	17,723	26,786	42,720	25,378
536 LEWIS & CLARK	--	--	--	--	--
526 LINCOLN LAND	6	42,903	49,385	52,148	50,907
530 LOGAN	--	--	--	--	--
528 MC HENRY	9	25,350	40,306	47,404	44,109
524 MORAIN VALLEY	17	17,639	35,594	53,930	31,367
527 MORTON	4	47,954	51,491	54,128	51,942
535 OAKTON	22	32,367	54,672	72,734	57,859
505 PARKLAND	11	20,343	32,230	50,318	26,513
515 PRAIRIE STATE	5	39,483	46,250	53,417	45,131
521 REND LAKE	3	11,730	19,635	30,090	17,085
537 RICHLAND	--	--	--	--	--
511 ROCK VALLEY	5	45,000	53,428	59,440	58,260
518 SANDBURG	3	25,921	28,821	30,271	30,271
506 SAUK VALLEY	3	27,739	34,685	42,707	33,610
531 SHAWNEE	--	--	--	--	--
510 SOUTH SUBURBAN	12	30,335	42,384	56,094	41,185
533 SOUTHEASTERN	7	20,517	25,254	31,364	28,713
534 SPOON RIVER	1	34,052	34,052	34,052	34,052
601 STATE COMM. COLL.	--	--	--	--	--
504 TRITON	DNA	DNA	DNA	DNA	DNA
516 WAUBONSEE	4	30,551	37,580	43,673	32,933
539 WOOD	--	--	--	--	--
TOTAL/AVERAGES	228	\$29,580	\$41,782	\$49,737	\$40,159

DNA = Data Not Available

-- = Not Applicable

## Illinois Community College Board

Table 12

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)  
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MOS.)

	Number Of Staff	Range of FY 1993 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	7	39,745	50,949	64,279	51,108
503 BLACK HAWK	3	37,540	40,195	43,120	39,925
508 CHICAGO	581	12,704	30,352	54,251	29,850
507 DANVILLE	22	18,450	24,745	33,273	24,000
502 DUPAGE	DNA	DNA	DNA	DNA	DNA
509 ELGIN	--	--	--	--	--
512 HARPER	--	--	--	--	--
540 HEARTLAND	1	29,000	29,000	29,000	29,000
519 HIGHLAND	25	17,925	25,017	42,340	30,132
514 ILLINOIS CENTRAL	28	22,880	34,936	56,350	32,720
529 ILLINOIS EASTERN	42	19,445	27,999	49,363	26,659
513 ILLINOIS VALLEY	10	21,432	37,217	47,465	34,448
525 JOLIET	--	--	--	--	--
520 KANKAKEE	37	18,840	24,171	32,448	23,206
501 KASKASKIA	--	--	--	--	--
523 KISHWAUKEE	9	21,000	29,706	43,500	29,750
532 LAKE COUNTY	3	39,627	49,212	56,325	51,683
517 LAKE LAND	24	14,475	25,576	34,350	25,174
536 LEWIS & CLARK	43	16,275	23,700	39,953	22,050
526 LINCOLN LAND	2	32,964	33,463	33,962	33,463
530 LOGAN	16	25,000	39,856	62,261	27,000
528 MC HENRY	28	10,544	23,734	38,613	23,604
524 MORAIN VALLEY	64	21,640	32,316	52,500	30,051
527 MORTON	--	--	--	--	--
535 OAKTON	--	--	--	--	--
505 PARKLAND	47	17,355	29,987	62,261	27,000
515 PRAIRIE STATE	--	--	--	--	--
521 REND LAKE	23	12,036	26,020	30,814	27,000
537 RICHLAND	19	20,482	30,507	55,075	20,934
511 ROCK VALLEY	29	23,359	32,764	48,229	29,288
518 SANDE JRG	11	13,965	22,716	27,150	23,828
506 SAUK VALLEY	7	26,543	33,186	48,394	29,011
531 SHAWNEE	11	25,700	28,327	32,850	28,500
510 SOUTH SUBURBAN	--	--	--	--	--
533 SOUTHEASTERN	7	18,584	32,166	40,127	31,806
534 SPOON RIVER	13	18,582	24,646	31,213	24,281
601 STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504 TRITON	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--
539 WOOD	24	19,502	27,611	35,284	28,935
TOTAL/AVERAGES	1,136	\$22,800	\$29,715	\$45,361	\$30,904

DNA = Data Not Available

-- = Not Applicable

## Section VI

**FISCAL YEAR 1993 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 1993. The weighted average administrative staff salary ranged from a low of \$34,937 to a high of \$67,633. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1993 salaries; and the median fiscal year 1993 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 (nonteaching) 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 1993 was \$50,801. The lowest reported administrative salary was \$14,196, and the highest was \$114,963. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 1993  
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$14,196	\$ 46,736	\$29,787
Average Administrative Salaries	\$34,937	\$ 67,633	\$50,801
Highest Administrative Salaries	\$68,853	\$114,963	\$90,348
Median Administrative Salaries	\$30,569	\$ 65,654	\$48,295

## Illinois Community College Board

Table 14

FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Number Of Staff	Range of FY 1993 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	34	26,574	52,408	95,687	53,560
503 BLACK HAWK	18	42,032	57,136	82,368	55,263
508 CHICAGO	219	27,951	51,528	98,227	49,530
507 DANVILLE	21	31,600	47,561	93,756	45,514
502 DUPAGE	DNA	DNA	DNA	DNA	DNA
509 ELGIN	25	40,000	61,087	92,800	61,300
512 HARPER	33	45,740	63,094	110,880	63,000
540 HEARTLAND	15	25,000	47,216	90,000	44,000
519 HIGHLAND	15	30,990	50,242	84,000	57,495
514 ILLINOIS CENTRAL	40	30,000	59,191	99,730	60,085
529 ILLINOIS EASTERN	30	25,711	40,730	80,885	32,000
513 ILLINOIS VALLEY	12	33,797	53,851	84,950	59,374
525 JOLIET	53	24,234	42,218	99,588	35,955
520 KANKAKEE	22	29,330	48,766	78,070	47,565
501 KASKASKIA	31	14,196	34,937	77,000	30,569
523 KISHWAUKEE	19	17,775	47,881	96,900	43,800
532 LAKE COUNTY	53	28,991	56,183	114,963	55,256
517 LAKE LAND	20	24,884	45,263	78,071	41,607
536 LEWIS & CLARK	24	29,750	45,541	86,600	39,060
526 LINCOLN LAND	31	30,237	47,858	72,246	47,058
530 LOGAN	26	24,000	51,821	89,070	50,448
528 MC HENRY	32	29,925	49,185	87,000	45,814
524 MORAIN VALLEY	21	27,465	55,809	113,587	51,515
527 MORTON	13	42,757	61,094	98,726	57,853
535 OAKTON	30	46,736	67,633	100,500	65,654
505 PARKLAND	42	29,308	53,298	96,700	51,885
515 PRAIRIE STATE	22	31,000	48,038	95,380	45,049
521 REND LAKE	22	33,400	47,506	70,000	48,228
537 RICHLAND	21	34,157	50,696	92,400	52,924
511 ROCK VALLEY	44	23,359	46,754	99,750	45,679
518 SANDBURG	12	27,000	45,697	74,550	43,839
506 SAUK VALLEY	20	30,734	48,865	90,384	46,902
531 SHAWNEE	13	20,000	41,985	85,000	36,300
510 SOUTH SUBURBAN	33	36,941	56,471	92,000	54,840
533 SOUTHEASTERN	15	15,391	38,755	86,692	38,383
534 SPOON RIVER	15	25,000	43,388	68,853	41,964
601 STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504 TRITON	DNA	DNA	DNA	DNA	DNA
516 WAUBONSEE	26	33,600	52,758	99,870	47,500
539 WOOD	15	32,566	45,316	85,680	40,145
TOTAL/AVERAGES	1,137	\$29,787	\$50,801	\$90,348	\$48,295

DNA = Data Not Available

## Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

A summary of the fiscal year 1993 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 1993. 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 multicampus 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 1993 SALARIES PAID TO ADMINISTRATORS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State Average
	Low	High	
Executive of the District	\$68,853	\$114,963	\$90,104
Campus Administrator	\$55,431	\$ 87,691	\$76,530
Finance Officer	\$47,600	\$ 94,005	\$68,505
Academic Officer	\$48,035	\$ 93,377	\$64,538
Student Services Officer	\$32,000	\$ 83,604	\$60,486
Bacc. (Arts & Sci.)/Univ. Parallel Officer	\$45,300	\$ 72,817	\$59,054
Occupational/Career Education Officer	\$27,000	\$ 76,094	\$56,580
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	\$22,989	\$ 72,564	\$52,787
Director of Data Processing	\$34,225	\$ 87,500	\$53,836
Director of Research & Planning	\$31,000	\$ 76,602	\$50,210
Admissions and Records Officer	\$21,850	\$ 70,766	\$46,171
Director of Counseling	\$32,350	\$ 72,735	\$52,818
Director of Financial Aid	\$24,720	\$ 56,200	\$41,489
Director of Job Placement	\$23,486	\$ 53,488	\$34,627
Director of Student Activities	\$28,531	\$ 70,766	\$42,553
Director of Library/LRC	\$24,280	\$ 76,236	\$45,433
Development/Grants Officer	\$29,700	\$ 73,000	\$50,577
Public Relations Officer	\$26,185	\$ 65,282	\$40,712
Director of Personnel	\$22,542	\$ 73,730	\$48,046
Director of Business Services	\$24,000	\$ 75,669	\$43,843
Director of Physical Facilities/Grounds	\$25,000	\$ 74,233	\$48,523
Director of Adult Education	\$29,445	\$ 64,280	\$45,777
Director of Athletics	\$20,000	\$ 62,151	\$44,235
Controller	\$27,673	\$ 66,643	\$45,422

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

	Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522 BELLEVILLE	95,687	5	1	55,431	10	3	77,141	7	2	69,628	4	2
503 BLACK HAWK	82,368	5	1	71,316	6	2	63,603	4	2	66,587	3	2
508 CHICAGO	93,755	4	1	87,691	8	1-17	64,591	4	2	68,099	8	2-11
507 DANVILLE	92,800	5	1							67,234	9	2
502 DUPAGE	110,880	4	1				79,800	12	2	73,000	6	2
509 ELGIN	90,000	2	1				92,972	7	2	63,500	2	2
512 HARPER	84,000	0	1				62,950	2	2	56,300	1	2
540 HEARTLAND	99,730	4	1				66,940	20	2	75,080	4	2
519 HIGHLAND	80,885	9	1	64,650	4	2	74,570	13	2	48,035	4	2
514 ILLINOIS CENTRAL	84,950	18	1				60,331	19	2	66,140	15	2
529 ILLINOIS EASTERN	99,588	8	1				78,905	8	2	73,716	6	2
513 ILLINOIS VALLEY	78,070	5	1				63,396	8	2	63,444	2	2
525 JOLIET	77,000	5	1				61,301	31	2	58,047	2	2
520 KANKAKEE	96,000	14	1				47,600	15	2	61,900	3	3
501 KASKASKIA	114,963	6	1				83,609	7	2	82,803	3	2
523 KISHWAUKEE	78,071	4	1				61,847	3	2	61,847	1	2
532 LAKE COUNTY	86,600	1	1	61,080	1	2	52,450	22	2	60,480	2	2
533 LAKE LAND	72,246	1	1				65,745	3	2	68,070	2	2
517 LAKE LAND	89,070	4	1				73,959	18	2	67,387	6	2
536 LEWIS & CLARK	87,000	12	1				67,387	11	2	83,014	7	2
528 LINCOLN LAND	113,587	1	1				88,486	7	2	74,676	7	2
530 LOGAN	98,726	7	1				75,958	7	2	93,377	7	2
524 MC HENRY	100,500	8	1				94,005	20	2	71,595	2	2
527 MORAIN VALLEY	96,700	2	1				73,941	4	2	65,585	6	2
535 OAKTON	95,380	1	1				73,918	17	2	62,150	1	2
505 PARKLAND	70,000	3	1				32,500	1	2	61,969	5	2
515 PRAIRIE STATE	92,400	3	1				68,342	18	2	76,960	21	2
521 REND LAKE	99,750	23	1				53,765	2	2	52,414	3	2
537 RICHLAND	74,550	1	1				64,480	1	2	65,944	4	2
511 ROCK VALLEY	90,384	6	1				55,350	6	2	55,350	4	2
518 SANDBURG	85,000	1	1				73,505	4	2	78,000	1	2
506 SAUK VALLEY	92,000	5	1				62,267	1	2	66,468	13	2
531 SHAWNEE	86,692	18	1				55,927	6	2	56,694	3	2
510 SOUTH SUBURBAN	68,853	6	1									
533 SOUTHEASTERN	99,870	11	1				77,000	15	2	82,000	5	2
534 SPOON RIVER	85,680	4	1				54,540	1	2	60,428	4	2
601 STATE COMM. COLL.												
504 TRITON				15			35			42		
516 WAUBONSEE				76,530			68,505			64,538		
539 WOOD												
NUMBER OF PERSONS	36											
AVERAGES	90,104											

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.

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

	Student Services Officer			Bacc./Univ. Par. Officer			Occupational Career Officer			Continuing Ed. Officer		
	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522 BELLEVILLE	57,783	4	2	61,148	6	3	65,542	9	3	60,564	4	2
503 BLACK HAWK				59,426	2	3				60,311	4	3
508 CHICAGO	55,945	7		58,700	8		52,410	7		54,756	9	
507 DAVILLE	47,755	3	2		0-11		57,708	3		22,989	4	3
502 DUPAGE										40,400	7	4
509 ELGIN	63,600	12	3				48,900	2	3			
512 HARPER	83,604	6	2				67,310	6	3	71,490	17	3
540 HEARTLAND	55,000	1	3				51,720	15	3	54,372	13	2
519 HIGHLAND	56,445	2	2				68,674	18		68,674	21	
514 ILLINOIS CENTRAL				69,800	12	3	55,733	14	3	57,666	10	3
529 ILLINOIS EASTERN	32,000	1	3				55,847	11	3			
513 ILLINOIS VALLEY	55,448	16	2				61,700	15	3	50,500	12	3
525 JOLIET	70,825	6					76,094	5	3	34,568	1	5
520 KANKAKEE	55,222	8	2				53,417	7	3	50,731	8	4
501 KASKASKIA	51,555	4	3				63,945	2	2			
523 KISHWAUKEE	54,900	12	3	59,500	5	3	60,610	12	3	60,572	22	3
532 LAKE COUNTY	78,643	20	3	72,394	6	3	67,470	2	3	53,746	10	4
517 LAKE LAND	61,847	12	2				56,625	1	3	61,991	11	3
536 LEWIS & CLARK	50,675	1	2				65,949	7	3	69,600	7	3
526 LINCOLN LAND	64,324	3	2				50,947	5	3	47,500	0	3
530 LOGAN	89,970	4	2	57,537	2	3				72,564	7	3
528 MC HENRY	60,425	4	3	49,587	4	4				50,925	8	3
524 MORAIN VALLEY	73,043	1	2	60,899	6	3				35,323	4	
527 MORTON	72,546	11	2	57,853	16	3	48,753	2				
535 OAKTON	82,621	6	2				62,150	13				
505 PARKLAND	71,595	4	2	55,482	12							
515 PRAIRIE STATE	54,748	4	2				68,342	17		68,342	14	
521 REND LAKE	56,400	7	2				27,000	1		42,525	1	
537 RICHLAND	57,414	4	2				57,793	6	3	51,404	11	3
511 ROCK VALLEY	55,996	8		68,121	15					40,850	15	3
518 SANDBURG	55,117	6		53,272	11	3				48,375	2	4
506 SAUK VALLEY	82,616	21	2				70,023	1	3	43,917	17	4
531 SHAWNEE	55,350	7	2	72,817	4	3	53,000	1	3			
510 SOUTH SUBURBAN	75,917	9	2									
533 SOUTHEASTERN	63,162	20	2	45,496	2	7						
534 SPOON RIVER												
601 STATE COMM. COLL												
504 TRITON												
516 WAUBONSEE	64,000	3	3	45,300	1	4	44,000	0	4	35,700	2	4
539 WOOD	57,265	4					41,033	7		51,925	16	
NUMBER OF PERSONS	40			23			33			36		
AVERAGES	60,486			59,054			56,580			52,787		

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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 1993

	Director-Data Processing			Director-Research/Planning			Admissions/Records Officer			Director of Counseling		
	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522 BELLEVILLE	47,226	5	3							53,148	3	3
503 BLACK HAWK	55,263											
508 CHICAGO	52,761	2		42,550	5		53,560	4	3			
507 DANVILLE	34,225	13	3				55,800	25	4			
502 DUPAGE							47,805	1-13		33,272	4	4
509 ELGIN	65,400	10	3	40,000	1	3	33,100	1	4			
512 HARPER	87,500	1	2	67,316	21	4	41,800	12	4	53,500	2	4
540 HEARTLAND							59,715	13	4	60,099	6	3
519 HIGHLAND	37,100	4	3				41,765	2	3	37,150	2	4
514 ILLINOIS CENTRAL	55,470	15	3	68,310	13	2	35,000			61,850	13	3
529 ILLINOIS EASTERN												
513 ILLINOIS VALLEY	58,220	14	2				43,232	14	3	61,562	24	3
525 JOLIET	59,642	6		50,591	6		43,710	6		47,565	4	
520 KANKAKEE	50,970	4	3				45,931	5	3			
501 KASKASKIA	54,341	15	3				21,850	1	4			
523 KISHWAUKEE	56,500	13	3				43,500	11	4			
532 LAKE COUNTY	72,181	18	3				70,766	30	4	55,256	2	4
517 LAKE LAND	46,120	7	5	49,024	18	2	40,731	4	5			
538 LEWIS & CLARK	50,400	21	2				34,056	1	3	59,391	24	3
528 LINCOLN LAND							43,123	2	3			
530 LOGAN	43,796	11	4				56,570	2	3			
528 MC HENRY	54,372	14	4	43,000	0	4	36,525	1	4	72,735	9	3
524 MORAIN VALLEY	62,917	4	3	36,980	7	3	45,995	4	3			
527 MORTON	59,648	5	3				65,087	1	3	70,461	5	3
535 OAKTON	76,672	22	3	76,602	7	3	47,807	4	3			
505 PARKLAND	43,699	5	3	40,950	1	3	50,004	15				
515 PRAIRIE STATE	55,510	10		31,000			43,000	12	4	41,570	6	
521 REND LAKE							52,924	4	4			
537 RICHLAND	39,308	11	4				51,938	14				
511 ROCK VALLEY	57,819	3					41,382	15	3	32,350	2	4
518 SANDBURG	49,290	16					39,270	1	4	70,831	1	3
506 SAUK VALLEY	51,531	21	4				54,594	1	4			
531 SHAWNEE	36,300	9	3	59,812	11	2				38,167	9	3
510 SOUTH SUBURBAN	49,500	1	5	54,840	2	4				49,000	1	4
533 SOUTHEASTERN				41,964	15	2						
534 SPOON RIVER	46,693	14	3									
601 STATE COMM. COLL.												
504 TRITON												
516 WAUBONSEE	65,800	14	3									
539 WOOD	47,638	13					34,782	1				
	33			14			36			17		
NUMBER OF PERSONS	53,836			50,210			46,171			52,818		
AVERAGES												

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 1993

	Director-Financial Aid			Director-Job Placement			Director-Stu. Activities			Director-Library/LRC		
	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522 BELLEVILLE	39,655	5	3	28,840	2	4	28,531	3	3	61,138	23	3
503 BLACK HAWK	55,800	24	4				41,913	8	3-15	28,412	1	4
508 CHICAGO	48,558	7	4	27,770	4	4				66,900	21	3
507 DANVILLE	45,514	22	4				41,900	2	2			
502 DUPAGE				51,453	6	5	53,598	15	5			
509 ELGIN	56,200	18	4							42,265	9	3
512 HARPER	47,250	1	2	23,486	5	4				67,945	20	3
540 HEARTLAND	37,500	1	4							29,393	4	4
519 HIGHLAND	41,450	9	3							46,114	22	3
514 ILLINOIS CENTRAL	49,665	8	3				33,834	3	3			
529 ILLINOIS EASTERN	26,659	2	4							52,255	17	3
513 ILLINOIS VALLEY	33,797	1	3				35,674	4	4	33,514	3	4
525 JOLIET	41,315	14	3				70,766	23	4	76,236	21	3
520 KANKAKEE	39,640	5	3							24,280	1	5
501 KASKASKIA	25,842	7	3	39,177	1	4	55,085	7	2	39,060	3	3
523 KISHAWAUEE	32,697	12	4	24,329	2	5	43,270	7	3			
532 LAKE COUNTY	55,330	11	4	31,500	3	3	47,652	19	4			
517 LAKE LAND	38,946	20	5				40,025	2	4			
536 LEWIS & CLARK	34,500	8	3				30,024	5	4			
526 LINCOLN LAND	24,720	1	4							65,841	21	3
530 LOGAN	55,880	10	4				46,894	6	3	56,425	4	3
528 MC HENRY	40,425	3	4				40,024	5	4	43,263	5	3
524 MORAIN VALLEY	27,465	3	4	36,691	5	5				46,945	3	3
527 MORTON										46,736	2	3
535 OAKTON	39,760	4	3	53,488	3	3	46,894	6	3	46,928	4	4
505 PARKLAND							40,715	7		38,521	6	
515 PRAIRIE STATE										52,419	13	
521 REND LAKE	36,820	12	0				43,310	8	4	56,355	11	4
537 RICHLAND	34,157		4	33,560	2	0	40,695	5		57,819	23	
511 ROCK VALLEY	51,020	12								44,993	8	
518 SANDBURG	31,742											
506 SAUK VALLEY	51,531	22	3									
531 SHAWNEE	35,250	3	4									
510 SOUTH SUBURBAN				30,600			40,766	6	5	43,100	23	3
533 SOUTHEASTERN	42,083	9	4				48,326	19	3	42,000	1	5
534 SPOON RIVER										40,127	28	4
601 STATE COMM. COLL.										36,324	8	3
504 TRITON												
516 WAUBONSEE										45,400	4	3
539 WOOD	37,395	10					30,001	2		34,957	4	
NUMBER OF PERSONS	38			11			26			32		
AVERAGES	41,489			34,627			42,553			45,433		

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.



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Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services Officer		
	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522 BELLEVILLE	52,015	4	3	34,917	4	3	56,435	9	3	33,269	5	4
503 BLACK HAWK							52,256	4	2	44,515	5	3
508 CHICAGO	51,675	3		46,622	4		41,972	2		56,366	9	
507 DANVILLE				31,652	5	2	51,691	6	2			
502 DUPAGE	73,000	15	2	52,200	21	2	48,400	2	3	58,400	19	3
509 ELGIN	63,000	1	3				67,916	10	3	75,669	7	3
512 HARPER							25,000	1	3			
540 HEARTLAND	30,990	5	3	31,000	1	2						
519 HIGHLAND	68,870	4	3	28,500	1	4						
514 ILLINOIS CENTRAL				51,835	11	3	66,120	14	3	24,000	2	4
529 ILLINOIS EASTERN				26,185	2	3	29,268	6	2	26,659	4	3
513 ILLINOIS VALLEY				47,779	23	2						
525 JOLIET				45,332	2	2	51,686	2		52,506	12	
520 KANKAKEE				45,234	7	2				40,878	10	3
501 KASKASKIA												
523 KISHWAUKEE	45,000	8	2	33,500	9	2						
532 LAKE COUNTY	39,278	3	4	47,242	2	4	48,617	3	3	45,202	2	4
517 LAKE LAND				33,496	9	4	24,884	9	5	35,445	1	4
536 LEWIS & CLARK				47,670	4	2						
526 LINCOLN LAND				32,145	3	4	51,699	18	4	46,043	3	3
530 LOGAN	32,500	1	4				48,270	2	4	63,067	18	3
528 MC HENRY				45,706	17	4	46,792	14	4	41,375	9	4
524 MORaine VALLEY				38,005	8	3	51,515	9	3			
527 MORTON				57,404	21	3	58,688	7	3			
535 OAKTON	55,591	8	3	65,282	7	3	69,257	15	3	56,083	11	3
505 PARKLAND	49,847	1	3				71,595	1	2	52,000	1	3
515 PRAIRIE STATE	40,571	2					38,250	1				
521 REND LAKE	44,370	4		36,386	2							
537 RICHLAND				36,000	14	4	39,900	1	4	36,750	1	4
511 ROCK VALLEY				35,700	1							
518 SANDBURG				51,850	16							
506 SAUK VALLEY				35,708	1	3	34,000			31,742	7	
531 SHAWNEE	29,700	1	5	31,600	5	5				38,438	1	3
510 SOUTH SUBURBAN	71,564	5	4	36,483	8	4	73,730	4	3	55,847	4	5
533 SOUTHEASTERN												
534 SPOON RIVER												
601 STATE COMM. COLL												
504 TRITON												
516 WAUBONSEE	69,500	8	3	37,800	5	3	36,750	1	2	37,800	13	4
539 WOOD	40,145	3		34,226	6		22,542	2				
NUMBER OF PERSONS	19			33			26			32		
AVERAGES	50,577			40,712			48,046			43,843		

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.

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1993

	Physical Fac./Grounds Officer			Adult Basic/Sec. Educ.			Director of Athletics			Controller		
	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522 BELLEVILLE	43,775	7	3	55,723	4	3	41,123	13	3	44,997	21	3
503 BLACK HAWK	53,663	23	3	49,366	2	4				58,391	5	
508 CHICAGO	71,916	16		53,154	6					42,980	6	3
507 DANVILLE	44,219	18	3									
502 DUPAGE				47,300	8	4				37,300	2	3
509 ELGIN	61,300	17	3	64,280	9	3						
512 HARPER	74,233	10	3	41,000	1	3	42,340	12	4			
540 HEARTLAND												
519 HIGHLAND	49,680	12	3									
514 ILLINOIS CENTRAL	60,735	13	3							44,705	4	3
529 ILLINOIS EASTERN										50,341	15	2
513 ILLINOIS VALLEY	36,112	1	3	45,474	9					52,506	23	
525 JOLIET	52,034	14					51,304	1	3			
520 KANKAKEE	48,116	14	3				51,708	14				
501 KASKASKIA	36,609	21	3							27,673	8	3
523 KISHWAUKEE	39,200	15	3	37,000	9	3						
532 LAKE COUNTY	56,799	2	3	36,329	1	5	31,553	7	4	39,278	8	4
517 LAKE LAND	42,488	2	5	29,445	5	4	59,666	2	4	35,445	1	4
536 LEWIS & CLARK	37,700	4	2	37,800	4	3						
526 LINCOLN LAND	47,847	12	4	47,058	6	3				41,203	14	4
530 LOGAN	38,254	9	5	47,058	4	3						
528 MC HENRY	45,921	11	4	52,190	4	3				42,025	3	4
524 MORAIN VALLEY	51,093	4	3	43,025	3	4				48,598	6	3
527 MORTON	52,078	5	3	39,047	6	5	39,946	9	3			
535 OAKTON	65,200	3	3							55,360	2	3
505 PARKLAND	67,914	4	3	42,000	1	4	62,151	20	3			
515 PRAIRIE STATE	52,726	16		48,683	5					41,415	4	
521 REND LAKE	41,520	5		41,310	1		40,790	1		33,400	2	
537 RICHLAND	42,481	4	4									
511 ROCK VALLEY	50,587	9		49,549	9		46,004	3		48,998	15	
518 SANDBURG	43,839	16										
506 SAUK VALLEY	40,420	1	3									
531 SHAWNEE	25,600	1	5	59,631	5	3	20,000	6	5			
510 SOUTH SUBURBAN	61,135	11	3							66,643	14	3
533 SOUTHEASTERN												
534 SPOON RIVER	25,000	1	3	30,801	4	3						
601 STATE COMM. COLL.												
504 TRITON	60,000	8	3							62,500	7	3
516 WAUBONSEE	29,603	12		32,220	4	4				34,680	1	
539 WOOD												
NUMBER OF PERSONS	34			28			11			20		
AVERAGES	48,523			45,777			44,235			45,422		

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 1993 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 1993 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 10 positions community college classified salaries were higher and for 16 positions community college classified salaries were lower. However, many variables, such as 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 1993\*

	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	23	\$1,453	\$2,082	\$3,376
Accountant II	27	1,527	2,268	3,175
Account Clerk I	83	882	1,749	2,603
Account Clerk II	123	1,173	2,193	3,041
Admissions/Records Clerk	128	795	1,476	2,012
Admissions/Records Supervisor	41	1,215	2,511	3,084
Audio/Visual Services Manager	25	1,360	2,293	3,695
Bookstore Manager	27	985	2,213	3,415
Clerk Typist	367	932	1,926	2,239
Computer Operator I	53	1,203	1,937	2,359
Computer Operator II	39	1,348	1,988	2,988
Computer Programmer I	8	1,554	2,193	3,489
Computer Programmer II	25	1,582	2,326	3,287
Computer Systems Analyst	27	2,262	3,266	4,458
Custodian	443	1,194	1,739	2,332
Custodian Supervisor	41	1,370	2,420	5,191
Keypunch Oper./Data Entry Clerk	33	1,150	1,994	2,746
Library Clerk	117	825	1,910	2,859
Programmer/Analyst	43	1,591	2,811	3,893
Purchasing Clerk	23	1,212	1,683	2,268
Purchasing Supervisor	24	2,038	2,784	4,158
Receptionist/Switchboard Operator	61	723	1,648	2,157
Secretary-General	546	1,136	1,593	2,219
Secretary-Administrative	272	1,423	1,946	2,693
Secretary-Executive	99	1,507	2,167	2,923
Security Guard/Officer	81	1,280	1,728	2,105
Security Supervisor	28	1,184	2,639	3,954
Shipping/Receiving Clerk	35	1,113	1,745	2,605

\*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 1993 SALARIES OF  
CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
WITH UNIVERSITY CIVIL SERVICE SALARIES

	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Dollar Difference	Percent Difference
Accountant I	\$2,464	\$2,082	(382)	-15.5%
Accountant II	2,931	2,268	(663)	-22.6%
Account Clerk I	1,593	1,749	156	9.8%
Account Clerk II	1,756	2,193	437	24.3%
Admissions/Records Clerk	1,979	1,476	(503)	-25.4%
Admissions/Records Supervisor	2,803	2,511	(292)	-10.4%
Audio/Visual Services Manager	3,087	2,293	(794)	-25.7%
Bookstore Manager	3,400	2,213	(1,187)	-34.9%
Clerk Typist	1,341	1,926	585	43.6%
Computer Operator I	1,990	1,937	(53)	-2.7%
Computer Operator II	2,442	1,988	(454)	-18.6%
Computer Programmer I	1,999	2,193	194	9.7%
Computer Programmer II	2,356	2,326	(30)	-1.3%
Computer Systems Analyst	3,381	3,266	(115)	-3.4%
Custodian	2,047	1,739	(308)	-15.0%
Custodian Supervisor	2,517	2,420	(97)	-3.9%
Keypunch Oper./Data Entry Clerk	1,297	1,994	697	53.7%
Library Clerk	1,105	1,910	805	72.9%
Purchasing Clerk	2,295	1,683	(612)	-26.7%
Purchasing Supervisor	3,443	2,784	(659)	-19.1%
Secretary-General	1,260	1,593	333	26.4%
Secretary-Administrative	2,100	1,946	(154)	-7.3%
Secretary-Executive	2,763	2,167	(596)	-21.6%
Security Guard/Officer	1,544	1,728	184	11.9%
Security Supervisor	1,776	2,639	863	48.6%
Shipping/Receiving Clerk	1,477	1,745	268	18.1%

\*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 1992

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1992. 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 1992 FRINGE BENEFIT COSTS PER EMPLOYEE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>District Range</u>		State Average
	Low	- High	
Administrative	\$ 791	\$11,226	\$4,912
9-Month Teaching Faculty	\$ 588	\$ 8,268	\$4,209
12-Month Teaching Faculty	\$ 368	\$ 6,941	\$4,089
9-Month Other Professional (Nonteaching)	\$ 16	\$ 8,758	\$4,071
12-Month Other Professional (Nonteaching)	\$1,096	\$ 6,610	\$3,663
Classified	\$ 655	\$ 6,611	\$4,143



Illinois Community College Board

Table 20

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1992

	Health Insurance		Health Insurance Family		Dental Insurance	Life Insurance	Employee SURS Paid by College		Social Security	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
522 BELLEVILLE	x														
503 BLACK HAWK	x		x		x									x	x
508 CHICAGO	x														
507 DANVILLE	x		x											x	x
502 DUPAGE	x		x		x									x	x
509 E'GIN	x		x											x	x
512 HARPER	x		x		x									x	x
519 HIGHLAND	x		x		x									x	x
514 ILLINOIS CENTRAL	x		x		x									x	x
529 ILLINOIS EASTERN	x		x		x									x	x
513 ILLINOIS VALLEY	x		x		x									x	x
525 JOLIET	x		x											x	x
520 KANKAKEE	x		x		x									x	x
501 KASKASKIA	x		x											x	x
523 KISHWAUKEE	x		x		x									x	x
532 LAKE COUNTY	x		x											x	x
517 LAKE LAND	x		x		x									x	x
536 LEWIS & CLARK	x		x		x									x	x
526 LINCOLN LAND	x		x		x									x	x
530 LOGAN	x		x		x									x	x
528 MC HENRY	x		x		x									x	x
524 MORAIN VALLEY	x		x		x									x	x
527 MORTON	x		x											x	x
335 OAKTON	x		x											x	x
505 PARKLAND	x		x		x									x	x
515 PRAIRIE STATE	x		x		x									x	x
521 REND LAKE	x		x		x									x	x
537 RICHLAND	x		x		x									x	x
511 ROCK VALLEY	x		x		x									x	x
518 SANDBURG	x		x		x									x	x
506 SAUK VALLEY	x		x		x									x	x
531 SHAWNEE	x		x		x									x	x
510 SOUTH SUBURBAN	x		x		x									x	x
533 SOUTHEASTERN	x		x		x									x	x
534 SPOON RIVER	x		x		x									x	x
601 STATE COMM. COLL.	N/A														
504 TRITON	x		x		x									x	x
516 WAUBONSEE	x		x		x									x	x
539 WOOD	x		x		x									x	x



Illinois Community College Board

Table 21

FISCAL YEAR 1992 ANNUAL COST OF FRINGE BENEFITS  
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Administrative			9 Mos. Faculty			12 Mos. Faculty		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
522 BELLEVILLE	34	156,015	4,589	104	421,777	4,056	6	30,165	5,028
503 BLACK HAWK	18	101,563	5,642	143	716,559	5,011	2	8,387	4,194
508 CHICAGO	DNA								
507 DANVILLE	23	73,118	3,179	55	128,264	2,332	7	26,380	3,769
502 DUPAGE	49	348,328	7,109	266	1,349,722	5,074			
509 ELGIN	23	140,551	6,111	98	568,643	5,802			
512 HARPER	30	270,530	9,018	180	1,214,610	6,748	1	6,941	6,941
540 HEARTLAND	-								
519 HIGHLAND	18	66,777	3,710	48	185,168	3,858			
514 ILLINOIS CENTRAL	39	176,563	4,527	169	724,424	4,287			
529 ILLINOIS EASTERN	28	63,075	2,253	99	238,979	2,414	15	33,478	2,232
513 ILLINOIS VALLEY	12	103,169	8,597	73	250,441	3,431			
525 JOLIET	44	229,544	5,217	126	615,732	4,887			
520 KANKAKEE	23	67,855	2,950	47	145,747	3,101	4	11,952	2,988
501 KASKASKIA	37	173,064	4,677	51	240,925	4,724			
523 KISHWAUKEE	19	43,242	2,276	68	161,252	2,371			
532 LAKE COUNTY	53	160,429	3,027	159	93,532	588			
517 LAKE LAND	20	82,950	4,148	91	361,478	3,972	7	47,697	6,814
536 LEWIS & CLARK	24	64,113	2,671	78	185,885	2,383			
526 LINCOLN LAND	30	101,936	3,398	113	335,589	2,970			
530 LOGAN	22	89,597	4,073	78	309,121	3,963			
528 MC HENRY	30	276,372	9,212	62	512,634	8,268			
524 MORAIN VALLEY	24	128,052	5,336	163	891,737	5,471	21	133,313	6,348
527 MORTON	14	83,835	5,988	54	298,486	5,528			
535 OAKTON	30	110,617	3,687	131	640,918	4,893			
505 PARKLAND	41	175,138	4,272	134	523,007	3,903			
515 PRAIRIE STATE	22	153,739	6,988	94	378,718	4,029			
521 REND LAKE	22	47,311	2,151	44	95,259	2,165	14	31,626	2,259
537 RICHLAND	19	102,645	5,402	46	261,256	5,679			
511 ROCK VALLEY	42	189,706	4,517	135	555,897	4,118	7	27,479	3,926
518 SANDBURG	12	42,458	3,538	52	176,926	3,402			
506 SAUK VALLEY	20	114,571	5,729	54	270,718	5,013			
531 SHAWNEE	13	10,289	791	25	17,905	716	1	368	368
510 SOUTH SUBURBAN	31	151,511	4,887	104	422,162	4,059			
533 SOUTHEASTERN	18	44,150	2,453	49	117,825	2,405	1	3,018	3,018
534 SPOON RIVER	15	47,607	3,174	34	103,893	3,056			
601 STATE COMM. COLL.	DNA								
504 TRITON	31	348,021	11,226	197	811,637	4,120			
516 WAUBONSEE	26	166,754	6,414	61	342,120	5,609			
539 WOOD	15	64,705	4,314	8	31,383	3,923	29	109,388	3,772
	971	4,769,900	4,912	3,493	14,700,329	4,209	115	470,192	4,089

DNA = Data Not Available

-- = Not Applicable

Illinois Community College Board

Table 21

FISCAL YEAR 1992 ANNUAL COST OF FRINGE BENEFITS  
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
522 BELLEVILLE	4	10,153	2,538	7	37,012	5,287	164	567,556	3,461
503 BLACK HAWK	5	16,630	3,326	3	11,802	3,934	203	864,019	4,256
508 CHICAGO	DNA								
507 DANVILLE	6	14,699	2,450	20	58,847	2,942	88	240,197	2,730
502 DUPAGE	30	150,880	5,029				472	2,045,981	4,335
509 ELGIN	9	40,205	4,467				130	485,389	3,734
512 HARPER	23	136,278	5,925				369	2,057,083	5,575
540 HEARTLAND	--								
519 HIGHLAND				29	109,525	3,777	58	188,953	3,258
514 ILLINOIS CENTRAL	6	20,200	3,367	28	102,788	3,671	181	671,469	3,710
529 ILLINOIS EASTERN	1	1,102	1,102	45	95,680	2,126	101	237,787	2,354
513 ILLINOIS VALLEY	4	13,167	3,292	9	59,492	6,610	66	187,750	2,845
525 JOLIET	7	32,514	4,645				155	682,381	4,402
500 KANKAKEE				34	96,180	2,829	68	194,156	2,855
501 KASKASKIA	5	25,287	5,057				41	186,426	4,547
523 KISHWAUKEE	10	20,521	2,052	17	35,184	2,070	59	133,397	2,261
532 LAKE COUNTY	18	9,287	516	3	9,292	3,097	217	591,097	2,724
517 LAKE LAND	11	47,697	4,336	22	75,683	3,440	70	285,299	
536 LEWIS & CLARK				43	108,286	2,518	56	132,641	2,369
526 LINCOLN LAND	7	20,664	2,952	2	6,698	3,349	60	246,900	3,086
530 LOGAN				15	57,784	3,852	62	224,883	3,627
528 MC HENRY	9	78,818	8,758	28	165,662	5,917	47	241,077	5,129
524 MORAIN VALLEY	17	93,223	5,484	60	321,968	5,366	161	867,207	5,386
527 MORTON							84	466,738	5,556
535 OAKTON	22	90,345	4,107				236	1,023,130	4,335
505 PARKLAND	9	31,986	3,554	42	147,289	3,507	117	419,251	3,583
515 PRAIRIE STATE	5	17,699	3,540				90	297,423	3,305
521 REND LAKE	3	7,020	2,340	23	48,084	2,091	49	109,366	2,232
537 RICHLAND				20	126,538	6,327	55	235,148	4,275
511 ROCK VALLEY	6	16,402	2,734	31	129,417	4,175	141	580,133	4,114
518 SANDBURG	3	9,607	3,202	11	35,704	3,246	51	160,419	3,145
506 SAUK VALLEY	3	13,354	4,451	9	30,812	3,424	58	251,263	4,332
531 SHAWNEE				10	10,959	1,096	26	17,041	655
510 SOUTH SUBURBAN	12	46,325	3,860				146	646,509	4,428
533 SOUTHEASTERN	7	15,535	2,219	7	17,252	2,465	47	85,560	1,820
534 SPOON RIVER	1	2,732		13	39,804		33	97,160	
601 STATE COMM. COLL.	DNA								
504 TRITON				16	68,389	4,274	253	1,672,611	6,611
516 WAUBONSEE	3	19,254	6,418				100	600,790	6,008
539 WOOD				23	81,512	3,544	36	108,577	3,016
	246	1,001,584	4,071	570	2,087,643	3,663	4,370	18,102,767	4,143

DNA = Data Not Available

-- = Not Applicable

## Section X

FISCAL YEAR 1993  
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,  
OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,  
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1993 weighted average percentage salary increases of full-time faculty, other (nonteaching) 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 1993 MEAN PERCENTAGE SALARY INCREASES FOR  
ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,  
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Weighted Mean Percentage Salary Increases*		
	Low	High	State Average
Administrative	1.3%	10.5%	5.2%
Faculty (9 Months)	2.0%	10.6%	5.8%
Faculty (12 Months)	1.8%	7.4%	4.3%
Other (Nonteaching) Professional (9 Months)	1.0%	16.3%	5.7%
Other (Nonteaching) Professional (12 Months)	2.0%	9.2%	6.3%
Classified	2.2%	9.0%	5.6%

\*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1993 AVERAGE SALARY INCREASES

	Admin.	Teaching Faculty 9 Mos.	Teaching Faculty 12 Mos.	Other Prof. 9 Mos.	Other Prof. 12 Mos.	Classified
522 BELLEVILLE	3.0 %	2.5 %	1.8 %	1.4 %	2.3 %	3.0 %
503 BLACK HAWK	2.4	6.9	7.0	10.1	3.0	2.2
508 CHICAGO	7.0	6.6			7.5	9.0
507 DANVILLE	1.3	2.0	6.7	4.0	3.0	3.2
502 DUPAGE	DNA	DNA	DNA	DNA	DNA	DNA
509 ELGIN	4.7	10.6		10.1		7.1
512 HARPER	5.0	7.1	6.4	7.5		5.2
540 HEARTLAND	--	--	--	--	--	--
519 HIGHLAND	6.6	7.9			7.4	6.4
514 ILLINOIS CENTRAL	5.7	5.7		5.2	5.7	5.3
529 ILLINOIS EASTERN	3.7	3.6	3.1	16.3	4.2	3.0
513 ILLINOIS VALLEY	5.4	6.6		5.3	5.7	4.7
525 JOLIET	6.0	6.0		6.0		6.0
520 KANKAKEE	5.0	7.0	5.7		6.6	6.7
501 KASKASKIA	4.5	7.4		8.4		5.6
523 KISHWAUKEE	4.2	4.0		4.0	4.0	5.0
532 LAKE COUNTY	4.8	5.2		5.2	4.8	4.8
517 LAKE LAND	4.8	4.7	5.0	4.9	4.3	DNA
536 LEWIS & CLARK	10.5	6.6			5.5	6.1
526 LINCOLN LAND	3.0	3.2		2.1	3.0	3.0
530 LOGAN	3.7	6.3			4.5	5.9
528 MC HENRY	5.5	6.3		8.3	7.5	6.5
524 MORAIN VALLEY	5.0	5.0	5.0	5.0	5.0	5.0
527 MORTON	4.5	5.3		3.6		5.6
535 OAKTON	4.0	5.4		5.4		4.0
505 PARKLAND	5.0	5.6		5.5	5.5	5.4
515 PRAIRIE STATE	4.0	4.5		4.5		6.7
521 REND LAKE	8.8	2.8	5.6	2.0	2.0	4.0
537 RICHLAND	4.2	4.4			5.5	5.8
511 ROCK VALLEY	6.3	6.7	7.4	5.6	7.1	6.7
518 SANDBURG	5.0	5.0		5.0	5.0	5.0
506 SAUK VALLEY	3.8	3.9		3.9	4.8	3.5
531 SHAWNEE	7.1	6.7	6.6		9.2	6.6
510 SOUTH SUBURBAN	5.6	6.0		6.0		7.0
533 SOUTHEASTERN	3.5	3.2	3.0	3.9	3.0	4.2
534 SPOON RIVER	2.6	2.6		1.0	2.6	DNA
601 STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA	DNA
504 TRITON	DNA	DNA	DNA	DNA	DNA	DNA
516 WAUBONSEE	4.9	5.1		5.0		7.0
539 WOOD	2.0	2.0	2.0		2.7	2.4
AVERAGES	5.2 %	5.8 %	4.3 %	5.7 %	6.3 %	5.6 %

DNA = Data Not Available

-- = Not Applicable

## Section XI

FISCAL YEAR 1992 AVERAGE TOTAL SALARY ACTUALLY PAID  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 compares the contractual base salaries reported for fiscal year 1992 and the average total salaries paid to full-time faculty in fiscal year 1992. The fiscal year 1992 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1991 to June 30, 1992.

The state average total fiscal year salary paid to faculty in fiscal year 1992 for those districts reporting data is \$6,180 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1992. 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 1992 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

## Illinois Community College Board

Table 24

A COMPARISON OF FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES  
AND FISCAL YEAR 1992 AVERAGE TOTAL SALARY ACTUALLY PAID

	FY 1992 Full- time Average Faculty Contractual Base Salary	FY 1992 Full- time Average Faculty Total Salary	Dollar Difference	Percent Difference	
522	BELLEVILLE	\$44,210	\$8,136	18.4%	
503	BLACK HAWK	37,111	(872)	-2.3%	
508	CHICAGO	47,536	7,592	16.0%	
507	DANVILLE	32,191	5,526	17.2%	
502	DUPAGE	47,511	DNA		
509	ELGIN	45,076	10,409	23.1%	
512	HARPER	50,203	8,663	17.3%	
540	HEARTLAND	--	--	--	
519	HIGHLAND	32,655	2,333	7.1%	
514	ILLINOIS CENTRAL	38,211	9,355	24.5%	
529	ILLINOIS EASTERN	29,646	8,864	29.9%	
513	ILLINOIS VALLEY	35,762	3,683	10.3%	
525	JOLIET	41,418	10,442	25.2%	
520	KANKAKEE	33,613	7,361	21.9%	
501	KASKASKIA	35,167	4,908	14.0%	
523	KISHWAUKEE	32,079	5,124	16.0%	
532	LAKE COUNTY	54,671	12,168	22.3%	
517	LAKE LAND	32,416	6,213	19.2%	
536	LEWIS & CLARK	39,675	3,802	9.6%	
526	LINCOLN LAND	42,965	5,217	12.1%	
530	LOGAN	36,944	6,326	17.1%	
528	MC HENRY	37,534	8,275	22.0%	
524	MORAIN VALLEY	42,281	13,577	32.1%	
527	MORTON	45,387	2,764	6.1%	
535	OAKTON	50,442	7,749	15.4%	
505	PARKLAND	40,111	45,619	5,508	13.7%
515	PRAIRIE STATE	38,646	45,171	6,525	16.9%
521	REND LAKE	34,413	34,970	557	1.6%
537	RICHLAND	35,317	40,386	5,069	14.4%
511	ROCK VALLEY	39,478	44,036	4,558	11.5%
518	SANDBURG	33,646	37,294	3,648	10.8%
506	SAUK VALLEY	34,406	39,543	5,137	14.9%
531	SHAWNEE	32,696	37,747	5,051	15.4%
510	SOUTH SUBURBAN	43,752	54,444	10,692	24.4%
533	SOUTHEASTERN	34,726	38,397	3,671	10.6%
534	SPOON RIVER	33,274	35,430	2,156	6.5%
601	STATE COMM. COLL.	31,435	39,774	8,339	26.5%
504	TRITON	47,453	57,738	10,285	21.7%
516	WAUBONSEE	39,241	43,203	3,962	10.1%
539	WOOD	23,527	28,442	4,915	20.9%
	TOTAL/AVERAGES	\$42,771	\$48,951	\$6,180	14.4%

DNA = Data Not Available

-- = Not Applicable

## Illinois Community College Board

Table 25

FISCAL YEAR 1992 AVERAGE TOTAL SALARY ACTUALLY PAID FOR  
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

	Administrative	Other Professional	Classified
522 BELLEVILLE	\$51,455	\$53,183	\$21,595
503 BLACK HAWK	56,494	35,009	21,429
508 CHICAGO	51,078	30,616	27,522
507 DANVILLE	48,452	26,662	17,498
502 DUPAGE	DNA	DNA	DNA
509 ELGIN	47,126	54,744	28,630
512 HARPER	65,472	51,250	DNA
540 HEARTLAND	--	--	--
519 HIGHLAND	50,003	23,313	16,339
514 ILLINOIS CENTRAL	58,145	36,393	22,457
529 ILLINOIS EASTERN	40,123	28,908	19,180
513 ILLINOIS VALLEY	51,265	39,050	19,656
525 JOLIET	42,711	50,397	23,467
520 KANKAKEE	48,360	22,935	17,371
501 KASKASKIA	35,407	41,537	21,136
523 KISHWAUKEE	50,528	29,761	15,804
532 LAKE COUNTY	56,183		22,878
517 LAKE LAND	42,548	28,671	18,535
536 LEWIS & CLARK	41,821	23,812	20,893
526 LINCOLN LAND	49,908	47,478	21,359
530 LOGAN	52,658	39,771	20,229
528 MC HENRY	45,431	30,996	19,291
524 MORAIN VALLEY	57,055	35,471	20,039
527 MORTON	59,562	53,755	22,344
535 OAKTON	66,439	57,028	26,262
505 PARKLAND	50,780	32,610	21,483
515 PRAIRIE STATE	47,034	50,516	20,363
521 REND LAKE	45,297	25,272	20,527
537 RICHLAND	47,384	27,580	16,112
511 ROCK VALLEY	45,359	36,188	21,654
518 SANDBURG	43,678	25,162	16,762
506 SAUK VALLEY	53,045	35,401	19,678
531 SHAWNEE	40,161	25,963	15,952
510 SOUTH SUBURBAN	58,802	50,384	18,203
533 SOUTHEASTERN	42,473	32,074	15,673
534 SPOON RIVER	42,946	24,118	17,088
601 STATE COMM. COLL.	34,754	28,269	19,001
504 TRITON	57,217	44,569	23,632
516 WAUBONSEE	51,232	47,594	22,951
539 WOOD	44,095	28,360	18,509
AVERAGES	\$49,978	\$31,764	\$22,210

DNA = Data Not Available

-- = Not Available



## Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND  
AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FOR FISCAL YEARS 1989 TO 1993

Table 26 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) 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 (NONTEACHING) PROFESSIONALS  
 IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
 FISCAL YEARS 1989 TO 1993\*

	<u>FY 1989</u>	<u>FY 1990</u>	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
Faculty (9 Month)	\$36,198	\$38,124	\$40,434	\$42,958	\$44,065
Faculty (12 Month)	\$33,250	\$34,783	\$36,381	\$37,320	\$38,199
Administrators (12 Month)	\$41,125	\$43,881	\$44,925	\$49,884	\$50,801
Other Professionals (9 Month)	\$35,693	\$35,466	\$39,887	\$40,726	\$41,782
Other Professionals (12 Month)	\$25,033	\$27,024	\$27,622	\$28,492	\$29,715

Table 27

STATEWIDE AVERAGE PERCENTAGE INCREASE IN  
 CONTRACTUAL SALARIES FOR CONTINUING FACULTY, ADMINISTRATORS,  
 AND OTHER (NONTEACHING) PROFESSIONALS  
 IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
 FISCAL YEARS 1989 TO 1993\*

	<u>FY 1989</u>	<u>FY 1990</u>	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
Faculty (9 Month)	6.2%	6.7%	6.9%	7.1%	5.8%
Faculty (12 Month)	5.4%	6.7%	6.6%	5.8%	4.3%
Administrators (12 Month)	5.9%	6.6%	6.7%	6.4%	5.2%
Other Professionals (9 Month)	6.2%	6.7%	6.0%	7.9%	5.7%
Other Professionals (12 Month)	6.0%	6.7%	7.0%	6.9%	6.3%

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

SOURCE OF DATA: Fall 1988 to Fall 1992 ICCB Salary Survey Reports