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## ABSTRACT

The data about compensation received in Illinois' 48 public community colleges presented in this 2002 report are gathered by the Illinois Community College Board (ICCB) and reflect the census date of October 1, 2001. ICCB staff provide the data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, the National Center for Educational Statistics, the Legislature, and other interested parties. Data are presented according to seven statewide peer groups, which are based on a combination of enrollment, geographic location, and financial data. The report contains 25 tables that summarize salaries and fringe benefits for faculty, staff, and administration. Highlights include: (1) faculty salaries ranged from a low of \$16,583 to a high of \$106,504; (2) the state average for faculty salaries was \$55,824, and the median was \$51,141; (3) part-time faculty rates ranged from a low of \$275 per credit hour to a high of \$671 per credit hour, with an average of \$459; and (4) chief campus administrator salaries ranged from a low of \$89,000 to a high of \$194,400, with an average of \$132,427. (Contains 25 tables.) (NB)

# Fiscal Year 2002 Salary Report

## for the Illinois Public Community Colleges



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## HIGHLIGHTS OF THE FISCAL YEAR 2002 SALARY REPORT

1. Fiscal Year 2001 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2000 and June 30, 2001. *(Tables 23 and 24)*

Faculty (9 and 12 month) .....	\$64,240
Administrative (12 month) .....	\$63,808
Other (Nonteaching) Professional (9 and 12 month) .....	\$40,238
Classified .....	\$26,947

2. Fiscal Year 2001 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month) .....	\$ 7,702
Administrative (12 month) .....	\$ 7,656
Other (Nonteaching) Professional (9 month) .....	\$ 7,614
Classified (12 month) .....	\$ 6,697

3. Fiscal Year 2002 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month) .....	\$55,824
Administrative (12 month) .....	\$66,327
Other (Nonteaching) Professional (9 month) .....	\$54,604

4. Fiscal Year 2002 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate .....	\$459/credit hour
Full-Time Faculty Overload Rate .....	\$590/credit hour
Full-Time Faculty Summer Rate .....	\$673/credit hour

5. Fiscal Year 2002 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience) .....	\$32,198
Master's Degree, Plus Zero Hours (5 Years Experience) .....	\$36,672
Master's Degree, Maximum Hours (5 Years Experience) .....	\$43,384
Doctorate Degree, Maximum Hours (Maximum Experience) .....	\$72,843

## **FISCAL YEAR 2002 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES**

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## INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2002 Salary Report* reflect the census date of October 1, 2001. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

- I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
- II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
- III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
- IV Located downstate and in urbanized areas.
- V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
- VI City Colleges of Chicago.
- VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2001 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Note that one Illinois public community college changed its name during fiscal year 2000. Southwestern Illinois College was formerly known as Belleville Area College. Individuals interested in making comparisons with prior editions of this report should be aware of this change.

## EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

## Section I

# **FISCAL YEAR 2002 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 2002. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

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 2002 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Low Faculty Salaries	\$16,583	\$39,355	\$31,473
Average Faculty Salaries	\$40,061	\$74,521	\$55,824*
High Faculty Salaries	\$54,632	\$106,054	\$76,591
Median Faculty Salaries	\$39,254	\$80,236	\$51,141

\*Weighted



## Illinois Community College Board

Table 2

FISCAL YEAR 2002 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
SANDBURG	63	\$27,030	\$34,420	\$41,850	\$54,350	\$67,810	\$44,636
SHAWNEE	36	33,014	39,242	42,612	47,263	65,318	44,281
SOUTHEASTERN	57	16,583	38,357	42,106	50,758	64,313	44,704
SPOON RIVER	39	32,751	36,646	41,839	48,631	59,092	42,878
WOOD	47	28,850	35,546	39,245	43,755	54,632	40,061
DANVILLE	47	32,168	35,845	39,644	46,800	59,586	41,606
HIGHLAND	46	34,032	52,002	55,541	64,699	71,255	56,252
KASKASKIA	55	31,800	38,510	43,389	49,109	60,416	44,487
KISHWAUKEE	73	24,225	34,125	39,687	50,743	74,967	42,762
REND LAKE	59	33,440	39,875	47,392	55,033	81,167	48,240
SAUK VALLEY	52	26,920	36,850	40,827	47,502	62,214	41,916
ILLINOIS EASTERN	101	26,966	35,742	41,368	48,929	64,427	42,167
ILLINOIS VALLEY	84	31,275	39,950	43,393	52,700	68,650	47,281
KANKAKEE	54	31,433	42,839	53,551	64,751	88,603	55,094
LAKE LAND	107	21,280	34,535	39,567	45,027	69,456	41,065
LEWIS & CLARK	82	31,619	42,130	55,077	61,183	73,250	51,815
LOGAN	104	35,627	45,445	50,320	58,022	70,505	51,605
MC HENRY	88	33,151	42,534	51,291	62,237	75,372	52,550
BLACK HAWK	133	30,237	37,726	51,856	58,730	73,683	50,023
HEARTLAND	52	32,000	38,676	42,795	46,944	64,715	43,344
ILLINOIS CENTRAL	171	29,990	35,010	40,585	52,910	66,610	43,887
LINCOLN LAND	118	32,982	45,686	61,822	71,690	79,038	59,109
PARKLAND	168	28,899	41,466	48,041	63,663	78,659	51,964
RICHLAND	61	26,137	36,926	42,697	56,239	62,475	44,868
ROCK VALLEY	132	33,476	41,977	49,989	58,055	88,531	51,399
SOUTHWESTERN	103	36,117	42,043	46,355	63,583	81,009	52,253
ELGIN	108	35,002	60,585	80,236	86,309	88,409	73,285
MORTON	49	37,667	46,576	54,622	67,406	78,261	56,247
PRAIRIE STATE	78	31,505	42,514	49,634	62,809	82,621	52,201
SOUTH SUBURBAN	116	20,250	43,184	56,737	67,623	86,402	55,729
WAUBONSEE	71	37,782	45,488	53,162	57,438	68,552	52,216
CHICAGO	517	34,731	55,420	67,207	80,550	98,214	67,223
DUPAGE	277	37,442	52,419	70,237	76,383	85,162	66,172
HARPER	184	35,879	45,578	57,902	77,447	90,286	60,930
JOLIET	162	35,578	44,201	51,228	73,775	102,196	59,121
LAKE COUNTY	168	39,355	56,926	78,964	90,494	95,381	74,521
MORAIN VALLEY	158	30,659	36,635	51,381	64,647	106,054	53,477
OAKTON	134	38,856	52,993	63,976	84,379	91,423	67,533
TRITON	127	30,746	39,046	66,364	77,447	88,346	60,398
TOTAL/AVERAGES	4,281	\$31,473	\$42,197	\$51,141	\$61,282	\$76,591	\$55,824
Lowest Low/Highest High		\$16,583				\$106,054	

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

Table 3

FISCAL YEAR 2002 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
SANDBURG	--	--	--	--	--	--	--
SHAWNEE	4	29,758	39,110	51,701	57,297	59,653	48,203
SOUTHEASTERN	4	33,499	34,198	36,194	43,621	49,749	38,909
SPOON RIVER	--	--	--	--	--	--	--
WOOD	2	38,997	38,997	49,571	60,145	60,145	49,571
DANVILLE	1	47,403	47,403	47,403	47,403	47,403	47,403
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	2	41,423	41,423	42,406	43,389	43,389	42,406
KISHWAUKEE	--	--	--	--	--	--	--
REND LAKE	4	26,208	30,124	35,840	38,540	39,440	34,332
SAUK VALLEY	1	64,885	64,885	64,885	64,885	64,885	64,885
ILLINOIS EASTERN	11	40,272	40,272	40,272	40,272	50,380	41,191
ILLINOIS VALLEY	1	58,000	58,000	58,000	58,000	58,000	58,000
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	1	56,797	56,797	56,797	56,797	56,797	56,797
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	--	--	--	--	--	--	--
MC HENRY	--	--	--	--	--	--	--
BLACK HAWK	6	32,240	33,775	58,732	63,411	72,817	53,285
HEARTLAND	7	45,491	45,732	48,659	56,465	56,604	50,004
ILLINOIS CENTRAL	7	24,000	25,215	25,215	25,215	51,670	28,821
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	1	59,271	59,271	59,271	59,271	59,271	59,271
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	9	33,609	35,022	38,987	42,582	44,381	38,826
SOUTHWESTERN	1	100,790	100,790	100,790	100,790	100,790	100,790
ELGIN	--	--	--	--	--	--	--
MORTON	--	--	--	--	--	--	--
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	--	--	--	--	--	--	--
WAUBONSEE	--	--	--	--	--	--	--
CHICAGO	40	30,924	42,272	49,410	62,161	68,092	51,054
DUPAGE	--	--	--	--	--	--	--
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	--	--	--	--	--	--	--
MORAIN VALLEY	--	--	--	--	--	--	--
OAKTON	--	--	--	--	--	--	--
TRITON	--	--	--	--	--	--	--
TOTAL/AVERAGES	102	\$44,916	\$46,664	\$50,831	\$54,132	\$57,851	\$46,795
Lowest Low/Highest High		\$24,000				\$100,790	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

## Section II

**FISCAL YEAR 2002 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 2002.

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 2002  
PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME  
FACULTY OVERLOAD AND SUMMER TERM SALARY RATES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$275	\$671	\$459
Overload Rates (Full-time Faculty)	\$275	\$930	\$590
Summer Term Rates (Full-time Faculty)	\$350	\$1,663	\$673

## Illinois Community College Board

Table 5

FISCAL YEAR 2002 AVERAGE PART-TIME FACULTY SALARY RATES  
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	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
SANDBURG	434	470	579
SHAWNEE	338	425	425
SOUTHEASTERN	350	550	550
SPOON RIVER	413	500	1,000
WOOD	357	500	500
DANVILLE	390	415	445
HIGHLAND	423	867	834
KASKASKIA	340	459	459
KISHWAUKEE	352	800	800
REND LAKE	378	725	725
SAUK VALLEY	395	475	550
IL EASTERN	275	275	375
ILLINOIS VALLEY	425	425	425
KANKAKEE	425	562	558
LAKE LAND	475	520	520
LEWIS & CLARK	494	494	494
LOGAN	445	512	612
MCHENRY	445	476	476
BLACK HAWK	508	674	674
HEARTLAND	545	600	650
ILLINOIS CENTRAL	509	600	600
LINCOLN LAND	442	641	641
PARKLAND	581	685	755
RICHLAND	434	509	739
ROCK VALLEY	516	574	772
SOUTHWESTERN	440	734	734
ELGIN	555	675	775
MORTON	508	508	508
PRAIRIE STATE	390	580	350
SOUTH SUBURBAN	382	773	850
WAUBONSEE	470	570	637
CHICAGO	562	930	1,364
DUPAGE	633	657	1,633
HARPER	600	600	600
JOLIET	458	538	538
LAKE COUNTY	625	650	650
MORAIN VALLEY	450	855	1,198
OAKTON	671	630	630
TRITON	458	579	745
AVERAGES	\$459	\$590	\$673

DNA - Data Not Available

SOURCE OF DATA: Salary Submission(C2)

## Section III

**SALARIES BASED ON FISCAL YEAR 2002 SALARY SCHEDULES FOR  
FULL-TIME FACULTY WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2002 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate degree with maximum hours.

Table 7 provides the fiscal year 2002 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 2002 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)	\$26,400	\$39,355	\$32,198
Master's Degree, Plus Zero Hours (5 Years Experience)	\$31,448	\$47,836	\$36,672
Master's Degree, Maximum Hours (5 Years Experience)	\$31,448	\$59,036	\$43,384
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$39,311	\$100,375	\$72,843

## Illinois Community College Board

Table 7

**SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY  
WITH MASTERS DEGREES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2002**

District/College	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 Doctorate Degree Max. Hours Max. Exp.
SANDBURG	NA	31,910	NA	NA
SHAWNEE	33,637	37,470	42,576	66,455
SOUTHEASTERN	31,724	35,185	40,232	64,313
SPOON RIVER	30,846	32,751	38,246	72,074
WOOD	29,743	32,839	36,779	61,957
DANVILLE	32,500	36,595	36,595	44,513
HIGHLAND	34,691	42,080	53,632	71,256
KASKASKIA	28,938	32,767	39,540	61,329
KISHWAUKEE	NA	NA	NA	NA
REND LAKE	33,440	36,440	41,955	62,919
SAUK VALLEY	26,400	31,448	31,448	62,214
ILLINOIS EASTERN	27,990	NA	NA	66,944
ILLINOIS VALLEY	33,350	35,800	43,850	68,650
KANKAKEE	27,657	32,847	39,961	77,046
LAKE LAND	29,417	32,042	33,157	39,311
LEWIS & CLARK	34,635	37,842	41,328	67,597
LOGAN	33,113	38,093	44,666	70,505
MC HENRY	31,275	38,781	50,978	75,373
BLACK HAWK	30,237	34,722	38,785	65,601
HEARTLAND	31,827	35,577	37,077	43,827
ILLINOIS CENTRAL	29,400	NA	NA	69,470
LINCOLN LAND	33,382	34,717	40,190	79,038
PARKLAND	31,162	33,466	36,319	72,832
RICHLAND	27,369	32,503	40,099	62,475
ROCK VALLEY	32,319	NA	NA	72,214
SOUTHWESTERN	36,698	40,517	44,194	65,543
ELGIN	35,002	41,303	56,292	88,409
MORTON	36,606	42,231	47,903	78,261
PRAIRIE STATE	32,842	34,941	43,900	84,971
SOUTH SUBURBAN	30,044	36,843	45,183	84,302
WAUBONSEE	34,378	40,587	46,506	74,098
CHICAGO	33,234	39,362	54,200	100,375
DUPAGE	35,506	39,379	53,556	85,162
HARPER	32,643	37,027	41,469	90,286
JOLIET	35,578	39,655	45,506	83,034
LAKE COUNTY	39,355	47,836	59,036	95,381
MORAIN VALLEY	30,046	33,830	37,940	87,669
OAKTON	33,588	37,197	46,441	91,423
TRITON	30,746	36,935	45,507	88,346
AVERAGES	\$32,198	\$36,672	\$43,384	\$72,843

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

## Section IV

**INSTITUTIONAL POLICIES RELATED TO  
FACULTY SALARIES AND FACULTY CONTRACTS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEAR 2002**

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. Thirty-eight 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 2002**

	<u>Range</u>		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	14	20	15
Average Weekly Office/Academic Advising Hours	4	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

Illinois Community College Board  
Table 9  
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2001

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/Adv. Hours	Length of Academic Year - in Weeks	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
SANDBURG	30	15	5	32	Yes	Yes	3	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	15	15	37	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	15	8	32	Yes	Yes	3	Yes	Yes	IEA/NEA
WOOD	30	15	8	30	Yes	Yes	3	Yes	Yes	IFT/AFT
DANVILLE	30	15	10	35	Yes	Yes	2	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	Yes	Yes	4	No	Yes	IFT/AFT
REND LAKE	32	18	5	36	Yes	No	1	Yes	Yes	Local, #3708 AFL-CIO
SAUK VALLEY	30	15	7	34	Yes	Yes	3	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	-	5	39	Yes	Yes	3	No	Yes	IEA/NEA
ILLINOIS VALLEY	30	-	8	32	Yes	Yes	4	Yes	Yes	IFT/AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	AFT/AFL-CIO
LAKE LAND	30	-	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT, Local 229, AFL-CIO
LEWIS & CLARK	30	15	10	32	Yes	Yes	5	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
MC HENRY	-	15	5	30	Yes	Yes	4	Yes	Yes	IEA/NEA
BLACK HAWK	30	16	5	34	Yes	Yes	4	Yes	Yes	IFT/AFT
HEARTLAND	32	16	8	32	Yes	Yes	3	No	Yes	IFT/AFT
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	3	Yes	Yes	Faculty Forum
LINCOLN LAND	30	15	6	32	Yes	Yes	4	Yes	Yes	IFT/AFT
PARKLAND	32	16	5	32	Yes	Yes	5	Yes	Yes	Employees Association
RICHLAND	30	14	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT
ROCK VALLEY	32	16	5	39	Yes	Yes	4	Yes	Yes	Local
SOUTHWESTERN	30	15	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
ELGIN	30	15	10	32	Yes	Yes	2	Yes	Yes	IFT/AFT
MORTON	30	15	6	36	Yes	Yes	1	Yes	Yes	Local 1600, AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	4	Yes	Yes	IFT/AFT
WAUBONSEE	30	17	5	36	Yes	Yes	3	Yes	Yes	AFT
CHICAGO	30	15	4	36	Yes	Yes	4	Yes	Yes	Local 1600 AFT
DUPAGE	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
JOLIET	30	15	15	30	Yes	Yes	3	Yes	Yes	Local 604, AFT
LAKE COUNTY	30	15	10	34	Yes	Yes	3	Yes	Yes	IFT/AFT
MORaine VALLEY	30	-	4	34	Yes	Yes	4	Yes	Yes	IFT/AFT/OCTU
OAKTON	30	15	10	34	Yes	Yes	4	Yes	Yes	IEA/NEA
TRITON	30	15	5	32	Yes	Yes	5	Yes	Yes	Cook County College Teachers Union
TOTALS/AVERAGES	30	15	7	34	N=0 Y=39	N=1 Y=38	1=2 2=2 3=19 4=13 5=3	N=3 Y=36	N=0 Y=39	IEA/NEA=12 IFT/AFT=22 Fac Assn/Union = 2 Employees Assn = 1 Local = 2

SOURCE OF DATA: Salary Submission (C2)



## Section V

**FISCAL YEAR 2002 CONTRACTUAL BASE SALARIES  
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2002 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 (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional/ technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

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 \$54,604. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$40,098.

Table 10

**SUMMARY OF  
FISCAL YEAR 2002 ACADEMIC YEAR CONTRACTUAL BASE SALARIES  
PAID TO OTHER (NONTEACHING) PROFESSIONALS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$15,240	\$64,843	\$32,828
Lowest Salaries (12 month)	\$14,925	\$31,000	\$22,080
Average Salaries (9 month)	\$19,751	\$77,377	\$54,604*
Average Salaries (12 month)	\$27,966	\$49,662	\$40,098*
Highest Salaries (9 month)	\$20,848	\$95,381	\$59,378
Highest Salaries (12 month)	\$38,044	\$96,053	\$66,445
Median Salaries (9 month)	\$20,848	\$86,726	\$47,869
Median Salaries (12 month)	\$27,227	\$49,930	\$35,293

\*Weighted

## Illinois Community College Board

Table 11

FISCAL YEAR 2002 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)  
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
SANDBURG	7	15,240	26,040	38,520	50,030	50,030	36,633
SHAWNEE	---	---	---	---	---	---	---
SOUTHEASTERN	2	37,780	37,780	41,025	44,269	44,269	41,025
SPOON RIVER	1	49,703	49,703	49,703	49,703	49,703	49,703
WOOD	1	23,635	23,635	23,635	23,635	23,635	23,635
DANVILLE	2	18,574	18,574	29,178	39,781	39,781	29,178
HIGHLAND	---	---	---	---	---	---	---
KASKASKIA	4	37,552	38,510	41,391	46,676	50,036	42,593
KISHWAUKEE	11	15,500	33,065	43,156	46,020	59,375	39,143
REND LAKE	---	---	---	---	---	---	---
SAUK VALLEY	2	42,730	42,730	43,480	44,230	44,230	43,480
ILLINOIS EASTERN	2	21,960	21,960	22,569	23,179	23,179	22,569
ILLINOIS VALLEY	---	---	---	---	---	---	---
KANKAKEE	---	---	---	---	---	---	---
LAKE LAND	14	23,000	24,890	32,004	37,417	47,568	32,343
LEWIS & CLARK	---	---	---	---	---	---	---
LOGAN	2	42,043	42,043	42,893	43,742	43,742	42,893
MC HENRY	7	33,151	40,657	56,295	75,372	75,372	58,126
BLACK HAWK	11	21,325	27,781	37,886	56,344	63,811	41,352
HEARTLAND	3	17,556	17,556	20,848	20,848	20,848	19,751
ILLINOIS CENTRAL	---	---	---	---	---	---	---
LINCOLN LAND	2	38,276	38,276	43,845	49,414	49,414	43,845
PARKLAND	2	26,759	26,759	29,363	31,967	31,967	29,363
RICHLAND	---	---	---	---	---	---	---
ROCK VALLEY	3	23,346	23,346	66,231	77,162	77,162	55,580
SOUTHWESTERN	4	48,284	56,617	66,657	68,706	69,047	62,661
ELGIN	9	47,540	70,981	77,842	84,199	88,409	74,658
MORTON	1	64,843	64,843	64,843	64,843	64,843	64,843
PRAIRIE STATE	1	41,961	41,961	41,961	41,961	41,961	41,961
SOUTH SUBURBAN	13	36,894	45,074	52,364	66,924	83,451	57,096
WAUBONSEE	4	35,477	37,314	42,001	45,958	47,065	41,636
CHICAGO	---	---	---	---	---	---	---
DUPAGE	29	32,746	65,150	74,020	83,406	85,162	69,929
HARPER	19	25,047	38,937	48,541	67,778	90,286	53,591
JOLIET	3	18,505	18,505	33,551	70,200	70,200	40,752
LAKE COUNTY	17	47,836	53,547	79,114	85,858	95,381	72,216
MORAIN VALLEY	18	23,550	30,659	48,058	58,178	78,113	46,136
OAKTON	18	40,531	66,174	86,726	91,423	91,423	77,377
TRITON	12	33,500	45,205	58,368	71,757	81,871	58,160
TOTAL/AVERAGES	224	\$32,828	\$38,942	\$47,869	\$55,366	\$59,378	\$54,604
Lowest Low/Highest High		\$15,240				\$95,381	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

Table 12

FISCAL YEAR 2002 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)  
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
SANDBURG	64	17,240	22,761	27,227	31,275	45,320	27,996
SHAWNEE	37	26,182	27,573	30,428	36,910	50,000	32,885
SOUTHEASTERN	13	14,925	22,000	29,200	40,376	52,489	31,775
SPOON RIVER	31	20,840	27,000	30,299	36,926	53,748	32,256
WOOD	34	17,780	24,835	29,554	32,969	46,902	29,728
DANVILLE	34	20,600	23,685	27,470	31,478	44,939	28,815
HIGHLAND	22	25,200	29,282	32,122	35,280	42,000	32,412
KASKASKIA	5	25,194	27,657	27,657	30,074	38,044	29,725
KISHWAUKEE	49	19,756	28,485	32,864	40,039	65,600	35,796
REND LAKE	63	18,000	26,500	30,096	33,440	52,250	30,640
SAUK VALLEY	30	24,696	32,083	35,967	41,857	74,637	37,665
ILLINOIS EASTERN	102	16,054	24,239	30,823	38,037	75,479	32,206
ILLINOIS VALLEY	57	17,160	24,274	34,329	37,000	59,674	32,399
KANKAKEE	51	18,576	25,351	29,280	36,996	59,568	31,259
LAKE LAND	64	16,000	27,367	34,970	41,222	79,462	35,994
LEWIS & CLARK	59	17,160	26,312	29,744	37,395	75,000	33,209
LOGAN	88	24,239	29,178	32,800	38,084	68,311	35,063
MC HENRY	76	25,000	29,630	33,201	38,156	56,987	34,865
BLACK HAWK	139	26,208	32,594	38,164	47,005	74,510	40,684
HEARTLAND	38	26,000	29,260	33,291	35,766	51,546	33,527
ILLINOIS CENTRAL	131	18,720	28,380	33,700	44,795	64,930	36,403
LINCOLN LAND	102	18,843	30,196	35,180	40,951	54,546	35,818
PARKLAND	119	18,824	30,904	37,121	43,851	84,742	38,963
RICHLAND	28	21,500	24,978	28,722	32,028	73,028	31,957
ROCK VALLEY	44	26,716	32,338	41,062	52,188	74,585	43,100
SOUTHWESTERN	81	23,796	34,395	42,183	53,886	95,956	46,677
ELGIN	70	25,173	39,765	44,603	50,732	77,723	45,861
MORTON	32	21,830	29,847	34,197	38,717	64,883	36,087
PRAIRIE STATE	37	20,834	30,978	36,322	42,432	73,552	37,823
SOUTH SUBURBAN	52	16,336	26,667	29,886	38,224	66,007	33,541
WAUBONSEE	51	28,090	32,240	36,851	49,962	78,530	41,096
CHICAGO	379	18,183	40,845	49,930	57,290	96,053	49,662
DUPAGE	189	23,531	39,859	47,606	55,164	83,520	48,800
HARPER	165	31,000	39,731	47,340	55,226	73,484	48,228
JOLIET	32	29,500	32,532	37,210	42,126	50,935	38,387
LAKE COUNTY	103	24,670	29,279	35,623	40,768	73,688	35,924
MORAIN VALLEY	91	22,324	34,594	41,119	49,077	83,571	42,721
OAKTON	102	28,678	38,050	44,942	51,124	75,893	45,815
TRITON	77	25,756	35,808	43,335	51,731	79,264	44,934
TOTAL/AVERAGES	2,941	\$22,080	\$30,037	\$35,293	\$41,809	\$66,445	\$40,098
Lowest Low/Highest High		\$14,925				\$96,053	

## Section VI

**FISCAL YEAR 2002 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 2002. The weighted average administrative staff salary ranged from a low of \$41,066 to a high of \$92,701. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2002 salaries; and the median fiscal year 2002 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included. 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 2002 was \$66,327. The lowest reported administrative salary was \$22,016 and the highest was \$194,400. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2002  
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$22,016	\$ 64,380	\$ 39,135
Average Administrative Salaries	\$41,066	\$ 92,701	\$ 66,327*
Highest Administrative Salaries	\$81,815	\$194,400	\$130,404
Median Administrative Salaries	\$37,691	\$ 94,428	\$ 61,864

\*Weighted

## Illinois Community College Board

Table 14

FISCAL YEAR 2002 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	-----RANGE OF SALARIES-----					AVERAGE
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
SANDBURG	24	37,670	48,270	52,600	66,031	119,570	59,014
SHAWNEE	16	38,000	44,146	50,704	60,834	111,085	56,732
SOUTHEASTERN	27	22,909	38,354	44,341	58,257	90,000	47,901
SPOON RIVER	14	38,443	42,853	56,855	68,946	103,880	59,862
WOOD	30	35,511	40,639	49,137	60,013	120,665	54,312
DANVILLE	35	28,206	36,934	49,385	63,832	118,632	52,936
HIGHLAND	28	25,200	38,000	50,951	67,600	81,815	52,553
KASKASKIA	48	22,016	28,057	37,691	48,450	105,000	41,066
KISHWAUKEE	16	30,000	60,782	72,964	83,960	127,500	71,695
REND LAKE	28	35,530	41,505	58,000	70,403	120,175	61,445
SAUK VALLEY	18	46,951	56,382	66,242	78,508	132,500	70,127
ILLINOIS EASTERN	32	28,828	41,202	51,952	78,098	128,831	61,243
ILLINOIS VALLEY	24	41,700	49,930	54,534	70,641	124,683	61,393
KANKAKEE	64	25,336	32,000	38,246	61,619	120,000	49,095
LAKE LAND	18	37,902	46,200	59,626	83,929	140,928	67,304
LEWIS & CLARK	45	30,600	38,858	49,934	70,000	140,760	57,481
LOGAN	43	37,151	44,149	55,104	72,253	120,000	59,456
MC HENRY	45	38,884	51,671	63,810	78,453	151,569	68,754
BLACK HAWK	9	63,288	72,964	89,000	93,375	131,000	88,785
HEARTLAND	33	32,548	48,447	58,760	66,918	126,850	61,608
ILLINOIS CENTRAL	33	36,255	60,000	68,500	83,000	119,620	70,536
LINCOLN LAND	54	39,258	50,017	59,067	70,828	115,800	62,863
PARKLAND	39	28,638	55,073	63,373	83,898	175,000	69,920
RICHLAND	36	35,000	41,811	56,695	66,906	110,000	57,467
ROCK VALLEY	51	36,597	48,832	58,589	74,250	145,000	63,053
SOUTHWESTERN	22	44,917	59,045	69,700	89,201	111,940	74,152
ELGIN	51	38,957	52,754	64,736	82,469	132,000	70,495
MORTON	15	51,673	61,754	66,560	83,283	122,082	72,330
PRAIRIE STATE	24	39,000	46,574	61,134	69,265	106,000	61,440
SOUTH SUBURBAN	28	41,839	53,195	73,892	80,775	114,919	71,489
WAUBONSEE	25	58,000	65,523	69,208	78,650	135,000	75,522
CHICAGO	91	41,273	71,508	81,370	95,445	194,400	88,483
DUPAGE	43	59,840	79,916	94,428	100,061	161,877	92,701
HARPER	45	58,352	77,412	85,312	100,432	176,373	91,156
JOLIET	75	34,439	46,000	52,279	63,953	118,111	57,465
LAKE COUNTY	55	43,680	51,434	64,896	86,605	167,648	71,021
MORAIN VALLEY	21	32,500	45,000	58,360	87,360	165,157	71,705
OAKTON	30	64,380	81,283	86,223	105,000	170,900	92,352
TRITON	32	45,000	56,021	68,526	78,187	128,500	70,631
TOTALS/AVERAGES	1,367	\$39,135	\$51,397	\$61,864	\$76,454	\$130,404	\$66,327
Lowest Low/Highest High		\$22,016				\$194,400	

SOURCE OF DATA: Salary Submission (C1)

## Section VII

## SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2002

A summary of the fiscal year 2002 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 2002. 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 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 2002 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$103,880	\$194,400	\$132,427
Chief Campus Administrator	\$89,000	\$137,398	\$119,764
Chief Finance Officer	\$50,000	\$127,070	\$ 92,579
Chief Academic Officer	\$68,637	\$130,000	\$ 94,658
Student Services Officer	\$49,459	\$121,689	\$ 84,652
Dean-Baccalaureate Education	\$47,180	\$ 99,426	\$ 83,483
Dean-Occupational/Career Education	\$62,000	\$111,562	\$ 81,089
Dean-Continuing Education	\$33,004	\$ 84,553	\$ 65,936
Director-Data Processing/Info Technology	\$51,288	\$140,760	\$ 83,103
Director-Research & Planning	\$32,548	\$106,239	\$ 62,790
Director-Admissions and Records	\$36,842	\$ 86,507	\$ 59,802
Director-Counseling	\$46,797	\$ 96,854	\$ 64,285
Director-Financial Aid	\$33,501	\$ 91,288	\$ 55,436
Director-Job Placement	\$31,837	\$ 73,849	\$ 46,538
Director-Student Activities	\$37,478	\$ 81,396	\$ 54,685
Director-Library/LRC	\$30,000	\$111,562	\$ 58,561
Director-Development/Grants	\$37,000	\$100,921	\$ 66,795
Director-Public Information/Relations	\$31,708	\$103,359	\$ 56,078
Director-Personnel/Human Resources	\$39,422	\$133,688	\$ 71,390
Director-Business Services	\$38,054	\$ 88,589	\$ 64,147
Director-Physical Facilities/Grounds	\$38,443	\$101,533	\$ 67,366
Director-Adult Education	\$37,312	\$116,686	\$ 63,527
Director-Athletics	\$40,360	\$101,227	\$ 60,075
Controller	\$41,588	\$ 85,958	\$ 66,202
Director-Business/Industry Center	\$40,000	\$ 99,749	\$ 61,693

\*Weighted



## Illinois Community College Board

Table 16

## SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2001

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief 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
SANDBURG	119,570	1	10	1					86,590	1	11	2	84,740	1	12	2
SHAWNEE	111,085	1	5	1					50,000	1	0	4	85,132	1	14	2
SOUTHEASTERN									60,000	1	2	4	73,140	1	1	2
SPOON RIVER	103,880	1	1	1					83,900	1	6	2	81,022	1	6	2
WOOD	120,665	1	5	1					82,030	1	4	2	79,020	1	2	2
DANVILLE	118,632	1	2	1					93,828	1	12	2	90,637	1	4	2
HIGHLAND									68,000	1	0	2	81,815	1	1	2
KASKASKIA	105,000	1	0	1					85,620	1	24	2	75,535	2	1	2
KISHWAUKEE	127,500	1	1	1					97,185	1	10	2				
REND LAKE	120,175	1	11	1					79,779	1	2	2				
SAUK VALLEY	132,500	1	15	1									93,534	1	2	2
ILLINOIS EASTERN	128,831	1	6	1					77,500	1	0	3	68,637	4	5	4
ILLINOIS VALLEY	124,683	1	5	1					82,399	1	2	2	95,599	1	5	2
KANKAKEE	120,000	1	0	1					100,853	1			100,853	1	11	2
LAKE LAND	140,928	1	13	1					82,950	1	1	4				
LEWIS & CLARK	135,000	1	10	1					81,040	1	4	2	101,020	1	9	2
LOGAN	120,000	1	1	1					102,648	1	1	2	90,867	1	1	2
MC HENRY	151,569	1	4	1					98,905	1	1	2	106,254	1	2	2
BLACK HAWK	131,000	1	1	1					98,805	1	5	2	93,375	1	1	2
HEARTLAND	126,850	1	10	1					99,350	1	5	2	95,000	1	0	2
ILLINOIS CENTRAL	119,620	1	1	1					97,727	1	0	2	106,900	1	2	2
LINCOLN LAND	115,800	1	2	1					95,756	1	2	2	93,420	1	1	2
PARKLAND	175,000	1	11	1					97,454	1	10	2	130,000	1	32	2
RICHLAND	110,000	1	0	1					83,441	1	3	2	100,209	1	3	2
ROCK VALLEY	145,000	1	4	1					96,934	1	6	2	92,606	1	6	2
SOUTHWESTERN	111,940	1	4	1					103,185	1	3	2	101,100	1	23	2
ELGIN	132,000	1	3	1					105,751	1	2	2	114,732	1	4	2
MORTON	122,082	1	6	1					86,415	1	1	2	98,641	1	3	2
PRAIRIE STATE	106,000	1	1	1					83,178	1	2	2	104,024	1	4	2
SOUTH SUBURBAN	106,534	1	1	1					85,359	1	1	2	114,919	1	9	2
WAUBONSEE	135,000	1	12	1					115,000	1	3	2	100,000	1	6	2
CHICAGO	194,400	1	4	1					95,000	1	1	2	124,176	2	5	2-3
DUPAGE	161,877	1	7	1					116,085	1	1	2	100,000	1	0	2
HARPER	176,373	1	4	1					127,070	1	5	2	108,964	1	31	2
JOLIET	118,111	1	3	1					99,000	1	0	2	99,507	1	2	2
LAKE COUNTY	167,648	1	12	1					117,452	1	6	2	125,859	1	25	2
MORAIN VALLEY	165,157	1	10	1									128,084	1	7	2
OAKTON	170,900	1	6	1					108,000	1	0	2	113,928	2	3	2
TRITON	128,500	1	0	1					109,500	1	3	2	97,500	1	0	2
NUMBER OF PERSONS AVERAGES	37				12				36				43			
	\$132,427				\$119,764				\$92,579				\$94,658			

SOURCE OF DATA: Salary Submission (C1)

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**Illinois Community College Board**

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2001**

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occcup/Career Education				Dean Continuing Education					
	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		
SANDBURG SHAWNEE SOUTHEASTERN SPOON RIVER WOOD	80,590	1	2	2	\$								69,990	1	9	4		
	81,028	1	1	2									52,500	1	1	4		
	72,800	1	5	2					68,946	1	2	3	55,000	1	0	4		
	66,570	1	11	3									74,477	1	25	4		
	82,109	1	13	2														
DANVILLE HIGHLAND KASKASKIA KISHWAUKEE REND LAKE SAUK VALLEY	75,821	1	11	4									33,004	1	0	6		
					71,400	1	1	4	87,122	1	7	2	34,746	1	0	4		
					74,240	1	0	2	68,932	1	4	4	76,732	1	21	2		
	89,530	1	21	2	47,180	1	0	3	74,250	2	5	3						
	84,123	1	2	2	87,780	1	2	2					68,856	1	12	3		
ILLINOIS EASTERN ILLINOIS VALLEY KANKAKEE LAKE LAND LEWIS & CLARK LOGAN MC HENRY	82,530	1	6	2	78,317	1	31	3	70,434	1	2	3						
	49,459	2	7	4					76,231	1	23	3	55,479	1	4	3		
	77,548	1	4	2					75,409	1	4	3	52,968	1	9	4		
	91,745	1	13	2	64,050	1	2	3	101,523	1	6	3	72,253	1	4	3		
	89,250	1	1	2	98,747	1	1	4	62,000	1	0	4	78,453	1	24	4		
BLACK HAWK HEARTLAND ILLINOIS CENTRAL LINCOLN LAND PARKLAND RICHLAND ROCK VALLEY SOUTHWESTERN	87,571	1	9	2	74,376	1	2	3					72,964	1	1	4		
	95,354	1	2	2									62,376	1	2	2		
									88,400	1	1	4	61,761	1	2	4		
									85,000	1	0	3	84,553	1	17	3		
									83,898	1	4	4	67,817	1	21	4		
MORTON PRAIRIE STATE SOUTH SUBURBAN WAUBONSEE CHICAGO	80,381	1	13	2	77,655	1	4	4	62,367	1	1	4	56,931	1	6	6		
	85,506	1	17	4	97,783	1	31	4	78,463	1	1	4	45,860	1	7	4		
	89,201	1	21	2	99,426	1	23	4	73,377	1	1	4	72,260	1	2	2		
	91,162	1	3	4									66,090	1	9	4		
					66,560	1	1	4					65,300	1	1	4		
DUPAGE HARPER JOLIET LAKE COUNTY MORNAIE VALLEY OAKTON TRITON	66,560	1	6	2	71,729	1	3	3	103,365	1	9	4						
	72,260	1	0	2	83,913	1	2	4	65,617	1	2	3	72,231	7	5	4		
	79,780	1	1	2	65,523	1	4	3	83,494	12	3	3-4	74,588	1	0	4		
	72,000	1	14	3	87,901	16	4	4	111,562	1	16	4	81,395	1	15	3		
					86,545	1	1	4	86,528	1	2	4	65,978	1	2	4		
NUMBER OF PERSONS AVERAGES					91,089	1	18	4										
					90,093	1	3	4	90,861	1	1	4	67,925	1	1	4		
				35					34					33				
				\$83,483					\$81,089					\$65,936				

**SOURCE OF DATA: Salary Submission (C1)**



**Illinois Community College Board**

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2001**

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				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	
SANDBURG SHAWNEE SOUTHEASTERN SPOON RIVER WOOD	63,630	1	2	4					67,470	1	22	4	\$ 46,797	1	0	4	
	52,000	1	0	4					47,259	1	5	6	58,257	1	7	4	
	52,136	1	6	6	51,488	1	7	3									
					54,185	1	2	3									
DANVILLE HIGHLAND KASKASKIA KISHWAUKEE REND LAKE SAUK VALLEY	60,315	1	4	3	41,883	1	3	4	45,995	1	16	4	51,105	1	9	6	
	51,288	1	5	6					47,491	1	4	4	39,050	1	3	6	
	52,500	1	1	4	43,000	1	0	4	36,842	1	8	6	52,251	1	2	4	
	63,938	1	3	2	49,700	1	2	2	63,363	1	8	4					
ILLINOIS EASTERN ILLINOIS VALLEY KANKAKEE LAKE LAND LEWIS & CLARK LOGAN MC HENRY	82,300	1	23	2					56,382	1	3	4					
	96,140	1	2	2					43,833	1	0	4					
	78,508	1	30	3					84,294	1	16	4	87,251	1	12	4	
					46,200	1	2	4	65,241	1	9	3	54,080	1	9	4	
BLACK HAWK HEARTLAND ILLINOIS CENTRAL LINCOLN LAND PARKLAND RICHLAND ROCK VALLEY SOUTHWESTERN	64,470	1	5	4					43,099	1	1	4	64,828	1	2	4	
	72,943	1	8	3					55,345	1	6	4					
	81,225	1	11	3					43,816	1	2	4					
	94,810	1	4	4													
MORTON PRAIRIE STATE SOUTH SUBURBAN WAUBONSEE CHICAGO	140,760	1	0	2													
	69,595	1	20	4	73,705	1	10	4									
	78,273	1	5	4													
					55,939	1	2	4									
ELGIN MORTON PRAIRIE STATE SOUTH SUBURBAN WAUBONSEE CHICAGO	86,197	1	10	4	32,548	1	0	3					59,904	1	10	4	
	77,758	1	4	3									68,790	1	7	6	
	84,000	1	5	4					54,000	1	0	6	47,584	1	5	4	
	85,635	1	1	3	59,133	1	2	3	58,846	1	15	4					
LAKE COUNTY MORAIN VALLEY OAKTON TRITON	83,898	1	8	4					68,457	1	7	4					
	65,995	1	15	4	58,000	1	0	4	74,095	1	13	4					
	94,365	1	3	3	80,000	1	1	3	64,361	1	3	4	58,319	1	6	4	
					56,029	1	21	4	51,480	1	5	4					
DUPAGE HARPER JOLIET LAKE COUNTY MORAIN VALLEY OAKTON TRITON	80,234	1	0	4					78,367	1	10	6	76,136	1	4	6	
	83,283	1	14	4					55,229	1	1	4	63,690	1	3	4	
	63,000	1	0	4	44,201	1	3	4					66,801	1	2	4	
	76,992	1	4	4	81,769	1	10	4	44,242	1	4	6					
DUPAGE HARPER JOLIET LAKE COUNTY MORAIN VALLEY OAKTON TRITON	89,675	1	1	3													
	129,600	1	3	2	93,182	1	7	3	60,557	8	0	4					
	124,145	1	17	2	100,061	1	10	4	79,916	1	5	4	85,244	1	2	5	
	126,755	1	9	2					86,507	1	26	4	82,676	1	13	4	
LAKE COUNTY MORAIN VALLEY OAKTON TRITON	83,339	1	3	3	60,320	1	1	4	4	56,453	1	2	6				
	94,105	1	8	4	87,951	1	3	3	4	64,896	1	2	4	62,000	1	0	4
					60,840	1	15	4	4								
					106,239	1	16	3	3	84,062	1	10	4	96,854	1	3	4
NUMBER OF PERSONS AVERAGES	109,584	1	1	3	45,000	1	0	6	57,042	1	7	4					
	84,086	1	4	3													
NUMBER OF PERSONS AVERAGES	37				22				37				19				
	\$83,103				\$62,790				\$59,802				\$64,285				

**SOURCE OF DATA: Salary Submission (C1)**

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## Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2001

DISTRICT/COLLEGE	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
SANDBURG	53,990	1	7	4					\$			
SHAWNEE	40,325	1	0	4								
SOUTHEASTERN												
SPOON RIVER												
WOOD	50,699	1	7	3								
DANVILLE	46,342	1	4	4	35,511	1	0	3	39,422	1	4	3
HIGHLAND					36,934	2	4	6				
KASKASKIA	33,501	1	0	4	31,837	1	13	4	44,748	1	13	4
KISHWAUKEE												
REND LAKE	56,500	1	21	4								
SAUK VALLEY	46,951	1	3	4								
ILLINOIS EASTERN	38,527	4	8	4								
ILLINOIS VALLEY	50,903	1	9	3	41,700	1	2	4				
KANKAKEE	63,399	1	14	4					37,478	1	8	4
LAKE LAND												
LEWIS & CLARK	47,840	1	1	4								
LOGAN	39,491	1	4	4	73,849	1	7	4	44,931	1	7	4
MC HENRY	45,963	1	3	4	44,241	1	2	4	47,500	1	0	4
BLACK HAWK												
HEARTLAND	58,760	1	9	4								
ILLINOIS CENTRAL	71,695	1	17	6								
LINCOLN LAND	54,662	1	10	4	58,536	1	16	4	39,258	1	2	4
PARKLAND	63,069	1	13	4	50,000	1	0	4	43,675	1	3	4
RICHLAND	49,153	1	1	6	47,821	1	6	6				
ROCK VALLEY	79,930	1	21	4	48,945	1	11	6	46,949	1	1	6
SOUTHWESTERN	53,886	1	2	4	44,917	1	10	4				
ELGIN	74,033	1	7	6	52,754	1	12	4	74,033	1	9	6
MORTON												
PRAIRIE STATE	44,033	1	6	4	40,929	1	3	4				
SOUTH SUBURBAN	53,446	1	6	6	41,839	1	2	6	51,389	1	7	6
WAUBONSEE												
CHICAGO	63,223	7	0	4	47,226	1	2	4	62,407	2	0	4
DUPAGE	91,288	1	7	4					79,425	1	11	4
HARPER	61,659	1	9	4					81,140	1	26	4
JOLIET	53,299	1	4	6	52,280	1	0	4	50,960	1	1	6
LAKE COUNTY	60,320	1	1	4	51,434	1	8	4	46,800	1	1	4
MORAIN VALLEY	57,200	1	0	4					50,416	1	18	4
OAKTON	64,380	1	2	4					81,396	1	16	4
TRITON	54,045	1	5	4								
NUMBER OF PERSONS AVERAGES	40				18				18			
	\$55,436				\$46,538				\$54,685			
										30		
										\$60,513		

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2001

DISTRICT/COLLEGE	Director Development/Grants			Director Public Info/Relations			Director Personnel/Human Res.			Director Business Services		
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	\$ 45,292	1	10	4	48,270	1	8	4	\$			
SHAWNEE					43,779	2	13	4				
SOUTHEASTERN					48,908	1	23	4	39,422	1	4	3
SPOON RIVER	40,639	1	2	4					77,459	1	15	4
WOOD					48,828	1	5	4	50,936	1	13	4
DANVILLE					58,200	1	1	2	43,028	1	2	4
HIGHLAND	71,406	1	3	3	47,077	1	22	4				
KASKASKIA	72,427	1	7	2	62,723	1	2	4	54,470	1	9	5
KISHWAUKEE					31,708	4	9	4	52,189	1	17	4
REND LAKE					43,467	1	7	4	58,128	1	5	3
SAUK VALLEY	64,924	1	2	4	41,600	1	1	4				
ILLINOIS EASTERN	60,672	1	0	3	66,496	1	17	4	65,009	1	4	4
ILLINOIS VALLEY					63,810	1	2	4	76,780	1	5	3
KANKAKEE	64,874	1	2	2					63,288	1	0	4
LAKE LAND	71,734	1	12	4	45,312	1	3	3	48,447	1	3	3
LEWIS & CLARK	55,104	1	10	4	68,500	1	1	6	68,000	1	0	4
LOGAN	96,833	1	3	2	68,178	1	0	4	58,128	1	1	3
MC HENRY	66,958	1	2	4	51,878	1	2	4	86,632	1	5	2
BLACK HAWK	54,284	1	2	4	70,768	1	26	4	53,500	1	0	4
HEARTLAND	60,000	1	0	4	59,045	1	3	4	84,000	1	4	3
ILLINOIS CENTRAL					89,893	1	30	4	88,069	1	18	2
LINCOLN LAND	37,000	1	0	6	51,673	1	1	4	84,049	1	1	4
PARKLAND	87,175	1	1	2	46,704	1	2	4	55,000	1	0	4
RICHLAND	81,780	1	16	4	48,445	1	1	6	64,343	1	10	4
ROCK VALLEY					68,892	1	14	3	72,342	2	1	4
SOUTHWESTERN					68,892	1	14	3	68,892	1	10	3
ELGIN	75,849	1	27	4	68,992	3	0	4	133,688	1	3	2
MORTON					103,359	1	19	4	112,413	1	15	4
PRAIRIE STATE					59,800	1	0	4	101,481	1	20	4
SOUTH SUBURBAN					67,384	1	10	4	62,402	1	3	4
SOUTH SUBURBAN	80,180	1	18	3					85,157	1	12	4
WAUBONSEE	49,076	1	2	4					83,992	1	9	4
CHICAGO	79,150	1	11	4					78,102	1	3	3
DUPAGE	100,921	1	4	3								
HARPER	67,059	1	2	4								
JOLIET	49,291	1	7	6								
LAKE COUNTY												
MORAIN VALLEY	85,008	1	17	4								
OAKTON	52,250	1	1	4								
TRITON												
NUMBER OF PERSONS AVERAGES	25				33				30			
	\$66,795				\$56,078				\$71,390			
									31			
									\$64,147			

SOURCE OF DATA: Salary Submission (C1)

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## Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2001

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director 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
SANDBURG	\$				52,600	1	6	4					48,270	1	2	6
SHAWNEE					51,601	1	16	3								
SOUTHEASTERN					38,354	1	5	6					56,295	1	8	6
SPOON RIVER	38,443	1	9	3	42,853	1	7	3								
WOOD	49,787	1	4	3												
DANVILLE	63,832	1	25	4	45,565	1	8	5	28,863	1	0	6				
HIGHLAND	58,035	1	8	4	47,463	1	1	4	50,966	1	1	4				
KASKASKIA	43,360	1	0	4	40,577	1	14	4					41,588	1	17	6
KISHWAUKEE					65,000	1	19	2								
REND LAKE	71,000	1	6	4	63,118	1	10	3					58,000	1	6	4
SAUK VALLEY	63,140	1	7	4					50,618	1	8	5				
ILLINOIS EASTERN					67,990	1	0	4								
ILLINOIS VALLEY	52,375	1	4	3					47,575	1	3	4				
KANKAKEE	76,735	1	23	4	52,098	1	5	4	58,646	1	8	4	46,912	1	1	0
LAKE LAND					65,048	1	6	4								
LEWIS & CLARK	70,000	1	0	3	49,667	1	5	4	93,670	1	9	2				
LOGAN	55,828	1	6	4	54,792	1	5	4	60,910	1	1	4				
MC HENRY	72,060	1	5	3	49,293	1	2	4	62,657	1	11	4	72,318	1	1	3
BLACK HAWK	65,069	1	1	4												
HEARTLAND	66,918	1	3	3	45,861	1	3	3					62,469	1	10	3
ILLINOIS CENTRAL	86,360	1	22	4												
LINCOLN LAND	62,800	1	0	3	79,322	1	15	3	41,754	1	1	4	71,239	1	7	3
PARKLAND	62,316	1	1	4					28,638	1	1	4				
RICHLAND	62,472	1	13	4	37,312	1	4	5					60,770	1	7	4
ROCK VALLEY					47,424	1	10	4	66,785	1	12	6				
SOUTHWESTERN	64,275	1	19	4	81,344	1	30	4	60,489	1	22	4	66,023	1	31	4
ELGIN	101,533	1	8	4					50,556	1	1	4	73,305	1	0	4
MORTON	61,754	1	2	4												
PRAIRIE STATE	65,709	1	2	4	61,342	1	2	4	40,360	1	0	4				
SOUTH SUBURBAN	52,943	1	2	6	69,208	1	2	4								
WAUBONSEE	69,218	1	2	3												
CHICAGO	94,345	1	1	2	78,168	7	6	3-4					81,235	1	10	3
DUPAGE					95,154	1	12	5								
HARPER	93,152	1	9	4					101,227	1	9	5	82,581	1	1	4
JOLIET	65,201	1	3	4	86,528	1	2	4	86,919	1	9	4	83,074	1	5	5
LAKE COUNTY	82,764	1	27	4	48,689	1	5	5	58,493	1	6	6	63,953	1	1	4
MORAIN VALLEY	74,646	1	15	4	57,047	1	1	4	85,012	1	32	4	62,141	1	18	4
OAKTON					116,686	1	1	4	58,360	1	18	4				
TRITON	74,916	1	6	4	64,324	1	9	3	69,000	1	0	4	85,958	1	11	4
													75,500	1	0	3
NUMBER OF PERSONS AVERAGES	30				35				20				18			
	\$67,366				\$63,527				\$60,075				\$66,202			

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES**  
**DURING FISCAL YEAR 2001**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG				
SHAWNEE				
SOUTHEASTERN	40,000	1	15	4
SPOON RIVER				
WOOD	47,054	1	0	3
DANVILLE				
HIGHLAND	45,150	1	1	4
KASKASKIA	60,000	1	0	4
KISHWAUKEE				
REND LAKE	48,000	1	6	4
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	52,213	1	12	3
KANKAKEE	53,525	1	7	4
LAKE LAND	55,201	1	6	4
LEWIS & CLARK	58,000	1	0	4
LOGAN	54,238	1	4	4
MC HENRY	74,246	1	12	4
BLACK HAWK				
HEARTLAND	53,073	1	3	3
ILLINOIS CENTRAL	61,540	1	3	6
LINCOLN LAND	56,528	1	12	4
PARKLAND	55,073	1	1	4
RICHLAND				
ROCK VALLEY	74,250	1	23	4
SOUTHWESTERN	62,485	1	5	4
ELGIN	99,749	1	3	4
MORTON				
PRAIRIE STATE	56,822	1	11	4
SOUTH SUBURBAN	74,840	1	10	4
WAUBONSEE	76,808	1	33	4
CHICAGO	63,723	8	1	4
DUPAGE				
HARPER				
JOLIET				
LAKE COUNTY	82,202	1	2	4
MORAIN VALLEY				
OAKTON				
TRITON				
NUMBER OF PERSONS	30			
AVERAGES	\$61,693			

SOURCE OF DATA: Salary Submission (C1)

## Section VIII

**SUMMARY OF FISCAL YEAR 2002  
MONTHLY CLASSIFIED AND OTHER (NONTTEACHING) PROFESSIONAL  
STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional 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 2002 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.

## Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED  
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF  
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2002\*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>High Salary</u>	<u>Average Salary</u>
Accountant I	38	1,589	4,143	2,623
Accountant II	35	1,935	5,048	3,015
Account Clerk I	102	1,473	3,073	2,106
Account Clerk II	173	1,534	3,245	2,435
Admissions/Records Assistant	167	1,356	2,750	1,980
Admissions/Records Supervisor	42	2,261	6,169	3,284
Audio/Visual Services Manager	20	1,152	5,486	3,264
Bookstore Manager	22	2,300	5,029	3,354
Clerk Typist	531	1,300	3,269	1,993
Computer Operator I	60	1,706	3,219	2,402
Computer Operator II	81	1,378	4,704	2,694
Computer Programmer I	3	2,602	2,894	2,701
Computer Programmer II	31	1,983	4,375	3,220
Computer Systems Analyst	58	1,484	6,477	3,993
Building Custodian	611	1,386	3,362	2,052
Building Services Supervisor	70	1,920	6,823	3,252
Data Entry Operator	11	1,486	2,951	1,907
Library Assistant	151	1,029	3,621	2,132
Programmer/Analyst	46	2,558	6,250	4,046
Purchasing Assistant	21	1,826	3,541	2,389
Purchasing Supervisor	15	2,015	6,225	3,962
Telephone Operator	73	1,098	3,016	2,063
Secretary-General	738	1,446	2,729	2,040
Secretary-Administrative	423	1,732	3,307	2,503
Secretary-Executive	139	1,760	4,667	3,117
Security Officer/Guard	141	1,576	3,605	2,366
Security Supervisor	39	2,500	5,658	3,875
Shipping/Receiving Assistant	60	1,162	3,758	2,139
Administrator, Local Area Network	29	2,015	6,960	4,245
Telecommunications, Technician	39	1,832	5,326	3,125
Coordinator, Telecommunications	13	1,598	5,245	3,778
Program Administrative Assistant	37	2,427	4,167	2,817
Accountant III	19	2,240	6,036	3,453
Computer programmer III	4	3,963	5,562	4,879

\*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 2001

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2001. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 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 18

### SUMMARY OF AVERAGE FISCAL YEAR 2000 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>District Range</u>		State Average
	Low	High	
Administrative	\$3,123	\$12,973	\$7,656
9-Month Teaching Faculty	\$2,125	\$14,638	\$7,702
12-Month Teaching Faculty	\$2,622	\$14,294	\$8,413
9-Month Other Professional (Nonteaching)	\$1,823	\$14,638	\$7,614
12-Month Other Professional (Nonteaching)	\$2,776	\$14,294	\$6,855
Classified	\$3,000	\$14,294	\$6,697



## Illinois Community College Board

Table 19

## FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2001

District	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
SANDBURG	X		X	X	X		X	X	X		X	X
SHAWNEE	X			X			X	X	X			X
SOUTHEASTERN	X			X	X		X	X	X		X	
SPOON RIVER	X	X		X	X	X		X	X		X	X
WOOD	X	X	X	X			X	X	X		X	X
DANVILLE	X		X				X	X	X	X		X
HIGHLAND	X	X	X	X	X		X	X	X		X	X
KASKASKIA	X	X		X	X		X	X	X		X	X
KISHWAUKEE	X	X	X	X			X	X	X		X	X
REND LAKE	X			X			X	X	X		X	X
SAUK VALLEY	X	X		X	X		X	X	X		X	X
ILLINOIS EASTERN	X		X	X	X		X	X	X		X	X
ILLINOIS VALLEY	X	X	X	X	X		X	X	X		X	X
KANKAKEE	X	X	X	X			X	X	X	X		X
LAKE LAND	X	X	X	X			X	X	X		X	
LEWIS & CLARK	X	X	X	X			X	X	X	X		
LOGAN	X	X		X			X	X	X			
MC HENRY	X	X		X	X		X	X	X		X	X
BLACK HAWK	X	X	X	X			X	X		X	X	X
HEARTLAND	X	X	X	X	X		X	X	X	X	X	X
ILLINOIS CENTRAL	X	X		X	X		X	X	X	X	X	X
LINCOLN LAND	X		X	X			X	X	X		X	X
PARKLAND	X	X	X	X			X	X	X	X	X	X
RICHLAND	X	X	X	X			X	X	X	X	X	X
ROCK VALLEY	X	X	X	X	X		X	X	X	X	X	X
SOUTHWESTERN	X	X	X	X	X		X	X	X	X	X	X
ELGIN	X	X	X	X			X	X			X	X
MORTON	X		X	X			X	X	X		X	X
PRAIRIE STATE	X	X	X	X	X		X	X	X		X	X
SOUTH SUBURBAN	X		X	X	X		X	X	X		X	X
WAUBONSEE	X	X	X	X			X	X	X	X	X	X
CHICAGO	X		X	X	X		X	X	X	X	X	X
DUPAGE	X	X	X	X		X	X	X	X	X	X	X
HARPER	X	X	X	X	X		X	X	X		X	X
JOLIET	X	X		X			X	X	X	X		
LAKE COUNTY	X		X	X	X		X	X	X	X	X	X
MORAIN VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X	X	X	X
TRITON	X	X	X	X	X		X	X	X	X	X	X
TOTALS	39	27	26	38	19	2	37	35	30	13	36	26

\*Usually for select administrators only  
SOURCE OF DATA: Salary Submission (C2)

## Illinois Community College Board

Table 20

FISCAL YEAR 2001 ANNUAL COST OF FRINGE BENEFITS  
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	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
SANDBURG	24	148,798	6,200	65	346,470	5,330			
SHAWNEE	12	37,471	3,123	39	126,762	3,250	1	2,622	2,622
SOUTHEASTERN	35	141,556	4,044	66	244,354	3,702	3	10,083	3,361
SPOON RIVER	14	115,101	8,222	36	241,118	6,698			
WOOD	5	29,162	5,832	51	241,189	4,729	3	14,858	4,953
DANVILLE	19	122,790	6,463	48	255,000	5,313	1	5,683	5,683
HIGHLAND	23	187,799	8,165	46	339,094	7,372			
KASKASKIA	46	335,047	7,284	57	478,785	8,400			
KISHWAUKEE	13	54,120	4,163	70	287,536	4,108			
REND LAKE	29	131,638	4,539	54	209,936	3,888	6	20,920	3,487
SAUK VALLEY	18	158,616	8,812	50	366,635	7,333	1	5,418	5,418
ILLINOIS EASTERN	31	146,709	4,733	88	368,575	4,188	12	47,021	3,918
ILLINOIS VALLEY	20	213,937	10,697	73	416,651	5,708	6	33,249	5,542
KANKAKEE	68	310,286	4,563	58	286,812	4,945			
LAKE LAND*	18	135,299	7,517	102	787,727	7,723			
LEWIS & CLARK	45	186,012	4,134	81	315,100	3,890			
LOGAN	41	253,553	6,184	104	614,519	5,909			
MC HENRY	46	427,568	9,295	75	610,413	8,139			
BLACK HAWK	9	71,251	7,917	129	1,009,524	7,826	6	47,615	7,936
HEARTLAND	34	174,193	5,123	51	199,267	3,907	7	29,473	4,210
ILLINOIS CENTRAL	31	261,573	8,438	154	1,222,657	7,939			
LINCOLN LAND	53	207,063	3,907	120	583,930	4,866			
PARKLAND	40	362,927	9,073	169	1,488,038	8,805			
RICHLAND	36	197,223	5,478	61	334,636	5,486	3	17,273	
ROCK VALLEY	50	320,927	6,419	124	807,142	6,509	10	58,342	5,834
SOUTHWESTERN	28	142,316	5,083	121	570,088	4,711	2	10,835	5,418
ELGIN	49	401,902	8,202	106	1,149,405	10,843			
MORTON	15	101,280	6,752	54	348,542	6,454			
PRAIRIE STATE	43	348,252	8,099	80	433,798	5,422			
SOUTH SUBURBAN	28	221,940	7,926	121	744,491	6,153			
WAUBONSEE	26	191,832	7,378	66	435,632	6,600			
CHICAGO	110	1,360,755	12,370	498	7,289,523	14,638	39	557,454	14,294
DUPAGE	43	369,397	8,591	281	2,343,206	8,339			
HARPER	45	583,789	12,973	186	1,560,609	8,390			
JOLIET	71	754,076	10,621	160	1,807,288	11,296			
LAKE COUNTY	45	359,491	7,989	164	348,516	2,125			
MORAIN VALLEY	24	203,975	8,499	177	1,595,144	9,012			
OAKTON	29	283,443	9,774	129	932,407	7,228			
TRITON	32	286,748	8,336	124	901,264	7,268	7	39,338	5,620
TOTALS/AVERAGES	1,348	10,319,815	7,656	4,238	32,641,782	7,702	107	900,185	8,413

SOURCE OF DATA: Salary Submission (C2)

## Illinois Community College Board

Table 20  
(Continued)  
FISCAL YEAR 2001 ANNUAL COST OF FRINGE BENEFITS  
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	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
SANDBURG	5	26,487	5,297	61	287,540	4,714	52	156,000	3,000
SHAWNEE				18	49,966	2,776	34	106,118	3,121
SOUTHEASTERN	2	9,124	4,562	23	96,554	4,198	43	139,440	3,243
SPOON RIVER	1	7,368	7,368	30	199,374	6,646	33	229,696	6,960
WOOD	2	807		60	277,098	4,618	60	239,395	3,990
DANVILLE	2	11,074	5,537	35	200,611	5,732	84	414,085	4,930
HIGHLAND				31	169,318	5,462	62	326,689	5,269
KASKASKIA							86	593,701	6,904
KISHWAUKEE	10	33,767	3,377	52	171,134	3,291	58	190,931	3,292
REND LAKE				63	261,064	4,144	54	202,186	3,744
SAUK VALLEY	3	13,972	4,657	28	174,307	6,225	50	317,883	6,358
ILLINOIS EASTERN	2	5,608	2,804	97	361,960	3,732	73	290,859	3,984
ILLINOIS VALLEY				60	313,250	5,221	91	445,730	4,898
KANKAKEE				48	220,667	4,597	67	298,285	4,452
LAKE LAND	19	144,465	7,603	54	375,164	6,947	87	586,549	6,742
LEWIS & CLARK				56	222,708	3,977	80	300,719	3,759
LOGAN				86	395,158	4,595	120	526,219	4,385
MC HENRY	7	51,806	7,401	73	545,134	7,468	63	454,159	7,209
BLACK HAWK	5	30,879	6,176	4	23,466	5,866	239	1,488,528	6,228
HEARTLAND				47	164,484	3,500	41	125,019	3,049
ILLINOIS CENTRAL	2	15,700	7,850	5	42,834	8,567	266	1,991,239	7,486
LINCOLN LAND	2	9,089	4,545	93	317,728	3,416	145	485,349	3,209
PARKLAND	12	89,871	7,489	113	818,397	7,242	113	669,035	5,921
RICHLAND				32	149,330	4,667	70	291,549	4,165
ROCK VALLEY	6	36,238	6,040	40	289,634	6,741	153	857,940	5,607
SOUTHWESTERN	4	10,295	2,574	80	271,961	3,400	156	574,268	3,681
ELGIN	9	71,893	7,988	86	580,072	6,745	105	855,126	8,144
MORTON							105	894,719	8,616
PRAIRIE STATE	3	16,563	5,521				130	514,554	3,958
SOUTH SUBURBAN	13	83,848	6,450	113	682,606	6,041	102	626,163	6,139
WAUBONSEE	4	21,956	5,489				138	850,107	6,160
CHICAGO	40	585,504	14,538	261	3,730,665	14,294	442	6,317,831	14,294
DUPAGE	29	217,992	7,517				449	3,574,219	7,960
HARPER	20	140,318	7,016	176	1,300,552	7,390	243	1,588,780	6,538
JOLIET				89	967,156	10,867	136	1,454,566	10,695
LAKE COUNTY	16	29,169	1,823	4	31,307	7,827	247	1,375,573	5,569
MORAIN VALLEY	18	147,338	8,185	124	1,065,716	8,594	177	1,442,512	8,150
OAKTON	18	138,457	7,692				283	1,678,057	5,930
TRITON	11	68,151	6,196	88	411,681	6,054	213	1,236,620	5,806
TOTALS/AVERAGES	265	2,017,739	7,614	2,210	15,148,596	6,855	5,150	34,490,398	6,697

SOURCE OF DATA: Salary Submission (C2)

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## Section X

**FISCAL YEAR 2002  
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,  
OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,  
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2002 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

**SUMMARY OF FISCAL YEAR 2002 MEAN PERCENTAGE SALARY INCREASES FOR  
ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,  
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	2.0%	9.5%	5.1%
Faculty (9 and 12 Months)	3.0%	8.0%	5.3%
Other (Nonteaching) Professional (9 and 12 Months)	2.1%	8.9%	5.1%
Classified	3.0%	9.9%	5.2%

\*Weighted

## Illinois Community College Board

Table 22

FISCAL YEAR 2002 AVERAGE SALARY INCREASES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
SANDBURG	4.8 %	4.8 %	4.8 %	4.8 %
SHAWNEE	5.2	5.2	5.2	5.2
SOUTHEASTERN	8.0	6.0	8.9	9.0
SPOON RIVER	4.8	3.9	4.2	4.2
WOOD	7.0	7.0	7.0	7.0
DANVILLE	5.8	7.0	6.0	5.0
HIGHLAND	5.2	5.8	5.0	5.1
KASKASKIA	5.6	4.2	3.9	8.1
KISHWAUKEE	5.0	5.0	5.0	5.5
REND LAKE	5.0	6.0	4.6	4.7
SAUK VALLEY	5.0	7.2	5.9	5.0
ILLINOIS EASTERN	5.8	5.0	5.5	5.7
ILLINOIS VALLEY	4.3	4.2	4.3	4.2
KANKAKEE	8.2	6.8	7.1	9.9
LAKE LAND	6.2	5.4	5.6	5.8
LEWIS & CLARK	9.5	4.5	7.4	4.0
LOGAN	5.1	5.5	6.1	8.0
MC HENRY	6.4	7.8	6.3	6.4
BLACK HAWK	4.0	4.3	4.3	3.3
HEARTLAND	4.5	4.5	4.5	4.5
ILLINOIS CENTRAL	4.1	4.8	4.0	4.2
LINCOLN LAND	3.8	8.0	3.9	3.8
PARKLAND	5.0	5.0	5.0	5.0
RICHLAND	3.0	3.0	3.0	3.0
ROCK VALLEY	4.6	4.8	4.6	4.7
SOUTHWESTERN	4.0	4.0	4.0	4.0
ELGIN	5.2	7.0	5.5	5.5
MORTON	4.0	4.5	N/A	4.4
PRAIRIE STATE	5.0	5.9	5.2	4.3
SOUTH SUBURBAN	5.0	5.5	5.0	5.0
WAUBONSEE	5.5	6.5	6.5	7.5
CHICAGO	2.0	3.0	2.1	3.5
DUPAGE	5.1	6.5	6.0	5.0
HARPER	4.2	4.2	4.2	4.2
JOLIET	4.0	4.0	4.0	4.0
LAKE COUNTY	4.0	5.1	4.9	4.0
MORAIN VALLEY	4.0	4.0	4.0	4.0
OAKTON	5.0	4.9	3.7	4.5
TRITON	5.9	5.9	5.7	6.2
TOTALS/AVERAGES	5.1 %	5.3 %	5.1 %	5.2 %

SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

## Section XI

**FISCAL YEAR 2001 AVERAGE TOTAL SALARY ACTUALLY PAID  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2001 and the average total salaries paid to full-time faculty in fiscal year 2001. The fiscal year 2001 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2000 to June 30, 2001.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2001 for those districts reporting data is \$10,058 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2001. 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 24 contains the fiscal year 2001 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

## Illinois Community College Board

Table 23

## A COMPARISON OF FACULTY (9 &amp; 12 MONTH) FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2001 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2001 Full-Time Average Faculty Contractual Base Salary	FY 2001 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
SANDBURG	42,371	50,621	8,250	19.5
SHAWNEE	42,578	50,782	8,203	19.3
SOUTHEASTERN	41,820	48,298	6,478	15.5
SPOON RIVER	41,429	43,958	2,529	6.1
WOOD	36,272	43,489	7,216	19.9
DANVILLE	40,475	47,472	6,997	17.3
HIGHLAND	53,628	55,159	1,531	2.9
KASKASKIA	44,844	49,916	5,072	11.3
KISHWAUKEE	42,019	46,771	4,752	11.3
REND LAKE	45,464	49,640	4,176	9.2
SAUK VALLEY	40,974	46,778	5,804	14.2
ILLINOIS EASTERN	41,758	49,607	7,849	18.8
ILLINOIS VALLEY	45,622	48,441	2,819	6.2
KANKAKEE	52,431	61,971	9,540	18.2
LAKE LAND	40,539	52,325	11,786	29.1
LEWIS & CLARK	50,790	55,714	4,924	9.7
LOGAN	49,679	57,013	7,334	14.8
MC HENRY	52,259	59,724	7,465	14.3
BLACK HAWK	51,775	57,141	5,366	10.4
HEARTLAND	42,939	43,848	909	2.1
ILLINOIS CENTRAL	42,867	51,504	8,637	20.1
LINCOLN LAND	58,278	63,850	5,572	9.6
PARKLAND	52,056	61,923	9,867	19.0
RICHLAND	42,961	54,758	11,797	27.5
ROCK VALLEY	49,591	54,195	4,604	9.3
SOUTHWESTERN	49,449	73,628	24,179	48.9
ELGIN	69,394	87,324	17,930	25.8
MORTON	51,985	68,007	16,022	30.8
PRAIRIE STATE	51,566	59,512	7,946	15.4
SOUTH SUBURBAN	56,075	66,212	10,137	18.1
WAUBONSEE	49,113	52,741	3,628	7.4
CHICAGO	61,880	74,871	12,992	21.0
DUPAGE	65,328	76,320	10,992	16.8
HARPER	59,946	70,966	11,020	18.4
JOLIET	54,841	69,378	14,537	26.5
LAKE COUNTY	73,150	88,839	15,689	21.4
MORAIN VALLEY	53,986	72,778	18,792	34.8
OAKTON	68,809	67,870	-939	-1.4
TRITON	58,175	71,981	13,806	23.7
WEIGHTED AVERAGES	54,183	64,240	10,058	18.6

SOURCE OF DATA: Faculty/Staff/Salary Submission (C1)

## Illinois Community College Board

Table 24

FISCAL YEAR 2001 AVERAGE TOTAL SALARY ACTUALLY PAID FOR  
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

<u>District</u>	<u>Administrative</u>	<u>Other Professional</u>	<u>Classified</u>
SANDBURG	59,545	29,057	20,478
SHAWNEE	57,728	33,370	21,321
SOUTHEASTERN	48,508	33,565	19,979
SPOON RIVER	55,014	32,118	18,554
WOOD	54,368	28,995	21,798
DANVILLE	48,443	26,313	20,805
HIGHLAND	55,121	31,202	22,959
KASKASKIA	37,340	44,399	25,968
KISHWAUKEE	67,990	31,583	21,589
REND LAKE	61,332	29,408	22,529
SAUK VALLEY	72,823	35,569	22,772
ILLINOIS EASTERN	55,734	30,219	23,103
ILLINOIS VALLEY	61,260	33,200	20,754
KANKAKEE	47,827	28,718	22,324
LAKE LAND	64,696	32,686	22,820
LEWIS & CLARK	51,877	30,235	22,517
LOGAN	54,240	33,438	23,391
MCHENRY	65,962	33,389	24,302
BLACK HAWK	81,085	39,499	23,121
HEARTLAND	65,102	25,955	23,664
ILLINOIS CENTRAL	66,452	33,894	25,023
LINCOLN LAND	59,102	35,108	26,744
PARKLAND	68,928	37,011	28,287
RICHLAND	50,919	30,330	23,352
ROCK VALLEY	59,219	41,948	25,570
SOUTHWESTERN	74,105	48,257	27,685
ELGIN	64,287	50,880	34,491
MORTON	71,959	40,305	26,946
PRAIRIE STATE	60,569	38,513	27,726
SOUTH SUBURBAN	73,761	43,176	24,550
WAUBONSEE	68,184	37,084	26,893
CHICAGO	81,658	47,592	29,063
DUPAGE	88,292	51,063	32,667
HARPER	94,507	41,883	31,229
JOLIET	48,488	34,607	32,985
LAKE COUNTY	83,085	47,714	31,821
MORAIN VALLEY	63,232	40,160	24,271
OAKTON	90,876	48,383	32,800
TRITON	59,684	45,762	29,117
WEIGHTED AVERAGE	63,808	40,238	26,947

SOURCE OF DATA: Salary Submission (C1)



## Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FOR FISCAL YEARS 1998 TO 2002**

Table 25 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. 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.

Table 25

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR  
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEARS 1998 TO 2002\***

	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002
Faculty (9 Month)	\$51,812	\$53,417	\$53,974	\$54,541	\$55,824
Faculty (12 Month)	\$40,128	\$42,180	\$42,504	\$44,234	\$46,795
Administrators (12 Month)	\$59,569	\$61,563	\$63,327	\$64,155	\$66,327
Other Professionals (9 Month)	\$46,304	\$50,400	\$51,601	\$53,296	\$54,604
Other Professionals (12 Month)	\$35,414	\$35,943	\$37,637	\$38,756	\$40,098

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

SOURCE OF DATA: ICCB Salary Reports



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