

Fiscal Year 2004 Salary Report

for the
Illinois Public Community Colleges



Illinois Community College Board
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April 2004

HIGHLIGHTS OF THE FISCAL YEAR 2004 SALARY REPORT

1. Fiscal Year 2003 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2002 and June 30, 2003. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$67,223
Administrative (12 month)	\$70,143
Other (Nonteaching) Professional (9 and 12 month)	\$43,268
Classified	\$29,438

2. Fiscal Year 2003 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$ 8,815
Administrative (12 month)	\$ 9,546
Other (Nonteaching) Professional (9 month)	\$ 8,474
Classified (12 month)	\$ 7,930

3. Fiscal Year 2004 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$57,067
Administrative (12 month)	\$70,318
Other (Nonteaching) Professional (9 month)	\$55,238

4. Fiscal Year 2004 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$497/credit hour
Full-Time Faculty Overload Rate	\$626/credit hour
Full-Time Faculty Summer Rate	\$732/credit hour

5. Fiscal Year 2004 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)	\$33,851
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,932
Master's Degree, Maximum Hours (5 Years Experience)	\$46,065
Doctorate Degree, Maximum Hours (Maximum Experience)	\$77,875

**FISCAL YEAR 2004 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 2004 Salary Report* reflect the census date of October 1, 2003. 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 2003 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 historical 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 2004 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 2004. 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 2004
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$15,000	\$40,643	\$33,152
Average Faculty Salaries	\$42,544	\$75,067	\$57,067*
High Faculty Salaries	\$59,135	\$105,454	\$79,396
Median Faculty Salaries	\$39,450	\$76,638	\$51,698

*Weighted

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Table 2

FISCAL YEAR 2004 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	66	\$29,530	\$35,280	\$39,450	\$53,470	\$72,010	\$44,263
SHAWNEE	37	39,634	43,665	46,428	52,890	68,438	48,926
SOUTHEASTERN	48	33,051	39,839	43,675	51,274	65,807	45,514
SPOON RIVER	37	34,847	39,705	44,435	51,743	61,492	46,158
WOOD	48	34,685	39,451	43,328	48,324	59,135	44,048
DANVILLE	47	34,500	37,673	41,860	49,994	63,418	43,921
HIGHLAND	45	39,643	51,934	56,696	63,672	75,816	58,897
KASKASKIA	62	31,200	39,870	45,680	51,390	62,000	46,579
KISHWAUKEE	70	15,000	33,940	41,021	53,660	81,865	44,077
REND LAKE	55	36,509	41,640	46,230	52,030	64,312	48,278
SAUK VALLEY	52	29,466	39,345	44,334	50,336	69,170	45,203
ILLINOIS EASTERN	97	27,842	34,419	41,219	49,655	64,207	42,544
ILLINOIS VALLEY	76	20,883	44,025	46,200	53,825	74,850	50,184
KANKAKEE	55	31,583	41,589	54,876	68,958	81,733	55,535
LAKE LAND	103	30,374	37,591	43,080	48,345	72,584	43,866
LEWIS & CLARK	85	31,474	43,671	49,334	64,222	81,144	53,230
LOGAN	101	35,397	49,942	54,919	62,662	75,195	55,950
MC HENRY	88	33,357	47,533	53,871	68,048	80,390	57,616
BLACK HAWK	137	36,339	42,296	58,028	65,025	80,633	54,903
HEARTLAND	58	34,278	39,347	43,884	50,657	70,883	45,695
ILLINOIS CENTRAL	172	34,138	39,097	43,325	57,349	72,314	47,546
LINCOLN LAND	120	36,037	49,272	59,662	70,871	82,042	60,116
PARKLAND	176	30,722	42,549	49,576	63,345	81,836	52,925
RICHLAND	71	27,859	34,659	40,817	48,946	64,104	42,798
ROCK VALLEY	134	36,606	43,891	49,983	59,226	76,983	52,328
SOUTHWESTERN	123	37,718	43,402	47,302	55,444	88,909	51,294
ELGIN	107	37,488	49,297	73,451	91,485	94,688	71,176
MORTON	55	38,459	47,536	56,123	70,103	84,773	59,664
PRAIRIE STATE	76	28,092	43,455	49,250	63,309	87,165	52,873
SOUTH SUBURBAN	118	19,250	42,296	53,856	68,065	91,102	55,569
WAUBONSEE	80	34,878	49,643	58,461	64,472	77,753	57,500
CHICAGO	510	36,488	52,457	66,810	83,755	105,454	68,110
DUPAGE	290	36,749	50,513	68,981	79,057	88,144	65,623
HARPER	188	35,992	45,298	55,236	71,961	97,976	60,414
JOLIET	173	36,573	46,758	54,909	73,254	88,161	58,712
LAKE COUNTY	178	40,643	57,844	76,638	94,581	99,689	75,067
MORAIN VALLEY	165	32,815	37,406	44,061	64,676	94,619	50,280
OAKTON	135	39,559	56,336	66,139	93,097	100,087	71,506
TRITON	117	33,254	44,043	63,096	79,764	95,555	63,519
TOTAL/AVERAGES	4,355	\$33,152	\$43,551	\$51,698	\$63,152	\$79,396	\$57,067
Lowest Low/Highest High		\$15,000				\$105,454	

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2004 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	2	27,900	27,900	32,092	36,284	36,284	32,092
SOUTHEASTERN	4	33,937	34,388	35,716	44,191	51,790	39,290
SPOON RIVER	--	--	--	--	--	--	--
WOOD	2	42,853	42,853	45,332	47,810	47,810	45,332
DANVILLE	--	--	--	--	--	--	--
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	--	--	--	--	--	--	--
KISHWAUKEE	--	--	--	--	--	--	--
REND LAKE	4	34,650	36,325	39,025	40,425	40,800	38,375
SAUK VALLEY	1	71,895	71,895	71,895	71,895	71,895	71,895
ILLINOIS EASTERN	11	40,272	40,272	40,272	40,272	53,317	42,564
ILLINOIS VALLEY	2	74,838	74,838	74,838	74,838	74,838	74,838
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	--	--	--	--	--	--	--
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	--	--	--	--	--	--	--
MC HENRY	--	--	--	--	--	--	--
BLACK HAWK	1	60,273	60,273	60,273	60,273	60,273	60,273
HEARTLAND	7	48,988	49,250	52,124	62,045	62,195	54,313
ILLINOIS CENTRAL	6	20,800	24,960	25,794	27,273	27,273	25,316
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	--	--	--	--	--	--	--
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	7	36,372	36,372	43,005	47,956	48,754	42,891
SOUTHWESTERN	2	58,227	58,227	64,425	70,623	70,623	64,425
ELGIN	--	--	--	--	--	--	--
MORTON	--	--	--	--	--	--	--
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	--	--	--	--	--	--	--
WAUBONSEE	--	--	--	--	--	--	--
CHICAGO	29	35,691	44,628	50,455	66,440	73,123	53,722
DUPAGE	--	--	--	--	--	--	--
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	--	--	--	--	--	--	--
MORAIN VALLEY	--	--	--	--	--	--	--
OAKTON	--	--	--	--	--	--	--
TRITON	--	--	--	--	--	--	--
TOTAL/AVERAGES	78	\$45,130	\$46,322	\$48,865	\$53,102	\$55,306	\$47,880
Lowest Low/Highest High		\$20,800				\$74,838	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2004 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 2004.

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 2004
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	\$740	\$497
Overload Rates (Full-time Faculty)	\$275	\$984	\$626
Summer Term Rates (Full-time Faculty)	\$375	\$2,059	\$739

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Table 5

FISCAL YEAR 2004 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	\$474	\$553	\$633
SHAWNEE	400	500	500
SOUTHEASTERN	350	550	775
SPOON RIVER	420	510	1,000
WOOD	410	500	500
DANVILLE	435	435	460
HIGHLAND	496	981	893
KASKASKIA	357	482	482
KISHWAUKEE	368	984	900
REND LAKE	382	740	740
SAUK VALLEY	440	525	600
IL EASTERN	275	275	375
ILLINOIS VALLEY	425	425	500
KANKAKEE	450	588	616
LAKE LAND	500	570	570
LEWIS & CLARK	532	532	532
LOGAN	524	557	657
MCHENRY	495	527	527
BLACK HAWK	489	745	745
HEARTLAND	582	675	675
ILLINOIS CENTRAL	533	640	640
LINCOLN LAND	555	685	685
PARKLAND	725	725	785
RICHLAND	468	509	739
ROCK VALLEY	501	639	728
SOUTHWESTERN	511	738	738
ELGIN	595	695	795
MORTON	548	548	548
PRAIRIE STATE	422	600	675
SOUTH SUBURBAN	397	773	850
WAUBONSEE	495	646	722
CHICAGO	641	791	2,059
DUPAGE	704	731	1,692
HARPER	635	675	673
JOLIET	495	581	581
LAKE COUNTY	675	650	650
MORAIN VALLEY	475	842	1,179
OAKTON	740	660	660
TRITON	475	614	740
AVERAGES	\$497	\$626	\$739

SOURCE OF DATA: Salary Submission(C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2004 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2004 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 2004 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 2004 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)	\$28,486	\$40,643	\$33,873
Master's Degree, Plus Zero Hours (5 Years Experience)	\$32,476	\$49,401	\$38,876
Master's Degree, Maximum Hours (5 Years Experience)	\$34,684	\$60,968	\$45,892
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$40,883	\$105,454	\$77,779

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2004

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	\$32,930	N/A	N/A	N/A
SHAWNEE	35,534	39,439	44,846	70,975
SOUTHEASTERN	32,461	36,002	41,116	65,807
SPOON RIVER	32,092	33,307	39,124	75,305
WOOD	31,415	34,685	38,847	63,732
DANVILLE	35,000	N/A	N/A	53,638
HIGHLAND	36,911	44,773	54,998	75,816
KASKASKIA	31,210	36,010	43,770	63,940
KISHWAUKEE	N/A	N/A	N/A	N/A
REND LAKE	34,650	37,650	43,680	65,262
SAUK VALLEY	28,595	32,476	36,552	69,170
ILLINOIS EASTERN	28,900	N/A	N/A	70,420
ILLINOIS VALLEY	33,500	36,600	44,000	74,850
KANKAKEE	28,486	33,832	41,160	85,009
LAKE LAND	30,888	33,513	34,684	40,883
LEWIS & CLARK	37,479	41,032	44,893	74,881
LOGAN	34,303	39,773	46,836	75,195
MC HENRY	33,357	41,363	54,372	80,390
BLACK HAWK	33,683	38,225	42,296	71,046
HEARTLAND	33,439	37,189	38,689	45,439
ILLINOIS CENTRAL	32,262	36,952	40,028	69,875
LINCOLN LAND	34,651	36,037	41,717	82,042
PARKLAND	32,421	34,817	37,786	75,774
RICHLAND	29,211	33,528	41,861	68,550
ROCK VALLEY	33,955	40,379	46,490	76,983
SOUTHWESTERN	39,214	43,402	46,284	71,904
ELGIN	37,488	44,236	60,289	94,688
MORTON	38,459	44,369	50,328	84,773
PRAIRIE STATE	34,148	36,046	45,409	89,645
SOUTH SUBURBAN	30,444	37,579	45,988	91,102
WAUBONSEE	34,878	42,853	49,244	82,242
CHICAGO	34,915	41,637	56,943	105,454
DUPAGE	36,749	40,758	55,431	88,144
HARPER	35,992	40,311	45,149	97,976
JOLIET	37,338	42,306	48,547	88,161
LAKE COUNTY	40,643	49,401	60,968	99,689
MORAIN VALLEY	32,815	36,630	40,774	94,619
OAKTON	33,513	43,588	53,909	98,887
TRITON	33,254	39,948	49,221	95,555
AVERAGES	\$33,873	\$38,876	\$45,892	\$77,779

N/A = 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 2004**

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-nine 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 2004**

	<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	30	16
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	52	34

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2003

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	-	5	-	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	-	8	45	Yes	Yes	2	Yes	Yes	IEA/NEA
WOOD	30	16	8	32	Yes	Yes	1	Yes	Yes	IFT/AFT
DANVILLE	30	15	10	-	Yes	Yes	3	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	Yes	3	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	IFT/AFT
SAUK VALLEY	30	15	7	32	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	IFT/AFT
LAKE LAND	30	-	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT
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	52	Yes	Yes	3	Yes	Yes	IFT/AFT
HEARTLAND	30	15	7	32	Yes	Yes	3	No	Yes	IFT/AFT
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	4	Yes	Yes	Faculty Forum
LINCOLN LAND	30	15	6	32	Yes	Yes	3	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	34	Yes	Yes	5	Yes	Yes	IFT/AFT
SOUTHWESTERN	30	15	10	36	Yes	Yes	4	Yes	Yes	IFT/AFT
ELGIN	30	30	10	32	Yes	Yes	4	Yes	Yes	IFT/AFT
MORTON	30	15	6	36	Yes	Yes	3	Yes	Yes	IFT/AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
WAUBONSEE	30	15	5	32	Yes	Yes	2	Yes	Yes	IFT/AFT
CHICAGO	30	15	4	36	Yes	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	30	15	10	34	Yes	Yes	0	Yes	Yes	IEA/NEA
HARPER	30	15	10	36	Yes	Yes	4	Yes	Yes	IFT/AFT
JOLIET	30	15	5	30	Yes	Yes	4	Yes	Yes	IFT/AFT
LAKE COUNTY	30	15	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAIN VALLEY	30	N/A	4	34	Yes	Yes	4	Yes	Yes	IFT/AFT
OAKTON	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	15	5	32	Yes	Yes	5	Yes	Yes	IFT/AFT

TOTALS/AVERAGES 30 16 7 35 N = 0 N = 1 0 = 1 N = 3 N = 0 IEA/NEA = 12

Y = 39 Y = 38 1 = 2 Y = 36 Y = 39 IFT/AFT = 25

SOURCE OF DATA: Salary Submission (C2)

2 = 2
3 = 18
4 = 13
5 = 3
Local Fac Assoc./Teachers'
Union = 2

Section V

**FISCAL YEAR 2004 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2004 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 \$55,238. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$42,376.

Table 10

**SUMMARY OF
FISCAL YEAR 2004 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)	\$14,165	\$70,606	\$34,017
Lowest Salaries (12 month)	\$ 8,450	\$33,680	\$22,719
Average Salaries (9 month)	\$20,476	\$76,289	\$55,238*
Average Salaries (12 month)	\$29,288	\$53,217	\$42,376*
Highest Salaries (9 month)	\$22,332	\$100,087	\$64,728
Highest Salaries (12 month)	\$40,773	\$129,600	\$70,931
Median Salaries (9 month)	\$21,247	\$85,410	\$48,630
Median Salaries (12 month)	\$28,535	\$51,388	\$37,210

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2004 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	5	\$36,020	\$43,350	\$47,630	\$54,650	\$54,650	\$47,260
SHAWNEE	---	---	---	---	---	---	---
SOUTHEASTERN	---	---	---	---	---	---	---
SPOON RIVER	1	50,121	50,121	50,121	50,121	50,121	50,121
WOOD	5	22,552	25,684	34,685	35,378	51,539	33,968
DANVILLE	2	20,478	20,478	32,287	44,096	44,096	32,287
HIGHLAND	---	---	---	---	---	---	---
KASKASKIA	4	41,770	42,730	45,620	50,920	54,290	46,825
KISHWAUKEE	12	16,275	35,407	44,633	48,942	64,838	42,035
REND LAKE	---	---	---	---	---	---	---
SAUK VALLEY	2	47,724	47,724	48,474	49,224	49,224	48,474
ILLINOIS EASTERN	2	20,600	20,600	23,732	26,863	26,863	23,732
ILLINOIS VALLEY	---	---	---	---	---	---	---
KANKAKEE	---	---	---	---	---	---	---
LAKE LAND	15	25,385	27,442	37,614	42,089	62,395	36,614
LEWIS & CLARK	---	---	---	---	---	---	---
LOGAN	2	45,867	45,867	46,758	47,648	47,648	46,758
MC HENRY	9	27,100	41,362	51,703	60,042	80,390	52,759
BLACK HAWK	11	23,580	30,306	34,641	60,273	71,046	45,251
HEARTLAND	3	16,765	16,765	22,332	22,332	22,332	20,476
ILLINOIS CENTRAL	---	---	---	---	---	---	---
LINCOLN LAND	2	14,165	14,165	21,247	28,329	28,329	21,247
PARKLAND	2	29,494	29,494	32,354	35,214	35,214	32,354
RICHLAND	---	---	---	---	---	---	---
ROCK VALLEY	1	70,606	70,606	70,606	70,606	70,606	70,606
SOUTHWESTERN	3	40,259	40,259	42,354	55,299	55,299	45,971
ELGIN	9	37,488	62,720	85,410	91,485	94,688	75,421
MORTON	---	---	---	---	---	---	---
PRAIRIE STATE	---	---	---	---	---	---	---
SOUTH SUBURBAN	14	36,163	49,080	56,523	73,784	90,251	61,081
WAUBONSEE	5	37,935	40,239	44,405	46,251	50,871	43,940
CHICAGO	16	44,491	53,060	56,023	66,700	87,004	59,933
DUPAGE	27	36,749	46,183	74,927	84,509	88,144	66,169
HARPER	23	35,992	39,560	46,307	59,947	94,938	51,317
JOLIET	---	---	---	---	---	---	---
LAKE COUNTY	18	40,643	57,625	65,773	89,736	99,689	71,703
MORAIN VALLEY	17	25,834	30,317	46,566	63,652	84,563	48,719
OAKTON	16	36,367	54,501	82,963	98,887	100,087	76,289
TRITON	12	38,046	46,814	67,309	80,067	88,551	64,868
TOTAL/AVERAGES	238	\$34,017	\$40,091	\$48,630	\$56,928	\$64,728	\$55,238
Lowest Low/Highest High		\$14,165				\$100,087	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2004 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	\$8,450	\$24,895	\$28,535	\$34,165	\$49,500	\$29,288
SHAWNEE	33	14,000	29,143	31,199	37,410	50,568	32,904
SOUTHEASTERN	14	15,973	23,000	29,344	41,166	54,594	31,611
SPOON RIVER	32	20,897	29,033	32,238	36,655	57,187	33,768
WOOD	36	19,407	24,303	29,610	34,897	48,524	30,606
DANVILLE	35	22,300	25,735	30,319	37,160	49,569	31,608
HIGHLAND	24	22,957	29,531	32,030	36,446	43,693	33,094
KASKASKIA	5	26,988	29,626	30,766	36,400	40,753	32,907
KISHWAUKEE	33	26,382	34,000	37,725	44,041	69,431	40,182
REND LAKE	72	20,000	27,270	31,047	37,080	63,860	33,203
SAUK VALLEY	26	30,841	33,440	36,963	42,723	60,914	39,165
ILLINOIS EASTERN	97	16,000	24,596	30,648	37,548	78,043	32,307
ILLINOIS VALLEY	46	13,544	30,992	37,956	42,122	63,613	36,521
KANKAKEE	51	20,049	30,503	34,177	40,754	65,460	35,548
LAKE LAND	64	18,564	29,760	36,326	48,013	71,623	38,750
LEWIS & CLARK	64	21,420	26,300	32,507	40,957	86,131	36,052
LOGAN	86	23,240	30,988	35,418	41,886	74,281	38,116
MC HENRY	102	28,076	32,238	36,354	43,046	66,291	38,756
BLACK HAWK	134	21,484	35,321	40,463	50,011	82,030	43,647
HEARTLAND	46	25,387	31,485	34,598	38,004	48,516	35,190
ILLINOIS CENTRAL	134	22,110	31,304	36,164	46,078	70,398	38,990
LINCOLN LAND	94	22,607	31,761	37,458	42,416	57,628	37,785
PARKLAND	126	25,037	32,018	38,718	48,892	81,367	41,821
RICHLAND	29	23,143	26,393	31,613	36,500	80,130	33,586
ROCK VALLEY	77	24,314	35,276	38,305	46,270	78,962	42,390
SOUTHWESTERN	88	25,988	38,375	46,396	59,473	105,792	50,813
ELGIN	88	22,193	38,996	44,046	55,355	86,092	46,938
MORTON	33	26,109	34,321	36,830	43,770	70,163	40,244
PRAIRIE STATE	32	19,939	29,385	33,717	38,390	81,344	36,516
SOUTH SUBURBAN	51	16,796	29,545	32,662	40,941	72,668	35,849
WAUBONSEE	89	25,831	32,875	38,526	45,781	71,366	41,139
CHICAGO	341	17,919	40,134	47,160	56,086	129,600	48,860
DUPAGE	212	25,932	43,284	51,302	60,844	92,853	53,217
HARPER	171	33,680	43,809	51,388	60,361	81,209	52,271
JOLIET	31	33,060	35,630	40,858	46,107	54,873	41,776
LAKE COUNTY	109	23,147	33,194	38,526	43,147	77,004	39,029
MORAIN VALLEY	132	21,715	37,333	43,584	50,535	86,401	45,476
OAKTON	96	31,319	40,750	49,621	58,000	81,441	50,406
TRITON	67	29,250	38,693	46,085	53,966	82,435	47,745
TOTAL/AVERAGES	3,064	\$22,719	\$32,186	\$37,210	\$44,446	\$70,931	\$42,376
Lowest Low/Highest High		\$8,450				\$129,600	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2004 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 2004. The weighted average administrative staff salary ranged from a low of \$41,310 to a high of \$146,152. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2004 salaries; and the median fiscal year 2004 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 2004 was \$70,318. The lowest reported administrative salary was \$20,965 and the highest was \$216,000. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2004
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Lowest Administrative Salaries	\$20,965	\$67,890	\$41,310
Average Administrative Salaries	\$43,572	\$95,775	\$70,318*
Highest Administrative Salaries	\$93,600	\$216,000	\$146,152
Median Administrative Salaries	\$39,239	\$94,000	\$65,625

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2004 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	26	37,540	47,770	55,230	73,690	122,790	61,690
SHAWNEE	30	22,344	29,793	44,637	55,692	115,667	47,442
SOUTHEASTERN	25	23,000	40,000	45,352	57,500	93,600	49,365
SPOON RIVER	15	33,196	43,938	58,519	70,830	112,673	59,822
WOOD	30	37,196	44,160	52,884	63,763	125,850	57,694
DANVILLE	36	30,326	43,846	56,115	65,473	129,647	58,378
HIGHLAND	24	28,088	43,251	53,818	72,272	111,100	58,934
KASKASKIA	52	20,965	30,897	39,239	48,185	132,000	43,572
KISHWAUKEE	17	43,700	56,500	71,700	87,300	151,500	76,721
REND LAKE	18	37,877	60,000	69,069	85,000	128,109	72,692
SAUK VALLEY	19	46,547	58,320	68,952	82,160	143,312	72,803
ILLINOIS EASTERN	33	29,684	42,455	53,566	78,329	132,996	61,190
ILLINOIS VALLEY	21	38,500	45,646	57,960	74,269	135,506	63,440
KANKAKEE	71	23,575	35,285	46,608	64,452	131,607	52,697
LAKE LAND	19	42,543	50,000	73,696	91,453	186,449	76,492
LEWIS & CLARK	49	32,130	44,695	50,852	77,600	157,500	62,953
LOGAN	40	39,068	46,723	59,462	71,596	145,469	63,318
MC HENRY	42	40,000	57,228	69,202	84,464	154,000	71,869
BLACK HAWK	9	67,890	78,269	94,000	100,165	133,600	92,890
HEARTLAND	33	39,179	55,616	64,169	76,615	135,882	67,762
ILLINOIS CENTRAL	29	38,338	62,000	67,750	77,687	129,704	72,517
LINCOLN LAND	51	39,290	52,333	61,593	70,000	165,000	65,029
PARKLAND	38	31,257	60,111	68,208	90,410	191,009	75,210
RICHLAND	31	37,260	45,000	55,269	70,897	139,725	61,159
ROCK VALLEY	48	40,152	50,728	62,731	79,894	148,663	66,989
SOUTHWESTERN	23	49,046	65,098	77,700	98,346	129,586	82,086
ELGIN	48	42,320	56,828	74,611	87,154	142,698	75,154
MORTON	13	55,000	65,000	68,873	71,976	150,000	75,243
PRAIRIE STATE	41	34,196	45,672	52,000	70,000	128,599	59,661
SOUTH SUBURBAN	34	44,000	60,551	69,860	84,729	121,102	73,771
WAUBONSEE	26	58,240	68,026	76,039	87,974	146,000	82,235
CHICAGO	115	53,766	71,688	82,817	95,641	216,000	88,824
DUPAGE	48	63,989	78,689	92,315	102,612	188,870	94,995
HARPER	47	64,200	83,766	91,568	107,357	194,915	95,558
JOLIET	66	41,470	51,251	57,879	76,534	151,607	64,525
LAKE COUNTY	53	45,000	56,570	70,768	93,005	182,200	77,381
MORAIN VALLEY	27	50,817	67,241	82,418	92,050	175,727	87,110
OAKTON	30	63,500	79,040	90,353	111,280	185,630	95,775
TRITON	28	45,900	57,500	71,607	85,241	133,640	73,906
TOTALS/AVERAGES	1,405	\$41,310	\$54,653	\$65,625	\$80,349	\$146,152	\$70,318
Lowest Low/Highest High		\$20,965				\$216,000	

SOURCE OF DATA: Salary Submission (C1)

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2004**

A summary of the fiscal year 2004 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 2004. 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 2004 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State*
	Low	High	Average
District Executive Officer	\$93,600	\$216,000	\$145,925
Chief Campus Administrator	\$95,471	\$145,316	\$125,129
Chief Finance Officer	\$63,000	\$140,429	\$100,351
Chief Academic Officer	\$71,252	\$155,763	\$101,116
Student Services Officer	\$51,242	\$120,912	\$89,784
Dean-Baccalaureate Education	\$56,500	\$109,618	\$84,671
Dean-Occupational/Career Education	\$56,887	\$109,765	\$81,454
Dean-Continuing Education	\$36,600	\$94,000	\$70,687
Director-Data Processing/Info Technology	\$53,976	\$155,927	\$89,452
Director-Research & Planning	\$40,162	\$116,013	\$69,511
Director-Admissions and Records	\$29,300	\$86,819	\$59,502
Director-Counseling	\$47,000	\$90,099	\$67,168
Director-Financial Aid	\$32,000	\$96,555	\$55,513
Director-Job Placement	\$22,344	\$64,524	\$54,470
Director-Student Activities	\$31,125	\$88,951	\$57,087
Director-Library/LRC	\$32,219	\$94,227	\$61,027
Director-Development/Grants	\$44,160	\$111,905	\$69,190
Director-Public Information/Relations	\$32,960	\$105,804	\$59,434
Director-Personnel/Human Resources	\$38,204	\$143,181	\$75,638
Director-Business Services	\$36,834	\$93,735	\$66,777
Director-Physical Facilities/Grounds	\$40,903	\$132,192	\$75,219
Director-Adult Education	\$38,558	\$103,034	\$65,256
Director-Athletics	\$31,257	\$103,763	\$60,298
Controller	\$37,440	\$93,878	\$69,511
Director-Business/Industry Center	\$42,000	\$89,880	\$64,690

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2004

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	\$122,790	1	1	1	\$				\$				\$92,550	1	14	2				
SHAWNEE	115,667	1	0	1									92,085	1	0	2				
SOUTHEASTERN	93,600	1	38	1									76,065	1	3	2				
SPOON RIVER	112,673	1	3	1									85,057	1	2	2				
WOOD	125,850	1	7	1	86,221	1	6	2	83,150	1	0	2								
DANVILLE	129,647	1	4	1					102,694	1	14	2	102,573	1	6	2				
HIGHLAND	111,100	1	1	1					70,740	1	2	2	85,850	1	0	2				
KASKASKIA	132,000	1	2	1					79,345	1	2	2	92,299	1	2	2				
KISHWAUKEE	151,500	1	0	1					95,350	1	0	2	86,550	2	0	2				
REND LAKE	128,109	1	13	1					103,604	1	12	2	85,000	1	0	2				
SAUK VALLEY	143,312	1	17	1					86,289	1	4	2	101,166	1	4	2				
ILLINOIS EASTERN	132,996	1	8	1					97,218	4	5	2	80,125	1	2	3	71,252	4	4	4
ILLINOIS VALLEY	135,506	1	7	1					82,400	1	1	2	103,897	1	7	2	103,897	1	7	2
KANKAKEE	131,607	1	3	1					92,750	1	2	2	110,649	1	13	2	110,649	1	13	2
LAKE LAND	186,449	1	15	1					91,453	1	3	2	92,925	1	1	2	92,925	1	1	2
LEWIS & CLARK	157,500	1	12	1					96,500	1	6	2	117,500	1	11	2	117,500	1	11	2
LOGAN	145,469	1	3	1					112,363	1	3	2	99,466	1	3	2	99,466	1	3	2
MC HENRY	154,000	1	0	1	111,870	1	3	2	103,455	1	5	3	103,455	1	5	3				
BLACK HAWK	133,600	1	3	1	95,471	1	3	2	105,989	1	7	2	100,165	1	3	2				
HEARTLAND	135,882	1	12	1	106,425	1	7	2	102,116	1	2	2	102,116	1	2	2				
ILLINOIS CENTRAL	129,704	1	3	1	105,956	1	2	2	105,956	1	1	2	105,956	1	1	2				
LINCOLN LAND	165,000	1	1	1	100,718	1	4	2	98,261	1	3	2	98,261	1	3	2				
PARKLAND	191,009	1	13	1	106,369	1	12	2	141,892	1	34	2	141,892	1	34	2				
RICHLAND	139,725	1	2	1					98,325	1	5	2	100,000	1	1	2				
ROCK VALLEY	148,663	1	6	1					113,763	1	5	2	111,463	1	2	2				
SOUTHWESTERN	129,586	1	6	1					117,290	1	4	2	90,000	1	1	2				
ELGIN	142,698	1	5	1					98,000	1	0	2	110,894	1	1	2				
MORTON	150,000	1	0	1	73,693	1	2	4	103,936	1	0	2	103,936	1	0	2				
PRAIRIE STATE	128,599	1	3	1	127,998	1	5	2	117,500	1	8	2	117,500	1	8	2				
SOUTH SUBURBAN	121,102	1	3	1	145,316	7	18	2	115,500	1	15	3	144,557	1	27	2				
WAUBONSEE	146,000	1	14	1	124,210	1	3	2	103,500	1	2	2	103,500	1	2	2				
CHICAGO	216,000	1	26	1	140,429	1	7	2	127,089	1	2	2	127,089	1	2	2				
DUPAGE	180,000	1	0	1					109,630	1	4	2	109,630	1	4	2				
HARPER	194,915	1	6	1					114,950	1	1	2	136,783	1	27	2	136,783	1	27	2
JOLIET	151,607	1	5	1					92,050	1	7	2	155,763	1	9	2	155,763	1	9	2
LAKE COUNTY	182,200	1	14	1					117,684	1	2	2	114,445	1	2	2	114,445	1	2	2
MORAIN VALLEY	175,727	1	12	1					113,880	1	5	2	90,000	1	1	2	90,000	1	1	2
OAKTON	185,630	1	8	1																
TRITON	133,640	1	2	1																
NUMBER OF PERSONS	39								12				34				41			
AVERAGES	\$145,925								\$125,129				\$100,351				\$101,116			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2004

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/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	\$88,010	1	4	2					\$				\$76,440	1	11	4
SHAWNEE	87,743	1	0	2					56,887	1	0	3	43,585	1	0	3
SOUTHEASTERN	75,000	1	7	2									54,600	1	3	4
SPOON RIVER	70,830	1	13	3					58,881	1	2	3	58,519	1	2	4
WOOD	86,300	1	15	2									78,516	1	27	2
DANVILLE	65,000	1	0	4	65,626	1	1	4	74,585	1	1	4	36,600	1	2	6
HIGHLAND					74,500	1	0	4	75,549	1	7	4				
KASKASKIA	51,480	1	0	3					62,400	1	1	3	64,771	1	2	3
KISHWAUKEE	98,200	1	0	2	56,500	1	0	3	70,500	2	0	3	83,800	1	0	2
REND LAKE	104,480	1	4	2	67,000	1	0	2								
SAUK VALLEY	89,264	1	8	2	68,952	1	2	3	76,181	1	4	3	74,474	1	6	3
ILLINOIS EASTERN	51,242	2	8	4												
ILLINOIS VALLEY	86,359	1	6	2					66,000	1	0	3				
KANKAKEE	81,257	1	1	4	82,799	1	2	4					58,846	1	2	4
LAKE LAND	118,078	1	3	2	79,800	1	3	3					81,270	1	7	3
LEWIS & CLARK	102,900	1	11	2	109,387	1	2	4	77,600	1	2	4				
LOGAN	104,378	1	4	2	80,114	1	3	3					77,889	1	6	3
MC HENRY	68,484	1	0	3	98,928	1	3	3	91,927	1	2	4	85,857	1	26	4
BLACK HAWK					80,314	2	2	4					78,269	1	3	4
HEARTLAND	94,880	1	11	3									73,000	1	4	2
ILLINOIS CENTRAL	102,960	1	0	2												
LINCOLN LAND	98,261	1	5	2	88,967	1	8	3								
PARKLAND	93,565	1	24	2	62,347	1	0	4	91,573	1	6	4				
RICHLAND	102,668	1	15	2					70,897	1	3	4				
ROCK VALLEY	83,354	1	1	4	74,991	2	1	4	83,354	1	0	4	83,354	1	1	4
SOUTHWESTERN	98,346	1	23	2	109,618	1	25	4	89,250	1	0	4	53,500	1	0	4
ELGIN	103,073	1	5	4	93,357	1	1	4	109,765	1	6	4				
MORTON	71,976	1	8	2	65,004	1	0	4	71,976	1	3	4	65,000	1	0	4
PRAIRIE STATE	77,405	1	1	2	76,831	1	5	4	70,000	1	0	4	52,864	1	5	4
SOUTH SUBURBAN	97,685	1	3	2					84,535	1	2	4				
WAUBONSEE	78,998	1	16	3	71,817	1	3	3	64,116	1	2	3	59,305	1	5	4
CHICAGO	86,855	7	17	3	91,168	13	9	3	91,551	8	15	3	82,957	3	15	4
DUPAGE	113,972	1	8	2	92,375	1	3	4								
HARPER	120,912	1	17	2									94,000	1	17	4
JOLIET	109,630	1	6	2					95,485	1	1	4	65,061	1	1	4
LAKE COUNTY	115,064	1	6	2												
MORAIN VALLEY	106,841	1	2	2	100,331	1	35	4	89,880	1	3	4				
OAKTON	111,280	1	1	4									88,828	1	17	4
TRITON	81,402	1	6	4	92,796	1	5	4	90,821	1	7	4	71,321	1	3	4
NUMBER OF PERSONS	44				37				31				27			
AVERAGES	\$89,784				\$84,671				\$81,454				\$70,687			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2004

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	\$				\$				\$73,690	1	24	4	\$			
SHAWNEE	57,038	1	0	4	54,017	1	0	3	29,300	1	0	6	51,534	1	0	4
SOUTHEASTERN	54,600	1	8	6					45,352	1	10	6	60,496	1	9	4
SPOON RIVER					41,320	1	1	3								
WOOD	64,071	1	6	4	57,819	1	4	4	49,950	1	18	4				
DANVILLE	56,468	1	7	6	52,631	1	5	4	52,342	1	6	4	56,269	1	11	6
HIGHLAND	54,616	1	3	4					69,135	1	13	4				
KASKASKIA	53,976	1	2	6	46,419	1	2	4	40,590	1	2	4				
KISHWAUKEE	87,300	1	0	2	54,800	1	0	2					47,000	1	0	4
REND LAKE	102,490	1	4	2					37,877	1	3	4				
SAUK VALLEY	82,160	1	1	4					53,037	1	1	4				
ILLINOIS EASTERN	66,704	1	7	4					45,448	2	0	4				
ILLINOIS VALLEY	79,274	1	10	3					41,000	1	0	3				
KANKAKEE	89,165	1	15	4					80,489	1	7	4				
LAKE LAND	83,790	1	2	4					66,675	1	1	3				
LEWIS & CLARK	155,927	1	2	2					45,196	1	2	4	59,907	1	11	4
LOGAN	75,104	1	22	4					60,169	1	8	4				
MC HENRY	95,445	1	2	2	81,756	1	11	4	60,150	1	5	4				
BLACK HAWK	94,000	1	0	2					55,616	1	5	4	64,169	1	12	4
HEARTLAND	83,294	1	6	3	62,000	1	0	3	58,265	1	2	6	74,224	1	9	6
ILLINOIS CENTRAL					101,534	1	0	3	67,028	1	4	3	51,525	1	7	3
LINCOLN LAND					69,606	1	4	4	74,719	1	9	4				
PARKLAND	91,573	1	10	4	64,480	1	7	4	72,998	1	1	4	56,122	2	8	4
RICHLAND	71,037	1	0	4	40,162	1	0	3	52,793	1	1	4	58,150	1	1	4
ROCK VALLEY	99,071	1	5	3	90,000	1	3	3	56,757	1	1	4	77,175	1	1	4
SOUTHWESTERN	107,323	1	3	2	61,773	1	23	4	86,819	1	12	4	90,099	1	6	4
ELGIN					74,885	1	1	4					68,873	1	5	4
MORTON	90,060	1	16	4	55,000	1	0	4	44,077	1	3	4	71,557	1	4	4
PRAIRIE STATE	67,486	1	2	4	47,576	1	5	4	54,500	2	0	4	79,643	1	3	4
SOUTH SUBURBAN	84,762	1	6	4	90,022	1	12	4	63,026	1	0	4	63,638	1	0	4
WAUBONSEE	98,624	1	3	3					61,823	6	24	4				
CHICAGO	138,802	1	18	2					85,472	1	7	4	76,150	1	1	5
DUPAGE	132,836	1	19	2	105,944	1	12	4	68,413	1	13	4	89,463	1	1	4
HARPER	140,080	1	11	2	79,990	1	14	4	60,913	1	4	6				
JOLIET	86,464	1	5	4	57,921	1	0	4	70,529	1	4	4	67,382	1	2	4
LAKE COUNTY	104,319	1	10	4	95,585	1	5	3	77,723	1	5	4	79,168	1	4	4
MORAIN VALLEY	119,237	1	2	4	67,012	1	17	4	68,640	1	1	4	79,040	1	1	4
OAKTON	87,660	1	2	4	116,013	1	18	3								
TRITON	86,609	1	4	3												
NUMBER OF PERSONS		34				24				41				22		
AVERAGES	\$89,452				\$69,511				\$59,502				\$67,168			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2004

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	Annual Salary	#	Yrs. in Position*	Admin. Level												
SANDBURG	\$58,960	1	9	4	\$				\$				\$69,500	1	4	4												
SHAWNEE	45,688	1	0	6									22,344	1	0	6	32,219	1	0	6	47,955	2	9	4				
SOUTHEASTERN	32,000	1	0	4									38,588	1	0	4					45,456	1	2	3				
SPOON RIVER																					42,838	1	12	4	60,372	1	10	4
WOOD	54,263	1	9	4	40,870	1	6	6					71,001	1	20	4												
DANVILLE	51,119	1	6	4	35,000	1	2	4					43,690	1	0	4	59,933	1	1	4								
HIGHLAND													45,646	1	3	4	43,700	1	0	3	35,246	4	4	4				
KASKASKIA	42,101	1	2	4													64,524	1	1	4	68,465	1	7	3	55,973	1	3	4
KISHWAUKEE					48,416	1	3	4					43,386	1	5	4					60,770	1	1	4				
REND LAKE	60,232	1	23	4									49,254	1	9	4	43,680	1	2	4								
SAUK VALLEY	46,547	1	0	4									61,268	1	18	4	70,587	1	1	4	65,940	1	2	5				
ILLINOIS EASTERN	39,984	4	9	4													54,574	1	9	4					61,257	1	4	4
ILLINOIS VALLEY	42,536	1	2	3									51,474	1	8	4									37,260	1	1	6
KANKAKEE	69,654	1	16	4									56,010	1	1	6	49,452	1	3	6	68,469	1	4	4				
LAKE LAND									57,475	1	14	4	49,046	1	13	4	84,690	1	5	4								
LEWIS & CLARK	54,995	1	3	4									83,706	1	11	4					84,592	1	0	4				
LOGAN	44,077	1	6	4					44,054	1	1	4									51,049	1	9	4	55,000	1	0	4
MC HENRY													56,575	1	9	4					70,882	1	23	4				
BLACK HAWK																												
HEARTLAND	62,500	1	0	4	57,402	1	2	6					84,053	1	13	4	79,957	1	4	4								
ILLINOIS CENTRAL	55,454	1	0	6																								
LINCOLN LAND	58,622	1	12	3	63,600	1	10	4					50,862	1	3	4	85,857	1	2	4								
PARKLAND	68,838	1	15	4	50,817	1	1	4					61,084	1	20	4	82,418	1	1	4								
RICHLAND	52,908	1	7	4	88,951	1	18	4									94,227	1	13	4								
ROCK VALLEY	40,152	1	1	6													83,706	1	11	4								
SOUTH VALLEY	61,189	1	2	4	58,549	6	17	4																				
SOUTHWESTERN																	96,655	1	9	4								
ELGIN	83,706	1	9	4	59,197	1	6	6																				
MORTON									63,003	1	13	4																
PRAIRIE STATE	47,395	1	8	4	70,573	1	4	4																				
SOUTH SUBURBAN	64,724	1	8	4					55,666	1	7	4																
WAUBONSEE					37																							
CHICAGO	58,549	6	17	4					16																			
DUPAGE	96,655	1	9	4	\$54,470																							
HARPER									17																			
JOLIET	59,197	1	6	6	\$57,087																							
LAKE COUNTY									35																			
MORAIN VALLEY	63,003	1	13	4	\$61,027																							
OAKTON	70,573	1	4	4																								
TRITON	55,666	1	7	4																								
NUMBER OF PERSONS	37																											
AVERAGES	\$55,513																											

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2004**

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	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	\$				\$52,730	1	10	4	\$				\$49,420	1	1	4
SHAWNEE					37,017	1	0	4								
SOUTHEASTERN					45,790	2	15	4								
SPOON RIVER																
WOOD	44,160	1	4	4	52,436	1	25	4	42,838	1	6	4	42,838	1	6	4
DANVILLE	57,131	1	2	4					84,907	1	17	4				
HIGHLAND					50,796	1	7	4	52,989	1	8	4				
KASKASKIA	53,004	1	2	4	38,000	1	0	4	46,450	1	4	4	45,935	1	19	6
KISHWAUKEE	47,000	1	0	5	64,300	1	0	2	63,000	1	0	4				
REND LAKE					50,186	1	24	4								
SAUK VALLEY	69,821	1	4	4	67,841	1	4	4	58,915	1	11	6	58,320	1	8	4
ILLINOIS EASTERN					32,960	4	9	4	38,204	1	2	4	36,834	5	8	4
ILLINOIS VALLEY	50,000	1	0	4					38,500	1	0	3				
KANKAKEE	111,905	1	2	2	45,793	1	2	4					65,386	1	2	4
LAKE LAND	74,254	2	4	2	44,672	1	5	4					73,696	1	12	4
LEWIS & CLARK	79,463	1	14	4	75,500	1	9	3								
LOGAN	59,916	1	12	4	71,855	1	18	4	70,821	1	6	4	56,257	1	3	4
MC HENRY	58,767	1	2	4	69,832	1	3	4	84,464	1	7	2	71,740	1	7	4
BLACK HAWK									67,890	1	2	4				
HEARTLAND					55,100	1	5	3	57,100	1	5	3	43,917	1	5	3
ILLINOIS CENTRAL	67,678	1	2	3	73,910	1	2	3	73,371	1	2	3				
LINCOLN LAND					71,360	1	2	4	61,140	1	3	3	74,564	1	9	3
PARKLAND	62,000	1	0	3	56,624	1	4	4	99,237	1	7	2				
RICHLAND	53,303	1	1	3	61,461	1	0	3	57,588	1	2	4				
ROCK VALLEY	91,877	1	3	2	50,587	1	0	4	83,000	1	1	3	66,555	1	3	4
SOUTHWESTERN	90,163	1	18	4	65,098	1	5	4	97,097	1	20	2	69,760	1	16	4
ELGIN	84,697	1	1	4					95,960	1	3	6	57,945	1	1	4
MORTON	69,232	1	2	4	62,273	1	4	4	59,261	1	2	4				
PRAIRIE STATE	53,560	1	2	4	50,270	1	4	4	92,654	1	12	4	63,201	1	2	4
SOUTH SUBURBAN					49,000	2	0	6	79,643	1	3	4				
WAUBONSEE	72,100	1	1	3	75,952	1	16	3	75,588	1	12	3	67,659	1	5	3
CHICAGO					95,000	1	2	4	143,181	1	5	2	93,735	7	17	4
DUPAGE	77,200	1	1	4	76,441	1	0	4	96,682	1	2	4	89,596	1	9	4
HARPER	111,530	1	6	3	90,620	1	1	4	112,149	1	22	4				
JOLIET	69,345	1	0	4	76,600	1	2	4	79,747	1	5	4	92,656	1	23	6
LAKE COUNTY	56,713	1	9	6	78,983	1	12	4	92,548	1	14	4	52,662	1	4	4
MORAIN VALLEY	67,241	1	20	4	69,463	1	4	4	67,668	1	4	4				
OAKTON	63,500	1	2	4	105,804	1	2	4	91,755	1	11	4	70,573	1	4	4
TRITON	67,500	1	0	4	60,000	1	0	6	80,445	1	5	3	83,873	1	3	3
NUMBER OF PERSONS	28				39				31				32			
AVERAGES	\$69,190				\$59,434				\$75,638				\$66,777			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2004**

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	\$				\$57,450	1	8	4	\$				\$54,390	1	4	4
SHAWNEE									65,931	1	0	3	59,308	1	0	3
SOUTHEASTERN					40,000	1	7	6					45,000	1	1	6
SPOON RIVER	40,903	1	11	3	45,596	1	9	3								
WOOD	53,332	1	6	4	48,495	1	0	4	45,320	1	1	4				
DANVILLE	70,098	1	27	4	50,249	1	10	5	43,898	1	1	6	68,385	1	17	6
HIGHLAND	60,374	1	8	4	49,209	1	5	4	53,020	1	9	6	50,455	1	2	4
KASKASKIA	53,976	1	2	4	43,500	1	0	4	38,705	1	2	5	37,440	1	4	4
KISHWAUKEE					71,700	1	0	2								
REND LAKE	77,250	1	8	4												
SAUK VALLEY	68,293	1	9	4					54,749	1	10	5				
ILLINOIS EASTERN					70,330	1	0	4								
ILLINOIS VALLEY	60,630	1	6	3	38,558	1	2	4	45,280	1	5	4	52,399	1	3	0
KANKAKEE	84,250	1	1	4	57,283	1	1	4	64,452	1	10	4				
LAKE LAND	45,100	1	1	4												
LEWIS & CLARK	81,643	1	13	3	55,019	1	7	4	103,763	1	11	2				
LOGAN	60,675	1	8	4	60,100	1	7	4	71,336	1	3	4				
MC HENRY	79,955	1	7	2	57,228	1	4	4	68,571	1	13	4	79,143	1	3	2
BLACK HAWK																
HEARTLAND	82,774	1	5	3	40,560	1	1	3					70,000	1	12	3
ILLINOIS CENTRAL	88,945	1	2	4												
LINCOLN LAND	70,000	1	0	3	83,024	1	17	3	44,779	1	3	4	56,010	1	5	4
PARKLAND	71,022	1	3	4	60,111	1	16	4	31,257	1	7	4				
RICHLAND					47,392	1	6	4					65,413	1	9	4
ROCK VALLEY	68,310	1	3	4	54,506	1	12	4								
SOUTHWESTERN	70,864	1	21	4	78,225	1	0	4	66,690	1	24	4	77,700	1	1	4
ELGIN	110,466	1	10	4	84,368	1	3	4	57,579	1	3	4	84,044	1	2	4
MORTON	66,779	1	4	4												
PRAIRIE STATE	70,388	1	1	4	65,224	1	1	4	43,442	1	2	4				
SOUTH SUBURBAN	68,285	1	4	4	103,034	1	3	2								
WAUBONSEE	76,126	1	4	3	68,026	1	3	4					89,131	1	12	3
CHICAGO	132,192	1	3	2	78,840	7	18	3								
DUPAGE					98,487	1	14	5	102,566	1	12	5	88,229	1	3	4
HARPER	96,830	1	1	4									91,807	1	7	6
JOLIET	77,387	1	5	4	91,209	1	4	4	64,776	1	8	6	86,043	1	1	4
LAKE COUNTY	76,144	1	1	4	52,916	1	7	5					68,452	1	20	4
MORAIN VALLEY	84,812	1	1	4	67,546	1	23	4	64,282	1	20	4	85,500	1	1	4
OAKTON	106,818	1	5	4					75,563	1	2	4	93,878	1	13	4
TRITON	77,163	1	8	4	58,000	1	1	4					57,000	1	1	4
NUMBER OF PERSONS	31				36				20				21			
AVERAGES	\$75,219				\$65,256				\$60,298				\$69,511			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2004**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	\$			
SHAWNEE	49,942	1	0	4
SOUTHEASTERN	42,000	1	17	4
SPOON RIVER				
WOOD	51,041	1	0	4
DANVILLE				
HIGHLAND	46,970	1	2	4
KASKASKIA	64,771	1	2	4
KISHWAUKEE	73,010	1	0	4
REND LAKE				
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	62,705	1	14	3
KANKAKEE				
LAKE LAND	64,168	1	8	4
LEWIS & CLARK				
LOGAN	59,008	1	6	4
MC HENRY	83,442	1	14	4
BLACK HAWK				
HEARTLAND	65,520	1	0	3
ILLINOIS CENTRAL	66,400	1	5	6
LINCOLN LAND	47,435	1	1	4
PARKLAND	60,111	1	3	4
RICHLAND				
ROCK VALLEY	77,504	1	1	6
SOUTHWESTERN	68,891	1	7	4
ELGIN	65,967	1	12	4
MORTON				
PRAIRIE STATE	52,000	1	0	4
SOUTH SUBURBAN	87,898	1	2	4
WAUBONSEE	81,600	1	35	4
CHICAGO	58,663	6	5	4
DUPAGE				
HARPER				
JOLIET				
LAKE COUNTY	89,337	1	4	4
MORAIN VALLEY	89,880	1	3	4
OAKTON	77,326	1	6	4
TRITON	61,800	1	1	4
NUMBER OF PERSONS	30			
AVERAGES	\$64,690			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2004
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 2004 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 2004*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>High Salary</u>	<u>Average Salary</u>
Accountant I	36	\$1,679	\$4,613	\$2,785
Accountant II	32	2,006	5,702	3,113
Account Clerk I	118	1,451	3,475	2,322
Account Clerk II	128	1,627	3,837	2,623
Admissions/Records Assistant	175	1,365	2,947	2,095
Admissions/Records Supervisor	64	2,522	5,349	3,494
Audio/Visual Services Manager	24	2,061	6,195	3,696
Bookstore Manager	25	2,479	5,558	3,803
Clerk Typist	454	1,482	2,961	2,233
Computer Operator I	30	1,628	3,598	2,521
Computer Operator II	38	1,620	5,210	2,846
Computer Programmer I	3	2,855	3,072	2,995
Computer Programmer II	24	2,186	4,941	3,585
Computer Systems Analyst	43	1,670	7,174	4,245
Building Custodian	928	1,430	3,624	2,221
Building Services Supervisor	118	2,052	5,625	3,098
Data Entry Operator	26	1,665	3,255	2,498
Library Assistant	168	1,135	3,150	2,260
Programmer/Analyst	55	2,779	6,447	4,208
Purchasing Assistant	23	1,680	4,053	2,655
Purchasing Supervisor	13	2,233	5,107	3,864
Telephone Operator	73	1,163	3,045	2,088
Secretary-General	773	1,357	2,906	2,201
Secretary-Administrative	437	1,787	3,595	2,687
Secretary-Executive	144	1,923	4,505	3,309
Security Officer/Guard	167	1,629	3,737	2,508
Security Supervisor	36	2,373	7,360	4,096
Shipping/Receiving Assistant	64	943	4,117	2,302
Administrator, Local Area Network	34	2,533	7,738	4,757
Telecommunications, Technician	54	1,828	5,539	3,220
Coordinator, Telecommunications	13	1,703	5,796	3,781
Program Administrative Assistant	65	2,202	3,299	2,742
Accountant III	21	2,423	6,574	3,813
Computer programmer III	7	3,859	6,161	4,781

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

SOURCE OF DATA: Salary Submission (C2)

Section IX

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2003**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2003. 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 2003 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Administrative	\$4,055	\$20,193	\$9,546
9-Month Teaching Faculty	\$4,433	\$13,239	\$8,815
12-Month Teaching Faculty	\$3,856	\$10,564	\$7,681
9-Month Other Professional (Nonteaching)	\$3,302	\$13,652	\$8,474
12-Month Other Professional (Nonteaching)	\$3,776	\$15,698	\$7,868
Classified	\$3,604	\$12,330	\$7,930

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Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2003

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	X
SPOON RIVER	X	X		X	X	X	X	X			X	
WOOD	X	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
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	
ILLINOIS VALLEY	X	X		X	X		X	X	X		X	
KANKAKEE	X	X	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	X		X	
MC HENRY	X	X		X	X		X	X			X	X
BLACK HAWK	X	X	X	X			X			X	X	X
HEARTLAND	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	
PARKLAND	X	X	X	X	X		X		X	X	X	X
RICHLAND	X	X	X	X			X			X	X	
ROCK VALLEY	X	X	X	X			X		X		X	X
SOUTHWESTERN	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
PRAIRIE STATE	X	X	X	X	X	X	X			X	X	
SOUTH SUBURBAN	X		X	X	X		X				X	X
WAUBONSEE	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
HARPER	X	X	X	X	X		X			X		
JOLIET	X	X		X					X		X	
LAKE COUNTY	X		X	X	X		X		X	X	X	X
MORAIN VALLEY	X			X			X		X	X	X	X
OAKTON	X	X	X	X			X		X		X	X
TRITON	X	X	X	X	X				X		X	X
TOTALS	39	27	28	38	22	5	37	18	30	14	37	25

*Usually for select administrators only

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2003 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	23	171,537	7,458	68	435,196	6,400			
SHAWNEE	12	48,659	4,055	38	172,857	4,549	1	3,856	3,856
SOUTHEASTERN	37	232,027	6,271	61	359,071	5,886	4	22,126	
SPOON RIVER	14	141,014	10,072	39	301,919	7,742			
WOOD	5	37,778	7,556	49	311,036	6,348	2	14,723	7,362
DANVILLE	21	155,458	7,403	47	270,523	5,756			
HIGHLAND	22	279,327	12,697	47	528,102	11,236			
KASKASKIA	59	576,478	9,771	62	719,888	11,611			
KISHWAUKEE	17	82,682	4,864	70	323,304	4,619			
REND LAKE	25	129,906	5,196	54	295,467	5,472	2	11,016	5,508
SAUK VALLEY	21	219,171	10,437	54	499,240	9,245	1	6,807	6,807
ILLINOIS EASTERN	32	167,354	5,230	87	423,458	4,867	11	51,375	4,670
ILLINOIS VALLEY	22	230,718	10,487	86	601,076	6,989	3	28,217	9,406
KANKAKEE	72	505,299	7,018	50	366,596	7,332			
LAKE LAND	19	139,147	7,324	102	701,384	6,876			
LEWIS & CLARK	48	263,820	5,496	70	383,635	5,481			
LOGAN	42	301,027	7,167	101	741,376	7,340			
MC HENRY	44	516,172	11,731	85	965,859	11,363			
BLACK HAWK	9	88,627	9,847	133	1,091,457	8,206	1	9,318	9,318
HEARTLAND	35	220,173	6,291	62	307,170	4,954	7	38,184	5,455
ILLINOIS CENTRAL	31	314,593	10,148	164	1,533,209	9,349			
LINCOLN LAND	62	333,840	5,385	122	540,846	4,433			
PARKLAND	39	501,197	12,851	154	1,900,439	12,341			
RICHLAND	34	208,598	6,135	69	388,081	5,624			
ROCK VALLEY	48	349,087	7,273	134	917,742	6,849	7	55,575	7,939
SOUTHWESTERN	22	150,747	6,852	125	749,618	5,997	2	12,424	6,212
ELGIN	46	486,177	10,569	95	1,119,565	11,785			
MORTON	14	130,924	9,352	54	475,583	8,807			
PRAIRIE STATE	37	323,368	8,740	70	441,096	6,301			
SOUTH SUBURBAN	30	283,974	9,466	118	871,981	7,390			
WAUBONSEE	28	233,486	8,339	77	610,736	7,932			
CHICAGO	115	1,172,540	10,196	510	5,390,075	10,569	29	306,346	10,564
DUPAGE	44	481,961	10,954	279	2,937,833	10,530			
HARPER	47	775,185	16,493	189	2,045,863	10,825			
JOLIET	66	877,753	13,299	173	2,290,351	13,239			
LAKE COUNTY	58	1,171,218	20,193	175	1,913,268	10,933			
MORAIN VALLEY	28	310,763	11,099	165	1,721,792	10,435			
OAKTON	31	382,019	12,323	132	1,255,423	9,511			
TRITON	26	227,366	8,745	112	845,156	7,546	8	39,166	4,896
TOTALS/AVERAGES	1,385	13,221,170	9,546	4,282	37,747,272	8,815	78	599,133	7,681

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 2003 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	32,646	6,529	66	375,410	5,688	51	272,851	5,350
SHAWNEE				18	67,975	3,776	32	115,314	3,604
SOUTHEASTERN	1	8,245	8,245	28	176,782	6,314	47	247,562	5,267
SPOON RIVER	1	9,614	9,614	33	288,716	8,749	31	251,276	8,106
WOOD	3	13,917	4,639	56	382,918	6,838	60	340,259	5,671
DANVILLE	2	11,943	5,972	32	187,011	5,844	82	461,300	5,626
HIGHLAND				32	274,429	8,576	60	498,346	8,306
KASKASKIA							96	904,954	9,427
KISHWAUKEE	10	62,809	6,281	29	139,501	4,810	89	427,936	4,808
REND LAKE				69	261,793	3,794	56	329,086	5,877
SAUK VALLEY	2	18,263	9,132	33	249,780	7,569	49	414,202	8,453
ILLINOIS EASTERN				97	435,693	4,492	74	342,319	4,626
ILLINOIS VALLEY				66	444,931	6,741	73	458,076	6,275
KANKAKEE				47	312,095	6,640	71	479,176	6,749
LAKE LAND	21	144,228	6,868	46	274,445	5,966	87	516,261	5,934
LEWIS & CLARK				51	280,030	5,491	73	383,154	5,249
LOGAN	2	8,509	4,255	90	484,046	5,378	132	707,586	5,361
MC HENRY	6	81,909	13,652	103	1,022,025	9,923	62	514,176	8,293
BLACK HAWK	6	43,503	7,251	4	24,047	6,012	246	1,798,119	7,309
HEARTLAND	4	15,727	3,932	48	247,266	5,151	44	192,856	4,383
ILLINOIS CENTRAL	2	19,741	9,871	4	38,567	9,642	293	2,508,809	8,562
LINCOLN LAND	2	6,603	3,302	103	451,051	4,379	138	585,338	4,242
PARKLAND	13	139,706	10,747	127	1,439,089	11,331	108	969,905	8,981
RICHLAND	3	17,610	5,870	27	148,398	5,496	67	363,045	5,419
ROCK VALLEY*	5	35,038	7,008	108	712,898	6,601	118	775,580	6,573
SOUTHWESTERN	3	13,286	4,429	107	543,791	5,082	163	849,884	5,214
ELGIN	9	83,007	9,223	101	872,366	8,637	87	892,686	10,261
MORTON							116	942,459	8,125
PRAIRIE STATE				4	19,469	4,867	113	507,782	4,494
SOUTH SUBURBAN	20	144,811	7,241	116	824,877	7,111	107	776,023	7,253
WAUBONSEE	4	27,293	6,823				149	1,120,602	7,521
CHICAGO	16	163,136	10,196	341	3,608,667	10,583	692	6,803,693	9,832
DUPAGE	27	249,919	9,256				494	4,614,949	9,342
HARPER	23	185,001	8,044	198	1,764,354	8,911	299	2,251,087	7,529
JOLIET				100	1,247,487	12,475	139	1,713,875	12,330
LAKE COUNTY	17	178,845	10,520	9	141,279	15,698	312	3,428,362	10,988
MORAIN VALLEY	17	181,460	10,674	144	1,494,189	10,376	182	1,891,269	10,392
OAKTON	17	185,036	10,884				302	2,543,365	8,422
TRITON	12	62,017	5,168	63	433,447	6,880	204	1,200,369	5,884
TOTALS/AVERAGES	253	2,143,822	8,474	2,500	19,668,823	7,868	5,598	44,393,890	7,930

SOURCE OF DATA: Salary Submission (C2)

* Rock Valley Underwent Internal Employee Reclassification During the Past Fiscal Year.

Section X

**FISCAL YEAR 2004
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2004 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 2004 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	6.9%	3.8%
Faculty (9 and 12 Months)	0.0%	8.1%	4.5%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	7.7%	4.3%
Classified	0.0%	7.7%	4.4%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2004 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
SANDBURG	4.5 %	4.5 %	4.5 %	4.5 %
SHAWNEE	5.7	5.7	5.7	5.7
SOUTHEASTERN	4.0	4.0	3.1	4.0
SPOON RIVER	3.3	3.7	3.2	3.3
WOOD	3.0	4.0	3.0	3.0
DANVILLE	4.5	4.6	4.5	5.0
HIGHLAND	1.4	5.4	1.0	1.1
KASKASKIA	4.1	5.0	4.0	3.0
KISHWAUKEE	4.5	4.0	3.4	5.0
REND LAKE	3.0	2.8	3.0	3.0
SAUK VALLEY	3.9	5.4	7.0	4.3
ILLINOIS EASTERN	0.0	0.0	0.0	0.0
ILLINOIS VALLEY	4.5	4.7	4.5	4.5
KANKAKEE	4.1	4.2	7.7	6.3
LAKE LAND	6.9	5.3	5.4	5.1
LEWIS & CLARK	6.6	5.7	5.9	5.9
LOGAN	4.2	4.6	4.5	5.6
MC HENRY	3.2	8.1	7.5	7.7
BLACK HAWK	2.3	4.1	3.6	4.5
HEARTLAND	4.0	4.0	4.0	4.0
ILLINOIS CENTRAL	3.5	4.9	4.2	4.2
LINCOLN LAND	3.1	3.1	3.1	3.1
PARKLAND	4.6	5.5	5.3	4.8
RICHLAND	3.5	5.0	3.5	3.5
ROCK VALLEY	3.5	4.6	4.1	4.1
SOUTHWESTERN	5.0	5.3	5.0	5.0
ELGIN	5.4	4.7	5.3	5.0
MORTON	5.5	5.5	-----	4.5
PRAIRIE STATE	4.4	0.2	6.0	6.2
SOUTH SUBURBAN	6.2	5.0	5.0	4.7
WAUBONSEE	5.0	7.5	6.5	5.0
CHICAGO	0.0	2.0	2.0	3.0
DUPAGE	0.2	0.2	0.0	5.4
HARPER	5.3	5.3	5.3	5.3
JOLIET	3.8	4.0	3.8	3.8
LAKE COUNTY	4.5	6.0	5.5	4.5
MORAIN VALLEY	4.9	4.9	4.9	4.9
OAKTON	4.0	7.0	7.0	4.1
TRITON	0.0	6.9	6.0	4.3
TOTALS/AVERAGES	3.8 %	4.5 %	4.3 %	4.4 %

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

Section XI

**FISCAL YEAR 2003 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2003 and the average total salaries paid to full-time faculty in fiscal year 2003. The fiscal year 2003 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2002 to June 30, 2003.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2003 for those districts reporting data is \$11,178 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2003. 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 2003 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

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Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2003 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2003 Full-Time Average Faculty Contractual Base Salary	FY 2003 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
SANDBURG	\$43,989	\$50,781	\$6,792	15.4 %
SHAWNEE	45,324	38,472	-6,852	-15.1
SOUTHEASTERN	45,941	51,143	5,203	11.3
SPOON RIVER	44,229	49,580	5,351	12.1
WOOD	42,771	48,408	5,636	13.2
DANVILLE	42,209	51,772	9,563	22.7
HIGHLAND	55,355	66,272	10,917	19.7
KASKASKIA	45,064	52,076	7,012	15.6
KISHWAUKEE	43,971	50,168	6,197	14.1
REND LAKE	45,909	54,004	8,095	17.6
SAUK VALLEY	44,745	48,500	3,755	8.4
ILLINOIS EASTERN	43,104	51,673	8,569	19.9
ILLINOIS VALLEY	48,766	54,849	6,083	12.5
KANKAKEE	56,980	63,015	6,035	10.6
LAKE LAND	42,230	55,460	13,230	31.3
LEWIS & CLARK	52,546	57,816	5,270	10.0
LOGAN	53,940	62,460	8,520	15.8
MC HENRY	54,638	63,217	8,579	15.7
BLACK HAWK	53,336	58,565	5,229	9.8
HEARTLAND	45,239	47,771	2,533	5.6
ILLINOIS CENTRAL	45,103	57,413	12,310	27.3
LINCOLN LAND	60,828	67,691	6,863	11.3
PARKLAND	51,544	58,778	7,234	14.0
RICHLAND	45,232	46,709	1,477	3.3
ROCK VALLEY	50,387	56,222	5,835	11.6
SOUTHWESTERN	48,753	63,353	14,600	29.9
ELGIN	74,914	81,575	6,661	8.9
MORTON	58,755	66,888	8,133	13.8
PRAIRIE STATE	53,707	56,713	3,006	5.6
SOUTH SUBURBAN	55,137	64,822	9,685	17.6
WAUBONSEE	54,636	58,799	4,163	7.6
CHICAGO	66,819	77,427	10,608	15.9
DUPAGE	67,489	82,775	15,286	22.6
HARPER	58,395	65,536	7,141	12.2
JOLIET	59,740	68,973	9,233	15.5
LAKE COUNTY	73,623	91,067	17,444	23.7
MORAIN VALLEY	49,295	68,909	19,614	39.8
OAKTON	67,470	78,918	11,448	17.0
TRITON	61,940	73,723	11,783	19.0
STATE AVERAGE*	\$56,045	\$67,223	\$11,178	19.9 %

*Weighted

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

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Table 24

FISCAL YEAR 2003 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
SANDBURG	\$57,636	\$31,225	\$20,229
SHAWNEE	37,831	26,573	17,762
SOUTHEASTERN	51,120	31,580	23,744
SPOON RIVER	58,395	31,326	18,892
WOOD	60,289	32,576	22,409
DANVILLE	53,954	25,580	22,745
HIGHLAND	62,463	34,866	25,930
KASKASKIA	41,821	43,596	27,744
KISHWAUKEE	73,566	43,430	24,695
REND LAKE	70,234	31,166	25,212
SAUK VALLEY	71,767	34,477	25,130
ILLINOIS EASTERN	59,875	32,164	25,611
ILLINOIS VALLEY	61,769	36,523	24,764
KANKAKEE	62,543	37,109	25,529
LAKE LAND	51,439	32,924	27,108
LEWIS & CLARK	69,819	37,439	25,009
LOGAN	62,583	36,848	26,300
MCHENRY	66,942	37,818	24,249
BLACK HAWK	85,511	41,253	27,107
HEARTLAND	70,500	30,070	23,563
ILLINOIS CENTRAL	74,441	38,632	28,027
LINCOLN LAND	62,733	37,054	28,150
PARKLAND	77,051	40,647	31,148
RICHLAND	60,224	31,108	24,852
ROCK VALLEY	62,453	41,828	28,500
SOUTHWESTERN	78,613	46,095	29,371
ELGIN	71,917	48,499	38,428
MORTON	54,632	38,000	24,335
PRAIRIE STATE	57,256	35,399	27,146
SOUTH SUBURBAN	72,545	46,678	26,430
WAUBONSEE	77,940	40,063	28,821
CHICAGO	85,197	47,638	30,293
DUPAGE	95,759	55,193	34,771
HARPER	94,484	50,134	34,089
JOLIET	54,979	40,060	36,637
LAKE COUNTY	94,126	51,170	36,212
MORAIN VALLEY	88,759	43,655	28,192
OAKTON	96,994	54,853	33,704
TRITON	68,288	50,258	32,031
STATE AVERAGE*	\$70,146	\$43,268	\$29,438

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2000 TO 2004**

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 2000 TO 2004**

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Faculty (9 Month)	\$53,974	\$54,541	\$55,824	\$56,271	\$57,607
Faculty (12 Month)	\$42,504	\$44,234	\$46,795	\$45,871	\$47,880
Administrators (12 Month)	\$63,327	\$64,155	\$66,327	\$68,853	\$70,318
Other Professionals (9 Month)	\$51,601	\$53,296	\$54,604	\$54,646	\$55,238
Other Professionals (12 Month)	\$37,637	\$38,756	\$40,098	\$40,927	\$42,376

SOURCE OF DATA: ICCB Salary Reports