

Fiscal Year 2005 Salary Report

for the
Illinois Public Community Colleges



Illinois Community College Board
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HIGHLIGHTS OF THE FISCAL YEAR 2005 SALARY REPORT

1. Fiscal Year 2004 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2003 and June 30, 2004. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$63,534
Administrative (12 month)	\$70,897
Other (Nonteaching) Professional (9 and 12 month)	\$42,734
Classified	\$30,356

2. Fiscal Year 2004 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$ 9,710
Administrative (12 month)	\$10,351
Other (Nonteaching) Professional (9 month)	\$ 8,990
Classified (12 month)	\$ 9,246

3. Fiscal Year 2005 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$58,376
Administrative (12 month)	\$74,732
Other (Nonteaching) Professional (9 month)	\$56,576

4. Fiscal Year 2005 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$514/credit hour
Full-Time Faculty Overload Rate	\$643/credit hour
Full-Time Faculty Summer Rate	\$759/credit hour

5. Fiscal Year 2005 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)	\$34,868
Master's Degree, Plus Zero Hours (5 Years Experience)	\$40,004
Master's Degree, Maximum Hours (5 Years Experience)	\$47,390
Doctorate Degree, Maximum Hours (Maximum Experience)	\$80,860

**FISCAL YEAR 2005 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 2005 Salary Report* reflect the census date of October 1, 2004. 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 2004 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 2005 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 2005. 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 2005
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$19,250	\$42,705	\$34,266
Average Faculty Salaries	\$42,607	\$76,015	\$58,376*
High Faculty Salaries	\$60,994	\$103,184	\$82,537
Median Faculty Salaries	\$40,560	\$76,904	\$53,208

*Weighted

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Table 2

FISCAL YEAR 2005 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	65	\$30,800	\$36,430	\$40,560	\$52,890	\$75,260	\$44,922
SHAWNEE	40	36,254	43,375	46,827	54,378	70,185	48,870
SOUTHEASTERN	48	36,028	42,439	46,790	54,042	68,086	48,358
SPOON RIVER	38	33,975	40,161	43,841	52,966	62,337	45,727
WOOD	48	36,617	40,032	44,636	50,267	61,206	45,721
DANVILLE	47	36,259	39,160	42,924	52,094	65,813	45,649
HIGHLAND	45	42,705	54,334	58,566	66,001	78,317	61,153
KASKASKIA	67	33,415	41,105	47,865	53,605	64,225	47,679
KISHWAUKEE	70	31,415	36,000	41,391	55,270	84,321	46,115
REND LAKE	53	34,650	40,650	44,180	50,830	64,312	46,230
SAUK VALLEY	48	31,062	41,524	45,643	51,788	71,245	46,429
ILLINOIS EASTERN	99	27,842	35,426	41,966	49,777	60,994	42,607
ILLINOIS VALLEY	81	35,076	45,705	48,818	55,145	79,700	51,955
KANKAKEE	57	20,142	39,867	51,252	68,803	84,798	54,618
LAKE LAND	103	34,565	39,615	44,994	50,400	70,470	46,200
LEWIS & CLARK	86	39,541	45,135	51,871	65,881	79,432	54,978
LOGAN	100	36,963	51,754	57,323	64,979	77,395	57,839
MC HENRY	88	38,000	54,530	63,840	79,800	91,580	67,290
BLACK HAWK	136	36,237	43,482	55,296	67,329	83,052	56,589
HEARTLAND	66	35,775	41,289	46,248	53,110	74,427	47,568
ILLINOIS CENTRAL	175	34,070	40,896	44,670	54,755	74,753	48,683
LINCOLN LAND	122	35,344	51,689	61,204	73,685	83,683	62,349
PARKLAND	170	33,037	43,478	49,969	57,909	83,391	52,463
RICHLAND	69	29,311	39,087	45,891	52,319	80,377	46,795
ROCK VALLEY	138	30,658	45,334	51,471	61,895	79,678	53,855
SOUTHWESTERN	121	38,414	45,703	49,387	55,632	93,594	53,317
ELGIN	114	39,958	49,802	74,024	93,315	96,581	72,479
MORTON	55	40,761	50,000	59,512	74,302	90,024	62,197
PRAIRIE STATE	77	37,526	49,028	56,320	70,074	96,039	59,664
SOUTH SUBURBAN	112	19,250	44,350	55,082	71,372	94,502	57,184
WAUBONSEE	82	38,114	51,559	60,853	68,245	82,029	60,149
CHICAGO	492	34,915	47,516	61,865	75,823	103,184	63,385
DUPAGE	300	40,130	58,970	76,904	91,789	99,231	75,120
HARPER	188	37,794	49,550	60,994	76,041	102,880	64,493
JOLIET	174	36,959	48,559	56,461	74,258	89,540	60,380
LAKE COUNTY	179	41,171	60,829	75,357	97,409	102,669	76,015
MORAIN VALLEY	162	21,345	38,611	44,021	63,973	97,119	50,874
OAKTON	139	25,062	58,190	68,589	94,772	103,125	74,352
TRITON	109	35,238	45,019	57,692	82,955	99,377	64,052
TOTAL/AVERAGES	4,363	\$34,266	\$45,389	\$53,208	\$65,125	\$82,537	\$58,376
Lowest Low/Highest High		\$19,250				\$103,184	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2005 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	--	--	--	--	--	--	--
SOUTHEASTERN	4	\$36,028	\$36,674	\$38,506	\$47,554	\$55,416	\$42,114
SPOON RIVER	--	--	--	--	--	--	--
WOOD	2	44,353	44,353	46,919	49,484	49,484	46,919
DANVILLE	--	--	--	--	--	--	--
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	--	--	--	--	--	--	--
KISHWAUKEE	--	--	--	--	--	--	--
REND LAKE	7	34,200	35,000	36,450	38,000	40,170	36,546
SAUK VALLEY	1	73,835	73,835	73,835	73,835	73,835	73,835
ILLINOIS EASTERN	12	31,900	41,272	41,272	41,272	55,494	41,593
ILLINOIS VALLEY	--	--	--	--	--	--	--
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	--	--	--	--	--	--	--
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	--	--	--	--	--	--	--
MC HENRY	--	--	--	--	--	--	--
BLACK HAWK	1	61,836	61,836	61,836	61,836	61,836	61,836
HEARTLAND	5	53,012	53,678	58,769	65,147	65,305	59,182
ILLINOIS CENTRAL	7	22,173	25,000	25,771	28,091	28,091	25,939
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	--	--	--	--	--	--	--
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	--	--	--	--	--	--	--
SOUTHWESTERN	2	61,313	61,313	67,840	74,366	74,366	67,840
ELGIN	--	--	--	--	--	--	--
MORTON	--	--	--	--	--	--	--
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	--	--	--	--	--	--	--
WAUBONSEE	--	--	--	--	--	--	--
CHICAGO	32	36,305	43,542	50,400	59,231	74,402	52,324
DUPAGE	--	--	--	--	--	--	--
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	--	--	--	--	--	--	--
MORAIN VALLEY	--	--	--	--	--	--	--
OAKTON	--	--	--	--	--	--	--
TRITON	--	--	--	--	--	--	--
TOTAL/AVERAGES	73	\$45,496	\$47,650	\$50,160	\$53,882	\$57,840	\$47,129
Lowest Low/Highest High		\$22,173				\$74,402	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2005 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 2005.

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 2005
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	\$300	\$820	\$514
Overload Rates (Full-time Faculty)	\$300	\$1,016	\$643
Summer Term Rates (Full-time Faculty)	\$375	\$1,898	\$759

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Table 5

FISCAL YEAR 2005 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	\$495	\$578	\$661
SHAWNEE	400	500	500
SOUTHEASTERN	400	625	800
SPOON RIVER	420	510	1,000
WOOD	420	550	550
DANVILLE	445	445	465
HIGHLAND	471	1,016	923
KASKASKIA	425	510	561
KISHWAUKEE	420	920	900
REND LAKE	370	740	740
SAUK VALLEY	454	525	600
IL EASTERN	300	300	375
ILLINOIS VALLEY	450	550	550
KANKAKEE	500	609	629
LAKE LAND	520	590	590
LEWIS & CLARK	552	552	552
LOGAN	545	578	653
MCHENRY	504	596	596
BLACK HAWK	543	760	760
HEARTLAND	604	700	700
ILLINOIS CENTRAL	535	640	640
LINCOLN LAND	475	700	700
PARKLAND	754	745	800
RICHLAND	472	518	751
ROCK VALLEY	490	631	755
SOUTHWESTERN	511	768	768
ELGIN	675	715	815
MORTON	516	558	548
PRAIRIE STATE	422	435	630
SOUTH SUBURBAN	397	773	850
WAUBONSEE	515	682	762
CHICAGO	625	876	1,898
DUPAGE	743	771	1,782
HARPER	676	706	906
JOLIET	495	581	581
LAKE COUNTY	675	700	700
MORAIN VALLEY	525	853	1,194
OAKTON	820	675	675
TRITON	479	614	740
AVERAGES	\$514	\$643	\$759

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2005 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2005 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 2005 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 2005 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)	\$28,557	\$41,171	\$34,868
Master's Degree, Plus Zero Hours (5 Years Experience)	\$32,599	\$50,044	\$40,004
Master's Degree, Maximum Hours (5 Years Experience)	\$36,690	\$61,940	\$47,390
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$46,275	\$105,454	\$80,860

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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 2005

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	\$32,800	\$36,290	\$39,900	\$79,630
SHAWNEE	36,254	39,922	45,409	71,901
SOUTHEASTERN	33,585	37,249	42,592	68,086
SPOON RIVER	32,092	33,307	39,124	75,305
WOOD	31,877	35,197	39,419	70,467
DANVILLE	36,000	37,339	N/A	65,813
HIGHLAND	38,129	46,251	56,812	78,317
KASKASKIA	32,465	37,265	45,025	65,195
KISHWAUKEE	N/A	N/A	N/A	N/A
REND LAKE	35,250	38,250	45,450	66,082
SAUK VALLEY	28,703	32,599	36,690	71,245
ILLINOIS EASTERN	29,868	N/A	N/A	72,779
ILLINOIS VALLEY	33,906 *	37,537	45,642	79,700
KANKAKEE	28,557	33,917	41,263	88,197
LAKE LAND	32,544	35,169	36,744	DNA
LEWIS & CLARK	38,604	42,352	46,425	78,999
LOGAN	34,663	40,413	47,616	77,395
MCHENRY	38,000	47,120	61,940	91,580
BLACK HAWK	35,367	39,934	44,010	72,413
HEARTLAND	34,275	38,025	39,525	46,275
ILLINOIS CENTRAL	33,108	37,918	38,706	70,892
LINCOLN LAND	35,344	36,757	42,551	83,683
PARKLAND	33,037	35,479	38,504	77,214
RICHLAND	30,014	33,468	42,138	70,336
ROCK VALLEY	34,634	39,634	47,385	79,678
SOUTHWESTERN	40,193	44,599	48,568	75,715
ELGIN	38,238	45,121	61,495	96,581
MORTON	39,613	45,700	51,838	90,024
PRAIRIE STATE	36,050	44,161	52,663	87,379
SOUTH SUBURBAN	30,044	37,971	46,443	94,502
WAUBONSEE	36,602	43,810	50,342	87,546
CHICAGO	34,915	41,637	56,943	105,454
DUPAGE	40,130	44,508	60,531	99,231
HARPER	37,794	44,240	55,494	102,880
JOLIET	37,712	42,790	49,103	89,540
LAKE COUNTY	41,171	50,044	61,761	102,669
MORAIN VALLEY	34,623	38,363	42,426	97,119
OAKTON	33,599	45,269	55,604	103,125
TRITON	35,238	40,557	49,972	99,377
AVERAGES	\$34,868	\$40,004	\$47,390	\$80,860

N/A = Not Applicable

DNA = Data Not Available

* Lowest Contractual Base Salary for Faculty with a Master's Degree

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2005**

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 2005**

	<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	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	52	35

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2005

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. 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	5	32	Yes	Yes	4	Yes	Yes	IEA/NEA
SPOON RIVER	30	-	8	45	Yes	Yes	2	Yes	Yes	IEA/NEA
WOOD	30	15	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
DANVILLE	30	15	10	35	Yes	Yes	2	Yes	Yes	IEA/NEA
HIGHLAND	30	15	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	Yes	3	Yes	Yes	IFT/AFT
SAUK VALLEY	30	15	7	32	Yes	Yes	3	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	15	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	3	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
MCHENRY	30	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	6	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	30	15	5	34	Yes	Yes	5	Yes	Yes	IFT/AFT
SOUTHWESTERN	30	15	10	36	Yes	Yes	4	Yes	Yes	IFT/AFT
ELGIN	30	15	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	32	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	4	Yes	Yes	IFT/AFT
CHICAGO	30	15	4	36	No	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	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	15	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 15 7 35 N = 1 N = 0 0 = 0 N = 3 N = 0 IEA/NEA = 12

Y = 38 Y = 39 1 = 0 Y = 36 Y = 39 IFT/AFT = 25

- Not Applicable / Not Specified in Contract
SOURCE OF DATA: Salary Submission (C2)
2 = 2 Local Fac Assoc./Teachers'
3 = 20 Union = 2
4 = 13
5 = 4

Section V

**FISCAL YEAR 2005 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2005 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 \$56,576. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$43,811.

Table 10

**SUMMARY OF
FISCAL YEAR 2005 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)	\$ 9,734	\$50,704	\$34,005
Lowest Salaries (12 month)	\$ 9,360	\$35,499	\$23,129
Average Salaries (9 month)	\$14,332	\$78,674	\$56,576*
Average Salaries (12 month)	\$29,714	\$54,492	\$43,811*
Highest Salaries (9 month)	\$23,449	\$103,125	\$68,410
Highest Salaries (12 month)	\$45,368	\$120,884	\$71,508
Median Salaries (9 month)	\$10,218	\$87,292	\$48,535
Median Salaries (12 month)	\$28,080	\$53,364	\$38,716

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2005 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	\$37,650	\$45,310	\$49,780	\$57,110	\$57,110	\$49,392
SHAWNEE	---	---	---	---	---	---	---
SOUTHEASTERN	5	9,734	9,734	10,218	12,972	29,000	14,332
SPOON RIVER	---	---	---	---	---	---	---
WOOD	3	35,899	35,899	36,617	53,344	53,344	41,953
DANVILLE	2	21,502	21,502	33,784	46,066	46,066	33,784
HIGHLAND	---	---	---	---	---	---	---
KASKASKIA	3	43,985	43,985	50,735	56,505	56,505	50,408
KISHWAUKEE	12	22,225	36,574	45,973	50,410	66,784	44,667
REND LAKE	---	---	---	---	---	---	---
SAUK VALLEY	1	50,704	50,704	50,704	50,704	50,704	50,704
ILLINOIS EASTERN	2	22,008	22,008	25,219	28,430	28,430	25,219
ILLINOIS VALLEY	---	---	---	---	---	---	---
KANKAKEE	---	---	---	---	---	---	---
LAKE LAND	21	24,350	28,746	37,282	43,752	64,450	37,598
LEWIS & CLARK	---	---	---	---	---	---	---
LOGAN	2	47,743	47,743	48,651	49,559	49,559	48,651
MC HENRY	6	49,400	51,680	66,120	77,520	91,580	67,070
BLACK HAWK	11	24,675	31,714	35,948	61,836	72,413	46,741
HEARTLAND	3	17,603	17,603	23,449	23,449	23,449	21,500
ILLINOIS CENTRAL	---	---	---	---	---	---	---
LINCOLN LAND	2	47,864	47,864	53,357	58,850	58,850	53,357
PARKLAND	1	36,904	36,904	36,904	36,904	36,904	36,904
RICHLAND	---	---	---	---	---	---	---
ROCK VALLEY	3	23,429	23,429	26,952	73,077	73,077	41,153
SOUTHWESTERN	3	42,393	42,393	44,599	58,230	58,230	48,407
ELGIN	9	39,958	70,875	87,292	93,315	96,581	78,674
MORTON	---	---	---	---	---	---	---
PRAIRIE STATE	5	39,368	40,917	51,234	55,517	81,314	53,670
SOUTH SUBURBAN	17	22,693	48,223	56,549	71,468	93,651	59,508
WAUBONSEE	5	40,381	42,452	46,847	48,795	54,646	46,624
CHICAGO	14	45,469	56,023	57,284	64,982	88,961	60,555
DUPAGE	27	40,130	56,708	80,441	99,231	99,231	75,415
HARPER	23	37,794	41,539	51,136	67,039	99,690	55,000
JOLIET	---	---	---	---	---	---	---
LAKE COUNTY	20	20,321	59,497	66,213	94,115	102,669	70,317
MORAIN VALLEY	18	27,828	32,817	42,079	62,423	87,063	47,971
OAKTON	15	39,580	54,627	76,363	103,125	103,125	75,723
TRITON	11	40,557	44,715	67,240	82,955	92,093	66,447
TOTAL/AVERAGES	249	\$34,005	\$40,792	\$48,535	\$60,060	\$68,410	\$56,576
Lowest Low/Highest High		\$9,734				\$103,125	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2005 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	89	\$17,400	\$24,380	\$28,080	\$33,420	\$51,730	\$29,714
SHAWNEE	41	14,420	31,016	32,313	35,278	51,948	34,441
SOUTHEASTERN	23	9,360	18,720	28,923	40,000	58,316	30,468
SPOON RIVER	34	21,444	28,980	33,170	38,498	59,188	34,810
WOOD	37	19,580	24,110	31,201	35,990	50,222	31,615
DANVILLE	32	23,415	27,020	33,222	41,846	51,778	33,863
HIGHLAND	26	20,176	28,852	32,717	38,085	45,368	33,137
KASKASKIA	36	23,795	28,440	34,498	41,873	75,045	36,788
KISHWAUKEE	32	15,000	31,750	39,075	45,525	71,681	40,078
REND LAKE	70	19,000	27,500	30,384	35,000	59,483	32,065
SAUK VALLEY	25	31,709	34,751	41,058	45,586	54,288	40,353
ILLINOIS EASTERN	101	17,339	26,408	32,436	38,441	82,595	33,996
ILLINOIS VALLEY	60	19,302	28,078	38,588	43,039	77,106	38,469
KANKAKEE	44	23,422	31,918	35,435	39,571	48,714	36,037
LAKE LAND	64	19,446	29,652	37,939	47,684	65,594	39,741
LEWIS & CLARK	58	20,054	28,078	34,233	43,569	92,868	38,128
LOGAN	86	28,000	32,757	36,848	42,365	76,917	38,880
MC HENRY	105	28,184	33,673	38,175	46,311	71,439	40,795
BLACK HAWK	128	22,362	36,383	42,007	52,438	85,881	45,234
HEARTLAND	51	26,656	32,025	35,992	39,142	50,942	36,557
ILLINOIS CENTRAL	131	23,359	33,223	38,467	47,737	73,013	41,132
LINCOLN LAND	84	23,543	33,101	38,695	45,636	60,138	39,301
PARKLAND	125	15,420	33,522	40,200	51,107	85,552	43,085
RICHLAND	29	23,660	27,096	32,878	36,551	66,668	33,880
ROCK VALLEY	89	25,395	37,124	40,026	46,834	78,962	43,651
SOUTHWESTERN	93	27,288	40,518	48,621	61,950	111,082	52,961
ELGIN	114	29,947	42,513	49,442	60,353	82,452	51,215
MORTON	37	23,672	31,754	35,968	41,340	66,042	37,604
PRAIRIE STATE	39	20,936	32,000	35,894	42,213	56,692	37,235
SOUTH SUBURBAN	68	17,360	26,608	33,437	42,593	74,340	36,247
WAUBONSEE	91	24,000	34,287	40,645	47,962	73,500	42,771
CHICAGO	335	18,457	42,096	48,731	57,120	120,884	50,240
DUPAGE	275	27,478	44,453	51,260	61,241	95,630	53,744
HARPER	180	35,499	45,822	53,364	62,858	85,594	54,492
JOLIET	30	34,721	38,135	42,390	47,477	56,931	43,355
LAKE COUNTY	106	23,147	34,320	38,539	45,154	57,916	39,940
MORAIN VALLEY	137	24,606	40,476	46,614	59,117	90,635	49,786
OAKTON	88	32,290	42,859	50,346	60,668	85,118	52,463
TRITON	61	31,181	39,072	48,112	54,744	86,557	48,916
TOTAL/AVERAGES	3,254	\$23,129	\$32,909	\$38,716	\$46,059	\$71,508	\$43,811
Lowest Low/Highest High		\$9,360				\$120,884	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2005 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 2005. The weighted average administrative staff salary ranged from a low of \$45,183 to a high of \$154,618. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2005 salaries; and the median fiscal year 2005 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 2005 was \$74,732. The lowest reported administrative salary was \$24,638 and the highest was \$225,000. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2005
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$24,638	\$74,737	\$45,183
Average Administrative Salaries	\$52,435	\$105,279	\$74,732*
Highest Administrative Salaries	\$108,876	\$225,000	\$154,618
Median Administrative Salaries	\$47,709	\$102,368	\$69,332

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2005 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	25	\$41,270	\$49,920	\$61,620	\$77,010	\$128,320	\$65,791
SHAWNEE	18	34,900	47,031	54,842	60,753	121,147	58,080
SOUTHEASTERN	26	24,638	39,718	48,393	60,496	120,000	52,435
SPOON RIVER	13	42,334	47,047	64,653	73,309	116,617	65,495
WOOD	28	38,497	49,302	54,735	62,998	130,884	59,800
DANVILLE	37	31,816	45,969	59,000	67,912	133,811	61,087
HIGHLAND	25	29,676	49,625	57,702	75,014	117,380	63,287
KASKASKIA	22	38,200	43,269	49,192	66,696	137,280	58,075
KISHWAUKEE	16	45,050	56,300	69,050	94,400	153,370	77,415
REND LAKE	23	35,000	44,599	63,000	70,629	128,109	64,281
SAUK VALLEY	19	47,478	55,844	69,198	80,705	150,478	72,739
ILLINOIS EASTERN	33	31,415	45,108	56,690	82,897	140,753	64,821
ILLINOIS VALLEY	19	42,640	55,000	62,752	82,049	140,926	69,213
KANKAKEE	68	28,000	38,109	47,709	65,907	136,542	55,034
LAKE LAND	19	44,564	52,375	77,013	95,569	194,840	80,194
LEWIS & CLARK	46	32,230	47,153	54,802	83,833	170,000	68,606
LOGAN	40	37,740	50,286	61,169	74,178	151,651	65,350
MC HENRY	39	43,908	60,358	74,786	94,161	190,118	79,966
BLACK HAWK	10	73,000	77,971	91,830	108,904	140,486	96,148
HEARTLAND	32	41,138	58,126	66,501	82,825	150,000	71,484
ILLINOIS CENTRAL	24	48,708	68,626	75,445	83,552	145,300	80,351
LINCOLN LAND	52	41,362	53,812	71,916	73,606	185,000	69,305
PARKLAND	36	32,664	60,994	66,358	76,959	225,000	73,142
RICHLAND	28	35,000	46,721	55,515	72,299	156,114	62,785
ROCK VALLEY	47	38,936	51,218	58,784	73,909	108,876	64,696
SOUTHWESTERN	23	51,499	68,353	81,585	103,264	136,066	86,092
ELGIN	25	74,737	88,434	92,400	108,845	150,546	99,471
MORTON	17	35,000	50,000	65,000	88,500	130,000	67,574
PRAIRIE STATE	32	43,657	52,584	66,781	74,710	135,029	67,734
SOUTH SUBURBAN	31	45,012	64,334	71,216	86,712	127,250	75,915
WAUBONSEE	29	60,000	66,492	79,745	87,565	155,225	83,274
CHICAGO	113	53,766	71,688	82,391	94,915	216,000	88,732
DUPAGE	49	74,287	90,325	102,368	117,216	180,000	105,279
HARPER	47	67,667	84,309	95,793	109,382	205,440	99,479
JOLIET	65	41,542	54,835	60,005	75,475	157,291	67,214
LAKE COUNTY	50	46,280	58,200	68,072	96,250	189,488	77,120
MORAIN VALLEY	16	67,938	84,752	93,727	113,535	210,528	103,235
OAKTON	30	71,868	82,590	94,265	115,851	217,230	100,864
TRITON	26	48,710	59,850	77,954	90,939	147,004	79,511
TOTALS/AVERAGES	1,298	\$45,183	\$58,237	\$69,332	\$84,711	\$154,618	\$74,732
Lowest Low/Highest High		\$24,638				\$225,000	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2005

A summary of the fiscal year 2005 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 2005. 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 2005 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State*
	Low	High	Average
District Executive Officer	\$112,673	\$225,000	\$151,826
Chief Campus Administrator	\$98,096	\$141,993	\$125,653
Chief Finance Officer	\$60,753	\$148,012	\$105,147
Chief Academic Officer	\$61,500	\$144,557	\$103,886
Student Services Officer	\$53,539	\$133,441	\$92,163
Dean-Baccalaureate Education	\$60,000	\$115,479	\$86,058
Dean-Occupational/Career Education	\$58,314	\$114,366	\$83,459
Dean-Continuing Education	\$40,952	\$99,076	\$72,767
Director-Data Processing/Info Technology	\$54,000	\$164,503	\$91,090
Director-Research & Planning	\$41,320	\$123,492	\$72,102
Director-Admissions and Records	\$35,000	\$99,358	\$63,088
Director-Counseling	\$47,000	\$94,294	\$69,290
Director-Financial Aid	\$34,279	\$95,534	\$58,275
Director-Job Placement	\$39,938	\$66,964	\$64,547
Director-Student Activities	\$36,892	\$98,344	\$57,702
Director-Library/LRC	\$37,302	\$98,261	\$65,076
Director-Development/Grants	\$39,463	\$129,600	\$74,582
Director-Public Information/Relations	\$34,882	\$110,203	\$60,924
Director-Personnel/Human Resources	\$40,000	\$135,000	\$76,833
Director-Business Services	\$37,740	\$103,771	\$68,657
Director-Physical Facilities/Grounds	\$40,903	\$132,192	\$77,801
Director-Adult Education	\$42,588	\$110,875	\$68,560
Director-Athletics	\$32,664	\$120,433	\$64,348
Controller	\$38,938	\$102,368	\$72,195
Director-Business/Industry Center	\$44,991	\$95,459	\$68,017

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2005

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	\$128,320	1	2	1									\$96,720	1	15	2
SHAWNEE	121,147	1	0	1					\$60,753	1	0	4	61,500	1	0	2
SOUTHEASTERN	120,000	1	0	1					67,487	1	5	4	81,482	1	4	2
SPOON RIVER	116,617	1	4	1					86,940	1	1	2	88,034	1	3	2
WOOD	130,884	1	8	1					89,670	1	7	2	86,477	1	0	2
DANVILLE	133,811	1	5	1					112,858	1	15	2	106,076	1	7	2
HIGHLAND	117,380	1	2	1					74,739	1	3	2	90,703	1	1	2
KASKASKIA	137,280	1	3	1					84,319	1	3	2	97,791	1	3	2
KISHWAUKEE	153,370	1	4	1					98,800	1	27	2	106,300	1	3	2
REND LAKE	128,109	1	14	1					103,604	1	13	2				
SAUK VALLEY	150,478	1	18	1					93,265	1	5	2	103,000	1	0	2
ILLINOIS EASTERN	140,753	1	9	1	\$103,946	4	6	2	84,798	1	3	3	73,369	4	4	4
ILLINOIS VALLEY	140,926	1	8	1					85,696	1	2	2	108,052	1	8	2
KANKAKEE	136,542	1	4	1					96,229	1	3	2	114,799	1	14	2
LAKE LAND	194,840	1	16	1					95,569	1	4	2	97,107	1	2	2
LEWIS & CLARK	170,000	1	13	1					110,560	1	7	2	128,073	1	12	2
LOGAN	151,651	1	4	1					117,138	1	4	2	103,693	1	4	2
MC HENRY	190,118	1	1	1					119,806	1	4	2	126,215	1	1	2
BLACK HAWK	140,486	1	4	1	98,096	1	4	2	108,904	1	8	2	122,165	1	4	2
HEARTLAND	150,000	1	13	1					111,746	1	8	2	107,222	1	3	2
ILLINOIS CENTRAL	145,300	1	4	1												
LINCOLN LAND	185,000	1	2	1					104,888	1	5	2	102,329	1	4	2
PARKLAND	225,000	1	14	1					120,048	1	0	2	102,037	1	0	2
RICHLAND	156,114	1	3	1					102,258	1	6	2				
ROCK VALLEY*	145,000	1	0	1					108,682	1	2	2	108,876	1	2	2
SOUTHWESTERN	136,066	1	7	1					119,452	1	6	2	117,037	1	3	2
ELGIN	150,546	1	6	1					122,391	1	5	2	120,000	1	0	2
MORTON	130,000	1	1	1					92,500	1	0	2	100,000	1	0	2
PRAIRIE STATE	135,029	1	5	1					101,920	1	2	2	115,330	1	3	2
SOUTH SUBURBAN	127,250	1	4	1					100,077	1	4	2	106,327	1	1	2
WAUBONSEE	155,225	1	15	1					135,700	1	6	2	124,600	1	9	2
CHICAGO	216,000	1	7	1	141,993	7	18	2	115,500	1	16	3	144,557	1	28	2
DUPAGE	180,000	1	1	1					140,183	1	4	2	113,926	1	3	2
HARPER	205,440	1	7	1					148,012	1	8	2	133,952	1	3	2
JOLIET	157,291	1	6	1					109,421	1	1	2	113,741	1	5	2
LAKE COUNTY	189,488	1	15	1					119,548	1	2	2	106,974	1	0	2
MORAIN VALLEY	210,528	1	13	1					104,957	1	8	2				
OAKTON	217,230	1	9	1					122,457	1	3	2	119,115	1	3	2
TRITON	147,004	1	4	1					119,574	1	6	2	100,000	1	2	2
NUMBER OF PERSONS		39				12				37				38		
AVERAGES	\$151,826				\$125,653				\$105,147				\$103,886			

* Employed after 10/01/2004.

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2005**

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	\$91,980	1	5	2					\$62,340	1	0	4	\$79,880	1	12	4
SHAWNEE	89,401	1	0	2					58,314	1	0	3				
SOUTHEASTERN	80,341	1	8	2									58,488	1	4	4
SPOON RIVER	73,309	1	14	3					60,942	1	3	3	65,567	1	3	4
WOOD	89,752	1	16	2					60,174	1	0	4				
DANVILLE	67,586	1	1	4	\$65,791	2	3	4	77,405	1	2	4	40,952	1	0	6
HIGHLAND					79,499	1	1	4	79,819	1	8	4				
KASKASKIA	53,539	1	1	4	60,000	1	0	4	66,696	1	2	4	72,362	1	3	4
KISHWAUKEE	101,500	1	24	2	65,575	2	4	4	73,000	2	6	4	90,000	1	22	2
REND LAKE					76,000	2	0	2								
SAUK VALLEY	61,035	1	0	3	70,331	1	3	3	80,705	1	5	3				
ILLINOIS EASTERN	54,231	2	9	4												
ILLINOIS VALLEY	89,813	1	7	2					68,640	1	1	3				
KANKAKEE					85,904	1	3	4					61,053	1	7	4
LAKE LAND	123,392	1	4	2	83,391	1	4	3					84,928	1	8	3
LEWIS & CLARK	108,560	1	12	2	115,403	1	3	4	83,868	1	3	4				
LOGAN	93,693	1	0	2	82,866	1	4	3					80,597	1	7	3
MC HENRY	94,161	1	0	3	105,946	1	4	3	98,448	1	3	3				
BLACK HAWK	73,000	1	0	4	82,523	2	3	4					82,200	1	4	4
HEARTLAND	104,368	1	12	3									81,000	1	5	2
ILLINOIS CENTRAL																
LINCOLN LAND	102,329	1	6	2	92,650	1	3	3								
PARKLAND	114,000	1	0	2	65,153	1	10	4	95,298	1	7	4	76,220	1	0	4
RICHLAND	106,775	1	16	2	74,379	2	2	4	73,733	1	4	4				
ROCK VALLEY	87,059	1	2	4					87,059	1	1	4				
SOUTHWESTERN	103,264	1	24	2	115,099	1	26	4	93,713	1	1	4	56,175	1	1	4
ELGIN	107,674	1	6	3	99,492	1	2	3	114,366	1	7	3				
MORTON	88,500	1	1	3	66,500	1	1	4					68,000	1	0	4
PRAIRIE STATE	80,501	1	3	2	79,904	1	7	4	72,800	1	1	4	60,476	1	1	4
SOUTH SUBURBAN	99,932	1	4	2					86,479	1	3	4	67,278	1	1	4
WAUBONSEE	83,332	1	17	3	75,767	1	4	3	67,642	1	3	3	62,567	1	6	4
CHICAGO	83,406	8	17	3	92,132	14	9	3	92,207	8	19	3	90,373	1	6	4
DUPAGE	128,501	1	9	2	115,479	1	4	4	93,336	1	0	4	77,613	1	0	5
HARPER	133,441	1	18	2									99,076	1	18	4
JOLIET	113,741	1	7	2					99,066	1	2	4	67,501	1	2	4
LAKE COUNTY	119,667	1	7	2									56,514	1	1	6
MORAIN VALLEY	121,822	1	3	2	105,247	1	36	4	94,284	1	4	4				
OAKTON	115,851	1	2	4									92,692	1	18	4
TRITON	85,472	1	7	4	97,436	1	6	4	95,362	1	8	4	74,887	1	4	4
NUMBER OF PERSONS	43				42				33				24			
AVERAGES	\$92,163				\$86,058				\$83,459				\$72,767			

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2005

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									\$77,010	1	25	4				
SHAWNEE	\$58,865	1	0	4	\$70,533	1	0	2					\$52,920	1	0	4
SOUTHEASTERN	58,488	1	9	6					48,581	1	11	6	60,496	1	10	4
SPOON RIVER					42,766	1	2	3								
WOOD	54,000	1	0	4	59,842	1	5	4	51,698	1	19	4				
DANVILLE	59,607	2	9	6	54,915	1	6	4	54,619	1	7	4	59,000	1	0	6
HIGHLAND	57,702	1	4	4					73,773	1	14	4				
KASKASKIA	57,935	1	3	6	48,276	1	3	4	44,014	1	3	4				
KISHWAUKEE	65,000	1	0	4	56,600	1	5	2					47,000	1	1	4
REND LAKE	102,490	1	5	2					35,000	1	0	4				
SAUK VALLEY	83,803	1	2	3					62,132	1	0	4				
ILLINOIS EASTERN	70,594	1	8	4					48,099	2	0	4				
ILLINOIS VALLEY	82,049	1	11	3					42,640	1	1	3	55,000	1	0	3
KANKAKEE	92,509	1	16	4	58,072	1	4	4	46,125	1	0	4	58,819	1	1	4
LAKE LAND	87,771	1	3	4					69,676	1	2	3				
LEWIS & CLARK	164,503	1	3	2					47,682	1	3	4	63,202	1	12	4
LOGAN	77,756	1	23	4												
MC HENRY	102,216	1	3	3	87,556	1	12	3	64,417	1	6	4	60,358	1	0	4
BLACK HAWK	96,585	1	1	2												
HEARTLAND	87,459	1	7	3	65,100	1	1	3	58,397	1	6	4	67,377	1	13	4
ILLINOIS CENTRAL					104,645	1	1	3	60,493	1	3	6	76,689	1	10	6
LINCOLN LAND	96,967	1	1	2	61,215	1	0	4	71,916	1	2	3	61,830	1	13	3
PARKLAND					72,772	1	8	4	78,082	1	10	4				
RICHLAND	73,878	1	0	4	46,800	1	1	3					61,450	2	9	4
ROCK VALLEY	107,514	1	6	3									60,757	1	1	4
SOUTHWESTERN	112,690	1	4	2	64,862	1	24	4	59,595	1	2	4	81,034	1	2	4
ELGIN					74,737	1	1	3	90,556	1	13	4	93,836	1	7	3
MORTON	89,000	1	0	4	60,000	1	0	4	55,000	1	0	4				
PRAIRIE STATE	70,185	1	4	4	49,479	1	7	4	45,840	1	4	4	74,419	1	5	4
SOUTH SUBURBAN	86,712	1	7	4	92,092	1	13	4	66,495	1	1	4	81,475	1	4	4
WAUBONSEE	104,048	1	4	3					66,492	1	0	4	67,138	1	0	4
CHICAGO	138,802	1	19	2					64,409	6	25	4				
DUPAGE	149,911	1	20	2	123,492	1	13	4	99,358	1	8	4	88,701	1	2	5
HARPER	147,644	1	12	2	84,309	1	15	4	72,107	1	14	4	94,294	1	2	4
JOLIET	96,662	1	0	6	60,093	1	1	4	63,197	1	5	6				
LAKE COUNTY					99,408	1	6	3	73,350	1	5	4	70,077	1	3	4
MORAIN VALLEY	125,080	1	3	4	70,296	1	0	4	81,531	1	6	4	83,047	1	5	4
OAKTON	88,098	1	0	4	121,179	1	19	3	71,868	1	2	4	82,590	1	2	4
TRITON	90,939	1	7	3	73,500	1	1	4	83,036	1	7	4				
NUMBER OF PERSONS	34				25				38				24			
AVERAGES	\$91,090				\$72,102				\$63,088				\$69,290			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2005

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student 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	\$61,620	1	10	4									\$72,630	1	5	4
SHAWNEE	47,031	1	0	4									51,498	2	10	4
SOUTHEASTERN	34,279	1	0	4									47,047	1	3	3
SPOON RIVER													44,337	1	13	4
WOOD	56,162	1	10	4	\$39,938	1	0	4					62,845	1	11	4
DANVILLE	53,366	1	7	4	42,867	1	7	6					75,014	1	21	4
HIGHLAND	47,518	1	1	4					\$43,269	1	4	4	45,050	1	3	4
KASKASKIA	45,585	1	3	4									60,000	1	0	3
KISHWAUKEE													61,132	1	2	4
REND LAKE	60,232	1	24	4									37,302	4	5	4
SAUK VALLEY	47,478	1	1	4												
ILLINOIS EASTERN	42,316	4	19	4												
ILLINOIS VALLEY	44,237	1	3	3												
KANKAKEE	73,266	1	17	4					36,892	1	2	6				
LAKE LAND																
LEWIS & CLARK													72,231	1	8	3
LOGAN	54,000	1	7	4	66,964	1	2	4	51,389	1	10	4	47,500	1	6	4
MC HENRY									53,351	1	4	4	73,228	1	0	4
BLACK HAWK																
HEARTLAND	65,625	1	1	4									45,864	1	3	4
ILLINOIS CENTRAL																
LINCOLN LAND	71,916	1	19	3					45,636	1	2	4	71,916	1	3	5
PARKLAND	71,936	1	16	4	57,030	1	10	4	49,815	1	6	4	64,014	1	5	4
RICHLAND	64,048	1	8	4					38,750	1	2	6				
ROCK VALLEY													71,102	1	5	4
SOUTHWESTERN	62,000	1	0	4					51,499	1	14	4	88,925	1	6	4
ELGIN	87,443	1	6	4					87,443	1	5	4	90,727	1	1	3
MORTON									40,000	1	0	6	38,000	1	0	6
PRAIRIE STATE	49,291	1	10	4	45,816	1	3	4	53,091	1	10	4	73,717	1	25	4
SOUTH SUBURBAN	66,213	1	9	4	66,495	1	1	6	57,877	1	10	4				
WAUBONSEE																
CHICAGO	57,065	7	18	4												
DUPAGE	95,534	1	0	4					98,344	1	14	4	93,336	1	5	5
HARPER	77,996	1	1	4					68,405	1	23	4	95,884	1	4	4
JOLIET	59,555	1	0	6	59,555	1	3	6	57,693	1	4	6				
LAKE COUNTY	51,000	1	4	4	66,144	1	11	4	52,896	1	4	4	89,291	1	3	4
MORAIN VALLEY	66,090	1	0	4	53,307	1	0	4	59,473	1	0	4	86,456	1	2	4
OAKTON	73,862	1	5	4					92,819	1	19	4	98,261	1	14	4
TRITON	58,449	1	8	6									96,638	1	13	3
NUMBER OF PERSONS	38				9				18				31			
AVERAGES	\$58,275				\$64,547				\$57,702				\$65,076			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2005

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					\$55,110	1	11	4					\$51,650	1	2	4
SHAWNEE					38,294	1	0	4								
SOUTHEASTERN					49,050	2	16	4								
SPOON RIVER																
WOOD	\$45,705	1	5	4	54,271	1	26	4	\$44,337	1	7	4				
DANVILLE	59,525	1	3	4					87,979	1	18	4	62,976	1	0	4
HIGHLAND					53,667	1	8	4	55,983	1	9	4				
KASKASKIA	39,463	1	0	4	41,320	1	1	4	50,108	1	5	4	47,772	1	20	6
KISHWAUKEE	48,800	1	2	2	55,417	1	4	2	65,300	1	2	4				
REND LAKE					50,186	1	25	4								
SAUK VALLEY	70,728	1	5	4	69,198	1	5	4					60,986	1	9	4
ILLINOIS EASTERN					34,882	4	20	4	46,433	1	3	4	40,002	5	12	4
ILLINOIS VALLEY									45,900	1	1	3				
KANKAKEE	116,101	1	3	2	45,650	1	1	4	56,604	1	0	4	67,838	1	3	4
LAKE LAND	77,665	2	5	2	46,794	1	6	4					77,013	1	13	4
LEWIS & CLARK	83,833	1	15	4	81,653	1	10	3								
LOGAN	62,264	1	13	4	49,000	1	0	4	61,000	1	0	4	37,740	1	1	4
MC HENRY	88,064	1	0	2	74,786	1	4	3	91,212	1	8	3	76,829	1	8	4
BLACK HAWK									75,000	1	3	4				
HEARTLAND					57,855	1	6	3	59,955	1	6	3	46,113	1	6	3
ILLINOIS CENTRAL					76,611	1	4	3	76,063	1	3	3				
LINCOLN LAND					74,314	1	3	4	71,916	1	4	3	77,650	1	10	3
PARKLAND	64,790	1	1	3	59,172	1	5	4								
RICHLAND	55,435	1	2	3					59,868	1	3	4				
ROCK VALLEY	100,039	1	4	2	53,990	1	1	4	79,151	2	1	3	65,000	1	0	4
SOUTHWESTERN	94,672	1	19	4	68,353	1	6	4	101,952	1	21	2	73,248	1	17	4
ELGIN	88,434	1	2	2					102,095	1	4	2				
MORTON	56,000	2	0	4	65,000	1	1	4	40,000	1	0	6				
PRAIRIE STATE	55,702	1	4	4	52,281	1	6	4	75,000	1	1	4	65,729	1	3	4
SOUTH SUBURBAN					45,012	1	1	6	81,475	1	4	4				
WAUBONSEE	63,000	1	0	3					79,745	1	13	3	71,380	1	6	3
CHICAGO	129,600	1	1	2	88,088	1	4	4	135,000	1	0	2	93,838	7	18	4
DUPAGE	90,325	1	2	4	91,473	1	1	4	112,252	1	3	4	103,771	1	10	4
HARPER	117,553	1	7	3	95,513	1	2	4	118,205	1	23	4				
JOLIET	71,945	1	1	4	79,473	1	3	4	82,738	1	6	4	69,107	1	0	4
LAKE COUNTY	58,982	1	10	6	87,071	1	13	4	96,250	1	15	4	54,768	1	5	4
MORAIN VALLEY	70,536	1	0	4	72,867	1	0	4	70,984	1	5	4				
OAKTON					110,203	1	3	4	95,711	1	12	4	73,862	1	5	4
TRITON	70,875	1	1	4	63,000	1	1	6	84,467	1	6	3	88,067	1	4	3
NUMBER OF PERSONS	27				36				31				31			
AVERAGES	\$74,582				\$60,924				\$76,833				\$68,657			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2005

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					\$59,550	1	0	3					\$56,840	1	5	4
SHAWNEE					42,849	1	8	6					48,205	1	2	6
SOUTHEASTERN					47,191	1	10	3								
SPOON RIVER	\$42,334	1	12	3	51,698	1	0	4	\$46,906	1	2	4				
WOOD	55,198	1	7	4												
DANVILLE					52,475	1	11	5	45,969	1	2	6	71,054	1	18	6
HIGHLAND	63,787	1	9	4	51,991	1	6	4	56,016	1	10	6	53,307	1	3	4
KASKASKIA	56,135	1	3	4	45,240	1	1	4	42,053	1	3	5	38,938	1	5	4
KISHWAUKEE																
REND LAKE	77,250	1	9	4									57,000	1	0	4
SAUK VALLEY	55,000	1	0	4	75,963	1	7	3	55,844	1	11	5				
ILLINOIS EASTERN					74,432	1	0	4								
ILLINOIS VALLEY	62,752	1	7	3									55,600	1	4	3
KANKAKEE	87,410	1	26	4	59,432	1	8	4	67,869	1	11	4				
LAKE LAND	47,243	1	2	4												
LEWIS & CLARK	90,243	1	14	3	58,045	1	8	4	109,470	1	12	2				
LOGAN	63,039	1	9	4	62,452	1	8	4	73,913	1	4	4				
MC HENRY	85,627	1	8	3	65,477	1	1	4	73,435	1	14	5	74,752	1	0	3
BLACK HAWK																
HEARTLAND	86,913	1	6	3	42,588	1	2	3					73,500	1	13	3
ILLINOIS CENTRAL	91,804	1	3	4												
LINCOLN LAND	66,712	1	1	4	86,177	1	18	3	46,632	1	4	4	61,830	1	6	4
PARKLAND	74,217	1	4	4	67,841	1	0	3	32,664	1	8	4	63,530	1	0	2
RICHLAND													71,301	1	10	4
ROCK VALLEY	71,311	1	4	4	56,940	1	13	4					58,206	1	0	4
SOUTHWESTERN	74,408	1	22	4	82,137	1	1	4	70,025	1	25	4	81,585	1	2	4
ELGIN	115,067	1	3	3	88,105	1	4	4					89,575	1	3	3
MORTON	69,250	1	5	4												
PRAIRIE STATE	73,204	1	3	4	67,833	1	1	4	45,180	1	4	4				
SOUTH SUBURBAN	69,856	1	5	4	105,404	1	4	2					75,388	1	3	4
WAUBONSEE	80,313	1	5	3	71,767	1	4	4					94,033	1	13	3
CHICAGO	132,192	1	4	2	75,579	7	17	4								
DUPAGE					110,875	1	15	5	120,433	1	13	5	102,368	1	4	4
HARPER	102,059	1	2	4									96,765	1	8	6
JOLIET	80,289	1	6	4	94,629	1	5	4	67,205	1	9	6	89,270	1	2	1
LAKE COUNTY	79,190	1	2	4	55,033	1	8	5	58,200	1	0	4				
MORAIN VALLEY	88,968	1	0	4	70,856	1	0	4	67,432	1	0	4	89,690	1	0	4
OAKTON	111,249	1	6	4					79,009	1	3	4	97,901	1	14	4
TRITON	81,021	1	11	4	55,000	1	0	6					59,850	1	2	6
NUMBER OF PERSONS	30				34				18				23			
AVERAGES	\$77,801				\$68,560				\$64,348				\$72,195			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2005**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG				
SHAWNEE	\$51,317	1	0	4
SOUTHEASTERN	44,991	1	18	4
SPOON RIVER				
WOOD	52,827	1	0	4
DANVILLE	67,429	1	17	4
HIGHLAND	49,625	1	3	4
KASKASKIA	67,362	1	3	4
KISHWAUKEE	75,360	1	2	4
REND LAKE				
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	65,213	1	15	3
KANKAKEE				
LAKE LAND	67,056	1	9	4
LEWIS & CLARK	68,784	1	3	4
LOGAN	61,338	1	7	4
MC HENRY	95,459	1	0	3
BLACK HAWK				
HEARTLAND	68,796	1	1	3
ILLINOIS CENTRAL	68,812	1	6	4
LINCOLN LAND	47,435	1	2	4
PARKLAND	62,816	1	4	4
RICHLAND				
ROCK VALLEY	68,522	2	1	4
SOUTHWESTERN	72,336	1	8	4
ELGIN				
MORTON				
PRAIRIE STATE	54,080	1	1	4
SOUTH SUBURBAN	89,920	1	3	4
WAUBONSEE	84,048	1	36	4
CHICAGO	59,600	5	4	4
DUPAGE				
HARPER	90,171	1	11	4
JOLIET				
LAKE COUNTY	94,768	1	5	4
MORAIN VALLEY	92,700	1	0	4
OAKTON	80,827	1	7	4
TRITON				
NUMBER OF PERSONS	31			
AVERAGES	\$68,017			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2005
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 2005 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 2005*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	40	\$2,249	\$3,106	\$4,866
Accountant II	32	1,836	3,190	6,010
Account Clerk I	109	1,343	2,290	3,142
Account Clerk II	117	1,640	2,660	3,972
Admissions/Records Assistant	159	1,347	2,223	3,312
Admissions/Records Supervisor	73	2,388	3,655	6,083
Audio/Visual Services Manager	23	2,156	3,905	6,447
Bookstore Manager	22	2,620	3,789	5,858
Clerk Typist	449	1,598	2,280	3,068
Computer Operator I	39	1,702	2,633	3,854
Computer Operator II	38	1,713	2,984	5,510
Computer Programmer I	9	2,951	3,161	3,330
Computer Programmer II	19	2,295	3,790	5,168
Computer Systems Analyst	50	1,724	4,409	6,858
Building Custodian	932	1,487	2,294	3,624
Building Services Supervisor	108	2,230	3,382	5,851
Data Entry Operator	26	1,737	2,568	3,419
Library Assistant	161	1,192	2,358	3,308
Programmer/Analyst	59	2,877	4,319	6,912
Purchasing Assistant	23	1,591	2,780	4,125
Purchasing Supervisor	12	2,355	4,308	6,250
Telephone Operator	65	1,255	2,203	3,387
Secretary-General	735	1,487	2,295	3,048
Secretary-Administrative	435	1,869	2,760	3,744
Secretary-Executive	162	2,010	3,392	4,681
Security Officer/Guard	171	1,056	2,515	3,753
Security Supervisor	41	1,836	4,134	7,802
Shipping/Receiving Assistant	65	1,013	2,408	4,333
Administrator, Local Area Network	33	3,042	5,038	7,969
Telecommunications, Technician	46	1,894	3,433	5,539
Coordinator, Telecommunications	15	1,765	4,131	6,109
Program Administrative Assistant	57	1,838	2,723	3,436
Accountant III	15	2,835	4,167	6,770
Computer programmer III	9	2,377	4,560	6,516

*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 2004**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2004. 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 2004 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Administrative	\$4,149	\$21,024	\$10,351
9-Month Teaching Faculty	\$4,871	\$14,875	\$9,710
12-Month Teaching Faculty	\$2,935	\$14,836	\$9,812
9-Month Other Professional (Nonteaching)	\$2,980	\$16,516	\$8,990
12-Month Other Professional (Nonteaching)	\$4,018	\$18,941	\$9,411
Classified	\$3,709	\$15,889	\$9,246

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Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2004

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	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	
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	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		X	
PARKLAND	X	X	X	X			X	X	X	X	X	X
RICHLAND	X	X	X	X	X		X			X	X	
ROCK VALLEY	X	X	X	X			X	X	X		X	X
SOUTHWESTERN	X	X	X	X	X		X	X	X		X	X
ELGIN	X	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	X	X
SOUTH SUBURBAN	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
DUPAGE	X	X	X	X		X	X	X	X		X	X
HARPER	X	X	X	X	X		X			X		
JOLIET	X	X		X				X	X		X	
LAKE COUNTY	X		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
TRITON	X	X	X	X	X				X		X	X
TOTALS	39	27	29	38	21	4	37	34	32	14	37	26

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

Illinois Community College Board

Table 20

FISCAL YEAR 2004 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Number	<u>Administrative</u>		Number	<u>9 Mos. Faculty</u>		Number	<u>12 Mos. Faculty</u>	
		Total Cost	Cost Per Employee		Total Cost	Cost Per Employee		Total Cost	Cost Per Employee
SANDBURG	22	\$182,875	\$8,313	66	\$463,491	\$7,023			
SHAWNEE	13	53,941	4,149	38	185,079	4,871	1	\$4,240	\$4,240
SOUTHEASTERN	39	252,367	6,471	66	387,184	5,866	4	22,096	5,524
SPOON RIVER	14	147,507	10,536	37	333,478	9,013			
WOOD	5	40,648	8,130	48	350,761	7,308	2	16,808	8,404
DANVILLE	21	158,506	7,548	46	295,786	6,430			
HIGHLAND	23	327,167	14,225	45	559,864	12,441			
KASKASKIA	65	650,218	10,003	67	801,852	11,968			
KISHWAUKEE	16	88,525	5,533	70	392,355	5,605			
REND LAKE	26	177,447	6,825	50	333,320	6,666	4	15,802	3,951
SAUK VALLEY	22	241,708	10,987	55	540,162	9,821	1	7,713	7,713
ILLINOIS EASTERN	33	204,023	6,183	88	500,621	5,689	10	58,821	5,882
ILLINOIS VALLEY	21	266,207	12,677	81	741,180	9,150	1	2,935	2,935
KANKAKEE	71	491,654	6,925	55	375,344	6,824			
LAKE LAND	19	184,925	9,733	102	910,529	8,927			
LEWIS & CLARK	45	251,544	5,590	79	427,633	5,413			
LOGAN	42	308,110	7,336	101	806,663	7,987			
MC HENRY	40	569,473	14,237	82	1,180,933	14,402			
BLACK HAWK	10	105,781	10,578	137	1,182,087	8,628	1	9,438	9,438
HEARTLAND	33	262,892	7,966	62	410,752	6,625	5	35,538	7,108
ILLINOIS CENTRAL	27	300,030	11,112	163	1,666,452	10,224	17	151,054	8,886
LINCOLN LAND	52	266,335	5,122	123	601,646	4,891			
PARKLAND	39	470,748	12,070	165	1,895,001	11,485			
RICHLAND	30	216,006	7,200	76	495,785	6,523	3	21,423	7,141
ROCK VALLEY	47	279,984	5,957	138	813,346	5,894			
SOUTHWESTERN	23	207,047	9,002	124	826,199	6,663	2	15,184	7,592
ELGIN	24	278,746	11,614	107	1,433,777	13,400			
MORTON	13	121,189	9,322	55	511,127	9,293			
PRAIRIE STATE	31	319,430	10,304	85	633,905	7,458			
SOUTH SUBURBAN	31	303,766	9,799	105	824,505	7,852			
WAUBONSEE	28	274,308	9,797	80	713,587	8,920			
CHICAGO	113	1,638,060	14,496	492	7,318,566	14,875	32	474,750	14,836
DUPAGE	48	517,223	10,775	298	3,244,444	10,887			
HARPER	47	710,981	15,127	188	1,925,396	10,241			
JOLIET	66	877,753	13,299	173	2,290,351	13,239			
LAKE COUNTY	50	1,051,191	21,024	178	1,452,356	8,159			
MORAIN VALLEY	27	275,510	10,204	162	1,676,595	10,349			
OAKTON	31	436,343	14,076	134	1,451,436	10,832			
TRITON	24	267,567	11,149	104	1,042,021	10,019	8	57,135	7,142
TOTALS/AVERAGES	1,331	\$13,777,734	\$10,351	4,325	\$41,995,570	\$9,710	91	\$892,937	\$9,812

SOURCE OF DATA: Salary Submission (C2)

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Table 20
(Continued)
FISCAL YEAR 2004 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	\$35,367	\$7,073	65	\$411,456	\$6,330	52	\$311,227	\$5,985
SHAWNEE				17	81,547	4,797	34	126,097	3,709
SOUTHEASTERN	1	7,942	7,942	29	203,318	7,011	49	274,842	5,609
SPOON RIVER	1	5,326	5,326	34	330,090	9,709	31	276,265	8,912
WOOD	6	24,048	4,008	59	634,645	10,757	61	373,533	6,123
DANVILLE	3	19,218	6,406	32	210,892	6,590	76	481,343	6,333
HIGHLAND				31	302,430	9,756	67	556,397	8,304
KASKASKIA							80	787,901	9,849
KISHWAUKEE	12	81,274	6,773	51	287,073	5,629	66	362,454	5,492
REND LAKE				69	400,217	5,800	54	317,445	5,879
SAUK VALLEY	2	19,167	9,583	30	280,091	9,336	49	464,055	9,471
ILLINOIS EASTERN				56	334,152	5,967	115	625,669	5,441
ILLINOIS VALLEY				61	565,823	9,276	67	504,973	7,537
KANKAKEE				51	316,251	6,201	62	403,716	6,512
LAKE LAND	22	184,573	8,390	51	391,911	7,685	92	788,154	8,567
LEWIS & CLARK				54	257,570	4,770	79	410,382	5,195
LOGAN	2	5,959	2,980	93	522,257	5,616	131	819,341	6,255
MC HENRY	6	99,094	16,516	106	1,289,329	12,163	60	698,862	11,648
BLACK HAWK	5	29,449	5,890	4	25,100	6,275	236	1,796,061	7,610
HEARTLAND	3	18,135	6,045	48	316,191	6,587	41	238,376	5,814
ILLINOIS CENTRAL	1	4,469	4,469	5	52,697	10,539	288	2,746,174	9,535
LINCOLN LAND	2	6,727	3,364	95	381,664	4,018	146	631,815	4,328
PARKLAND	12	120,016	10,001	150	1,518,677	10,125	82	718,179	8,758
RICHLAND				33	203,090	6,154	63	405,145	6,431
ROCK VALLEY	3	13,815	4,605	89	1,546,879	17,381	133	696,939	5,240
SOUTHWESTERN	3	16,054	5,351	100	554,413	5,544	177	865,108	4,888
ELGIN	9	107,468	11,941	142	1,386,828	9,766	91	1,034,024	11,363
MORTON							94	779,396	8,291
PRAIRIE STATE				39	207,029	5,308	105	534,919	5,094
SOUTH SUBURBAN	20	153,187	7,659	99	750,047	7,576	120	918,107	7,651
WAUBONSEE	5	43,593	8,719				146	1,256,652	8,607
CHICAGO	14	204,718	14,623	335	4,863,706	14,519	696	10,210,691	14,671
DUPAGE	26	234,868	9,033				504	4,886,455	9,695
HARPER	23	213,593	9,287	192	1,792,966	9,338	264	2,122,902	8,041
JOLIET				100	1,247,487	12,475	139	1,713,875	12,330
LAKE COUNTY	18	148,575	8,254	7	132,589	18,941	313	4,973,314	15,889
MORAIN VALLEY	18	187,318	10,407	117	1,225,684	10,476	180	1,871,488	10,397
OAKTON	17	183,646	10,803				302	2,736,135	9,060
TRITON	12	88,949	7,412	57	512,826	8,997	200	1,551,474	7,757
TOTALS/AVERAGES	251	\$2,256,548	\$8,990	2,501	\$23,536,926	\$9,411	5,545	\$51,269,885	\$9,246

* Rock Valley Underwent Internal Employee Reclassification During the Past Fiscal Year.
SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2005
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 2005 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 2005 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%	14.8%	4.7%
Faculty (9 and 12 Months)	0.0%	18.3%	5.0%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	9.0%	4.5%
Classified	0.0%	6.9%	4.3%

*Weighted

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Table 22

FISCAL YEAR 2005 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	3.0	3.0	3.0	3.0
SOUTHEASTERN	3.5	4.6	3.8	4.6
SPOON RIVER	0.0	3.1	0.0	0.0
WOOD	3.2	3.5	3.5	3.5
DANVILLE	4.3	4.4	4.3	5.0
HIGHLAND	3.3	5.0	3.1	3.5
KASKASKIA	7.2	5.2	5.0	5.5
KISHWAUKEE	3.4	3.0	3.5	5.0
REND LAKE	3.0	3.0	5.0	3.0
SAUK VALLEY	5.9	3.3	2.5	2.0
ILLINOIS EASTERN	3.2	0.0	2.9	3.1
ILLINOIS VALLEY	4.0	6.0	4.0	4.0
KANKAKEE	4.9	3.4	3.9	3.9
LAKE LAND	4.8	5.0	5.6	6.9
LEWIS & CLARK	6.9	6.7	6.3	6.1
LOGAN	3.9	4.4	4.5	5.2
MC HENRY	6.1	18.3 *	6.0	4.8
BLACK HAWK	7.9	5.3	4.3	4.7
HEARTLAND	5.0	5.0	5.0	5.0
ILLINOIS CENTRAL	2.3	5.1	4.1	3.8
LINCOLN LAND	4.1	4.1	4.1	4.1
PARKLAND	7.6	5.6	6.7	5.0
RICHLAND	4.0	4.0	4.0	4.0
ROCK VALLEY	5.0	4.6	4.1	4.4
SOUTHWESTERN	5.0	5.3	5.0	5.0
ELGIN	5.3	4.5	5.3	5.3
MORTON	14.8 **	6.4	4.4	4.2
PRAIRIE STATE	3.0	3.5	3.9	3.9
SOUTH SUBURBAN	2.5	4.8	3.7	4.2
WAUBONSEE	5.4	5.5	5.5	5.5
CHICAGO	0.0	2.0	3.0	3.0
DUPAGE	7.0	8.4	9.0	4.9
HARPER	5.4	5.4	5.4	5.4
JOLIET	3.8	3.8	3.8	3.8
LAKE COUNTY	4.0	6.4	5.7	4.0
MORAIN VALLEY	4.9	4.9	4.9	4.9
OAKTON	4.6	7.3	7.3	4.6
TRITON	5.9	6.0	4.5	3.5
TOTALS/AVERAGES	4.7 %	5.0 %	4.5 %	4.3 %

* Teaching rates were restructured.

** Promotions impacted overall results.

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

Section XI

**FISCAL YEAR 2004 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2004 and the average total salaries paid to full-time faculty in fiscal year 2004. The fiscal year 2004 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2003 to June 30, 2004.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2004 for those districts reporting data was \$6,629 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2004. 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 2004 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 2004 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2004 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2004 Full-Time Average Faculty Contractual Base Salary	FY 2004 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
SANDBURG	\$44,263	49,380	\$5,117	11.6 %
SHAWNEE	48,063	43,371	-4,692	-9.8
SOUTHEASTERN	45,035	48,301	3,266	7.3
SPOON RIVER	46,158	43,654	-2,504	-5.4
WOOD	44,099	48,552	4,452	10.1
DANVILLE	43,921	51,258	7,337	16.7
HIGHLAND	58,897	65,965	7,068	12.0
KASKASKIA	46,579	53,815	7,236	15.5
KISHWAUKEE	44,077	48,065	3,988	9.0
REND LAKE	47,607	48,311	704	1.5
SAUK VALLEY	45,707	51,938	6,232	13.6
ILLINOIS EASTERN	42,546	47,169	4,623	10.9
ILLINOIS VALLEY	50,816	51,930	1,114	2.2
KANKAKEE	55,535	58,492	2,957	5.3
LAKE LAND	43,866	56,751	12,885	29.4
LEWIS & CLARK	53,230	54,813	1,583	3.0
LOGAN	55,950	62,105	6,155	11.0
MC HENRY	57,616	64,574	6,958	12.1
BLACK HAWK	54,942	58,346	3,404	6.2
HEARTLAND	46,623	48,001	1,378	3.0
ILLINOIS CENTRAL	46,797	54,325	7,529	16.1
LINCOLN LAND	60,116	66,111	5,995	10.0
PARKLAND	52,925	55,101	2,176	4.1
RICHLAND	42,798	50,176	7,378	17.2
ROCK VALLEY	51,859	58,309	6,450	12.4
SOUTHWESTERN	51,504	62,346	10,842	21.1
ELGIN	71,176	80,006	8,830	12.4
MORTON	59,664	61,665	2,001	3.4
PRAIRIE STATE	52,873	60,903	8,030	15.2
SOUTH SUBURBAN	55,569	65,336	9,767	17.6
WAUBONSEE	57,500	60,123	2,623	4.6
CHICAGO	67,336	67,021	-315	-0.5
DUPAGE	65,623	82,675	17,052	26.0
HARPER	60,414	71,448	11,034	18.3
JOLIET	58,712	68,384	9,672	16.5
LAKE COUNTY	75,067	85,716	10,649	14.2
MORAIN VALLEY	50,280	65,024	14,744	29.3
OAKTON	71,506	78,655	7,149	10.0
TRITON	63,519	71,671	8,152	12.8
STATE AVERAGE*	\$56,906	\$63,534	\$6,629	11.6 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2004 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
SANDBURG	\$59,460	\$27,538	\$19,895
SHAWNEE	50,860	27,943	19,127
SOUTHEASTERN	49,058	26,800	22,515
SPOON RIVER	63,717	32,635	20,119
WOOD	55,631	31,302	23,352
DANVILLE	53,538	30,555	22,923
HIGHLAND	61,125	34,536	25,713
KASKASKIA	52,237	36,318	27,944
KISHWAUKEE	71,677	42,482	25,982
REND LAKE	61,697	31,219	25,944
SAUK VALLEY	68,014	38,077	25,498
ILLINOIS EASTERN	61,778	32,163	23,623
ILLINOIS VALLEY	65,139	34,770	26,111
KANKAKEE	52,972	32,531	26,680
LAKE LAND	76,436	37,380	27,408
LEWIS & CLARK	66,754	35,253	26,688
LOGAN	62,967	35,124	27,082
MCHENRY	70,586	40,139	28,464
BLACK HAWK	91,018	43,576	27,958
HEARTLAND	70,496	32,211	24,471
ILLINOIS CENTRAL	77,829	39,683	27,908
LINCOLN LAND	63,426	36,875	27,909
PARKLAND	70,719	40,412	28,859
RICHLAND	57,618	26,370	22,048
ROCK VALLEY	58,832	40,252	28,875
SOUTHWESTERN	83,991	48,950	29,336
ELGIN	89,296	52,666	38,255
MORTON	27,039	32,000	27,979
PRAIRIE STATE	65,787	34,837	28,302
SOUTH SUBURBAN	78,492	45,179	27,462
WAUBONSEE	72,061	39,376	28,708
CHICAGO	81,980	46,180	33,294
DUPAGE	94,985	53,151	34,372
HARPER	100,999	52,640	33,211
JOLIET	62,752	43,752	35,023
LAKE COUNTY	85,710	52,539	35,748
MORAIN VALLEY	99,899	47,899	29,981
OAKTON	94,754	54,780	35,757
TRITON	70,848	50,648	32,539
STATE AVERAGE*	\$70,897	\$42,734	\$30,356

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2001 TO 2005**

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 2001 TO 2005**

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Faculty (9 Month)	\$54,541	\$55,824	\$56,271	\$57,607	\$58,376
Faculty (12 Month)	\$44,234	\$46,795	\$45,871	\$47,880	\$47,129
Administrators (12 Month)	\$64,155	\$66,327	\$68,853	\$70,318	\$74,732
Other Professionals (9 Month)	\$53,296	\$54,604	\$54,646	\$55,238	\$56,576
Other Professionals (12 Month)	\$38,756	\$40,098	\$40,927	\$42,376	\$43,811

SOURCE OF DATA: ICCB Salary Reports