

Fiscal Year 2017 Salary Report

for the
Illinois Public Community Colleges



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HIGHLIGHTS OF THE FISCAL YEAR 2017 SALARY REPORT

1. Fiscal Year 2017 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$76,183
Administrative (12 month)	\$97,205
Other (Nonteaching) Professional (9 month)	\$75,655

2. Fiscal Year 2017 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$743/credit hour
Full-Time Faculty Overload Rate	\$863/credit hour
Full-Time Faculty Summer Rate	\$976/credit hour

3. Fiscal Year 2017 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	\$44,684
Master's Degree, Plus Zero Hours (5 Years Experience)	\$50,669
Master's Degree, Maximum Hours (5 Years Experience)	\$59,289
Doctorate, Maximum Hours (Maximum Experience)	\$100,696

4. Fiscal Year 2016 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2015 and June 30, 2016. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$89,108
Administrative (12 month)	\$93,686
Other (Nonteaching) Professional (9 and 12 month)	\$56,375
Classified	\$40,863

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**FISCAL YEAR 2017 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 2017 Salary Report* reflect the census date of October 1, 2016. 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 entities or 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; and fiscal year 2016 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

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 judgment 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 2017 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 1 summarizes the range of salaries for full-time faculty on 9-month contracts for fiscal year 2017. 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 2017
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,294	\$59,598	\$42,646
Average Faculty Salaries	\$54,941	\$99,985	\$76,183*
High Faculty Salaries	\$70,581	\$160,498	\$107,411
Median Faculty Salaries	\$51,123	\$102,000	\$70,388

*Weighted

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Table 2

FISCAL YEAR 2017 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	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	31	50,357	59,194	66,662	72,092	85,050	66,011
533 SOUTHEASTERN	33	20,294	49,748	58,907	65,373	70,581	56,215
534 SPOON RIVER	33	42,759	48,167	51,123	57,590	81,108	55,499
539 WOOD	43	37,149	50,354	55,291	62,608	83,901	55,872
507 DANVILLE	61	44,398	49,223	53,021	58,366	72,175	54,995
519 HIGHLAND	47	48,851	64,682	77,196	91,168	103,230	76,885
501 KASKASKIA	63	53,961	66,880	76,522	87,652	99,106	77,584
523 KISHWAUKEE	70	43,232	49,494	55,447	65,017	84,988	58,152
521 REND LAKE	47	22,500	54,609	63,699	72,354	91,304	63,344
506 SAUK VALLEY	46	35,170	46,048	53,138	64,555	90,479	54,941
529 ILLINOIS EASTERN	80	39,984	50,293	57,889	65,536	87,705	57,937
513 ILLINOIS VALLEY	75	41,173	60,086	70,908	79,817	112,421	69,630
520 KANKAKEE	69	47,712	57,426	63,372	71,219	109,368	64,988
517 LAKE LAND	101	36,067	44,440	56,116	62,994	89,590	55,112
536 LEWIS AND CLARK	105	33,317	57,640	70,434	81,470	95,686	69,608
530 LOGAN	60	37,452	59,451	68,819	81,408	97,259	70,471
528 MCHENRY	100	49,979	75,440	91,472	112,218	122,119	91,848
503 BLACK HAWK	112	41,360	51,342	60,385	71,008	87,344	62,202
540 HEARTLAND	78	43,826	53,342	63,766	71,985	109,408	63,946
514 ILLINOIS CENTRAL	177	46,115	57,991	66,714	73,771	103,391	67,028
526 LINCOLN LAND	122	42,088	70,340	84,442	97,752	107,875	82,815
505 PARKLAND	169	25,687	63,865	73,782	80,655	105,420	73,360
537 RICHLAND	65	41,028	51,509	60,884	70,710	104,486	61,909
511 ROCK VALLEY	159	29,395	55,770	62,670	73,687	99,580	65,661
522 SOUTHWESTERN	146	45,681	59,030	68,735	77,190	127,047	68,924
509 ELGIN	133	53,098	79,061	99,569	115,242	124,287	97,198
527 MORTON	54	51,993	67,839	78,643	91,879	139,246	81,943
515 PRAIRIE STATE	76	48,212	59,145	66,582	77,791	108,025	69,489
510 SOUTH SUBURBAN	81	21,150	48,462	63,210	84,252	109,735	66,435
516 WAUBONSEE	105	45,394	58,577	69,736	83,754	113,738	73,194
508 CHICAGO	567	50,000	67,777	77,158	88,613	134,234	78,451
502 DUPAGE	285	59,598	75,093	102,000	126,230	132,874	99,985
512 HARPER	208	33,500	65,061	83,037	103,384	127,149	83,749
525 JOLIET	216	54,092	79,757	93,295	104,394	131,507	91,945
532 LAKE COUNTY	202	51,496	75,832	93,054	116,075	128,951	95,010
524 MORAIN VALLEY	188	47,660	60,144	66,426	75,430	116,316	68,282
535 OAKTON	149	58,527	70,772	86,417	104,824	160,498	89,711
504 TRITON	100	46,300	56,762	64,226	77,011	134,447	70,747
TOTALS/AVERAGES	4,456	\$ 42,646	\$ 59,754	\$ 70,388	\$ 82,028	\$ 107,411	\$ 76,183
Lowest Low/Highest/High		\$ 20,294				\$ 160,498	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2017 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
518 SANDBURG	45	35,220	51,220	56,720	60,610	88,420	57,522
531 SHAWNEE	3	60,314	60,314	61,093	64,633	64,633	62,013
533 SOUTHEASTERN	3	52,442	52,442	54,597	57,830	57,830	54,956
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	2	67,339	67,339	71,234	75,129	75,129	71,234
507 DANVILLE	1	56,889	56,889	56,889	56,889	56,889	56,889
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	14	44,511	48,506	54,028	61,631	81,010	57,028
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	13	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	1	64,132	64,132	64,132	64,132	64,132	64,132
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	70,131	70,131	70,131	70,131	70,131	70,131
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	7	45,171	53,898	62,006	89,815	101,535	69,876
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	1	73,321	73,321	73,321	73,321	73,321	73,321
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	4	48,435	60,589	91,322	119,936	129,969	90,262
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	15	47,278	57,784	63,038	71,475	78,631	63,472
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	110	\$ 54,662	\$ 58,615	\$ 63,380	\$ 70,074	\$ 75,927	\$ 59,432
Lowest Low/Highest/High		\$ 35,220				\$ 129,969	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2017 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 2017.

Table 5 presents the average part-time faculty salary rates per course 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 2017
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	\$435	\$1,335	\$743
Overload Rates (Full-time Faculty)	\$520	\$1,241	\$863
Summer Term Rates (Full-time Faculty)	\$620	\$2,164	\$976

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Table 5

FISCAL YEAR 2017 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES

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
518 SANDBURG	\$ 795	\$ 925	\$ 1,054
531 SHAWNEE	490	725	725
533 SOUTHEASTERN	435	770	875
534 SPOON RIVER	522	705	806
539 WOOD	590	840	840
507 DANVILLE	635	650	650
519 HIGHLAND	527	1,241	1,092
501 KASKASKIA	485	795	840
523 KISHWAUKEE	565	800	1,000
521 REND LAKE	448	775	775
506 SAUK VALLEY	729	810	810
529 ILLINOIS EASTERN	470	520	620
513 ILLINOIS VALLEY	703	640	640
520 KANKAKEE	766	775	775
517 LAKE LAND	608	725	725
536 LEWIS AND CLARK	724	724	724
530 LOGAN	725	795	906
528 MCHENRY	808	820	925
503 BLACK HAWK	626	840	840
540 HEARTLAND	851	925	925
514 ILLINOIS CENTRAL	703	875	875
526 LINCOLN LAND	746	881	881
505 PARKLAND	1,100	1,219	1,219
537 RICHLAND	701	747	1,008
511 ROCK VALLEY	616	797	923
522 SOUTHWESTERN	699	1,138	1,152
509 ELGIN	1,018	941	1,064
527 MORTON	861	747	848
515 PRAIRIE STATE	737	953	1,080
510 SOUTH SUBURBAN	723	729	802
516 WAUBONSEE	775	982	1,097
508 CHICAGO	855	745	1,871
502 DUPAGE	1,029	1,082	2,164
512 HARPER	1,037	952	952
525 JOLIET	812	1,039	1,046
532 LAKE COUNTY	1,034	1,064	1,064
524 MORAIN VALLEY	897	1,171	1,689
535 OAKTON	1,335	835	835
504 TRITON	803	945	938
AVERAGES	\$ 743	\$ 863	\$ 976

SOURCE OF DATA: Salary Submission (Supplementary)

Section III

**SALARIES BASED ON FISCAL YEAR 2017 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2017 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 with maximum hours.

Table 7 provides the fiscal year 2017 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 2017 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)	\$33,171	\$53,736	\$44,684
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$68,391	\$50,669
Master's Degree, Maximum Hours (5 Years Experience)	\$45,364	\$86,172	\$59,289
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$50,859	\$143,700	\$100,696

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2017

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 Max. Hours Max. Exp.
518 SANDBURG	\$ 41,660	\$ 45,320	\$ 49,870	\$ 105,030
531 SHAWNEE	45,814	50,357	56,783	90,066
533 SOUTHEASTERN	40,103	44,478	50,858	82,394
534 SPOON RIVER	40,287	43,400	48,890	96,974
539 WOOD	38,163	42,134	47,190	89,521
507 DANVILLE	49,000	49,000	51,100	51,600
519 HIGHLAND	50,258	60,963	74,884	103,230
501 KASKASKIA	48,794	53,961	64,403	104,465
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	44,809	47,809	63,854	92,354
506 SAUK VALLEY	35,170	41,413	45,364	81,559
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	41,220	48,307	56,709	96,819
520 KANKAKEE	44,641	45,005	54,258	101,981
517 LAKE LAND	37,319	48,119	49,795	50,859
536 LEWIS & CLARK	41,509	47,195	53,375	102,794
530 LOGAN	40,965	48,075	56,272	92,993
528 MCHENRY	52,752	64,056	76,773	121,989
503 BLACK HAWK	40,257	46,082	51,342	84,644
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	45,011	50,549	50,549	55,709
526 LINCOLN LAND	43,147	50,259	58,180	107,875
505 PARKLAND	45,104	53,938	54,949	97,633
537 RICHLAND	39,848	43,139	56,147	94,146
511 ROCK VALLEY	49,270	54,270	64,790	108,223
522 SOUTHWESTERN	48,479	52,161	56,231	97,792
509 ELGIN	49,161	58,009	79,061	124,287
527 MORTON	44,848	51,993	58,974	143,700
515 PRAIRIE STATE	46,151	54,839	65,395	105,916
510 SOUTH SUBURBAN	33,171	38,345	46,875	109,735
516 WAUBONSEE	N/A	N/A	N/A	N/A
508 CHICAGO	N/A	N/A	N/A	N/A
502 DUPAGE	53,736	68,391	86,172	132,874
512 HARPER	44,521	50,109	62,856	127,149
525 JOLIET	51,136	57,219	65,471	119,448
532 LAKE COUNTY	47,463	59,329	73,218	128,951
524 MORAIN VALLEY	47,600	52,496	57,680	116,316
535 OAKTON	51,587	53,900	68,190	138,141
504 TRITON	46,300	48,120	59,381	66,482
AVERAGES	\$ 44,684	\$ 50,669	\$ 59,289	\$ 100,696

N/A = Not Applicable

SOURCE OF DATA: Salary Submission (Supplementary)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2017**

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-six public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

**SUMMARY OF
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2017**

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	15	15
Average Weekly Office/Academic Advising Hours	0	15	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 2017

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year---- in Weeks	in Instructional Days	Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 SANDBURG	30	15	5	32	160	Yes	4	2019	Yes	IEA/NEA
531 SHAWNEE	30	15	10	39	150	Yes	4	2019	Yes	IEA/NEA
533 SOUTHEASTERN	30	15	5	34	187	Yes	3	2017	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	158	Yes	4	2018	Yes	IEA/NEA
539 WOOD	30	15	0	32	164	Yes	3	2018	Yes	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Yes	3	2018	Yes	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Yes	2	2017	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	30	170	Yes	5	2017	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	32	180	Yes	3	2017	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	166	Yes	4	2017	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	3	2017	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Yes	2	2017	No	IEA/NEA
513 ILLINOIS VALLEY	30	15	5	32	168	Yes	4	2018	Yes	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	8	34	170	Yes	4	2018	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	0	32	152	Yes	4	2017	Yes	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Yes	5	2019	Yes	IEA/NEA
530 LOGAN	30	15	10	37	150	Yes	1	2017	Yes	IEA/NEA
528 MCHENRY	30	15	5	32	180	Yes	3	2017	Yes	IEA/NEA
503 BLACK HAWK	30	15	5	52	176	Yes	3	2017	Yes	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	154	No			No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	15	32	160	Yes	4	2018	Yes	other
526 LINCOLN LAND	30	15	6	33	168	Yes	3	2018	Yes	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	Yes	3	2018	Yes	other
537 RICHLAND	30	15	5	32	150	Yes	4	2018	Yes	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	5	34	176	Yes	5	2020	Yes	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	40	180	Yes	5	2019	Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	3	2016	Yes	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	No			Yes	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	153	Yes	2	2017	Yes	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Yes	4	2020	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	No			No	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	7	36	175	Yes	5	2018	No	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	166	Yes	6	2017	Yes	IEA/NEA
512 HARPER	30	15	10	34	160	Yes	2	2017	Yes	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	177	Yes	4	2019	Yes	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	30	160	Yes	4	2018	Yes	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Yes	3	2018	Yes	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	32	160	Yes	4	2020	Yes	IEA/NEA
504 TRITON	30	15	10	34	158	Yes	3	2018	Yes	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (Supplementary)

No = 3	1 = 1	11 =2016	N = 5	IEA/NEA = 12
Yes = 36	2 = 4	14 =2017	Y = 34	IFT/AFT-AFL/CIO = 25
	3 = 12	13 =2018		Local Fac. Assoc./
	4 = 13	5 =2019		Teachers' Union = 2
	5 = 5	3 =2020		
	6 = 1	0 =2021		
	7 = 0	0 =2022		

Section V

**FISCAL YEAR 2017 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2017 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 a relatively diverse group of 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 judgment 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 \$75,655. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$57,561.

Table 10

**SUMMARY OF
FISCAL YEAR 2017 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Lowest Salaries (9 month)	\$22,820	\$78,249	\$50,177
Lowest Salaries (12 month)	\$18,720	\$43,850	\$30,950
Average Salaries (9 month)	\$25,589	\$111,310	\$75,655*
Average Salaries (12 month)	\$36,423	\$70,803	\$57,561
Highest Salaries (9 month)	\$27,782	\$132,874	\$80,740
Highest Salaries (12 month)	\$65,148	\$178,020	\$98,001
Median Salaries (9 month)	\$25,877	\$113,871	\$64,323
Median Salaries (12 month)	\$35,264	\$68,078	\$49,518

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2017 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	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	1	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	1	54,109	54,109	54,109	54,109	54,109	54,109
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	2	63,726	63,726	64,395	65,063	65,063	64,395
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	1	30,959	30,959	30,959	30,959	30,959	30,959
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	37,941	40,802	50,315	58,632	68,052	51,021
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	41,317	41,317	41,317	41,317	41,317	41,317
528 MCHENRY	7	64,596	72,611	82,984	99,487	115,518	86,622
503 BLACK HAWK	2	33,738	33,738	50,054	66,369	66,369	50,054
540 HEARTLAND	4	22,820	24,039	25,877	27,140	27,782	25,589
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	63,800	63,800	78,606	92,579	92,579	78,328
505 PARKLAND	2	24,983	24,983	42,377	59,770	59,770	42,377
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	4	62,626	63,708	67,911	71,194	71,356	67,451
522 SOUTHWESTERN	3	51,402	51,402	55,612	66,947	66,947	57,987
509 ELGIN	4	77,919	81,413	91,353	100,491	103,182	90,952
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	3	55,833	55,833	62,890	66,267	66,267	61,663
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	11	49,200	51,615	64,292	71,810	82,266	63,806
508 CHICAGO	15	53,845	57,291	74,014	80,433	122,589	74,810
502 DUPAGE	19	59,598	104,638	113,871	129,552	132,874	111,310
512 HARPER	19	56,122	79,625	87,008	97,928	127,149	88,617
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	19	40,134	72,495	88,453	118,536	122,343	88,449
524 MORAIN VALLEY	21	44,869	51,342	55,311	62,961	105,847	58,809
535 OAKTON	4	78,249	85,525	97,292	109,813	117,844	97,669
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	158	\$ 50,177	\$ 56,413	\$ 64,323	\$ 73,066	\$ 80,740	\$ 75,655
Lowest Low/Highest High		\$ 22,820				\$ 132,874	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2017 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	
518 SANDBURG	56	\$ 23,240	\$ 31,805	\$ 36,780	\$ 40,790	\$ 79,150	\$ 38,661
531 SHAWNEE	31	31,074	42,681	45,564	49,881	65,148	46,851
533 SOUTHEASTERN	9	26,944	38,645	45,175	50,207	66,585	45,187
534 SPOON RIVER	31	33,050	36,050	42,230	45,598	65,784	42,350
539 WOOD	65	23,509	31,678	35,264	39,595	68,024	36,423
507 DANVILLE	43	31,084	38,202	44,209	55,341	96,556	47,952
519 HIGHLAND	24	30,000	39,725	45,381	51,971	66,539	46,564
501 KASKASKIA	30	31,215	38,212	43,854	50,648	84,923	45,180
523 KISHWAUKEE	43	28,300	40,900	50,000	56,510	72,319	49,408
521 REND LAKE	61	24,000	30,750	36,772	45,177	65,693	38,783
506 SAUK VALLEY	34	27,602	42,248	45,132	51,203	69,607	46,725
529 ILLINOIS EASTERN	93	18,720	30,618	35,842	44,000	74,503	37,785
513 ILLINOIS VALLEY	39	27,310	44,515	52,881	62,575	85,300	54,816
520 KANKAKEE	66	36,026	45,531	50,910	58,240	101,167	52,982
517 LAKE LAND	71	22,234	35,139	43,088	54,719	101,426	46,147
536 LEWIS AND CLARK	82	21,868	33,487	37,913	52,646	86,071	43,075
530 LOGAN	54	29,220	43,434	46,720	55,627	73,812	49,171
528 MCHENRY	123	35,568	43,279	49,536	57,265	105,739	52,981
503 BLACK HAWK	126	28,188	41,766	49,201	61,941	98,608	51,606
540 HEARTLAND	75	28,865	36,485	41,309	47,118	85,434	43,194
514 ILLINOIS CENTRAL	162	30,534	41,884	48,574	55,521	110,294	50,551
526 LINCOLN LAND	99	37,631	45,653	50,778	58,382	72,678	52,157
505 PARKLAND	130	20,313	43,530	54,997	71,758	113,831	58,690
537 RICHLAND	37	28,858	38,550	42,029	51,690	131,168	47,009
511 ROCK VALLEY	100	36,691	43,028	48,734	54,101	84,782	49,381
522 SOUTHWESTERN	122	31,827	44,549	54,750	73,871	147,196	62,011
509 ELGIN	172	32,039	57,796	64,410	81,561	141,488	70,803
527 MORTON	16	36,711	49,250	60,927	67,376	74,624	58,320
515 PRAIRIE STATE	75	32,826	43,824	51,078	59,752	79,650	52,151
510 SOUTH SUBURBAN	84	28,473	39,739	43,007	56,801	92,193	49,152
516 WAUBONSEE	168	36,234	44,202	52,532	70,020	104,191	57,830
508 CHICAGO	745	30,689	53,301	57,784	70,725	161,973	62,735
502 DUPAGE	327	37,128	56,859	68,078	81,047	121,838	70,660
512 HARPER	214	38,006	56,176	66,493	78,811	139,827	69,557
525 JOLIET	162	39,749	49,741	55,560	64,535	89,942	58,014
532 LAKE COUNTY	189	36,031	46,557	51,604	65,258	113,529	57,613
524 MORAIN VALLEY	142	43,850	53,938	61,800	74,828	118,814	65,858
535 OAKTON	157	40,592	52,591	60,953	73,482	133,607	66,799
504 TRITON	113	30,870	51,020	59,367	71,631	178,020	65,547
TOTALS/AVERAGES	4,370	\$ 30,950	\$ 43,009	\$ 49,518	\$ 59,287	\$ 98,001	\$ 57,561
Lowest Low/Highest High		\$ 18,720				\$ 178,020	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2017 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 2017. The weighted average administrative staff salary ranged from a low of \$67,636 to a high of \$147,677. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2017 salaries; and the median fiscal year 2017 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 2017 was \$97,205. The lowest reported administrative salary was \$30,000 and the highest was \$325,000. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2017
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Lowest Administrative Salaries	\$30,000	\$95,157	\$55,871
Average Administrative Salaries	\$67,636	\$147,677	\$97,205*
Highest Administrative Salaries	\$123,260	\$325,000	\$212,662
Median Administrative Salaries	\$58,388	\$137,942	\$87,620

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2017 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	
518 SANDBURG	20	\$ 40,950	\$ 56,900	\$ 65,785	\$ 88,335	\$ 192,930	\$ 78,700
531 SHAWNEE	18	50,790	54,931	66,279	83,448	150,322	72,871
533 SOUTHEASTERN	16	40,000	47,992	58,388	80,361	159,894	67,636
534 SPOON RIVER	17	50,000	56,650	64,543	77,173	123,260	71,556
539 WOOD	19	42,717	47,525	65,126	75,935	183,750	70,666
507 DANVILLE	19	32,779	72,924	84,975	90,390	175,000	85,277
519 HIGHLAND	20	47,519	64,193	75,946	90,781	137,000	79,438
501 KASKASKIA	33	31,200	48,945	66,834	85,000	160,000	70,926
523 KISHWAUKEE	21	65,000	81,740	90,000	100,000	175,000	92,592
521 REND LAKE	27	30,000	51,875	61,000	84,249	180,300	70,120
506 SAUK VALLEY	18	56,000	65,920	81,632	88,901	170,000	84,734
529 ILLINOIS EASTERN	27	38,057	45,733	76,108	114,231	189,605	79,456
513 ILLINOIS VALLEY	16	61,710	74,329	82,427	105,003	192,362	94,135
520 KANKAKEE	30	54,565	68,749	80,506	92,899	210,292	86,536
517 LAKE LAND	20	50,568	66,858	81,866	136,500	210,000	99,939
536 LEWIS & CLARK	71	36,442	52,942	77,250	95,114	311,555	83,700
530 LOGAN	45	42,995	64,070	71,272	90,701	170,000	79,861
528 MC HENRY	50	53,114	75,710	89,456	99,754	215,000	92,270
503 BLACK HAWK	9	74,457	101,528	110,319	128,000	183,500	118,354
540 HEARTLAND	63	45,700	57,565	65,757	84,159	205,717	74,163
514 ILLINOIS CENTRAL	31	62,389	78,916	91,348	109,945	245,000	99,875
526 LINCOLN LAND	58	59,474	73,805	81,048	110,581	245,037	93,176
505 PARKLAND	31	61,883	83,074	94,627	123,768	237,512	102,138
537 RICHLAND	32	39,257	52,830	66,024	82,872	219,500	76,642
511 ROCK VALLEY	30	46,336	60,307	70,942	97,531	180,000	81,467
522 SOUTHWESTERN	21	63,000	85,027	101,930	113,443	178,663	105,232
509 ELGIN	47	77,340	100,282	119,352	145,235	279,191	123,385
527 MORTON	24	55,000	78,590	86,150	107,722	223,000	98,359
515 PRAIRIE STATE	27	70,700	84,476	92,847	105,177	210,292	101,994
510 SOUTH SUBURBAN	25	42,420	76,608	82,416	113,785	199,728	94,300
516 WAUBONSEE	39	78,721	94,746	107,763	127,205	302,210	117,156
508 CHICAGO	252	39,924	76,500	90,603	114,037	285,496	99,191
502 DUPAGE	44	95,157	117,437	137,942	166,607	325,000	147,677
512 HARPER	44	84,064	102,852	122,528	148,636	287,670	129,688
525 JOLIET	33	72,290	84,646	98,350	105,032	177,888	103,879
532 LAKE COUNTY	58	67,986	86,842	105,074	120,734	278,050	110,433
524 MORAIN VALLEY	27	76,355	94,793	115,078	141,265	234,103	120,265
535 OAKTON	31	90,000	111,132	124,398	144,200	265,000	131,138
504 TRITON	43	52,110	90,000	113,300	146,500	225,000	116,243
TOTALS/AVERAGES	1,456	\$ 55,871	\$ 74,101	\$ 87,620	\$ 108,082	\$ 212,662	\$ 97,205
Lowest Low/Highest High		\$ 30,000				\$ 325,000	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017

A summary of the fiscal year 2017 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 2017. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges, such as the 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 2017 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$116,202	\$325,000	\$211,169
Chief Campus Administrator	\$130,835	\$193,463	\$170,689
Chief Finance Officer	\$75,238	\$212,438	\$138,505
Chief Academic Officer	\$77,183	\$223,809	\$134,805
Student Services Officer	\$45,421	\$198,275	\$111,342
Dean-Baccalaureate Education	\$75,888	\$154,101	\$104,423
Dean-Occupational/Career Education	\$66,761	\$158,132	\$102,078
Dean-Continuing Education	\$40,950	\$148,543	\$96,046
Director-Data Processing/Info Technology	\$70,535	\$216,096	\$113,535
Director-Research & Planning	\$52,621	\$154,527	\$90,854
Director-Admissions and Records	\$44,234	\$150,468	\$79,041
Director-Counseling	\$42,717	\$137,767	\$89,037
Director-Financial Aid	\$49,049	\$126,576	\$74,839
Director-Job Placement	\$66,106	\$121,638	\$90,132
Director-Student Activities	\$59,615	\$138,936	\$84,168
Director-Library/LRC	\$47,525	\$126,377	\$80,705
Director-Development/Grants	\$42,420	\$199,600	\$95,278
Director-Public Information/Relations	\$52,486	\$186,749	\$95,549
Director-Personnel/Human Resources	\$50,940	\$158,022	\$100,671
Director-Business Services	\$40,000	\$166,551	\$85,218
Director-Physical Facilities/Grounds	\$50,793	\$165,902	\$95,942
Director-Adult Education	\$54,749	\$106,090	\$84,925
Director-Athletics	\$50,000	\$136,918	\$81,461
Controller	\$47,519	\$159,967	\$96,364
Director-Business/Industry Center	\$51,500	\$172,756	\$86,417
Director-Physical Therapy Program	\$85,859	\$89,646	\$87,753
Director-Nursing	\$63,319	\$140,425	\$96,697

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017

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	\$192,930	1	6	1					\$89,080	1	7	4	\$116,570	1	6	2
SHAWNEE	150,322	1	12	1					92,783	1	10	2	93,386	1	4	2
SOUTHEASTERN	159,894	1	7	1					84,275	1	3	4	77,183	1	0	2
SPOON RIVER	116,202	1	4	1					123,260	1	13	2				
WOOD	183,750	1	2	1					75,238	1	1	4	117,000	1	0	2
DANVILLE	175,000	1	0	1					102,728	1	5	3	145,963	1	47	2
HIGHLAND	137,000	1	1	1					110,755	1	11	2				
KASKASKIA	160,000	1	1	1					104,126	1	5	2	120,780	1	5	2
KISHWAUKEE	175,000	1	1	1					113,468	1	3	2	121,353	1	2	2
REND LAKE	180,300	1	4	1					112,551	1	4	2				
SAUK VALLEY	170,000	1	1	1					88,901	1	4	3	114,577	1	2	3
ILLINOIS EASTERN	189,605	1	21	1	\$130,835	4	5	2	114,231	1	15	3	81,112	5	6	4
ILLINOIS VALLEY	192,362	1	8	1					127,890	1	8	2	115,005	1	2	2
KANKAKEE	210,292	1	7	1					147,029	1	15	2	124,277	1	2	2
LAKE LAND	210,000	1	3	1					136,500	1	0	2	136,500	1	0	2
LEWIS & CLARK	311,555	1	6	1					162,097	1	4	2	223,809	1	25	2
LOGAN	170,000	1	1	1					140,609	1	9	2	115,389	1	0	2
MC HENRY	215,000	1	1	1					146,730	1	4	2				
BLACK HAWK	183,500	1	2	1					141,312	1	1	2	128,000	1	0	2
HEARTLAND	205,717	1	3	1					136,504	1	2	2	143,924	1	4	2
ILLINOIS CENTRAL	245,000	1	0	1					192,628	1	15	2	147,996	1	1	2
LINCOLN LAND	245,037	1	10	1					127,061	1	2	2	163,158	1	15	2
PARKLAND	237,512	1	18	1					133,543	1	7	2	130,903	1	0	2
RICHLAND	219,500	1	0	1					150,040	1	18	2	109,895	1	3	2
ROCK VALLEY	170,000	2	1	1					125,000	1	1	2				
SOUTHWESTERN	178,663	1	8	1					101,930	1	6	2	171,075	1	15	2
ELGIN	279,191	1	10	1					195,116	1	8	2	163,048	1	0	2
MORTON*	223,000	1	1	1					92,222	1	3	4	148,854	2	1	2
PRAIRIE STATE	210,292	1	3	1					149,616	1	3	2	147,494	1	3	2
SOUTH SUBURBAN	199,728	1	4	1												
WAUBONSEE	302,210	1	15	1					206,000	1	11	2				
CHICAGO	285,496	1	6	1	193,463	7	3	2	204,843	1	2	3				
DUPAGE	325,000	1	0	1					164,800	1	1	2				
HARPER	287,670	1	7	1					205,671	1	6	2	211,383	1	6	2
JOLIET	177,888	1	0	1					137,640	1	14	2	142,800	1	1	2
LAKE COUNTY	278,050	1	7	1					203,000	1	1	2	207,352	1	9	2
MORAIN VALLEY	234,103	1	4	1					173,064	1	20	2	165,182	1	4	2
OAKTON	265,000	1	1	1									179,869	1	10	2
TRITON	225,000	1	2	1					212,438	1	18	2	181,054	1	0	2
NUMBER OF PERSONS	40				11				37				35			
AVERAGES	\$ 211,169				\$ 170,689				\$ 138,505				\$ 134,805			

*Morton's CAO serving as Interim President at time of submission.

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017**

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	\$148,410	1	17	2	\$82,860	1	10	4	\$70,670	1	1	4	\$40,950	1	5	4
SHAWNEE	90,299	1	2	2	83,448	1	27	4	66,761	1	1	4				
SOUTHEASTERN	75,868	1	5	4	84,779	1	4	4								
SPOON RIVER	82,144	1	4	4	77,173	1	4	4	74,160	1	1	4				
WOOD	76,883	1	2	4					77,936	1	2	4				
DANVILLE	84,528	1	4	4	86,241	2	14	4	106,770	1	38	4				
HIGHLAND	97,118	1	9	2					93,325	1	10	4				
KASKASKIA	103,052	1	4	2	84,239	1	9	4	84,466	1	4	4				
KISHWAUKEE	102,000	1	1	2	83,936	2	3	4	90,164	2	3	4	92,159	1	4	4
REND LAKE	76,718	2	4	2					85,900	2	4	4				
SAUK VALLEY	84,872	1	2	3					84,460	1	2	3				
ILLINOIS EASTERN	45,421	4	2	4												
ILLINOIS VALLEY					83,642	2	8	3	95,000	1	0	3	91,307	1	19	4
KANKAKEE	106,447	1	6	4												
LAKE LAND	156,338	1	11	2	146,684	1	20	3								
LEWIS & CLARK	158,318	1	6	2	111,334	1	8	4	116,289	1	7	4				
LOGAN					90,044	1	0	3					106,694	1	1	3
MC HENRY	117,901	1	6	3	108,250	1	3	4					109,175	1	2	4
BLACK HAWK	101,528	1	2	4					118,136	2	3	4	105,065	1	5	4
HEARTLAND													84,159	1	3	3
ILLINOIS CENTRAL	97,157	1	3	2					100,236	1	1	4	110,493	1	3	4
LINCOLN LAND	131,344	1	6	2												
PARKLAND	129,806	1	0	2					105,329	1	1	3				
RICHLAND	109,895	1	3	2	75,888	1	2	4					77,506	1	5	4
ROCK VALLEY																
SOUTHWESTERN	113,383	1	7	2	105,000	1	1	4	136,982	1	13	4	82,116	1	13	4
ELGIN	123,220	1	3	3	154,101	1	14	3	121,388	1	2	3				
MORTON					92,887	2	4	4	102,062	1	2	4	76,244	2	3	4
PRAIRIE STATE	146,262	1	4	2	93,930	1	0	4	99,479	1	6	4	88,597	1	2	4
SOUTH SUBURBAN													77,954	1	13	4
WAUBONSEE	166,699	1	17	2	105,166	3	7	4	101,543	2	6	4	114,585	1	14	4
CHICAGO	104,804	7	7	4					111,537	4	2	4	93,321	3	7	4
DUPAGE									158,132	1	1	4	148,543	1	6	4
HARPER					118,316	3	2	4	110,334	1	3	4	136,255	1	0	4
JOLIET	155,082	1	1	2	115,000	1	0	4								
LAKE COUNTY	173,331	1	3	3												
MORAIN VALLEY	162,147	1	6	2	118,188	1	4	4	115,078	1	2	4				
OAKTON	157,663	2	8	2	135,155	4	8	4	110,000	1	1	4				
TRITON	198,275	1	0	2	115,000	1	1	4					118,965	1	9	4
NUMBER OF PERSONS	42				34				32				21			
AVERAGES	\$ 111,342				\$ 104,423				\$ 102,078				\$ 96,046			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017

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					\$53,080	2	2	4	\$59,440	1	4	4				
SHAWNEE	82,249	1	15	4	52,621	1	17	4	53,184	2	2	4	\$71,659	1	15	4
SOUTHEASTERN	83,538	1	21	6					47,984	1	2	4				
SPOON RIVER	75,122	2	8	4					56,565	1	4	4				
WOOD	70,535	1	9	4					44,234	1	2	4	42,717	1	2	4
DANVILLE	85,120	1	20	6												
HIGHLAND	79,727	1	8	4	65,476	1	10	4	55,065	1	7	4				
KASKASKIA	93,541	1	2	4	71,301	1	4	4	71,363	1	5	4				
KISHWAUKEE	90,000	1	0	4	70,000	1	4	4								
REND LAKE	114,128	1	17	2					51,875	1	4	4				
SAUK VALLEY	87,586	1	5	3	98,365	1	4	3	63,224	1	2	4				
ILLINOIS EASTERN	95,095	1	20	4												
ILLINOIS VALLEY	102,626	2	12	3					61,710	1	1	3	84,242	1	2	3
KANKAKEE	98,669	1	8	4	73,848	1	2	4	62,843	1	3	4	72,296	1	5	4
LAKE LAND	125,754	1	15	5					100,321	1	22	4				
LEWIS & CLARK	188,162	1	0	3					59,683	1	6	4	79,486	1	16	4
LOGAN	105,389	1	0	3	87,404	1	22	4	65,242	1	1	4	83,959	1	1	4
MC HENRY	165,018	1	6	2	88,368	1	3	4	96,703	1	4	4	98,511	1	4	4
BLACK HAWK					95,050	1	14	4								
HEARTLAND	124,234	1	2	3	86,613	1	3	3								
ILLINOIS CENTRAL					86,361	1	3	3	80,919	1	2	4	68,181	1	1	4
LINCOLN LAND	140,481	1	9	2	93,500	1	12	4	74,119	1	2	4	84,457	1	2	4
PARKLAND	131,328	1	2	3	96,766	1	0	3	94,117	1	1	5				
RICHLAND	74,728	1	5	4					53,159	1	13	4	66,657	1	4	4
ROCK VALLEY					91,316	1	6	2					84,459	1	5	3
SOUTHWESTERN	130,809	1	5	2	85,416	1	3	4	96,092	1	14	4				
ELGIN	174,585	1	11	2	154,527	1	9	2								
MORTON	101,449	1	4	4	80,758	1	11	4	76,499	2	0	4				
PRAIRIE STATE	98,475	1	1	4	87,100	1	4	4	97,103	1	5	4	84,476	1	2	4
SOUTH SUBURBAN	95,386	4	7	3	75,085	1	9	4	72,665	1	10	4				
WAUBONSEE	139,144	1	5	3	96,954	1	6	4	97,489	2	7	4	110,386	1	10	4
CHICAGO	89,689	7	4	4					75,065	8	4	4				
DUPAGE	216,096	1	10	2	132,722	1	4	4	131,578	1	9	4	137,767	1	12	4
HARPER	125,716	1	10	4	108,668	1	3	4	150,468	1	4	3	101,538	1	14	4
JOLIET	157,334	1	4	4	101,774	1	10	4	98,350	1	12	4				
LAKE COUNTY	136,092	1	1	4	113,683	1	5	4	82,400	1	1	6	120,734	1	3	4
MORAIN VALLEY	141,265	1	2	2	85,990	1	1	4	110,029	1	5	4	100,001	1	2	4
OAKTON	159,746	3	12	2	113,250	2	2	4	114,313	1	15	4	111,132	1	2	4
TRITON	149,350	1	5	3	113,300	1	4	4	113,300	1	9	4				
NUMBER OF PERSONS	48				30				42				18			
AVERAGES	\$ 113,535				\$ 90,854				\$ 79,041				\$ 89,037			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017

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	\$97,910	1	22	4					\$59,615	4	5	4				
SHAWNEE	71,441	1	24	4									\$60,644	1	11	4
SOUTHEASTERN	49,049	2	7	4												
SPOON RIVER	61,109	1	11	6												
WOOD	75,935	1	10	4									47,525	1	6	4
DANVILLE	73,612	1	30	4	\$66,106	2	8	4								
HIGHLAND	66,178	1	10	4												
KASKASKIA	56,025	1	2	4												
KISHWAUKEE	82,200	1	2	4									67,981	1	17	4
REND LAKE	58,436	1	4	6												
SAUK VALLEY	59,740	1	1	4									70,233	1	4	4
ILLINOIS EASTERN													48,097	3	13	4
ILLINOIS VALLEY	74,768	1	6	3									80,612	1	16	3
KANKAKEE	62,843	1	3	4					72,296	1	3	4	63,778	1	8	4
LAKE LAND	70,321	1	11	6												
LEWIS & CLARK	80,933	1	13	4	\$83,978	1	2	4	125,459	1	4	2	102,325	1	16	4
LOGAN	80,709	1	9	4	101,140	1	14	4	64,940	1	10	4				
MC HENRY	71,944	1	3	4					84,308	1	4	4	89,911	1	5	4
BLACK HAWK																
HEARTLAND	63,397	1	3	4									70,314	1	15	4
ILLINOIS CENTRAL													62,389	1	6	6
LINCOLN LAND	60,000	1	0	4									98,617	1	6	4
PARKLAND					88,060	1	22	5	83,074	1	18	5	98,845	1	17	5
RICHLAND	59,427	1	8	4									62,614	1	5	4
ROCK VALLEY	59,500	1	2	4												
SOUTHWESTERN	85,027	1	4	4					63,000	1	0	4	103,017	1	10	4
ELGIN													106,307	1	1	4
MORTON	80,706	1	3	4					67,660	1	3	4	80,312	1	0	4
PRAIRIE STATE	76,691	1	3	4												
SOUTH SUBURBAN	91,944	1	21	4												
WAUBONSEE	110,386	1	9	4												
CHICAGO	67,823	7	2	6												
DUPAGE																
HARPER	102,809	1	5	4	99,898	1	14	4	89,318	1	3	4	126,377	1	9	4
JOLIET	80,134	1	0	4												
LAKE COUNTY	104,058	1	4	4	107,903	1	12	4	113,569	1	2	4	116,500	1	2	4
MORAIN VALLEY	78,090	1	1	4	76,355	1	9	4	97,613	1	5	4	84,666	1	1	4
OAKTON	126,576	1	17	4	121,638	1	7	4	138,936	1	31	4				
TRITON	97,850	1	0	4					113,300	1	4	4	118,965	1	10	4
NUMBER OF PERSONS	40				9				17				23			
AVERAGES	\$ 74,839				\$ 90,132				\$ 84,168				\$ 80,705			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017**

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	\$47,470	1	0	4	\$87,590	1	24	4	\$60,900	1	3	4				
SHAWNEE									55,631	1	2	4	62,553	1	7	4
SOUTHEASTERN																
SPOON RIVER	56,650	1	1	4	52,486	1	4	4	70,028	1	12	4	74,160	1	10	4
WOOD	65,126	1	17	4	62,835	1	7	4	66,351	1	2	4	54,766	1	2	4
DANVILLE	78,512	1	8	4					88,183	1	5	4				
HIGHLAND					58,386	1	8	4	88,237	1	21	3				
KASKASKIA					64,146	1	31	4	50,940	1	2	4				
KISHWAUKEE	100,000	1	0	4	84,000	1	9	4	88,000	1	0	4	65,000	1	0	4
REND LAKE					61,354	1	10	6					40,000	1	3	4
SAUK VALLEY									84,856	1	12	4	56,000	1	0	4
ILLINOIS EASTERN									76,108	1	15	3	46,148	5	11	4
ILLINOIS VALLEY									73,889	1	10	3				
KANKAKEE	84,696	1	6	4	79,938	1	13	4	88,908	1	9	4				
LAKE LAND	56,908	1	6	6					88,528	1	11	6				
LEWIS & CLARK	71,299	1	1	4	141,323	1	7	2	77,250	1	2	4				
LOGAN					87,986	1	12	4	113,777	1	12	3	64,781	1	5	4
MC HENRY	84,579	1	3	4	107,078	1	4	3	106,843	1	8	3	91,434	1	7	4
BLACK HAWK									74,457	1	2	4				
HEARTLAND	84,979	1	4	3	72,231	1	5	3	91,278	1	18	3	70,471	1	18	3
ILLINOIS CENTRAL					123,433	1	16	2	120,252	1	3	2	69,017	1	5	4
LINCOLN LAND					102,550	1	12	4	117,835	1	16	3	113,618	1	3	3
PARKLAND									104,291	1	5	3				
RICHLAND					105,392	1	10	4	81,920	1	7	4	75,491	1	10	4
ROCK VALLEY	81,247	2	2	4					100,411	1	6	2	63,588	1	13	4
SOUTHWESTERN					125,981	1	10	2	93,745	1	6	4				
ELGIN	145,235	1	1	2	103,000	1	0	2	152,835	1	1	2	120,063	1	3	3
MORTON					55,000	1	0	4	123,000	1	0	3				
PRAIRIE STATE	76,930	1	0	4					107,823	1	4	4				
SOUTH SUBURBAN	42,420	1	2	4					76,507	1	8	4				
WAUBONSEE					127,205	1	1	3	150,770	1	25	3	94,746	1	7	4
CHICAGO	105,063	1	2	4					158,022	1	4	3	111,798	8	3	4
DUPAGE	199,600	1	7	2	186,749	1	7	2					102,974	1	4	4
HARPER	164,832	1	2	2					154,557	1	5	3				
JOLIET	120,596	1	13	4	81,221	1	5	4	77,480	1	0	4	105,032	1	2	4
LAKE COUNTY	112,761	1	17	4	98,000	1	0	4	137,827	1	2	4				
MORAIN VALLEY	121,340	1	28	4					134,308	1	18	4				
OAKTON	99,191	1	12	4	112,000	1	1	4	144,200	1	1	2	111,613	1	17	4
TRITON	103,000	2	2	4	113,300	1	4	4	144,200	1	3	3	166,551	1	10	3
NUMBER OF PERSONS	24				24				36				32			
AVERAGES	\$ 95,278				\$ 95,549				\$ 100,671				\$ 85,218			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017

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	\$58,000	1	2	4					\$76,590	1	3	4				
SHAWNEE	65,797	1	7	4												
SOUTHEASTERN	62,672	1	11	4												
SPOON RIVER	63,884	1	24	4	56,892	1	6	6	50,000	1	0	4				
WOOD	62,221	1	9	4												
DANVILLE	90,390	1	12	4									\$72,924	1	19	6
HIGHLAND	75,448	1	7	4	64,975	1	10	4	78,445	1	22	4	47,519	1	10	4
KASKASKIA	67,438	1	2	4									85,000	1	1	4
KISHWAUKEE	90,000	1	0	4									100,000	1	8	4
REND LAKE	61,000	1	0	4	54,749	1	8	6					76,486	1	4	4
SAUK VALLEY	77,655	1	4	4					78,803	1	23	5				
ILLINOIS EASTERN																
ILLINOIS VALLEY	71,094	1	2	3									78,141	1	3	3
KANKAKEE	111,947	1	8	4	60,761	1	1	4	71,653	1	1	4	74,597	1	5	4
LAKE LAND									50,568	1	3	6	82,484	1	9	5
LEWIS & CLARK	64,148	1	1	4	100,118	1	20	4	84,625	1	2	4				
LOGAN	76,780	1	2	4	56,777	1	1	4								
MC HENRY	85,628	1	0	4					80,919	1	2	4	106,537	1	3	4
BLACK HAWK																
HEARTLAND	103,124	1	10	3	60,737	1	4	3					80,000	1	0	3
ILLINOIS CENTRAL									85,852	1	5	4	91,348	1	10	4
LINCOLN LAND	87,164	1	3	4	71,512	1	9	4	71,409	1	16	4	66,866	1	3	4
PARKLAND	123,768	1	16	5	86,739	1	0	3	87,463	1	16	6	82,994	1	8	4
RICHLAND	85,371	1	2	4	62,000	1	0	4					70,494	1	8	4
ROCK VALLEY	50,793	1	13	4					72,002	1	5	6	71,324	1	1	4
SOUTHWESTERN	84,919	1	6	4	86,500	1	1	4	67,465	1	2	4	79,568	1	1	4
ELGIN	119,352	1	7	3	96,149	1	0	3					120,062	1	10	3
MORTON	113,830	2	8	4	92,700	1	1	4	82,400	1	1	4				
PRAIRIE STATE	105,177	1	4	4	91,860	1	6	4	75,750	1	1	4	92,847	1	3	4
SOUTH SUBURBAN	115,983	1	3	4					79,349	1	10	4	113,785	1	15	4
WAUBONSEE	93,932	1	2	4	105,972	1	8	4					128,441	1	7	3
CHICAGO	161,973	1	6	3	99,798	5	5	4	69,440	5	5	6				
DUPAGE	165,902	1	4	4					120,138	1	10	4	144,200	1	1	2
HARPER	123,644	1	5	4	84,064	1	3	4	98,579	1	9	4	159,967	1	5	3
JOLIET	105,032	1	9	4	84,646	1	5	4	94,514	1	21	4				
LAKE COUNTY	100,000	1	0	4	106,090	1	0	4	88,209	1	2	4				
MORAIN VALLEY	150,157	1	14	4	84,769	1	0	4	136,918	1	33	4	142,570	1	16	4
OAKTON	111,342	1	7	4	94,867	2	5	4	120,610	1	7	4	140,000	1	0	4
TRITON	154,500	1	7	3	96,250	1	0	4					100,940	1	7	4
NUMBER OF PERSONS	36				27				27				25			
AVERAGES	\$ 95,942				\$ 84,925				\$ 81,461				\$ 96,364			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2017**

DISTRICT/COLLEGE	Director Business/Industry Center				Director Physical Therapy Program				Director Nursing			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG												
SHAWNEE	\$54,931	1	29	4								
SOUTHEASTERN												
SPOON RIVER	51,500	1	15	4								
WOOD												
DANVILLE												
HIGHLAND									71,508	1	0	4
KASKASKIA					85,859	1	8	4	\$92,203	1	4	4
KISHWAUKEE	65,000	1	0	4								
REND LAKE												
SAUK VALLEY	65,813	1	1	5					105,752	1	13	3
ILLINOIS EASTERN									63,319	1	1	4
ILLINOIS VALLEY												
KANKAKEE									94,013	1	4	4
LAKE LAND	58,017	1	1	4								
LEWIS & CLARK	80,619	1	1	4					104,657	1	5	4
LOGAN	69,678	1	2	4					95,270	1	17	4
MC HENRY	85,221	1	2	4					93,197	1	1	4
BLACK HAWK												
HEARTLAND												
ILLINOIS CENTRAL	100,513	1	18	4					74,494	1	1	5
LINCOLN LAND	76,036	1	11	4					120,255	1	7	4
PARKLAND	94,627	1	0	5								
RICHLAND									83,823	1	8	4
ROCK VALLEY												
SOUTHWESTERN	105,736	1	20	4					113,443	1	26	4
ELGIN												
MORTON	73,073	1	1	4	89,646	1	8	4				
PRAIRIE STATE												
SOUTH SUBURBAN												
WAUBONSEE												
CHICAGO	87,125	1	1	4					140,425	1	1	4
DUPAGE												
HARPER	172,756	1	0	2					107,182	1	4	4
JOLIET	76,585	1	1	4								
LAKE COUNTY	107,700	1	5	4								
MORAIN VALLEY									90,914	1	3	4
OAKTON	108,500	2	2	4								
TRITON												
NUMBER OF PERSONS	19				2				15			
AVERAGES	\$ 86,417				\$ 87,753				\$ 96,697			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2016**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty in fiscal year 2016. 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.

Illinois Community College Board

Table 17

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2016

District	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 SANDBURG	X		X	X	X		X	X	X		X	X
531 SHAWNEE	X		X	X	X		X	X	X		X	
533 SOUTHEASTERN	X	X		X	X		X	X	X		X	
534 SPOON RIVER	X	X	X	X			X	X	X		X	X
539 WOOD	X	X	X	X	X		X	X	X	X	X	X
507 DANVILLE	X	X	X	X	X		X	X	X	X	X	X
519 HIGHLAND	X	X	X	X	X		X	X	X		X	X
501 KASKASKIA	X	X	X	X	X	X	X	X			X	
523 KISHWAUKEE	X	X	X	X			X	X	X		X	X
521 REND LAKE	X	X	X	X	X		X	X	X	X	X	X
506 SAUK VALLEY	X	X	X	X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X		X	X	X		X	X			X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X	X		X	
520 KANKAKEE	X	X	X	X			X	X	X	X	X	X
517 LAKE LAND	X	X	X	X	X		X	X	X		X	X
536 LEWIS AND CLARK	X		X	X	X		X	X	X	X	X	
530 LOGAN	X	X	X	X	X		X	X	X		X	
528 MCHENRY	X	X	X	X		X	X	X	X	X	X	X
503 BLACK HAWK	X	X	X	X	X		X			X	X	
540 HEARTLAND	X	X	X	X	X		X	X		X	X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X		X	X	X	X
526 LINCOLN LAND	X	X	X	X	X		X	X	X	X	X	X
505 PARKLAND	X	X	X	X	X			X	X	X	X	X
537 RICHLAND	X	X	X	X	X		X	X	X	X	X	X
511 ROCK VALLEY	X	X	X	X	X		X	X	X	X	X	X
522 SOUTHWESTERN	X	X	X	X	X		X	X	X	X	X	X
509 ELGIN	X	X	X	X	X	X	X	X	X		X	X
527 MORTON	X	X	X	X			X	X	X	X	X	X
515 PRAIRIE STATE	X	X	X	X	X		X			X	X	X
510 SOUTH SUBURBAN	X	X	X	X	X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CHICAGO	X	X	X	X	X		X	X	X	X	X	X
502 DUPAGE	X	X	X	X		X	X	X	X		X	X
512 HARPER	X	X	X	X	X		X	X	X	X	X	X
525 JOLIET	X	X	X	X	X			X	X	X	X	
532 LAKE COUNTY	X	X	X	X	X		X	X	X	X	X	X
524 MORAIN VALLEY	X	X	X	X			X	X	X	X	X	X
535 OAKTON	X	X	X	X			X	X	X		X	X
504 TRITON	X	X	X	X	X		X	X	X	X	X	X
TOTALS	39	35	38	39	30	4	37	35	33	23	39	30

*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (Supplementary)

Section IX

**FISCAL YEAR 2017
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes fiscal year 2017 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 19.

Table 18

**SUMMARY OF FISCAL YEAR 2017 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%	6.5%	2.1%
Faculty (9 and 12 Months)	0.0%	6.1%	2.8%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	3.8%	2.2%
Classified	0.0%	4.1%	2.3%

*Weighted

Illinois Community College Board

Table 19

FISCAL YEAR 2017 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 SANDBURG	3.0 %	3.0 %	3.0 %	3.0 %
531 SHAWNEE	3.0	3.2	3.0	3.8
533 SOUTHEASTERN	1.0	3.5	1.0	1.0
534 SPOON RIVER	3.0	3.1	3.0	3.0
539 WOOD	2.8	2.8	2.8	2.8
507 DANVILLE	0.0	3.5	0.6	0.0
519 HIGHLAND	0.0	0.5	0.0	0.0
501 KASKASKIA	0.0	0.0	0.0	0.0
523 KISHWAUKEE	6.5	5.1	2.9	1.7
521 REND LAKE	2.0	0.1	0.1	0.7
506 SAUK VALLEY	3.0	3.0	3.0	3.0
529 ILLINOIS EASTERN	0.0	0.0	0.0	0.0
513 ILLINOIS VALLEY	2.3	3.0	3.1	3.6
520 KANKAKEE	3.7	3.8	3.0	2.5
517 LAKE LAND	0.0	0.0	0.0	0.0
536 LEWIS & CLARK	3.7	3.1	3.6	3.0
530 LOGAN	2.1	2.0	2.1	3.1
528 MC HENRY	3.6	3.1	3.8	4.1
503 BLACK HAWK	3.1	2.9	2.7	2.1
540 HEARTLAND	2.3	2.3	2.3	2.3
514 ILLINOIS CENTRAL	2.8	4.2	2.8	2.8
526 LINCOLN LAND	2.9	2.9	2.9	2.9
505 PARKLAND	2.0	3.0	3.0	2.0
537 RICHLAND	0.0	3.4	0.0	0.0
511 ROCK VALLEY	1.4	2.4	2.2	3.6
522 SOUTHWESTERN	0.0	4.0	0.0	0.0
509 ELGIN	0.0	4.5	1.9	3.8
527 MORTON	3.0	3.5	3.0	3.5
515 PRAIRIE STATE	1.0	1.0	1.0	1.0
510 SOUTH SUBURBAN	0.0	0.0	1.4	2.4
516 WAUBONSEE	3.0	0.0	0.0	3.0
508 CHICAGO	2.5	2.5	2.5	0.0
502 DUPAGE	3.0	3.0	3.0	3.0
512 HARPER	1.0	3.5	1.2	1.0
525 JOLIET	2.0	2.3	2.0	2.0
532 LAKE COUNTY	3.0	4.4	3.2	3.8
524 MORAIN VALLEY	2.8	3.3	2.8	3.3
535 OAKTON	0.0	2.5	2.5	3.0
504 TRITON	1.7	6.1	1.9	2.6
TOTALS/AVERAGES	2.1 %	2.8 %	2.2 %	2.3 %

--- = Data Not Available

SOURCE OF DATA: Salary Submission (Supplementary)

Section X

**FISCAL YEAR 2016 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2016 and the average total salaries paid to full-time faculty in fiscal year 2016. The fiscal year 2016 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2015 to June 30, 2016.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2016 for those districts reporting data was \$15,431 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2016. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty has first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 21 contains the fiscal year 2016 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 20

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2016 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2016 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2016 Full-Time Average Faculty Contractual Base Salary	FY 2016 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$42,214	\$54,484	\$12,270	29.1 %
531 SHAWNEE	63,346	74,868	\$11,522	18.2
533 SOUTHEASTERN	56,060	66,136	\$10,076	18.0
534 SPOON RIVER	53,890	64,718	\$10,827	20.1
539 WOOD	55,065	64,742	\$9,676	17.6
507 DANVILLE	53,180	70,315	\$17,135	32.2
519 HIGHLAND	76,610	84,229	\$7,619	9.9
501 KASKASKIA	78,973	100,168	\$21,195	26.8
523 KISHWAUKEE	57,443	65,324	\$7,881	13.7
521 REND LAKE	57,707	64,876	\$7,169	12.4
506 SAUK VALLEY	54,787	64,850	\$10,063	18.4
529 ILLINOIS EASTERN	53,900	68,934	\$15,034	27.9
513 ILLINOIS VALLEY	69,865	79,569	\$9,704	13.9
520 KANKAKEE	62,780	77,780	\$14,999	23.9
517 LAKE LAND	54,354	78,819	\$24,465	45.0
536 LEWIS AND CLARK	67,388	78,788	\$11,400	16.9
530 LOGAN	68,461	82,515	\$14,054	20.5
528 MCHENRY	90,850	97,823	\$6,974	7.7
503 BLACK HAWK	61,214	73,727	\$12,512	20.4
540 HEARTLAND	62,755	67,843	\$5,088	8.1
514 ILLINOIS CENTRAL	65,425	82,760	\$17,335	26.5
526 LINCOLN LAND	80,154	95,868	\$15,714	19.6
505 PARKLAND	71,423	86,164	\$14,741	20.6
537 RICHLAND	59,865	73,547	\$13,681	22.9
511 ROCK VALLEY	65,543	79,394	\$13,850	21.1
522 SOUTHWESTERN	67,841	91,062	\$23,221	34.2
509 ELGIN	95,248	108,061	\$12,812	13.5
527 MORTON	79,162	98,800	\$19,639	24.8
515 PRAIRIE STATE	69,550	76,725	\$7,175	10.3
510 SOUTH SUBURBAN	68,482	79,587	\$11,106	16.2
516 WAUBONSEE	74,158	87,792	\$13,634	18.4
508 CHICAGO	75,449	83,913	\$8,464	11.2
502 DUPAGE	98,394	113,124	\$14,730	15.0
512 HARPER	80,887	103,095	\$22,208	27.5
525 JOLIET	88,324	117,179	\$28,855	32.7
532 LAKE COUNTY	91,047	113,471	\$22,423	24.6
524 MORAIN VALLEY	66,409	94,965	\$28,557	43.0
535 OAKTON	90,394	105,519	\$15,125	16.7
504 TRITON	66,916	81,516	\$14,601	21.8
TOTAL/AVERAGES*	\$73,677	\$89,108	\$15,431	20.9 %

*Weighted

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

Illinois Community College Board

Table 21

FISCAL YEAR 2016 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$86,332	\$38,772	\$26,808
531 SHAWNEE	70,466	45,671	29,898
533 SOUTHEASTERN	67,199	43,505	29,354
534 SPOON RIVER	71,408	40,977	27,002
539 WOOD	68,810	34,781	26,560
507 DANVILLE	82,240	46,906	33,567
519 HIGHLAND	79,568	47,390	32,251
501 KASKASKIA	71,742	45,863	37,982
523 KISHWAUKEE	77,285	48,283	37,325
521 REND LAKE	68,774	39,563	36,382
506 SAUK VALLEY	81,740	43,362	26,866
529 ILLINOIS EASTERN	78,474	36,256	28,230
513 ILLINOIS VALLEY	97,114	55,274	38,428
520 KANKAKEE	86,596	50,392	35,387
517 LAKE LAND	94,628	47,987	34,771
536 LEWIS & CLARK	79,448	40,381	35,057
530 LOGAN	74,802	47,239	37,594
528 MCHENRY	84,522	51,093	47,194
503 BLACK HAWK	116,194	50,678	36,182
540 HEARTLAND	73,958	39,640	31,413
514 ILLINOIS CENTRAL	93,448	49,454	36,634
526 LINCOLN LAND	93,600	51,533	35,594
505 PARKLAND	101,455	60,275	39,953
537 RICHLAND	72,774	47,369	34,414
511 ROCK VALLEY	74,669	50,646	38,609
522 SOUTHWESTERN	109,722	62,144	44,760
509 ELGIN	117,840	68,016	50,775
527 MORTON	90,779	59,956	37,020
515 PRAIRIE STATE	102,258	51,039	40,561
510 SOUTH SUBURBAN	99,545	53,955	38,399
516 WAUBONSEE	110,234	54,798	40,576
508 CHICAGO	89,310	56,717	45,430
502 DUPAGE	141,172	69,040	44,348
512 HARPER	139,130	70,972	43,860
525 JOLIET	89,135	57,038	48,263
532 LAKE COUNTY	111,520	62,501	41,259
524 MORAIN VALLEY	121,944	63,278	41,803
535 OAKTON	133,850	70,162	49,457
504 TRITON	115,639	65,544	40,581
STATE AVERAGE*	\$93,686	\$56,375	\$40,863

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2013 TO 2017**

Table 22 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 is problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 22

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2013 TO 2017**

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Faculty (9 Month)	\$70,246	\$71,753	\$72,386	\$74,455	\$76,183
Faculty (12 Month)	\$54,216	\$56,803	\$57,218	\$58,045	\$59,432
Administrators (12 Month)	\$89,988	\$91,198	\$92,914	\$94,435	\$97,205
Other Professionals (9 Month)	\$70,596	\$69,805	\$71,386	\$73,464	\$75,655
Other Professionals (12 Month)	\$53,715	\$54,745	\$55,371	\$56,447	\$57,561

SOURCE OF DATA: ICCB Salary Reports