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**FISCAL YEAR 2018**

**SALARY REPORT**

**FOR THE**

**ILLINOIS PUBLIC COMMUNITY COLLEGES**

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*June 2018*

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## HIGHLIGHTS OF THE FISCAL YEAR 2018 SALARY REPORT

1. Fiscal Year 2018 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$78,089
Administrative (12 month)	\$100,228
Other (Nonteaching) Professional (9 month)	\$78,322

2. Fiscal Year 2018 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$768/credit hour
Full-Time Faculty Overload Rate	\$891/credit hour
Full-Time Faculty Summer Rate	\$1,007/credit hour

3. Fiscal Year 2018 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)	\$45,416
Master's Degree, Plus Zero Hours (5 Years Experience)	\$50,969
Master's Degree, Maximum Hours (5 Years Experience)	\$59,574
Doctorate, Maximum Hours (Maximum Experience)	\$103,055

4. Fiscal Year 2017 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2016, and June 30, 2017. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$92,895
Administrative (12 month)	\$100,539
Other (Nonteaching) Professional (9 and 12 month)	\$60,970
Classified	\$42,438

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**FISCAL YEAR 2018 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 2018 Salary Report*, which derive from the ICCB Faculty, Staff, and Salary (C1) Data and Supplementary Faculty, Staff, and Salary Information, reflect the census date of October 1, 2017. 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 2017 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 2018 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 2018. 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 2018  
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Low Faculty Salaries	\$20,137	\$59,598	\$43,868
Average Faculty Salaries	\$56,829	\$100,826	\$78,089*
High Faculty Salaries	\$70,581	\$144,120	\$108,515
Median Faculty Salaries	\$52,785	\$102,000	\$72,101

\*Weighted

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Table 2

FISCAL YEAR 2018 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 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	46	\$ 39,314	\$ 48,938	\$ 54,224	\$ 62,889	\$ 86,299	\$ 56,829
531 SHAWNEE	31	52,256	57,030	66,796	73,357	85,275	66,517
533 SOUTHEASTERN ILLINOIS	32	40,588	49,838	58,099	64,744	70,581	56,832
534 SPOON RIVER	33	44,148	49,733	52,785	59,461	83,744	57,303
507 DANVILLE AREA	60	45,840	50,638	54,744	63,796	74,521	57,083
519 HIGHLAND	47	52,118	67,899	77,196	87,449	103,230	77,562
501 KASKASKIA	64	52,643	66,880	75,611	86,666	99,106	76,691
523 KISHWAUKEE	68	32,566	51,098	55,699	66,238	87,538	59,824
521 REND LAKE	40	22,500	55,339	64,904	73,104	91,304	63,400
506 SAUK VALLEY	43	41,110	46,969	57,025	65,981	92,289	57,319
529 ILLINOIS EASTERN	80	38,419	50,398	57,776	65,514	89,021	58,018
513 ILLINOIS VALLEY	73	45,327	58,405	72,676	82,356	115,232	70,975
530 JOHN A. LOGAN	65	40,045	59,451	66,561	81,952	98,681	69,263
520 KANKAKEE	69	51,501	59,723	65,629	72,402	113,743	66,842
517 LAKE LAND	104	37,506	45,952	56,688	65,202	94,966	57,132
536 LEWIS AND CLARK	105	34,650	60,844	73,252	86,037	99,514	72,678
528 MCHENRY COUNTY	96	52,864	77,880	93,928	114,696	124,136	94,363
503 BLACK HAWK	100	40,257	51,342	59,569	68,187	84,644	61,263
540 HEARTLAND	79	46,151	55,058	65,011	72,768	115,969	65,672
514 ILLINOIS CENTRAL	166	48,143	60,208	68,543	76,260	91,563	68,192
526 LINCOLN LAND	121	44,145	73,337	87,124	98,730	112,190	84,737
505 PARKLAND	156	29,487	66,116	76,232	83,600	109,110	75,442
537 RICHLAND	61	44,606	54,484	62,954	73,011	93,225	63,600
511 ROCK VALLEY	134	45,391	56,392	64,172	74,519	99,580	66,625
522 SOUTHWESTERN ILLINOIS	142	47,509	60,780	71,484	80,278	131,836	71,721
509 ELGIN	124	53,171	79,334	99,569	115,242	124,287	97,842
527 MORTON	53	47,811	66,956	80,179	89,811	144,120	82,065
515 PRAIRIE STATE	77	49,417	59,818	68,247	79,736	114,507	71,128
510 SOUTH SUBURBAN	74	20,137	52,354	67,984	88,405	113,135	70,839
516 WAUBONSEE	106	49,674	67,671	80,826	97,206	126,033	83,258
508 CITY COLLEGES OF CHICAGO	543	50,000	69,710	80,582	91,459	137,590	80,879
502 COLLEGE OF DUPAGE	280	59,598	78,786	102,000	126,230	132,874	100,826
532 COLLEGE OF LAKE COUNTY	198	54,070	79,926	97,334	118,397	131,530	98,030
512 HARPER	204	33,500	66,808	86,541	105,256	128,675	86,089
525 JOLIET JUNIOR	215	30,380	79,582	97,969	107,183	125,065	94,029
524 MORAIN VALLEY	189	49,209	62,261	69,738	77,881	120,096	70,576
535 OAKTON	149	56,599	71,239	84,378	105,476	138,141	89,606
504 TRITON	97	44,317	56,954	65,813	80,092	140,216	71,673
TOTALS/AVERAGES	4,324	\$ 43,868	\$ 61,214	\$ 72,101	\$ 83,726	\$ 108,515	\$ 78,089
Lowest Low/Highest/High		\$ 20,137				\$ 144,120	

-- = Not Applicable

\* Weighted

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data



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Table 3

FISCAL YEAR 2018 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 CARL SANDBURG	39	\$ 36,280	\$ 52,760	\$ 56,470	\$ 61,670	\$ 91,080	\$ 58,391
539 JOHN WOOD	2	69,372	69,372	73,385	77,398	77,398	73,385
531 SHAWNEE	2	63,179	63,179	65,083	66,986	66,986	65,083
533 SOUTHEASTERN ILLINOIS	3	52,442	52,442	54,597	57,830	57,830	54,956
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	2	65,849	65,849	75,632	85,415	85,415	75,632
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	19	43,741	49,776	56,375	63,302	81,010	58,305
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	13	45,424	45,424	45,424	45,424	49,103	45,707
513 ILLINOIS VALLEY	1	67,974	67,974	67,974	67,974	67,974	67,974
530 JOHN A. LOGAN	1	71,553	71,553	71,553	71,553	71,553	71,553
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	6	46,300	56,014	70,062	95,200	107,623	74,210
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	4	50,373	63,013	94,975	124,835	135,373	93,924
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	14	48,460	59,229	63,826	73,262	80,597	64,739
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORaine VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	106	\$ 55,079	\$ 59,715	\$ 66,280	\$ 74,237	\$ 80,995	\$ 60,746
Lowest Low/Highest/High		\$ 36,280				\$ 135,373	

-- = Not Applicable

\* Weighted

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data

Section II

**FISCAL YEAR 2018 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 2018.

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 2018  
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	\$445	\$1,372	\$768
Overload Rates (Full-time Faculty)	\$520	\$1,261	\$891
Summer Term Rates (Full-time Faculty)	\$620	\$2,290	\$1,007

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Table 5

FISCAL YEAR 2018 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 CARL SANDBURG	\$ 819	\$ 953	\$ 1,086
531 JOHN WOOD	590	865	865
533 SHAWNEE	490	725	725
534 SOUTHEASTERN ILLINOIS	445	770	875
539 SPOON RIVER	700	716	818
507 DANVILLE AREA	665	680	680
519 HIGHLAND	538	1,204	1,177
501 KASKASKIA	485	795	840
523 KISHWAUKEE	575	950	1,000
521 REND LAKE	464	775	775
506 SAUK VALLEY	732	815	815
529 ILLINOIS EASTERN	470	520	620
513 ILLINOIS VALLEY	730	640	640
520 JOHN A. LOGAN	745	786	909
517 KANKAKEE	797	800	727
536 LAKE LAND	608	725	725
530 LEWIS AND CLARK	731	731	731
528 MCHENRY COUNTY	837	820	925
503 BLACK HAWK	697	840	840
540 HEARTLAND	899	925	925
514 ILLINOIS CENTRAL	704	900	875
526 LINCOLN LAND	768	899	899
505 PARKLAND	1,117	1,261	1,261
537 RICHLAND	708	740	976
511 ROCK VALLEY	595	936	1,111
522 SOUTHWESTERN ILLINOIS	810	1,160	1,176
509 ELGIN	1,013	941	1,064
527 MORTON	861	899	1,084
515 PRAIRIE STATE	743	1,006	1,169
510 SOUTH SUBURBAN	720	730	844
516 WAUBONSEE	800	1,042	1,164
508 CITY COLLEGES OF CHICAGO	863	797	1,865
502 COLLEGE OF DUPAGE	1,085	1,145	2,290
512 COLLEGE OF LAKE COUNTY	1,066	1,097	1,097
525 HARPER	1,103	981	985
532 JOLIET JUNIOR	823	1,053	1,053
524 MORAIN VALLEY	942	1,216	1,754
535 OAKTON	1,372	940	940
504 TRITON	830	975	967
AVERAGES	\$ 768	\$ 891	\$ 1,007

SOURCE OF DATA: Supplementary Faculty, Staff, and Salary Information

Section III

**SALARIES BASED ON FISCAL YEAR 2018 SALARY SCHEDULES FOR  
FULL-TIME FACULTY WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2018 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 2018 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 2018 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	\$45,416
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$68,391	\$50,969
Master's Degree, Maximum Hours (5 Years Experience)	\$41,110	\$86,172	\$59,574
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$51,059	\$148,729	\$103,055

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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 2018

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 CARL SANDBURG	\$ 42,500	\$ 45,820	\$ 50,410	\$ 106,190
531 JOHN WOOD	38,544	42,555	47,662	90,417
533 SHAWNEE	47,450	50,898	57,246	91,551
534 SOUTHEASTERN ILLINOIS	40,504	44,923	51,367	84,322
539 SPOON RIVER	40,981	44,148	49,733	98,646
507 DANVILLE AREA	50,600	50,600	52,800	53,300
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	35,873	41,110	41,110	83,190
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	41,220	48,307	56,709	97,331
520 JOHN A. LOGAN	40,965	48,075	56,272	92,993
517 KANKAKEE	46,078	48,314	62,894	106,060
536 LAKE LAND	37,506	48,306	49,990	51,059
530 LEWIS AND CLARK	41,961	47,605	54,032	105,428
528 MCHENRY COUNTY	52,808	56,580	69,311	124,005
503 BLACK HAWK	40,257	46,082	51,342	84,644
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	45,886	51,560	51,560	57,598
526 LINCOLN LAND	43,578	50,762	58,762	108,954
505 PARKLAND	46,684	55,828	56,874	103,995
537 RICHLAND	40,554	43,903	57,142	95,324
511 ROCK VALLEY	50,770	55,770	66,290	109,723
522 SOUTHWESTERN ILLINOIS	48,964	48,964	48,964	99,458
509 ELGIN	49,161	58,009	79,061	124,287
527 MORTON	45,065	52,245	59,260	148,729
515 PRAIRIE STATE	47,305	54,764	65,307	108,564
510 SOUTH SUBURBAN	33,171	38,345	46,875	113,135
516 WAUBONSEE	49,150	51,684	60,795	126,083
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	53,736	68,391	86,172	132,874
512 COLLEGE OF LAKE COUNTY	48,412	60,515	74,683	131,530
525 HARPER	46,155	51,947	64,582	128,675
532 JOLIET JUNIOR	52,210	58,421	66,846	121,956
524 MORAIN VALLEY	48,482	53,401	58,675	120,096
535 OAKTON	51,927	54,255	68,640	138,941
504 TRITON	47,226	49,083	60,568	67,815
AVERAGES	\$ 45,416	\$ 50,969	\$ 59,574	\$ 103,055

N/A = Not Applicable

SOURCE OF DATA: Supplementary Faculty, Staff, and Salary Information

Section IV

**INSTITUTIONAL POLICIES RELATED TO  
FACULTY SALARIES AND FACULTY CONTRACTS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEAR 2018**

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 2018**

	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	12	15	15
Average Weekly Office/Academic Advising Hours	0	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34



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Table 9  
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2018

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year----		Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
				in Weeks	in Instructional Days					
518 CARL SANDBURG	30	15	5	32	160	Yes	5	2019	Yes	IEA/NEA
539 JOHN WOOD	30	15	0	32	164	Yes	3	2018	Yes	IFT/AFT-AFL/CIO
531 SHAWNEE	30	15	10	39	154	Yes	4	2019	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	5	34	158	Yes	1	2018	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	158	Yes	4	2018	Yes	IEA/NEA
507 DANVILLE AREA	30	15	10	35	150	Yes	3	2018	Yes	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Yes	3	2019	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	30	170	Yes	6	2018	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	32	180	Yes	5	2022	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	168	No			Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	12	6	32	160	Yes	1	2018	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Yes	1	2017	No	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	168	Yes	4	2018	Yes	IFT/AFT-AFL/CIO
530 JOHN A. LOGAN	30	15	10	37	150	Yes	2	2019	Yes	IEA/NEA
520 KANKAKEE	30	15	7.5	34	176	Yes	4	2018	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	152	Yes	3	2020	Yes	IFT/AFT-AFL/CIO
536 LEWIS AND CLARK	30	15	10	32	180	Yes	5	2019	Yes	IEA/NEA
528 MCHENRY COUNTY	30	15	7	32	180	Yes	3	2019	Yes	IEA/NEA
503 BLACK HAWK	30	15	5	34	170	Yes	1	2018	Yes	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Yes	3	2018	No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Yes	4	2018	Yes	other
526 LINCOLN LAND	30	15	6	33	167	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	34	170	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 ILLINOIS	30	15	10	40	184	Yes	5	2019	Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	3	2019	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	3	2020	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	Yes	3	2019	Yes	IFT/AFT-AFL/CIO
508 CITY COLLEGES OF CHICAGO	30	15	7	36	175	No			No	IFT/AFT-AFL/CIO
502 COLLEGE OF DUPAGE	30	15	10	32	166	Yes	8	2019	Yes	IEA/NEA
532 COLLEGE OF LAKE COUNTY	30	15	10	30	160	Yes	4	2018	Yes	IFT/AFT-AFL/CIO
512 HARPER	30	15	10	34	160	Yes	5	2022	Yes	IFT/AFT-AFL/CIO
525 JOLIET JUNIOR	30	15	5	32	150	Yes	4	2019	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	3	2020	Yes	IEA/NEA
504 TRITON	30	15	10	34	158	Yes	3	2018	Yes	IFT/AFT-AFL/CIO

TOTALS/AVERAGES 30 15 7 34 164 No = 3 1 = 4 1 = 2017 N = 5 IEA/NEA = 12  
 – Not Applicable / Not Specified in Contract Yes = 36 2 = 1 17 = 2018 Y = 34 IFT/AFT-AFL/CIO = 25  
 SOURCE OF DATA: Supplementary Faculty, Staff, and Salary Information 3 = 14 11 = 2019 Local Fac. Assoc./  
 4 = 9 5 = 2020 Teachers' Union = 2  
 5 = 6 0 = 2021  
 6 = 1 2 = 2022  
 7 = 0 0 = 2023

Section V

**FISCAL YEAR 2018 CONTRACTUAL BASE SALARIES  
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2018 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 \$78,322. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$58,396.

Table 10  
**SUMMARY OF  
FISCAL YEAR 2018 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)	\$21,023	\$81,039	\$52,571
Lowest Salaries (12 month)	\$19,068	\$44,766	\$31,339
Average Salaries (9 month)	\$25,706	\$105,845	\$78,322*
Average Salaries (12 month)	\$37,370	\$70,720	\$58,396*
Highest Salaries (9 month)	\$25,858	\$132,874	\$83,324
Highest Salaries (12 month)	\$64,219	\$149,015	\$97,029
Median Salaries (9 month)	\$25,858	\$113,871	\$67,127
Median Salaries (12 month)	\$36,322	\$68,349	\$50,456

\*Weighted



Illinois Community College Board



Table 11

FISCAL YEAR 2018 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) 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 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	2	\$ 70,040	\$ 70,040	\$ 70,040	\$ 70,040	\$ 70,040	\$ 70,040
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	1	37,710	37,710	37,710	37,710	37,710	37,710
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	1	32,635	32,635	32,635	32,635	32,635	32,635
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	39,459	42,434	52,328	60,977	76,463	53,536
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	67,968	67,968	85,196	102,424	102,424	85,196
503 BLACK HAWK	2	33,738	33,738	50,054	66,369	66,369	50,054
540 HEARTLAND	4	21,023	23,594	26,662	27,818	28,477	25,706
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	66,629	66,629	81,793	96,053	96,053	81,492
505 PARKLAND	1	25,858	25,858	25,858	25,858	25,858	25,858
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	3	62,626	62,626	64,790	71,031	71,031	66,149
522 SOUTHWESTERN ILLINOIS	3	53,458	53,458	57,836	69,625	69,625	60,306
509 ELGIN	4	77,919	82,898	92,838	100,491	103,182	91,694
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	2	64,462	64,462	66,193	67,924	67,924	66,193
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	10	54,735	59,201	72,678	81,384	95,479	73,215
508 CITY COLLEGES OF CHICAGO	13	55,191	58,723	75,864	80,668	125,654	76,792
502 COLLEGE OF DUPAGE	23	59,598	79,139	113,871	126,230	132,874	105,845
532 COLLEGE OF LAKE COUNTY	18	41,338	79,927	88,560	102,394	124,936	91,058
512 HARPER	18	59,659	84,069	94,099	102,913	128,675	93,568
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	21	46,327	54,245	57,109	65,007	109,287	61,549
535 OAKTON	3	81,039	81,039	96,431	101,782	101,782	93,084
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	146	\$ 52,571	\$ 58,020	\$ 67,127	\$ 74,467	\$ 83,324	\$ 78,322
Lowest Low/Highest High		\$ 21,023				\$ 132,874	

\* Weighted

-- Not Applicable

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data

Illinois Community College Board



Table 12

FISCAL YEAR 2018 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) 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 CARL SANDBURG	55	\$ 23,070	\$ 32,590	\$ 37,370	\$ 42,180	\$ 81,530	\$ 38,853
539 JOHN WOOD	63	25,564	32,444	36,322	40,783	70,065	37,370
531 SHAWNEE	29	42,633	44,445	47,293	52,414	67,306	49,246
533 SOUTHEASTERN ILLINOIS	23	21,000	35,963	45,175	49,000	64,219	42,324
534 SPOON RIVER	33	34,778	37,026	44,272	47,131	67,609	43,534
507 DANVILLE AREA	38	31,706	36,462	42,871	54,863	73,911	45,906
519 HIGHLAND	26	29,952	39,988	47,476	51,893	66,539	47,051
501 KASKASKIA	34	25,000	33,719	42,500	49,169	84,923	43,396
523 KISHWAUKEE	51	26,242	42,127	52,500	60,891	74,127	52,257
521 REND LAKE	60	24,240	31,058	36,687	45,369	66,350	38,848
506 SAUK VALLEY	33	25,926	40,973	44,313	50,712	68,932	45,507
529 ILLINOIS EASTERN	98	20,758	31,678	36,513	44,907	75,621	38,842
513 ILLINOIS VALLEY	36	27,851	44,297	53,497	63,577	82,905	54,456
530 JOHN A. LOGAN	47	32,728	45,513	49,618	57,710	75,369	51,139
520 KANKAKEE	57	38,002	47,632	53,499	62,451	103,696	55,917
517 LAKE LAND	71	26,166	36,067	42,082	56,466	107,512	47,447
536 LEWIS AND CLARK	51	22,743	35,205	42,898	61,066	89,514	47,401
528 MCHENRY COUNTY	63	35,568	44,512	51,314	62,234	105,739	55,795
503 BLACK HAWK	122	23,297	40,079	47,556	61,318	98,608	50,344
540 HEARTLAND	131	29,587	38,709	47,635	60,845	104,786	50,125
514 ILLINOIS CENTRAL	140	31,179	42,999	49,617	56,142	87,560	51,400
526 LINCOLN LAND	96	38,723	46,854	51,967	58,025	74,132	52,990
505 PARKLAND	131	19,068	44,519	55,314	73,424	117,815	59,836
537 RICHLAND	31	31,574	37,555	42,703	48,534	135,628	45,757
511 ROCK VALLEY	98	30,000	42,825	47,828	53,468	71,324	48,383
522 SOUTHWESTERN ILLINOIS	92	31,827	45,146	54,415	73,132	147,196	62,073
509 ELGIN	171	33,590	54,988	63,085	79,830	141,488	69,508
527 MORTON	24	36,998	52,649	56,818	64,031	79,768	57,528
515 PRAIRIE STATE	72	34,114	47,074	52,273	61,281	81,641	54,109
510 SOUTH SUBURBAN	87	28,420	39,739	44,245	56,828	93,576	49,490
516 WAUBONSEE	166	38,065	44,451	59,950	74,263	107,317	60,129
508 CITY COLLEGES OF CHICAGO	643	30,689	54,900	59,151	71,673	149,015	63,831
502 COLLEGE OF DUPAGE	338	36,442	56,703	68,349	82,333	123,798	70,720
532 COLLEGE OF LAKE COUNTY	192	36,645	48,676	53,555	66,812	113,529	59,294
512 HARPER	241	38,805	55,685	65,397	79,638	142,763	69,830
525 JOLIET JUNIOR	162	39,909	49,839	55,809	65,982	94,136	59,031
524 MORAIN VALLEY	146	44,766	54,154	63,178	75,190	122,378	67,157
535 OAKTON	145	40,592	54,222	62,775	74,034	133,607	67,808
504 TRITON	107	34,000	51,520	59,981	72,837	138,208	65,416
TOTALS/AVERAGES	4,203	\$ 31,339	\$ 43,461	\$ 50,456	\$ 60,575	\$ 97,029	\$ 58,396
Lowest Low/Highest High		\$ 19,068				\$ 149,015	

\* Weighted

-- Not Applicable

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data

Section VI

**FISCAL YEAR 2018 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 2018. The weighted average administrative staff salary ranged from a low of \$69,084 to a high of \$153,313. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2018 salaries; and the median fiscal year 2018 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 2018 was \$100,228. The lowest reported administrative salary was \$30,300 and the highest was \$333,450. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2018  
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$30,300	\$102,600	\$58,327
Average Administrative Salaries	\$69,084	\$153,313	\$100,228*
Highest Administrative Salaries	\$126,236	\$333,450	\$216,021
Median Administrative Salaries	\$61,610	\$141,528	\$90,272

\*Weighted

Illinois Community College Board



Table 14

FISCAL YEAR 2018 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 CARL SANDBURG	21	\$ 48,900	\$ 57,480	\$ 62,730	\$ 93,060	\$ 198,720	\$ 81,586
539 JOHN WOOD	20	42,000	48,498	65,900	77,918	189,263	71,246
531 SHAWNEE	18	52,696	57,622	68,607	85,926	152,000	75,573
533 SOUTHEASTERN ILLINOIS	8	53,508	76,866	88,141	93,011	178,050	93,449
534 SPOON RIVER	18	43,585	58,206	66,008	79,227	126,236	71,836
507 DANVILLE AREA	25	34,746	66,188	82,886	89,230	175,000	82,624
519 HIGHLAND	19	47,519	63,411	75,508	93,325	137,000	80,710
501 KASKASKIA	30	31,200	46,850	65,917	84,444	160,000	69,084
523 KISHWAUKEE	21	66,950	85,000	90,000	101,546	185,000	94,927
521 REND LAKE	25	30,300	55,296	61,610	81,737	185,709	71,609
506 SAUK VALLEY	17	58,580	66,300	82,410	84,048	173,400	83,510
529 ILLINOIS EASTERN	23	38,626	48,000	78,409	127,248	192,449	87,021
513 ILLINOIS VALLEY	14	62,944	72,516	80,964	96,900	196,209	93,072
530 JOHN A. LOGAN	45	45,464	66,379	72,941	91,944	170,000	81,554
520 KANKAKEE	27	56,375	70,468	81,936	96,363	215,549	90,342
517 LAKE LAND	19	52,591	69,127	80,787	141,960	218,400	101,095
536 LEWIS AND CLARK	66	40,000	56,002	80,340	104,123	324,017	89,047
528 MCHENRY COUNTY	49	56,236	80,176	92,947	103,430	224,675	97,305
503 BLACK HAWK	9	74,457	101,528	110,319	128,000	183,500	118,354
540 HEARTLAND	18	78,200	85,000	95,358	127,340	210,346	108,013
514 ILLINOIS CENTRAL	31	65,610	80,573	93,266	112,611	250,145	102,613
526 LINCOLN LAND	55	58,000	73,479	82,965	112,793	252,143	92,995
505 PARKLAND	28	66,522	86,401	99,046	127,862	245,824	108,269
537 RICHLAND	30	39,257	52,502	65,696	85,371	219,500	75,903
511 ROCK VALLEY	33	53,859	61,193	67,056	79,201	180,000	78,717
522 SOUTHWESTERN ILLINOIS	15	63,000	79,900	96,092	130,809	178,663	105,354
509 ELGIN	45	72,576	96,149	117,170	139,831	279,191	120,438
527 MORTON	21	55,000	80,758	92,222	108,000	223,000	103,312
515 PRAIRIE STATE	28	72,468	85,489	92,537	104,886	216,600	103,459
510 SOUTH SUBURBAN	26	43,057	76,212	83,202	115,492	199,728	91,966
516 WAUBONSEE	42	81,083	95,481	111,425	131,021	309,626	120,049
508 CITY COLLEGES OF CHICAGO	185	39,924	79,950	92,455	112,750	256,250	99,536
502 COLLEGE OF DUPAGE	38	102,600	130,000	141,528	173,025	333,450	153,313
532 COLLEGE OF LAKE COUNTY	51	70,026	87,943	109,273	125,842	219,657	111,375
512 HARPER	41	85,829	110,000	126,599	153,628	293,711	136,056
525 JOLIET JUNIOR	31	77,306	91,130	103,809	122,400	224,400	111,611
524 MORAIN VALLEY	30	78,646	97,637	119,715	145,503	241,126	123,189
535 OAKTON	29	83,000	110,000	125,139	145,137	272,924	130,984
504 TRITON	35	52,110	96,310	117,712	152,206	233,357	123,869
TOTALS/AVERAGES	1,286	\$ 58,327	\$ 76,975	\$ 90,272	\$ 111,773	\$ 216,021	\$ 100,228
Lowest Low/Highest High		\$ 30,300				\$ 333,450	

\* Weighted

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018**

A summary of the fiscal year 2018 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 2018. 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 2018 SALARIES PAID TO ADMINISTRATORS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$119,036	\$333,450	\$215,736
Chief Campus Administrator	\$132,798	\$170,845	\$155,626
Chief Finance Officer	\$77,495	\$220,711	\$141,203
Chief Academic Officer	\$80,602	\$232,761	\$138,724
Student Services Officer	\$47,733	\$205,996	\$111,127
Dean-Baccalaureate Education	\$79,227	\$154,101	\$106,817
Dean-Occupational/Career Education	\$68,947	\$136,982	\$102,175
Dean-Continuing Education	\$70,000	\$152,405	\$103,994
Director-Data Processing/Info Technology	\$54,210	\$195,688	\$111,758
Director-Research & Planning	\$54,559	\$154,527	\$90,889
Director-Admissions and Records	\$43,222	\$153,628	\$80,988
Director-Counseling	\$43,999	\$141,349	\$90,801
Director-Financial Aid	\$35,526	\$128,215	\$76,571
Director-Job Placement	\$53,564	\$123,277	\$88,276
Director-Student Activities	\$61,408	\$130,477	\$83,711
Director-Library/LRC	\$48,818	\$129,031	\$82,140
Director-Development/Grants	\$43,057	\$204,790	\$98,929
Director-Public Information/Relations	\$38,431	\$137,200	\$82,441
Director-Personnel/Human Resources	\$57,622	\$165,000	\$100,069
Director-Business Services	\$41,200	\$155,166	\$86,099
Director-Physical Facilities/Grounds	\$59,740	\$170,216	\$100,099
Director-Adult Education	\$45,424	\$112,043	\$85,277
Director-Athletics	\$51,510	\$141,026	\$81,242
Controller	\$47,519	\$163,326	\$100,011
Director-Business/Industry Center	\$48,313	\$176,384	\$85,296
Director-Physical Therapy Program	\$85,859	\$89,646	\$87,753
Director-Nursing	\$75,000	\$125,000	\$95,220

\*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018

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
518 CARL SANDBURG	\$198,720	1	7	1					\$91,760	1	8	4	\$110,110	2	4	2
539 JOHN WOOD	189,263	1	3	1					77,495	1	2	4	120,510	1	1	2
531 SHAWNEE	152,000	1	0	1					95,419	1	11	2	99,085	1	5	2
533 SOUTHEASTERN ILLINOIS	178,050	1	8	1					90,320	1	4	4	95,183	1	1	2
534 SPOON RIVER	119,036	1	5	1					126,236	1	14	2				
507 DANVILLE AREA	175,000	1	1	1					104,782	1	6	3	148,882	1	48	2
519 HIGHLAND	137,000	1	2	1					110,755	1	12	2				
501 KASKASKIA	160,000	1	2	1					90,000	1	1	2	120,780	1	6	2
523 KISHWAUKEE	185,000	1	2	1					120,000	1	0	2	122,000	1	0	2
521 REND LAKE	185,709	1	5	1					115,928	1	5	2				
506 SAUK VALLEY	173,400	1	2	1					88,038	1	5	3	113,465	1	3	3
529 ILLINOIS EASTERN	192,449	1	22	1	\$132,798	4	6	2	115,944	1	16	3	80,602	5	1	4
513 ILLINOIS VALLEY	196,209	1	9	1					130,448	1	9	2	117,305	1	3	2
530 JOHN A. LOGAN	170,000	1	2	1					143,576	1	10	2	117,754	1	1	2
520 KANKAKEE	215,549	1	8	1					150,705	1	16	2	129,248	1	3	2
517 LAKE LAND	218,400	1	4	1					141,960	1	1	2	141,960	1	1	2
536 LEWIS AND CLARK	324,017	1	7	1					168,581	1	5	2	232,761	1	26	2
528 MCHENRY COUNTY	224,675	1	2	1					152,863	1	5	2	151,405	1	1	2
503 BLACK HAWK	183,500	1	3	1					141,312	1	2	2	128,000	1	1	2
540 HEARTLAND	210,346	1	4	1					139,916	1	3	2	147,522	1	5	2
514 ILLINOIS CENTRAL	250,145	1	1	1					202,799	1	16	2	155,000	1	0	2
526 LINCOLN LAND	252,143	1	11	1					130,746	1	3	2				
505 PARKLAND	245,824	1	19	1					144,217	1	8	2	135,484	1	1	2
537 RICHLAND	219,500	1	1	1					150,041	1	19	2	109,896	1	4	2
511 ROCK VALLEY	180,000	1	1	1					125,000	1	1	2				
522 SOUTHWESTERN ILLINOIS	178,663	1	9	1					101,930	1	7	2	171,075	1	16	2
509 ELGIN	279,191	1	11	1					212,676	1	9	2	163,048	1	1	2
527 MORTON	223,000	1	2	1					92,222	1	4	4	175,000	1	1	2
515 PRAIRIE STATE	216,600	1	4	1					153,356	1	4	2	151,181	1	4	2
510 SOUTH SUBURBAN	199,728	1	5	1												
516 WAUBONSEE	309,626	1	16	1					212,180	1	12	2	169,950	1	0	2
508 CITY COLLEGES OF CHICAGO	256,250	1	0	1	170,845	6	1	2	188,456	1	3	3	192,000	1	0	3
502 COLLEGE OF DUPAGE	333,450	1	1	1												
532 COLLEGE OF LAKE COUNTY									209,090	1	2	2	219,657	1	10	2
512 HARPER	293,711	1	8	1					209,990	1	7	2	215,822	1	7	2
525 JOLIET JUNIOR	224,400	1	1	1					147,900	1	1	2	145,656	1	2	2
524 MORAIN VALLEY	241,126	1	5	1					178,256	1	21	2	170,137	1	5	2
535 OAKTON	272,924	1	2	1					145,050	2	1	2	161,338	1	1	2
504 TRITON	233,357	1	3	1					220,711	1	19	2	188,436	1	1	2
NUMBER OF PERSONS	38				10				38				37			
AVERAGES	\$ 215,736				\$ 155,626				\$ 141,203				\$ 138,724			

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data



Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018**

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
518 CARL SANDBURG	\$148,410	1	18	2					\$89,560	1	2	4	\$93,060	1	1	4
539 JOHN WOOD	79,189	1	3	4					80,274	1	3	4				
531 SHAWNEE	92,897	1	3	2	\$85,926	1	28	4	68,947	1	2	4				
533 SOUTHEASTERN ILLINOIS	81,670	1	6	4	90,839	1	5	4								
534 SPOON RIVER	84,297	1	5	4	79,227	1	5	4	76,153	1	2	4				
507 DANVILLE AREA	86,219	1	5	4	87,965	2	15	4	108,905	1	39	4				
519 HIGHLAND	97,118	1	10	2					93,325	1	11	4				
501 KASKASKIA	103,052	1	5	2	84,239	1	10	4	84,466	1	5	4				
523 KISHWAUKEE	98,885	2	3	2	87,754	2	3	4	93,273	2	3	4	70,000	1	0	4
521 REND LAKE	78,926	2	5	2					88,046	2	5	4				
506 SAUK VALLEY	84,048	1	3	3					83,640	1	3	3				
529 ILLINOIS EASTERN	47,733	3	3	4												
513 ILLINOIS VALLEY	85,927	1	3	3	85,315	2	9	4								
530 JOHN A. LOGAN					91,944	1	1	3					108,945	1	2	3
520 KANKAKEE	109,108	1	7	4									93,590	1	20	4
517 LAKE LAND	165,719	1	12	2												
536 LEWIS AND CLARK	164,651	1	7	2	115,787	1	9	4	120,941	1	8	4				
528 MCHENRY COUNTY	97,088	1	6	4	113,313	1	4	4					114,452	1	3	4
503 BLACK HAWK	101,528	1	3	4	110,319	1	5	4	125,952	1	2	4	105,065	1	6	4
540 HEARTLAND													84,255	1	1	3
514 ILLINOIS CENTRAL	99,197	1	4	2					102,341	1	2	4	112,814	1	4	4
526 LINCOLN LAND	135,153	1	7	2												
505 PARKLAND	134,349	1	1	2					119,645	1	0	3				
537 RICHLAND	109,896	1	4	2					80,416	1	3	4				
511 ROCK VALLEY	58,759	1	1	4												
522 SOUTHWESTERN ILLINOIS	113,383	1	8	2	105,000	1	2	4	136,982	1	14	4				
509 ELGIN	123,220	1	4	3	154,101	1	15	3	96,149	1	1	3				
527 MORTON					92,887	2	5	4	82,653	1	4	4	92,700	1	2	4
515 PRAIRIE STATE	149,918	1	0	2	96,278	1	1	4	101,966	1	0	4	90,812	1	3	4
510 SOUTH SUBURBAN													79,124	1	14	4
516 WAUBONSEE	171,700	1	5	2	102,613	4	6	4	104,590	2	7	4	118,023	1	15	4
508 CITY COLLEGES OF CHICAGO	103,750	6	8	4					114,615	4	2	4	98,791	2	10	4
502 COLLEGE OF DUPAGE					130,000	1	0	4	130,000	1	0	4	152,405	1	7	4
532 COLLEGE OF LAKE COUNTY	178,531	1	4	3												
512 HARPER					120,801	3	3	4	112,651	1	4	4	139,116	1	2	4
525 JOLIET JUNIOR	158,184	1	5	2	117,300	1	1	4	108,120	1	1	4				
524 MORAIN VALLEY	167,011	1	7	2	121,734	1	5	4	118,530	1	3	4				
535 OAKTON	159,793	1	2	2	124,875	6	7	4					95,139	1	1	4
504 TRITON	205,996	1	1	2	119,478	1	2	4	117,712	1	3	4	124,810	1	10	4
NUMBER OF PERSONS		42				36				32				18		
AVERAGES	\$ 111,127				\$ 106,817				\$ 102,175				\$ 103,994			

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data





Illinois Community College Board

**Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018**

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
518 CARL SANDBURG	\$54,210	1	0	4	\$59,740	1	1	4	\$61,230	1	5	4				
539 JOHN WOOD	72,651	1	10	4					45,561	1	3	4	\$43,999	1	3	4
531 SHAWNEE	84,701	1	16	4	54,559	1	18	4	55,132	2	3	4	73,930	1	16	4
533 SOUTHEASTERN ILLINOIS	85,961	1	22	6					53,508	1	3	4				
534 SPOON RIVER	77,134	2	9	4					58,206	1	5	4				
507 DANVILLE AREA	86,822	1	21	6	66,188	1	3	4								
519 HIGHLAND					65,476	1	11	4	55,065	1	8	4				
501 KASKASKIA	93,541	1	3	4	71,301	1	5	4	71,363	1	6	4				
523 KISHWAUKEE	92,700	1	1	4	72,100	1	5	4								
521 REND LAKE									52,393	1	5	4				
506 SAUK VALLEY	73,440	1	0	4	97,410	1	5	3	62,611	1	3	4				
529 ILLINOIS EASTERN	96,521	1	21	4					43,222	1	5	4				
513 ILLINOIS VALLEY	66,941	1	0	4					62,944	1	2	4				
530 JOHN A. LOGAN	107,754	1	1	3	89,828	1	23	4	68,776	1	2	4	85,731	1	2	4
520 KANKAKEE	101,136	1	9	4	75,694	1	3	4	64,414	1	4	4	74,103	1	6	4
517 LAKE LAND	141,297	1	16	5					104,334	1	23	4				
536 LEWIS AND CLARK	195,688	1	1	2					62,070	1	7	4	82,665	1	17	4
528 MCHENRY COUNTY	171,535	1	7	2	92,947	1	4	4	103,050	1	5	4	103,430	1	5	4
503 BLACK HAWK					95,050	1	15	4								
540 HEARTLAND	127,340	1	3	3	88,778	1	4	3								
514 ILLINOIS CENTRAL					88,175	1	4	3	82,618	1	3	4	69,613	1	2	4
526 LINCOLN LAND	144,555	1	10	2	87,494	1	1	4	76,268	1	3	4	86,907	1	3	4
505 PARKLAND	135,925	1	3	3	100,153	1	1	3	97,411	1	2	5				
537 RICHLAND	85,371	1	0	2	69,919	1	0	4					92,905	1	6	3
511 ROCK VALLEY																
522 SOUTHWESTERN ILLINOIS	130,809	1	6	2					96,092	1	15	4				
509 ELGIN	152,932	1	0	3	154,527	1	10	2								
527 MORTON	101,449	1	5	4	80,758	1	12	4	77,998	1	1	4	87,000	1	1	4
515 PRAIRIE STATE	100,937	1	2	4	90,815	1	5	4	99,530	1	6	4	90,918	1	3	4
510 SOUTH SUBURBAN	96,817	4	8	3	76,212	1	10	4	73,755	1	11	4				
516 WAUBONSEE	143,318	1	6	3	99,863	1	7	4	101,765	2	8	4	113,698	1	11	4
508 CITY COLLEGES OF CHICAGO	89,689	7	5	4					75,609	5	5	4				
502 COLLEGE OF DUPAGE									134,999	1	10	4	141,349	1	13	4
532 COLLEGE OF LAKE COUNTY	140,175	1	2	4	117,093	1	6	4	84,872	1	2	4				
512 HARPER	128,356	1	6	4	110,950	1	4	4	153,628	1	5	3				
525 JOLIET JUNIOR	160,481	1	5	4	103,809	1	11	4	100,317	1	13	4				
524 MORAIN VALLEY	145,503	1	3	2	88,570	1	2	4	105,788	1	1	4	103,001	1	3	4
535 OAKTON	160,839	3	13	2	114,889	2	3	4	115,952	1	16	4	112,771	1	3	4
504 TRITON	155,166	1	6	3	117,712	1	5	4	117,712	1	10	4				
NUMBER OF PERSONS		45				28				38				15		
AVERAGES	\$ 111,758				\$ 90,889				\$ 80,988				\$ 90,801			

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data



Illinois Community College Board

**Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018**

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
518 CARL SANDBURG	\$100,850	1	23	4					\$61,408	4	6	4				
539 JOHN WOOD	78,213	1	11	4									\$48,951	1	7	4
531 SHAWNEE	73,709	1	25	4									62,722	1	12	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	62,841	1	12	6												
507 DANVILLE AREA	75,084	1	31	4	\$61,971	1	9	4								
519 HIGHLAND	66,178	1	11	4												
501 KASKASKIA	56,025	1	3	4												
523 KISHWAUKEE	84,666	1	3	4												
521 REND LAKE	59,020	1	5	6												
506 SAUK VALLEY	59,160	1	2	4												
529 ILLINOIS EASTERN	35,526	1	3	4												
513 ILLINOIS VALLEY	76,263	1	7	4												
530 JOHN A. LOGAN	82,412	1	10	4	53,564	1	0	4	66,731	1	11	4	48,818	3	14	4
520 KANKAKEE	64,414	1	4	4					74,103	1	4	4	82,224	1	17	4
517 LAKE LAND	73,312	1	12	6									65,372	1	9	4
536 LEWIS AND CLARK	84,170	1	14	4												
528 MCHENRY COUNTY	76,189	1	4	4	87,337	1	3	4	130,477	1	5	2	106,418	1	17	4
503 BLACK HAWK																
540 HEARTLAND																
514 ILLINOIS CENTRAL																
526 LINCOLN LAND	61,740	1	1	4												
505 PARKLAND																
537 RICHLAND	59,427	1	9	4												
511 ROCK VALLEY	73,000	1	0	4												
522 SOUTHWESTERN ILLINOIS	85,027	1	5	4												
509 ELGIN																
527 MORTON	80,706	1	4	4												
515 PRAIRIE STATE	78,609	1	4	4												
510 SOUTH SUBURBAN	93,324	1	22	4												
516 WAUBONSEE	113,698	1	10	4												
508 CITY COLLEGES OF CHICAGO	68,358	6	3	6												
502 COLLEGE OF DUPAGE																
532 COLLEGE OF LAKE COUNTY					111,140	1	13	4	120,485	1	3	4	119,995	1	3	4
512 HARPER	104,968	1	6	4	101,996	1	15	4					129,031	1	10	4
525 JOLIET JUNIOR																
524 MORAIN VALLEY	80,433	1	2	4	78,646	1	10	4	100,541	1	6	4	87,206	1	2	4
535 OAKTON	128,215	1	18	4	123,277	1	8	4					83,000	1	1	4
504 TRITON	102,658	1	1	4					117,712	1	5	4	123,598	1	11	4
NUMBER OF PERSONS	35				7				13				21			
AVERAGES	\$ 76,571				\$ 88,276				\$ 83,711				\$ 82,140			

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data



Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018**

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
518 CARL SANDBURG	\$48,900	1	1	4	\$49,370	1	1	4	\$62,730	1	4	4				
539 JOHN WOOD	67,080	1	18	4	64,720	1	8	4	68,342	1	3	4	\$56,409	1	3	4
531 SHAWNEE									57,622	1	3	4	64,666	1	8	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	58,293	1	2	4	54,046	1	5	4	71,938	1	13	4	76,153	1	11	4
507 DANVILLE AREA	80,082	1	9	4					89,947	1	6	4				
519 HIGHLAND					58,386	1	9	4	88,237	1	22	3				
501 KASKASKIA					64,146	1	32	4	65,000	1	0	4				
523 KISHWAUKEE	96,500	2	1	4	86,520	1	10	4	88,000	1	0	4				
521 REND LAKE					64,000	1	11	6					41,200	1	4	4
506 SAUK VALLEY	83,640	1	1	3					84,032	1	13	4	67,320	1	1	4
529 ILLINOIS EASTERN					38,431	3	8	4	77,250	1	16	3	46,241	6	14	4
513 ILLINOIS VALLEY									65,000	1	0	3				
530 JOHN A. LOGAN					89,843	1	13	4	116,178	1	13	3	66,731	1	6	4
520 KANKAKEE	86,813	1	7	4	81,936	1	14	4	91,131	1	10	4				
517 LAKE LAND									69,860	1	1	5				
536 LEWIS AND CLARK	74,151	1	2	4					80,340	1	3	4				
528 MCHENRY COUNTY	89,579	1	4	4	137,200	1	5	2					95,815	1	8	4
503 BLACK HAWK									74,457	1	3	4				
540 HEARTLAND	87,103	1	5	3	78,200	1	0	3	93,560	1	19	3				
514 ILLINOIS CENTRAL	75,130	1	0	3	126,026	1	17	2	122,778	1	4	2	70,467	1	6	4
526 LINCOLN LAND					105,524	1	13	4	121,253	1	17	3	116,913	1	4	3
505 PARKLAND					92,115	1	1	5	107,941	1	6	3				
537 RICHLAND					53,895	1	0	4	77,000	1	0	4				
511 ROCK VALLEY	60,247	1	4	4					108,000	1	0	2	64,288	1	14	4
522 SOUTHWESTERN ILLINOIS									79,900	1	1	4				
509 ELGIN	145,235	1	6	2	125,000	1	2	2					96,320	2	3	4
527 MORTON					55,000	1	1	4	123,000	1	1	3				
515 PRAIRIE STATE	78,853	1	1	4					110,519	1	5	4				
510 SOUTH SUBURBAN	43,057	1	3	4					77,655	1	9	4				
516 WAUBONSEE					131,021	1	2	3	155,293	1	25	3	94,746	1	8	4
508 CITY COLLEGES OF CHICAGO	150,000	1	0	2	113,074	1	4	4	165,000	1	0	4	113,611	7	4	4
502 COLLEGE OF DUPAGE	204,790	1	8	2									106,722	2	5	4
532 COLLEGE OF LAKE COUNTY	116,144	1	18	4	100,940	1	1	4	141,961	1	3	4				
512 HARPER	168,293	1	3	2					157,803	1	6	3				
525 JOLIET JUNIOR	123,008	1	14	4	91,130	1	6	4	122,400	1	1	3	107,132	1	5	4
524 MORAIN VALLEY	124,980	1	29	4	88,370	1	1	4	138,337	1	19	4				
535 OAKTON	100,830	1	13	4									113,252	1	18	4
504 TRITON	107,011	2	3	4	117,712	1	5	4	149,816	1	4	3	155,166	1	6	3
NUMBER OF PERSONS	25				26				33				31			
AVERAGES	\$ 98,929				\$ 82,441				\$ 100,069				\$ 86,099			

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data



Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018**

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
518 CARL SANDBURG	\$59,740	1	3	4					\$78,890	1	4	4				
539 JOHN WOOD	64,088	1	10	4												
531 SHAWNEE	68,266	1	8	4												
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	65,672	1	25	4	\$58,540	1	7	6	51,510	1	1	4				
507 DANVILLE AREA	92,197	1	13	4	71,749	1	5	4	52,884	1	11	3	\$74,382	1	20	6
519 HIGHLAND	75,448	1	8	4	64,975	1	11	4	78,445	1	23	4	47,519	1	11	4
501 KASKASKIA	67,438	1	3	4												
523 KISHWAUKEE	92,700	1	1	4									85,000	1	1	4
521 REND LAKE	61,610	1	1	4	55,296	1	9	6					72,500	1	1	4
506 SAUK VALLEY	76,901	1	5	4												
529 ILLINOIS EASTERN					45,424	1	4	4								
513 ILLINOIS VALLEY	72,516	1	3	4									79,704	1	4	3
530 JOHN A. LOGAN	82,971	1	3	4	58,316	1	2	4								
520 KANKAKEE	114,746	1	9	4	62,280	1	2	4	73,444	1	2	4	76,462	1	6	4
517 LAKE LAND									52,591	1	4	6	85,783	1	10	5
536 LEWIS AND CLARK	74,148	1	2	4	104,123	1	21	4	88,010	1	3	4				
528 MCHENRY COUNTY	90,343	1	1	4					85,603	1	3	4	111,953	1	4	4
503 BLACK HAWK																
540 HEARTLAND	105,702	1	11	3									82,000	1	1	3
514 ILLINOIS CENTRAL									87,655	1	6	4	93,266	1	11	4
526 LINCOLN LAND	89,692	1	4	4	75,720	1	10	4	73,479	1	17	4	68,805	1	4	4
505 PARKLAND	127,584	1	17	5	89,775	1	1	3	96,286	1	17	5	85,899	1	9	4
537 RICHLAND	66,000	1	0	4	62,000	1	1	4					77,000	1	0	4
511 ROCK VALLEY	72,699	1	14	4					72,002	1	6	6	71,324	1	2	4
522 SOUTHWESTERN ILLINOIS	84,919	1	7	4	86,500	1	2	4	67,465	1	3	4	79,568	1	2	4
509 ELGIN	119,352	1	8	4	96,149	1	1	3								
527 MORTON	127,790	2	9	4					108,000	1	2	4				
515 PRAIRIE STATE	107,806	1	5	4	94,156	1	7	4	77,644	1	2	4	95,168	1	4	4
510 SOUTH SUBURBAN	117,723	1	4	4					80,540	1	11	4	115,492	1	16	4
516 WAUBONSEE	96,750	1	3	4	109,151	1	9	4					132,294	1	8	3
508 CITY COLLEGES OF CHICAGO	149,015	1	7	3	96,906	6	4	4	67,331	5	5	6				
502 COLLEGE OF DUPAGE	170,216	1	5	4									147,949	1	2	2
532 COLLEGE OF LAKE COUNTY	106,090	1	1	4	109,273	1	1	4	90,855	1	3	4	133,900	1	1	4
512 HARPER	153,150	1	1	4	85,829	1	4	4	100,649	1	10	4	163,326	1	6	3
525 JOLIET JUNIOR	107,132	1	10	4	86,339	1	6	4	96,404	1	22	4	127,631	1	15	4
524 MORAIN VALLEY	154,662	1	15	4	87,312	1	1	4	141,026	1	34	4	146,847	1	17	4
535 OAKTON					95,687	2	5	4	122,249	1	8	4	141,639	1	1	4
504 TRITON	160,517	1	8	3	112,043	1	1	4					104,871	1	8	4
NUMBER OF PERSONS		34				28				26				25		
AVERAGES	\$ 100,099				\$ 85,277				\$ 81,242				\$ 100,011			

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data



Illinois Community College Board

**Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018**

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
518 CARL SANDBURG	\$50,290	1	3	4								
539 JOHN WOOD												
531 SHAWNEE	62,910	1	30	4								
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	48,313	2	9	4								
507 DANVILLE AREA									\$83,640	1	5	3
519 HIGHLAND									75,508	1	1	4
501 KASKASKIA					\$85,859	1	9	4	75,000	1	0	4
523 KISHWAUKEE	66,950	1	0	4								
521 REND LAKE												
506 SAUK VALLEY	66,300	1	2	5					82,410	1	0	4
529 ILLINOIS EASTERN									85,260	1	2	4
513 ILLINOIS VALLEY												
530 JOHN A. LOGAN	71,148	1	3	4					97,280	1	18	4
520 KANKAKEE									96,363	1	5	4
517 LAKE LAND	60,339	1	2	4								
536 LEWIS AND CLARK	83,844	1	2	4					108,843	1	6	4
528 MCHENRY COUNTY	89,414	1	3	4					99,083	1	2	4
503 BLACK HAWK												
540 HEARTLAND												
514 ILLINOIS CENTRAL	102,624	1	19	4								
526 LINCOLN LAND	80,510	1	12	4					122,660	1	8	4
505 PARKLAND	97,939	1	0	5								
537 RICHLAND									83,823	1	9	4
511 ROCK VALLEY												
522 SOUTHWESTERN ILLINOIS												
509 ELGIN												
527 MORTON	73,073	1	2	4	89,646	1	9	4	96,000	1	1	4
515 PRAIRIE STATE												
510 SOUTH SUBURBAN												
516 WAUBONSEE												
508 CITY COLLEGES OF CHICAGO									125,000	1	0	4
502 COLLEGE OF DUPAGE												
532 COLLEGE OF LAKE COUNTY	110,931	1	6	4								
512 HARPER	176,384	1	1	2					109,433	1	5	4
525 JOLIET JUNIOR												
524 MORAIN VALLEY	120,900	1	0	4					88,000	1	0	4
535 OAKTON	125,139	1	4	4								
504 TRITON												
NUMBER OF PERSONS	18				2				15			
AVERAGES	\$ 85,296				\$ 87,753				\$ 95,220			

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEAR 2017**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2017. 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 FISCAL YEAR 2017

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 CARL SANDBURG	X		X	X	X		X	X	X		X	X
531 JOHN WOOD	X	X	X	X			X	X	X	X	X	X
533 SHAWNEE	X			X			X	X	X		X	
534 SOUTHEASTERN ILLINOIS	X	X		X	X		X	X	X		X	
539 SPOON RIVER	X	X	X	X			X	X			X	X
507 DANVILLE AREA	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
506 SAUK VALLEY	X	X	X	X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X	X	X	X	X		X	X			X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X	X	X	X	
520 JOHN A. LOGAN	X	X	X	X	X		X	X	X		X	
517 KANKAKEE	X	X	X	X			X	X	X	X	X	X
536 LAKE LAND	X	X	X	X			X	X	X		X	X
530 LEWIS AND CLARK	X		X	X	X		X	X	X	X	X	
528 MCHENRY COUNTY	X	X	X	X		X	X	X	X	X	X	X
503 BLACK HAWK	X	X	X	X	X		X	X	X	X	X	
540 HEARTLAND	X	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
505 PARKLAND	X	X	X	X	X			X	X	X	X	X
537 RICHLAND	X	X	X	X			X	X	X	X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN ILLINOIS	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
510 SOUTH SUBURBAN	X	X	X	X	X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CITY COLLEGES OF CHICAGO	X	X	X	X	X		X	X	X	X	X	X
502 COLLEGE OF DUPAGE	X	X	X	X		X	X	X	X		X	X
512 COLLEGE OF LAKE COUNTY	X	X	X	X			X	X	X	X	X	X
525 HARPER	X	X	X	X	X		X	X	X	X	X	X
532 JOLIET JUNIOR	X	X	X	X				X	X		X	
524 MORAIN VALLEY	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
TOTALS	39	34	36	39	20	3	37	36	34	19	39	30

\*Usually for select administrators only.

SOURCE OF DATA: Supplementary Faculty, Staff, and Salary Information

Section IX

**FISCAL YEAR 2018  
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 2018 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 2018 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%	5.9%	2.8%
Faculty (9 and 12 Months)	0.0%	7.7%	3.1%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	7.8%	2.5%
Classified	0.0%	5.9%	2.7%

\*Weighted





## Illinois Community College Board

Table 19

FISCAL YEAR 2018 AVERAGE SALARY INCREASES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	3.0 %	3.0 %	3.0 %	3.0 %
539 JOHN WOOD	3.0	3.0	3.0	3.0
531 SHAWNEE	3.0	3.5	3.0	3.5
533 SOUTHEASTERN ILLINOIS	2.9	2.9	2.9	2.9
534 SPOON RIVER	2.7	3.2	3.1	4.2
507 DANVILLE AREA	2.3	3.3	3.2	2.1
519 HIGHLAND	2.1	1.6	0.3	0.0
501 KASKASKIA	0.0	0.0	0.0	0.0
523 KISHWAUKEE	4.1	4.6	5.6	3.5
521 REND LAKE	2.0	0.0	1.2	1.3
506 SAUK VALLEY	2.0	2.0	2.0	2.0
529 ILLINOIS EASTERN	3.5	1.2	2.0	1.7
513 ILLINOIS VALLEY	1.8	3.0	2.5	2.3
530 JOHN A. LOGAN	2.0	2.0	2.1	2.1
520 KANKAKEE	4.6	7.7	6.3	5.8
517 LAKE LAND	4.4	4.3	4.2	4.3
536 LEWIS AND CLARK	4.6	5.4	4.0	4.2
528 MCHENRY COUNTY	5.4	3.0	3.1	3.2
503 BLACK HAWK	0.0	0.0	0.0	0.0
540 HEARTLAND	2.5	2.5	2.5	2.5
514 ILLINOIS CENTRAL	2.2	4.3	2.1	2.1
526 LINCOLN LAND	2.9	2.9	2.9	2.9
505 PARKLAND	3.5	3.5	3.5	3.5
537 RICHLAND	0.0	3.4	0.0	0.0
511 ROCK VALLEY	5.9	2.4	3.0	3.3
522 SOUTHWESTERN ILLINOIS	0.0	4.0	3.0	2.5
509 ELGIN	0.0	0.7	0.0	0.0
527 MORTON	0.0	3.5	0.0	3.3
515 PRAIRIE STATE	2.5	3.0	2.5	2.5
510 SOUTH SUBURBAN	0.0	0.0	0.0	0.0
516 WAUBONSEE	3.0	7.3	7.8	3.0
508 CITY COLLEGES OF CHICAGO	3.9	3.0	3.5	5.9
502 COLLEGE OF DUPAGE	2.6	2.6	2.6	2.6
532 COLLEGE OF LAKE COUNTY	3.0	4.4	3.2	3.2
512 HARPER	1.0	4.4	2.0	2.0
525 JOLIET JUNIOR	2.0	2.0	2.0	2.0
524 MORAIN VALLEY	3.0	3.3	3.0	3.3
535 OAKTON	1.4	3.0	0.0	3.0
504 TRITON	2.3	4.3	2.5	3.2
TOTALS/AVERAGES	2.8 %	3.1 %	2.5 %	2.7 %

--- = Data Not Available

SOURCE OF DATA: Supplementary Faculty, Staff, and Salary Information

Section X

**FISCAL YEAR 2017 AVERAGE TOTAL SALARY ACTUALLY PAID  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2017 and the average total salaries paid to full-time faculty in fiscal year 2017. The fiscal year 2017 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2016, to June 30, 2017.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2017 for those districts reporting data was \$17,474 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2017. 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 2017 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.



## Illinois Community College Board

Table 20

## A COMPARISON OF FACULTY (9 &amp; 12 MONTH) FISCAL YEAR 2017 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2017 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2017 Full-Time Average Faculty Contractual Base Salary	FY 2017 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$43,142	\$56,264	\$13,123	30.4 %
539 JOHN WOOD	55,763	66,874	11,111	19.9
531 SHAWNEE	64,291	78,512	14,221	22.1
533 SOUTHEASTERN ILLINOIS	54,965	66,911	11,946	21.7
534 SPOON RIVER	55,499	68,027	12,527	22.6
507 DANVILLE AREA	54,796	73,781	18,984	34.6
519 HIGHLAND	76,885	86,648	9,763	12.7
501 KASKASKIA	77,584	100,420	22,835	29.4
523 KISHWAUKEE	58,152	69,356	11,204	19.3
521 REND LAKE	58,622	63,619	4,997	8.5
506 SAUK VALLEY	54,941	70,093	15,152	27.6
529 ILLINOIS EASTERN	54,601	72,760	18,160	33.3
513 ILLINOIS VALLEY	69,347	79,258	9,912	14.3
530 JOHN A. LOGAN	70,178	83,838	13,659	19.5
520 KANKAKEE	64,988	80,825	15,837	24.4
517 LAKE LAND	55,112	81,155	26,043	47.3
536 LEWIS AND CLARK	69,608	82,876	13,267	19.1
528 MCHENRY COUNTY	91,848	108,566	16,718	18.2
503 BLACK HAWK	62,202	72,822	10,620	17.1
540 HEARTLAND	62,996	74,247	11,251	17.9
514 ILLINOIS CENTRAL	67,028	85,336	18,308	27.3
526 LINCOLN LAND	82,815	98,318	15,503	18.7
505 PARKLAND	73,252	90,110	16,858	23.0
537 RICHLAND	61,909	75,959	14,049	22.7
511 ROCK VALLEY	65,661	82,715	17,054	26.0
522 SOUTHWESTERN ILLINOIS	68,891	95,105	26,214	38.1
509 ELGIN	97,198	112,417	15,219	15.7
527 MORTON	81,943	102,894	20,951	25.6
515 PRAIRIE STATE	69,489	81,684	12,195	17.5
510 SOUTH SUBURBAN	66,435	83,094	16,660	25.1
516 WAUBONSEE	73,194	92,891	19,697	26.9
508 CITY COLLEGES OF CHICAGO	77,656	87,419	9,763	12.6
502 COLLEGE OF DUPAGE	99,985	119,302	19,316	19.3
532 COLLEGE OF LAKE COUNTY	95,010	116,680	21,670	22.8
512 HARPER	83,749	111,130	27,381	32.7
525 JOLIET JUNIOR	91,945	128,468	36,523	39.7
524 MORAIN VALLEY	68,282	100,466	32,184	47.1
535 OAKTON	89,711	104,639	14,927	16.6
504 TRITON	70,747	86,430	15,683	22.2
TOTAL/AVERAGES*	\$75,421	\$92,895	\$17,474	23.2 %

\*Weighted

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data

## Illinois Community College Board



Table 21

FISCAL YEAR 2017 AVERAGE TOTAL SALARY ACTUALLY PAID FOR  
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$89,998	\$39,752	\$30,279
539 JOHN WOOD	70,083	37,646	27,202
531 SHAWNEE	68,586	49,686	32,009
533 SOUTHEASTERN ILLINOIS	94,069	46,057	22,373
534 SPOON RIVER	73,010	44,096	28,409
507 DANVILLE AREA	78,864	47,236	33,114
519 HIGHLAND	80,073	48,610	32,547
501 KASKASKIA	72,268	48,113	39,843
523 KISHWAUKEE	99,316	53,861	37,044
521 REND LAKE	70,040	40,127	32,909
506 SAUK VALLEY	85,566	44,094	28,963
529 ILLINOIS EASTERN	90,457	42,162	30,178
513 ILLINOIS VALLEY	94,227	53,326	37,727
530 JOHN A. LOGAN	82,715	51,797	38,377
520 KANKAKEE	90,475	55,677	39,345
517 LAKE LAND	95,593	51,923	35,794
536 LEWIS AND CLARK	85,843	47,253	37,480
528 MCHENRY COUNTY	95,441	59,325	45,228
503 BLACK HAWK	113,950	52,616	36,093
540 HEARTLAND	113,004	52,226	28,300
514 ILLINOIS CENTRAL	94,569	51,321	38,064
526 LINCOLN LAND	95,089	54,791	38,017
505 PARKLAND	110,652	63,652	40,740
537 RICHLAND	72,435	47,140	33,562
511 ROCK VALLEY	70,920	49,610	37,158
522 SOUTHWESTERN ILLINOIS	110,473	63,505	44,786
509 ELGIN	120,981	72,870	50,763
527 MORTON	105,715	59,141	39,745
515 PRAIRIE STATE	106,605	56,293	39,787
510 SOUTH SUBURBAN	98,145	55,987	39,730
516 WAUBONSEE	122,738	63,711	39,753
508 CITY COLLEGES OF CHICAGO	98,341	63,599	48,680
502 COLLEGE OF DUPAGE	144,891	73,735	47,292
532 COLLEGE OF LAKE COUNTY	114,148	68,256	43,331
512 HARPER	146,144	74,905	46,518
525 JOLIET JUNIOR	117,713	62,490	50,910
524 MORAIN VALLEY	126,777	68,166	44,117
535 OAKTON	136,625	70,166	50,427
504 TRITON	125,749	68,398	40,832
STATE AVERAGE*	\$100,539	\$60,970	\$42,438

\*Weighted

SOURCE OF DATA: ICCB Centralized Data System--Faculty, Staff, and Salary (C1) Data

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FOR FISCAL YEARS 2014 TO 2018**

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 2014 TO 2018**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Faculty (9 Month)	\$71,753	\$72,386	\$74,455	\$76,183	\$78,089
Faculty (12 Month)	\$56,803	\$57,218	\$58,045	\$59,432	\$60,746
Administrators (12 Month)	\$91,198	\$92,914	\$94,435	\$97,205	\$100,228
Other Professionals (9 Month)	\$69,805	\$71,386	\$73,464	\$75,655	\$78,322
Other Professionals (12 Month)	\$54,745	\$55,371	\$56,447	\$57,561	\$58,396

\*Weighted