

Fiscal Year 2009 Salary Report

for the
Illinois Public Community Colleges



Illinois Community College Board
401 East Capitol Avenue
Springfield, Illinois 62701-1711
Telephone: (217) 785-0123
www.iccb.state.il.us

HIGHLIGHTS OF THE FISCAL YEAR 2009 SALARY REPORT

1. Fiscal Year 2009 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$64,537
Administrative (12 month)	\$84,979
Other (Nonteaching) Professional (9 month)	\$64,678

2. Fiscal Year 2008 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$11,004
Administrative (12 month)	\$11,148
Other (Nonteaching) Professional (9 month)	\$ 9,974
Classified (12 month)	\$ 9,855

3. Fiscal Year 2009 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$597/credit hour
Full-Time Faculty Overload Rate	\$711/credit hour
Full-Time Faculty Summer Rate	\$847/credit hour

4. Fiscal Year 2009 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	\$38,629
Master's Degree, Plus Zero Hours (5 Years Experience)	\$44,304
Master's Degree, Maximum Hours (5 Years Experience)	\$51,645
Doctorate Degree, Maximum Hours (Maximum Experience)	\$90,661

5. Fiscal Year 2008 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2007 and June 30, 2008. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$74,780
Administrative (12 month)	\$81,903
Other (Nonteaching) Professional (9 and 12 month)	\$48,679
Classified	\$34,841

**FISCAL YEAR 2009 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table of Contents

	<u>Page</u>
Introduction	1
Employee Groups	2
Section I - Fiscal Year 2009 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges	3
Section II - Fiscal Year 2009 Part-Time Faculty Salary Rates and Full-Time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges	6
Section III - Salaries Based on Fiscal Year 2009 Salary Schedules for Full-Time Faculty with a Master's Degree at Illinois Public Community Colleges	8
Section IV - Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges - Fiscal Year 2009	10
Section V - Fiscal Year 2009 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges	12
Section VI - Fiscal Year 2009 Contractual Base Salaries for Administrative Staff (12 Months) at Illinois Public Community Colleges	15
Section VII - Salaries Paid to Selected Administrators at Illinois Public Community Colleges During Fiscal Year 2009	17
Section VIII - Summary of Fiscal Year 2009 Monthly Classified and Other (Nonteaching) Professional Staff Salaries at Illinois Public Community Colleges	25
Section IX - Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges - Fiscal Year 2008	28
Section X - Fiscal Year 2009 Mean Percentage Salary Increases for Faculty, Other (Nonteaching) Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges	32

Table of Contents
(Continued)

	<u>Page</u>
Section XI - Fiscal Year 2008 Average Total Salary Actually Paid at Illinois Public Community Colleges	34
Section XII - Statewide Average Annual Contractual Salaries in Illinois Public Community Colleges for Fiscal Years 2005 to 2009	37

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 2009 Salary Report* reflect the census date of October 1, 2008. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2008 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 judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

**FISCAL YEAR 2009 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 2009. 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 2009
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,210	\$49,498	\$38,436
Average Faculty Salaries	\$47,568	\$92,598	\$64,537*
High Faculty Salaries	\$63,341	\$116,065	\$91,356
Median Faculty Salaries	\$44,280	\$92,852	\$58,859

*Weighted

Illinois Community College Board

Table 2

FISCAL YEAR 2009 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	56	\$35,520	\$41,250	\$44,280	\$50,285	\$88,490	\$47,889
531 SHAWNEE	45	39,134	48,054	51,614	55,647	71,987	52,136
533 SOUTHEASTERN	44	37,504	44,751	49,028	54,211	63,671	49,692
534 SPOON RIVER	36	33,233	39,791	46,892	54,010	63,341	47,568
539 WOOD	51	21,250	44,347	48,993	55,173	72,012	49,806
507 DANVILLE	50	36,000	43,491	46,462	50,843	70,865	48,283
519 HIGHLAND	46	46,167	62,239	67,582	76,797	91,444	69,198
501 KASKASKIA	70	39,707	50,669	56,238	63,933	73,250	56,978
523 KISHWAUKEE	63	39,188	43,681	46,958	52,418	82,812	50,383
521 REND LAKE	56	37,510	43,310	49,100	57,742	70,580	50,131
506 SAUK VALLEY	42	37,494	44,862	51,347	57,128	71,821	51,830
529 ILLINOIS EASTERN	99	34,188	44,290	50,435	57,844	74,318	51,888
513 ILLINOIS VALLEY	80	39,245	51,765	56,969	63,850	89,775	59,008
520 KANKAKEE	61	36,040	48,920	52,567	64,132	93,630	56,593
517 LAKE LAND	104	34,806	46,346	51,065	58,544	78,228	53,012
536 LEWIS AND CLARK	101	43,694	51,463	58,572	67,225	95,750	60,932
530 LOGAN	105	40,221	50,118	59,106	67,548	82,596	58,925
528 MCHENRY	90	41,100	63,294	76,857	86,721	99,051	76,291
503 BLACK HAWK	132	37,573	47,707	56,432	72,603	79,933	59,279
540 HEARTLAND	78	37,073	47,179	52,115	58,431	87,258	53,260
514 ILLINOIS CENTRAL	193	29,885	47,541	51,998	57,691	86,272	54,433
526 LINCOLN LAND	126	39,591	56,351	68,745	79,366	92,838	68,726
505 PARKLAND	164	35,270	51,435	56,528	64,172	95,042	58,162
537 RICHLAND	74	33,195	39,334	48,388	55,085	77,038	48,932
511 ROCK VALLEY	149	32,798	49,984	58,172	67,549	88,340	59,188
522 SOUTHWESTERN	146	42,437	51,557	56,442	62,023	110,934	58,763
509 ELGIN	127	43,560	63,461	80,741	104,785	110,128	82,563
527 MORTON	55	42,943	56,031	64,955	80,509	105,250	69,143
515 PRAIRIE STATE	78	39,992	49,368	62,315	73,690	106,976	64,652
510 SOUTH SUBURBAN	112	20,210	49,861	62,640	82,544	108,102	65,131
516 WAUBONSEE	98	41,149	56,375	64,711	81,071	101,042	67,993
508 CHICAGO	546	45,428	54,041	61,413	74,907	115,158	66,243
502 DUPAGE	292	49,498	80,648	92,852	113,163	116,065	92,598
512 HARPER	192	40,930	52,661	66,478	81,314	111,976	69,242
525 JOLIET	209	42,998	57,189	69,447	83,737	99,453	70,246
532 LAKE COUNTY	191	45,522	61,473	75,578	95,359	111,657	77,992
524 MORAIN VALLEY	178	40,195	45,148	49,732	56,276	100,686	53,751
535 OAKTON	137	44,000	62,637	74,889	96,114	114,558	79,516
504 TRITON	121	42,739	47,441	56,871	83,052	110,561	65,310
TOTALS/AVERAGES	4,597	\$38,436	\$51,027	\$58,859	\$69,679	\$91,356	\$64,537
Lowest Low/Highest/High		\$20,210				\$116,065	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 3

FISCAL YEAR 2009 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	--	--	--	--	--	--	--
531 SHAWNEE	1	\$36,128	\$36,128	\$36,128	\$36,128	\$36,128	\$36,128
533 SOUTHEASTERN	1	42,000	42,000	42,000	42,000	42,000	42,000
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	2	52,183	52,183	55,203	58,222	58,222	55,203
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	9	38,064	39,451	42,046	51,114	60,000	45,817
506 SAUK VALLEY	1	73,689	73,689	73,689	73,689	73,689	73,689
529 ILLINOIS EASTERN	12	42,612	42,612	42,612	42,612	62,610	44,279
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	1	33,700	33,700	33,700	33,700	33,700	33,700
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	39,545	39,545	39,545	42,789	42,789	40,626
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	1	71,730	71,730	71,730	71,730	71,730	71,730
540 HEARTLAND	6	44,372	48,524	62,202	69,230	76,754	60,547
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	4	44,000	45,363	60,561	82,055	89,713	63,709
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	20	41,899	47,664	53,825	60,443	74,808	54,889
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	61	\$46,660	\$47,716	\$51,103	\$55,309	\$60,179	\$51,625
Lowest Low/Highest/High		\$33,700				\$89,713	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2009 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 2009.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

**STATE SUMMARY OF FISCAL YEAR 2009
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	\$317	\$907	\$597
Overload Rates (Full-time Faculty)	\$370	\$1,118	\$711
Summer Term Rates (Full-time Faculty)	\$440	\$2,572	\$847

Illinois Community College Board

Table 5

FISCAL YEAR 2009 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
518 SANDBURG	\$586	\$687	\$786
531 SHAWNEE	450	575	575
533 SOUTHEASTERN	412	725	875
534 SPOON RIVER	502	550	1,000
539 WOOD	530	620	620
507 DANVILLE	485	500	515
519 HIGHLAND	514	1,118	1,070
501 KASKASKIA	468	578	555
523 KISHWAUKEE	512	800	1,000
521 REND LAKE	406	740	740
506 SAUK VALLEY	536	650	650
529 ILLINOIS EASTERN	317	370	440
513 ILLINOIS VALLEY	560	600	600
520 KANKAKEE	595	646	652
517 LAKE LAND	573	665	665
536 LEWIS AND CLARK	632	632	632
530 LOGAN	645	582	703
528 MCHENRY	519	615	615
503 BLACK HAWK	542	795	795
540 HEARTLAND	693	780	780
514 ILLINOIS CENTRAL	558	720	720
526 LINCOLN LAND	549	775	775
505 PARKLAND	899	890	890
537 RICHLAND	506	522	786
511 ROCK VALLEY	528	766	894
522 SOUTHWESTERN	620	965	965
509 ELGIN	811	815	925
527 MORTON	610	634	764
515 PRAIRIE STATE	516	485	790
510 SOUTH SUBURBAN	515	741	850
516 WAUBONSEE	625	841	939
508 CHICAGO	775	809	1,786
502 DUPAGE	848	855	2,572
512 HARPER	842	767	771
525 JOLIET	600	842	858
532 LAKE COUNTY	835	800	800
524 MORAIN VALLEY	670	900	1,260
535 OAKTON	907	685	685
504 TRITON	580	674	745
AVERAGES	\$597	\$711	\$847

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2009 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2009 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate degree with maximum hours.

Table 7 provides the fiscal year 2009 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 2009 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)	\$29,748	\$46,938	\$38,629
Master's Degree, Plus Zero Hours (5 Years Experience)	\$34,697	\$59,739	\$44,304
Master's Degree, Maximum Hours (5 Years Experience)	\$34,697	\$75,272	\$51,645
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$39,781	\$116,065	\$90,661

Illinois Community College Board

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2009

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Degree Max. Hours Max. Exp.
518 SANDBURG	\$35,520	\$39,520	\$43,480	\$89,280
531 SHAWNEE	39,134	43,855	49,810	79,029
533 SOUTHEASTERN	36,196	40,144	45,902	73,378
534 SPOON RIVER	35,536	38,127	44,591	81,429
539 WOOD	34,650	38,255	42,847	79,163
507 DANVILLE	41,023	43,639	43,639	51,555
519 HIGHLAND	44,520	54,003	66,335	91,444
501 KASKASKIA	37,710	42,702	50,773	71,750
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	37,510	40,510	49,130	71,630
506 SAUK VALLEY	29,748	34,697	34,697	77,879
529 ILLINOIS EASTERN	35,400	N/A	N/A	82,976
513 ILLINOIS VALLEY	35,535	41,936	49,738	94,075
520 KANKAKEE	34,800	41,409	50,171	101,069
517 LAKE LAND	34,206	37,206	38,781	39,781
536 LEWIS & CLARK	40,456	44,692	49,296	86,113
530 LOGAN	36,369	42,789	50,496	83,697
528 MCHENRY	42,450	52,638	69,194	102,305
503 BLACK HAWK	36,689	41,334	45,478	79,933
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	36,936	42,078	42,078	66,414
526 LINCOLN LAND	38,068	39,591	44,069	92,838
505 PARKLAND	34,127	39,774	42,777	88,002
537 RICHLAND	33,353	35,250	45,307	77,865
511 ROCK VALLEY	38,334	43,334	52,967	92,319
522 SOUTHWESTERN	43,917	48,949	53,156	85,072
509 ELGIN	43,560	51,401	70,054	110,128
527 MORTON	41,692	48,332	54,822	105,250
515 PRAIRIE STATE	39,992	47,242	56,337	97,505
510 SOUTH SUBURBAN	32,521	38,344	46,875	108,102
516 WAUBONSEE	39,914	46,948	53,852	101,042
508 CHICAGO	45,428	51,716	56,143	114,158
502 DUPAGE	46,938	59,739	75,272	116,065
512 HARPER	40,930	45,953	57,643	111,976
525 JOLIET	41,544	48,742	55,933	99,453
532 LAKE COUNTY	43,354	52,698	65,035	111,657
524 MORAIN VALLEY	40,195	44,246	48,647	115,024
535 OAKTON	38,284	48,269	58,604	114,558
504 TRITON	42,739	44,875	55,292	110,561
AVERAGES	\$38,629	\$44,304	\$51,645	\$90,661

N/A = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2009**

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-eight public community college districts reported that they have master contracts with the faculty.

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

Table 8

**SUMMARY OF
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2009**

	<u>Range</u>		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	20	15
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2009

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 SANDBURG	30	15	5	32	161	Y	4	2012	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	5	2010	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	40	160	Y	3	2010	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	156	Y	6	2012	Y	IEA/NEA
539 WOOD	30	15	4	30	170	Y	3	2010	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	5	2011	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Y	3	2009	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	20	5	32	150	Y	4	2012	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	152	Y	4	2011	N	IFT/AFT-AFL/CIO
521 REND LAKE	32	18	5	36	166	N	----	----	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	----	Y	3	2010	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	153	Y	5	2012	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	7.5	32	168	Y	3	2011	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	40	190	Y	4	2010	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	153	Y	3	2010	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	5	2010	Y	IEA/NEA
530 LOGAN	30	15	10	37	----	Y	3	2008	Y	IEA/NEA
528 MCHENRY	30	15	5	30	150	Y	5	2013	Y	IEA/NEA
503 BLACK HAWK	30	15	5	34	176	Y	5	2010	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	154	Y	4	2009	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	150	Y	4	2010	Y	ICC Faculty Forum
526 LINCOLN LAND	30	15	6	33	165	Y	3	2009	Y	IFT/AFT-AFL/CIO
505 PARKLAND	32	15	5	36	175	Y	5	2013	Y	Academic Employees
537 RICHLAND	30	15	5	32	150	Y	5	2009	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	5	34	160	Y	3	2011	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	36	----	Y	5	2011	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	4	2010	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	Y	4	2009	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	10	33	155	Y	3	2009	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	180	Y	5	2010	Y	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	----	Y	2	2010	Y	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	4	36	175	Y	5	2013	Y	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	168	Y	4	2011	Y	IEA/NEA
512 HARPER	30	15	10	36	160	Y	4	2012	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	150	Y	4	2011	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	30	160	Y	3	2010	Y	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Y	5	2011	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	3	2008	Y	IEA/NEA
504 TRITON	30	15	5	32	150	Y	4	2009	Y	IFT/AFT-AFL/CIO
TOTALS/AVERAGES	30	15	7	34	161	N = 1 Y = 38	1 = 0 2 = 1 3 = 12 4 = 12 5 = 12 6 = 1 7 = 0	2 = 2008 7 = 2009 13 = 2010 8 = 2011 5 = 2012 3 = 2013 0 = 2014	N = 3 Y = 36	IEA/NEA = 12 IFT/AFT-AFL/CIO = 25 Local Fac Assoc./ Teachers' Union = 2

– Not Applicable / Not Specified in Contract
SOURCE OF DATA: Salary Submission (C2)

Section V

**FISCAL YEAR 2009 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2009 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 judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was \$64,678. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$50,217.

Table 10

**SUMMARY OF
FISCAL YEAR 2009 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Salaries (9 month)	\$16,598	\$58,720	\$39,136
Lowest Salaries (12 month)	\$ 15,360	\$39,106	\$26,062
Average Salaries (9 month)	\$23,896	\$88,094	\$64,678*
Average Salaries (12 month)	\$31,540	\$62,294	\$50,217*
Highest Salaries (9 month)	\$25,000	\$116,065	\$72,687
Highest Salaries (12 month)	\$55,120	\$142,870	\$81,888
Median Salaries (9 month)	\$23,948	\$94,206	\$55,335
Median Salaries (12 month)	\$28,114	\$60,645	\$43,305

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2009 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	5	\$44,830	\$53,270	\$58,550	\$67,150	\$67,150	\$58,190
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	4	16,598	16,598	23,948	33,088	34,879	24,843
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	1	58,720	58,720	58,720	58,720	58,720	58,720
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	1	25,000	25,000	25,000	25,000	25,000	25,000
506 SAUK VALLEY	1	33,955	33,955	33,955	33,955	33,955	33,955
529 ILLINOIS EASTERN	2	25,930	25,930	29,714	33,498	33,498	29,714
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	36,818	41,597	46,374	52,009	55,615	46,334
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	31,502	31,502	54,091	56,150	56,150	47,248
528 MCHENRY	10	25,516	47,945	70,568	81,789	99,051	66,374
503 BLACK HAWK	7	35,974	37,243	50,046	76,176	79,933	55,272
540 HEARTLAND	4	19,913	20,794	24,336	26,998	26,998	23,896
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	38,068	38,068	51,554	60,311	60,311	49,978
505 PARKLAND	2	48,791	48,791	49,292	49,793	49,793	49,292
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	6	36,609	45,355	50,003	52,084	57,546	48,600
522 SOUTHWESTERN	3	51,557	51,557	54,177	77,269	77,269	61,001
509 ELGIN	11	45,520	63,376	94,099	110,128	110,128	88,094
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	5	41,803	41,803	45,428	49,608	50,874	45,903
510 SOUTH SUBURBAN	17	28,508	49,219	62,640	71,614	107,251	63,041
516 WAUBONSEE	8	46,026	49,620	55,689	58,305	61,106	54,295
508 CHICAGO	19	49,488	54,041	62,316	69,583	91,879	63,259
502 DUPAGE	27	46,938	75,272	89,950	99,466	116,065	87,266
512 HARPER	22	42,240	51,997	57,150	70,354	104,616	61,290
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	20	47,800	56,822	80,567	98,300	111,657	78,295
524 MORAIN VALLEY	19	33,716	35,549	42,815	50,568	103,406	48,844
535 OAKTON	13	53,413	70,635	73,525	114,558	114,558	85,298
504 TRITON	10	52,304	67,219	94,206	102,457	102,457	85,096
TOTALS/AVERAGES	235	\$39,136	\$45,841	\$55,335	\$64,574	\$72,687	\$64,678
Lowest Low/Highest High		\$16,598				\$116,065	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2009 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	67	\$19,290	\$27,040	\$31,790	\$37,530	\$60,820	\$33,200
531 SHAWNEE	38	26,100	37,117	39,234	43,765	60,322	41,188
533 SOUTHEASTERN	25	16,078	17,802	28,114	41,963	62,000	31,540
534 SPOON RIVER	42	26,802	31,000	34,712	38,937	55,120	36,575
539 WOOD	47	23,906	26,250	31,500	39,585	65,100	34,247
507 DANVILLE	30	28,741	35,259	40,423	50,827	79,939	44,772
519 HIGHLAND	29	28,434	34,182	39,000	42,210	58,585	39,265
501 KASKASKIA	41	15,360	31,632	35,096	39,562	56,896	36,399
523 KISHWAUKEE	46	16,782	37,530	44,852	48,070	68,522	43,247
521 REND LAKE	60	15,700	28,716	33,358	38,485	65,252	33,988
506 SAUK VALLEY	29	29,545	36,435	41,439	48,553	59,199	42,594
529 ILLINOIS EASTERN	101	18,741	26,853	35,573	41,454	93,186	36,404
513 ILLINOIS VALLEY	65	19,760	32,427	40,976	47,658	86,154	42,247
520 KANKAKEE	35	24,502	35,783	39,076	45,884	62,317	41,650
517 LAKE LAND	76	23,899	33,197	41,600	51,003	90,610	44,496
536 LEWIS AND CLARK	64	25,270	29,571	36,329	44,134	69,311	38,414
530 LOGAN	72	30,000	35,000	37,839	45,907	87,146	41,388
528 MCHENRY	114	30,806	37,184	42,103	51,363	88,830	45,872
503 BLACK HAWK	137	24,638	39,660	45,602	55,296	80,000	48,645
540 HEARTLAND	62	26,500	34,500	37,994	42,124	58,652	39,178
514 ILLINOIS CENTRAL	141	27,789	36,774	42,211	48,327	85,385	44,272
526 LINCOLN LAND	97	26,597	38,689	44,297	52,198	66,338	45,499
505 PARKLAND	145	17,243	37,696	44,558	56,561	85,391	47,232
537 RICHLAND	22	27,663	31,472	37,644	43,222	96,696	41,086
511 ROCK VALLEY	107	28,338	42,096	46,380	53,316	84,782	48,712
522 SOUTHWESTERN	107	26,794	46,808	55,000	72,931	142,870	60,958
509 ELGIN	144	29,630	51,197	58,794	71,877	111,554	61,606
527 MORTON	31	28,985	38,551	43,542	53,310	84,809	46,044
515 PRAIRIE STATE	69	25,062	38,221	41,392	44,647	63,804	41,869
510 SOUTH SUBURBAN	70	17,125	29,939	37,645	46,615	79,172	39,851
516 WAUBONSEE	133	30,077	37,067	48,278	55,318	82,117	49,445
508 CHICAGO	515	27,634	47,934	58,691	69,827	129,792	60,500
502 DUPAGE	284	32,385	50,804	60,465	71,666	104,582	62,131
512 HARPER	172	35,334	52,262	60,645	69,835	112,084	62,294
525 JOLIET	142	30,680	42,642	49,919	58,587	76,662	50,869
532 LAKE COUNTY	144	28,001	37,133	41,891	52,584	85,153	45,578
524 MORAIN VALLEY	138	29,328	44,864	53,140	62,329	103,230	55,171
535 OAKTON	134	39,106	46,445	54,634	64,034	103,087	57,655
504 TRITON	63	37,809	42,923	53,143	63,260	88,167	54,098
TOTALS/AVERAGES	3,838	\$26,062	\$36,940	\$43,305	\$51,404	\$81,888	\$50,217
Lowest Low/Highest High		\$15,360				\$142,870	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2009 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 2009. The weighted average administrative staff salary ranged from a low of \$58,885 to a high of \$127,578. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2009 salaries; and the median fiscal year 2009 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 2009 was \$84,979. The lowest reported administrative salary was \$29,200 and the highest was \$324,000. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2009
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Lowest Administrative Salaries	\$29,200	\$94,022	\$50,858
Average Administrative Salaries	\$58,885	\$127,578	\$84,979*
Highest Administrative Salaries	\$116,183	\$324,000	\$175,963
Median Administrative Salaries	\$52,105	\$123,885	\$77,626

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2009 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	\$42,900	\$59,715	\$69,995	\$96,095	\$163,980	\$78,166
531 SHAWNEE	17	43,579	48,490	58,626	69,387	142,300	65,399
533 SOUTHEASTERN	21	35,105	44,698	63,683	65,882	135,048	61,898
534 SPOON RIVER	20	33,750	50,103	54,953	74,087	138,112	65,301
539 WOOD	27	43,680	51,870	60,768	70,480	160,000	67,886
507 DANVILLE	26	37,500	46,575	65,355	77,555	152,809	69,311
519 HIGHLAND	23	34,649	51,694	68,415	86,138	135,092	71,241
501 KASKASKIA	34	29,200	46,800	57,265	63,440	160,599	59,715
523 KISHWAUKEE	17	50,160	71,073	84,770	105,547	153,700	88,002
521 REND LAKE	22	40,000	53,000	68,369	80,153	116,183	68,299
506 SAUK VALLEY	16	60,088	63,287	69,342	86,158	145,523	78,950
529 ILLINOIS EASTERN	29	37,014	51,030	66,757	95,672	158,802	73,743
513 ILLINOIS VALLEY	17	49,675	58,135	68,814	77,500	145,000	73,850
520 KANKAKEE	68	32,435	43,535	52,105	68,644	157,293	58,885
517 LAKE LAND	21	52,889	57,693	67,938	105,418	174,282	83,135
536 LEWIS & CLARK	54	35,296	54,220	67,682	97,743	247,160	79,696
530 LOGAN	52	40,000	51,442	59,835	73,412	146,754	65,523
528 MC HENRY	35	49,196	67,000	80,517	96,000	180,790	83,452
503 BLACK HAWK	8	84,414	90,839	103,858	120,121	156,015	108,758
540 HEARTLAND	48	39,724	51,716	65,361	83,119	187,490	71,169
514 ILLINOIS CENTRAL	28	51,620	74,096	83,028	93,902	207,381	89,903
526 LINCOLN LAND	58	46,922	60,028	75,220	92,125	188,188	79,489
505 PARKLAND	40	50,352	69,475	77,946	93,547	178,415	83,190
537 RICHLAND	39	35,000	44,531	55,649	79,637	161,000	65,429
511 ROCK VALLEY	31	34,039	65,449	80,814	94,615	161,538	83,681
522 SOUTHWESTERN	21	62,598	85,119	98,500	113,910	156,000	101,961
509 ELGIN	33	86,056	92,381	110,248	118,785	184,625	110,058
527 MORTON	13	54,000	59,786	75,000	93,843	117,185	79,128
515 PRAIRIE STATE	30	53,874	59,616	74,430	91,934	180,000	80,547
510 SOUTH SUBURBAN	28	53,676	65,342	77,427	94,085	126,791	80,078
516 WAUBONSEE	33	68,100	76,968	82,741	101,568	200,000	96,151
508 CHICAGO	103	61,034	89,500	97,964	115,477	324,000	107,419
502 DUPAGE	50	94,022	110,003	123,885	140,641	214,628	127,578
512 HARPER	47	80,000	86,976	103,779	129,498	247,803	114,310
525 JOLIET	35	41,974	75,531	83,560	99,889	206,367	91,995
532 LAKE COUNTY	59	47,344	66,976	76,570	105,153	159,947	86,085
524 MORAIN VALLEY	25	58,275	88,402	97,456	116,625	294,261	109,988
535 OAKTON	30	77,660	93,047	115,593	127,600	212,000	115,778
504 TRITON	33	55,650	63,274	83,200	106,080	185,500	88,683
TOTALS/AVERAGES	1,311	\$50,858	\$65,113	\$77,626	\$94,909	\$175,963	\$84,979
Lowest Low/Highest High		\$29,200				\$324,000	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2009**

A summary of the fiscal year 2009 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 2009. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges, such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

**SUMMARY OF FISCAL YEAR 2009 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$117,185	\$324,000	\$179,636
Chief Campus Administrator	\$111,769	\$162,898	\$144,306
Chief Finance Officer	\$54,660	\$193,533	\$117,920
Chief Academic Officer	\$69,128	\$172,547	\$118,026
Student Services Officer	\$61,185	\$160,957	\$103,829
Dean-Baccalaureate Education	\$63,440	\$150,506	\$93,908
Dean-Occupational/Career Education	\$65,000	\$123,257	\$94,294
Dean-Continuing Education	\$37,500	\$157,843	\$88,665
Director-Data Processing/Info Technology	\$57,466	\$157,446	\$99,997
Director-Research & Planning	\$42,597	\$152,045	\$85,208
Director-Admissions and Records	\$42,063	\$112,788	\$70,208
Director-Counseling	\$42,900	\$111,725	\$76,566
Director-Financial Aid	\$35,105	\$124,512	\$65,447
Director-Job Placement	\$40,500	\$75,869	\$62,630
Director-Student Activities	\$33,238	\$117,977	\$66,326
Director-Library/LRC	\$40,187	\$115,329	\$72,300
Director-Development/Grants	\$43,716	\$155,785	\$80,711
Director-Public Information/Relations	\$36,358	\$143,511	\$74,885
Director-Personnel/Human Resources	\$52,387	\$157,549	\$85,067
Director-Business Services	\$45,694	\$135,246	\$79,036
Director-Physical Facilities/Grounds	\$49,405	\$138,798	\$83,631
Director-Adult Education	\$44,136	\$112,692	\$74,713
Director-Athletics	\$40,914	\$85,119	\$65,317
Controller	\$42,182	\$136,624	\$85,015
Director-Business/Industry Center	\$33,750	\$99,853	\$75,576

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2009

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	\$163,980	1	2	1					\$54,660	1	2	4	\$109,810	1	1	2
SHAWNEE	142,300	1	1	1					64,903	1	2	2				
SOUTHEASTERN	135,048	1	2	1					84,975	1	1	4				
SPOON RIVER	138,112	1	3	1					101,460	1	5	2	106,985	1	9	2
WOOD	160,000	1	0	1					108,239	1	11	2	108,239	1	6	2
DANVILLE	152,809	1	9	1					94,846	1	3	3	121,137	1	11	2
HIGHLAND	135,092	1	2	1					95,584	1	3	2	105,905	1	5	2
KASKASKIA	160,599	1	7	1					102,471	1	10	2	98,800	1	1	2
KISHWAUKEE	153,700	1	0	1					107,100	1	0	2	123,000	1	1	2
REND LAKE									95,000	1	1	2				
SAUK VALLEY	145,523	1	3	1					75,184	1	2	3	110,770	1	1	2
ILLINOIS EASTERN	158,802	1	13	1	\$111,769	4	2	2	95,672	1	7	3	73,759	3	2	4
ILLINOIS VALLEY	145,000	1	0	1					77,500	1	0	2	89,010	1	1	2
KANKAKEE	157,293	1	8	1					111,256	1	7	2	121,825	1	3	2
LAKE LAND	174,282	1	1	1					114,738	1	13	2	114,500	1	0	2
LEWIS & CLARK	247,160	1	16	1					114,000	2	3	3	172,547	1	17	2
LOGAN	146,754	1	8	1					95,000	1	1	2	117,483	1	8	2
MC HENRY	180,790	1	5	1					138,513	1	8	2	140,300	1	1	2
BLACK HAWK	156,015	1	0	1					114,577	1	2	2	125,664	1	3	2
HEARTLAND	187,490	1	17	1					128,137	1	12	2	122,951	1	7	2
ILLINOIS CENTRAL	207,381	1	8	1					134,340	1	7	2	137,388	1	5	2
LINCOLN LAND	188,188	1	2	1					125,572	1	9	2	127,559	1	7	2
PARKLAND	178,415	1	10	1					124,954	2	9	2	104,692	2	5	2
RICHLAND	161,000	1	7	1					118,652	1	10	2	123,892	1	7	2
ROCK VALLEY	161,538	1	4	1					127,908	1	6	2	117,000	1	0	2
SOUTHWESTERN	156,000	1	0	1					145,197	1	10	2	142,261	1	7	2
ELGIN	184,625	1	2	1					139,851	1	0	2	112,601	1	0	2
MORTON	117,185	1	1	1					93,843	1	0	3				
PRAIRIE STATE	180,000	1	0	1					114,950	1	1	2	139,619	1	11	2
SOUTH SUBURBAN									119,338	1	8	2	94,596	2	3	2
WAUBONSEE	200,000	1	7	1					153,300	1	3	2	162,750	1	7	2
CHICAGO	324,000	1	31	1	162,898	7	24	2	159,367	2	12	2	151,127	1	14	2
DUPAGE	210,600	2	3	1					160,030	1	8	2	139,860	1	7	2
HARPER	247,803	1	11	1					193,533	1	12	2	161,574	1	7	2
JOLIET	206,367	1	2	1					132,103	1	5	2	132,103	1	2	2
LAKE COUNTY	159,947	1	6	1					118,147	1	10	2	128,320	1	9	2
MORAIN VALLEY	294,261	1	17	1					127,339	1	12	2				
OAKTON	212,000	1	13	1					145,386	1	0	2	131,043	1	2	2
TRITON	185,500	1	7	1					146,700	1	10	2	69,128	1	0	2
NUMBER OF PERSONS	38				11				42				38			
AVERAGES	\$179,636				\$144,306				\$117,920				\$118,026			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2009**

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	\$117,540	1	9	2					\$68,820	2	1	4	\$77,610	2	13	4
SHAWNEE	100,899	1	8	2	\$96,132	1	4	2	69,387	1	19	4				
SOUTHEASTERN					65,139	1	24	4	65,000	1	2	4	65,822	1	8	4
SPOON RIVER					71,656	1	2	3								
WOOD	108,239	1	20	2	69,300	1	6	4								
DANVILLE	78,324	1	5	4	74,136	2	5	4	88,394	1	30	4	37,500	1	0	6
HIGHLAND	86,573	1	12	3					83,570	1	2	4				
KASKASKIA	87,550	1	1	2	63,440	1	1	4	74,000	1	1	4	59,280	1	1	4
KISHWAUKEE	119,000	1	28	2	85,930	2	13	4	78,486	2	21	4	105,547	1	31	2
REND LAKE	85,000	1	1	2	79,583	2	8	3								
SAUK VALLEY	72,660	1	1	3					71,000	1	0	3				
ILLINOIS EASTERN	61,185	2	17	4												
ILLINOIS VALLEY	103,063	1	11	2									71,086	1	11	4
KANKAKEE	91,430	1	1	4	99,466	1	7	4								
LAKE LAND	114,613	1	3	2	100,181	1	12	3	100,181	1	20	3				
LEWIS & CLARK	146,645	1	16	2	95,247	1	3	3	90,705	2	1	3				
LOGAN	105,000	1	0	2	93,886	1	8	3					91,316	1	11	3
MC HENRY	99,750	1	2	2					112,560	1	7	4	87,000	1	1	4
BLACK HAWK	90,440	1	2	4	93,514	2	1	4								
HEARTLAND	97,196	1	2	3									98,309	1	3	2
ILLINOIS CENTRAL																
LINCOLN LAND	122,509	1	10	2												
PARKLAND	112,348	1	3	2	73,704	2	0	3	109,142	1	11	3				
RICHLAND	66,518	1	1	4	70,779	1	4	4								
ROCK VALLEY	87,254	1	3	3					111,442	1	5	4				
SOUTHWESTERN					113,448	1	3	4	113,910	1	5	4	68,283	1	5	4
ELGIN	116,789	1	3	3	121,498	1	3	3					127,390	1	3	3
MORTON	98,014	1	1	2					93,843	1	2	4	67,394	1	3	4
PRAIRIE STATE	97,342	1	23	2	94,373	1	10	4	82,200	1	2	4	94,050	1	10	2
SOUTH SUBURBAN	94,099	1	2	2					103,123	1	7	4				
WAUBONSEE	101,568	1	9	3	79,889	6	2	4					79,431	1	6	4
CHICAGO	93,444	7	12	4	106,272	12	10	3	107,090	7	15	3	89,766	4	11	4
DUPAGE	145,458	1	1	2	150,506	1	8	4	123,257	1	4	4	122,564	1	4	4
HARPER	160,957	1	9	2									103,156	1	2	4
JOLIET	127,086	1	1	2	96,096	1	0	4	96,096	1	1	4				
LAKE COUNTY	147,913	1	11	2												
MORAIN VALLEY	147,799	1	7	2	127,685	1	26	4	96,600	1	1	4				
OAKTON	126,896	2	4	2	101,444	3	1	4	103,754	1	1	4	157,843	1	22	2
TRITON	104,310	2	1	4	106,080	1	2	4					89,040	1	1	4
NUMBER OF PERSONS	44				48				31				23			
AVERAGES	\$103,829				\$93,908				\$94,294				\$88,665			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2009**

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	\$109,810	1	1	2					\$98,270	1	3	4	\$42,900	1	3	4
SHAWNEE	58,960	1	7	4					61,376	1	19	4				
SOUTHEASTERN	65,882	1	13	6					44,558	1	2	6	73,378	1	14	4
SPOON RIVER	66,000	1	0	3	\$42,597	1	3	4	50,800	1	11	4				
WOOD	58,800	1	1	4	70,341	1	9	4	43,680	1	1	4	47,245	1	1	4
DANVILLE	70,470	1	2	6					62,374	1	11	4	67,377	1	4	6
HIGHLAND	65,000	2	0	4	58,406	1	2	4	86,138	1	18	4				
KASKASKIA	57,466	1	12	4	58,348	1	1	4	46,800	1	1	4	46,800	1	1	4
KISHWAUKEE	77,598	1	4	2	68,686	1	9	2	70,763	1	3	4				
REND LAKE	116,183	1	9	2									64,000	1	5	4
SAUK VALLEY	106,781	1	6	3	86,742	1	1	3								
ILLINOIS EASTERN	79,646	1	12	4					46,803	3	2	4				
ILLINOIS VALLEY	94,153	1	15	3					51,318	1	5	3	63,114	1	4	3
KANKAKEE	76,940	1	0	4	58,533	1	2	4	59,998	1	4	6	68,535	1	5	4
LAKE LAND	105,418	1	7	5	52,889	1	2	6	83,788	1	14	4				
LEWIS & CLARK									62,692	1	7	4	79,279	1	16	4
LOGAN	88,096	1	27	4	50,295	1	1	4	64,155	1	1	4	82,811	1	1	4
MC HENRY	96,000	1	0	2	99,482	1	16	4	73,650	1	4	4				
BLACK HAWK																
HEARTLAND	104,400	1	11	3	74,952	1	5	3	67,236	1	10	4	79,256	1	17	4
ILLINOIS CENTRAL	87,534	1	4	4	122,005	1	5	2	70,766	1	7	6	89,717	1	14	6
LINCOLN LAND	109,830	1	1	2	73,286	1	4	4	78,450	1	1	3	60,028	1	2	4
PARKLAND									90,951	1	14	4				
RICHLAND	85,364	1	27	4					42,063	1	4	6				
ROCK VALLEY	95,550	1	1	4	58,371	1	2	0	65,449	1	2	4				
SOUTHWESTERN	136,978	1	8	2	105,123	1	28	4	73,826	1	6	4	98,500	1	6	4
ELGIN	137,650	1	1	2	110,758	1	1	2					111,725	1	11	4
MORTON					59,786	1	2	4	57,944	1	1	4				
PRAIRIE STATE	86,526	1	2	4	58,439	1	10	4					69,518	1	0	4
SOUTH SUBURBAN	78,000	1	1	6	64,480	1	1	4	62,400	1	2	4	97,156	1	8	4
WAUBONSEE	125,857	1	8	3					73,547	1	2	4	76,968	1	2	4
CHICAGO	151,490	1	6	2					71,683	6	11	4				
DUPAGE	147,751	1	2	2	152,045	1	17	4	98,606	1	1	4				
HARPER	119,945	1	1	4	101,695	1	6	4	112,788	1	6	4	82,961	1	6	4
JOLIET	136,667	1	0	2	127,086	1	2	2	81,266	1	4	4				
LAKE COUNTY									108,971	1	9	4	90,000	1	0	4
MORAIN VALLEY	157,446	1	7	4	92,610	1	22	4	98,912	1	10	4	89,328	1	2	4
OAKTON	123,103	3	4	4	144,335	1	23	4	88,094	2	7	4	103,846	1	3	4
TRITON	111,384	1	2	3	138,902	1	3	2	58,500	1	0	4				
NUMBER OF PERSONS AVERAGES		37				25				42				22		
	\$99,997				\$85,208				\$70,208				\$76,566			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2009

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	\$72,450	1	14	4									\$85,390	1	3	4
SHAWNEE	48,120	1	16	4									48,490	1	3	4
SOUTHEASTERN	35,105	1	1	4									65,652	2	14	4
SPOON RIVER	48,403	1	3	6									54,905	1	7	4
WOOD	49,140	1	2	4									52,685	1	17	4
DANVILLE	60,943	1	22	4	\$43,765	1	1	6								
HIGHLAND	58,419	1	2	4									49,920	1	1	4
KASKASKIA	44,200	1	1	4					\$33,238	1	1	4	57,443	1	0	4
KISHWAUKEE													55,443	1	9	4
REND LAKE	69,898	1	28	4									69,855	1	9	3
SAUK VALLEY													66,801	1	6	4
ILLINOIS EASTERN	44,133	4	22	4									40,187	4	5	4
ILLINOIS VALLEY	55,233	1	7	3												
KANKAKEE	57,793	1	1	4	40,500	1	0	6	37,093	1	1	6	68,753	1	8	4
LAKE LAND	57,693	1	3	6												
LEWIS & CLARK	62,692	1	5	4									98,000	1	0	3
LOGAN	60,000	1	1	4	75,869	1	6	4	45,970	1	2	4	53,818	1	10	4
MC HENRY									68,000	1	1	4				
BLACK HAWK																
HEARTLAND	75,557	1	5	4					52,200	1	1	4	52,806	1	7	5
ILLINOIS CENTRAL	60,481	2	2	6												
LINCOLN LAND	86,098	1	23	3					46,922	1	3	4	86,098	1	7	4
PARKLAND	69,761	1	2	4	69,188	1	14	4	65,271	1	10	4	77,661	1	9	5
RICHLAND	74,316	1	2	4	69,465	1	2	4					54,118	1	4	4
ROCK VALLEY	57,492	1	2	4									83,142	1	9	4
SOUTHWESTERN	75,362	1	4	4					62,598	1	18	4	85,665	1	2	4
ELGIN	86,056	1	0	3									115,329	1	5	3
MORTON													71,947	1	1	4
PRAIRIE STATE	58,217	1	13	4					59,616	1	3	4	75,710	1	2	4
SOUTH SUBURBAN	78,957	1	13	4												
WAUBONSEE	81,120	1	1	6												
CHICAGO	67,049	6	8	4												
DUPAGE	124,512	1	4	4					117,977	1	18	4	94,380	1	1	4
HARPER	95,914	1	2	4					82,511	1	5	4				
JOLIET	67,110	1	0	6	69,169	1	7	4	60,521	1	1	4				
LAKE COUNTY	77,000	1	2	4	74,811	1	4	4	89,144	1	8	4	113,550	1	7	4
MORAIN VALLEY	80,179	1	18	4	58,275	1	1	4	63,000	1	0	4	109,888	1	6	4
OAKTON	88,207	1	9	4					110,835	1	23	4	111,504	2	18	4
TRITON	58,500	1	1	4									89,040	1	2	4
NUMBER OF PERSONS		43				8				15				33		
AVERAGES	\$65,447				\$62,630				\$66,326				\$72,300			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2009**

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	\$58,700	1	5	4	\$64,800	1	16	4	\$68,720	1	1	4	\$60,730	1	0	4
SHAWNEE																
SOUTHEASTERN	57,289	1	2	4												
SPOON RIVER					52,691	1	7	4	55,000	1	4	4	57,000	1	2	6
WOOD	54,291	1	9	4	63,793	1	30	4	52,685	1	11	4	56,421	1	4	4
DANVILLE	65,000	1	0	4					100,470	1	22	4				
HIGHLAND									74,044	1	13	3				
KASKASKIA	65,000	1	1	4	49,539	1	23	4	58,619	1	9	4	57,086	1	24	4
KISHWAUKEE					50,160	1	1	2	75,779	1	8	4				
REND LAKE																
SAUK VALLEY									67,683	1	4	4				
ILLINOIS EASTERN					36,358	2	2	4	52,387	1	7	4	45,694	5	16	4
ILLINOIS VALLEY									53,026	1	2	3				
KANKAKEE	70,852	1	2	4	57,780	1	5	4	69,178	1	1	4	46,925	1	0	6
LAKE LAND	85,491	2	14	2	59,971	1	10	5	59,980	1	3	6				
LEWIS & CLARK					102,057	1	14	3								
LOGAN	43,716	1	1	4	56,626	1	4	4	69,612	1	4	4	47,759	1	5	4
MC HENRY	88,500	1	0	2	67,000	1	1	4					87,841	1	12	4
BLACK HAWK									84,414	1	7	4				
HEARTLAND					67,635	1	10	3	69,029	1	10	3	53,092	1	10	3
ILLINOIS CENTRAL	82,576	1	7	3	98,585	1	8	2	93,600	1	1	3				
LINCOLN LAND	58,782	1	1	4	74,929	1	4	4	92,125	1	8	3	92,963	1	14	3
PARKLAND					70,905	1	3	3								
RICHLAND	79,637	1	2	3	83,280	1	2	3	60,447	1	2	4	50,786	1	2	4
ROCK VALLEY	120,797	1	8	2	54,720	1	1	0	85,343	1	2	4	78,116	1	4	4
SOUTHWESTERN					82,192	1	2	4	123,926	1	25	2	89,035	1	21	4
ELGIN	103,000	1	0	2	111,376	1	1	2	129,976	1	1	2				
MORTON									75,000	1	-0	4				
PRAIRIE STATE	65,789	1	11	4	62,700	1	1	4	88,148	1	2	4				
SOUTH SUBURBAN					53,676	1	5	6	55,000	1	0	4				
WAUBONSEE	78,144	1	4	4	73,547	1	1	4	100,413	1	17	4	91,934	1	10	4
CHICAGO	155,785	1	5	2	105,886	1	8	4	157,549	1	4	2	115,685	7	24	4
DUPAGE	119,735	1	6	4	119,958	1	5	4	153,205	1	7	4	135,246	1	14	4
HARPER									120,444	1	2	4				
JOLIET	83,560	1	5	4	62,685	1	1	4	99,889	1	0	4	95,545	1	4	4
LAKE COUNTY	75,708	1	14	6	105,153	1	17	4	93,662	1	1	4	65,091	1	9	4
MORAIN VALLEY	92,610	1	25	4	88,402	1	9	4	93,189	1	9	4				
OAKTON	77,660	1	4	4	143,511	1	4	4	119,031	1	12	3	88,207	1	9	4
TRITON	68,952	1	2	4	90,286	1	3	4	55,650	1	0	3				
NUMBER OF PERSONS	24				30				33				29			
AVERAGES	\$80,711				\$74,885				\$85,067				\$79,036			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2009

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					\$71,270	1	2	4								
SHAWNEE					50,142	1	13	4								
SOUTHEASTERN	\$52,408	1		4	48,222	1	12	6					\$54,250	1	6	6
SPOON RIVER	49,405	1	16	4	51,344	1	1	4	\$45,000	1	1	6				
WOOD	51,870	1	1	4					55,703	1	6	4				
DANVILLE	74,833	1	4	4	59,925	1	18	5	40,914	1	2	6	60,374	1	3	6
HIGHLAND	76,408	1	13	4	58,406	1	2	4	68,415	1	14	4	42,182	1	2	4
KASKASKIA	63,360	1	2	4	48,000	1	0	4	49,197	1	7	4	53,955	1	2	4
KISHWAUKEE																
REND LAKE	90,809	1	13	4					57,268	1	3	3	66,883	1	5	4
SAUK VALLEY	62,805	1	4	4	60,088	1	1	4	63,768	1	15	5				
ILLINOIS EASTERN					47,030	2	1	4								
ILLINOIS VALLEY	58,135	1	3	3									63,354	1	2	4
KANKAKEE	87,500	1	0	4	80,546	1	4	4					67,938	1	1	5
LAKE LAND	57,243	1	6	5					59,980	1	3	6				
LEWIS & CLARK	90,000	1	0	3	70,381	1	12	4	63,792	1	2	4				
LOGAN	71,423	1	13	4	71,824	1	12	4	83,743	1	8	4				
MC HENRY	97,900	1	12	2	68,000	1	1	4	83,961	1	18	4	88,336	1	4	2
BLACK HAWK																
HEARTLAND	84,577	1	2	3	52,200	1	2	3	51,716	1	2	4	84,624	1	17	3
ILLINOIS CENTRAL	81,037	1	2	4									69,541	1	2	3
LINCOLN LAND					57,530	1	1	4	55,828	1	8	4	74,023	1	10	4
PARKLAND	90,040	1	8	4	56,251	1	0	3	70,262	1	0	4	62,431	1	0	4
RICHLAND	85,046	1	20	4	44,136	1	4	4								
ROCK VALLEY	83,173	1	8	4	64,198	1	17	4					67,600	1	1	4
SOUTHWESTERN	92,761	1	26	4	99,840	1	5	4	85,119	1	29	4	103,222	1	6	4
ELGIN	138,798	1	7	3	93,494	1	2	4					94,662	1	2	3
MORTON	89,215	1	4	4	54,000	1	1	4					95,987	1	2	4
PRAIRIE STATE	86,460	1	9	4	73,150	1	1	4	53,874	1	7	4	81,510	1	1	4
SOUTH SUBURBAN	83,301	1	9	4	94,099	1	2	2	68,141	1	2	6	89,897	1	7	4
WAUBONSEE	96,230	1	9	4									112,669	1	15	3
CHICAGO					96,435	7	17	3					103,984	1	3	4
DUPAGE					112,692	1	3	5					133,821	1	8	4
HARPER	123,104	1	6	4					80,544	1	1	4	136,624	1	2	4
JOLIET	86,859	1	1	4	105,680	1	9	4	78,055	1	13	6	103,682	1	6	6
LAKE COUNTY	94,118	1	6	4	76,500	1	17	5	73,405	1	4	4				
MORAIN VALLEY	114,605	1	6	4	68,349	1	2	4	82,966	1	25	4	108,812	1	6	4
OAKTON					98,263	2	1	4					116,901	1	18	4
TRITON	95,506	1	2	4	83,200	1	1	4					73,116	1	6	4
NUMBER OF PERSONS	30				38				21				26			
AVERAGES	\$83,631				\$74,713				\$65,317				\$85,015			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2009**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG				
SHAWNEE				
SOUTHEASTERN				
SPOON RIVER	\$33,750	1	0	6
WOOD	62,095	1	2	4
DANVILLE	77,002	1	21	4
HIGHLAND				
KASKASKIA	48,672	1	2	4
KISHWAUKEE	86,457	1	13	4
REND LAKE				
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	74,834	1	19	3
KANKAKEE	52,753	1	18	6
LAKE LAND	81,895	1	21	4
LEWIS & CLARK	68,696	1	2	4
LOGAN	69,495	1	11	4
MC HENRY	53,550	1	2	4
BLACK HAWK				
HEARTLAND	81,511	1	5	3
ILLINOIS CENTRAL	80,500	1	10	5
LINCOLN LAND	62,944	1	3	4
PARKLAND	80,523	2	6	4
RICHLAND	74,199	1	2	4
ROCK VALLEY				
SOUTHWESTERN	87,926	1	12	4
ELGIN				
MORTON	54,500	1	0	4
PRAIRIE STATE	91,934	1	18	4
SOUTH SUBURBAN	88,249	1	2	4
WAUBONSEE				
CHICAGO	80,821	4	6	4
DUPAGE				
HARPER	99,853	1	3	4
JOLIET				
LAKE COUNTY	83,720	1	7	4
MORAIN VALLEY	99,800	1	0	4
OAKTON	93,047	1	3	4
TRITON				
NUMBER OF PERSONS	29			
AVERAGES	\$75,576			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2009
MONTHLY CLASSIFIED AND OTHER (NONTTEACHING) PROFESSIONAL
STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2009 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2009*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	37	\$2,314	\$3,569	\$5,197
Accountant II	25	2,242	3,858	6,405
Account Clerk I	51	1,724	2,614	3,849
Account Clerk II	48	1,830	2,744	4,127
Admissions/Records Assistant	149	1,595	2,581	3,868
Admissions/Records Supervisor	79	2,574	4,225	7,500
Audio/Visual Services Manager	19	2,106	4,515	7,762
Bookstore Manager	19	2,275	4,647	7,474
Clerk Typist	393	1,435	2,495	3,271
Computer Operator I	24	2,327	3,504	4,453
Computer Operator II	14	1,915	4,105	5,836
Computer Programmer I	4	3,682	3,726	3,798
Computer Programmer II	15	2,208	4,147	6,387
Computer Systems Analyst	56	1,856	4,739	7,486
Building Custodian	875	1,726	2,565	4,217
Building Services Supervisor	100	2,349	3,878	7,285
Data Entry Operator	31	1,598	2,894	4,184
Library Assistant	164	1,002	2,645	4,213
Programmer/Analyst	44	3,113	4,905	7,116
Purchasing Assistant	21	2,134	3,043	4,716
Purchasing Supervisor	10	2,848	4,716	6,456
Telephone Operator	69	1,535	2,448	3,447
Secretary-General	522	1,652	2,544	3,815
Secretary-Administrative	390	1,957	3,000	4,105
Secretary-Executive	160	2,137	3,925	5,666
Security Officer/Guard	182	1,747	2,915	4,321
Security Supervisor	44	3,092	4,874	7,320
Shipping/Receiving Assistant	57	1,488	2,870	4,656
Administrator, Local Area Network	30	2,953	5,505	8,715
Telecommunications, Technician	38	2,067	3,721	6,447
Coordinator, Telecommunications	11	2,432	4,813	7,014
Program Administrative Assistant	67	2,073	3,085	3,813
Accountant III	13	2,911	4,105	4,785
Computer Programmer III	4	3,553	5,991	8,746
Account Technician I	49	2,161	2,944	4,169
Account Technician II	20	2,387	3,240	3,801
Account Technician III	38	3,167	3,975	6,087
Accountant IV	1	3,833	3,833	3,833
Accountant V	3	6,169	6,680	7,192
Administrative Aide	8	2,604	2,604	2,604
Administrative Assistant I	180	1,690	3,171	3,931
Administrative Assistant II	134	2,356	3,178	4,487
Admissions & Records Officer	14	3,385	4,554	6,127
Admissions Representative	39	2,082	3,068	4,236
Applications Programmer I, II, or III	13	4,302	4,633	5,396
Audio Visual Aids Technician I, II, or III	23	1,784	3,307	4,738
Benefits Manager	8	2,635	5,310	8,843
Budget Analyst	6	3,334	5,325	6,794
Building & Grounds Supervisor	18	2,698	4,594	8,107
Building Maintenance Coordinator	18	2,410	5,119	7,435
Building Mechanic	76	1,367	3,396	5,114
Business Manager	2	6,510	6,708	6,906
Cashier I	10	1,415	2,266	2,702
Cashier II	12	2,043	2,579	4,725
Cashier III	3	2,009	2,321	2,634
Cashier IV	2	2,657	2,657	2,657
Chief Accountant	5	3,515	5,277	7,677
Child Care Assistant	26	1,525	2,672	3,760
Child Care Development Supervisor	22	1,451	3,460	5,798

Illinois Community College Board

Table 17
(Continued)

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2009*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	1	\$2,495	\$2,495	\$2,495
Data Processing Equipment Technician II	10	2,512	2,990	3,876
Data Processing Equipment Technician III	11	2,490	3,676	4,819
Financial Aid Adviser I	79	1,803	3,184	4,374
Financial Aid Adviser II	30	2,228	3,222	4,621
Financial Aid Adviser III	11	2,382	3,701	4,433
Financial Aid Adviser IV	10	2,948	4,358	6,013
Grounds Worker	57	1,170	2,616	4,049
Grounds-Assistant Superintendent of Grounds	6	3,154	3,475	3,813
Grounds-Superintendent of Grounds	5	3,204	4,125	4,433
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	67	2,160	4,035	7,677
Kitchen Helper	8	1,791	2,012	2,455
Microcomputer Support Specialist I	46	2,002	3,384	5,034
Microcomputer Support Specialist II	24	2,155	3,524	4,865
Microcomputer Support Specialist III	15	2,732	4,049	5,989
Painter	14	2,663	3,654	5,148
Payroll Clerk	9	2,054	2,987	4,232
Payroll Manager	8	2,881	4,199	5,410
Payroll Specialist	14	1,833	3,092	4,815
Program Advisor/Student Advisor	74	2,173	3,207	4,276
Program Coordinator- ESL	9	2,869	4,060	5,357
Program Coordinator- Literacy	23	1,670	3,714	5,336
Research Associate	13	2,315	4,000	5,940
Statistical Clerk	2	3,127	3,873	4,620
Training Assistant-Family Literacy Case Manager	2	1,888	2,555	3,223
Web Designer/Webmaster	16	3,063	4,335	6,450
Web Specialist	12	2,767	4,356	6,582

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

SOURCE OF DATA: Salary Submission (C2)

Section IX

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2008**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2008. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

**SUMMARY OF
AVERAGE FISCAL YEAR 2008 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Administrative	\$5,829	\$18,685	\$11,148
9-Month Teaching Faculty	\$4,282	\$17,117	\$11,004
12-Month Teaching Faculty	\$150	\$16,785	\$7,926
9-Month Other Professional (Nonteaching)	\$3,549	\$16,927	\$9,974
12-Month Other Professional (Nonteaching)	\$3,643	\$14,411	\$9,671
Classified	\$3,123	\$14,523	\$9,855

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2008

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	
533 SOUTHEASTERN	X			X	X		X	X	X		X	
534 SPOON RIVER	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
519 HIGHLAND	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
506 SAUK VALLEY	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	
520 KANKAKEE	X	X	X	X	X		X	X	X	X	X	X
517 LAKE LAND	X	X		X			X	X	X		X	X
536 LEWIS AND CLARK	X		X	X			X	X	X	X		
530 LOGAN	X	X		X	X		X	X	X		X	
528 MCHENRY	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
514 ILLINOIS CENTRAL	X	X		X	X		X		X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X	X		X	X	X	X	X	X
537 RICHLAND	X	X	X	X	X		X			X	X	
511 ROCK VALLEY	X	X	X	X			X	X	X		X	X
522 SOUTHWESTERN	X	X	X	X	X		X	X	X		X	X
509 ELGIN	X	X		X			X	X	X		X	X
527 MORTON	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
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CHICAGO	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		
525 JOLIET	X	X		X				X	X		X	
532 LAKE COUNTY	X		X	X	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
TOTALS	39	28	26	37	20	3	36	34	31	14	36	27

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

Illinois Community College Board

Table 20

FISCAL YEAR 2008 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Number	<u>Administrative</u>		<u>9 Mos. Faculty</u>			<u>12 Mos. Faculty</u>		
		Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	23	\$140,050	\$6,089	66	\$282,603	\$4,282			
531 SHAWNEE	17	99,097	5,829	45	221,504	4,922	1	\$5,924	\$5,924
533 SOUTHEASTERN	50	344,534	6,891	73	490,536	6,720	4	25,207	6,302
534 SPOON RIVER	12	131,464	10,955	34	337,393	9,923			
539 WOOD	4	48,535	12,134	53	524,923	9,904	2	17,624	8,812
507 DANVILLE	19	171,177	9,009	50	382,736	7,655			
519 HIGHLAND	16	259,606	16,225	46	642,617	13,970			
501 KASKASKIA	34	463,331	13,627	69	1,160,888	16,824			
523 KISHWAUKEE	17	163,696	9,629	71	565,991	7,972			
521 REND LAKE	24	234,412	9,767	55	508,249	9,241	11	109,444	9,949
506 SAUK VALLEY	17	258,260	15,192	46	608,198	13,222	1	9,540	9,540
529 ILLINOIS EASTERN	29	223,070	7,692	91	674,393	7,411	13	105,419	8,109
513 ILLINOIS VALLEY	18	241,706	13,428	81	915,799	11,306			
520 KANKAKEE	69	593,827	8,606	58	490,968	8,465			
517 LAKE LAND	21	223,913	10,663	116	1,287,591	11,100			
536 LEWIS AND CLARK	50	327,669	6,553	93	608,610	6,544			
530 LOGAN	53	413,162	7,796	110	950,724	8,643			
528 MC HENRY	35	311,552	8,901	89	825,252	9,272			
503 BLACK HAWK	9	139,189	15,465	135	1,894,344	14,032	1	16,785	16,785
540 HEARTLAND	44	422,070	9,593	77	627,116	8,144	5	36,187	7,237
514 ILLINOIS CENTRAL	25	395,904	15,836	188	2,350,608	12,503	1	150	150
526 LINCOLN LAND	57	462,198	8,109	122	861,347	7,060			
505 PARKLAND	38	703,326	18,509	161	2,623,833	16,297			
537 RICHLAND	49	407,384	8,314	76	676,160	8,897	25	154,535	6,181
511 ROCK VALLEY	31	454,785	14,670	149	2,053,672	13,783			
522 SOUTHWESTERN	24	239,888	9,995	146	1,306,199	8,947	2	26,794	13,397
509 ELGIN	35	509,161	14,547	121	2,071,183	17,117			
527 MORTON	17	141,668	8,333	54	508,725	9,421			
515 PRAIRIE STATE	30	228,824	7,627	78	635,043	8,142			
510 SOUTH SUBURBAN	24	282,152	11,756	103	962,886	9,348			
516 WAUBONSEE	31	416,438	13,433	96	1,263,871	13,165			
508 CHICAGO	104	929,790	8,940	573	4,841,679	8,450	21	181,966	8,665
502 DUPAGE	45	660,712	14,682	297	4,578,592	15,416			
512 HARPER	47	878,179	18,685	192	2,180,174	11,355			
525 JOLIET	33	548,921	16,634	208	3,263,972	15,692			
532 LAKE COUNTY	54	777,619	14,400	203	1,509,532	7,436			
524 MORAIN VALLEY	25	324,614	12,985	180	2,304,826	12,805			
535 OAKTON	30	546,149	18,205	138	1,987,390	14,401			
504 TRITON	33	296,208	8,976	121	1,343,107	11,100			
TOTALS/AVERAGES	1,293	\$14,414,239	\$11,148	4,664	\$51,323,234	\$11,004	87	\$689,575	\$7,926

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 2008 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	<u>9-Month Other Prof. Staff</u>			<u>12-Month Other Prof. Staff</u>			<u>Classified Staff</u>		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	5	\$23,034	\$4,607	80	\$291,415	\$3,643	61	\$190,498	\$3,123
531 SHAWNEE				38	175,801	4,626	32	145,809	4,557
533 SOUTHEASTERN	2	14,892	7,446	32	219,837	6,870	53	336,160	6,343
534 SPOON RIVER				49	569,049	11,613	23	236,133	10,267
539 WOOD				64	580,279	9,067	76	652,633	8,587
507 DANVILLE	3	24,026	8,009	41	330,352	8,057	69	526,715	7,634
519 HIGHLAND				41	413,376	10,082	68	668,462	9,830
501 KASKASKIA				39	427,710	10,967	43	419,710	9,761
523 KISHWAUKEE	4	22,295	5,574	67	542,201	8,093	72	502,473	6,979
521 REND LAKE	1	8,690	8,690	68	642,736	9,452	47	420,998	8,957
506 SAUK VALLEY				36	373,368	10,371	45	565,119	12,558
529 ILLINOIS EASTERN				56	359,048	6,412	118	758,455	6,428
513 ILLINOIS VALLEY				67	617,639	9,218	78	618,780	7,933
520 KANKAKEE				35	277,764	7,936	57	422,959	7,420
517 LAKE LAND	7	42,302	6,043	62	646,555	10,428	78	770,910	9,883
536 LEWIS AND CLARK				59	382,685	6,486	76	478,731	6,299
530 LOGAN	5	17,746	3,549	77	521,442	6,772	147	919,296	6,254
528 MC HENRY	8	97,450	12,181	116	1,210,455	10,435	51	478,725	9,387
503 BLACK HAWK	5	61,849	12,370	3	33,568	11,189	238	3,224,886	13,550
540 HEARTLAND	4	28,029	7,007	65	517,566	7,963	46	347,963	7,564
514 ILLINOIS CENTRAL				121	1,469,013	12,141	177	2,125,120	12,006
526 LINCOLN LAND	3	23,448	7,816	107	740,930	6,925	142	952,450	6,707
505 PARKLAND	11	111,264	10,115	180	2,593,971	14,411	37	537,350	14,523
537 RICHLAND				32	242,897	7,591	66	488,192	7,397
511 ROCK VALLEY				123	1,674,233	13,612	153	1,975,393	12,911
522 SOUTHWESTERN	3	22,828	7,609	117	819,707	7,006	173	1,201,905	6,947
509 ELGIN	9	152,339	16,927	172	2,026,172	11,780	112	1,564,719	13,971
527 MORTON				35	266,597	7,617	65	375,732	5,780
515 PRAIRIE STATE				69	444,236	6,438	74	475,608	6,427
510 SOUTH SUBURBAN	18	167,478	9,304	87	874,159	10,048	108	1,021,099	9,455
516 WAUBONSEE	7	101,312	14,473				190	2,290,352	12,054
508 CHICAGO	19	172,491	9,078	472	3,699,249	7,837	805	6,838,410	8,495
502 DUPAGE	24	338,963	14,123				475	6,367,200	13,405
512 HARPER	22	242,205	11,009	187	2,065,548	11,046	257	2,427,931	9,447
525 JOLIET				161	2,285,057	14,193	136	1,914,798	14,079
532 LAKE COUNTY	19	143,767	7,567	128	1,258,470	9,832	219	2,061,836	9,415
524 MORAIN VALLEY	18	221,717	12,318	129	1,622,874	12,580	180	2,216,439	12,314
535 OAKTON	12	194,771	16,231				292	3,551,054	12,161
504 TRITON	27	121,037	4,483	70	552,028	7,886	195	1,494,661	7,665
TOTALS/AVERAGES	236	\$2,353,934	\$9,974	3,285	\$31,767,986	\$9,671	5,334	*****	\$9,855

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2009
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2009 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

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

Table 21

**SUMMARY OF FISCAL YEAR 2009 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	0.1%	9.1%	4.7%
Faculty (9 and 12 Months)	0.0%	7.2%	4.5%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	14.7%	4.9%
Classified	0.4%	7.2%	4.0%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2009 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 SANDBURG	4.0 %	4.0 %	4.0 %	4.0 %
531 SHAWNEE	4.5	4.5	4.5	4.5
533 SOUTHEASTERN	3.0	4.0	3.0	3.5
534 SPOON RIVER	6.0	4.0	5.0	4.0
539 WOOD	5.0	5.0	5.0	5.0
507 DANVILLE	3.5	3.5	3.5	3.5
519 HIGHLAND	8.2	5.0	4.4	4.0
501 KASKASKIA	8.2	6.1	9.9	5.1
523 KISHWAUKEE	4.7	4.7	4.1	4.0
521 REND LAKE	---	---	---	---
506 SAUK VALLEY	4.1	4.5	4.5	5.1
529 ILLINOIS EASTERN	2.8	7.2	3.0	3.2
513 ILLINOIS VALLEY	3.5	3.3	4.0	4.0
520 KANKAKEE	4.9	4.4	4.1	5.0
517 LAKE LAND	5.0	5.0	5.0	5.0
536 LEWIS & CLARK	9.1	6.8	5.5	5.6
530 LOGAN	0.1	2.2	0.0	3.6
528 MC HENRY	3.4	3.1	8.1	6.6
503 BLACK HAWK	3.0	3.5	2.7	4.1
540 HEARTLAND	4.4	4.4	4.4	4.4
514 ILLINOIS CENTRAL	4.6	5.0	4.5	5.6
526 LINCOLN LAND	4.6	4.6	4.6	4.6
505 PARKLAND	7.8	5.8	5.8	5.3
537 RICHLAND	4.1	3.1	4.1	4.1
511 ROCK VALLEY	6.6	4.3	5.0	5.0
522 SOUTHWESTERN	5.0	5.0	5.0	5.0
509 ELGIN	4.8	6.1	5.6	4.6
527 MORTON	6.2	3.2	3.1	4.6
515 PRAIRIE STATE	4.5	4.9	14.7	7.2
510 SOUTH SUBURBAN	4.0	4.8	4.7	5.3
516 WAUBONSEE	4.0	4.9	4.9	4.0
508 CHICAGO	3.5	4.1	4.3	3.5
502 DUPAGE	6.7	6.0	7.0	0.4
512 HARPER	4.5	4.5	4.5	4.5
525 JOLIET	4.0	4.0	4.0	4.0
532 LAKE COUNTY	4.7	6.6	4.9	4.7
524 MORAIN VALLEY	5.0	5.0	5.0	5.0
535 OAKTON	4.5	0.0	0.0	4.8
504 TRITON	4.4	4.9	4.5	4.4
TOTALS/AVERAGES	4.7 %	4.5 %	4.9 %	4.0 %

--- = Data Not Available

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

Section XI

**FISCAL YEAR 2008 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2008 and the average total salaries paid to full-time faculty in fiscal year 2008. The fiscal year 2008 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2007 to June 30, 2008.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2008 for those districts reporting data was \$12,188 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2008. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 2008 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2008 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2007 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2008 Full-Time Average Faculty Contractual Base Salary	FY 2008 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$48,158	\$56,151	\$7,992	16.6 %
531 SHAWNEE	50,665	57,393	6,728	13.3
533 SOUTHEASTERN	47,128	55,244	8,115	17.2
534 SPOON RIVER	50,242	51,961	1,719	3.4
539 WOOD	48,911	55,109	6,199	12.7
507 DANVILLE	47,228	56,708	9,479	20.1
519 HIGHLAND	66,834	78,298	11,464	17.2
501 KASKASKIA	53,775	68,074	14,298	26.6
523 KISHWAUKEE	48,684	57,587	8,903	18.3
521 REND LAKE	45,636	55,088	9,452	20.7
506 SAUK VALLEY	49,839	57,175	7,336	14.7
529 ILLINOIS EASTERN	46,419	60,344	13,925	30.0
513 ILLINOIS VALLEY	55,830	60,338	4,508	8.1
520 KANKAKEE	56,845	65,324	8,479	14.9
517 LAKE LAND	51,622	69,074	17,452	33.8
536 LEWIS AND CLARK	57,877	68,483	10,606	18.3
530 LOGAN	60,707	67,801	7,094	11.7
528 MCHENRY	77,263	80,807	3,543	4.6
503 BLACK HAWK	58,446	67,936	9,490	16.2
540 HEARTLAND	51,826	55,622	3,795	7.3
514 ILLINOIS CENTRAL	53,108	67,636	14,528	27.4
526 LINCOLN LAND	66,557	78,096	11,540	17.3
505 PARKLAND	58,423	66,285	7,862	13.5
537 RICHLAND	47,290	58,160	10,870	23.0
511 ROCK VALLEY	59,619	68,554	8,935	15.0
522 SOUTHWESTERN	56,815	72,597	15,782	27.8
509 ELGIN	80,708	98,802	18,094	22.4
527 MORTON	66,743	73,169	6,426	9.6
515 PRAIRIE STATE	63,046	70,357	7,310	11.6
510 SOUTH SUBURBAN	64,218	78,167	13,949	21.7
516 WAUBONSEE	65,342	73,074	7,731	11.8
508 CHICAGO	63,605	71,827	8,222	12.9
502 DUPAGE	84,594	109,809	25,215	29.8
512 HARPER	69,466	81,593	12,127	17.5
525 JOLIET	66,981	84,804	17,822	26.6
532 LAKE COUNTY	78,727	92,191	13,464	17.1
524 MORAIN VALLEY	52,698	71,377	18,678	35.4
535 OAKTON	81,417	94,007	12,591	15.5
504 TRITON	64,830	75,482	10,653	16.4
TOTAL/AVERAGES*	\$62,593	\$74,780	\$12,188	19.5 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2008 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$77,277	\$35,212	\$24,563
531 SHAWNEE	62,084	38,353	23,935
533 SOUTHEASTERN	63,719	28,726	24,928
534 SPOON RIVER	65,443	34,888	21,926
539 WOOD	62,552	28,330	24,633
507 DANVILLE	61,863	42,522	25,217
519 HIGHLAND	70,581	39,357	30,561
501 KASKASKIA	58,044	33,147	32,707
523 KISHWAUKEE	78,633	43,925	27,454
521 REND LAKE	66,277	32,604	33,030
506 SAUK VALLEY	76,856	37,420	26,180
529 ILLINOIS EASTERN	71,145	35,336	26,777
513 ILLINOIS VALLEY	68,750	38,973	28,031
520 KANKAKEE	53,332	38,531	30,913
517 LAKE LAND	74,629	41,870	32,140
536 LEWIS & CLARK	78,163	37,286	29,448
530 LOGAN	65,636	40,601	29,037
528 MCHENRY	80,545	44,924	30,736
503 BLACK HAWK	99,648	48,659	30,456
540 HEARTLAND	70,135	34,411	25,178
514 ILLINOIS CENTRAL	91,249	42,802	31,396
526 LINCOLN LAND	76,370	40,014	30,996
505 PARKLAND	86,961	45,431	34,805
537 RICHLAND	60,975	37,657	26,589
511 ROCK VALLEY	83,410	45,784	32,385
522 SOUTHWESTERN	95,759	58,639	37,022
509 ELGIN	102,610	59,644	43,424
527 MORTON	66,552	46,249	32,019
515 PRAIRIE STATE	69,428	40,021	32,834
510 SOUTH SUBURBAN	79,014	47,569	32,158
516 WAUBONSEE	87,536	44,189	33,015
508 CHICAGO	102,324	54,533	39,007
502 DUPAGE	119,517	63,377	40,741
512 HARPER	119,285	57,734	37,243
525 JOLIET	77,578	50,096	41,507
532 LAKE COUNTY	92,371	54,557	38,967
524 MORAIN VALLEY	105,465	52,240	36,603
535 OAKTON	116,304	60,012	43,152
504 TRITON	83,987	53,048	36,421
STATE AVERAGE*	\$81,903	\$48,679	\$34,841

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2005 TO 2009**

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 25

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2005 TO 2009**

	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Faculty (9 Month)	\$58,376	\$60,299	\$61,770	\$62,945	\$64,537
Faculty (12 Month)	\$47,129	\$50,350	\$51,310	\$52,217	\$51,625
Administrators (12 Month)	\$74,732	\$77,516	\$79,898	\$82,163	\$84,979
Other Professionals (9 Month)	\$56,576	\$58,839	\$61,196	\$62,100	\$64,678
Other Professionals (12 Month)	\$43,811	\$45,134	\$46,741	\$48,378	\$50,217

SOURCE OF DATA: ICCB Salary Reports