

Fiscal Year 2010 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 2010 SALARY REPORT

1. Fiscal Year 2010 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$66,582
Administrative (12 month)	\$87,282
Other (Nonteaching) Professional (9 month)	\$64,990

2. Fiscal Year 2009 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$11,592
Administrative (12 month)	\$11,596
Other (Nonteaching) Professional (9 month)	\$ 9,873
Classified (12 month)	\$ 9,676

3. Fiscal Year 2010 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$625/credit hour
Full-Time Faculty Overload Rate	\$733/credit hour
Full-Time Faculty Summer Rate	\$820/credit hour

4. Fiscal Year 2010 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)	\$39,716
Master's Degree, Plus Zero Hours (5 Years Experience)	\$45,722
Master's Degree, Maximum Hours (5 Years Experience)	\$53,583
Doctorate, Maximum Hours (Maximum Experience)	\$93,720

5. Fiscal Year 2009 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2008 and June 30, 2009. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$77,662
Administrative (12 month)	\$84,084
Other (Nonteaching) Professional (9 and 12 month)	\$50,914
Classified	\$36,781

**FISCAL YEAR 2010 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 2010 Salary Report* reflect the census date of October 1, 2009. 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 2009 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 2010 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 2010. 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 2010
(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	\$53,620	\$40,046
Average Faculty Salaries	\$47,842	\$95,362	\$66,582*
High Faculty Salaries	\$65,874	\$128,717	\$95,488
Median Faculty Salaries	\$45,127	\$96,912	\$61,010

*Weighted

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Table 2

FISCAL YEAR 2010 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	57	\$36,950	\$42,150	\$45,690	\$50,110	\$92,030	\$49,074
531 SHAWNEE	46	41,226	47,133	53,657	56,869	75,108	53,749
533 SOUTHEASTERN	45	39,065	47,436	51,970	57,028	66,397	52,000
534 SPOON RIVER	36	35,138	40,205	45,127	53,704	65,874	47,842
539 WOOD	49	39,307	47,091	51,031	58,551	75,656	52,933
507 DANVILLE	51	37,440	44,740	47,704	51,736	73,700	48,979
519 HIGHLAND	46	48,037	63,441	68,383	80,759	91,444	70,665
501 KASKASKIA	71	41,295	53,734	59,996	68,530	76,120	59,827
523 KISHWAUKEE	66	39,000	45,062	49,306	55,039	88,685	51,728
521 REND LAKE	54	39,060	45,500	51,600	61,730	77,080	53,385
506 SAUK VALLEY	43	37,416	45,892	53,287	58,732	75,412	53,263
529 ILLINOIS EASTERN	102	35,043	45,102	52,461	58,960	76,919	53,239
513 ILLINOIS VALLEY	81	31,754	54,130	59,619	66,341	92,725	61,050
520 KANKAKEE	67	38,170	51,450	55,215	62,974	97,562	58,504
517 LAKE LAND	105	35,075	45,584	52,560	60,608	82,140	54,208
536 LEWIS AND CLARK	102	41,393	54,294	61,793	68,849	101,017	63,181
530 LOGAN	102	43,750	52,067	63,123	71,642	87,764	62,898
528 MCHENRY	93	43,950	59,772	76,033	90,097	105,919	76,331
503 BLACK HAWK	133	38,393	48,527	57,236	74,296	92,705	60,629
540 HEARTLAND	83	39,653	48,826	52,763	61,996	90,574	55,263
514 ILLINOIS CENTRAL	196	38,635	49,485	54,221	60,897	90,297	56,794
526 LINCOLN LAND	125	40,382	60,284	72,274	81,796	94,689	71,458
505 PARKLAND	169	37,451	54,269	59,030	67,510	95,142	60,829
537 RICHLAND	72	34,174	40,548	49,916	57,301	80,198	50,766
511 ROCK VALLEY	154	41,188	54,071	62,569	72,516	96,377	63,444
522 SOUTHWESTERN	151	44,559	52,793	58,257	64,750	116,481	60,993
509 ELGIN	131	46,886	67,334	80,411	105,177	113,432	82,923
527 MORTON	52	43,243	58,115	66,709	79,261	109,164	70,501
515 PRAIRIE STATE	79	38,320	51,216	62,416	72,264	109,641	64,295
510 SOUTH SUBURBAN	110	20,210	52,562	65,772	86,270	111,502	68,363
516 WAUBONSEE	103	42,784	56,415	67,738	85,620	107,557	69,858
508 CHICAGO	552	46,915	55,482	62,985	76,326	117,461	67,962
502 DUPAGE	273	53,620	83,067	96,912	113,569	119,547	95,362
512 HARPER	200	42,684	53,214	68,886	84,798	113,153	71,004
525 JOLIET	213	42,308	56,647	70,333	84,332	104,923	71,195
532 LAKE COUNTY	201	32,755	63,107	79,629	97,159	113,332	79,972
524 MORAIN VALLEY	182	42,205	48,580	52,219	59,439	105,720	56,429
535 OAKTON	143	49,619	68,149	81,590	106,540	128,717	87,284
504 TRITON	115	42,739	49,206	58,987	83,052	111,877	66,580
TOTALS/AVERAGES	4,653	\$40,046	\$52,735	\$61,010	\$71,978	\$95,488	\$66,582
Lowest Low/Highest/High		\$20,210				\$128,717	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2010 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	\$51,074	\$51,074	\$51,074	\$51,074	\$51,074	\$51,074
533 SOUTHEASTERN	2	40,460	40,460	41,230	42,000	42,000	41,230
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	3	52,051	52,051	54,824	61,168	61,168	56,014
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	11	40,500	41,464	50,478	57,822	62,531	50,411
506 SAUK VALLEY	1	80,174	80,174	80,174	80,174	80,174	80,174
529 ILLINOIS EASTERN	12	42,612	42,612	42,612	42,612	62,610	44,279
513 ILLINOIS VALLEY	4	51,998	53,064	56,875	63,606	67,592	58,335
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	1	35,380	35,380	35,380	35,380	35,380	35,380
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	50,886	50,886	52,026	54,435	54,435	52,449
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	1	74,296	74,296	74,296	74,296	74,296	74,296
540 HEARTLAND	6	48,304	50,999	64,565	71,861	79,671	63,328
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	1	52,586	52,586	52,586	52,586	52,586	52,586
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	5	36,750	49,062	78,115	89,066	94,198	69,438
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	16	42,836	52,848	59,538	65,232	76,479	58,860
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	67	\$49,993	\$51,925	\$56,698	\$60,094	\$63,871	\$55,067
Lowest Low/Highest/High		\$35,380				\$94,198	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2010 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 2010.

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 2010
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	\$335	\$943	\$625
Overload Rates (Full-time Faculty)	\$390	\$1,148	\$733
Summer Term Rates (Full-time Faculty)	\$460	\$1,735	\$820

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Table 5

FISCAL YEAR 2010 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	\$606	\$709	\$809
531 SHAWNEE	450	600	600
533 SOUTHEASTERN	412	725	875
534 SPOON RIVER	530	550	1,000
539 WOOD	651	684	684
507 DANVILLE	500	515	530
519 HIGHLAND	519	1,148	1,113
501 KASKASKIA	468	578	555
523 KISHWAUKEE	510	800	1,000
521 REND LAKE	410	740	740
506 SAUK VALLEY	574	650	650
529 ILLINOIS EASTERN	335	390	460
513 ILLINOIS VALLEY	580	620	620
520 KANKAKEE	625	636	650
517 LAKE LAND	578	680	680
536 LEWIS AND CLARK	652	652	652
530 LOGAN	664	640	722
528 MCHENRY	519	615	615
503 BLACK HAWK	504	810	810
540 HEARTLAND	717	825	825
514 ILLINOIS CENTRAL	567	720	720
526 LINCOLN LAND	622	783	783
505 PARKLAND	943	930	950
537 RICHLAND	576	582	849
511 ROCK VALLEY	792	798	947
522 SOUTHWESTERN	637	1,013	1,013
509 ELGIN	826	850	960
527 MORTON	620	689	804
515 PRAIRIE STATE	590	530	840
510 SOUTH SUBURBAN	541	753	850
516 WAUBONSEE	625	883	986
508 CHICAGO	866	776	1,735
502 DUPAGE	848	848	645
512 HARPER	860	799	801
525 JOLIET	622	917	942
532 LAKE COUNTY	858	884	884
524 MORAIN VALLEY	704	885	1,239
535 OAKTON	833	700	700
504 TRITON	631	671	732
AVERAGES	\$625	\$733	\$820

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2010 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2010 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 2010 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 2010 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)	\$30,957	\$48,346	\$39,716
Master's Degree, Plus Zero Hours (5 Years Experience)	\$35,474	\$61,531	\$45,722
Master's Degree, Maximum Hours (5 Years Experience)	\$35,474	\$77,530	\$55,583
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$48,984	\$122,715	\$93,720

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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 2010

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Max. Hours Max. Exp.
518 SANDBURG	\$ 36,240	\$ 40,130	\$ 44,130	\$ 91,350
531 SHAWNEE	39,854	45,368	51,423	81,295
533 SOUTHEASTERN	N/A	N/A	N/A	N/A
534 SPOON RIVER	36,193	39,076	45,798	82,976
539 WOOD	35,689	39,403	44,132	81,538
507 DANVILLE	41,000	41,000	43,000	56,677
519 HIGHLAND	44,520	54,003	66,335	91,444
501 KASKASKIA	39,219	44,410	52,804	74,620
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	39,060	42,060	54,580	77,080
506 SAUK VALLEY	30,957	35,474	35,474	79,391
529 ILLINOIS EASTERN	35,931	N/A	N/A	84,221
513 ILLINOIS VALLEY	36,335	42,736	50,538	94,875
520 KANKAKEE	35,650	42,259	51,021	103,048
517 LAKE LAND	35,075	38,075	39,650	49,650
536 LEWIS & CLARK	42,569	47,273	52,385	93,267
530 LOGAN	38,247	45,157	53,214	88,915
528 MCHENRY	43,622	54,091	71,103	105,919
503 BLACK HAWK	37,509	42,154	46,298	80,753
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	37,936	43,354	43,354	48,984
526 LINCOLN LAND	38,829	45,228	52,356	94,689
505 PARKLAND	37,690	40,475	43,926	88,090
537 RICHLAND	34,174	36,254	46,723	80,185
511 ROCK VALLEY	40,098	45,098	55,226	96,377
522 SOUTHWESTERN	44,808	50,027	54,266	87,684
509 ELGIN	44,867	52,943	72,156	113,432
527 MORTON	41,984	48,671	55,206	112,658
515 PRAIRIE STATE	40,127	49,360	58,861	98,975
510 SOUTH SUBURBAN	33,171	38,345	46,875	111,502
516 WAUBONSEE	41,072	47,340	54,247	104,057
508 CHICAGO	45,882	52,231	56,731	116,441
502 DUPAGE	48,346	61,531	77,530	119,547
512 HARPER	41,360	46,915	58,848	113,153
525 JOLIET	42,308	49,639	56,962	102,437
532 LAKE COUNTY	44,005	53,488	66,011	113,332
524 MORAIN VALLEY	41,581	45,771	50,324	120,775
535 OAKTON	40,608	49,609	60,678	122,715
504 TRITON	43,248	51,316	63,227	111,877
AVERAGES	\$ 39,716	\$ 45,722	\$ 53,583	\$ 93,720

N/A = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC 10**

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 2010**

	<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

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Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2010

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	----	----	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	158	Y	6	2012	Y	IEA/NEA
539 WOOD	30	15	5	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	1	2010	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	160	Y	4	2011	N	IFT/AFT-AFL/CIO
521 REND LAKE	32	18	5	36	166	Y	3	2,011	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	150	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	4	2012	Y	IEA/NEA
528 MCHENRY	30	15	5	30	150	Y	5	2013	Y	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Y	5	2010	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	154	Y	2	2011	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	----	----	32	----	Y	4	2010	Y	ICC Faculty Forum
526 LINCOLN LAND	30	15	6	33	165	Y	3	2012	Y	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	34	175	N	----	----	Y	Academic Employees
537 RICHLAND	30	15	5	32	150	Y	5	2014	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	150	Y	5	2014	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	10	33	155	Y	3	2012	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	177	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	32	180	Y	2	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	4	2012	Y	IEA/NEA
504 TRITON	30	15	10	32	150	Y	3	2012	Y	IFT/AFT-AFL/CIO
TOTALS/AVERAGES	30	15	7	34	162	N = 1 Y = 37	1 = 1 2 = 3 3 = 10 4 = 10 5 = 12 6 = 1 7 = 0	0 = 2009 13 = 2010 10 = 2011 10 = 2012 2 = 2013 2 = 2014 0 = 2015	N = 3 Y = 36	IEA/NEA = 12 IFT/AFT-AFL/CIO = 25 Local Fac Assoc./ Teachers' Union = 2

* previous year information

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (C2)

Section V

**FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2010 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 \$64,990. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$51,845.

Table 10

**SUMMARY OF
FISCAL YEAR 2010 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)	\$17,098	\$59,960	\$39,344
Lowest Salaries (12 month)	\$ 9,358	\$37,809	\$27,028
Average Salaries (9 month)	\$23,412	\$94,809	\$64,990*
Average Salaries (12 month)	\$32,910	\$65,763	\$51,753*
Highest Salaries (9 month)	\$28,024	\$128,717	\$74,738
Highest Salaries (12 month)	\$58,427	\$144,488	\$86,888
Median Salaries (9 month)	\$22,498	\$95,637	\$55,801
Median Salaries (12 month)	\$28,575	\$63,211	\$44,725

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	4	\$17,098	\$19,043	\$26,572	\$34,565	\$36,972	\$26,804
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	4	32,137	41,726	53,377	56,058	56,677	48,892
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	5	17,438	19,268	27,791	45,140	46,343	31,196
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	1	37,130	37,130	37,130	37,130	37,130	37,130
529 ILLINOIS EASTERN	2	25,930	25,930	29,714	33,498	33,498	29,714
513 ILLINOIS VALLEY	1	32,046	32,046	32,046	32,046	32,046	32,046
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	38,659	43,678	48,693	54,610	58,396	48,651
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	34,731	34,731	59,635	61,905	61,905	52,090
528 MCHENRY	12	37,700	39,050	43,950	70,540	90,097	54,628
503 BLACK HAWK	7	34,019	38,360	57,808	78,852	80,753	56,991
540 HEARTLAND	7	20,127	20,236	22,498	28,024	28,024	23,412
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	40,382	40,382	56,262	64,406	64,406	53,683
505 PARKLAND	2	51,234	51,234	51,489	51,744	51,744	51,489
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	2	54,135	54,135	67,634	81,133	81,133	67,634
509 ELGIN	10	48,905	65,365	85,915	109,596	113,432	84,305
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	5	43,811	43,811	47,507	51,879	53,075	48,017
510 SOUTH SUBURBAN	15	30,033	42,276	64,101	74,234	110,651	63,730
516 WAUBONSEE	8	48,328	52,686	58,473	61,221	64,162	57,156
508 CHICAGO	19	51,107	55,809	64,355	71,860	94,886	65,524
502 DUPAGE	23	50,983	80,298	95,637	102,450	119,547	92,874
512 HARPER	19	44,050	46,915	63,473	73,365	99,262	63,692
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	20	44,005	60,793	86,196	104,965	113,332	81,876
524 MORAIN VALLEY	19	35,402	39,146	44,956	56,442	108,576	52,117
535 OAKTON	13	59,960	78,676	81,590	122,715	128,717	94,809
504 TRITON	8	54,250	64,379	88,232	100,807	103,676	83,095
TOTALS/AVERAGES	224	\$39,344	\$45,084	\$55,801	\$66,367	\$74,738	\$64,990
Lowest Low/Highest High		\$17,098				\$128,717	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2010 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	74	\$20,070	\$26,410	\$33,070	\$41,000	\$69,840	\$35,541
531 SHAWNEE	38	9,358	38,688	40,940	47,685	80,000	43,530
533 SOUTHEASTERN	25	15,142	19,322	28,575	45,692	65,520	32,910
534 SPOON RIVER	45	27,810	31,846	36,498	41,126	58,427	38,084
539 WOOD	44	22,822	27,563	34,113	41,650	60,683	35,522
507 DANVILLE	30	26,098	27,423	35,175	41,762	82,736	37,918
519 HIGHLAND	29	30,222	35,776	39,478	43,801	61,773	40,303
501 KASKASKIA	42	28,683	31,634	36,275	41,425	67,775	38,777
523 KISHWAUKEE	43	32,842	39,330	47,831	53,958	71,948	47,449
521 REND LAKE	55	17,128	31,638	37,626	42,515	83,691	38,532
506 SAUK VALLEY	27	30,431	37,300	42,682	51,500	72,284	45,153
529 ILLINOIS EASTERN	105	18,741	28,000	36,685	42,876	93,186	37,025
513 ILLINOIS VALLEY	64	20,280	33,717	41,494	48,937	88,421	42,459
520 KANKAKEE	39	25,957	37,034	40,635	48,194	65,291	42,917
517 LAKE LAND	88	20,748	33,926	39,953	49,299	96,175	43,378
536 LEWIS AND CLARK	66	25,270	30,632	38,327	47,611	68,414	40,161
530 LOGAN	72	32,000	38,588	41,498	49,471	96,078	44,982
528 MCHENRY	113	28,724	35,755	41,962	51,750	92,103	45,631
503 BLACK HAWK	136	26,559	41,901	47,383	57,950	115,283	50,978
540 HEARTLAND	66	29,529	35,819	39,057	43,725	60,000	40,393
514 ILLINOIS CENTRAL	156	28,558	37,980	43,281	49,824	87,124	45,685
526 LINCOLN LAND	95	27,528	40,043	46,125	53,282	72,756	47,143
505 PARKLAND	134	18,105	37,897	46,338	58,622	89,661	49,028
537 RICHLAND	23	21,715	32,311	39,370	44,994	100,661	41,291
511 ROCK VALLEY	114	35,535	42,589	47,369	55,182	84,782	49,923
522 SOUTHWESTERN	111	28,134	47,436	57,750	76,578	144,488	62,939
509 ELGIN	152	31,319	52,806	61,708	74,826	117,689	63,554
527 MORTON	31	28,462	41,307	46,035	55,282	87,947	47,799
515 PRAIRIE STATE	66	26,127	39,363	43,024	46,478	66,515	42,977
510 SOUTH SUBURBAN	68	22,373	31,488	40,161	50,119	81,895	42,478
516 WAUBONSEE	139	30,597	37,462	48,920	56,978	84,581	49,887
508 CHICAGO	527	26,000	47,994	59,349	72,100	119,632	61,274
502 DUPAGE	252	37,586	54,538	63,211	75,088	108,222	65,763
512 HARPER	176	36,855	53,943	62,549	73,719	119,364	64,896
525 JOLIET	162	31,886	44,658	49,603	58,207	75,653	51,643
532 LAKE COUNTY	151	29,065	38,017	42,994	54,065	93,756	47,393
524 MORAIN VALLEY	150	31,345	46,919	55,988	65,866	108,392	58,088
535 OAKTON	135	36,667	47,936	57,137	66,916	107,726	60,034
504 TRITON	65	37,809	44,500	54,108	61,568	88,167	55,116
TOTALS/AVERAGES	3,908	\$27,028	\$37,987	\$44,725	\$53,375	\$86,888	\$51,753
Lowest Low/Highest High		\$9,358				\$144,488	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2010 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 2010. The weighted average administrative staff salary ranged from a low of \$62,209 to a high of \$130,932. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2010 salaries; and the median fiscal year 2010 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 2010 was \$87,248. The lowest reported administrative salary was \$28,086 and the highest was \$324,423. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2010
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$28,086	\$90,000	\$51,750
Average Administrative Salaries	\$62,209	\$130,932	\$87,248*
Highest Administrative Salaries	\$117,185	\$324,423	\$184,235
Median Administrative Salaries	\$55,467	\$129,327	\$79,186

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2010 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	\$44,620	\$63,460	\$74,130	\$99,945	\$170,540	\$82,016
531 SHAWNEE	18	45,581	57,111	62,468	79,672	142,300	70,651
533 SOUTHEASTERN	20	36,071	45,856	58,033	71,701	120,000	62,671
534 SPOON RIVER	16	45,000	53,375	64,375	87,410	142,255	72,536
539 WOOD	26	42,000	55,000	62,773	74,004	168,000	71,382
507 DANVILLE	31	28,086	47,093	67,275	79,697	158,158	69,121
519 HIGHLAND	22	34,649	51,694	65,000	84,188	135,092	70,502
501 KASKASKIA	32	30,368	48,474	57,868	67,494	167,028	62,464
523 KISHWAUKEE	18	51,916	75,000	83,867	100,000	159,080	89,603
521 REND LAKE	19	41,760	62,478	76,257	96,000	140,000	79,858
506 SAUK VALLEY	15	61,891	64,689	73,130	89,344	152,799	82,347
529 ILLINOIS EASTERN	31	37,014	51,000	68,000	95,672	158,802	72,996
513 ILLINOIS VALLEY	19	54,394	63,500	71,289	87,000	158,000	79,454
520 KANKAKEE	70	33,000	46,317	55,467	71,751	170,000	62,209
517 LAKE LAND	23	43,500	57,393	62,751	109,608	184,739	83,682
536 LEWIS & CLARK	55	34,420	53,818	70,450	95,400	261,860	81,703
530 LOGAN	52	44,886	56,715	65,501	78,965	151,152	71,686
528 MC HENRY	42	51,261	68,414	75,102	92,000	188,564	84,465
503 BLACK HAWK	6	77,086	93,974	98,238	135,905	165,000	111,407
540 HEARTLAND	48	42,106	52,711	65,354	83,601	198,739	71,909
514 ILLINOIS CENTRAL	28	54,020	76,973	85,005	97,248	216,320	90,312
526 LINCOLN LAND	57	48,564	62,129	77,288	95,349	198,276	81,922
505 PARKLAND	42	45,013	68,208	77,004	93,225	186,444	82,704
537 RICHLAND	45	35,718	45,945	56,490	73,681	161,000	64,232
511 ROCK VALLEY	34	35,000	67,798	75,331	96,266	169,615	84,325
522 SOUTHWESTERN	22	65,728	89,949	104,129	119,121	156,000	105,824
509 ELGIN	34	83,820	96,468	108,582	123,212	205,492	113,836
527 MORTON	17	47,896	59,000	67,394	83,500	117,185	72,329
515 PRAIRIE STATE	27	50,000	62,383	75,753	97,114	190,000	84,279
510 SOUTH SUBURBAN	26	55,522	68,050	80,090	97,336	131,153	83,244
516 WAUBONSEE	33	69,530	78,280	85,223	103,425	206,000	97,874
508 CHICAGO	101	61,034	89,607	105,965	128,239	288,000	112,036
502 DUPAGE	46	90,000	106,788	129,327	149,341	256,470	130,932
512 HARPER	47	75,096	87,028	107,592	125,623	240,000	111,862
525 JOLIET	36	69,603	79,928	87,200	101,912	214,622	96,764
532 LAKE COUNTY	59	50,421	72,030	80,818	108,202	225,000	89,967
524 MORAIN VALLEY	24	61,189	91,963	101,880	121,396	324,423	114,820
535 OAKTON	30	81,990	102,853	118,081	133,428	221,540	121,451
504 TRITON	36	58,500	64,500	89,104	111,961	191,065	92,441
TOTALS/AVERAGES	1,327	\$51,750	\$67,640	\$79,220	\$98,434	\$184,377	\$87,282
Lowest Low/Highest High		\$28,086				\$324,423	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010**

A summary of the fiscal year 2010 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 2010. 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 2010 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$117,185	\$324,423	\$186,269
Chief Campus Administrator	\$111,769	\$156,980	\$143,069
Chief Finance Officer	\$68,550	\$175,100	\$120,720
Chief Academic Officer	\$69,005	\$182,900	\$122,750
Student Services Officer	\$58,333	\$167,878	\$101,175
Dean-Baccalaureate Education	\$65,978	\$154,917	\$95,197
Dean-Occupational/Career Education	\$57,202	\$137,611	\$94,585
Dean-Continuing Education	\$38,813	\$164,578	\$91,711
Director-Data Processing/Info Technology	\$61,740	\$173,880	\$105,156
Director-Research & Planning	\$46,501	\$156,500	\$88,068
Director-Admissions and Records	\$42,000	\$117,638	\$71,003
Director-Counseling	\$44,620	\$117,870	\$78,772
Director-Financial Aid	\$38,376	\$128,160	\$67,264
Director-Job Placement	\$38,292	\$85,131	\$63,559
Director-Student Activities	\$39,052	\$154,020	\$71,064
Director-Library/LRC	\$40,187	\$122,852	\$76,670
Director-Development/Grants	\$55,241	\$159,650	\$85,412
Director-Public Information/Relations	\$38,102	\$149,816	\$79,219
Director-Personnel/Human Resources	\$52,387	\$157,549	\$87,589
Director-Business Services	\$45,694	\$139,209	\$81,309
Director-Physical Facilities/Grounds	\$50,887	\$128,398	\$83,228
Director-Adult Education	\$45,945	\$109,219	\$77,225
Director-Athletics	\$39,520	\$100,402	\$71,553
Controller	\$42,182	\$142,498	\$86,485
Director-Business/Industry Center	\$50,619	\$104,790	\$79,437

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010

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	\$170,540	1	3	1					\$68,550	1	3	4	\$114,210	1	2	2
SHAWNEE	142,300	1	2	1					79,672	1	3	2	99,343	1	5	2
SOUTHEASTERN	130,435	1	1	1					87,312	1	2	4				
SPOON RIVER	142,255	1	4	1					104,504	1	6	2	97,000	1	0	2
WOOD	168,000	1	1	1					113,651	1	12	2	113,651	1	0	2
DANVILLE	158,158	1	10	1					98,165	1	4	3	125,377	1	12	2
HIGHLAND	135,092	1	3	1					98,884	1	4	2	105,905	1	6	2
KASKASKIA	167,028	1	8	1					105,060	1	1	2	102,752	1	2	2
KISHWAUKEE	159,080	1	1	1					115,000	1	1	2	127,305	1	2	2
REND LAKE	140,000	1	0	1					103,643	1	2	2				
SAUK VALLEY	152,799	1	4	1					77,440	1	3	3	114,093	1	2	2
ILLINOIS EASTERN	158,802	1	14	1	\$111,769	4	3	2	95,672	1	8	3	69,005	4	2	4
ILLINOIS VALLEY	158,000	1	1	1					98,325	1	1	2	122,100	1	1	2
KANKAKEE	170,000	1	0	1					118,677	1	8	2	133,203	1	4	2
LAKE LAND	184,739	1	2	1					119,254	1	14	2	119,008	1	1	2
LEWIS & CLARK	261,860	1	17	1									182,900	1	18	2
LOGAN	151,152	1	9	1					106,742	1	2	2	132,004	1	9	2
MC HENRY	188,564	1	0	1					141,437	1	9	2	129,000	1	0	2
BLACK HAWK	165,000	1	1	1									135,905	1	0	2
HEARTLAND	198,739	1	18	1					128,137	1	13	2	130,328	1	8	2
ILLINOIS CENTRAL	216,320	1	9	1					140,150	1	8	2				
LINCOLN LAND	198,276	1	3	1					129,967	1	10	2	132,024	1	8	2
PARKLAND	186,444	1	11	1					108,958	1	1	2	109,403	2	6	2
RICHLAND	161,000	1	8	1					123,516	1	11	2				
ROCK VALLEY	169,615	1	5	1					132,385	1	7	2	121,680	1	1	2
SOUTHWESTERN	156,000	1	1	1									149,375	1	8	2
ELGIN	205,492	1	3	1					147,543	1	1	2	119,530	1	1	2
MORTON	117,185	1	1	1					105,574	1	1	2	105,600	1	0	2
PRAIRIE STATE	190,000	1	1	1					127,026	1	2	2	130,000	1	0	2
SOUTH SUBURBAN	194,500	1	9	1					123,443	1	9	2	131,153	1	6	2
WAUBONSEE	206,000	1	8	1					157,899	1	4	2	167,633	1	8	2
CHICAGO	288,000	1	33	1	156,980	9	21	2	159,367	2	13	2	151,127	1	15	2
DUPAGE	256,470	1	1	1					175,100	1	0	2	173,555	1	5	2
HARPER	240,000	1	0	1									168,522	1	8	2
JOLIET	214,622	1	3	1					137,387	1	6	2	137,387	1	3	2
LAKE COUNTY	225,000	1	0	1					121,573	1	2	2	132,041	1	2	2
MORAIN VALLEY	324,423	1	18	1					133,707	1	13	2				
OAKTON	221,540	1	14	1					151,748	1	1	2	136,974	1	3	2
TRITON	191,065	1	9	1					151,101	1	11	2	129,000	1	1	2
NUMBER OF PERSONS	39				13				36				38			
AVERAGES	\$186,269				\$143,069				\$120,720				\$122,750			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010

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	\$122,250	1	10	2					\$71,580	2	2	4	\$80,720	2	14	4
SHAWNEE	84,193	2	5	2	\$82,839	1	20	4								
SOUTHEASTERN					66,931	1	25	4	57,202	1	2	4	67,633	1	9	4
SPOON RIVER	73,748	1	0	4					73,806	1	0	4				
WOOD	113,651	1	21	2	74,210	1	0	3	72,765	1	1	3				
DANVILLE	81,065	1	6	4	77,615	2	6	4	91,488	1	7	4	38,813	1	1	6
HIGHLAND	86,573	1	13	3					83,570	1	3	4				
KASKASKIA	91,052	1	2	2	65,978	1	2	4	76,912	1	2	4	61,651	1	2	4
KISHWAUKEE	100,000	1	0	2	85,369	2	1	4	81,233	2	22	4	109,241	1	0	2
REND LAKE	75,000	1	0	3	96,000	2	1	2					77,500	1	1	5
SAUK VALLEY	74,840	1	2	3					73,130	1	1	3				
ILLINOIS EASTERN	58,333	3	12	4												
ILLINOIS VALLEY									81,523	1	2	3				
KANKAKEE	95,562	1	2	4	103,920	1	8	4					74,404	1	12	4
LAKE LAND	119,125	1	4	2	104,188	1	13	3	104,188	1	21	3				
LEWIS & CLARK	129,380	1	15	2	83,415	1	0	3	79,500	1	1	3				
LOGAN	110,250	1	1	2	103,509	1	9	3					100,676	1	12	3
MC HENRY	101,855	1	3	2					96,000	1	0	3	88,836	1	2	4
BLACK HAWK	97,811	1	0	2	96,319	2	2	4								
HEARTLAND	100,889	1	3	3									109,123	1	4	2
ILLINOIS CENTRAL	81,231	1	1	4												
LINCOLN LAND	126,797	1	11	2												
PARKLAND	117,404	1	4	2	77,021	2	1	3	112,416	1	12	3				
RICHLAND	69,245	1	2	4	78,753	2	4	4	68,873	2	1	4				
ROCK VALLEY	90,872	1	4	3					115,709	1	6	3				
SOUTHWESTERN	99,000	1	0	3	119,121	1	4	4	119,606	1	6	4	71,698	1	6	4
ELGIN	123,212	1	4	3	128,180	1	4	3	104,145	1	1	3	134,396	1	4	3
MORTON													67,394	1	14	4
PRAIRIE STATE	107,568	1	24	2	101,335	1	11	4	85,693	1	3	4	103,930	1	11	4
SOUTH SUBURBAN	97,336	1	3	2					106,670	1	8	4				
WAUBONSEE	104,615	1	10	3	82,286	6	3	4					85,223	1	7	4
CHICAGO	100,196	7	14	4	101,900	14	11	3	111,751	6	16	3	89,766	4	12	4
DUPAGE					154,917	1	9	4	134,118	1	8	4	126,156	1	5	4
HARPER	167,878	1	23	2					137,611	1	14	4	107,592	1	19	4
JOLIET	132,169	1	2	2	99,940	1	1	4	99,940	1	2	4				
LAKE COUNTY	152,202	1	12	2												
MORAIN VALLEY					134,069	1	27	4	101,430	1	2	4				
OAKTON	133,428	1	5	2									164,578	1	6	2
TRITON	129,780	1	1	4	109,262	1	3	4					91,711	1	2	4
NUMBER OF PERSONS		43				47				33				24		
AVERAGES	\$101,175				\$95,197				\$94,585				\$91,711			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)**

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010

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	\$114,210	1	2	2					\$102,210	1	4	4	\$44,620	1	4	4
SHAWNEE	69,933	1	8	4	60,000	1	4	4	68,518	1	20	4	60,419	1	8	4
SOUTHEASTERN	67,633	1	14	6					45,783	1	3	6	76,497	1	15	4
SPOON RIVER	70,040	1	1	4												
WOOD	61,740	1	2	4					42,000	1	0	4				
DANVILLE	72,937	1	13	6	46,501	1	0	5	64,557	1	18	4	69,735	1	5	6
HIGHLAND	65,000	2	1	4	58,406	1	3	4								
KASKASKIA	73,300	1	13	4	61,651	1	0	4	48,672	1	2	4	48,672	1	2	4
KISHWAUKEE	80,314	1	5	2	75,000	1	10	2	73,240	1	4	4				
REND LAKE	96,263	2	6	2												
SAUK VALLEY	109,984	1	7	3	89,344	1	2	3								
ILLINOIS EASTERN	79,646	1	13	4					46,803	3	3	4				
ILLINOIS VALLEY	97,448	1	16	3	87,000	1	0	2	54,394	1	7	3	66,272	1	5	3
KANKAKEE	80,493	1	1	4	68,595	1	3	4	62,873	1	5	6	71,751	1	6	4
LAKE LAND	109,608	1	8	5	56,856	1	1	6	87,221	1	15	4				
LEWIS & CLARK									66,140	1	8	4	83,639	1	17	4
LOGAN	97,126	1	28	4												
MC HENRY	96,960	1	1	2	75,000	1	0	4	75,204	1	5	4				
BLACK HAWK																
HEARTLAND	108,367	1	12	3	77,800	1	6	3	69,791	1	11	4	48,800	1	0	4
ILLINOIS CENTRAL	90,747	1	5	4	127,324	1	6	2	57,097	1	1	6	92,985	1	15	6
LINCOLN LAND	113,674	1	2	2	75,851	1	5	4	81,196	1	2	3	62,129	1	3	4
PARKLAND					75,666	1	1	3	93,680	1	15	4				
RICHLAND	88,864	1	28	4					43,788	1	5	6				
ROCK VALLEY	99,133	1	2	4	58,371	1	3		68,393	1	3	4				
SOUTHWESTERN	143,827	1	9	2	112,493	1	29	2	78,256	1	7	4	103,425	1	7	4
ELGIN	145,221	1	2	2	116,850	1	2	2					117,870	1	12	4
MORTON					59,786	1	3	4	50,000	1	0	4				
PRAIRIE STATE	90,203	1	3	4	60,922	1	11	4	59,423	1	0	4				
SOUTH SUBURBAN	80,683	1	2	6	66,698	1	2	4	64,547	1	3	4	100,498	1	9	4
WAUBONSEE	129,101	1	9	3					75,753	1	3	4	79,277	1	3	4
CHICAGO	173,880	1	2	2					70,168	6	10	4				
DUPAGE	172,834	1	3	2	156,500	1	18	4	101,495	1	2	4	97,145	1	5	4
HARPER	119,086	3	7	4	100,000	1	0	4	117,638	1	15	4	86,529	1	7	4
JOLIET	142,134	1	1	2	132,169	1	3	2	84,516	1	5	4				
LAKE COUNTY									112,131	1	10	3	92,610	1	1	4
MORAIN VALLEY	165,318	1	8	4	97,241	1	23	4	103,858	1	11	4	93,794	1	3	4
OAKTON	128,797	3	5	4	150,665	1	24	4	95,072	1	8	4				
TRITON	114,726	1	3	3	143,069	1	4	2	60,255	1	1	4				
NUMBER OF PERSONS	40				26				39				19			
AVERAGES	\$105,156				\$88,068				\$71,003				\$78,772			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010

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	\$75,350	1	15	4									\$88,810	1	4	4
SHAWNEE	57,260	1	17	4									50,596	1	4	4
SOUTHEASTERN	39,640	1	2	4									71,523	1	25	4
SPOON RIVER																
WOOD	51,597	1	3	4									55,319	1	18	4
DANVILLE	63,076	1	23	4	\$42,435	1	1	6					49,920	1	2	4
HIGHLAND	59,040	1	3	4									59,741	1	1	4
KASKASKIA	45,968	1	2	4									57,384	1	10	4
KISHWAUKEE													77,304	1	10	3
REND LAKE	76,257	1	29	4												
SAUK VALLEY																
ILLINOIS EASTERN	38,376	4		4									40,187	4	6	4
ILLINOIS VALLEY	62,000	1	0	3												
KANKAKEE	60,580	1	2	4	42,595	1	1	6	39,052	1	2	6	73,018	1	9	4
LAKE LAND	60,213	1	4	6												
LEWIS & CLARK	66,140	1	6	4	38,292	1	0	6	154,020	1	17	2	103,390	1	0	3
LOGAN	66,150	1	2	4	83,645	1	7	4	51,266	1	3	4	63,394	1	11	4
MC HENRY	62,000	1	6	4					69,435	1	2	4				
BLACK HAWK																
HEARTLAND	78,428	1	6	4					54,184	1	2	4	54,813	1	8	4
ILLINOIS CENTRAL	57,912	1	1	6												
LINCOLN LAND	89,111	1	24	3					48,564	1	4	4	89,111	1	8	4
PARKLAND	72,900	1	3	4	72,302	1	15	4	68,208	1	11	4	81,156	1	10	5
RICHLAND	49,027	1	1	4	69,465	1	3	4	45,355	1	1	4	56,337	1	5	4
ROCK VALLEY	60,080	1	3	4									86,063	1	10	4
SOUTHWESTERN	79,131	1	5	4					65,728	1	19	4	89,949	1	3	4
ELGIN	90,789	1	1	3									121,672	1	6	3
MORTON	60,000	1	0	4					47,896	1	0	4	59,000	1	1	4
PRAIRIE STATE	60,691	1	14	4					62,150	1	4	4	82,874	1	3	4
SOUTH SUBURBAN	81,673	1	14	4												
WAUBONSEE	83,554	1	2	6												
CHICAGO	67,408	4	11	4												
DUPAGE	128,160	1	5	4									113,500	1	2	4
HARPER	100,039	1	3	4	85,131	1	9	4	86,059	1	28	4	107,697	1	2	4
JOLIET	69,794	1	1	4												
LAKE COUNTY	80,818	1	1	4	76,981	1	5	4	91,729	1	9	4	116,843	1	8	4
MORAIN VALLEY	84,188	1	19	4	61,189	1	2	4	66,150	1	1	4	115,382	1	7	4
OAKTON	102,853	1	10	4					116,160	1	24	4	122,852	1	19	4
TRITON	60,255	1	2	4									91,711	1	3	4
NUMBER OF PERSONS	41				9				15				30			
AVERAGES	\$67,264				\$63,559				\$71,064				\$76,670			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)**

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010

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	\$61,050	1	6	4	\$67,400	1	17	4	\$74,130	1	2	4	\$63,160	1	1	4
SHAWNEE																
SOUTHEASTERN	58,864	1	3	4									58,710	1	3	4
SPOON RIVER													59,242	1	5	4
WOOD	57,006	1	10	4	55,000	1	0	4	55,319	1	12	4				
DANVILLE	67,275	1	1	4					103,986	1	23	4				
HIGHLAND									78,972	1	14	3				
KASKASKIA					51,472	1	24	4	61,464	1	10	4	59,622	1	25	4
KISHWAUKEE	84,734	1	0	2	51,916	1	2	2	78,431	1	7	4				
REND LAKE																
SAUK VALLEY	68,758	1	0	4					69,713	1	5	4				
ILLINOIS EASTERN					38,102	3	3	4	52,387	1	8	4	45,694	5	17	4
ILLINOIS VALLEY									55,545	1	3	3				
KANKAKEE					65,000	1	6	4	72,420	1	2	4	49,277	1	1	6
LAKE LAND	55,241	1	3	6	62,570	1	11	5	62,580	1	4	6				
LEWIS & CLARK					74,000	1	0	3	70,000	1	0	4				
LOGAN					62,430	1	5	4	76,748	1	5	4	54,904	1	6	4
MC HENRY	76,391	1	8	4	68,414	1	2	4	80,800	1	1	2	62,225	1	0	4
BLACK HAWK									77,086	1	1	4				
HEARTLAND					71,691	1	11	3	71,652	1	11	3	55,110	1	11	3
ILLINOIS CENTRAL	85,922	1	8	3	102,587	1	9	2	97,221	1	2	3				
LINCOLN LAND	60,839	1	2	4	77,552	1	5	4	95,349	1	9	3	96,217	1	15	3
PARKLAND	63,055	1	1	3	74,096	1	4	3								
RICHLAND	82,902	1	3	3	86,694	1	3	3	62,925	1	3	4	60,268	1	3	4
ROCK VALLEY	125,025	1	9	2	56,873	1	2		88,353	1	3	4	81,436	1	5	4
SOUTHWESTERN	114,602	1	0	4	110,000	1	3	2	130,123	1	26	2	93,487	1	22	6
ELGIN	108,665	1	1	2	117,502	1	2	2	137,125	1	2	2				
MORTON									75,000	1	1	4				
PRAIRIE STATE	68,585	1	12	4	68,633	1	2	4	91,895	1	3	4				
SOUTH SUBURBAN					55,522	1	6	6	56,892	1	1	4				
WAUBONSEE	80,488	1	5	4	75,753	1	2	4	103,425	1	18	4				
CHICAGO	155,785	1	6	2	105,886	1	9	4	157,549	1	5	2	122,304	7	25	4
DUPAGE	159,650	1	0	2	132,000	1	0	2					139,209	1	15	4
HARPER					135,066	1	7	3	125,623	1	3	2				
JOLIET	86,902	1	6	4	69,603	1	2	6	103,884	1	1	4	99,367	1	5	4
LAKE COUNTY	77,904	1	10	6	108,202	1	18	4	96,378	1	2	4	66,979	1	10	4
MORAIN VALLEY	97,241	1	26	4	92,822	1	10	4	97,848	1	10	4				
OAKTON	81,990	1	5	4	149,816	1	5	4	124,602	1	13	3	92,853	1	10	4
TRITON	71,021	1	3	4	92,995	1	4	4	105,000	1	0	3				
NUMBER OF PERSONS	24				31				33				28			
AVERAGES	\$85,412				\$79,219				\$87,589				\$81,309			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010

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					\$74,130	1	3	4								
SHAWNEE	53,629	1	0	4	68,518	1	14	4								
SOUTHEASTERN	\$53,850	1	4	4	49,548	1	13	6					\$55,742	1	7	6
SPOON RIVER	50,887	1	17	4	54,425	1	2	6	\$45,000	1	2	6				
WOOD	54,464	1	2	4					58,488	1	7	4				
DANVILLE	77,453	1	5	4	62,022	1	19	5	42,346	1	2	6	62,487	1	4	6
HIGHLAND	64,500	1	0	4	58,406	1	3	4	70,124	1	15	4	42,182	1	3	4
KASKASKIA	55,000	1	0	4	49,920	1	1	4	39,520	1	0	4	56,113	1	3	4
KISHWAUKEE													83,000	1	1	4
REND LAKE	99,071	1	14	4					62,478	1	4	4	73,666	1	6	4
SAUK VALLEY	64,689	1	5	4	61,891	1	2	4	65,681	1	16	5				
ILLINOIS EASTERN					58,490	1	1	4								
ILLINOIS VALLEY	61,618	1	4	3									63,500	1	0	3
KANKAKEE	91,475	1	1	4	84,243	1	5	4	77,435	1	1	4	66,363	1	3	4
LAKE LAND	59,747	1	7	5					62,580	1	4	6	70,816	1	2	5
LEWIS & CLARK	95,400	1	0	3	74,252	1	13	4	71,200	1	0	6				
LOGAN	78,744	1	14	4	79,186	1	13	4	92,327	1	9	4				
MC HENRY	71,962	1	1	2	69,435	1	2	4	85,733	1	19	4	90,201	1	5	2
BLACK HAWK																
HEARTLAND	87,791	1	3	3	62,488	1	3	3	53,681	1	3	4	87,840	1	18	3
ILLINOIS CENTRAL	84,088	1	3	4									72,305	1	3	3
LINCOLN LAND	60,071	1	0	4	59,544	1	2	4	57,782	1	9	4	76,614	1	11	4
PARKLAND	101,619	1	9	4	58,782	1	1	3	73,424	1	1	4	65,521	1	1	4
RICHLAND	88,533	1	21	4	45,945	1	5	4								
ROCK VALLEY	71,324	1	0	4	71,301	1	18	4					70,304	1	2	4
SOUTHWESTERN	97,400	1	27	4	104,832	1	6	4	89,375	1	30	4	108,384	1	7	4
ELGIN	99,277	1	0	3	108,499	1	1	3					99,868	1	3	3
MORTON	89,215	1	8	4	54,000	1	2	4								
PRAIRIE STATE	90,134	1	10	4									84,974	1	2	4
SOUTH SUBURBAN	86,167	1	10	4	97,336	1	3	2	70,485	1	3	6	92,989	1	8	4
WAUBONSEE	99,117	1	10	4	69,530	1	1	4					100,000	1	0	3
CHICAGO					103,494	6	17	3					103,984	1	4	4
DUPAGE	113,227	1	2	4					96,778	1	3	4	137,743	1	9	4
HARPER	128,398	1	7	4					84,007	1	19	4	142,498	1	3	2
JOLIET	90,333	1	2	4	109,219	1	10	4	81,177	1	14	4	107,829	1	7	4
LAKE COUNTY	98,784	1	7	4	78,719	1	1	5	78,585	1	5	4	112,350	1	26	4
MORAIN VALLEY	120,335	1	7	4	71,766	1	3	4	87,114	1	26	4	114,253	1	7	4
OAKTON					82,574	1	2	4	100,402	1	0	4	104,743	1	1	4
TRITON	108,208	1	0	4	85,696	1	2	4					75,309	1	7	4
NUMBER OF PERSONS	33				34				23				28			
AVERAGES	\$83,228				\$77,225				\$71,553				\$86,485			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2010**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG				
SHAWNEE				
SOUTHEASTERN				
SPOON RIVER				
WOOD	65,200	1	3	4
DANVILLE	79,697	1	22	4
HIGHLAND				
KASKASKIA	50,619	1	3	4
KISHWAUKEE	85,000	1	0	4
REND LAKE	52,162	1	10	4
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	77,453	1	20	3
KANKAKEE	55,338	1	19	6
LAKE LAND	86,809	1	22	4
LEWIS & CLARK	78,474	1	0	3
LOGAN	76,619	1	12	4
MC HENRY	64,000	1	0	2
BLACK HAWK				
HEARTLAND	84,608	1	6	3
ILLINOIS CENTRAL	83,537	1	11	5
LINCOLN LAND	65,147	1	4	4
PARKLAND	84,147	2	7	4
RICHLAND	77,241	1	3	4
ROCK VALLEY				
SOUTHWESTERN	92,323	1	13	4
ELGIN				
MORTON	54,500	1	1	4
PRAIRIE STATE				
SOUTH SUBURBAN	91,285	1	3	4
WAUBONSEE				
CHICAGO	104,700	1	14	2
DUPAGE				
HARPER	104,146	1	9	2
JOLIET				
LAKE COUNTY	86,148	1	8	4
MORAIN VALLEY	104,790	1	1	4
OAKTON	97,838	1	4	4
TRITON				
NUMBER OF PERSONS	25			
AVERAGES	\$79,437			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2010
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 2010 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 2010*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	32	\$2,314	\$3,774	\$5,693
Accountant II	20	2,285	4,067	6,698
Account Clerk I	49	1,810	2,810	4,222
Account Clerk II	45	1,955	2,884	4,598
Admissions/Records Assistant	139	1,661	2,602	4,088
Admissions/Records Supervisor	74	1,875	4,224	7,566
Audio/Visual Services Manager	18	2,222	4,706	8,189
Bookstore Manager	24	2,269	4,509	7,795
Clerk Typist	371	1,650	2,689	3,501
Computer Operator I	12	2,443	3,536	4,237
Computer Operator II	6	3,288	4,946	7,240
Computer Programmer I	11	3,315	3,766	4,339
Computer Programmer II	17	2,285	4,143	6,541
Computer Systems Analyst	46	2,045	4,929	7,823
Building Custodian	869	1,797	2,632	4,385
Building Services Supervisor	104	2,474	3,804	6,512
Data Entry Operator	43	1,654	2,872	4,408
Library Assistant	158	1,593	2,667	3,802
Programmer/Analyst	48	3,206	5,201	7,472
Purchasing Assistant	22	1,650	2,840	4,000
Purchasing Supervisor	11	2,611	4,829	6,650
Telephone Operator	64	1,562	2,564	4,032
Secretary-General	498	1,735	2,737	3,989
Secretary-Administrative	348	2,035	3,058	4,977
Secretary-Executive	155	2,237	4,030	5,906
Security Officer/Guard	167	1,761	3,028	4,364
Security Supervisor	51	2,780	4,908	7,649
Shipping/Receiving Assistant	56	1,562	2,958	4,656
Administrator, Local Area Network	40	3,433	5,565	8,977
Telecommunications, Technician	44	2,479	4,120	6,815
Coordinator, Telecommunications	15	2,148	4,779	7,252
Program Administrative Assistant	79	2,177	3,018	3,681
Accountant III	12	3,055	4,328	5,834
Computer Programmer III	5	4,041	6,151	9,245
Account Technician I	46	2,530	3,002	4,358
Account Technician II	28	2,387	3,432	4,127
Account Technician III	39	3,498	4,020	4,874
Accountant IV	2	4,009	4,781	5,554
Accountant V	2	3,543	5,226	6,909
Administrative Aide	1	3,428	3,428	3,428
Administrative Assistant I	192	1,827	3,280	3,994
Administrative Assistant II	115	2,529	3,540	5,950
Admissions & Records Officer	31	2,934	4,291	6,167
Admissions Representative	53	1,539	3,250	5,327
Applications Programmer I, II, or III	22	2,447	4,386	6,776
Audio Visual Aids Technician I, II, or III	29	1,650	3,349	4,955
Benefits Manager	12	2,769	4,694	9,019
Budget Analyst	7	3,088	5,295	7,087
Building & Grounds Supervisor	23	2,806	4,492	6,562
Building Maintenance Coordinator	19	2,513	5,420	8,007
Building Mechanic	109	2,735	3,489	5,361
Business Manager	4	3,137	5,725	7,251
Cashier I	12	1,476	2,318	2,921
Cashier II	14	1,625	2,244	2,981
Cashier III	7	2,184	3,089	4,937
Cashier IV	2	3,250	3,445	3,640
Chief Accountant	9	3,515	5,118	6,909
Child Care Assistant	51	1,525	2,516	3,874
Child Care Development Supervisor	34	1,983	3,659	5,914

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 2010*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	5	\$2,363	\$3,731	\$5,099
Data Processing Equipment Technician II	11	1,892	2,948	4,053
Data Processing Equipment Technician III	12	2,566	3,758	5,037
Financial Aid Adviser I	107	1,839	3,147	4,530
Financial Aid Adviser II	45	2,417	3,574	5,120
Financial Aid Adviser III	17	2,321	3,317	4,566
Financial Aid Adviser IV	15	3,423	4,658	6,287
Grounds Worker	94	1,779	2,879	4,238
Grounds-Assistant Superintendent of Grounds	7	2,103	3,717	4,792
Grounds-Superintendent of Grounds	8	3,016	4,123	4,623
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	83	2,000	4,048	6,617
Kitchen Helper	20	1,508	1,993	2,505
Microcomputer Support Specialist I	46	2,080	3,368	5,398
Microcomputer Support Specialist II	20	2,155	3,728	6,257
Microcomputer Support Specialist III	11	3,522	4,454	6,332
Painter	14	2,776	3,511	4,328
Payroll Clerk	15	1,539	2,902	4,106
Payroll Manager	8	3,018	4,381	5,708
Payroll Specialist	22	1,925	3,320	5,669
Program Advisor/Student Advisor	118	2,282	3,502	5,021
Program Coordinator- ESL	13	2,670	4,123	5,518
Program Coordinator- Literacy	28	1,728	3,658	5,576
Research Associate	23	2,344	3,890	6,958
Statistical Clerk	3	2,817	3,205	3,593
Training Assistant-Family Literacy Case Manager	2	1,888	2,595	3,303
Web Designer/Webmaster	21	2,417	4,355	6,747
Web Specialist	23	2,106	4,115	6,190

*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 2009**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2009. 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 2009 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Administrative	\$6,237	\$22,245	\$11,596
9-Month Teaching Faculty	\$4,029	\$20,085	\$11,030
12-Month Teaching Faculty	\$5,944	\$14,191	\$9,815
9-Month Other Professional (Nonteaching)	\$2,832	\$20,835	\$9,873
12-Month Other Professional (Nonteaching)	\$4,945	\$15,439	\$10,487
Classified	\$5,055	\$15,825	\$9,676

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2009

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		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	
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	X
527 MORTON	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
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CHICAGO	X	X	X	X			X	X	X		X	X
502 DUPAGE	X	X	X	X		X	X	X	X		X	X
512 HARPER	X	X	X	X	X		X			X	X	X
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	25	37	20	3	36	33	31	14	37	28

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

Illinois Community College Board

Table 20

FISCAL YEAR 2009 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	21	\$226,338	\$10,778	64	\$547,900	\$8,561			
531 SHAWNEE	17	106,024	6,237	45	241,408	5,365	1	\$6,138	\$6,138
533 SOUTHEASTERN	23	155,063	6,742	43	267,758	6,227	1	5,944	5,944
534 SPOON RIVER	11	135,135	12,285	31	319,570	10,309			
539 WOOD	6	45,116	7,519	55	534,291	9,714	2	15,275	7,638
507 DANVILLE	20	185,429	9,271	51	433,118	8,493			
519 HIGHLAND	16	269,236	16,827	46	665,796	14,474			
501 KASKASKIA	32	432,731	13,523	68	1,365,768	20,085			
523 KISHWAUKEE	18	140,533	7,807	72	582,187	8,086			
521 REND LAKE	23	240,041	10,437	52	531,682	10,225	10	79,309	7,931
506 SAUK VALLEY	16	283,172	17,698	43	671,622	15,619	1	11,594	11,594
529 ILLINOIS EASTERN	31	243,040	7,840	94	737,545	7,846	11	98,885	8,990
513 ILLINOIS VALLEY	20	243,445	12,172	89	1,007,581	11,321			
520 KANKAKEE	68	603,679	8,878	61	544,834	8,932			
517 LAKE LAND	21	215,099	10,243	116	1,190,363	10,262			
536 LEWIS AND CLARK	47	359,077	7,640	96	707,437	7,369			
530 LOGAN	53	454,206	8,570	111	952,200	8,578	3	20,383	6,794
528 MC HENRY	35	361,214	10,320	82	847,374	10,334			
503 BLACK HAWK	7	108,001	15,429	128	1,489,776	11,639	1	12,645	12,645
540 HEARTLAND	49	467,892	9,549	79	677,251	8,573	6	43,095	7,183
514 ILLINOIS CENTRAL	26	443,418	17,055	193	2,624,115	13,596			
526 LINCOLN LAND	58	504,552	8,699	121	1,004,303	8,300			
505 PARKLAND	40	764,792	19,120	164	2,748,599	16,760			
537 RICHLAND	50	397,776	7,956	73	719,239	9,853			
511 ROCK VALLEY	34	444,892	13,085	154	1,337,250	8,683			
522 SOUTHWESTERN	22	233,132	10,597	152	1,415,411	9,312	2	28,382	14,191
509 ELGIN	33	507,941	15,392	135	2,024,813	14,999			
527 MORTON	14	102,925	7,352	55	565,929	10,290			
515 PRAIRIE STATE	27	181,936	6,738	81	621,598	7,674			
510 SOUTH SUBURBAN	26	305,993	11,769	110	1,040,371	9,458			
516 WAUBONSEE	34	462,858	13,613	102	1,383,571	13,564			
508 CHICAGO	100	1,121,696	11,217	552	6,882,939	12,469	16	208,339	13,021
502 DUPAGE	43	311,365	7,241	281	1,927,990	6,861			
512 HARPER	47	1,045,512	22,245	200	2,905,091	14,525			
525 JOLIET	36	597,351	16,593	213	3,447,888	16,187			
532 LAKE COUNTY	59	920,043	15,594	191	769,484	4,029			
524 MORAIN VALLEY	24	332,922	13,872	183	2,515,894	13,748			
535 OAKTON	35	563,700	16,106	140	1,700,851	12,149			
504 TRITON	35	291,307	8,323	113	1,215,843	10,760			
TOTALS/AVERAGES	1,277	\$14,808,581	\$11,596	4,639	\$51,166,639	\$11,030	54	\$529,989	\$9,815

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 2009 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	5	\$47,217	\$9,443	78	\$567,956	\$7,281	59	\$407,836	\$6,912
531 SHAWNEE				39	192,866	4,945	36	181,997	5,055
533 SOUTHEASTERN	1	8,441	8,441	18	118,098	6,561	29	163,177	5,627
534 SPOON RIVER				53	577,132	10,889	24	248,535	10,356
539 WOOD				63	656,652	10,423	76	714,418	9,400
507 DANVILLE	3	25,523	8,508	41	337,614	8,234	67	576,418	8,603
519 HIGHLAND				42	485,658	11,563	64	698,639	10,916
501 KASKASKIA				40	434,917	10,873	42	387,589	9,228
523 KISHWAUKEE	12	83,595	6,966	63	494,721	7,853	68	577,053	8,486
521 REND LAKE				62	608,391	9,813	54	502,139	9,299
506 SAUK VALLEY	2	13,009		29	435,167	15,006	47	606,223	12,898
529 ILLINOIS EASTERN				56	394,396	7,043	115	830,304	7,220
513 ILLINOIS VALLEY				67	695,280	10,377	62	539,535	8,702
520 KANKAKEE				35	281,751	8,050	57	468,902	8,226
517 LAKE LAND	9	74,948	8,328	61	583,516	9,566	79	776,900	9,834
536 LEWIS AND CLARK				57	406,117	7,125	82	558,416	6,810
530 LOGAN	3	8,497	2,832	80	528,717	6,609	140	951,800	6,799
528 MC HENRY	5	46,649	9,330	111	1,265,016	11,397	48	433,776	9,037
503 BLACK HAWK	4	35,372	8,843	2	25,987	12,994	220	2,965,376	13,479
540 HEARTLAND	7	36,428	5,204	70	553,318	7,905	52	381,092	7,329
514 ILLINOIS CENTRAL				122	1,600,149	13,116	173	2,215,392	12,806
526 LINCOLN LAND	3	26,182	8,727	104	795,081	7,645	132	1,028,946	7,795
505 PARKLAND	2	41,670	20,835	136	2,099,689	15,439	106	1,677,405	15,825
537 RICHLAND				26	194,075	7,464	61	477,703	7,831
511 ROCK VALLEY				115	1,513,741	13,163	128	1,614,151	12,611
522 SOUTHWESTERN	3	23,608	7,869	131	919,442	7,019	185	1,172,077	6,336
509 ELGIN	13	161,009	12,385	180	1,998,328	11,102	117	1,449,490	12,389
527 MORTON				31	244,565	7,889	60	463,443	7,724
515 PRAIRIE STATE				68	389,896	5,734	77	472,656	6,138
510 SOUTH SUBURBAN	18	170,440	9,469	89	872,864	9,807	105	1,013,877	9,656
516 WAUBONSEE	9	139,603	15,511				211	2,650,908	12,564
508 CHICAGO	18	221,342	12,297	445	4,173,115	9,378	801	7,632,592	9,529
502 DUPAGE	23	176,125	7,658				522	3,191,409	6,114
512 HARPER	25	325,244	13,010	191	2,632,100	13,781	262	3,066,997	11,706
525 JOLIET				175	2,618,822	14,965	142	2,110,826	14,865
532 LAKE COUNTY	20	78,696	3,935	144	1,661,195	11,536	229	2,099,573	9,168
524 MORAIN VALLEY	19	255,218	13,433	141	1,902,119	13,490	186	2,478,225	13,324
535 OAKTON	14	179,686	12,835				309	3,159,768	10,226
504 TRITON	9	62,582	6,954	61	572,885	9,392	171	1,286,740	7,525
TOTALS/AVERAGES	227	\$2,241,084	\$9,873	3,226	\$33,831,337	\$10,487	5,398	\$52,232,302	\$9,676

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2010
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 2010 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 2010 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%	7.9%	3.8%
Faculty (9 and 12 Months)	1.4%	10.3%	4.9%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	10.0%	4.4%
Classified	0.0%	8.4%	4.1%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2010 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	---	---	---	---
534 SPOON RIVER	5.0	4.0	4.0	4.0
539 WOOD	5.0	5.0	5.0	5.0
507 DANVILLE	3.5	3.5	3.5	3.5
519 HIGHLAND	0.0	1.4	0.7	0.0
501 KASKASKIA	7.7	5.8	4.5	8.4
523 KISHWAUKEE	3.9	5.2	3.6	4.0
521 REND LAKE	4.5	4.8	4.5	3.0
506 SAUK VALLEY	3.1	5.0	5.0	3.0
529 ILLINOIS EASTERN	0.0	3.7	0.0	0.0
513 ILLINOIS VALLEY	3.5	3.6	4.0	4.0
520 KANKAKEE	6.2	5.2	5.7	5.8
517 LAKE LAND	3.5	5.0	3.5	3.5
536 LEWIS & CLARK	7.9	6.8	6.2	5.7
530 LOGAN	4.9	5.2	4.7	4.0
528 MC HENRY	4.9	10.3	5.8	6.2
503 BLACK HAWK	3.8	3.7	2.4	3.2
540 HEARTLAND	3.8	3.8	3.8	3.8
514 ILLINOIS CENTRAL	4.0	5.8	4.6	8.2
526 LINCOLN LAND	3.5	3.5	3.5	3.5
505 PARKLAND	4.5	5.3	5.3	5.1
537 RICHLAND	4.1	4.1	4.1	4.1
511 ROCK VALLEY	3.5	4.6	3.5	3.5
522 SOUTHWESTERN	5.0	5.0	5.0	5.0
509 ELGIN	5.4	6.2	5.7	4.8
527 MORTON	1.4	4.2	4.3	3.7
515 PRAIRIE STATE	5.9	4.2	10.0	8.0
510 SOUTH SUBURBAN	3.4	4.8	4.4	5.0
516 WAUBONSEE	3.0	5.0	5.0	3.0
508 CHICAGO	0.0	3.0	4.0	3.0
502 DUPAGE	1.3	8.5	7.5	5.5
512 HARPER	4.3	4.3	4.3	4.3
525 JOLIET	4.0	4.0	4.0	4.0
532 LAKE COUNTY	2.9	6.6	3.3	2.9
524 MORAIN VALLEY	5.0	5.0	5.0	5.0
535 OAKTON	3.4	4.7	4.7	4.5
504 TRITON	3.0	4.0	4.0	4.0
TOTALS/AVERAGES	3.8 %	4.9 %	4.4 %	4.1 %

--- = Data Not Available

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

Section XI

**FISCAL YEAR 2009 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2009 and the average total salaries paid to full-time faculty in fiscal year 2009. The fiscal year 2009 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2008 to June 30, 2009.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2009 for those districts reporting data was \$13,463 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2009. 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 2009 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 2009 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2008 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2009 Full-Time Average Faculty Contractual Base Salary	FY 2009 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$47,889	\$62,269	\$14,379	30.0 %
531 SHAWNEE	51,591	59,365	7,774	15.1
533 SOUTHEASTERN	49,287	56,299	7,012	14.2
534 SPOON RIVER	47,568	50,183	2,615	5.5
539 WOOD	49,489	55,597	6,108	12.3
507 DANVILLE	48,283	60,735	12,451	25.8
519 HIGHLAND	69,198	81,813	12,615	18.2
501 KASKASKIA	56,978	73,897	16,919	29.7
523 KISHWAUKEE	50,383	56,202	5,819	11.6
521 REND LAKE	47,947	55,572	7,624	15.9
506 SAUK VALLEY	51,910	58,700	6,790	13.1
529 ILLINOIS EASTERN	49,869	61,556	11,687	23.4
513 ILLINOIS VALLEY	59,008	63,813	4,805	8.1
520 KANKAKEE	56,593	65,073	8,480	15.0
517 LAKE LAND	52,748	72,749	20,001	37.9
536 LEWIS AND CLARK	60,932	72,794	11,863	19.5
530 LOGAN	58,134	67,942	9,808	16.9
528 MCHENRY	76,291	81,258	4,967	6.5
503 BLACK HAWK	59,238	65,765	6,527	11.0
540 HEARTLAND	52,699	57,521	4,822	9.1
514 ILLINOIS CENTRAL	54,433	70,836	16,403	30.1
526 LINCOLN LAND	68,726	80,472	11,745	17.1
505 PARKLAND	58,162	65,577	7,415	12.7
537 RICHLAND	48,932	60,968	12,036	24.6
511 ROCK VALLEY	59,188	70,919	11,731	19.8
522 SOUTHWESTERN	58,470	76,657	18,187	31.1
509 ELGIN	82,563	104,213	21,650	26.2
527 MORTON	69,143	84,857	15,714	22.7
515 PRAIRIE STATE	64,652	74,115	9,462	14.6
510 SOUTH SUBURBAN	65,131	82,053	16,922	26.0
516 WAUBONSEE	67,993	77,762	9,770	14.4
508 CHICAGO	65,357	76,175	10,818	16.6
502 DUPAGE	92,598	114,221	21,623	23.4
512 HARPER	69,242	84,939	15,697	22.7
525 JOLIET	70,246	88,091	17,845	25.4
532 LAKE COUNTY	77,992	98,736	20,744	26.6
524 MORAIN VALLEY	53,751	73,042	19,291	35.9
535 OAKTON	79,516	99,180	19,664	24.7
504 TRITON	65,310	80,595	15,285	23.4
TOTAL/AVERAGES*	\$64,199	\$77,662	\$13,463	21.0 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2009 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$82,824	\$36,483	\$26,387
531 SHAWNEE	71,964	41,769	25,195
533 SOUTHEASTERN	62,752	31,799	25,596
534 SPOON RIVER	66,336	34,336	23,675
539 WOOD	68,234	33,455	25,792
507 DANVILLE	67,323	36,067	26,588
519 HIGHLAND	75,949	42,550	31,842
501 KASKASKIA	60,913	32,511	30,883
523 KISHWAUKEE	73,258	45,446	29,843
521 REND LAKE	78,432	36,211	34,289
506 SAUK VALLEY	82,299	45,119	26,996
529 ILLINOIS EASTERN	69,550	35,051	26,708
513 ILLINOIS VALLEY	68,354	39,913	31,704
520 KANKAKEE	55,104	38,269	32,568
517 LAKE LAND	83,680	45,250	33,023
536 LEWIS & CLARK	81,965	36,812	31,364
530 LOGAN	71,274	42,638	30,697
528 MCHENRY	75,774	44,509	36,012
503 BLACK HAWK	93,768	47,307	29,967
540 HEARTLAND	70,478	33,565	27,542
514 ILLINOIS CENTRAL	92,506	43,205	31,894
526 LINCOLN LAND	80,427	45,809	31,708
505 PARKLAND	80,876	47,926	34,331
537 RICHLAND	61,034	39,668	28,197
511 ROCK VALLEY	80,852	47,910	34,534
522 SOUTHWESTERN	102,217	60,764	39,988
509 ELGIN	114,194	61,495	44,957
527 MORTON	59,390	47,557	36,625
515 PRAIRIE STATE	79,168	40,178	34,132
510 SOUTH SUBURBAN	85,880	51,044	34,308
516 WAUBONSEE	96,329	48,221	35,455
508 CHICAGO	108,112	57,947	41,435
502 DUPAGE	109,396	67,170	43,581
512 HARPER	110,665	61,258	40,117
525 JOLIET	92,516	50,591	45,759
532 LAKE COUNTY	97,995	58,760	41,838
524 MORAIN VALLEY	113,352	54,493	35,594
535 OAKTON	117,047	63,921	45,881
504 TRITON	85,533	59,067	37,459
STATE AVERAGE*	\$84,084	\$50,914	\$36,781

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2006 TO 2010**

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 2006 TO 2010**

	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
Faculty (9 Month)	\$60,299	\$61,770	\$62,945	\$64,537	\$66,582
Faculty (12 Month)	\$50,350	\$51,310	\$52,217	\$51,625	\$55,067
Administrators (12 Month)	\$77,516	\$79,898	\$82,163	\$84,979	\$87,282
Other Professionals (9 Month)	\$58,839	\$61,196	\$62,100	\$64,678	\$64,990
Other Professionals (12 Month)	\$45,134	\$46,741	\$48,378	\$50,217	\$51,753

SOURCE OF DATA: ICCB Salary Reports