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**FISCAL YEAR 2020**

**SALARY REPORT**

**FOR THE**

**ILLINOIS PUBLIC COMMUNITY COLLEGES**

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*July 2020*

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## HIGHLIGHTS OF THE FISCAL YEAR 2020 SALARY REPORT

1. Fiscal Year 2020 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$80,469
Administrative (12 month)	\$102,965
Other (Nonteaching) Professional (9 month)	\$81,625

2. Fiscal Year 2020 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$807/credit hour
Full-Time Faculty Overload Rate	\$928/credit hour
Full-Time Faculty Summer Rate	\$1,045/credit hour

3. Fiscal Year 2020 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)	\$47,018
Master's Degree, Plus Zero Hours (5 Years Experience)	\$53,721
Master's Degree, Maximum Hours (5 Years Experience)	\$62,687
Doctorate, Maximum Hours (Maximum Experience)	\$105,875

4. Fiscal Year 2019 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2018, and June 30, 2019. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$100,547
Administrative (12 month)	\$103,310
Other (Nonteaching) Professional (9 and 12 month)	\$66,406
Classified	\$43,896

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**FISCAL YEAR 2020 SALARY REPORT FOR THE  
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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## INTRODUCTION

Data about compensation received by employees in Illinois' 48 public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2020 Salary Report*, which derive from the ICCB Faculty, Staff, and Salary (C1) Data and Supplementary Faculty, Staff, and Salary Information, reflect the census date of October 1, 2019. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested entities or persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; and fiscal year 2019 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

## EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgment and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

**FISCAL YEAR 2020 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 2020. 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 2020  
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,460	\$56,667	\$46,083
Average Faculty Salaries	\$57,252	\$104,654	\$80,469*
High Faculty Salaries	\$77,740	\$162,026	\$112,480
Median Faculty Salaries	\$54,911	\$104,112	\$73,188

\*Weighted



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Table 2

FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	39	\$ 42,690	\$ 50,510	\$ 57,010	\$ 63,120	\$ 96,640	\$ 59,275
539 JOHN WOOD	46	39,124	46,809	55,878	64,260	84,691	57,252
531 SHAWNEE	31	54,748	61,096	71,207	76,653	90,339	69,700
533 SOUTHEASTERN ILLINOIS	34	36,974	49,299	58,211	68,639	77,740	58,180
534 SPOON RIVER	32	46,269	49,476	54,911	60,042	87,766	57,289
507 DANVILLE AREA	61	35,053	52,489	56,000	62,124	78,292	57,869
519 HIGHLAND	49	50,761	70,456	77,969	92,080	104,263	79,501
501 KASKASKIA	69	52,669	68,509	78,614	92,004	106,574	79,606
523 KISHWAUKEE	60	48,934	53,940	62,087	70,088	92,419	63,901
521 REND LAKE	36	50,800	59,250	68,750	77,450	87,400	68,064
506 SAUK VALLEY	45	39,590	47,398	55,464	64,447	78,247	57,308
529 ILLINOIS EASTERN	79	41,275	49,888	58,479	68,434	87,202	59,774
513 ILLINOIS VALLEY	74	45,327	56,704	74,134	87,159	119,887	72,808
530 JOHN A. LOGAN	69	43,542	61,326	65,772	75,300	97,548	68,677
520 KANKAKEE	66	46,711	59,781	66,801	76,439	120,086	69,198
517 LAKE LAND	104	37,882	46,948	59,221	69,335	100,791	59,202
536 LEWIS AND CLARK	101	42,924	65,158	79,274	89,880	105,564	77,815
528 MCHENRY COUNTY	92	56,080	80,080	95,526	115,486	126,892	95,877
503 BLACK HAWK	96	42,276	51,340	59,638	70,249	91,832	61,869
540 HEARTLAND	77	46,740	55,966	64,050	76,211	130,297	68,056
514 ILLINOIS CENTRAL	170	47,864	60,270	69,684	78,848	97,241	69,785
526 LINCOLN LAND	113	46,725	73,551	85,414	102,314	121,345	86,166
505 PARKLAND	156	29,694	67,698	79,903	87,703	115,193	77,578
537 RICHLAND	63	41,985	53,704	64,148	74,623	97,333	64,005
511 ROCK VALLEY	127	55,370	62,492	69,770	80,566	107,362	72,656
522 SOUTHWESTERN ILLINOIS	133	46,599	56,418	68,002	78,365	133,061	68,623
509 ELGIN	129	51,373	81,486	101,950	120,084	124,287	98,485
527 MORTON	68	45,283	60,862	69,233	86,046	149,165	74,507
515 PRAIRIE STATE	77	55,336	65,367	73,574	85,825	116,119	75,855
510 SOUTH SUBURBAN	78	20,460	54,264	68,071	91,822	119,321	72,186
516 WAUBONSEE	97	51,963	72,492	85,125	102,722	131,393	86,765
508 CITY COLLEGES OF CHICAGO	512	54,590	74,233	87,105	99,163	162,026	87,643
502 COLLEGE OF DUPAGE	276	56,667	76,110	95,405	122,908	132,874	98,121
532 COLLEGE OF LAKE COUNTY	203	48,260	86,232	104,112	125,985	143,055	104,654
512 HARPER	201	33,500	71,930	91,553	109,968	132,823	90,640
525 JOLIET JUNIOR	211	56,059	85,450	101,120	111,938	137,004	99,389
524 MORAIN VALLEY	191	52,714	66,348	74,040	83,428	124,643	74,802
535 OAKTON	152	54,255	73,843	81,363	105,476	140,541	90,665
504 TRITON	99	48,175	57,806	65,753	80,474	137,453	70,377
TOTALS/AVERAGES	4,316	\$ 46,083	\$ 62,487	\$ 73,188	\$ 85,837	\$ 112,480	\$ 80,469
Lowest Low/Highest/High		\$ 20,460				\$ 162,026	

-- = Not Applicable

\* Weighted

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





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Table 3

FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	2	\$73,261	\$73,261	\$77,499	\$81,737	\$81,737	\$77,499
531 SHAWNEE	2	69,083	69,083	69,945	70,807	70,807	69,945
533 SOUTHEASTERN ILLINOIS	3	41,048	41,048	46,142	59,917	59,917	49,036
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	18	46,350	54,315	59,984	70,000	74,795	60,578
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	10	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	1	76,140	76,140	76,140	76,140	76,140	76,140
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	6	49,764	57,564	62,744	80,934	106,962	70,119
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	1	65,488	65,488	65,488	65,488	65,488	65,488
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	4	52,387	60,677	71,079	78,188	83,185	69,432
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	1	68,229	68,229	68,229	68,229	68,229	68,229
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	1	106,974	106,974	106,974	106,974	106,974	106,974
508 CITY COLLEGES OF CHICAGO	13	54,590	64,890	68,508	79,893	94,911	70,737
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	62	\$ 62,395	\$ 65,258	\$ 68,180	\$ 73,644	\$ 77,881	\$ 63,250
Lowest Low/Highest/High		\$ 41,048				\$ 106,974	

-- = Not Applicable

\* Weighted

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

Section II

**FISCAL YEAR 2020 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 2020.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 2020  
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	\$400	\$1,318	\$807
Overload Rates (Full-time Faculty)	\$555	\$1,350	\$928
Summer Term Rates (Full-time Faculty)	\$655	\$2,406	\$1,045



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Table 5

FISCAL YEAR 2020 AVERAGE PART-TIME FACULTY SALARY RATES  
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
518 CARL SANDBURG	\$ 870	\$ 1,012	\$ 1,153
539 JOHN WOOD	600	913	913
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	500	770	875
534 SPOON RIVER	750	730	834
507 DANVILLE AREA	715	730	730
519 HIGHLAND	528	1,222	1,155
501 KASKASKIA	400	825	855
523 KISHWAUKEE	590	800	1,000
521 REND LAKE	480	825	825
506 SAUK VALLEY	836	851	851
529 ILLINOIS EASTERN	485	555	655
513 ILLINOIS VALLEY	763	700	700
530 JOHN A. LOGAN	776	824	888
520 KANKAKEE	833	810	810
517 LAKE LAND	625	755	755
536 LEWIS AND CLARK	743	743	743
528 MCHENRY COUNTY	877	820	925
503 BLACK HAWK	722	900	900
540 HEARTLAND	931	975	975
514 ILLINOIS CENTRAL	712	900	900
526 LINCOLN LAND	814	935	935
505 PARKLAND	1,179	1,350	1,350
537 RICHLAND	737	740	976
511 ROCK VALLEY	605	975	1,192
522 SOUTHWESTERN ILLINOIS	935	1,280	1,248
509 ELGIN	1,031	941	1,064
527 MORTON	952	991	1,204
515 PRAIRIE STATE	805	1,027	1,193
510 SOUTH SUBURBAN	753	747	836
516 WAUBONSEE	900	1,073	1,199
508 CITY COLLEGES OF CHICAGO	922	859	1,791
502 COLLEGE OF DUPAGE	1,126	1,203	2,406
532 COLLEGE OF LAKE COUNTY	1,150	1,188	1,188
512 HARPER	1,159	982	985
525 JOLIET JUNIOR	856	1,156	1,156
524 MORAIN VALLEY	1,019	1,283	1,851
535 OAKTON	1,318	1,040	990
504 TRITON	870	1,021	1,014
AVERAGES	\$ 807	\$ 928	\$ 1,045

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

Section III

**SALARIES BASED ON FISCAL YEAR 2020 SALARY SCHEDULES FOR  
FULL-TIME FACULTY WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2020 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 2020 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 2020 SALARY SCHEDULE SALARIES FOR  
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$33,171	\$58,721	\$47,018
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$80,000	\$53,721
Master's Degree, Maximum Hours (5 Years Experience)	\$46,500	\$95,346	\$62,687
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$51,461	\$153,935	\$105,875



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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 2020

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Max. Hours Max. Exp.
518 CARL SANDBURG	\$ 44,220	\$ 46,840	\$ 51,520	\$ 108,380
539 JOHN WOOD	39,124	43,196	48,381	91,777
531 SHAWNEE	50,863	51,848	58,025	94,538
533 SOUTHEASTERN ILLINOIS	41,714	46,265	52,901	86,841
534 SPOON RIVER	41,689	44,911	50,592	100,351
507 DANVILLE AREA	52,200	52,200	54,400	54,900
519 HIGHLAND	50,761	61,573	75,634	104,263
501 KASKASKIA	48,794	53,961	64,403	104,465
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	46,100	49,100	65,400	93,500
506 SAUK VALLEY	43,885	46,873	46,500	81,235
529 ILLINOIS EASTERN	37,387	80,000	95,346	98,155
513 ILLINOIS VALLEY	43,911	49,874	64,892	97,331
530 JOHN A. LOGAN	42,060	49,470	57,807	96,048
520 KANKAKEE	47,940	49,329	59,465	105,254
517 LAKE LAND	37,882	48,682	50,186	51,461
536 LEWIS AND CLARK	41,089	47,362	54,180	108,701
528 MCHENRY COUNTY	53,228	64,634	77,466	129,744
503 BLACK HAWK	46,878	52,007	57,720	86,731
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	46,936	52,333	52,333	58,489
526 LINCOLN LAND	45,166	52,554	60,837	112,801
505 PARKLAND	46,683	55,633	59,908	115,193
537 RICHLAND	40,674	44,033	57,310	96,516
511 ROCK VALLEY	53,491	58,491	67,890	114,323
522 SOUTHWESTERN ILLINOIS	49,453	55,596	59,934	100,960
509 ELGIN	49,161	58,009	79,061	124,287
527 MORTON	45,283	52,499	59,548	153,935
515 PRAIRIE STATE	50,978	60,738	72,276	118,997
510 SOUTH SUBURBAN	33,171	38,345	46,875	116,535
516 WAUBONSEE	50,901	53,524	63,790	131,393
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	53,736	68,391	86,172	132,874
532 COLLEGE OF LAKE COUNTY	58,721	61,223	74,114	143,055
512 HARPER	50,006	56,282	68,722	132,823
525 JOLIET JUNIOR	54,506	60,990	69,785	127,319
524 MORAIN VALLEY	50,164	55,253	60,712	128,649
535 OAKTON	51,927	54,255	68,640	140,541
504 TRITON	51,963	57,679	64,024	69,146
AVERAGES	\$ 47,018	\$ 53,721	\$ 62,687	\$ 105,875

N/A = Not Applicable

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

Section IV

**INSTITUTIONAL POLICIES RELATED TO  
FACULTY SALARIES AND FACULTY CONTRACTS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEAR 2020**

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-three 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 2020**

	<u>Range</u>		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	16	15
Average Weekly Office/Academic Advising Hours	0	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34



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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2020

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year---- in Weeks	in Instructional Days	Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 CARL SANDBURG	30	15	5	32	160	Yes	5	2022	Yes	IEA/NEA
539 JOHN WOOD	30	15	0	32	164	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
531 SHAWNEE	30	15	10	39	154	Yes	4	2019	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	5	32	157	Yes	3	2021	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	160	Yes	4	2021	Yes	IEA/NEA
507 DANVILLE AREA	30	15	10	35	150	Yes	2	2021	Yes	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Yes	3	2019	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	35	170	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	16	5	34	180	Yes	4	2022	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	166	Yes	4	2021	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	1	2020	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Yes	2	2021	Yes	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	169	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
530 JOHN A. LOGAN	30	15	8	37	150	Yes	4	2023	Yes	IEA/NEA
520 KANKAKEE	30	15	7.5	34	173	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	152	Yes	3	2020	Yes	IFT/AFT-AFL/CIO
536 LEWIS AND CLARK	30	15	10	32	180	Yes	3	2022	Yes	IEA/NEA
528 MCHENRY COUNTY	30	15	7	32	180	Yes	3	2022	Yes	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Yes	4	2021	Yes	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Yes	3	2021	No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Yes	2	2020	Yes	Other Local Group
526 LINCOLN LAND	30	15	5	33	166	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	Yes	3	2021	Yes	Other Local Group
537 RICHLAND	30	15	5	34	170	No			Yes	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	4	34	170	No			Yes	IFT/AFT-AFL/CIO
522 SOUTHWESTERN ILLINOIS	30	15	10	40	184	Yes	5	2019	Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	4	2020	Yes	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	No			Yes	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	163	Yes	3	2020	Yes	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Yes	4	2020	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Yes	3	2019	Yes	IFT/AFT-AFL/CIO
508 CITY COLLEGES OF CHICAGO	30	15	7	36	175	No			No	IFT/AFT-AFL/CIO
502 COLLEGE OF DUPAGE	30	15	10	32	166	No			Yes	IEA/NEA
532 COLLEGE OF LAKE COUNTY	30	15	10	30	160	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
512 HARPER	30	15	10	34	160	Yes	5	2022	Yes	IFT/AFT-AFL/CIO
525 JOLIET JUNIOR	30	15	5	32	160	Yes	4	2023	Yes	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	32	153	Yes	4	2020	Yes	IEA/NEA
504 TRITON	30	15	10	34	158	Yes	3	2021	Yes	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

- Not Applicable / Not Specified in Contract

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

No = 6	1 = 1	4 =2019 N = 3	IEA/NEA = 12
Yes = 33	2 = 3	7 =2020 Y = 36	IFT/AFT-AFL/CIO = 25
	3 = 12	12 =2021	Local Fac. Assoc./
	4 = 14	9 =2022	Teachers' Union = 2
	5 = 3	2 =2023	
	6 = 0	0 =2024	
	7 = 0	0 =2025	

Section V

**FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES  
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2020 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include a relatively diverse group of professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgment and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was \$81,625. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$60,038.

Table 10  
**SUMMARY OF  
FISCAL YEAR 2020 ACADEMIC YEAR CONTRACTUAL BASE SALARIES  
PAID TO OTHER (NONTEACHING) PROFESSIONALS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$23,319	\$80,132	\$54,158
Lowest Salaries (12 month)	\$20,427	\$46,121	\$32,593
Average Salaries (9 month)	\$23,319	\$103,354	\$81,625*
Average Salaries (12 month)	\$39,268	\$71,798	\$60,038*
Highest Salaries (9 month)	\$23,319	\$138,691	\$88,923
Highest Salaries (12 month)	\$60,990	\$150,932	\$99,914
Median Salaries (9 month)	\$23,319	\$113,871	\$70,893
Median Salaries (12 month)	\$36,960	\$68,422	\$51,557

\*Weighted





Illinois Community College Board

Table 11

FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES				AVERAGE*	
		LOW	25TH %TILE	MEDIAN	75TH %TILE		HIGH
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	3	\$67,243	\$67,243	\$73,945	\$73,945	\$73,945	\$71,711
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	1	40,664	40,664	40,664	40,664	40,664	40,664
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	42,679	45,896	56,598	65,953	85,914	58,172
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	65,109	65,109	69,862	74,614	74,614	69,862
503 BLACK HAWK	1	70,249	70,249	70,249	70,249	70,249	70,249
540 HEARTLAND	1	23,319	23,319	23,319	23,319	23,319	23,319
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	73,591	73,591	89,686	104,707	104,707	89,328
505 PARKLAND	2	27,699	27,699	29,100	30,501	30,501	29,100
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	4	38,338	54,532	71,808	76,011	79,131	65,271
522 SOUTHWESTERN ILLINOIS	3	55,596	55,596	60,149	72,410	72,410	62,718
509 ELGIN	4	80,132	91,657	104,432	108,954	112,227	100,306
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	60,738	61,281	66,566	73,309	75,309	67,295
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	9	60,530	74,318	83,101	86,639	102,862	81,729
508 CITY COLLEGES OF CHICAGO	12	56,650	58,325	67,905	87,413	133,306	76,482
502 COLLEGE OF DUPAGE	23	59,598	72,533	113,871	129,552	132,874	103,354
532 COLLEGE OF LAKE COUNTY	18	43,855	80,715	93,703	109,864	138,691	96,141
512 HARPER	14	65,941	91,553	100,404	116,122	132,823	101,584
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	21	42,914	57,637	60,715	71,866	117,071	65,069
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	137	\$ 54,158	\$ 61,773	\$ 70,893	\$ 78,672	\$ 88,923	\$ 81,625
Lowest Low/Highest High		\$ 23,319				\$ 138,691	

\* Weighted

-- Not Applicable

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



Illinois Community College Board

Table 12

FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	55	\$ 24,480	\$ 34,640	\$ 36,960	\$ 43,660	\$ 86,500	\$ 40,669
539 JOHN WOOD	64	27,195	33,983	38,307	43,522	73,972	39,268
531 SHAWNEE	29	32,500	47,246	49,500	54,768	74,930	51,535
533 SOUTHEASTERN ILLINOIS	29	27,329	40,268	45,032	55,397	69,101	46,714
534 SPOON RIVER	35	35,962	36,990	41,100	49,396	72,238	44,848
507 DANVILLE AREA	36	31,714	36,584	41,616	49,175	77,651	44,502
519 HIGHLAND	28	30,555	40,925	45,428	52,303	69,999	47,051
501 KASKASKIA	40	26,266	37,613	42,013	51,970	89,891	45,217
523 KISHWAUKEE	48	36,502	46,016	54,650	62,986	77,879	54,726
521 REND LAKE	53	24,000	32,000	37,503	45,313	70,390	40,550
506 SAUK VALLEY	34	27,996	42,723	46,810	56,638	72,820	48,530
529 ILLINOIS EASTERN	103	23,566	33,530	38,480	47,371	81,554	41,173
513 ILLINOIS VALLEY	41	29,370	44,924	55,473	63,810	89,426	55,781
530 JOHN A. LOGAN	59	27,000	39,832	49,565	57,771	78,713	50,063
520 KANKAKEE	57	34,008	47,028	56,000	61,317	109,477	56,357
517 LAKE LAND	74	28,187	41,134	42,013	57,294	104,556	48,832
536 LEWIS AND CLARK	50	22,974	33,443	38,540	58,547	95,888	46,108
528 MCHENRY COUNTY	61	36,379	46,844	56,595	67,806	108,943	60,110
503 BLACK HAWK	127	24,939	41,274	48,053	62,011	103,117	52,489
540 HEARTLAND	144	31,200	40,052	47,224	60,403	108,943	50,839
514 ILLINOIS CENTRAL	152	30,202	42,466	48,936	56,566	91,187	51,112
526 LINCOLN LAND	98	41,972	49,705	55,319	62,422	78,775	56,468
505 PARKLAND	134	20,427	45,932	54,531	71,398	126,206	60,047
537 RICHLAND	41	33,280	38,207	42,214	48,039	60,990	43,240
511 ROCK VALLEY	113	32,199	42,944	48,000	56,525	76,209	49,837
522 SOUTHWESTERN ILLINOIS	99	34,674	44,056	56,000	68,476	135,000	60,125
509 ELGIN	170	35,204	57,855	66,093	79,652	141,488	69,975
527 MORTON	19	40,279	55,411	55,546	60,814	81,477	57,186
515 PRAIRIE STATE	80	37,057	49,441	55,278	64,578	86,613	57,190
510 SOUTH SUBURBAN	92	30,000	40,609	47,126	62,890	108,166	53,242
516 WAUBONSEE	157	39,626	47,509	62,631	79,673	114,958	63,503
508 CITY COLLEGES OF CHICAGO	579	34,489	58,243	65,000	75,000	150,932	66,945
502 COLLEGE OF DUPAGE	374	40,021	57,000	68,422	82,534	131,118	71,798
532 COLLEGE OF LAKE COUNTY	216	35,110	48,642	56,850	70,295	124,990	61,656
512 HARPER	271	40,716	56,782	67,041	80,471	148,530	71,270
525 JOLIET JUNIOR	177	40,352	51,000	57,238	68,865	103,409	61,055
524 MORAIN VALLEY	159	43,260	56,413	67,503	77,818	130,461	69,484
535 OAKTON	159	46,121	57,451	65,759	78,528	145,953	70,561
504 TRITON	111	34,000	51,020	60,376	74,775	144,188	64,906
TOTALS/AVERAGES	4,368	\$ 32,593	\$ 44,814	\$ 51,557	\$ 62,071	\$ 99,914	\$ 60,038
Lowest Low/Highest High		\$ 20,427				\$ 150,932	

\* Weighted

-- Not Applicable

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

Section VI

**FISCAL YEAR 2020 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 2020. The weighted average administrative staff salary ranged from a low of \$70,626 to a high of \$156,551. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2020 salaries; and the median fiscal year 2020 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 2020 was \$102,965. The lowest reported administrative salary was \$32,145 and the highest was \$347,087. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2020  
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$32,145	\$97,280	\$60,314
Average Administrative Salaries	\$70,626	\$156,551	\$102,965*
Highest Administrative Salaries	\$135,000	\$347,087	\$223,876
Median Administrative Salaries	\$64,783	\$148,681	\$93,616

\*Weighted



Illinois Community College Board

Table 14

FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	22	\$ 50,750	\$ 58,680	\$ 70,490	\$ 90,560	\$ 188,050	\$ 80,748
539 JOHN WOOD	18	44,847	51,680	68,145	81,951	199,816	74,680
531 SHAWNEE	19	54,000	59,791	70,173	76,016	170,787	75,626
533 SOUTHEASTERN ILLINOIS	9	60,043	76,450	91,196	96,371	194,395	96,991
534 SPOON RIVER	18	45,679	59,013	67,344	83,034	135,000	75,193
507 DANVILLE AREA	35	44,063	64,219	77,387	90,203	182,000	81,375
519 HIGHLAND	20	50,811	67,173	77,213	96,107	164,403	85,252
501 KASKASKIA	30	33,580	52,671	69,183	83,098	160,000	71,100
523 KISHWAUKEE	18	68,000	78,528	96,470	100,000	195,315	98,292
521 REND LAKE	30	32,145	51,500	64,783	83,430	185,709	70,626
506 SAUK VALLEY	17	58,302	67,433	83,740	88,899	182,174	86,174
529 ILLINOIS EASTERN	24	41,101	51,227	83,937	139,559	158,081	90,824
513 ILLINOIS VALLEY	15	66,292	75,303	83,944	102,054	205,637	96,102
530 JOHN A. LOGAN	46	53,264	72,139	81,248	96,326	181,681	88,764
520 KANKAKEE	27	59,047	74,924	86,504	103,457	170,000	92,398
517 LAKE LAND	22	63,819	79,294	86,698	153,544	236,221	107,112
536 LEWIS AND CLARK	67	40,046	61,220	82,400	105,962	347,087	93,712
528 MCHENRY COUNTY	56	48,760	80,000	94,967	111,303	248,885	100,256
503 BLACK HAWK	11	94,031	105,390	115,000	147,437	190,550	124,526
540 HEARTLAND	25	64,339	81,693	90,818	124,073	220,000	102,354
514 ILLINOIS CENTRAL	33	56,655	83,093	93,728	110,000	260,506	104,082
526 LINCOLN LAND	51	60,822	76,602	87,295	114,069	272,561	97,972
505 PARKLAND	31	52,013	80,141	104,349	129,428	269,694	109,737
537 RICHLAND	38	42,840	60,202	67,170	81,986	219,500	77,547
511 ROCK VALLEY	35	56,610	75,281	77,753	86,700	193,940	88,357
522 SOUTHWESTERN ILLINOIS	13	65,946	90,024	104,294	118,805	172,000	107,054
509 ELGIN	54	75,131	95,544	117,417	141,335	290,755	122,556
527 MORTON	28	57,000	75,750	85,841	115,296	241,327	101,965
515 PRAIRIE STATE	26	64,170	93,359	101,240	114,372	229,791	110,667
510 SOUTH SUBURBAN	26	53,734	79,759	87,311	130,435	194,021	100,528
516 WAUBONSEE	38	83,579	96,227	116,764	145,168	333,089	131,017
508 CITY COLLEGES OF CHICAGO	267	50,000	80,000	90,000	115,000	256,250	98,820
502 COLLEGE OF DUPAGE	36	97,280	132,240	148,681	176,349	262,500	156,551
532 COLLEGE OF LAKE COUNTY	60	65,795	90,725	111,811	130,007	267,800	117,999
512 HARPER	38	89,296	116,644	132,628	159,337	305,000	141,792
525 JOLIET JUNIOR	35	84,476	98,308	110,907	126,316	238,111	120,139
524 MORAIN VALLEY	28	83,841	106,957	127,623	156,191	272,412	132,407
535 OAKTON	31	88,038	116,725	127,283	155,000	291,462	138,064
504 TRITON	33	52,110	100,833	117,305	153,000	244,647	125,786
TOTALS/AVERAGES	1,430	\$ 60,314	\$ 79,916	\$ 93,616	\$ 115,697	\$ 223,876	\$ 102,965
Lowest Low/Highest High		\$ 32,145				\$ 347,087	

\* Weighted

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

## Section VII

### **SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020**

A summary of the fiscal year 2020 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 2020. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges.

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

Table 15

**SUMMARY OF FISCAL YEAR 2020 SALARIES PAID TO ADMINISTRATORS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$135,000	\$347,087	\$223,876
Chief Campus Administrator	\$143,218	\$184,714	\$169,625
Chief Finance Officer	\$78,730	\$231,833	\$150,123
Chief Academic Officer	\$85,979	\$249,333	\$141,268
Student Services Officer	\$51,416	\$206,876	\$118,754
Dean-Baccalaureate Education	\$55,904	\$164,897	\$107,904
Dean-Occupational/Career Education	\$50,217	\$141,570	\$101,958
Dean-Continuing Education	\$51,500	\$144,736	\$99,550
Director-Data Processing/Info Technology	\$50,750	\$209,621	\$117,615
Director-Research & Planning	\$58,302	\$174,471	\$96,969
Director-Admissions and Records	\$54,814	\$147,755	\$84,328
Director-Counseling	\$46,452	\$130,295	\$86,784
Director-Financial Aid	\$58,861	\$135,997	\$81,213
Director-Job Placement	\$44,063	\$130,759	\$92,280
Director-Student Activities	\$56,758	\$139,767	\$79,337
Director-Library/LRC	\$51,680	\$134,244	\$88,009
Director-Development/Grants	\$59,455	\$215,157	\$104,823
Director-Public Information/Relations	\$51,500	\$167,248	\$98,394
Director-Personnel/Human Resources	\$58,710	\$166,350	\$103,910
Director-Business Services	\$47,088	\$162,454	\$92,224
Director-Physical Facilities/Grounds	\$63,390	\$168,056	\$102,743
Director-Adult Education	\$52,531	\$128,594	\$87,836
Director-Athletics	\$44,847	\$150,341	\$77,630
Controller	\$50,811	\$169,924	\$107,227
Director-Business/Industry Center	\$50,634	\$147,900	\$91,742
Director-Physical Therapy Program	--	--	--
Director-Nursing	\$74,579	\$130,080	\$99,554

\*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$188,050	1	1	1					\$78,730	1	2	4	\$91,190	1	1	2
539 JOHN WOOD	199,816	1	5	1					82,116	1	4	4	127,229	1	3	2
531 SHAWNEE	170,787	1	2	1									102,861	1	1	2
533 SOUTHEASTERN ILLINOIS	194,395	1	10	1					84,872	1	2	4	100,979	1	3	2
534 SPOON RIVER	135,000	1	7	1					132,301	1	16	2				
507 DANVILLE AREA	182,000	1	3	1					109,016	1	8	2	154,897	1	50	2
519 HIGHLAND	164,403	1	4	1					112,970	1	14	2				
501 KASKASKIA	160,000	1	1	1					96,606	1	3	2	102,500	1	1	2
523 KISHWAUKEE	195,315	1	4	1					102,750	1	1	4	132,876	1	2	2
521 REND LAKE	185,709	1	7	1					120,611	1	7	2	103,000	1	6	2
506 SAUK VALLEY	182,174	1	4	1					105,830	1	0	2	115,440	1	1	2
529 ILLINOIS EASTERN	158,081	1	0	1	\$143,218	4	8	2	157,824	1	1	3	85,979	5	3	4
513 ILLINOIS VALLEY	205,637	1	11	1					136,716	1	11	2	122,941	1	5	2
530 JOHN A. LOGAN	181,681	1	4	1					150,270	1	12	2	125,529	1	3	2
520 KANKAKEE	170,000	1	0	1					161,973	1	18	2	120,225	2	1	2
517 LAKE LAND	236,221	1	6	1					153,544	1	3	2	153,544	1	3	2
536 LEWIS AND CLARK	347,087	1	9	1					180,584	1	7	2	249,333	1	28	2
528 MCHENRY COUNTY	248,885	1	4	1					161,306	1	7	2	159,768	1	1	2
503 BLACK HAWK	190,550	1	1	1					147,437	1	4	2	148,151	1	3	2
540 HEARTLAND	220,000	1	1	1					144,951	1	5	2	152,747	1	7	2
514 ILLINOIS CENTRAL	260,506	1	3	1					211,199	1	18	2	161,420	1	2	2
526 LINCOLN LAND	272,561	1	13	1									151,337	1	2	2
505 PARKLAND	269,694	1	21	1					157,594	1	10	2	159,647	1	0	2
537 RICHLAND	219,500	1	3	1					156,102	1	21	2	122,783	1	6	2
511 ROCK VALLEY	193,940	1	3	1					134,610	1	3	2	124,945	1	1	2
522 SOUTHWESTERN ILLINOIS	172,000	1	1	1					94,811	1	1	2				
509 ELGIN	290,755	1	13	1					162,002	1	0	2	174,471	1	3	2
527 MORTON	241,327	1	4	1					126,199	1	1	4	191,693	1	3	2
515 PRAIRIE STATE	229,791	1	6	1					162,696	1	6	2	160,388	1	6	2
510 SOUTH SUBURBAN	194,021	1	1	1												
516 WAUBONSEE	333,089	1	18	1					231,833	1	14	2	198,434	1	2	2
508 CITY COLLEGES OF CHICAGO	256,250	1	2	1	184,714	7	2	2	175,000	1	1	3	192,000	1	2	3
502 COLLEGE OF DUPAGE	262,500	1	1	1					157,594	1	1	3				
532 COLLEGE OF LAKE COUNTY	267,800	1	1	1					221,824	1	4	2				
512 HARPER	305,000	1	0	1					218,474	1	9	2	212,000	1	0	2
525 JOLIET JUNIOR	238,111	1	3	1					173,726	1	3	2	171,090	1	4	2
524 MORAIN VALLEY	272,412	1	7	1					168,436	1	1	2	181,375	1	7	2
535 OAKTON	291,462	1	4	1					200,850	1	3	2	176,265	1	3	2
504 TRITON	244,647	1	3	1					231,077	1	21	2	177,000	1	0	2
NUMBER OF PERSONS		39				11				36				38		
AVERAGES	\$ 223,876				\$ 169,625				\$ 150,123				\$ 141,268			

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



Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$152,870	1	20	2					\$84,645	2	1	4				
539 JOHN WOOD					\$55,904	1	1	4	50,217	1	2	4				
531 SHAWNEE	92,041	1	1	2	74,579	1	1	4								
533 SOUTHEASTERN ILLINOIS	92,824	1	8	4	96,371	1	7	4								
534 SPOON RIVER	88,347	1	7	4	83,034	1	7	4	79,812	1	4	4				
507 DANVILLE AREA	80,112	2	4	4	91,519	2	17	4	84,660	1	1	4				
519 HIGHLAND	99,060	1	12	2					95,192	1	13	2				
501 KASKASKIA	108,269	1	7	2	89,303	1	12	4	66,625	1	1	4				
523 KISHWAUKEE	110,854	1	2	2	90,420	1	0	4	94,940	1	0	4				
521 REND LAKE	92,700	2	9	3	83,430	1	8	4	70,607	2	1	4	\$51,500	1	6	4
506 SAUK VALLEY	88,899	1	5	3	88,899	1	5	3	83,740	1	3	3				
529 ILLINOIS EASTERN	51,416	4	4	4												
513 ILLINOIS VALLEY	90,497	1	1	2	89,852	2	9	4	75,303	1	2	4				
530 JOHN A. LOGAN					114,088	1	3	3					116,806	1	4	3
520 KANKAKEE													98,808	1	22	4
517 LAKE LAND	153,544	1	1	2												
536 LEWIS AND CLARK	176,374	1	9	2	124,031	1	11	4	129,552	1	10	4				
528 MCHENRY COUNTY	141,042	1	1	2	122,500	1	0	4	93,000	1	0	4	65,000	1	0	6
503 BLACK HAWK	133,000	1	0	2	115,000	1	0	4	112,500	1	0	4	116,046	1	8	4
540 HEARTLAND	136,325	1	1	2									87,899	1	3	3
514 ILLINOIS CENTRAL	110,000	1	0	2					115,000	1	0	4	74,108	1	1	4
526 LINCOLN LAND	146,097	1	9	2												
505 PARKLAND	143,918	1	3	2					128,167	1	2	3				
537 RICHLAND	113,924	1	1	2	80,478	1	1	4	83,665	1	5	4				
511 ROCK VALLEY	72,023	1	2	4												
522 SOUTHWESTERN ILLINOIS	118,805	1	10	2					141,570	1	16	4				
509 ELGIN	145,038	1	6	3	164,897	1	17	3	99,534	1	1	3	139,740	1	1	3
527 MORTON	114,638	1	1	4	93,381	3	1	4	105,000	1	0	4				
515 PRAIRIE STATE	145,000	1	0	2	102,142	1	3	4	108,176	1	2	4	99,233	1	5	4
510 SOUTH SUBURBAN													87,924	1	16	4
516 WAUBONSEE	200,479	1	7	2	111,173	4	7	4	106,370	1	3	4				
508 CITY COLLEGES OF CHICAGO	103,171	7	8	4					123,333	3	2	4	98,791	1	12	4
502 COLLEGE OF DUPAGE					136,581	1	2	4	136,581	1	2	4				
532 COLLEGE OF LAKE COUNTY	206,876	1	2	2												
512 HARPER	173,624	1	0	3	120,242	1	1	4	125,000	1	0	4	144,736	1	13	4
525 JOLIET JUNIOR	182,337	1	7	2	126,316	1	3	4	116,430	1	3	4				
524 MORAIN VALLEY	178,042	1	9	2	129,775	1	7	4	126,359	1	5	4				
535 OAKTON	149,498	2	4	2	141,499	4	10	4	109,762	1	1	4	100,913	1	3	4
504 TRITON	175,440	1	1	2	125,090	1	4	4	115,000	1	0	4	112,200	1	1	4
NUMBER OF PERSONS		46				35				32				14		
AVERAGES	\$ 118,754				\$ 107,904				\$ 101,958				\$ 99,550			

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





Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling											
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level								
518 CARL SANDBURG	\$50,750	1	1	4	\$74,420	1	0	4	\$64,960	1	7	4	\$46,452	1	5	4								
539 JOHN WOOD	76,702	1	12	4					54,814	1	1	4												
531 SHAWNEE	86,896	1	18	5					60,043	1	5	4												
533 SOUTHEASTERN ILLINOIS	91,196	1	24	6																				
534 SPOON RIVER	83,065	2	11	4																				
507 DANVILLE AREA	90,176	1	5	4	70,887	1	5	3	57,589	1	1	4	57,590	1	6	4								
519 HIGHLAND	70,074	1	2	4	68,092	1	13	4	62,834	1	10	4	60,810	1	3	6								
501 KASKASKIA	97,375	1	1	4	71,500	1	0	4																
523 KISHWAUKEE	98,126	1	2	4	78,528	1	3	4																
521 REND LAKE	77,250	1	13	3	58,302	1	1	4	55,584	1	7	4												
506 SAUK VALLEY	88,899	1	2	3					67,433	1	5	4												
529 ILLINOIS EASTERN	104,094	1	23	4	96,309	1	25	4	66,292	1	4	4	91,917	1	4	4								
513 ILLINOIS VALLEY	84,255	1	2	4					82,751	1	4	4					78,234	1	8	4				
530 JOHN A. LOGAN	115,529	1	3	3					68,005	1	6	4					112,847	1	25	4				
520 KANKAKEE	106,774	1	11	4					66,490	1	9	4					51,500	1	1	4				
517 LAKE LAND	154,268	1	18	5					98,081	1	6	4					108,742	1	0	4	82,309	1	2	6
536 LEWIS AND CLARK	209,621	1	3	2	105,390	1	17	4	94,184	1	2	4	72,496	1	4	4								
528 MCHENRY COUNTY	181,011	1	9	2					92,535	1	6	3					104,349	1	4	5				
503 BLACK HAWK	132,061	1	5	3					91,827	1	6	3									83,176	1	1	4
540 HEARTLAND									106,260	1	3	3									74,105	1	0	5
514 ILLINOIS CENTRAL									107,287	1	3	3									72,743	1	2	6
526 LINCOLN LAND					156,261	1	12	2	75,813	2	1	2												
505 PARKLAND					145,606	1	0	3	104,294	1	17	4												
537 RICHLAND	90,598	1	2	3	174,471	1	12	2	95,544	1	3	5	76,500	1	1	4								
511 ROCK VALLEY	127,294	1	1	2	88,462	1	14	4	75,000	1	0	4												
522 SOUTHWESTERN ILLINOIS					160,281	1	2	3	96,345	1	7	4					105,592	1	8	4	96,455	1	5	4
509 ELGIN					160,281	1	2	3	79,759	1	12	4					71,060	2	1	4				
527 MORTON					131,552	1	2	2	116,766	1	9	4					109,010	2	10	4	124,228	1	13	4
515 PRAIRIE STATE					107,084	1	4	4	117,000	1	0	3	75,174	6	4	4								
510 SOUTH SUBURBAN	106,072	3	11	3	152,340	1	2	4	92,742	1	4	4	130,295	1	1	4								
516 WAUBONSEE	153,523	1	8	3	115,432	1	6	4									147,755	1	1	3	124,318	1	0	4
508 CITY COLLEGES OF CHICAGO	88,241	7	2	4	109,618	1	13	4									113,673	1	15	4				
502 COLLEGE OF DUPAGE	188,871	1	1	4	94,420	1	4	4									112,776	1	3	4	109,804	1	5	4
532 COLLEGE OF LAKE COUNTY	164,800	1	1	4	116,725	1	1	4									123,990	1	18	4	119,616	1	5	4
532 COLLEGE OF LAKE COUNTY	164,800	1	1	4	110,000	1	0	4	90,000	1	0	4												
512 HARPER	133,541	1	8	4	28				37				18											
525 JOLIET JUNIOR	171,073	1	7	4													\$ 96,969	\$ 84,328	\$ 86,784					
524 MORAIN VALLEY	162,040	1	5	2																				
535 OAKTON	151,952	3	9	4																				
504 TRITON	162,454	1	8	3																				
NUMBER OF PERSONS	47																							
AVERAGES	\$ 117,615																							

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



Illinois Community College Board

Table 16  
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$107,000	1	25	4					\$69,798	6	2	4				
539 JOHN WOOD	82,574	1	13	4									\$51,680	1	9	4
531 SHAWNEE	76,016	1	27	4					56,758	2	11	4	67,485	1	14	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	65,861	1	14	6												
507 DANVILLE AREA	78,118	1	33	4	\$44,063	1	2	4								
519 HIGHLAND	72,608	1	13	4												
501 KASKASKIA	58,861	1	5	4												
523 KISHWAUKEE													92,475	1	1	4
521 REND LAKE	62,615	1	7	6												
506 SAUK VALLEY	63,585	1	4	4												
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	72,000	1	0	4									76,985	1	2	4
530 JOHN A. LOGAN	67,025	1	2	4	60,527	1	2	4	77,546	1	13	4	75,131	1	1	4
520 KANKAKEE	61,500	1	1	4					78,234	1	6	4	69,016	1	11	4
517 LAKE LAND	79,294	1	14	6												
536 LEWIS AND CLARK	90,163	1	16	4												
528 MCHENRY COUNTY	80,000	1	0	4	93,555	1	5	4	139,767	1	7	2	113,995	1	19	4
503 BLACK HAWK									92,655	1	1	4	95,000	1	0	4
540 HEARTLAND	68,144	1	6	3									75,411	1	18	4
514 ILLINOIS CENTRAL													68,327	1	9	6
526 LINCOLN LAND	87,980	2	1	4									109,694	1	9	4
505 PARKLAND									66,758	1	1	5	74,105	1	0	5
537 RICHLAND	60,203	1	2	4									67,019	1	8	4
511 ROCK VALLEY	77,010	1	2	4												
522 SOUTHWESTERN ILLINOIS	81,113	1	0	4					65,946	1	3	4				
509 ELGIN													90,157	1	1	4
527 MORTON	84,000	1	0	4					57,000	1	0	4	97,794	1	1	4
515 PRAIRIE STATE	83,396	1	6	4									93,359	1	2	4
510 SOUTH SUBURBAN	97,667	1	24	4												
516 WAUBONSEE	121,793	1	12	4												
508 CITY COLLEGES OF CHICAGO	72,417	6	2	6												
502 COLLEGE OF DUPAGE																
532 COLLEGE OF LAKE COUNTY	81,689	1	2	4	127,098	1	15	4	89,844	1	5	4	127,303	1	5	4
512 HARPER	109,208	1	8	4	106,117	1	10	4					134,244	1	12	4
525 JOLIET JUNIOR	88,289	1	1	4												
524 MORAIN VALLEY					83,841	1	12	4	107,182	1	8	4	92,966	1	4	4
535 OAKTON	135,997	1	20	4	130,759	1	10	4	90,160	1	2	4	88,038	1	3	4
504 TRITON	107,479	1	3	4					110,000	1	0	4				
NUMBER OF PERSONS	36				7				19				20			
AVERAGES	\$ 81,213				\$ 92,280				\$ 79,337				\$ 88,009			

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



Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$60,990	1	0	4	\$52,390	1	4	4	\$66,560	1	6	4				
539 JOHN WOOD	70,820	1	20	4	68,629	1	4	4	72,352	1	5	4	\$59,759	1	5	4
531 SHAWNEE					61,567	1	5	5	60,869	1	5	5	71,084	1	10	5
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	61,094	1	4	4	56,643	1	4	4	59,013	1	1	4	79,812	1	13	4
507 DANVILLE AREA	99,960	1	1	3	76,938	1	3	3	97,250	1	8	2	95,922	1	15	2
519 HIGHLAND					62,236	1	4	4	97,021	1	0	4				
501 KASKASKIA					67,513	1	4	4	76,875	1	1	4				
523 KISHWAUKEE	100,000	1	1	4					98,878	1	2	4				
521 REND LAKE					51,500	1	6	6	58,710	1	1	6				
506 SAUK VALLEY									88,899	1	15	4				
529 ILLINOIS EASTERN									83,312	1	18	3	47,088	4	10	4
513 ILLINOIS VALLEY									68,457	1	2	4				
530 JOHN A. LOGAN									129,810	1	15	3	72,139	1	1	4
520 KANKAKEE	91,652	1	9	4	86,504	1	4	4	96,212	1	12	4				
517 LAKE LAND					73,961	1	5	5	86,016	1	3	5				
536 LEWIS AND CLARK	79,431	1	4	4					86,061	1	5	4				
528 MCHENRY COUNTY	93,998	1	6	4	144,779	1	2	2	134,015	1	2	3	101,108	1	10	4
503 BLACK HAWK									94,031	1	5	4				
540 HEARTLAND	90,818	1	7	3	81,693	1	3	3	97,437	1	21	3				
514 ILLINOIS CENTRAL	83,093	1	2	3	142,800	1	2	2	96,900	1	1	2				
526 LINCOLN LAND					114,069	1	4	4	130,080	1	19	3	126,380	1	6	3
505 PARKLAND					77,625	1	5	5	115,629	1	8	3				
537 RICHLAND	59,455	1	0	3	60,172	1	4	4	81,986	1	2	4				
511 ROCK VALLEY	84,930	1	2	4					86,842	1	1	4				
522 SOUTHWESTERN ILLINOIS									101,794	1	3	2				
509 ELGIN	123,300	1	1	2	131,006	1	2	2	152,000	1	0	2	104,068	2	5	4
527 MORTON	79,000	1	0	4	85,000	1	3	3	99,000	1	1	4				
515 PRAIRIE STATE	83,656	1	3	4					117,250	1	7	4				
510 SOUTH SUBURBAN					99,280	1	4	4	103,037	1	11	4				
516 WAUBONSEE					143,157	1	3	3	166,350	1	28	3	116,761	1	2	4
508 CITY COLLEGES OF CHICAGO	147,500	1	0	3	122,500	2	3	3	86,667	6	1	6	112,080	4	5	4
502 COLLEGE OF DUPAGE	215,157	1	10	2	150,029	1	4	4	112,640	1	1	4				
532 COLLEGE OF LAKE COUNTY	132,407	1	20	4	107,087	1	4	4	164,800	1	1	4				
512 HARPER	175,092	1	5	2					164,178	1	8	3				
525 JOLIET JUNIOR	130,137	1	16	4	100,993	1	4	4	135,647	1	3	4	114,256	1	7	4
524 MORAIN VALLEY	133,235	1	31	4	94,207	1	4	4	147,474	1	21	4				
535 OAKTON	90,160	1	2	4	167,248	1	4	4	163,893	1	6	2				
504 TRITON	125,044	1	5	4	153,000	1	3	3	156,853	1	6	3	162,454	1	8	3
NUMBER OF PERSONS	23				28				43				20			
AVERAGES	\$ 104,823				\$ 98,394				\$ 103,910				\$ 92,224			

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



Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$63,390	1	5	4					\$83,710	1	6	4				
539 JOHN WOOD	67,661	1	12	4					44,847	1	7	4				
531 SHAWNEE	70,173	1	10	4												
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	68,827	1	27	4	\$61,353	1	9	6	53,985	1	3	4				
507 DANVILLE AREA	74,909	1	1	4	77,574	1	7	4	68,900	1	1	4	\$77,387	1	22	4
519 HIGHLAND	76,957	1	10	4	66,275	1	13	4	80,014	1	25	4	50,811	1	13	4
501 KASKASKIA	70,852	1	5	4	52,531	1	2	4								
523 KISHWAUKEE									77,155	1	3	4				
521 REND LAKE	66,950	1	3	4	58,664	1	11	6					76,915	1	3	4
506 SAUK VALLEY	63,585	1	0	4					69,368	1	1	4				
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	76,745	1	5	4									83,944	1	6	4
530 JOHN A. LOGAN	92,175	1	5	4	62,523	1	4	4	96,309	1	2	4				
520 KANKAKEE	121,143	1	11	4	66,264	1	4	4	77,538	1	4	4	81,225	1	8	4
517 LAKE LAND									63,819	1	6	6	92,783	1	12	5
536 LEWIS AND CLARK	79,427	1	4	4	111,537	1	23	4	94,276	1	5	4				
528 MCHENRY COUNTY	100,248	1	3	4					92,137	1	2	4	118,137	1	6	4
503 BLACK HAWK																
540 HEARTLAND	109,882	1	13	3	65,485	1	3	3	64,339	1	9	3	85,588	1	3	3
514 ILLINOIS CENTRAL									71,862	2	0	4	97,129	1	13	4
526 LINCOLN LAND	96,954	1	6	4	81,851	1	12	4	79,429	1	19	4				
505 PARKLAND	133,390	1	19	5	96,170	1	3	3	74,901	1	1	6	98,121	1	1	5
537 RICHLAND	65,629	1	0	4	66,380	1	3	4					81,986	1	2	4
511 ROCK VALLEY	77,417	1	16	4					79,275	1	1	6	86,700	1	1	4
522 SOUTHWESTERN ILLINOIS					90,024	1	4	4	70,411	1	5	4				
509 ELGIN	127,713	1	10	4	104,035	2	2	3								
527 MORTON	138,655	2	0	4	81,600	1	1	4								
515 PRAIRIE STATE	114,372	1	7	4	102,887	1	9	4	64,170	1	1	4	100,964	1	6	4
510 SOUTH SUBURBAN									84,289	1	13	4	131,989	1	18	4
516 WAUBONSEE	135,200	1	5	3	93,600	1	1	4					145,168	1	10	3
508 CITY COLLEGES OF CHICAGO					95,338	6	4	4	72,269	6	1	6				
502 COLLEGE OF DUPAGE																
532 COLLEGE OF LAKE COUNTY	112,551	1	3	4	128,594	1	3	4					142,055	1	3	4
512 HARPER	159,337	1	8	4	89,296	1	6	4	104,715	1	12	4	169,924	1	8	3
525 JOLIET JUNIOR	125,040	1	12	4	84,476	1	2	4					137,544	1	17	4
524 MORAIN VALLEY	164,877	1	17	4	93,079	1	3	4	150,341	1	36	4	113,300	1	1	4
535 OAKTON	121,528	1	1	4	107,526	1	12	4					138,760	2	3	4
504 TRITON	168,056	1	10	3	117,305	1	3	4					109,796	1	10	4
NUMBER OF PERSONS		30				30				29				22		
AVERAGES	\$ 102,743				\$ 87,836				\$ 77,630				\$ 107,227			

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



Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

DISTRICT/COLLEGE	Director Business/Industry Center				Director Physical Therapy Program				Director Nursing			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$53,360	1	5	4								
539 JOHN WOOD												
531 SHAWNEE	64,236	2	11	3					\$74,579	1	1	5
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	50,634	2	11	4								
507 DANVILLE AREA									87,019	1	3	4
519 HIGHLAND									77,468	1	3	4
501 KASKASKIA									82,000	1	1	4
523 KISHWAUKEE	77,063	1	3	4								
521 REND LAKE												
506 SAUK VALLEY									82,076	1	0	3
529 ILLINOIS EASTERN									91,950	1	4	4
513 ILLINOIS VALLEY												
530 JOHN A. LOGAN	76,281	1	5	4					104,300	1	20	4
520 KANKAKEE									101,735	1	7	4
517 LAKE LAND	72,031	1	4	4								
536 LEWIS AND CLARK	89,814	1	4	4					116,593	1	8	4
528 MCHENRY COUNTY	100,376	1	1	4					107,439	1	4	4
503 BLACK HAWK												
540 HEARTLAND									85,588	1	1	3
514 ILLINOIS CENTRAL	90,105	1	0	4					88,521	1	2	5
526 LINCOLN LAND	85,505	1	14	4					130,080	1	10	4
505 PARKLAND	104,915	1	2	5								
537 RICHLAND									88,116	1	11	4
511 ROCK VALLEY												
522 SOUTHWESTERN ILLINOIS												
509 ELGIN												
527 MORTON	76,307	2	2	4					115,953	1	1	4
515 PRAIRIE STATE												
510 SOUTH SUBURBAN									100,000	1	0	4
516 WAUBONSEE												
508 CITY COLLEGES OF CHICAGO	145,000	1	0	3					130,000	1	0	4
502 COLLEGE OF DUPAGE												
532 COLLEGE OF LAKE COUNTY	117,686	1	8	4								
512 HARPER	131,714	1	0	4					113,854	1	6	4
525 JOLIET JUNIOR												
524 MORAIN VALLEY	128,886	1	2	4					93,812	1	2	4
535 OAKTON	123,588	1	1	3								
504 TRITON	147,900	1	1	3					120,000	1	0	4
NUMBER OF PERSONS	21				0				20			
AVERAGES	\$ 91,742				--				\$ 99,554			

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

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEAR 2019**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2019. 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 17

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

District	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 CARL SANDBURG	X		X	X	X		X	X	X		X	X
539 JOHN WOOD	X	X	X	X			X	X	X	X	X	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN ILLINOIS	X	X	X	X	X		X	X	X	X	X	
534 SPOON RIVER	X	X	X	X			X	X			X	X
507 DANVILLE AREA	X	X	X	X	X		X	X	X	X	X	X
519 HIGHLAND	X	X	X	X			X	X	X		X	X
501 KASKASKIA	X	X	X	X	X		X	X			X	
523 KISHWAUKEE	X	X	X	X			X	X	X	X	X	X
521 REND LAKE	X	X	X	X			X	X	X		X	X
506 SAUK VALLEY	X	X	X	X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X	X	X	X			X	X			X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X	X	X	X	X
530 JOHN A. LOGAN	X	X	X	X	X		X	X	X		X	
520 KANKAKEE	X	X	X	X			X	X	X	X	X	X
517 LAKE LAND	X	X	X	X			X	X	X		X	X
536 LEWIS AND CLARK	X		X	X	X		X	X	X	X	X	
528 MCHENRY COUNTY	X	X	X	X		X	X	X	X	X	X	X
503 BLACK HAWK	X	X	X	X	X		X	X	X	X	X	
540 HEARTLAND	X	X	X	X	X		X	X	X		X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X		X	X	X	X
526 LINCOLN LAND	X	X	X	X			X	X	X	X	X	X
505 PARKLAND	X	X	X	X	X			X	X	X	X	X
537 RICHLAND	X	X	X	X			X	X	X	X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN ILLINOIS	X	X	X	X	X		X	X	X		X	X
509 ELGIN	X	X	X	X	X	X	X	X	X		X	X
527 MORTON	X	X	X	X			X	X		X	X	X
515 PRAIRIE STATE	X	X	X	X			X			X	X	X
510 SOUTH SUBURBAN	X	X	X	X	X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CITY COLLEGES OF CHICAGO	X	X	X	X	X		X	X	X	X	X	X
502 COLLEGE OF DUPAGE	X	X	X	X		X	X	X	X		X	X
532 COLLEGE OF LAKE COUNTY	X	X	X	X			X	X	X	X	X	X
512 HARPER	X	X	X	X	X		X	X	X	X	X	X
525 JOLIET JUNIOR	X	X	X	X				X	X		X	
524 MORAIN VALLEY	X			X			X	X	X	X	X	X
535 OAKTON	X	X	X	X	X			X	X		X	X
504 TRITON	X	X	X	X			X	X	X		X	X
TOTALS	39	35	37	39	19	3	36	36	34	20	39	30

\*Usually for select administrators only.

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

Section IX

**FISCAL YEAR 2020  
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,  
OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,  
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes fiscal year 2020 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 19.

Table 18

**SUMMARY OF FISCAL YEAR 2020 MEAN PERCENTAGE SALARY INCREASES FOR  
ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,  
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	1.9%	18.4%	6.0%
Faculty (9 and 12 Months)	0.0%	6.7%	3.4%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	10.6%	4.1%
Classified	0.2%	6.0%	3.3%

\*Weighted





Illinois Community College Board

Table 19

FISCAL YEAR 2020 AVERAGE SALARY INCREASES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	2.8	2.8	2.8	2.8 %
539 JOHN WOOD	2.8	2.8	2.8	2.8
531 SHAWNEE	3.0	3.0	3.0	3.0
533 SOUTHEASTERN ILLINOIS	3.3	3.3	3.3	6.0
534 SPOON RIVER	3.0	2.8	2.8	3.2
507 DANVILLE AREA	2.0	3.0	2.0	2.0
519 HIGHLAND	2.1	0.8	1.9	1.7
501 KASKASKIA	2.5	3.7	2.3	3.9
523 KISHWAUKEE	4.1	3.0	4.2	2.6
521 REND LAKE	2.9	3.2	3.0	3.0
506 SAUK VALLEY	3.8	5.0	3.8	3.8
529 ILLINOIS EASTERN	2.7	2.7	5.2	1.5
513 ILLINOIS VALLEY	2.8	3.0	2.2	2.8
530 JOHN A. LOGAN	4.8	5.4	5.0	5.6
520 KANKAKEE	3.8	3.1	3.2	4.0
517 LAKE LAND	4.2	4.3	4.2	4.2
536 LEWIS AND CLARK	3.3	4.0	3.3	3.4
528 MCHENRY COUNTY	3.1	4.0	3.0	2.9
503 BLACK HAWK	2.1	3.1	2.4	2.2
540 HEARTLAND	2.5	2.5	2.5	2.5
514 ILLINOIS CENTRAL	2.1	3.2	2.0	2.0
526 LINCOLN LAND	4.0	4.0	4.0	4.0
505 PARKLAND	3.6	4.1	3.9	4.6
537 RICHLAND	2.0	1.8	2.0	2.0
511 ROCK VALLEY	7.9	4.0	4.0	3.6
522 SOUTHWESTERN ILLINOIS	2.0	4.0	2.5	2.6
509 ELGIN	2.5	1.6	2.4	2.1
527 MORTON	2.0	0.1	1.0	2.2
515 PRAIRIE STATE	3.0	3.0	3.0	3.0
510 SOUTH SUBURBAN	2.2	3.7	3.2	2.2
516 WAUBONSEE	4.0	0.0	3.8	4.0
508 CITY COLLEGES OF CHICAGO	18.4	6.7	10.6	5.9
502 COLLEGE OF DUPAGE	2.4	0.0	0.0	2.4
532 COLLEGE OF LAKE COUNTY	3.0	2.9	3.0	3.5
512 HARPER	1.9	4.7	1.9	1.9
525 JOLIET JUNIOR	2.5	2.1	2.5	2.5
524 MORAIN VALLEY	3.0	3.5	3.4	3.5
535 OAKTON	3.0	3.0	3.0	3.0
504 TRITON	1.9	2.3	0.7	0.2
TOTALS/AVERAGES	6.0	3.4	4.1	3.3 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2019 AVERAGE TOTAL SALARY ACTUALLY PAID  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2019 and the average total salaries paid to full-time faculty in fiscal year 2019. The fiscal year 2019 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2018, to June 30, 2019.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2019 for those districts reporting data was \$22,085 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2019. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty has first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 21 contains the fiscal year 2019 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.



Illinois Community College Board

Table 20

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2019 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2019 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2019 Full-Time Average Faculty Contractual Base Salary	FY 2019 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$60,419	\$80,643	\$20,224	33.5 %
539 JOHN WOOD	57,622	72,423	14,801	25.7
531 SHAWNEE	67,703	82,503	14,800	21.9
533 SOUTHEASTERN ILLINOIS	59,252	74,734	15,482	26.1
534 SPOON RIVER	58,301	70,587	12,287	21.1
507 DANVILLE AREA	56,566	82,640	26,074	46.1
519 HIGHLAND	79,395	95,111	15,716	19.8
501 KASKASKIA	78,704	112,060	33,356	42.4
523 KISHWAUKEE	62,195	72,337	10,142	16.3
521 REND LAKE	59,376	69,573	10,197	17.2
506 SAUK VALLEY	54,942	72,921	17,979	32.7
529 ILLINOIS EASTERN	56,887	80,230	23,344	41.0
513 ILLINOIS VALLEY	72,458	82,280	9,822	13.6
530 JOHN A. LOGAN	67,174	86,390	19,216	28.6
520 KANKAKEE	67,444	85,630	18,185	27.0
517 LAKE LAND	57,787	89,270	31,483	54.5
536 LEWIS AND CLARK	75,933	90,963	15,029	19.8
528 MCHENRY COUNTY	93,838	112,088	18,250	19.4
503 BLACK HAWK	60,668	77,842	17,173	28.3
540 HEARTLAND	66,246	77,508	11,262	17.0
514 ILLINOIS CENTRAL	69,012	93,971	24,959	36.2
526 LINCOLN LAND	85,120	105,305	20,185	23.7
505 PARKLAND	77,172	96,874	19,702	25.5
537 RICHLAND	63,108	79,537	16,429	26.0
511 ROCK VALLEY	70,387	89,406	19,019	27.0
522 SOUTHWESTERN ILLINOIS	74,252	100,297	26,046	35.1
509 ELGIN	99,079	120,184	21,105	21.3
527 MORTON	78,359	107,313	28,953	36.9
515 PRAIRIE STATE	72,430	85,527	13,097	18.1
510 SOUTH SUBURBAN	69,358	90,203	20,845	30.1
516 WAUBONSEE	87,711	105,483	17,772	20.3
508 CITY COLLEGES OF CHICAGO	80,351	98,721	18,370	22.9
502 COLLEGE OF DUPAGE	101,206	124,817	23,612	23.3
532 COLLEGE OF LAKE COUNTY	96,382	128,104	31,721	32.9
512 HARPER	87,323	113,763	26,440	30.3
525 JOLIET JUNIOR	96,734	139,465	42,731	44.2
524 MORAIN VALLEY	72,728	113,064	40,337	55.5
535 OAKTON	90,621	115,025	24,404	26.9
504 TRITON	73,366	87,904	14,538	19.8
TOTAL/AVERAGES*	\$78,461	\$100,547	\$22,085	28.1 %

\*Weighted

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



Illinois Community College Board

Table 21

FISCAL YEAR 2020 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$79,514	\$47,088	\$32,024
539 JOHN WOOD	73,515	40,595	30,187
531 SHAWNEE	67,256	55,372	33,627
533 SOUTHEASTERN ILLINOIS	98,854	50,215	23,448
534 SPOON RIVER	79,580	47,911	29,570
507 DANVILLE AREA	76,603	42,728	31,597
519 HIGHLAND	87,859	51,508	35,326
501 KASKASKIA	71,874	52,449	39,827
523 KISHWAUKEE	102,699	61,362	38,102
521 REND LAKE	69,316	43,472	35,932
506 SAUK VALLEY	85,707	52,399	32,771
529 ILLINOIS EASTERN	87,570	43,652	32,471
513 ILLINOIS VALLEY	110,260	57,411	34,601
530 JOHN A. LOGAN	86,677	50,589	39,599
520 KANKAKEE	89,770	59,744	44,792
517 LAKE LAND	102,987	61,669	38,615
536 LEWIS AND CLARK	99,941	52,335	36,222
528 MCHENRY COUNTY	92,143	63,012	47,864
503 BLACK HAWK	115,748	56,268	33,976
540 HEARTLAND	98,735	54,246	27,310
514 ILLINOIS CENTRAL	105,861	52,744	42,716
526 LINCOLN LAND	102,293	60,529	42,749
505 PARKLAND	121,669	70,781	42,031
537 RICHLAND	76,754	47,169	36,084
511 ROCK VALLEY	70,868	54,549	34,278
522 SOUTHWESTERN ILLINOIS	98,465	65,426	46,152
509 ELGIN	133,469	78,791	50,482
527 MORTON	81,799	59,722	42,693
515 PRAIRIE STATE	113,508	60,649	40,112
510 SOUTH SUBURBAN	100,253	59,679	39,852
516 WAUBONSEE	143,392	72,893	41,206
508 CITY COLLEGES OF CHICAGO	99,233	69,818	51,807
502 COLLEGE OF DUPAGE	148,847	77,825	52,230
532 COLLEGE OF LAKE COUNTY	118,416	73,303	42,918
512 HARPER	146,227	81,459	49,027
525 JOLIET JUNIOR	109,016	64,010	46,913
524 MORAIN VALLEY	136,817	73,871	46,995
535 OAKTON	145,529	77,054	57,298
504 TRITON	129,187	71,941	40,373
STATE AVERAGE*	\$103,310	\$66,406	\$43,896

\*Weighted

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

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FOR FISCAL YEARS 2016 TO 2020**

Table 22 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data is problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 22

**STATEWIDE AVERAGE\* CONTRACTUAL SALARIES FOR  
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEARS 2016 TO 2020**

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Faculty (9 Month)	\$74,455	\$76,183	\$78,089	\$78,928	\$80,469
Faculty (12 Month)	\$58,045	\$59,432	\$60,746	\$63,915	\$63,250
Administrators (12 Month)	\$94,435	\$97,205	\$100,228	\$101,344	\$102,965
Other Professionals (9 Month)	\$73,464	\$75,655	\$78,322	\$80,632	\$81,625
Other Professionals (12 Month)	\$56,447	\$57,561	\$58,396	\$59,030	\$60,038

\*Weighted