



FISCAL YEAR 2022

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

June 2022

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HIGHLIGHTS OF THE FISCAL YEAR 2022 SALARY REPORT

1. Fiscal Year 2022 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$84,118
Administrative (12 month)	\$106,319
Other (Nonteaching) Professional (9 month)	\$85,494

2. Fiscal Year 2022 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$838/credit hour
Full-Time Faculty Overload Rate	\$957/credit hour
Full-Time Faculty Summer Rate	\$1,076/credit hour

3. Fiscal Year 2022 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)	\$48,760
Master's Degree, Plus Zero Hours (5 Years Experience)	\$54,512
Master's Degree, Maximum Hours (5 Years Experience)	\$63,892
Doctorate, Maximum Hours (Maximum Experience)	\$108,468

4. Fiscal Year 2021 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2020, and June 30, 2021. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$110,363
Administrative (12 month)	\$111,157
Other (Nonteaching) Professional (9 and 12 month)	\$70,497
Classified	\$46,690

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**FISCAL YEAR 2022 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 2022 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, 2021. 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 2021 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 2022 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 2022. 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 2022
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Low Faculty Salaries	\$24,786	\$64,702	\$47,978
Average Faculty Salaries	\$59,954	\$111,583	\$84,118*
High Faculty Salaries	\$77,750	\$171,894	\$112,456
Median Faculty Salaries	\$56,620	\$108,988	\$75,840

*Weighted



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Table 2

FISCAL YEAR 2022 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	\$ 39,480	\$ 51,340	\$ 60,200	\$ 66,610	\$ 102,040	\$ 61,252
539 JOHN WOOD	40	41,312	49,379	57,883	68,496	84,691	60,008
531 SHAWNEE	30	51,800	62,805	71,796	77,304	94,138	70,323
533 SOUTHEASTERN ILLINOIS	28	41,105	53,708	60,978	70,673	77,750	60,944
534 SPOON RIVER	31	48,865	52,673	58,459	63,922	92,757	61,078
507 DANVILLE AREA	59	50,976	56,055	59,458	66,462	82,636	62,191
519 HIGHLAND	48	53,292	75,766	87,042	97,633	109,595	86,922
501 KASKASKIA	64	26,819	69,553	80,873	95,103	113,429	80,920
523 KISHWAUKEE	54	48,303	54,973	61,190	72,520	97,334	65,670
521 REND LAKE	33	53,400	62,000	72,700	82,300	90,500	71,503
506 SAUK VALLEY	47	48,141	54,424	61,578	67,088	84,102	61,980
529 ILLINOIS EASTERN	87	41,887	49,165	58,632	68,666	93,183	59,954
513 ILLINOIS VALLEY	72	45,327	58,852	69,553	89,426	108,340	73,420
530 JOHN A. LOGAN	66	45,587	62,575	70,199	76,919	99,883	70,294
520 KANKAKEE	60	48,009	62,176	68,366	77,395	87,860	69,884
517 LAKE LAND	100	39,104	48,160	56,620	70,507	91,800	60,239
536 LEWIS AND CLARK	93	38,617	66,809	81,638	92,780	110,905	78,986
528 MCHENRY COUNTY	89	64,702	83,256	95,150	118,462	129,880	99,662
503 BLACK HAWK	92	42,436	51,621	61,532	73,912	97,898	63,729
540 HEARTLAND	76	49,543	57,270	64,582	77,555	91,931	67,213
514 ILLINOIS CENTRAL	154	51,189	64,102	74,385	83,216	96,320	73,453
526 LINCOLN LAND	121	53,463	74,416	87,633	103,845	127,461	87,864
505 PARKLAND	147	30,856	70,389	83,691	91,710	112,085	80,364
537 RICHLAND	57	43,838	56,731	65,818	70,775	88,225	65,049
511 ROCK VALLEY	116	46,592	60,931	67,712	78,126	101,791	70,509
522 SOUTHWESTERN ILLINOIS	127	48,011	56,658	67,080	79,966	99,569	69,323
509 ELGIN	136	50,373	82,108	103,884	123,046	127,353	99,716
527 MORTON	71	50,206	63,604	69,501	88,900	130,804	75,971
515 PRAIRIE STATE	79	57,199	68,702	79,515	89,660	121,630	80,072
510 SOUTH SUBURBAN	72	24,786	54,264	65,772	87,664	118,928	71,652
516 WAUBONSEE	92	58,112	76,240	93,323	107,975	142,114	93,169
508 CITY COLLEGES OF CHICAGO	502	53,000	78,191	92,410	107,310	171,894	92,996
502 COLLEGE OF DUPAGE	256	63,681	90,824	108,988	141,977	145,526	111,583
532 COLLEGE OF LAKE COUNTY	217	62,199	85,357	102,312	122,819	149,126	105,356
512 HARPER	201	42,000	77,161	96,425	115,742	137,105	96,287
525 JOLIET JUNIOR	202	55,121	90,278	108,523	121,587	153,909	105,603
524 MORAIN VALLEY	182	56,469	72,136	80,523	89,370	133,521	80,646
535 OAKTON	151	56,683	74,396	82,374	106,854	142,541	89,048
504 TRITON	97	48,657	60,348	69,482	83,861	145,249	72,397
TOTALS/AVERAGES	4,188	\$ 47,978	\$ 65,113	\$ 75,840	\$ 88,927	\$ 112,456	\$ 84,118
Lowest Low/Highest/High		\$ 24,786				\$ 171,894	

* Weighted

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



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Table 3

FISCAL YEAR 2022 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	7	49,862	51,374	53,551	86,307	86,521	64,686
531 SHAWNEE	1	73,643	73,643	73,643	73,643	73,643	73,643
533 SOUTHEASTERN ILLINOIS	2	59,524	59,524	61,560	63,596	63,596	61,560
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	16	48,204	55,710	61,045	69,093	77,787	62,149
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	4	49,228	58,621	70,613	74,873	76,535	66,747
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	1	71,586	71,586	71,586	71,586	71,586	71,586
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	4	52,642	59,401	68,996	81,619	91,404	70,510
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	4	55,594	64,032	76,953	87,605	93,773	75,818
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	1	77,063	77,063	77,063	77,063	77,063	77,063
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	11	57,915	57,915	70,907	84,759	100,691	73,989
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	51	\$ 59,526	\$ 62,887	\$ 68,592	\$ 77,014	\$ 81,260	\$ 67,819
Lowest Low/Highest/High		\$ 48,204				\$ 100,691	

-- = Not Applicable

* Weighted

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

Section II

**FISCAL YEAR 2022 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 salary rates and overload rates paid to full-time faculty for the academic year and for the summer term per semester credit hour in Illinois public community colleges during fiscal year 2022.

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 semester 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 semester 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 2022
PART-TIME FACULTY RATES PER SEMESTER CREDIT HOUR AND FULL-TIME
FACULTY OVERLOAD RATES FOR ACADEMIC YEAR AND SUMMER TERM
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$391	\$1,350	\$838
Full-time Faculty Overload Rates for Academic Year	\$660	\$1,399	\$957
Full-time Faculty Overload Rates for Summer Term	\$670	\$2,526	\$1,076



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Table 5

FISCAL YEAR 2022 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD RATES
FOR ACADEMIC YEAR AND SUMMER TERM

DISTRICT/COLLEGE	Part-time	Full-time Faculty Overload Rate Per Semester Credit Hour	
	Faculty Rate Per Semester Credit Hour	for Academic Year	for Summer Term
518 CARL SANDBURG	\$ 895	\$ 1,070	\$ 1,218
539 JOHN WOOD	600	964	964
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	500	770	875
534 SPOON RIVER	775	748	855
507 DANVILLE AREA	715	730	715
519 HIGHLAND	549	1,364	1,295
501 KASKASKIA	400	795	855
523 KISHWAUKEE	640	800	1,000
521 REND LAKE	528	825	825
506 SAUK VALLEY	888	890	890
529 ILLINOIS EASTERN	535	660	670
513 ILLINOIS VALLEY	786	740	740
530 JOHN A. LOGAN	825	854	959
520 KANKAKEE	873	810	810
517 LAKE LAND	666	785	785
536 LEWIS AND CLARK	756	756	756
528 MCHENRY COUNTY	913	820	925
503 BLACK HAWK	768	900	900
540 HEARTLAND	973	1,025	1,025
514 ILLINOIS CENTRAL	785	925	900
526 LINCOLN LAND	850	959	959
505 PARKLAND	1,260	1,399	1,399
537 RICHLAND	750	745	981
511 ROCK VALLEY	391	975	1,192
522 SOUTHWESTERN ILLINOIS	1,000	1,222	1,240
509 ELGIN	1,115	941	1,064
527 MORTON	1,015	1,000	1,000
515 PRAIRIE STATE	854	1,090	1,266
510 SOUTH SUBURBAN	785	758	836
516 WAUBONSEE	958	1,148	1,284
508 CITY COLLEGES OF CHICAGO	962	954	2,055
502 COLLEGE OF DUPAGE	1,158	1,263	2,526
532 COLLEGE OF LAKE COUNTY	1,225	1,267	1,267
512 HARPER	1,173	1,095	1,095
525 JOLIET JUNIOR	878	1,100	1,100
524 MORAIN VALLEY	1,083	1,334	1,925
535 OAKTON	1,350	1,055	1,055
504 TRITON	892	1,030	1,026
AVERAGES	\$ 838	\$ 957	\$ 1,076

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

Section III

**SALARIES BASED ON FISCAL YEAR 2022 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2022 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 2022 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 2022 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	\$60,913	\$48,760
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$73,076	\$54,512
Master's Degree, Maximum Hours (5 Years Experience)	\$43,860	\$92,076	\$63,892
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$53,974	\$156,187	\$108,468



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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 2022

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	\$ 46,020	\$ 48,080	\$ 52,900	\$ 109,980
539 JOHN WOOD	39,713	43,847	49,109	93,159
531 SHAWNEE	51,702	54,320	60,604	97,189
533 SOUTHEASTERN ILLINOIS	42,656	47,309	54,095	89,965
534 SPOON RIVER	42,763	46,068	51,895	102,935
507 DANVILLE AREA	53,328	53,328	53,328	56,055
519 HIGHLAND	52,817	64,067	78,697	109,595
501 KASKASKIA	49,770	55,040	65,691	106,554
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	48,100	51,100	68,000	95,500
506 SAUK VALLEY	45,048	48,141	62,743	86,644
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	45,327	51,496	60,321	97,331
530 JOHN A. LOGAN	44,095	51,555	59,892	98,383
520 KANKAKEE	49,632	51,119	61,612	103,174
517 LAKE LAND	39,104	42,104	43,860	53,974
536 LEWIS AND CLARK	38,225	46,464	51,979	110,905
528 MCHENRY COUNTY	53,284	64,702	77,547	129,880
503 BLACK HAWK	N/A	N/A	N/A	N/A
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	48,461	53,398	53,398	59,672
526 LINCOLN LAND	45,896	53,463	58,940	114,753
505 PARKLAND	48,543	57,631	62,076	121,024
537 RICHLAND	40,734	44,098	54,414	93,691
511 ROCK VALLEY	54,991	59,991	91,345	115,823
522 SOUTHWESTERN ILLINOIS	50,951	54,039	58,255	99,569
509 ELGIN	50,373	59,440	81,010	127,353
527 MORTON	45,966	53,265	60,417	156,187
515 PRAIRIE STATE	52,465	61,839	73,744	122,285
510 SOUTH SUBURBAN	33,171	38,345	46,875	84,275
516 WAUBONSEE	52,957	56,739	67,623	142,114
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	57,417	73,076	92,076	145,526
532 COLLEGE OF LAKE COUNTY	60,913	63,476	76,809	149,126
512 HARPER	58,804	66,184	72,803	137,105
525 JOLIET JUNIOR	57,265	64,078	73,318	133,765
524 MORAIN VALLEY	51,905	57,170	62,818	137,812
535 OAKTON	52,027	59,128	68,308	135,520
504 TRITON	53,429	59,306	65,829	71,095
AVERAGES	\$ 48,760	\$ 54,512	\$ 63,892	\$ 108,468

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 2022**

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-four 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 2022**

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



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 Table 9
 INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
 ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2022

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	2026	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	1	2022	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	6	33	156	Yes	2	2023	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	155	Yes	3	2024	Yes	IEA/NEA
507 DANVILLE AREA	30	15	10	35	150	Yes	1	2022	Yes	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Yes	2	2022	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	35	170	Yes	1	2022	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	180	Yes	4	2022	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	166	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	3	2024	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Yes	2	2023	No	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	150	Yes	1	2022	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	2023	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	168	No	3	2023	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	34	162	Yes	5	2026	No	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Yes	4	2022	No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Yes	3	2024	Yes	Other Local Group
526 LINCOLN LAND	30	15	5	33	166	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	No			Yes	IFT/AFT-AFL/CIO
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	2024	Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	1	2022	Yes	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	40	159	Yes	5	2024	Yes	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	163	Yes	3	2023	Yes	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Yes	4	2024	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Yes	1	2022	Yes	IFT/AFT-AFL/CIO
508 CITY COLLEGES OF CHICAGO	30	15	7	36	175	No			No	IFT/AFT-AFL/CIO
502 COLLEGE OF DUPAGE	30	15	10	32	166	Yes	3	2023	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	36	180	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	160	Yes	4	2024	Yes	IEA/NEA
504 TRITON	30	15	10	34	158	Yes	4	2025	Yes	Other Local Group
TOTALS/AVERAGES	30	15	7	34	164	No = 5 Yes = 34	1 = 6 2 = 3 3 = 9 4 = 12 5 = 5 6 = 0 7 = 0	1 =2021 16 =2022 8 =2023 7 =2024 1 =2025 2 =2026 0 =2027	No = 5 Yes = 34	IEA/NEA = 12 IFT/AFT-AFL/CIO = Local Fac Assoc./ Teachers' Union = 2

--Not Applicable / Not Specified in Contract

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

Section V

**FISCAL YEAR 2022 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2022 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 \$85,494. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$62,119.

Table 10
**SUMMARY OF
FISCAL YEAR 2022 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)	\$31,571	\$83,617	\$57,150
Lowest Salaries (12 month)	\$21,798	\$46,341	\$34,015
Average Salaries (9 month)	\$32,054	\$117,902	\$85,494*
Average Salaries (12 month)	\$40,500	\$73,952	\$62,119*
Highest Salaries (9 month)	\$32,537	\$156,981	\$93,446
Highest Salaries (12 month)	\$64,091	\$161,169	\$101,683
Median Salaries (9 month)	\$32,054	\$124,961	\$76,753
Median Salaries (12 month)	\$38,720	\$70,814	\$53,479

*Weighted



Illinois Community College Board

Table 11

FISCAL YEAR 2022 CONTRACTUAL BASE SALARIES FOR OTHER (NONTECHING) PROFESSIONAL STAFF (9 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	1	33,362	33,362	33,362	33,362	33,362	33,362
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	2	70,820	70,820	74,349	77,878	77,878	74,349
521 REND LAKE	1	50,000	50,000	50,000	50,000	50,000	50,000
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	--	--	--	--	--	--	--
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	11	43,304	49,604	56,430	67,918	77,861	59,043
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	70,887	70,887	75,645	80,402	80,402	75,645
503 BLACK HAWK	1	74,888	74,888	74,888	74,888	74,888	74,888
540 HEARTLAND	--	--	--	--	--	--	--
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	83,617	83,617	96,348	111,933	111,933	97,299
505 PARKLAND	2	31,571	31,571	32,054	32,537	32,537	32,054
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	3	35,360	35,360	72,890	79,131	79,131	62,460
522 SOUTHWESTERN ILLINOIS	4	58,999	61,415	70,337	79,876	82,910	70,646
509 ELGIN	3	57,173	57,173	110,982	111,904	111,904	93,353
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	64,041	65,360	72,624	80,870	83,171	73,115
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	8	70,723	85,669	91,708	102,482	111,255	92,712
508 CITY COLLEGES OF CHICAGO	12	60,100	65,183	77,842	92,737	156,981	84,273
502 COLLEGE OF DUPAGE	23	68,775	87,796	124,961	145,526	145,526	117,902
532 COLLEGE OF LAKE COUNTY	9	48,935	64,742	97,405	106,880	147,137	89,567
512 HARPER	12	60,168	88,460	104,448	113,383	137,105	101,775
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	20	45,971	59,940	65,287	76,984	88,046	67,324
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	121	\$ 57,150	\$ 63,103	\$ 76,753	\$ 84,372	\$ 93,446	\$ 85,494
Lowest Low/Highest/High		\$ 31,571				\$ 156,981	

-- = Not Applicable

* Weighted

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



Illinois Community College Board

Table 12

FISCAL YEAR 2022 CONTRACTUAL BASE SALARIES FOR OTHER (NONTECHING)
PROFESSIONAL STAFF (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	57	\$ 25,130	\$ 36,290	\$ 38,720	\$ 45,250	\$ 83,420	\$ 42,029
539 JOHN WOOD	61	24,336	35,590	39,045	45,532	78,996	40,500
531 SHAWNEE	32	31,221	43,078	50,393	57,886	74,930	51,379
533 SOUTHEASTERN ILLINOIS	32	29,264	41,614	46,425	58,326	84,394	50,136
534 SPOON RIVER	30	36,000	39,050	42,872	52,872	76,261	47,132
507 DANVILLE AREA	37	31,963	37,580	42,950	50,519	81,969	46,204
519 HIGHLAND	27	33,197	41,309	47,818	55,270	80,176	50,326
501 KASKASKIA	53	32,000	41,200	45,678	52,788	94,930	48,437
523 KISHWAUKEE	52	34,000	49,877	58,980	66,992	82,021	58,797
521 REND LAKE	52	30,000	35,000	39,817	48,726	75,402	43,277
506 SAUK VALLEY	38	32,094	46,300	49,033	61,609	84,827	51,234
529 ILLINOIS EASTERN	111	24,960	35,568	41,784	48,161	79,978	43,311
513 ILLINOIS VALLEY	39	33,321	44,629	53,500	62,019	93,976	55,805
530 JOHN A. LOGAN	64	35,568	40,119	50,148	59,096	89,256	51,208
520 KANKAKEE	61	34,570	46,000	54,019	59,160	82,885	54,456
517 LAKE LAND	78	32,323	41,288	43,883	54,288	76,823	47,997
536 LEWIS AND CLARK	43	29,310	47,000	47,000	61,208	95,888	54,010
528 MCHENRY COUNTY	67	36,400	47,865	54,591	68,077	110,033	59,120
503 BLACK HAWK	134	26,208	45,294	50,296	63,486	109,821	55,423
540 HEARTLAND	138	35,570	43,983	53,279	63,546	114,459	55,141
514 ILLINOIS CENTRAL	147	31,242	42,363	49,741	58,802	90,899	52,496
526 LINCOLN LAND	109	45,820	49,680	57,500	63,745	88,454	58,294
505 PARKLAND	132	21,798	46,990	55,317	67,736	119,480	59,981
537 RICHLAND	44	29,869	39,828	43,147	48,852	64,091	44,472
511 ROCK VALLEY	113	32,199	44,444	48,500	57,000	80,000	50,705
522 SOUTHWESTERN ILLINOIS	113	35,810	47,000	58,000	68,174	125,000	61,131
509 ELGIN	191	31,824	60,249	70,000	83,577	128,250	71,599
527 MORTON	17	46,113	59,214	61,436	61,586	72,885	61,084
515 PRAIRIE STATE	70	39,140	48,102	56,585	66,656	93,671	58,049
510 SOUTH SUBURBAN	85	31,982	43,000	49,522	66,300	109,173	55,453
516 WAUBONSEE	164	42,018	50,661	60,156	80,334	123,143	65,766
508 CITY COLLEGES OF CHICAGO	593	36,589	61,791	68,953	78,147	161,169	71,681
502 COLLEGE OF DUPAGE	358	39,208	59,767	70,548	83,954	137,366	73,620
532 COLLEGE OF LAKE COUNTY	265	37,732	50,450	58,891	67,026	124,990	62,530
512 HARPER	269	43,154	60,127	68,930	82,496	156,504	73,952
525 JOLIET JUNIOR	228	31,741	52,117	58,592	71,191	109,175	62,055
524 MORAIN VALLEY	148	46,341	60,363	70,814	82,045	139,753	73,131
535 OAKTON	167	42,223	56,885	67,725	77,443	138,826	70,153
504 TRITON	110	34,340	51,241	61,095	75,544	152,367	67,255
TOTALS/AVERAGES	4,529	\$ 34,015	\$ 46,741	\$ 53,479	\$ 63,472	\$ 101,683	\$ 62,119
Lowest Low/Highest/High		\$ 21,798				\$ 161,169	

* Weighted

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

Section VI

**FISCAL YEAR 2022 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 2022. The weighted average administrative staff salary ranged from a low of \$72,617 to a high of \$155,725. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2022 salaries; and the median fiscal year 2022 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 2022 was \$106,319. The lowest reported administrative salary was \$38,851 and the highest was \$349,319. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2022
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$38,851	\$100,144	\$62,973
Average Administrative Salaries	\$72,617	\$155,725	\$106,319*
Highest Administrative Salaries	\$142,519	\$349,319	\$232,753
Median Administrative Salaries	\$65,831	\$145,459	\$96,613

*Weighted



Illinois Community College Board

Table 14

FISCAL YEAR 2022 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	21	\$ 53,590	\$ 61,960	\$ 78,580	\$ 98,230	\$ 217,240	\$ 87,400
539 JOHN WOOD	17	42,000	55,075	71,434	84,461	210,957	78,310
531 SHAWNEE	19	46,000	63,279	74,266	80,450	150,000	76,466
533 SOUTHEASTERN ILLINOIS	10	71,023	80,209	87,039	98,238	200,227	98,455
534 SPOON RIVER	18	48,223	64,400	71,095	87,658	142,519	79,522
507 DANVILLE AREA	36	55,007	60,971	76,080	93,940	191,300	81,622
519 HIGHLAND	19	53,867	71,472	80,642	99,136	165,750	88,502
501 KASKASKIA	32	38,851	54,538	67,194	87,441	179,776	74,367
523 KISHWAUKEE	19	71,617	82,000	101,000	111,099	205,693	103,197
521 REND LAKE	35	40,000	53,560	65,831	82,750	200,863	72,617
506 SAUK VALLEY	23	65,811	67,808	75,795	95,347	188,605	87,512
529 ILLINOIS EASTERN	23	44,048	56,618	84,379	145,096	183,405	95,797
513 ILLINOIS VALLEY	15	69,000	79,116	88,520	109,836	216,047	101,970
530 JOHN A. LOGAN	43	60,137	76,158	87,004	99,786	195,000	92,451
520 KANKAKEE	28	61,584	70,255	83,362	104,578	184,255	90,380
517 LAKE LAND	21	67,027	78,396	90,076	106,347	246,043	106,355
536 LEWIS AND CLARK	66	47,000	61,894	82,200	104,242	205,000	86,727
528 MCHENRY COUNTY	48	59,682	84,707	95,678	116,176	268,656	103,866
503 BLACK HAWK	9	100,144	112,242	120,879	157,023	190,550	131,370
540 HEARTLAND	27	57,221	85,867	92,348	115,445	228,833	105,124
514 ILLINOIS CENTRAL	33	65,541	76,388	94,943	118,000	266,028	107,798
526 LINCOLN LAND	62	61,838	76,365	92,633	116,250	321,264	102,383
505 PARKLAND	29	53,932	85,393	111,187	137,420	303,028	118,574
537 RICHLAND	36	44,723	67,376	76,925	90,533	224,988	84,893
511 ROCK VALLEY	35	50,600	73,919	79,275	86,842	222,310	86,336
522 SOUTHWESTERN ILLINOIS	13	65,946	79,500	107,352	125,000	175,715	107,717
509 ELGIN	56	80,145	103,008	127,875	153,142	306,967	132,328
527 MORTON	25	56,925	77,625	90,000	121,288	258,516	108,360
515 PRAIRIE STATE	25	66,790	89,392	101,644	115,875	172,604	106,390
510 SOUTH SUBURBAN	25	56,457	85,081	95,123	136,394	213,909	107,107
516 WAUBONSEE	35	89,529	113,360	130,465	164,454	346,413	143,553
508 CITY COLLEGES OF CHICAGO	285	51,250	82,000	92,250	115,000	265,000	101,672
502 COLLEGE OF DUPAGE	40	69,353	133,623	145,459	182,626	274,977	155,725
532 COLLEGE OF LAKE COUNTY	65	69,259	98,212	112,726	134,006	281,902	121,262
512 HARPER	36	97,159	126,256	143,581	168,409	349,319	153,932
525 JOLIET JUNIOR	35	89,186	106,624	118,044	132,013	275,567	126,645
524 MORAIN VALLEY	29	89,812	111,000	123,186	157,978	289,002	138,237
535 OAKTON	34	93,565	115,080	128,897	159,263	300,206	140,568
504 TRITON	28	52,110	110,857	122,927	166,547	258,916	135,289
TOTALS/AVERAGES	1,455	\$ 62,973	\$ 82,861	\$ 96,613	\$ 119,444	\$ 232,753	\$ 106,319
Lowest Low/Highest/High		\$ 38,851				\$ 349,319	

* 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 2022**

A summary of the fiscal year 2022 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 2022. 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 2022 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$142,519	\$349,319	\$232,753
Chief Campus Administrator	\$148,039	\$193,571	\$177,014
Chief Finance Officer	\$86,694	\$244,554	\$152,831
Chief Academic Officer	\$86,577	\$227,076	\$149,041
Student Services Officer	\$75,923	\$219,048	\$130,714
Dean-Baccalaureate Education	\$50,669	\$174,091	\$110,966
Dean-Occupational/Career Education	\$53,017	\$143,073	\$108,502
Dean-Continuing Education	\$56,770	\$147,532	\$98,593
Director-Data Processing/Info Technology	\$53,590	\$197,848	\$120,836
Director-Research & Planning	\$61,320	\$190,614	\$102,844
Director-Admissions and Records	\$58,384	\$141,401	\$89,435
Director-Counseling	\$49,542	\$139,727	\$88,521
Director-Financial Aid	\$62,943	\$141,134	\$83,499
Director-Job Placement	\$56,383	\$135,699	\$99,330
Director-Student Activities	\$57,822	\$122,366	\$84,554
Director-Library/LRC	\$55,075	\$146,064	\$90,371
Director-Development/Grants	\$64,490	\$225,384	\$110,263
Director-Public Information/Relations	\$55,167	\$173,565	\$99,662
Director-Personnel/Human Resources	\$62,890	\$178,634	\$109,464
Director-Business Services	\$56,680	\$171,928	\$91,833
Director-Physical Facilities/Grounds	\$66,940	\$177,858	\$100,955
Director-Adult Education	\$56,570	\$135,366	\$92,447
Director-Athletics	\$47,347	\$161,049	\$85,112
Controller	\$53,867	\$171,600	\$110,862
Director-Business/Industry Center	\$53,454	\$138,066	\$89,270
Director-Physical Therapy Program	\$107,205	\$110,135	\$108,670
Director-Nursing	\$84,509	\$150,000	\$105,695

*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2022

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	\$217,240	1	3	1					\$98,230	1	4	3	\$110,300	1	3	2
539 JOHN WOOD	210,957	1	7	1					86,694	1	6	4	134,323	1	5	2
531 SHAWNEE	150,000	1	1	1												
533 SOUTHEASTERN ILLINOIS	200,227	1	12	1					89,822	1	4	4	106,869	1	5	2
534 SPOON RIVER	142,519	1	9	1					139,670	1	18	2				
507 DANVILLE AREA	191,300	1	5	1					130,086	1	10	2				
519 HIGHLAND	165,750	1	1	1					117,269	1	16	2	115,097	1	1	2
501 KASKASKIA	179,776	1	3	1					110,000	1	5	2	106,090	1	1	2
523 KISHWAUKEE	205,693	1	6	1					111,910	1	3	4	139,944	1	4	2
521 REND LAKE	200,863	1	9	1					130,453	1	9	2	110,334	1	8	2
506 SAUK VALLEY	188,605	1	6	1					116,188	1	2	2	122,844	1	2	2
529 ILLINOIS EASTERN	183,405	1	1	1	\$148,039	4	8	2	165,404	1	3	3	86,577	5	5	4
513 ILLINOIS VALLEY	216,047	1	13	1					146,365	1	0	2	129,165	1	7	2
530 JOHN A. LOGAN	195,000	1	1	1					145,000	1	1	2	145,000	1	5	2
520 KANKAKEE	184,255	1	2	1					122,400	1	1	2	145,860	1	1	2
517 LAKE LAND	246,043	1	8	1					160,082	1	2	2	174,149	1	5	2
536 LEWIS AND CLARK	205,000	1	1	1					186,002	1	9	2	141,000	1	1	2
528 MCHENRY COUNTY	268,656	1	6	1					170,798	1	9	2				
503 BLACK HAWK	190,550	1	3	1					157,023	1	7	2	157,783	1	5	2
540 HEARTLAND	228,833	1	3	1					143,620	1	1	2	160,186	1	9	2
514 ILLINOIS CENTRAL	266,028	1	5	1					222,539	1	20	2	178,000	1	0	2
526 LINCOLN LAND	321,264	1	15	1					165,928	1	2	2	162,807	1	4	2
505 PARKLAND	303,028	1	23	1					164,613	1	12	2	137,244	1	1	2
537 RICHLAND	224,988	1	5	1					162,964	1	23	2	132,866	1	8	2
511 ROCK VALLEY	222,310	1	1	1					86,700	1	3	2				
522 SOUTHWESTERN ILLINOIS	175,715	1	3	1					94,811	1	3	2	149,500	1	2	2
509 ELGIN	306,967	1	15	1					184,957	1	2	2	212,767	1	5	2
527 MORTON	258,516	1	6	1					160,178	1	3	4	220,871	1	5	2
515 PRAIRIE STATE	172,604	1	1	1									165,000	1	0	2
510 SOUTH SUBURBAN	213,909	1	3	1												
516 WAUBONSEE	346,413	1	20	1					208,000	1	1	2	219,048	1	4	2
508 CITY COLLEGES OF CHICAGO	265,000	1	4	1	193,571	7	4	2	179,375	1	3	3	202,000	1	4	3
502 COLLEGE OF DUPAGE	274,977	1	3	1												
532 COLLEGE OF LAKE COUNTY	281,902	1	3	1									194,741	1	2	2
512 HARPER	349,319	1	2	1					223,353	1	1	2	227,076	1	1	2
525 JOLIET JUNIOR	275,567	1	25	1					182,381	1	1	2	167,198	1	3	2
524 MORAIN VALLEY	289,002	1	9	1					180,433	1	3	2	194,293	1	9	2
535 OAKTON	300,206	1	6	1					208,437	1	5	2	182,923	1	5	2
504 TRITON	258,916	1	5	1					244,554	1	23	2	187,324	1	2	2
NUMBER OF PERSONS	39				11				34				36			
AVERAGES	\$ 232,753				\$ 177,014				\$ 152,831				\$ 149,041			

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 2022

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	\$120,190	2	1	2					\$89,375	2	3	4				
539 JOHN WOOD	84,461	1	2	4	\$50,669	2	2	4	53,017	1	4	4				
531 SHAWNEE	105,832	1	1	2	78,928	1	3	4								
533 SOUTHEASTERN ILLINOIS	98,238	1	10	4	84,255	1	1	4								
534 SPOON RIVER	93,268	1	9	4	87,658	1	9	4	84,257	1	6	4				
507 DANVILLE AREA	103,845	1	1	2	96,339	2	19	4	89,118	1	3	4				
519 HIGHLAND	103,081	1	14	2					99,136	1	15	2				
501 KASKASKIA	100,703	2	6	2	94,237	1	14	4	82,400	1	1	4				
523 KISHWAUKEE	120,950	1	4	2	103,212	1	2	3	101,000	1	2	4				
521 REND LAKE	99,300	2	11	3	89,370	1	10	4	79,551	2	3	4	\$56,770	1	8	4
506 SAUK VALLEY	95,347	1	7	3	95,347	1	7	3	92,060	1	5	3				
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	95,078	1	3	2	106,203	1	18	4	79,116	1	4	4				
530 JOHN A. LOGAN					122,212	1	5	3								
520 KANKAKEE									101,867	2	1	4	103,052	1	24	4
517 LAKE LAND	160,082	1	0	2												
536 LEWIS AND CLARK	143,173	1		2	95,000	1	0	4	133,439	1	12	4				
528 MCHENRY COUNTY	149,341	1	3	2	129,708	1	2	4	121,767	1	2	3	87,292	1	2	4
503 BLACK HAWK									119,814	1	2	4	123,591	1	10	4
540 HEARTLAND	143,620	1	3	2									92,348	1	5	3
514 ILLINOIS CENTRAL	133,900	1	1	2					118,000	1	0	4	81,991	1	3	4
526 LINCOLN LAND	157,192	1	11	2					104,093	1	1	4				
505 PARKLAND	153,350	1	5	2					104,153	1	0	3				
537 RICHLAND	118,932	1	3	2	84,016	1	3	4	78,100	1	4	4				
511 ROCK VALLEY	75,923	1	4	4												
522 SOUTHWESTERN ILLINOIS	105,000	1	1	2					125,000	1	1	4				
509 ELGIN	171,385	1	8	3	174,091	1	19	3	111,486	1	3	3	147,532	1	3	3
527 MORTON	140,000	1	0	3	90,000	1	0	4	112,479	1	2	4	74,986	1	2	4
515 PRAIRIE STATE	153,831	1	2	2					95,000	1	0	4	91,670	1	0	4
510 SOUTH SUBURBAN													95,123	1	18	4
516 WAUBONSEE	219,048	1	9	2	135,900	1	8	4	129,973	2	5	4				
508 CITY COLLEGES OF CHICAGO	107,259	5	9	4					125,417	3	3	4	107,625	1	1	4
502 COLLEGE OF DUPAGE					137,000	1	0	4	143,073	1	4	4				
532 COLLEGE OF LAKE COUNTY	217,768	1	4	2					124,687	1	3	4				
512 HARPER	160,765	1	3	3	130,340	3	2	4	138,444	2	5	4				
525 JOLIET JUNIOR	192,503	1	19	2	120,000	1	0	4	122,922	1	5	4				
524 MORAIN VALLEY	190,723	1	11	2	139,018	1	9	4	138,690	1	0	4				
535 OAKTON	155,145	2	6	2	141,706	4	8	4	113,908	1	3	4	104,725	1	5	4
504 TRITON	185,672	1	3	2					121,707	1	2	4	115,000	1	0	4
NUMBER OF PERSONS	41				29				38				13			
AVERAGES	\$ 130,714				\$ 110,966				\$ 108,502				\$ 98,593			

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 2022

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	\$53,590	1	3	4	\$78,580	1	2	4	\$68,590	1	9	4	\$49,542	1	7	4								
539 JOHN WOOD	81,698	1	14	4					58,384	1	3	4												
531 SHAWNEE	91,964	1	20	5					75,000	1	0	4												
533 SOUTHEASTERN ILLINOIS	96,515	1	26	6					73,306	1	7	4												
534 SPOON RIVER	87,691	2	13	4	64,400	1	9	4	60,622	1	8	4												
507 DANVILLE AREA	100,035	1	7	4	61,320	1	1	4																
519 HIGHLAND	73,693	1	4	4	71,494	1	15	4																
501 KASKASKIA	108,150	1	1	3	75,403	1	2	4																
523 KISHWAUKEE	105,866	1	4	4	82,704	1	5	4	59,542	1	9	4	65,140	1	5	6								
521 REND LAKE	82,750	1	15	3	65,811	1	3	4																
506 SAUK VALLEY	98,904	1	4	3	73,798	1	7	4																
529 ILLINOIS EASTERN	110,058	1	25	4	61,800	1	1	4																
513 ILLINOIS VALLEY	88,520	1	4	4	69,000	1	0	4	88,643	1	6	4	98,462	1	6	4								
530 JOHN A. LOGAN	123,755	1	5	3	103,166	1	27	4																
520 KANKAKEE	111,360	1	13	4	74,904	1	2	4																
517 LAKE LAND	109,165	1	0	4	64,142	1	2	4																
536 LEWIS AND CLARK	170,000	1	0	2	113,995	1	0	4	126,795	1	27	4	70,440	1	3	4								
528 MCHENRY COUNTY	170,000	1	0	2	103,852	1	2	4	61,594	1	0	6	90,075	1	4	6								
503 BLACK HAWK	138,747	1	7	3	112,242	1	19	4	100,307	1	4	4	76,388	1	6	4								
540 HEARTLAND					102,480	1	8	3	94,942	1	0	4												
514 ILLINOIS CENTRAL					149,000	1	0	4	96,758	1	8	3					66,991	1	0	4	71,072	1	1	4
526 LINCOLN LAND					168,083	1	14	2	114,505	1	5	3					111,187	1	6	5	77,665	1	1	5
505 PARKLAND	155,148	1	2	3	114,317	1	5	3	86,625	1	4	2	75,000	1	2	2								
537 RICHLAND	95,199	1	4	3	75,941	1	4	6																
511 ROCK VALLEY	86,625	1	4	2	79,500	1	1	4																
522 SOUTHWESTERN ILLINOIS	127,294	1	3	2	190,614	1	14	2																
509 ELGIN	175,112	1	4	3	86,900	1	0	4	102,636	1	5	5	80,840	1	2	4								
527 MORTON	140,922	1	4	2	102,213	1	9	4	81,680	1	1	4												
515 PRAIRIE STATE	113,605	1	6	4	83,389	1	14	4	117,623	1	2	4					102,329	1	2	4				
510 SOUTH SUBURBAN	110,900	3	13	3	130,465	1	11	4	74,294	2	3	4					139,727	1	15	3				
516 WAUBONSEE	164,454	1	10	3	120,000	1	2	3	122,833	2	12	4	79,101	6	7	4								
508 CITY COLLEGES OF CHICAGO	89,450	6	2	4	159,582	1	4	4																
502 COLLEGE OF DUPAGE	197,848	1	3	4	101,129	1	1	4	104,193	1	1	4					85,806	1	1	4				
532 COLLEGE OF LAKE COUNTY	170,210	1	3	4	125,596	1	8	4	141,401	2	2	3					126,915	1	5	5				
512 HARPER	175,778	1	0	2	118,044	1	21	4	120,011	1	25	4	117,625	1	7	4								
525 JOLIET JUNIOR					101,145	1	6	4	111,000	1	0	4												
524 MORAIN VALLEY					173,581	1	7	2	123,210	2	2	4					128,674	1	20	4	124,134	1	7	4
535 OAKTON					156,640	3	11	4	116,415	1	2	4					105,832	2	2	4				
504 TRITON	171,928	1	10	3																				
NUMBER OF PERSONS	45				32				41				18											
AVERAGES	\$ 120,836				\$ 102,844				\$ 89,435				\$ 88,521											

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 2022

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	\$112,980	1	27	4					\$67,278	5	2	4	\$55,075	1	11	4
539 JOHN WOOD	87,778	1	15	4									71,421	1	22	4
531 SHAWNEE	80,450	1	29	4					57,822	1	8	4				
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	69,529	1	16	6												
507 DANVILLE AREA	82,231	1	35	4	\$56,383	1	0	4								
519 HIGHLAND	76,100	1	15	4									58,165	1	4	4
501 KASKASKIA	62,943	1	7	4									97,394	1	3	4
523 KISHWAUKEE																
521 REND LAKE	67,073	1	9	6												
506 SAUK VALLEY	69,804	1	6	4												
529 ILLINOIS EASTERN													55,608	1	20	4
513 ILLINOIS VALLEY	75,645	1	2	4									80,883	1	4	4
530 JOHN A. LOGAN					64,836	1	4	4	84,590	1	15	4	80,480	1	3	4
520 KANKAKEE	64,652	1	3	4					84,479	1	8	4	64,142	1	1	4
517 LAKE LAND	68,339	1	0	4												
536 LEWIS AND CLARK	94,262	1	18	4					122,366	1	0	4				
528 MCHENRY COUNTY	84,707	1	2	4					98,107	1	3	4				
503 BLACK HAWK																
540 HEARTLAND	78,754	1	8	4									87,152	1	20	4
514 ILLINOIS CENTRAL													71,996	1	11	6
526 LINCOLN LAND	76,957	1	3	4									118,184	1	11	4
505 PARKLAND									71,132	1	3	5	82,120	1	0	5
537 RICHLAND	63,560	1	4	4									72,031	1	10	4
511 ROCK VALLEY	77,010	1	4	4												
522 SOUTHWESTERN ILLINOIS	75,000	1	1	4					65,946	1	5	4				
509 ELGIN													98,499	1	3	4
527 MORTON	88,766	1	2	4					61,060	1	2	4	103,342	1	1	4
515 PRAIRIE STATE	88,475	1	8	4									92,000	1	0	4
510 SOUTH SUBURBAN	76,500	1	1	4												
516 WAUBONSEE	130,465	1	14	4									93,600	1	1	4
508 CITY COLLEGES OF CHICAGO	74,054	7	2	6												
502 COLLEGE OF DUPAGE	106,995	1	1	4												
532 COLLEGE OF LAKE COUNTY	91,935	1	1	4	133,791	1	17	4	100,130	1	7	4	134,006	1	7	4
512 HARPER	118,824	1	10	4	115,461	1	12	4					146,064	1	14	4
525 JOLIET JUNIOR	93,212	1	22	4												
524 MORAIN VALLEY					89,812	1	14	4	114,816	1	10	4	99,588	1	6	4
535 OAKTON	141,134	1	22	4	135,699	1	12	4	108,378	3	6	4	110,000	1	5	4
504 TRITON													116,415	1	2	4
NUMBER OF PERSONS	35				6				18				22			
AVERAGES	\$ 83,499				\$ 99,330				\$ 84,554				\$ 90,371			

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 2022

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	\$73,760	1	2	4	\$64,400	1	5	4	\$78,920	1	8	4				
539 JOHN WOOD	75,296	1	22	4	57,539	1	2	4	76,386	1	7	4				
531 SHAWNEE					65,158	1	4	5	64,419	1	7	5	\$77,346	1	12	5
533 SOUTHEASTERN ILLINOIS													84,257	1	15	4
534 SPOON RIVER	64,496	1	6	4	59,797	1	9	4	64,833	1	3	4	69,496	1	1	4
507 DANVILLE AREA	105,224	1	3	3	80,989	1	21	3	102,372	1	10	2				
519 HIGHLAND									98,021	1	2	4				
501 KASKASKIA					70,070	1	18	4	87,251	1	3	4				
523 KISHWAUKEE					105,319	1	3	4	111,099	1	4	4				
521 REND LAKE					55,167	1	3	6	62,890	1	3	6				
506 SAUK VALLEY									95,347	1	17	4				
529 ILLINOIS EASTERN									65,000	1	1	3	56,680	6	11	4
513 ILLINOIS VALLEY					91,184	1	1	4	73,677	1	4	4				
530 JOHN A. LOGAN	64,490	1	0	4	103,184	1	0	4	91,270	1	1	4	77,276	1	3	4
520 KANKAKEE	86,700	1	1	4	90,219	1	18	4	111,860	1	14	4				
517 LAKE LAND					81,391	2	5	6	90,076	1	5	4				
536 LEWIS AND CLARK					61,894	1	0	6	89,973	1	7	4				
528 MCHENRY COUNTY	83,760	1	1	4	153,298	1	4	2	149,205	1	4	3				
503 BLACK HAWK									100,144	1	7	4				
540 HEARTLAND	103,811	1	9	3	85,867	1	4	3	110,393	1	23	3				
514 ILLINOIS CENTRAL	87,555	1	4	3	150,467	1	3	2								
526 LINCOLN LAND	75,651	1	2	4	135,159	1	17	2	134,586	1	2	3	136,064	1	8	3
505 PARKLAND					82,712	1	3	5	128,135	1	1	3				
537 RICHLAND	98,839	1	2	3	63,560	1	4	4	88,762	1	4	4				
511 ROCK VALLEY	84,930	1	4	4					103,421	2	3	4				
522 SOUTHWESTERN ILLINOIS									108,500	1	5	2				
509 ELGIN	130,175	1	3	2	147,458	1	6	2	166,064	1	2	2				
527 MORTON					130,000	1	2	3								
515 PRAIRIE STATE	88,750	1	5	4					118,450	1	1	4				
510 SOUTH SUBURBAN					103,798	1	3	4	107,726	1	13	4				
516 WAUBONSEE					153,350	1	6	3	178,195	1	9	3	125,075	1	4	4
508 CITY COLLEGES OF CHICAGO	151,188	1	2	3	123,000	1	2	3	89,151	6	3	4	114,160	2	8	4
502 COLLEGE OF DUPAGE	225,384	1	12	2					117,000	1	0	4				
532 COLLEGE OF LAKE COUNTY	139,379	1	22	4	112,726	1	5	4	173,478	1	3	4	130,699	1	7	3
512 HARPER	190,509	1	7	2					178,634	1	10	3				
525 JOLIET JUNIOR	137,393	1	20	4	106,624	1	15	4	143,850	1	1	2	120,626	1	9	4
524 MORAIN VALLEY	142,724	1	33	4	100,917	1	5	4	157,978	1	23	4				
535 OAKTON	104,323	2	2	4	173,565	1	3	4	170,085	1	8	2				
504 TRITON	117,385	1	0	4					161,166	1	8	3	171,928	1	2	3
NUMBER OF PERSONS	23				29				42				17			
AVERAGES	\$ 110,263				\$ 99,662				\$ 109,464				\$ 91,833			

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 2022

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	\$66,940	1	7	4					\$56,340	1	0	4				
539 JOHN WOOD	71,434	1	14	4					47,347	1	9	4				
531 SHAWNEE	74,266	1	12	4												
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	72,661	1	29	4	\$64,770	1	11	6	56,992	1	5	4				
507 DANVILLE AREA	89,073	1	1	2	69,000	1	0	4	72,528	1	3	4	\$77,000	1	0	4
519 HIGHLAND	80,536	1	12	4	64,091	1	0	4	80,642	1	27	4	53,867	1	15	4
501 KASKASKIA	74,801	1	7	4	56,570	2	2	4								
523 KISHWAUKEE	90,427	1	3	4					82,000	1	5	4				
521 REND LAKE	71,717	1	5	4	62,841	1	13	6					82,391	1	5	4
506 SAUK VALLEY	71,801	1	1	4					75,795	1	3	4				
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	80,631	1	7	4									88,193	1	8	4
530 JOHN A. LOGAN	80,192	1	2	4	66,975	1	6	4	103,166	1	4	4				
520 KANKAKEE	86,700	1	1	4	69,110	1	6	4	80,869	1	6	4	71,400	1	1	4
517 LAKE LAND	90,076	1	4	4					67,027	1	8	4	97,102	1	14	4
536 LEWIS AND CLARK	83,038	1	6	4	114,883	1	25	4	98,561	1	7	4				
528 MCHENRY COUNTY	123,480	1	1	4					97,558	1	4	4	125,088	1	8	4
503 BLACK HAWK																
540 HEARTLAND	115,445	1	15	3	75,680	1	5	3	74,356	1	11	4	94,174	1	5	3
514 ILLINOIS CENTRAL									74,160	1	1	4	102,344	1	15	4
526 LINCOLN LAND	104,534	1	8	4	78,000	1	1	4	85,755	1	21	4	81,564	1	2	4
505 PARKLAND	137,420	1	21	5	102,472	1	5	3	79,810	1	3	6	104,551	1	3	5
537 RICHLAND	68,892	1	2	4	72,019	1	5	4					88,409	1	4	4
511 ROCK VALLEY	77,417	1	18	4					79,275	1	3	6				
522 SOUTHWESTERN ILLINOIS									70,411	1	7	4				
509 ELGIN	131,225	1	12	4	123,624	2	3	3								
527 MORTON					86,230	1	3	4	101,430	1	1	4				
515 PRAIRIE STATE	121,337	1	9	4	109,153	1	11	4	68,078	1	3	4	115,875	1	1	4
510 SOUTH SUBURBAN									88,125	1	15	4	138,008	1	20	4
516 WAUBONSEE	153,350	1	7	3	100,264	1	3	4					171,600	1	12	3
508 CITY COLLEGES OF CHICAGO					99,563	6	3	4	74,095	5	2	6				
502 COLLEGE OF DUPAGE									141,417	1	2	4	131,062	1	0	5
532 COLLEGE OF LAKE COUNTY					135,366	1	5	4	86,844	1	2	4	152,166	1	5	4
512 HARPER	173,367	1	5	3	97,159	1	8	4	113,936	1	14	4	141,097	1	1	3
525 JOLIET JUNIOR	132,012	1	14	2									145,212	1	19	4
524 MORAIN VALLEY					99,709	1	5	4	161,049	1	38	4	121,370	1	3	4
535 OAKTON	126,119	1	3	4	111,889	2	8	4	124,533	1	1	4	155,911	1	5	4
504 TRITON	177,858	1	12	3	124,146	1	5	4					105,724	2	7	4
NUMBER OF PERSONS	28				30				31				23			
AVERAGES	\$ 100,955				\$ 92,447				\$ 85,112				\$ 110,862			

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 2022

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												
539 JOHN WOOD												
531 SHAWNEE	\$67,983	2	13	3					\$88,000	1	2	5
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	53,454	2	11	4								
507 DANVILLE AREA	75,160	1	1	4					85,848	1	1	4
519 HIGHLAND									84,509	1	0	4
501 KASKASKIA												
523 KISHWAUKEE	90,100	1	5	4								
521 REND LAKE												
506 SAUK VALLEY	69,804	1	2	4					89,689	1	2	3
529 ILLINOIS EASTERN												
513 ILLINOIS VALLEY												
530 JOHN A. LOGAN	87,892	1	7	4					95,649	1	0	4
520 KANKAKEE									106,104	1	9	4
517 LAKE LAND	75,554	1	6	4								
536 LEWIS AND CLARK	93,896	1	6	4					116,593	1	10	4
528 MCHENRY COUNTY					\$110,135	1	2	4	113,761	1	0	4
503 BLACK HAWK												
540 HEARTLAND									89,921	1	3	3
514 ILLINOIS CENTRAL	94,943	1	2	4					93,274	1	4	5
526 LINCOLN LAND	103,063	1	1	3					139,465	1	12	4
505 PARKLAND	111,790	1	4	5								
537 RICHLAND									92,304	1	13	4
511 ROCK VALLEY												
522 SOUTHWESTERN ILLINOIS												
509 ELGIN												
527 MORTON					107,205	1	2	4				
515 PRAIRIE STATE												
510 SOUTH SUBURBAN									104,550	1	2	4
516 WAUBONSEE									103,906	1	1	5
508 CITY COLLEGES OF CHICAGO									150,000	1	2	4
502 COLLEGE OF DUPAGE												
532 COLLEGE OF LAKE COUNTY	116,919	1	11	4								
512 HARPER									122,607	1	0	4
525 JOLIET JUNIOR									121,329	1	14	4
524 MORAIN VALLEY	138,066	1	4	4					105,000	1	0	4
535 OAKTON	128,257	1	3	3								
504 TRITON												
NUMBER OF PERSONS	16				2				18			
AVERAGES	\$ 89,270				\$ 108,670				\$ 105,695			

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 2021**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2021. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.



Illinois Community College Board

Table 17

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

District/College	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
507 DANVILLE AREA	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
506 SAUK VALLEY	X	X	X	X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X	X	X	X	X		X	X			X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X	X		X	X
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	
528 MCHENRY COUNTY	X	X	X	X			X	X	X	X	X	X
503 BLACK HAWK	X	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
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
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	33	37	39	19	2	34	35	33	17	38	31

*Usually for select administrators only.

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

Section IX

**FISCAL YEAR 2022
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes fiscal year 2022 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 2022 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%	11.5%	3.8%
Faculty (9 and 12 Months)	0.0%	6.6%	3.2%
Other (Nonteaching) Professional (9 and 12 Months)	1.5%	8.2%	3.3%
Classified	1.5%	7.5%	3.2%

*Weighted



Illinois Community College Board

Table 19

FISCAL YEAR 2022 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	1.5	1.5	1.5	1.5
533 SOUTHEASTERN ILLINOIS	2.8	2.8	2.8	6.0
534 SPOON RIVER	2.0	2.0	2.0	2.0
507 DANVILLE AREA	2.2	2.2	2.2	3.1
519 HIGHLAND	1.9	4.2	2.4	3.2
501 KASKASKIA	3.2	2.0	2.8	5.1
523 KISHWAUKEE	3.5	3.2	3.4	2.8
521 REND LAKE	4.4	0.0	6.0	5.3
506 SAUK VALLEY	4.3	5.5	5.7	5.2
529 ILLINOIS EASTERN	3.0	3.4	3.0	4.9
513 ILLINOIS VALLEY	2.7	3.0	2.5	3.4
530 JOHN A. LOGAN	3.0	3.4	3.0	2.7
520 KANKAKEE	2.8	2.4	2.3	4.1
517 LAKE LAND	2.3	3.0	2.9	7.5
536 LEWIS AND CLARK	3.8	3.2	8.2	4.5
528 MCHENRY COUNTY	3.7	2.8	2.9	3.4
503 BLACK HAWK	3.5	2.7	3.4	2.1
540 HEARTLAND	2.8	2.9	3.1	2.5
514 ILLINOIS CENTRAL	5.1	6.6	5.2	5.2
526 LINCOLN LAND	3.1	3.1	3.1	3.1
505 PARKLAND	3.0	3.0	2.8	3.0
537 RICHLAND	2.0	1.8	2.0	2.0
511 ROCK VALLEY	11.5	3.7	4.2	4.0
522 SOUTHWESTERN ILLINOIS	0.0	2.0	2.0	2.0
509 ELGIN	3.5	2.8	3.6	2.6
527 MORTON	8.1	3.1	3.1	4.5
515 PRAIRIE STATE	3.0	4.0	3.0	3.0
510 SOUTH SUBURBAN	2.9	1.3	2.2	2.3
516 WAUBONSEE	4.0	5.8	7.7	6.6
508 CITY COLLEGES OF CHICAGO	6.2	3.6	4.1	3.6
502 COLLEGE OF DUPAGE	1.9	2.0	2.0	1.9
532 COLLEGE OF LAKE COUNTY	2.2	3.0	2.2	2.7
512 HARPER	3.0	4.0	3.0	3.0
525 JOLIET JUNIOR	2.8	2.8	2.8	2.8
524 MORAIN VALLEY	3.5	3.5	3.5	3.5
535 OAKTON	2.8	2.5	2.0	2.0
504 TRITON	2.8	3.5	3.4	3.7
TOTALS/AVERAGES	3.8 %	3.2 %	3.3 %	3.2 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2021 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2021 and the average total salaries paid to full-time faculty in fiscal year 2021. The fiscal year 2021 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2020, to June 30, 2021.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2021 for those districts reporting data was \$28,082 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2021. 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 2021 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 2021 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2021 AVERAGE TOTAL SALARY ACTUALLY PAID

District/College	FY 2021 Full-Time Average Faculty Contractual Base Salary	FY 2021 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$ 59,487	\$ 91,040	\$ 31,553	53.0 %
539 JOHN WOOD	59,284	65,721	6,437	10.9
531 SHAWNEE	67,187	86,948	19,760	29.4
533 SOUTHEASTERN ILLINOIS	58,632	77,889	19,257	32.8
534 SPOON RIVER	59,883	73,928	14,045	23.5
507 DANVILLE AREA	60,482	89,512	29,030	48.0
519 HIGHLAND	83,648	103,090	19,442	23.2
501 KASKASKIA	82,257	115,842	33,585	40.8
523 KISHWAUKEE	65,446	78,538	13,091	20.0
521 REND LAKE	68,273	75,764	7,491	11.0
506 SAUK VALLEY	60,423	80,542	20,119	33.3
529 ILLINOIS EASTERN	58,933	83,606	24,674	41.9
513 ILLINOIS VALLEY	74,010	90,653	16,643	22.5
530 JOHN A. LOGAN	70,924	91,211	20,286	28.6
520 KANKAKEE	69,644	87,317	17,673	25.4
517 LAKE LAND	59,721	95,691	35,970	60.2
536 LEWIS AND CLARK	78,206	94,992	16,786	21.5
528 MCHENRY COUNTY	98,167	120,351	22,184	22.6
503 BLACK HAWK	63,136	88,708	25,573	40.5
540 HEARTLAND	65,554	80,776	15,221	23.2
514 ILLINOIS CENTRAL	70,185	100,056	29,872	42.6
526 LINCOLN LAND	88,511	113,290	24,779	28.0
505 PARKLAND	78,699	100,089	21,390	27.2
537 RICHLAND	63,839	84,195	20,355	31.9
511 ROCK VALLEY	71,237	99,807	28,569	40.1
522 SOUTHWESTERN ILLINOIS	68,341	103,450	35,109	51.4
509 ELGIN	100,652	137,169	36,517	36.3
527 MORTON	75,269	104,918	29,649	39.4
515 PRAIRIE STATE	76,966	96,389	19,423	25.2
510 SOUTH SUBURBAN	70,018	94,220	24,202	34.6
516 WAUBONSEE	90,711	112,226	21,515	23.7
508 CITY COLLEGES OF CHICAGO	90,741	112,871	22,129	24.4
502 COLLEGE OF DUPAGE	108,630	135,085	26,454	24.4
532 COLLEGE OF LAKE COUNTY	104,766	137,564	32,797	31.3
512 HARPER	92,805	125,503	32,698	35.2
525 JOLIET JUNIOR	102,795	143,931	41,136	40.0
524 MORAIN VALLEY	77,564	124,683	47,119	60.7
535 OAKTON	88,697	119,052	30,355	34.2
504 TRITON	70,620	91,717	21,097	29.9
TOTAL/AVERAGES*	\$ 82,281	\$ 110,363	\$28,082	34.1 %

*Weighted

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



Illinois Community College Board

Table 21

FISCAL YEAR 2021 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District/College	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$ 95,516	\$ 47,326	\$ 33,664
539 JOHN WOOD	76,176	42,739	32,022
531 SHAWNEE	75,937	60,173	39,229
533 SOUTHEASTERN ILLINOIS	105,964	57,263	26,442
534 SPOON RIVER	84,496	52,859	33,402
507 DANVILLE AREA	82,215	47,188	32,498
519 HIGHLAND	84,782	58,776	38,345
501 KASKASKIA	78,742	56,388	39,705
523 KISHWAUKEE	109,608	67,125	40,445
521 REND LAKE	71,823	49,705	38,446
506 SAUK VALLEY	88,958	50,740	35,765
529 ILLINOIS EASTERN	95,553	41,519	34,033
513 ILLINOIS VALLEY	112,922	60,929	34,470
530 JOHN A. LOGAN	88,493	51,299	43,026
520 KANKAKEE	89,584	61,108	51,994
517 LAKE LAND	102,767	63,191	39,412
536 LEWIS AND CLARK	94,504	59,646	35,969
528 MCHENRY COUNTY	102,785	64,950	51,126
503 BLACK HAWK	108,721	60,934	41,694
540 HEARTLAND	102,568	59,911	33,968
514 ILLINOIS CENTRAL	110,986	56,980	37,034
526 LINCOLN LAND	117,810	66,193	46,249
505 PARKLAND	136,426	72,678	40,529
537 RICHLAND	85,108	53,538	40,080
511 ROCK VALLEY	84,090	57,048	37,429
522 SOUTHWESTERN ILLINOIS	97,361	65,803	41,600
509 ELGIN	153,039	84,538	51,046
527 MORTON	118,059	60,687	49,807
515 PRAIRIE STATE	108,087	65,639	44,421
510 SOUTH SUBURBAN	111,140	61,382	43,017
516 WAUBONSEE	152,172	76,456	49,559
508 CITY COLLEGES OF CHICAGO	113,785	79,920	61,606
502 COLLEGE OF DUPAGE	147,157	80,370	53,342
532 COLLEGE OF LAKE COUNTY	128,887	76,298	42,666
512 HARPER	140,911	77,252	48,558
525 JOLIET JUNIOR	137,173	65,991	56,494
524 MORAIN VALLEY	145,563	76,916	50,327
535 OAKTON	152,612	78,889	59,895
504 TRITON	143,409	78,793	44,718
STATE AVERAGE*	\$ 111,157	\$ 70,497	\$ 46,690

*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 2018 TO 2022**

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 (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2018 TO 2022**

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Faculty (9 Month)	\$78,089	\$78,928	\$80,469	\$82,517	\$84,118
Faculty (12 Month)	\$60,746	\$63,915	\$63,250	\$63,900	\$67,819
Administrators (12 Month)	\$100,228	\$101,344	\$102,965	\$103,673	\$106,319
Other Professionals (9 Month)	\$78,322	\$80,632	\$81,625	\$83,715	\$85,494
Other Professionals (12 Month)	\$58,396	\$59,030	\$60,038	\$60,993	\$62,119

*Weighted