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ABSTRACT

Through its annual salary survey, the Illinois Community College Board gathers data about compensation received by employees in the 50 public community colleges in the state. This report contains data for fiscal year (FY) 1994 on contractual base salaries for full-time faculty; salary rates for part-time faculty, full-time faculty overload and summer term; salary schedules for full-time faculty with a master's degree; and institutional policies related to faculty salaries and contracts. Also, information is presented on contractual base salaries for non-teaching professional and administrative staff for FY 1994, salaries paid to selected administrators, a summary of FY 1994 monthly classified staff salaries, and FY 1993 fringe benefits for all full-time employees. Finally, the report provides FY 1994 mean percentage salary increases for all employees, the average total salary actually paid in FY 1993, and average salaries and increases from 1990 through 1994. Highlighted findings include the following: (1) FY 1993 average total salaries paid to full-time employees (including all overloads and compensation) were \$47,845 for faculty, \$51,481 for administrators, and \$33,859 for other (non-teaching) professionals; (2) average contractual base salaries for FY 1994 were \$45,817 for faculty, \$53,469 for administrators, and \$44,615 for other (non-teaching) professionals; and (3) FY 1994 salary rates per credit hour were \$345 for part-time faculty, \$483 for full-time faculty overload, and \$563 for full-time faculty summer term. Detailed data tables with comparative information for the different institutions in the system are provided. (PAA)

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Fall 1993 Salary Survey Report for the Illinois Public Community Colleges



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HIGHLIGHTS OF THE FALL 1993 SALARY SURVEY REPORT

1. Fiscal Year 1993 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1992 and June 30, 1993.

Faculty (9 and 12 month)	\$47,845
Administrative (12 month)	\$51,481
Other (Nonteaching) Professional (9 and 12 month)	\$33,859

2. Fiscal Year 1993 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	\$ 5,044
Administrative (12 month)	\$ 4,751
Other (Nonteaching) Professional (9 month)	\$ 3,961
Classified (12 month)	\$ 4,038

3. Fiscal Year 1994 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	\$45,817
Administrative (12 month)	\$53,469
Other (Nonteaching) Professional (9 month)	\$44,615

4. Fiscal Year 1994 Weighted Average Salary Increases.

Faculty (9 month)	5.2%
Administrative (12 month)	6.2%
Other (Nonteaching) Professional (9 month)	5.8%
Classified (12 month)	6.7%

5. Fiscal Year 1994 Average Salary Rates.

Part-Time Faculty Rate	\$345/credit hour
Full-Time Faculty Overload Rate	\$483/credit hour
Full-Time Faculty Summer Rate	\$563/credit hour

Fall 1993 Salary Survey Report

6. Fiscal Year 1994 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	\$24,935
Master's Degree, Plus Zero Hours (5 Years Experience)	\$29,460
Master's Degree, Maximum Hours (5 Years Experience)	\$35,678
Master's Degree, Maximum Hours (Maximum Experience)	\$53,233

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FALL 1993 SALARY SURVEY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES

TABLE OF CONTENTS

	<u>Page</u>
Introduction	1
Section I - Fiscal Year 1994 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges	2
Section II - Fiscal Year 1994 Part-Time Faculty Salary Rates and Full-Time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges	5
Section III - Salaries Based on Fiscal Year 1994 Salary Schedules for Full-Time Faculty with a Master's Degree at Illinois Public Community Colleges	7
Section IV - Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges - Fiscal Year 1994	9
Section V - Fiscal Year 1994 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges	11
Section VI - Fiscal Year 1994 Contractual Base Salaries for Administrative Staff at Illinois Public Community Colleges	14
Section VII - Salaries Paid to Selected Administrators at Illinois Public Community Colleges During Fiscal Year 1994	16
Section VIII - Summary of Fiscal Year 1994 Monthly Classified Staff Salaries at Illinois Public Community Colleges	23
Section IX - Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges - Fiscal Year 1993	25
Section X - Fiscal Year 1994 Mean Percentage Salary Increases for Faculty, Other (Nonteaching) Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges	29

TABLE OF CONTENTS
(Continued)

	<u>Page</u>
Section XI - Fiscal Year 1993 Average Total Salary Actually Paid at Illinois Public Community Colleges	31
Section XII - Statewide Average Annual Contractual Salaries and Average Annual Contractual Percentage Increases in Illinois Public Community Colleges for Fiscal Years 1990 to 1994	34

INTRODUCTION

Through its annual salary survey, the Illinois Community College Board (ICCB) gathers data about compensation received by employees in the 49 Illinois public community colleges. In an attempt to minimize the number of separate requests for salary data received by the public colleges, ICCB staff uses these data on the colleges' behalf to respond to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (nonteaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1993 total salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Section I

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1994.

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. The statewide median figure reported is an average of individual medians reported.

Table 1

SUMMARY OF FISCAL YEAR 1994 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,557	\$33,529	\$25,944
Average Faculty Salaries	\$24,864	\$59,413	\$45,817
High Faculty Salaries	\$30,000	\$77,426	\$54,600
Median Faculty Salaries	\$24,580	\$63,649	\$42,039

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Table 2

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Number Of Staff	Range of FY 1994 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	108	\$27,333	\$46,341	\$61,661	\$50,389
503 BLACK HAWK	144	25,176	40,447	54,191	39,762
508 CHICAGO	846	23,998	51,505	72,420	53,217
507 DANVILLE	54	21,869	33,499	43,654	34,009
502 DUPAGE	288	27,269	49,511	63,834	46,744
509 ELGIN	102	30,478	52,707	65,239	54,197
512 HARPER	193	29,956	54,581	70,780	58,407
540 HEARTLAND	6	29,850	34,337	42,286	31,203
519 HIGHLAND	48	22,657	40,690	53,082	39,695
514 ILLINOIS CENTRAL	175	24,600	41,032	55,125	42,105
529 ILLINOIS EASTERN	95	20,557	31,475	42,300	30,580
513 ILLINOIS VALLEY	73	26,028	38,978	48,436	37,232
525 JOLIET	147	28,952	47,083	61,498	46,148
520 KANKAKEE	49	24,611	37,949	50,651	37,913
501 KASKASKIA	54	21,868	38,945	50,850	38,945
523 KISHWAUKEE	67	22,500	34,645	51,469	33,750
532 LAKE COUNTY	163	33,529	59,413	70,843	63,649
517 LAKE LAND	94	24,234	35,937	53,046	33,774
536 LEWIS & CLARK	75	27,328	42,837	54,044	44,549
526 LINCOLN LAND	112	24,587	44,434	53,822	46,494
530 LOGAN	87	29,136	40,285	52,291	39,776
528 MC HENRY	65	27,560	40,816	57,720	41,600
524 MORAIN VALLEY	161	23,678	45,942	63,300	46,392
527 MORTON	52	29,848	48,684	58,385	49,872
535 OAKTON	133	31,853	54,616	77,426	58,629
505 PARKLAND	146	24,710	43,124	58,917	43,627
515 PRAIRIE STATE	79	27,818	42,473	56,300	43,401
521 REND LAKE	59	26,406	37,180	48,098	36,741
537 RICHLAND	48	23,511	37,657	46,444	39,788
511 ROCK VALLEY	128	28,368	43,371	55,818	42,642
518 SANDBURG	54	21,176	34,541	45,863	34,016
506 SAUK VALLEY	50	22,960	36,434	49,481	35,816
531 SHAWNEE	41	23,368	33,350	47,156	32,030
510 SOUTH SUBURBAN	112	29,308	47,972	63,705	48,276
533 SOUTHEASTERN	47	26,388	33,444	47,091	37,665
534 SPOON RIVER	34	25,005	35,313	44,415	34,710
601 STATE COMM. COLL.	33	23,175	34,201	41,387	32,747
504 TRITON	189	24,119	51,923	66,608	55,088
516 WAUBONSEE	65	29,777	41,876	54,349	41,412
539 WOOD	17	21,600	24,864	30,000	24,580
TOTAL/AVERAGES	4,493	\$25,944	\$45,817	\$54,600	\$42,039

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Table 3

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Number Of Staff	Range of FY 1994 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	6	\$39,546	\$51,582	\$74,632	\$46,617
503 BLACK HAWK	2	36,684	39,411	39,411	42,137
508 CHICAGO	--	--	--	--	--
507 DANVILLE	1	32,154	32,154	32,154	32,154
502 DUPAGE	--	--	--	--	--
509 ELGIN	--	--	--	--	--
512 HARPER	--	--	--	--	--
540 HEARTLAND	15	28,080	31,560	43,843	34,897
519 HIGHLAND	--	--	--	--	--
514 ILLINOIS CENTRAL	7	24,273	29,033	31,280	30,121
529 ILLINOIS EASTERN	14	26,974	35,014	35,632	35,632
513 ILLINOIS VALLEY	--	--	--	--	--
525 JOLIET	--	--	--	--	--
520 KANKAKEE	4	43,777	50,898	59,065	52,496
501 KASKASKIA	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--
517 LAKE LAND	13	29,131	33,899	41,265	33,021
536 LEWIS & CLARK	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--
530 LOGAN	--	--	--	--	--
528 MC HENRY	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--
527 MORTON	--	--	--	--	--
535 OAKTON	--	--	--	--	--
505 PARKLAND	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--
521 REND LAKE	1	64,646	64,646	64,646	64,646
537 RICHLAND	--	--	--	--	--
511 ROCK VALLEY	8	26,468	29,062	31,237	29,413
518 SANDBURG	--	--	--	--	--
506 SAUK VALLEY	1	42,929	42,929	42,929	42,929
531 SHAWNEE	1	31,241	31,241	31,241	31,241
510 SOUTH SUBURBAN	--	--	--	--	--
533 SOUTHEASTERN	6	28,396	31,150	34,627	31,200
534 SPOON RIVER	--	--	--	--	--
601 STATE COMM. COLL.	--	--	--	--	--
504 TRITON	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--
539 WOOD	28	22,640	31,936	50,227	30,733
TOTAL/AVERAGES	107	\$34,067	\$33,693	\$43,728	\$38,374

-- = Not Applicable

Section II

**FISCAL YEAR 1994 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 1994.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 1994
PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME
FACULTY OVERLOAD AND SUMMER TERM SALARY RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Average	Highest
Overload Rates (Full-time Faculty)	\$236	\$484	\$1,177
Summer Term Rates (Full-time Faculty)	\$300	\$560	\$1,238
Part-time Faculty Rates	\$236	\$346	\$ 519

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Table 5

FISCAL YEAR 1994 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		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
522	BELLEVILLE	370	684	694
503	BLACK HAWK	373	525	460
508	CHICAGO	DNA	.	.
507	DANVILLE	320	375	405
502	DUPAGE	416	434	1,238
509	ELGIN	350	450	550
512	HARPER	460	500	630
540	HEARTLAND	400	--	400
519	HIGHLAND	293	646	646
514	ILLINOIS CENTRAL	361	450	1,168
529	ILLINOIS EASTERN	236	236	375
513	ILLINOIS VALLEY	401	350	475
525	JOLIET	384	415	415
520	KANKAKEE	350	436	446
501	KASKASKIA	270	407	407
523	KISHWAUKEE	256	620	620
532	LAKE COUNTY	420	465	465
517	LAKE LAND	300	325	325
536	LEWIS & CLARK	360	375	375
526	LINCOLN LAND	407	610	630
530	LOGAN	344	430	518
528	MC HENRY	350	350	350
524	MORAIN VALLEY	300	755	1,017
527	MORTON	328	328	328
535	OAKTON	519	500	500
505	PARKLAND	470	470	665
515	PRAIRIE STATE	300	350	300
521	REND LAKE	310	725	725
537	RICHLAND	404	471	684
511	ROCK VALLEY	332	435	559
518	SANDBURG	318	290	410
506	SAUK VALLEY	300	350	350
531	SHAWNEE	275	400	300
510	SOUTH SUBURBAN	307	753	753
533	SOUTHEASTERN	270	415	465
534	SPOON RIVER	275	1,177	1,059
601	STATE COMM. COLL.	290	425	425
504	TRITON	331	600	805
516	WAUBONSEE	350	480	547
539	WOOD	375	375	375
AVERAGES		\$346	\$484	\$560

DNA = Data Not Available

-- = Not Applicable

*Calculated as a percentage of base salary

Section III

**SALARIES BASED ON FISCAL YEAR 1994 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 1994 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1994 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 1994 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)	\$19,414	\$31,781	\$24,935
Master's Degree, Plus Zero Hours (5 Years Experience)	\$23,721	\$39,372	\$29,460
Master's Degree, Maximum Hours (5 Years Experience)	\$25,881	\$48,774	\$35,678
Master's Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$31,000	\$75,678	\$53,233

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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 1994

	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 Master's Degree Max. Hours Max. Exp.
522 BELLEVILLE	\$29,237	\$32,377	\$35,400	\$50,424
503 BLACK HAWK	22,603	26,367	32,711	48,821
508 CHICAGO	25,058	29,880	33,168	75,678
507 DANVILLE	22,154	--	--	46,154
502 DUPAGE	24,790	32,227	40,284	63,834
509 ELGIN	25,829	31,641	43,123	62,133
512 HARPER	28,128	30,915	42,624	70,780
540 HEARTLAND	--	--	--	--
519 HIGHLAND	25,843	31,348	38,506	51,660
514 ILLINOIS CENTRAL	24,360	--	--	55,125
529 ILLINOIS EASTERN	20,785	--	--	35,117
513 ILLINOIS VALLEY	26,028	28,229	33,399	47,333
525 JOLIET	28,757	29,954	34,606	60,052
520 KANKAKEE	22,413	26,619	32,386	52,424
501 KASKASKIA	21,071	25,101	30,806	50,150
523 KISHWAUKEE	--	--	--	--
532 LAKE COUNTY	31,781	39,372	48,774	67,149
517 LAKE LAND	24,234	25,859	27,785	--
536 LEWIS & CLARK	27,328	29,694	32,265	49,873
526 LINCOLN LAND	22,732	26,593	30,785	51,259
530 LOGAN	27,274	31,074	35,414	52,291
528 MC HENRY	24,000	32,240	42,380	62,660
524 MORaine VALLEY	23,678	26,851	39,080	66,636
527 MORTON	29,848	36,145	39,773	56,085
535 OAKTON	27,989	30,565	40,063	68,150
505 PARKLAND	24,000	26,000	28,500	31,000
515 PRAIRIE STATE	23,231	27,818	33,702	55,821
521 REND LAKE	26,406	29,166	33,961	47,413
537 RICHLAND	22,607	27,128	32,780	46,344
511 ROCK VALLEY	27,270	31,662	36,054	53,622
518 SANDBURG	19,971	23,721	25,881	38,956
506 SAUK VALLEY	21,733	24,931	36,581	50,858
531 SHAWNEE	24,650	28,040	32,240	47,156
510 SOUTH SUBURBAN	26,968	31,853	38,753	61,256
533 SOUTHEASTERN	25,514	28,829	32,432	46,576
534 SPOON RIVER	21,677	26,114	--	43,306
601 STATE COMM COLL	19,414	--	--	38,071
504 TRITON	24,234	30,927	38,107	59,017
516 WAUBONSEE	28,999	32,934	39,382	53,219
539 WOOD	--	--	--	--
AVERAGES	\$24,935	\$29,460	\$35,678	\$53,233

-- = Not Applicable

Section IV

INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 1994

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. Of the 40 community college districts in Illinois reporting, 15 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-six public community college districts reported that they have master contracts with the faculty.

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

Table 8

SUMMARY OF
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 1994

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	24	31	29.7
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12	25	15.8
Average Weekly Office/Academic Advising Hours	4	15	7.2
Length of Full-time Faculty Academic Year Contract in Weeks	30	52	35.2

Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1994

	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Professional Rank	Length of Academic Year	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
622 BELLEVILLE	30	16	10	No	36	Yes	No	1	Yes	Yes	IFT/AFT, AAUP
603 BLACK HAWK	30	26	5	Yes	32	Yes	Yes	4	Yes	Yes	IFT/AFT
508 CHICAGO	24	12	4	Yes	36	Yes	Yes	4	Yes	Yes	CCTU
607 DANVILLE	30	20	10	No	36	Yes	Yes	2	Yes	Yes	IEA/NEA
602 DUPAGE	30	16	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA/NEA
509 ELGIN	31	16	10	Yes	36	Yes	Yes	2	Yes	Yes	IFT/AFT
612 HARPER	30	16	10	Yes	32	Yes	Yes	3	Yes	Yes	CCTU
640 HEARTLAND	27	14	10	No	32	No	--	--	No	No	--
519 HIGHLAND	30	16	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
614 ILLINOIS CENTRAL	27	16	5	Yes	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
529 ILLINOIS EASTERN	30	DNA	5	No	39	Yes	Yes	3	Yes	Yes	IEA/NEA
613 ILLINOIS VALLEY	30	16	10	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
626 JOLIET	30	16	5	No	32	Yes	Yes	3	Yes	Yes	IFT/AFT
520 KANKAKEE	30	16	7.5	No	40	Yes	Yes	3	Yes	Yes	IFT/AFT
501 KASKASKIA	30	20	5	No	32	Yes	Yes	3	Yes	Yes	IFT/AFT
523 KISHWAUKEE	30	17	5	No	34	Yes	Yes	3	No	Yes	IFT/AFT
532 LAKE COUNTY	30	15	10	Yes	34	Yes	Yes	3	Yes	Yes	IFT/AFT
517 LAKE LAND	30	15	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
536 LEWIS & CLARK	30	16	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
528 LINCOLN LAND	25	16	6	No	34	Yes	Yes	3	Yes	Yes	IFT/AFT
530 LOGAN	30	15	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA/NEA
528 MC HENRY	30	15	5	No	30	Yes	Yes	2	Yes	Yes	IEA/NEA
524 MORAIN VALLEY	30	DNA	4	Yes	34	Yes	Yes	3	Yes	Yes	IFT/AFT
527 MORTON	30	16	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
535 OAKTON	30	16	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
505 PARKLAND	31	16	5	Yes	32	Yes	Yes	2	Yes	Yes	Faculty Assn.
616 PRAIRIE STATE	30	15	5	No	34	Yes	Yes	2	Yes	Yes	IFT/AFT
521 REND LAKE	31	18	5	No	36	No	--	--	Yes	Yes	IFT/AFT
537 RICHLAND	30	17	5	Yes	32	Yes	Yes	2	Yes	Yes	IFT/AFT
511 ROCK VALLEY	30	15	7.5	No	33	No	--	--	Yes	No	--
518 SANDBURG	30	16	5	Yes	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
506 SAUK VALLEY	30	15	7	Yes	36	Yes	Yes	2	Yes	Yes	IEA/NEA
531 SHAWNEE	30	15	10	No	39	Yes	Yes	3	Yes	Yes	IEA/NEA
510 SOUTH SUBURBAN	30	15	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
533 SOUTHEASTERN	30	16	15	No	39	Yes	Yes	2	Yes	Yes	IEA/NEA
534 SPOON RIVER	30	18	8	Nc	39	Yes	Yes	2	Yes	Yes	IEA/NEA
601 STATE COMM. COLL.	30	16	10	No	36	Yes	No	1	Yes	Yes	IFT/AFT
504 TRITON	30	DNA	5	No	30	Yes	Yes	2	Yes	Yes	IFT/AFT
516 WAUBONSEE	30	16	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
539 WOOD	31	14	10	No	52	No	--	--	No	No	--
AVERAGES/TOTALS	29.7	15.8	7.2	N=25 Y=15	36.2	N=4 Y=36	N=2 Y=34 NA=4	1=2 2=11 3=21 4=2 NA=4	Y=37 N=3	Y=37 N=3	IEA/NEA=11 IFT/AFT=20 Fac. Assn.=3 IFT/AFT/AAUP=1 CCTU=2 NA=3

DNA = Data Not Available
-- = Not Applicable

Section V

**FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR OTHER (NONTTEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 1994 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 professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as nonteaching faculty, they were asked to report them in this category.

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 \$44,615. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$30,696.

Table 10

**SUMMARY OF
FISCAL YEAR 1994 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$14,000	\$47,333	\$28,755
Lowest Salaries (12 month)	\$10,874	\$49,872	\$23,119
Average Salaries (9 month)	\$16,861	\$62,132	\$44,615
Average Salaries (12 month)	\$22,741	\$54,988	\$30,696
Highest Salaries (9 month)	\$18,065	\$70,843	\$51,229
Highest Salaries (12 month)	\$30,576	\$68,935	\$45,971
Median Salaries (9 month)	\$17,854	\$67,149	\$40,410
Median Salaries (12 month)	\$21,555	\$56,085	\$32,283

Illinois Community College Board

Table 11

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MOS.)

	Number Of Staff	Range of FY 1994 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	4	31,593	45,418	51,335	49,372
503 BLACK HAWK	5	31,475	35,711	43,493	35,057
508 CHICAGO	74	25,058	49,173	66,318	53,217
507 DANVILLE	5	22,238	30,380	39,422	28,590
502 DUPAGE	31	34,706	53,108	63,834	50,532
509 ELGIN	9	35,127	48,701	65,239	42,372
512 HARPER	23	29,956	48,714	70,780	48,348
540 HEARTLAND	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--
514 ILLINOIS CENTRAL	6	34,060	46,214	54,015	45,885
529 ILLINOIS EASTERN	2	15,656	16,861	18,065	18,065
513 ILLINOIS VALLEY	4	47,333	47,333	47,333	47,333
525 JOLIET	10	38,711	48,031	61,498	39,803
520 KANKAKEE	--	--	--	--	--
501 KASKASKIA	4	29,140	40,602	50,850	41,209
523 KISHWAUKEE	13	18,300	27,807	36,791	27,900
532 LAKE COUNTY	18	35,375	62,132	70,843	67,149
517 LAKE LAND	12	18,000	30,087	53,828	26,966
536 LEWIS & CLARK	--	--	--	--	--
526 LINCOLN LAND	4	44,280	49,545	53,822	52,541
530 LOGAN	--	--	--	--	--
528 MC HENRY	9	27,560	43,131	51,740	47,840
524 MORAIN VALLEY	24	18,521	38,427	56,627	35,285
527 MORTON	--	--	--	--	--
535 OAKTON	20	34,082	56,912	68,150	62,004
505 PARKLAND	9	21,360	33,061	52,935	27,839
515 PRAIRIE STATE	5	41,354	48,861	55,821	49,519
521 REND LAKE	8	14,000	21,287	31,444	17,854
537 RICHLAND	--	--	--	--	--
511 ROCK VALLEY	6	25,000	51,038	62,020	55,076
518 SANDBURG	3	27,401	30,501	32,051	32,051
506 SAUK VALLEY	5	14,478	28,516	44,334	28,554
531 SHAWNEE	--	--	--	--	--
510 SOUTH SUBURBAN	12	31,852	44,654	58,898	43,245
533 SOUTHEASTERN	7	22,317	26,474	32,364	29,713
534 SPOON RIVER	1	35,542	35,542	35,542	35,542
601 STATE COMM. COLL.	--	--	--	--	--
504 TRITON	18	25,954	38,714	61,673	38,751
516 WAUBONSEE	5	32,226	38,055	45,806	34,675
539 WOOD	--	--	--	--	--
TOTAL/AVERAGES	356	\$28,755	\$44,615	\$51,229	\$40,410

-- = Not Applicable

Illinois Community College Board

Table 12

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MOS.)

	Number Of Staff	Range of FY 1994 Salaries			Median Salary
		Lowest	Average	Highest	
522 BELLEVILLE	7	42,986	54,988	68,935	55,003
503 BLACK HAWK	5	28,258	39,244	47,376	39,925
508 CHICAGO	96	14,500	33,522	51,510	33,388
507 DANVILLE	23	19,792	26,579	37,749	27,000
502 DUPAGE	--	--	--	--	--
509 ELGIN	--	--	--	--	--
512 HARPER	--	--	--	--	--
540 HEARTLAND	9	23,587	28,511	32,300	30,000
519 HIGHLAND	20	20,114	25,203	30,576	24,800
514 ILLINOIS CENTRAL	12	29,850	42,357	58,270	43,735
529 ILLINOIS EASTERN	42	18,990	28,974	51,930	27,859
513 ILLINOIS VALLEY	10	22,638	39,155	49,885	36,262
525 JOLIET	--	--	--	--	--
520 KANKAKEE	36	18,108	25,165	35,076	24,648
501 KASKASKIA	--	--	--	--	--
523 KISHWAUKEE	9	23,000	32,581	45,700	32,800
532 LAKE COUNTY	3	41,688	51,771	59,254	54,371
517 LAKE LAND	25	18,200	27,806	36,131	26,777
536 LEWIS & CLARK	51	14,333	24,385	41,951	23,794
526 LINCOLN LAND	3	28,000	33,113	33,180	35,160
530 LOGAN	42	18,380	32,293	54,254	28,884
528 MC HENRY	--	--	--	--	--
524 MORAIN VALLEY	55	21,640	32,717	55,125	29,100
527 MORTON	3	49,872	54,081	56,285	56,085
535 OAKTON	--	--	--	--	--
505 PARKLAND	53	18,222	32,318	65,213	28,350
515 PRAIRIE STATE	--	--	--	--	--
521 REND LAKE	20	19,613	28,853	36,582	29,260
537 RICHLAND	21	17,200	30,456	57,018	21,886
511 ROCK VALLEY	35	24,177	33,398	50,322	29,969
518 SANDBURG	13	14,803	22,741	34,062	21,555
506 SAUK VALLEY	14	22,814	31,145	50,998	28,056
531 SHAWNEE	10	26,657	30,962	34,794	31,498
510 SOUTH SUBURBAN	--	--	--	--	--
533 SOUTHEASTERN	9	19,021	33,089	41,127	32,806
534 SPOON RIVER	12	23,144	26,213	32,836	25,494
601 STATE COMM. COLL.	19	10,874	26,598	45,519	30,231
504 TRITON	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--
539 WOOD	28	20,000	27,528	36,190	27,498
TOTAL/AVERAGES	685	\$23,119	\$30,696	\$45,971	\$32,283

-- = Not Applicable

Section VI

**FISCAL YEAR 1994 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 1994. The weighted average administrative staff salary ranged from a low of \$35,887 to a high of \$71,710. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1994 salaries; and the median fiscal year 1994 salaries of administrative staff for each district reporting data. 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 1994 was \$53,469. The lowest reported administrative salary was \$15,048, and the highest was \$162,500. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 1994
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$15,048	\$ 51,798	\$32,252
Average Administrative Salaries	\$35,887	\$ 71,710	\$53,469
Highest Administrative Salaries	\$70,000	\$162,500	\$94,991
Median Administrative Salaries	\$30,511	\$ 69,936	\$50,623

Illinois Community College Board

Table 14

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Number Of Staff	Range of FY 1994 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	34	28,333	54,042	98,789	54,845
503	BLACK HAWK	19	43,503	58,977	87,975	57,753
508	CHICAGO	214	28,524	53,215	162,500	50,493
507	DANVILLE	20	29,581	50,220	97,578	47,533
502	DUPAGE	49	51,798	69,683	105,500	68,946
509	ELGIN	25	43,600	63,712	92,300	64,200
512	HARPER	36	47,771	66,918	115,315	62,767
540	HEARTLAND	11	39,250	55,370	94,500	48,100
519	HIGHLAND	16	27,300	49,091	84,000	48,835
514	ILLINOIS CENTRAL	40	31,050	59,662	103,720	61,952
529	ILLINOIS EASTERN	29	27,992	43,869	84,929	39,287
513	ILLINOIS VALLEY	12	35,588	55,195	89,650	62,619
525	JOLIET	52	25,688	44,856	105,563	42,552
520	KANKAKEE	26	25,500	48,102	83,145	48,174
501	KASKASKIA	33	15,048	35,887	79,695	30,511
523	KISHWAUKEE	15	37,300	56,017	101,700	50,100
532	LAKE COUNTY	53	30,499	58,949	120,491	52,781
517	LAKE LAND	21	26,128	46,691	81,574	43,020
536	LEWIS & CLARK	30	24,000	44,212	90,930	40,000
526	LINCOLN LAND	31	34,244	52,721	90,391	54,282
530	LOGAN	27	28,365	52,621	92,633	49,538
528	MC HENRY	29	36,750	53,708	91,000	50,000
524	MORAIN VALLEY	21	28,838	58,775	86,193	63,944
527	MORTON	14	44,253	62,288	103,662	59,646
535	OAKTON	29	49,238	71,710	106,940	69,936
505	PARKLAND	31	35,288	58,240	101,535	58,442
515	PRAIRIE STATE	32	23,654	42,317	99,728	38,585
521	REND LAKE	23	35,070	49,904	73,150	50,400
537	RICHLAND	20	35,934	51,920	92,576	50,039
511	ROCK VALLEY	41	24,543	48,754	104,200	47,380
518	SANDBURG	13	28,620	46,509	74,550	46,469
506	SAUK VALLEY	22	31,354	48,656	93,547	42,635
531	SHAWNEE	11	20,000	43,660	88,508	37,266
510	SOUTH SUBURBAN	34	34,650	59,183	97,000	57,324
533	SOUTHEASTERN	19	16,591	40,042	87,600	37,967
534	SPOON RIVER	15	25,000	43,666	72,433	41,690
601	STATE COMM. COLL.	6	36,000	49,683	70,000	51,000
504	TRITON	28	34,013	60,210	102,000	57,974
516	WAUBONSEE	25	36,000	54,563	104,364	47,500
539	WOOD	15	33,217	46,001	87,794	38,443
TOTAL/AVERAGES		1,221	\$32,252	\$53,469	\$94,991	\$50,623

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994**

A summary of the fiscal year 1994 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 1994. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, 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 1994 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State Average
	Low	High	
Executive of the District	\$70,000	\$162,500	\$95,654
Campus Administrator	\$57,752	\$ 96,194	\$80,864
Finance Officer	\$50,100	\$ 98,263	\$72,627
Academic Officer	\$49,115	\$ 98,046	\$69,814
Student Services Officer	\$33,600	\$ 86,753	\$61,612
Bacc. (Arts & Sci.)/Univ. Parallel Officer	\$47,000	\$ 76,458	\$61,079
Occupational/Career Education Officer	\$28,620	\$ 80,051	\$58,783
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	\$27,966	\$ 76,193	\$55,772
Director of Data Processing	\$35,962	\$ 91,385	\$57,804
Director of Research & Planning	\$23,000	\$ 80,144	\$49,529
Admissions and Records Officer	\$23,161	\$ 74,344	\$48,342
Director of Counseling	\$32,644	\$ 76,372	\$57,409
Director of Financial Aid	\$26,000	\$ 59,000	\$42,320
Director of Job Placement	\$22,743	\$ 53,737	\$32,833
Director of Student Activities	\$23,250	\$ 74,344	\$42,978
Director of Library/LRC	\$25,880	\$ 80,200	\$49,575
Development/Grants Officer	\$31,549	\$ 76,400	\$54,257
Public Relations Officer	\$28,125	\$ 69,211	\$44,785
Director of Personnel	\$22,993	\$ 75,417	\$51,039
Director of Business Services	\$27,440	\$ 79,028	\$47,350
Director of Physical Facilities/Grounds	\$26,300	\$ 77,091	\$50,708
Director of Adult Education	\$31,236	\$ 74,341	\$47,998
Director of Athletics	\$20,000	\$ 65,259	\$46,795
Controller	\$29,333	\$ 74,640	\$48,321

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

	Executive Officer			Campus Administrator			Finance Officer			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	
522 BELLEVILLE	98,789	6	1	57,752	2	11	2	79,883	8	2	72,224	5	2
503 BLACK HAWK	87,975	1	1					65,829	5	2	74,842	4	2
508 CHICAGO	162,500	1	1	96,194	7	1-18	2	71,394	8				
507 DANVILLE	97,578	5	1					67,565	5	2	70,274	10	2
502 DUPAGE	105,500	15	1	90,365		18	2	87,491	14	2	76,044	1	3
509 ELGIN	92,300	6	1					83,400	13	2	73,000	7	2
512 HARPER	115,315	5	1					97,100	8	2	96,087	1	2
540 HEARTLAND	94,500	3	1					69,410	3	2	69,910	3	2
519 HIGHLAND	84,000	2	1					55,000		2	58,300	2	2
514 ILLINOIS CENTRAL	103,720	5	1					77,555	14	2	77,555	2	2
529 ILLINOIS EASTERN	84,929	10	1	67,398	4	2-16	2				49,115	4	3
513 ILLINOIS VALLEY	89,650	19	1					71,952	20		69,645	16	
525 JOLIET	105,563	8	1					83,639	8		78,139	7	2
520 KANKAKEE	83,145	6	1					67,517	9	2	67,569	3	2
501 KASKASKIA	79,695	6	1					64,397	32	2	61,488	1	2
523 KISHWAUKEE	101,700	15	1					50,100	16	2			
532 LAKE COUNTY	120,491	7	1					87,957	8	2	87,109	4	2
517 LAKE LAND	81,574	5	1					64,823	7	2	64,823	2	2
536 LEWIS & CLARK	90,930	2	1	64,134	1	2					63,504	3	2
526 LINCOLN LAND	90,391	2	1					70,037	8	2			
530 LOGAN	92,633	5	1					77,187	19	2	71,100	3	2
528 MC HENRY	91,000	13	1					70,082	12	2	70,082	7	2
524 MORAIN VALLEY	116,266	2	1					92,291	8		86,193	8	
527 MORTON	103,662	9	1					78,477	8	2	77,290	8	2
535 OAKTON	106,940	3	1					98,263	21	2	98,046	8	2
505 PARKLAND	101,535	3	1					77,638	5	2	75,175	1	2
515 PRAIRIE STATE	99,728	2	1					77,244	18	2	68,536	7	2
521 REND LAKE	70,000	1	1					59,147	2	2	64,947	2	2
537 RICHLAND	92,576	4	1					65,750	1	2			
511 ROCK VALLEY	104,200	24	1					71,270	19	3	80,460	22	2
518 SANDBURG	74,550	2	1					56,991	3	2	55,559	4	2
506 SAUK VALLEY	93,547	7	1					64,480	2	2	67,347	5	2
531 SHAWNEE	88,508	2	1					77,915	5	2	57,969	2	2
510 SOUTH SUBURBAN	97,000	6	1					63,467	2	2	81,900	2	2
533 SOUTHEASTERN	87,600	19	1					55,000	1	2	67,668	14	2
534 SPOON RIVER	72,433	7	1								59,642	4	2
601 STATE COMM COLL	70,000	0	1								50,000	2	2
504 TRITON	102,000	2	1					85,905	2	1	85,905	1	1
516 WAUBONSEE	104,364	12	1					80,000	16	2	86,000	6	2
539 WOOD	87,394	5	1					57,039	2		61,937	5	
NUMBER OF PERSONS	40			15				43			39		
AVERAGES	\$95,654			\$80,864				\$72,627			\$69,814		

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position.

25

21

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

	Student Services Officer			Bacc./Univ. Par. Officer			Occupational Career Officer			Continuing Ed. 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
522 BELLEVILLE	62,249	5	2	63,579	2	7	3	63,373	3	10	5	3
503 BLACK HAWK				61,506	3	3	3	58,550	1	5	5	3
508 CHICAGO	59,600	6	2	56,972	7	1-12		53,604	9	3-14	1-9	
507 DANVILLE	50,309	4	2					60,510	4	4		
502 DUPAGE	61,313	3	3	74,341	4	3	3	74,341	6	5	5	3
509 ELGIN	67,600	13	3							8	8	4
512 HARPER												
540 HEARTLAND	61,020	2	3					52,000	3	3		
519 HIGHLAND	56,445	3	2	53,695	2	17	3	51,705	12	13	13	4
514 ILLINOIS CENTRAL				72,600	13	3	3	70,010	7	18	18	3
529 ILLINOIS EASTERN	33,600	2	3									
513 ILLINOIS VALLEY	58,386	17						54,480	16	14	14	
525 JOLIET	75,075	7	2					72,794	19	22	22	
520 KANKAKEE	58,811	9	2					59,356	15	11	11	3
501 KASKASKIA	54,648	5	3					59,156	12	3		
523 KISHWAUKEE	57,750	13	3	63,300	6	3	3	64,000	16	13	13	3
532 LAKE COUNTY	82,732	21	3	76,158	7	3	3	80,051	6	2	2	5
517 LAKE LAND	64,823	13	2					56,199	8	9	9	
536 LEWIS & CLARK	55,000	2	2					48,000	1	3		
526 LINCOLN LAND	68,523	4	2	61,294	3	3	3	64,568	13	23	23	3
530 LOGAN	73,064	5	2					70,480	3	11	11	4
528 MC HEIRY	66,246	5	3					59,456	2	12	12	3
524 MOIRNE VALLEY	76,696	2		63,944	7	3		69,246	8	8	8	
527 MORTON	75,085	12	2	59,878	17	3		52,730	6	1	1	3
535 OAKTON	86,753	7	2							8	8	3
505 PARKLAND										4	4	3
515 PRAIRIE STATE				57,979	13			51,697	3	5	5	
521 REND LAKE	58,938	8	3					64,947	14	3		
537 RICHLAND	60,399	5	2							0	0	3
511 ROCK VALLEY	58,240	9		71,044	16			71,270	18	15	15	
518 SANDBURG	58,424	7						28,620	2	2	2	
506 SAUK VALLEY	64,876	22	2	55,195	12	3	3	59,879	7	12	12	3
531 SHAWNEE	57,969	8								16	16	
510 SOUTH SUBURBAN	79,713	10	2	76,458	5	3	3	73,524	2	3	3	4
533 SOUTHEASTERN	64,362	21	2					54,200	2	2	2	4
534 SPOON RIVER								47,862	3	3	3	2
601 STATE COMM COLL	50,000	1	3	47,000	1			45,000	3	16	2	2
504 TRITON				66,514	3	2	2	69,963	1	1	3	4
516 WAUBONSEE	54,000		3	47,500	2	4		46,200	8	17	17	
539 WOOD	58,610	5						41,954				
NUMBER OF PERSONS	39			26				45		39		
AVERAGES	\$61,612			\$61,079				\$58,783		\$55,772		

NOTE: Numbers in columns following average salaries indicate the number of persons in each district in that administrative position.

27

20

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

	Director-Data Processing			Director-Research/Planning			Admissions/Records Officer			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
522 BELLEVILLE	49,386	6	3				55,844	5	3	55,424	4	3
503 BLACK HAWK	60,057	3	2				57,753	26	4			
508 CHICAGO	55,699	2					50,475	7				
507 DANVILLE	35,962	14	3				29,500	1-14		32,644	1	4
502 DUNAGE	84,899	8	3		2	4	74,341	7	4	55,158	1	4
509 ELGIN	68,700	11	3		1	3	43,600	13	4	56,000	3	4
512 HARPER	91,385	1	2		22	4	62,366	14	4	62,767	7	3
540 HEARTLAND										40,725	3	4
519 HIGHLAND	38,213	5	3				43,018	3	3	43,100		3
514 ILLINOIS CENTRAL	57,690	16	3				37,960	1	3	64,330	14	3
529 ILLINOIS EASTERN												
513 ILLINOIS VALLEY	41,860	1					45,480	15				
525 JOLIET	63,221	7			7		46,333	7		65,256	25	
520 KANKAKEE	54,283	5	3				48,917	6	3	50,657	5	3
501 KASKASKIA	58,301	16	3				23,161	2	4			
523 KISHWAUKEE	58,900	15	3				42,630	1	4			
532 LAKE COUNTY	69,500	1	3		4	2	74,344	21	4	58,129	3	4
517 LAKE LAND	48,584	8	5				43,020	5	5			
536 LEWIS & CLARK	52,920	22	2				35,759	2	3			
526 LINCOLN LAND	48,300	1	4				40,909	3	4	63,269	25	3
530 LOGAN	46,013	12	5				59,215	3	3			
528 MC HENRY	57,091	15	4		1	4	39,151	2	4			
524 MORAIN VALLEY	66,063	5			8		42,120	5		76,372	10	
527 MORTON	61,736	6	3				47,605	2	3			
535 OAKTON	80,144	23	3		8	3	69,341	2	3	73,984	6	3
505 PARKLAND	65,048	2	3				50,197	5	3			
515 PRAIRIE STATE	58,008	11			1	4	53,004	16				
521 REND LAKE					5		44,935	13	4	43,441	7	4
537 RICHLAND	41,352	12	4				55,675	15	3			
511 ROCK VALLEY	60,152	4					54,067	15				
518 SANDBURG	52,247	17					43,865	16				
506 SAUK VALLEY	53,391	22	3		1	3	40,688	2	3			
531 SHAWNEE										34,279	3	
510 SOUTH SUBURBAN	52,470	2	5		3	4	57,342	2	4	75,081	2	3
533 SOUTH-EASTERN										40,002	16	4
534 SPOON RIVER	49,121	15	3		16	3				40,152	10	3
601 STATE COMM COLL												
504 TRITON	69,389	15	3		10	2	34,013	1	4			
516 WAUBONSEE	68,800	15	3									
539 WOOD	48,559	14					35,878	2				
NUMBER OF PERSONS	35			15			39			19		
AVERAGES	\$57,804			\$49,529			\$48,342			\$57,409		

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position

29

23

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

	Director-Financial Aid			Director-Job Placement			Director-Stu. 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
522 BELLEVILLE	41,669	6	3	30,644	3	4	30,329	4	3	63,569	24	3
503 BLACK HAWK	57,753	25					58,924	1	2			
508 CHICAGO	51,905	7	4				42,544	12				
507 DANVILLE	47,533	23		28,971	5	4				28,995	1	4
502 DUPAGE										71,276	8	3
509 ELGIN	59,000	19	4				46,500	3	4	69,900	23	3
512 HARPER	49,348	2	5	53,737	7	4	55,978	16	4	69,386	1	3
540 HEARTLAND	39,250	2	4									
519 HIGHLAND	26,000	4	4	22,743	6	4						
514 ILLINOIS CENTRAL	51,655	9	3							44,533	10	3
529 ILLINOIS EASTERN	28,019	2	4							70,665	21	3
513 ILLINOIS VALLEY	35,588	2								31,757	4-23	4
525 JOLIET	43,794	15		33,708	7					48,511	23	
520 KANKAKEE	42,217	6	3				34,069	1				
501 KASKASKIA	27,393	8	3				23,250		4			
523 KISHAWA	34,300	13	4	28,399	9	4	37,814	5	3	55,348	18	3
532 LAKE COUNTY	58,207	12	4				30,818	10	4	34,031	4	4
517 LAKE LAND	27,145	9	5	25,929	3	5	74,344	24	4	80,200	22	3
536 LEWIS & CLARK	36,225	2	3	30,000	1	4	59,500	8	2	25,800	2	5
526 LINCOLN LAND	38,000	2	4				46,095	8	3	38,808	4	3
530 LOGAN	30,500	1	5				47,652	20	5			
528 MC HENRY	43,246	4	4				42,826	3	4	68,797	22	3
524 MORAIN VALLEY	28,838	4	0	38,526	6		31,525	6		59,246	5	3
527 MORTON										45,426	6	4
535 OAKTON	41,748	5	3				49,238	7	3	48,588	4	3
505 PARKLAND	27,750	1					48,300	2	3	50,073	3	3
515 PRAIRIE STATE	41,820	13	4	35,070	3	4	43,547	8		41,807	7	
521 REND LAKE	35,934	1	4							55,040	14	4
537 RICHLAND	53,177	13	4	34,957	4		43,310	9	4	59,286	12	3
511 ROCK VALLEY	33,647	9	3				42,615	6				
518 SANDBURG	53,082	23								47,693	9	
506 SAUK VALLEY	37,266	4										
531 SHAWNEE												
510 SOUTH SUBURBAN	43,283	10	4				34,650	1	5	45,351	24	5
533 SOUTHEASTERN										44,520	2	5
534 SPOON RIVER							25,000	1	3	41,127	29	5
601 STATE COMM COLL	49,611	6	5							38,213	9	3
504 TRITON				31,312	1	2	56,517	1		61,096	2	2
516 WAUBONSEE	38,443	11					30,901	3		48,000	5	3
539 WOOD										35,756	5	
NUMBER OF PERSONS	40			12			35			32		
AVERAGES	\$42,320			\$32,833			\$42,978			\$49,575		

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services 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
522 BELLEVILLE	54,269	5	3	36,839	5	3	60,875	10	2	35,139	6	4
503 BLACK HAWK							54,085	5	2	46,072	6	3
508 CHICAGO	57,696	2	4-9	53,321	2	2-11				58,736	7	1-19
507 DANVILLE				33,482	6	2	54,355	7	2			
502 DUPAGE	55,158	3	3	69,211	11	4	74,909	7	3	71,276	8	4
509 ELCIN	76,400	16	2	54,800	23	2	50,800	3	3	61,300	20	3
512 HARPER	69,762		3				70,931	11	3	79,028	8	3
540 HEARTLAND												
519 HIGHLAND				28,500	2	4				27,440	3	4
514 ILLINOIS CENTRAL	71,630	5	3	53,915	12	3	68,780	15	3			
529 ILLINOIS EASTERN	35,000		2	28,125	6	3	30,790	7	2	28,085	4	3
513 ILLINOIS VALLEY				50,406	24							
525 JOLIET	46,605	5		48,052	2		54,787	2		55,656	13	
520 KANKAKEE				48,174	8	2				43,535	11	3
501 KASKASKIA												
523 KISHWAUKEE	47,350	9	2	34,900	10	2						
532 LAKE COUNTY	41,320	4	4	49,699	3	4	51,145	4	3	47,553	3	4
517 LAKE LAND				35,550	10	4	26,128	10	5	37,562	2	4
536 LEWIS & CLARK				50,054	5	3						
526 LINCOLN LAND				34,244	4	4	60,583	19	3	49,050	4	3
530 LOGAN	34,339	2	5	43,689	9	5	50,637	3	4	65,930	19	3
528 MC HENRY				49,461	18	4	50,602	15	4	43,444	10	4
524 MORAIN VALLEY				39,905	9		44,000					
527 MORTON				59,413	22	3	60,742	8	3			
535 OAKTON	58,370	9	3	68,546	8	3	72,394	16	3	58,887	12	3
505 PARKLAND	52,339	2	3							54,600	2	3
515 PRAIRIE STATE	43,397	3		38,773	3		41,807	2				
521 REND LAKE	39,710	1	4	37,620	15	4						
537 RICHLAND				37,556	2	4	41,975	2	4			
511 ROCK VALLEY				54,027	17							
518 SANDBURG												
506 SAUK VALLEY	59,812	12	2	35,708	2	3	35,125	1	3	32,860	1	3
531 SHAWNEE	31,549	2		33,506	6					36,400		
510 SOUTH SUBURBAN	75,858	6	4				75,417	5	3	58,639	5	5
533 SOUTHEASTERN	37,683	9	4									
534 SPOON RIVER												
601 STATE COMM COL							36,000					
504 TRITON	75,000	2	1	52,618	1	2	47,110	2	4			
516 WAUBONSEE	72,700	9	3	40,000	6		39,000	2	2	40,000	14	4
539 WOOD				34,911	7		22,993	3				
NUMBER OF PERSONS	22			31			25			31		
AVERAGES	\$54,257			\$44,785			\$51,039			\$47,350		

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

	Physical Fac./Grounds Officer			Adult Basic/Sec. Educ.			Director of 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
522 BELLEVILLE	45,869	8	3				43,166	14	3	47,114	22	3
503 BLACK HAWK	55,541	24	3	51,094	3	4						
508 CHICAGO	77,091	17	3	56,262	2	3-9				44,937	7	3
507 DANVILLE	46,206	19	3									
502 DUPAGE				74,341	9	3	61,832	2	3			
509 ELGIN	63,400	18	3	49,700	9	4						
512 HARPER	60,000	1	3	67,134	10	3	62,664	1	3			
540 HEARTLAND				45,600	2	3				41,000	3	3
519 HIGHLAND	51,170	13	3				43,610	13	3			
514 ILLINOIS CENTRAL	63,165	14	3	51,405	2	3				49,500		3
529 ILLINOIS EASTERN										52,959	16	2
513 ILLINOIS VALLEY	38,962	2										
525 JOLIET	55,156	15					54,382	2		55,656	24	
520 KANKAKEE	51,244	15	3				39,000		3			
501 KASKASKIA										29,333	9	3
523 KISHWAUKEE	40,600	16	3				33,130	8	4			
532 LAKE COUNTY	59,753	3	3	38,218	2	5	62,762	3	4	41,320	9	4
517 LAKE LAND	44,494	3		36,250	6	4				37,562	2	4
536 LEWIS & CLARK	39,585	5	3	42,690	5	3				55,073	23	2
526 LINCOLN LAND	50,971	13	4	50,130	7	4				43,893	15	4
530 LOGAN	40,285	10	5	64,254	9	3						
528 MC HENRY	48,217	12	3	47,776	4	4				45,126	4	3
524 MORAIN VALLEY	53,648	5		40,999	7		41,943	10		51,028	7	
527 MORTON	53,901	6	3									
535 OAKTON	68,460	1	3				65,259	21	3	59,128	3	3
505 PARKLAND	71,310	5	3									
515 PRAIRIE STATE	55,099	17		51,624	6					43,779	5	
521 REND LAKE	44,000	6	4	41,310	1					38,000	3	4
537 RICHLAND	44,690	5	4	43,487		3				38,661	2	4
511 ROCK VALLEY	52,847	10		31,236	2		48,046	4		51,109	16	
518 SANDBURG	46,469	17										
506 SAUK VALLEY	41,879	2	3									
531 SHAWNEE	27,326	2					32,538	7	3			
510 SOUTH SUBURBAN	64,192	12	3	62,613	6	3	20,000			69,975	15	3
533 SOUTHEASTERN												
534 SPOON RIVER	26,300	1	3	32,403	5	3						
601 STATE COMM COLL												
504 TRITON	49,259	2	3							74,640	19	2
516 WAUBONSEE	62,800	9	3	36,000	2	4				57,500		3
539 WOOD	30,195	13		33,164	5					35,774	2	
NUMBER OF PERSONS	34			23			13			22		
AVERAGES	\$50,708			\$47,998			\$46,795			\$48,321		

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position.

Section VIII

SUMMARY OF FISCAL YEAR 1994 MONTHLY CLASSIFIED STAFF SALARIES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1994 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1994*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	34	1,530	2,309	3,476
Accountant II	30	1,206	2,532	4,098
Account Clerk I	109	973	1,782	2,929
Account Clerk II	181	1,122	2,566	3,258
Admissions/Records Clerk	159	721	1,511	2,201
Admissions/Records Supervisor	62	1,020	2,428	3,215
Audio/Visual Services Manager	34	1,305	2,256	3,861
Bookstore Manager	27	1,035	2,346	3,458
Clerk Typist	599	975	1,659	2,430
Computer Operator I	89	1,291	1,993	2,727
Computer Operator II	60	1,278	2,263	3,738
Computer Programmer I	14	1,603	2,375	3,211
Computer Programmer II	29	1,814	2,303	3,436
Computer Systems Analyst	28	1,507	3,328	4,614
Custodian	781	1,166	1,739	2,435
Custodian Supervisor	79	1,434	2,350	3,782
Key punch Oper./Data Entry Clerk	48	955	1,846	2,929
Library Clerk	167	934	1,831	2,964
Programmer/Analyst	39	1,343	2,813	4,367
Purchasing Clerk	21	997	1,720	2,328
Purchasing Supervisor	35	1,750	2,860	4,345
Receptionist/Switchboard Operator	78	717	1,588	2,468
Secretary-General	600	895	1,653	2,568
Secretary-Administrative	357	1,230	2,019	3,160
Secretary-Executive	113	1,636	2,348	3,327
Security Guard/Officer	101	1,275	1,743	2,406
Security Supervisor	26	1,477	2,745	4,078
Shipping/Receiving Clerk	43	1,163	1,725	2,725

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

Section IX

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1993**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1993. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

**SUMMARY OF
AVERAGE FISCAL YEAR 1993 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Administrative	\$ 986	\$11,141	\$4,765
9-Month Teaching Faculty	\$ 796	\$ 9,258	\$5,055
12-Month Teaching Faculty	\$1,094	\$ 7,349	\$5,314
9-Month Other Professional (Nonteaching)	\$ 577	\$ 6,361	\$3,961
12-Month Other Professional (Nonteaching)	\$ 926	\$ 7,012	\$3,611
Classified	\$ 521	\$ 6,831	\$4,067

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1993

	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College	Social Security	Medicare	Worker's Comp	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
522	X	X		X			X	X	X		X	X
503	X	X	X	X			X	X	X	X	X	X
508	X		X	X	X		X	X	X		X	X
507	X	X	X	X			X	X	X	X	X	X
502	X	X	X	X			X	X	X		X	X
509	X	X	X	X			X	X	X	X	X	X
512	X	X	X	X	X		X	X	X	X	X	X
540	X	X		X			X	X	X		X	X
519	X	X	X	X	X		X	X	X	X	X	X
514	X	X	X	X			X	X	X	X	X	X
529	X	X	X	X			X	X	X		X	X
513	X	X	X	X	X		X	X	X		X	X
525	X	X	X	X	X		X	X	X		X	X
520	X	X	X	X	X		X	X	X	X	X	X
501	X	X	X	X			X	X	X		X	X
523	X	X	X	X			X	X	X	X	X	X
532	X	X		X			X	X	X	X	X	X
517	X	X	X	X			X	X	X	X	X	X
536	X	X	X	X			X	X	X	X	X	X
526	X	X	X	X			X	X	X	X	X	X
530	X	X	X	X			X	X	X		X	X
528	DNA	X		X			X	X	X		X	X
524	X	X		X			X	X	X	X	X	X
527	X	X		X			X	X	X		X	X
535	X	X	X	X			X	X	X		X	X
505	X	X	X	X			X	X	X	X	X	X
515	X	X	X	X			X	X	X	X	X	X
521	X	X	X	X			X	X	X	X	X	X
537	X	X	X	X			X	X	X	X	X	X
511	X	X	X	X			X	X	X	X	X	X
518	X	X	X	X			X	X	X	X	X	X
506	X	X	X	X			X	X	X	X	X	X
531	X	X		X			X	X	X		X	X
510	X	X	X	X	X		X	X	X	X	X	X
533	X	X		X			X	X	X		X	X
534	X	X		X			X	X	X		X	X
601	N/A	X	X	X			X	X	X		X	X
504	X	X	X	X	X		X	X	X	X	X	X
516	X	X	X	X			X	X	X	X	X	X
539	X	X	X	X			X	X	X	X	X	X

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Illinois Community College Board

Table 20

FISCAL YEAR 1993 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Administrative			9 Mos. Faculty			12 Mos. Faculty		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
522	BELLEVILLE	33	164,181	4,975	97	428,326	4,416	6	28,234	4,706
503	BLACK HAWK	18	99,951	5,553	131	709,198	5,414	2	9,522	4,761
508	CHICAGO		DNA		849	7,859,693	9,258	91	668,788	7,349
507	DANVILLE	21	89,058	4,241	53	160,955	3,037	1	3,418	3,418
502	DUPAGE	49	408,468	8,336	283	1,461,878	5,166			
509	ELGIN	25	158,094	6,324	102	591,102	5,795			
512	HARPER	36	401,067	11,141	194	1,382,684	7,127			
540	HEARTLAND	13	37,099	2,854				12	20,508	1,709
519	HIGHLAND	18	93,182	5,177	49	205,093	4,186			
514	ILLINOIS CENTRAL	37	204,948	5,539	172	886,924	5,157			
529	ILLINOIS EASTERN	30	77,348	2,578	99	257,165	2,598	12	31,694	2,641
513	ILLINOIS VALLEY	11	98,963	8,997	69	258,498	3,746			
525	JOLIET	51	293,349	5,752	148	780,760	5,275			
520	KANKAKEE	23	70,982	3,086	50	166,976	3,340	4	12,698	3,175
501	KASKASKIA	33	151,099	4,579	54	248,684	4,605			
523	KISHWAUKEE	19	48,094	2,531	69	171,261	2,482			
532	LAKE COUNTY	53	204,230	3,853	163	129,691	796			
517	LAKE LAND	20	102,262	5,113	96	506,571	5,277	7	40,493	5,785
536	LEWIS & CLARK	30	76,995	2,567	75	179,994	2,400			
526	LINCOLN LAND	28	91,760	3,277	112	398,237	3,556			
530	LOGAN	26	100,499	3,865	83	318,740	3,840			
528	MC HENRY		DNA			DNA			DNA	
524	MORAIN VALLEY	23	128,250	5,576	161	938,211	5,827			
527	MORTON	14	99,224	7,087	57	383,141	6,722			
535	OAKTON	29	218,899	7,548	129	549,037	4,256			
505	PARKLAND	44	223,817	5,087	142	695,716	4,899			
515	PRAIRIE STATE	33	197,926	5,998	89	361,786	4,065			
521	REND LAKE	22	60,514	2,751	48	126,425	2,634	12	30,547	2,546
537	RICHLAND	21	108,348	5,159	44	207,015	4,705			
511	ROCK VALLEY	44	182,768	4,154	132	590,183	4,471	7	33,383	4,769
518	SANDBURG	12	39,408	3,284	52	165,565	3,184			
506	SAUK VALLEY	20	114,571	5,729	54	270,718	5,013			
531	SHAWNEE	12	12,655	1,055	32	27,299	853	1	1,094	1,094
510	SOUTH SUBURBAN	30	175,332	5,844	105	430,107	4,096			
533	SOUTHEASTERN	88	86,770	986	213	187,518	880	9	17,993	1,999
534	SPOON RIVER	15	49,855	3,324	34	96,569	2,840			
601	STATE COMM. COLL.		--			--			--	
504	TRITON	28	81,755	2,920	201	294,156	1,463			
516	WAUBONSEE	26	177,499	6,827	63	351,015	5,572			
539	WOOD	15	74,258	4,951	12	51,252	4,271	31	137,937	4,450
		1,050	5,003,478	4,765	4,516	22,828,143	5,055	195	1,036,309	5,314

DNA = Data Not Available

-- = Not Applicable

Illinois Community College Board

Table 20

FISCAL YEAR 1993 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
522	BELLEVILLE	4	10,389	2,597	7	36,503	5,215	176	666,745	3,788
503	BLACK HAWK	5	19,677	3,935	5	18,116	3,623	177	840,176	4,747
508	CHICAGO		DNA			DNA			DNA	
507	DANVILLE	5	15,096	3,019	24	79,332	3,306	90	311,880	3,465
502	DUPAGE	31	156,579	5,051				487	2,172,989	4,462
509	ELGIN	9	53,333	5,926				151	640,667	4,243
512	HARPER	25	156,414	6,257				374	2,243,969	6,000
540	HEARTLAND				8	13,642	1,705	9	15,787	1,754
519	HIGHLAND				23	107,351	4,667	51	222,117	4,355
514	ILLINOIS CENTRAL	5	23,637	4,727	12	62,107	5,176	191	879,521	4,605
529	ILLINOIS EASTERN	2	5,210	2,605	42	109,539	2,608	97	257,293	2,653
513	ILLINOIS VALLEY	4	13,739	3,435	9	63,105	7,012	63	199,138	3,161
525	JOLIET	10	39,980	3,998				182	785,151	4,314
520	KANKAKEE				33	96,308	2,918	69	201,356	2,918
501	KANSAS KASKIA	5	21,378	4,276				39	175,057	4,489
523	KISHWAUKEE	10	23,087	2,309	17	38,866	2,286	61	159,490	2,615
532	LAKE COUNTY	18	22,772	1,265	3	11,367	3,789	237	690,563	2,914
517	LAKE LAND	10	63,613	6,361	22	105,044	4,775	73	385,224	5,277
536	LEWIS & CLARK				51	125,984	2,470	63	145,306	2,306
526	LINCOLN LAND	5	16,495	3,299	2	6,295	3,148	88	253,968	2,886
530	LOGAN				37	129,148	3,490	66	240,679	3,647
528	MC HENRY		DNA			DNA			DNA	
524	MORAIN VALLEY	24	135,545	5,648	55	311,909	5,671	164	934,073	5,696
527	MORTON							84	573,823	6,831
535	OAKTON	21	110,090	5,242				223	837,605	3,756
505	PARKLAND	24	110,294	4,596	24	110,294	4,596	95	347,319	3,656
515	PRAIRIE STATE	5	20,163	4,033				82	286,913	3,499
521	REND LAKE	4	9,504	2,376	22	55,088	2,504	50	139,822	2,796
537	RICHLAND				19	90,051	4,740	54	197,858	3,664
511	ROCK VALLEY	5	24,827	4,965	29	136,937	4,722	138	654,078	4,740
518	SANDBURG	3	9,273	3,091	11	34,174	3,107	51	151,516	2,971
506	SAUK VALLEY	3	13,354	4,451	9	30,812	3,424	58	251,263	4,332
531	SHAWNEE				10	9,261	926	24	13,972	582
510	SOUTH SUBURBAN	12	47,648	3,971				152	756,567	4,977
533	SOUTHEASTERN	31	17,879	577	33	34,008	1,031	217	113,078	521
534	SPOON RIVER	1	2,672	2,672	13	40,687	3,130	33	100,376	3,042
601	STATE COMM. COLL.		--			--			--	
504	TRITON	14	18,613					24	34,580	1,417
516	WAUBONSEE	4	23,029	5,757				95	571,919	6,020
539	WOOD				27	119,561	4,428	41	154,765	3,775
		299	1,184,290	3,961	547	1,975,489	3,611	4,329	17,606,603	4,067

DNA = Data Not Available

-- = Not Applicable

Section X

FISCAL YEAR 1994
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 1994 weighted average percentage salary increases of full-time faculty, other (nonteaching) professional staff, administrative staff, and classified staff.

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

Table 21

SUMMARY OF FISCAL YEAR 1994 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Weighted Mean Percentage Salary Increases		
	Low	High	State Average
Administrative	0.0%	10.5%	6.2%
Faculty (9 Months)	3.0%	11.4%	5.2%
Faculty (12 Months)	3.0%	9.4%	3.6%
Other (Nonteaching) Professional (9 Months)	0.0%	12.8%	5.8%
Other (Nonteaching) Professional (12 Months)	3.0%	19.4%	7.6%
Classified	3.0%	13.7%	6.7%

Illinois Community College Board

Table 22

FISCAL YEAR 1994 AVERAGE SALARY INCREASES

		Admin.	Teaching Faculty 9 Mos.	Teaching Faculty 12 Mos.	Other Prof. 9 Mos.	Other Prof. 12 Mos.	Classi- fied
522	BELLEVILLE	5.0	5.8	5.8	5.8	5.8	7.8
503	BLACK HAWK	8.6	4.6	7.1	0.0	5.4	5.2
508	CHICAGO	10.5	4.5		6.0	19.4	13.7
507	DANVILLE	5.0	4.5	4.5	5.0	5.0	7.0
502	DUPAGE	5.1	5.9		5.5		3.5
509	ELGIN	4.8	7.5		7.5		6.0
512	HARPER	4.7	6.3		5.4		3.7
540	HEARTLAND	4.8	4.4	4.5		4.5	4.5
519	HIGHLAND	2.0	8.9			5.4	5.9
514	ILLINOIS CENTRAL	4.3	4.2		3.7	3.9	4.7
529	ILLINOIS EASTERN	4.9	5.2		4.4	4.4	4.9
513	ILLINOIS VALLEY	5.5	6.5		5.1	5.3	5.9
525	JOLIET	6.0	6.0		6.0		6.0
520	KANKAKEE	6.5	7.4	6.5		6.8	6.6
501	KASKASKIA	6.1			6.1		6.3
523	KISHWAUKEE	5.0	5.0		5.0	5.0	5.0
532	LAKE COUNTY	5.2	5.2		5.2	5.2	5.2
517	LAKE LAND	5.7	11.4	5.0	12.8	11.4	4.7
536	LEWIS & CLARK	9.5	5.8			5.3	6.4
526	LINCOLN LAND	6.7	4.1		3.2	7.4	5.2
530	LOGAN	4.8	4.9			6.3	5.1
528	MC HENRY	5.7	6.1		8.6		DNA
524	MORAIN VALLEY	5.0	5.0		5.0	5.0	5.0
527	MORTON	3.6		5.3		4.0	4.8
535	OAKTON	5.0	5.3		5.3		3.9
505	PARKLAND	5.0	5.6		5.0	5.0	5.0
515	PRAIRIE STATE	4.5	5.0		5.0		5.5
521	REND LAKE	5.7	5.3	6.9	6.2	4.5	5.8
537	RICHLAND	5.4	5.2			4.0	5.6
511	ROCK VALLEY	4.4	4.6	4.8	4.9	4.6	4.6
518	SANDBURG	5.2	6.0		5.8	6.0	6.0
506	SAUK VALLEY	2.8	3.8	3.6	3.4	6.8	4.1
531	SHAWNEE	5.8	6.1	9.4		8.8	7.8
510	SOUTH SUBURBAN	5.0	5.0		5.0		5.0
533	SOUTHEASTERN	3.8		3.3	5.5	5.7	4.0
534	SPOON RIVER	5.2	6.2		4.4	5.2	4.2
601	STATE COMM. COLL.	0.0	3.0			3.0	3.0
504	TRITON	5.0	6.0		7.5		5.9
516	WAUBONSEE	6.3	5.4		5.1		5.5
539	WOOD	3.0	3.0	3.0		3.0	3.0
AVERAGES		6.2 %	5.2 %	3.6 %	5.8 %	7.6 %	6.7

DNA = Data Not Available

-- = Not Applicable

Section XI

FISCAL YEAR 1993 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 1993 and the average total salaries paid to full-time faculty in fiscal year 1993. The fiscal year 1993 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1992 to June 30, 1993.

The state average total fiscal year salary paid to faculty in fiscal year 1993 for those districts reporting data is \$3,699 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1993. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 1993 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES
AND FISCAL YEAR 1993 AVERAGE TOTAL SALARY ACTUALLY PAID

		FY 1993 Full- time Average Faculty Contractual Base Salary	FY 1993 Full- time Average Faculty Total Salary	Dollar Difference	Percent Difference
522	BELLEVILLE	\$44,692	55,841	\$11,149	24.9%
503	BLACK HAWK	39,398	40,433	1,035	2.6%
508	CHICAGO	50,027	53,776	3,749	7.5%
507	DANVILLE	32,610	38,129	5,519	16.9%
502	DUPAGE	DNA	57,294		
509	ELGIN	49,824	57,772	7,948	16.0%
512	HARPER	51,783	60,565	8,782	17.0%
540	HEARTLAND	34,325	31,250	(3,075)	--
519	HIGHLAND	37,546	39,915	2,369	6.3%
514	ILLINOIS CENTRAL	39,703	49,058	9,355	23.6%
529	ILLINOIS EASTERN	30,486	39,256	8,770	28.8%
513	ILLINOIS VALLEY	37,712	42,043	4,331	11.5%
525	JOLIET	44,799	51,462	6,663	14.9%
520	KANKAKEE	35,417	42,535	7,118	20.1%
501	KASKASKIA	36,928	42,400	5,472	14.8%
523	KISHWAUKEE	33,009	36,723	3,714	11.3%
532	LAKE COUNTY	57,678	66,274	8,596	14.9%
517	LAKE LAND	33,334	40,074	6,740	20.2%
536	LEWIS & CLARK	41,174	45,977	4,803	11.7%
526	LINCOLN LAND	43,964	49,186	5,222	11.9%
530	LOGAN	38,666	44,733	6,067	15.7%
528	MC HENRY	39,652	48,396	8,744	22.1%
524	MORAIN VALLEY	44,061	DNA	--	--
527	MORTON	47,317	49,744	2,427	5.1%
535	OAKTON	52,514	62,049	9,535	18.2%
505	PARKLAND	41,486	47,253	5,767	13.9%
515	PRAIRIE STATE	41,225	44,381	3,156	7.7%
521	REND LAKE	34,739	40,772	6,033	17.4%
537	RICHLAND	36,945	43,203	6,258	16.9%
511	ROCK VALLEY	42,184	46,008	3,824	9.1%
518	SANDBURG	33,184	37,175	3,991	12.0%
506	SAUK VALLEY	35,299	39,616	4,317	12.2%
531	SHAWNEE	32,789	36,752	3,963	12.1%
510	SOUTH SUBURBAN	46,659	56,599	9,940	21.3%
533	SOUTHEASTERN	32,562	38,921	6,359	19.5%
534	SPOON RIVER	33,261	36,972	3,711	11.2%
601	STATE COMM. COLL.	32,372	31,312	(1,060)	-3.3%
504	TRITON	49,028	59,050	10,022	20.4%
516	WAUBONSEE	40,268	44,896	4,628	11.5%
539	WOOD	23,776	28,819	5,043	21.2%
	TOTAL/AVERAGES	\$44,146	\$47,845	3,699	8.4%

DNA = Data Not Available

Illinois Community College Board

Table 24

FISCAL YEAR 1993 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

	Administrative	Other Professional	Classified
52201 Belleville	53,394	54,075	22,410
50301 Black Hawk	58,977	37,478	23,657
50800 Chicago	51,529	40,383	29,526
50701 Danville	47,701	26,856	17,648
50201 DuPage	72,143	61,719	28,722
50901 Elgin	61,935	58,907	27,047
51201 Harper	64,872	54,612	DNA
54001 Heartland	53,270	28,333	22,335
51901 Highland	47,349	23,514	17,088
51401 Illinois Central	59,516	45,555	23,979
52900 Illinois Eastern	41,420	29,548	19,660
51301 Illinois Valley	53,454	39,893	20,248
52501 Joliet	43,519	48,556	23,182
52001 Kankakee	49,411	24,119	18,286
50101 Kaskaskia	37,315	41,753	21,842
52301 Kishwaukee	55,637	32,443	17,683
53201 Lake County	58,949	62,132	23,349
51701 Lake Land	44,267	29,333	21,607
53601 Lewis & Clark	45,124	24,363	20,861
52601 Lincoln Land	48,478	50,971	21,791
53001 Logan	52,107	34,046	20,695
52801 McHenry	51,293	32,956	20,962
52401 Moraine Valley	DNA	DNA	DNA
52701 Morton	63,430	56,849	23,172
53501 Oakton	69,249	63,720	26,885
50501 Parkland	54,640	32,973	22,994
51501 Prairie State	41,698	51,679	19,996
52101 Rend Lake	47,842	25,992	21,195
53701 Richland	44,934	26,537	17,107
51101 Rock Valley	48,240	36,516	22,656
51801 Sandburg	45,696	23,658	17,569
50601 Sauk Valley	52,526	29,909	19,813
53101 Shawnee	42,596	29,801	17,387
51001 South Suburban	61,335	52,958	23,358
53301 Southeastern	44,997	33,300	16,816
53401 Spoon River	43,386	25,505	17,897
60101 State Comm. College	34,822	27,350	21,530
50401 Triton	58,329	43,857	24,262
51601 Waubensee	52,508	46,987	24,033
53901 Wood	45,316	27,541	17,928
	51,481	33,859	23,523

DNA = Data Not Available

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND
AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 1990 TO 1994

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Table 26 presents five years' worth of statewide average annual contractual salary percentage increase data for the same employee groups. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 25

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1990 TO 1994***

	FY 1990	FY 1991	FY 1992	FY 1993	FY 1994
Faculty (9 Month)	\$38,124	\$40,434	\$42,958	\$44,065	\$45,817
Faculty (12 Month)	\$34,783	\$36,381	\$37,320	\$38,199	\$33,693
Administrators (12 Month)	\$43,881	\$44,925	\$49,884	\$50,801	\$53,469
Other Professionals (9 Month)	\$35,466	\$39,887	\$40,726	\$41,782	\$44,615
Other Professionals (12 Month)	\$27,024	\$27,622	\$28,492	\$29,715	\$30,696

Table 26

**STATEWIDE AVERAGE PERCENTAGE INCREASE IN
CONTRACTUAL SALARIES FOR CONTINUING FACULTY, ADMINISTRATORS,
AND OTHER (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1990 TO 1994***

	FY 1990	FY 1991	FY 1992	FY 1993	FY 1994
Faculty (9 Month)	6.7%	6.9%	7.1%	5.8%	5.2%
Faculty (12 Month)	6.7%	6.6%	5.8%	4.3%	3.6%
Administrators (12 Month)	6.6%	6.7%	6.4%	5.2%	6.2%
Other Professionals (9 Month)	6.7%	6.0%	7.9%	5.7%	5.8%
Other Professionals (12 Month)	6.7%	7.0%	6.9%	6.3%	7.6%

*Due principally to extensive negotiations, not all colleges submitted salary survey data for every year reported in this table.

SOURCE OF DATA: Fall 1989 to Fall 1993 ICCB Salary Survey Reports