

# Fiscal Year 2007 Salary Report

for the  
Illinois Public Community Colleges



Illinois Community College Board  
401 East Capitol Avenue  
Springfield, Illinois 62701-1711  
Telephone: (217) 785-0123  
[www.iccb.state.il.us](http://www.iccb.state.il.us)  
October 2007

## HIGHLIGHTS OF THE FISCAL YEAR 2007 SALARY REPORT

1. Fiscal Year 2007 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month) . . . . .	\$61,770
Administrative (12 month) . . . . .	\$79,898
Other (Nonteaching) Professional (9 month) . . . . .	\$61,196

2. Fiscal Year 2006 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month) . . . . .	\$10,494
Administrative (12 month) . . . . .	\$10,911
Other (Nonteaching) Professional (9 month) . . . . .	\$ 9,335
Classified (12 month) . . . . .	\$ 9,029

3. Fiscal Year 2007 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate . . . . .	\$550/credit hour
Full-Time Faculty Overload Rate . . . . .	\$672/credit hour
Full-Time Faculty Summer Rate . . . . .	\$792/credit hour

4. Fiscal Year 2007 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience) . . . . .	\$37,049
Master's Degree, Plus Zero Hours (5 Years Experience) . . . . .	\$42,401
Master's Degree, Maximum Hours (5 Years Experience) . . . . .	\$50,565
Doctorate Degree, Maximum Hours (Maximum Experience) . . . . .	\$86,519

5. Fiscal Year 2006 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2005 and June 30, 2006. *(Tables 23 and 24)*

Faculty (9 and 12 month) . . . . .	\$71,826
Administrative (12 month) . . . . .	\$79,788
Other (Nonteaching) Professional (9 and 12 month) . . . . .	\$48,134
Classified . . . . .	\$33,382

**FISCAL YEAR 2007 SALARY REPORT FOR THE  
ILLINOIS PUBLIC COMMUNITY COLLEGES**

**Table of Contents**

	<u>Page</u>
Introduction .....	1
Employee Groups .....	2
Section I - Fiscal Year 2007 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges .....	3
Section II - Fiscal Year 2007 Part-Time Faculty Salary Rates and Full-Time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges .....	6
Section III - Salaries Based on Fiscal Year 2007 Salary Schedules for Full-Time Faculty with a Master's Degree at Illinois Public Community Colleges .....	8
Section IV - Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges - Fiscal Year 2007 .....	10
Section V - Fiscal Year 2007 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges .....	12
Section VI - Fiscal Year 2007 Contractual Base Salaries for Administrative Staff (12 Months) at Illinois Public Community Colleges .....	15
Section VII - Salaries Paid to Selected Administrators at Illinois Public Community Colleges During Fiscal Year 2007 .....	17
Section VIII - Summary of Fiscal Year 2007 Monthly Classified and Other (Nonteaching) Professional Staff Salaries at Illinois Public Community Colleges .....	25
Section IX - Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges - Fiscal Year 2006 .....	27
Section X - Fiscal Year 2007 Mean Percentage Salary Increases for Faculty, Other (Nonteaching) Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges .....	31

**Table of Contents**  
(Continued)

	<u>Page</u>
Section XI - Fiscal Year 2006 Average Total Salary Actually Paid at Illinois Public Community Colleges .....	33
Section XII - Statewide Average Annual Contractual Salaries in Illinois Public Community Colleges for Fiscal Years 2003 to 2007 .....	36

## INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2007 Salary Report* reflect the census date of October 1, 2006. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2006 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

## EMPLOYEE GROUPS

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

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

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

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

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

Section I

**FISCAL YEAR 2007 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 2007. 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 2007 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,808	\$49,600	\$35,981
Average Faculty Salaries	\$46,775	\$85,501	\$61,770*
High Faculty Salaries	\$65,883	\$110,811	\$87,490
Median Faculty Salaries	\$42,677	\$84,852	\$56,059

\*Weighted

## Illinois Community College Board

Table 2

FISCAL YEAR 2007 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	63	\$ 33,480	\$ 39,540	\$ 43,890	\$ 54,120	\$ 81,800	\$ 47,799
531 SHAWNEE	39	36,486	45,232	47,721	53,034	72,304	49,558
533 SOUTHEASTERN	44	29,000	45,295	49,413	55,986	68,260	49,937
534 SPOON RIVER	40	35,418	41,126	45,092	54,605	66,029	47,198
539 WOOD	51	32,912	41,827	47,928	53,517	65,883	47,659
507 DANVILLE	50	37,093	41,235	45,482	51,293	70,651	47,206
519 HIGHLAND	45	43,425	58,284	63,223	71,003	84,545	64,083
501 KASKASKIA	68	21,759	46,418	52,178	57,978	66,668	51,801
523 KISHWAUKEE	68	20,808	37,890	42,677	55,106	91,027	47,699
521 REND LAKE	56	36,850	44,450	47,250	55,100	67,382	49,338
506 SAUK VALLEY	48	32,952	41,272	47,247	52,452	66,087	47,408
529 ILLINOIS EASTERN	98	33,423	41,724	47,669	54,440	69,910	48,688
513 ILLINOIS VALLEY	83	36,607	46,992	52,445	59,858	84,479	54,247
520 KANKAKEE	55	34,100	43,656	51,439	67,691	87,504	56,156
517 LAKE LAND	104	32,544	42,621	47,310	53,775	73,551	49,135
536 LEWIS AND CLARK	96	31,860	46,285	54,077	62,888	81,693	55,689
530 LOGAN	99	37,033	53,703	59,425	67,481	82,753	60,530
528 MCHENRY	92	49,600	63,200	72,000	89,000	96,400	74,717
503 BLACK HAWK	136	35,768	45,604	55,723	68,920	87,974	57,808
540 HEARTLAND	69	35,916	44,715	49,211	56,546	79,535	50,711
514 ILLINOIS CENTRAL	182	35,620	45,115	48,334	56,832	80,374	51,959
526 LINCOLN LAND	125	36,952	52,594	64,960	75,577	87,490	65,036
505 PARKLAND	166	36,862	48,476	53,942	62,190	89,072	56,676
537 RICHLAND	72	29,986	38,146	46,111	53,594	86,311	46,775
511 ROCK VALLEY	140	30,708	48,645	56,945	67,351	85,352	57,988
522 SOUTHWESTERN	135	40,546	47,751	51,684	57,348	100,620	54,550
509 ELGIN	118	40,960	55,725	78,434	103,458	103,458	77,702
527 MORTON	52	44,748	53,177	60,982	76,061	96,791	65,565
515 PRAIRIE STATE	78	37,312	48,461	56,734	68,819	94,668	59,756
510 SOUTH SUBURBAN	110	22,320	47,271	60,727	75,788	101,302	62,206
516 WAUBONSEE	92	39,517	53,324	62,573	73,493	91,301	63,159
508 CHICAGO	554	41,868	49,930	60,879	76,244	110,811	64,547
502 DUPAGE	298	44,243	69,502	84,852	106,666	109,401	85,501
512 HARPER	190	41,379	49,986	61,534	78,174	109,699	66,516
525 JOLIET	190	38,470	50,027	60,997	78,446	92,286	63,471
532 LAKE COUNTY	182	44,361	63,619	77,329	97,946	108,810	78,970
524 MORAIN VALLEY	165	31,986	42,311	46,641	55,129	104,330	51,060
535 OAKTON	137	44,966	62,183	76,201	98,310	110,684	80,072
504 TRITON	120	33,410	44,959	54,643	86,009	104,917	63,217
TOTALS/AVERAGES	4,510	\$ 35,981	\$ 48,263	\$ 56,049	\$ 67,749	\$ 87,490	\$ 61,770
Lowest Low/Highest/High		\$ 20,808				\$ 110,811	

\* Weighted

SOURCE OF DATA: Salary Submission (C1)



Illinois Community College Board

Table 3

FISCAL YEAR 2007 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	1	\$ 46,900	\$ 46,900	\$ 46,900	\$ 46,900	\$ 46,900	\$ 46,900
533 SOUTHEASTERN	1	39,589	39,589	39,589	39,589	39,589	39,589
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	3	47,742	47,742	53,266	57,928	57,928	52,979
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	8	36,470	37,135	41,468	46,686	53,872	42,615
506 SAUK VALLEY	1	78,133	78,133	78,133	78,133	78,133	78,133
529 ILLINOIS EASTERN	12	41,472	41,472	41,472	41,472	58,874	42,922
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	--	--	--	--	--	--	--
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	2	41,381	41,381	42,945	44,509	44,509	42,945
540 HEARTLAND	5	56,650	57,361	62,802	69,617	69,786	63,243
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	1	42,682	42,682	42,682	42,682	42,682	42,682
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	3	42,088	42,088	67,479	81,372	81,372	63,646
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	34	38,818	43,871	52,333	60,706	78,182	54,014
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
	71	\$ 46,539 \$ 36,470	\$ 47,123	\$ 51,734	\$ 55,418	\$ 59,257 \$ 81,372	\$ 51,310

-- = Not Applicable

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2007 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 2007.

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 2007  
PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME  
FACULTY OVERLOAD AND SUMMER TERM SALARY RATES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$300	\$833	\$550
Overload Rates (Full-time Faculty)	\$350	\$1,021	\$672
Summer Term Rates (Full-time Faculty)	\$392	\$2,193	\$792

Table 5

FISCAL YEAR 2007 AVERAGE PART-TIME FACULTY SALARY RATES  
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
518 SANDBURG	\$ 540	\$ 629	\$ 718
531 SHAWNEE	425	550	550
533 SOUTHEASTERN	400	700	875
534 SPOON RIVER	438	555	1,000
539 WOOD	465	595	595
507 DANVILLE	470	470	485
519 HIGHLAND	513	1,021	990
501 KASKASKIA	442	527	510
523 KISHWAUKEE	540	960	900
521 REND LAKE	390	740	740
506 SAUK VALLEY	465	525	600
529 ILLINOIS EASTERN	300	350	400
513 ILLINOIS VALLEY	520	550	550
520 KANKAKEE	545	611	643
517 LAKE LAND	540	640	640
536 LEWIS AND CLARK	572	572	572
530 LOGAN	588	594	684
528 MCHENRY	519	615	615
503 BLACK HAWK	515	770	770
540 HEARTLAND	644	740	740
514 ILLINOIS CENTRAL	538	700	700
526 LINCOLN LAND	511	738	738
505 PARKLAND	815	825	855
537 RICHLAND	488	573	815
511 ROCK VALLEY	490	631	755
522 SOUTHWESTERN	579	857	857
509 ELGIN	744	755	855
527 MORTON	534	601	392
515 PRAIRIE STATE	422	435	630
510 SOUTH SUBURBAN	500	773	850
516 WAUBONSEE	525	760	848
508 CHICAGO	726	795	1,822
502 DUPAGE	831	831	2,193
512 HARPER	743	705	1,057
525 JOLIET	557	603	603
532 LAKE COUNTY	700	700	700
524 MORAIN VALLEY	600	851	1,191
535 OAKTON	833	685	685
504 TRITON	486	676	762
AVERAGES	\$ 550	\$ 672	\$ 792

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2007 SALARY SCHEDULES FOR  
FULL-TIME FACULTY WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2007 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate degree with maximum hours.

Table 7 provides the fiscal year 2007 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 2007 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)	\$28,871	\$46,161	\$37,049
Master's Degree, Plus Zero Hours (5 Years Experience)	\$32,789	\$56,309	\$42,401
Master's Degree, Maximum Hours (5 Years Experience)	\$35,870	\$70,950	\$50,565
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$42,494	\$110,811	\$86,519

Illinois Community College Board

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY  
WITH MASTERS DEGREES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2007

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Degree Max. Hours Max. Exp.
518 SANDBURG	\$ 34,130	\$ 35,020	\$ 35,870	\$ 85,220
531 SHAWNEE	36,974	40,428	45,998	72,829
533 SOUTHEASTERN	34,843	38,644	44,187	70,635
534 SPOON RIVER	33,389	35,418	41,602	76,411
539 WOOD	32,981	36,413	40,783	71,004
507 DANVILLE	41,868	49,930	62,528	110,811
519 HIGHLAND	46,161	49,928	61,330	84,545
501 KASKASKIA	34,898	39,698	47,458	67,628
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	36,850	39,850	46,750	68,432
506 SAUK VALLEY	32,789	36,306	54,942	75,437
529 ILLINOIS EASTERN	35,400	N/A	N/A	82,796
513 ILLINOIS VALLEY	35,386	40,528	48,834	82,419
520 KANKAKEE	34,100	39,303	47,773	94,503
517 LAKE LAND	32,544	36,232	37,807	42,494
536 LEWIS & CLARK	39,728	43,782	48,187	83,418
530 LOGAN	35,789	42,009	49,576	81,757
528 MCHENRY	40,000	49,600	65,200	96,400
503 BLACK HAWK	37,891	43,862	54,044	104,917
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	34,936	39,834	39,834	75,281
526 LINCOLN LAND	36,952	38,430	44,487	90,114
505 PARKLAND	28,871	32,789	36,905	75,437
537 RICHLAND	31,527	33,538	42,845	73,675
511 ROCK VALLEY	36,033	41,033	47,484	85,353
522 SOUTHWESTERN	42,088	46,764	50,886	79,994
509 ELGIN	40,960	48,333	65,873	103,458
527 MORTON	40,676	47,155	53,487	96,791
515 PRAIRIE STATE	37,312	45,707	54,506	90,437
510 SOUTH SUBURBAN	31,258	38,345	46,875	101,302
516 WAUBONSEE	38,331	45,786	52,613	94,801
508 CHICAGO	40,960	48,333	65,873	103,458
502 DUPAGE	44,243	56,309	70,950	109,401
512 HARPER	40,096	45,479	57,051	109,699
525 JOLIET	38,470	43,776	50,235	92,286
532 LAKE COUNTY	42,249	51,354	63,377	108,810
524 MORAIN VALLEY	37,560	41,346	45,458	104,330
535 OAKTON	37,284	47,269	57,604	110,684
504 TRITON	35,287	37,895	41,127	44,232
AVERAGES	\$ 37,049	\$ 42,401	\$ 50,565	\$ 86,519

N/A = Not Applicable

\* Lowest Contractual Base Salary for Faculty with a Master's Degree

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO  
FACULTY SALARIES AND FACULTY CONTRACTS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEAR 2007**

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-nine 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 2007**

	<u>Range</u>		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	13	20	15
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

Illinois Community College Board

Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2007

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 Coillective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 SANDBURG	30	15	5	32	160	Y	3	2010	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	4	2010	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	40	159	Y	4	2007	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	144	Y	7	2013	Y	IEA/NEA
539 WOOD	30	15	5	30	170	Y	3	2007	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	5	2011	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Y	3	2009	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	20	5	32	150	Y	3	2008	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	17	5	34	160	Y	4	2007	N	IFT/AFT-AFL/CIO
521 REND LAKE	32	18	5	36	166	Y	3	2007	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	----	Y	3	2007	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	153	Y	3	2007	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	7.5	32	168	Y	4	2008	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	40	190	Y	4	2010	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	169	Y	3	2007	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	5	2010	Y	IEA/NEA
530 LOGAN	30	15	10	39	----	Y	3	2008	Y	IEA/NEA
528 MCHENRY	30	15	5	30	150	Y	4	2008	Y	IEA/NEA
503 BLACK HAWK	30	15	5	32	176	Y	5	2010	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Y	4	2009	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	150	Y	4	2010	Y	ICC Faculty Forum
526 LINCOLN LAND	30	15	6	33	165	Y	3	2009	Y	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	32	175	Y	3	2008	Y	Academic Employees
537 RICHLAND	30	15	5	32	150	Y	5	2009	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	13	5	34	160	Y	5	2008	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	36	----	Y	5	2011	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	3	2010	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	165	Y	4	2009	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	10	34	155	Y	3	2009	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	180	Y	5	2010	Y	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	176	Y	4	2008	Y	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	4	36	175	Y	4	2008	Y	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	168	Y	4	2007	Y	IEA/NEA
512 HARPER	30	15	10	36	160	Y	4	2010	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	150	Y	4	2007	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	36	160	Y	3	2007	Y	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Y	5	2011	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	3	2008	Y	IEA/NEA
504 TRITON	30	15	5	32	150	Y	4	2009	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

30

15

7

34

162

Y = 39 1 = 0

10 = 2007 N = 3

IEA/NEA = 12

2 = 0

9 = 2008 Y = 36

IFT/AFT-AFL/CIO = 25

3 = 15

7 = 2009

Local Fac Assoc./

4 = 15

9 = 2010

Teachers' Union = 2

5 = 8

3 = 2011

6 = 0

0 = 2012

7 = 1

1 = 2013

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (C2)

Section V

**FISCAL YEAR 2007 CONTRACTUAL BASE SALARIES  
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2007 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include a relatively diverse group of professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was \$61,196. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$46,741.

Table 10

**SUMMARY OF  
FISCAL YEAR 2007 ACADEMIC YEAR CONTRACTUAL BASE SALARIES  
PAID TO OTHER (NONTEACHING) PROFESSIONALS  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Salaries (9 month)	\$ 9,734	\$54,125	\$41,926
Lowest Salaries (12 month)	\$ 9,360	\$39,409	\$25,319
Average Salaries (9 month)	\$22,179	\$85,925	\$61,196*
Average Salaries (12 month)	\$29,029	\$64,448	\$46,741*
Highest Salaries (9 month)	\$25,058	\$110,684	\$81,546
Highest Salaries (12 month)	\$47,137	\$133,376	\$78,768
Median Salaries (9 month)	\$22,588	\$98,532	\$58,910
Median Salaries (12 month)	\$26,136	\$64,448	\$41,256

\*Weighted



Table 11

FISCAL YEAR 2007 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)  
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	5	\$ 41,440	\$ 49,250	\$ 54,120	\$ 62,070	\$ 62,070	\$ 53,790
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	6	9,734	13,998	27,250	31,675	31,675	23,597
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	1	39,415	39,415	39,415	39,415	39,415	39,415
507 DANVILLE	3	22,922	22,922	33,917	49,762	49,762	35,534
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	1	50,278	50,278	50,278	50,278	50,278	50,278
523 KISHWAUKEE	11	16,650	38,357	52,402	55,879	72,896	46,945
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	3	32,539	32,539	43,452	53,669	53,669	43,220
529 ILLINOIS EASTERN	2	24,032	24,032	27,539	31,046	31,046	27,539
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	11	32,544	37,706	42,043	48,352	50,403	42,562
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	2	52,011	52,011	53,001	53,990	53,990	53,001
528 MCHENRY	5	61,600	72,000	74,800	89,200	96,400	78,800
503 BLACK HAWK	9	26,418	35,104	38,150	65,652	76,881	49,867
540 HEARTLAND	4	18,483	19,300	22,588	25,058	25,058	22,179
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	2	54,125	54,125	60,337	66,548	66,548	60,337
505 PARKLAND	3	33,362	33,362	44,276	45,186	45,186	40,941
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	3	46,764	46,764	49,140	70,085	70,085	55,330
509 ELGIN	9	49,802	80,947	98,532	99,959	103,458	85,925
527 MORTON	1	51,370	51,370	51,370	51,370	51,370	51,370
515 PRAIRIE STATE	4	42,579	43,304	51,584	72,696	86,253	58,000
510 SOUTH SUBURBAN	16	25,031	47,204	58,686	72,812	100,451	61,296
516 WAUBONSEE	7	40,739	42,421	45,786	52,142	55,215	46,928
508 CHICAGO	16	47,521	53,628	61,703	64,818	85,094	60,544
502 DUPAGE	27	44,243	70,950	78,552	103,931	109,401	82,597
512 HARPER	22	42,703	45,479	50,462	57,777	85,922	54,491
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	19	42,249	69,081	77,329	103,235	108,810	80,658
524 MORAIN VALLEY	18	31,713	34,441	43,554	65,932	93,792	49,670
535 OAKTON	14	51,005	60,872	67,765	110,684	110,684	79,469
504 TRITON	11	44,959	61,072	85,763	94,601	97,227	77,752
TOTALS/AVERAGES	190	\$ 41,926	\$ 51,190	\$ 58,910	\$ 72,871	\$ 81,546	\$ 61,196
Lowest Low/Highest High		\$ 9,734				\$ 110,684	

\* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2007 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	68	18,170	24,375	29,415	36,385	56,230	31,256
531 SHAWNEE	37	32,783	34,159	37,417	41,858	55,542	38,951
533 SOUTHEASTERN	25	9,360	17,306	26,136	39,416	57,649	29,029
534 SPOON RIVER	48	20,280	29,604	32,672	39,645	61,851	34,649
539 WOOD	36	21,892	25,938	31,200	36,866	54,059	32,873
507 DANVILLE	33	24,100	28,802	33,120	37,794	55,198	34,654
519 HIGHLAND	28	21,050	28,299	33,940	39,615	47,137	34,156
501 KASKASKIA	35	25,000	28,102	34,001	42,323	72,718	36,677
523 KISHWAUKEE	33	29,336	35,292	42,000	47,173	69,583	42,595
521 REND LAKE	69	15,700	29,728	33,655	37,512	62,520	34,381
506 SAUK VALLEY	22	34,359	37,551	40,132	46,231	59,722	42,722
529 ILLINOIS EASTERN	95	18,934	26,321	34,657	41,500	87,625	35,653
513 ILLINOIS VALLEY	65	20,675	28,538	38,168	46,058	83,920	39,973
520 KANKAKEE	35	24,998	33,747	38,382	43,121	57,533	38,779
517 LAKE LAND	70	21,466	31,000	39,372	50,419	82,717	42,437
536 LEWIS AND CLARK	68	23,664	29,940	36,429	44,256	106,000	39,878
530 LOGAN	82	28,525	34,403	38,155	46,729	83,794	41,714
528 MCHENRY	113	29,172	35,268	39,636	48,660	78,609	43,159
503 BLACK HAWK	142	24,304	38,231	43,789	53,000	91,180	46,612
540 HEARTLAND	50	26,404	32,326	36,213	40,866	54,438	37,156
514 ILLINOIS CENTRAL	140	24,586	33,343	40,216	47,311	78,971	42,014
526 LINCOLN LAND	90	24,309	35,771	42,873	48,943	60,631	42,500
505 PARKLAND	137	15,831	35,027	42,577	53,428	77,489	44,187
537 RICHLAND	2	39,409	39,409	64,448	89,486	89,486	64,448
511 ROCK VALLEY	113	23,632	38,195	42,534	49,663	81,973	45,346
522 SOUTHWESTERN	96	24,302	40,793	48,660	63,000	116,637	53,579
509 ELGIN	129	33,379	45,000	51,918	64,252	95,484	54,821
527 MORTON	25	26,664	32,767	39,248	43,000	74,826	40,651
515 PRAIRIE STATE	78	22,950	34,974	37,968	42,435	110,226	39,640
510 SOUTH SUBURBAN	67	15,430	27,001	34,239	45,194	81,960	36,915
516 WAUBONSEE	109	30,390	35,673	40,665	49,849	77,033	45,014
508 CHICAGO	423	19,582	45,119	53,560	64,253	133,376	55,455
502 DUPAGE	278	30,472	48,526	56,139	65,540	106,222	58,537
512 HARPER	170	31,005	49,361	56,559	66,379	94,358	58,609
525 JOLIET	28	35,647	39,634	46,750	50,506	67,074	46,706
532 LAKE COUNTY	121	25,730	34,930	40,743	50,005	79,545	43,360
524 MORAIN VALLEY	127	26,603	41,486	49,077	56,534	93,632	51,095
535 OAKTON	89	33,048	46,868	54,145	65,093	93,735	56,752
504 TRITON	68	34,311	40,838	48,192	58,043	81,281	50,463
TOTALS/AVERAGES	3,444	\$ 25,319	\$ 34,709	\$ 41,256	\$ 49,547	\$ 78,768	46,741
Lowest Low/Highest High		\$ 9,360				\$ 133,376	

\* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2007 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 2007. The weighted average administrative staff salary ranged from a low of \$57,342 to a high of \$114,852. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2007 salaries; and the median fiscal year 2007 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 2007 was \$79,898. The lowest reported administrative salary was \$29,223 and the highest was \$249,979. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2007  
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Lowest Administrative Salaries	\$29,223	\$76,000	\$47,550
Average Administrative Salaries	\$57,342	\$114,852	\$79,898*
Highest Administrative Salaries	\$91,758	\$249,979	\$163,065
Median Administrative Salaries	\$52,051	\$111,274	\$73,876

\*Weighted

## Illinois Community College Board

Table 14

FISCAL YEAR 2007 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	21	\$ 39,660	\$ 54,260	\$ 65,880	\$ 88,780	\$ 139,470	\$ 70,840
531 SHAWNEE	18	33,278	50,466	54,613	64,176	127,626	60,879
533 SOUTHEASTERN	25	33,090	42,020	52,400	64,142	127,296	57,342
534 SPOON RIVER	13	44,239	49,315	65,000	73,739	123,000	69,112
539 WOOD	28	43,264	50,364	58,272	64,896	148,450	63,888
507 DANVILLE	33	35,341	45,699	62,897	71,882	142,649	63,213
519 HIGHLAND	17	30,833	55,760	74,915	78,932	121,254	69,513
501 KASKASKIA	26	31,163	44,738	52,732	62,662	148,488	59,054
523 KISHWAUKEE	15	50,156	67,750	73,150	109,000	128,720	83,062
521 REND LAKE	20	37,783	59,477	74,002	82,599	165,953	78,063
506 SAUK VALLEY	17	56,209	62,882	69,850	80,589	133,900	76,144
529 ILLINOIS EASTERN	30	34,305	47,985	69,124	91,962	149,325	71,359
513 ILLINOIS VALLEY	20	45,677	54,338	62,217	80,711	171,740	72,037
520 KANKAKEE	66	29,223	40,000	52,051	67,334	146,194	57,867
517 LAKE LAND	22	48,090	54,591	75,196	96,539	151,243	78,044
536 LEWIS & CLARK	50	34,190	51,002	61,636	92,417	200,000	76,820
530 LOGAN	38	41,114	54,448	65,712	80,522	138,348	70,061
528 MC HENRY	38	47,811	66,943	74,914	95,338	172,181	82,160
503 BLACK HAWK	8	75,199	81,144	105,080	113,225	154,860	103,620
540 HEARTLAND	41	43,509	49,012	64,070	78,500	166,865	69,035
514 ILLINOIS CENTRAL	29	45,826	69,606	76,346	86,818	168,635	82,731
526 LINCOLN LAND	52	42,886	54,865	71,004	79,202	172,000	72,272
505 PARKLAND	41	35,447	62,815	71,763	83,952	170,000	75,606
537 RICHLAND**	31	36,313	43,335	57,000	72,000	161,563	62,108
511 ROCK VALLEY	32	52,433	61,995	73,717	89,902	149,350	78,613
522 SOUTHWESTERN	23	54,074	73,527	85,086	107,050	142,870	89,128
509 ELGIN	27	76,000	89,531	101,197	109,160	158,073	103,345
527 MORTON	14	43,689	50,000	64,715	81,331	91,758	66,125
515 PRAIRIE STATE	27	41,600	55,120	67,184	85,000	157,299	73,136
510 SOUTH SUBURBAN	31	49,568	60,904	73,311	89,826	148,750	77,515
516 WAUBONSEE	27	65,000	69,127	81,305	96,080	172,425	88,741
508 CHICAGO	112	57,040	79,297	91,202	106,553	249,979	98,044
502 DUPAGE	50	74,566	91,680	111,274	132,776	190,000	114,852
512 HARPER	45	73,873	88,500	104,521	113,155	227,356	108,086
525 JOLIET	69	46,312	54,298	61,866	75,316	191,257	67,809
532 LAKE COUNTY	50	50,104	61,185	74,649	102,539	195,000	82,969
524 MORAIN VALLEY	25	58,659	80,183	89,716	105,782	242,090	100,083
535 OAKTON	31	58,429	86,400	104,910	120,000	238,549	107,982
504 TRITON	26	58,500	67,600	86,700	109,200	175,000	92,113
TOTALS/AVERAGES	1,288	\$ 47,550	\$ 61,081	\$ 73,876	\$ 89,323	\$ 163,065	\$ 79,898
Lowest Low/Highest High		\$ 29,223				\$ 249,979	

\*\*FY2006 Data

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2007**

A summary of the fiscal year 2007 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 2007. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

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

Table 15

**SUMMARY OF FISCAL YEAR 2007 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$105,056	\$236,137	\$157,991
Chief Campus Administrator	\$107,064	\$150,706	\$134,837
Chief Finance Officer	\$62,261	\$156,449	\$102,710
Chief Academic Officer	\$75,570	\$168,093	\$106,853
Student Services Officer	\$51,463	\$141,047	\$94,094
Dean-Baccalaureate Education	\$63,288	\$124,126	\$88,101
Dean-Occupational/Career Education	\$61,750	\$119,895	\$88,010
Dean-Continuing Education	\$42,180	\$104,723	\$75,441
Director-Data Processing/Info Technology	\$55,890	\$156,060	\$95,725
Director-Research & Planning	\$48,555	\$132,447	\$78,263
Director-Admissions and Records	\$36,260	\$106,977	\$64,711
Director-Counseling	\$51,282	\$99,669	\$74,213
Director-Financial Aid	\$34,965	\$102,687	\$60,482
Director-Job Placement	\$41,600	\$69,977	\$66,309
Director-Student Activities	\$41,000	\$105,405	\$65,450
Director-Library/LRC	\$38,941	\$135,843	\$68,676
Director-Development/Grants	\$38,800	\$138,828	\$74,518
Director-Public Information/Relations	\$30,800	\$125,778	\$64,496
Director-Personnel/Human Resources	\$40,000	\$140,400	\$78,932
Director-Business Services	\$39,438	\$111,539	\$71,660
Director-Physical Facilities/Grounds	\$44,239	\$139,834	\$79,939
Director-Adult Education	\$39,464	\$110,674	\$70,474
Director-Athletics	\$34,281	\$125,854	\$65,059
Controller	\$40,495	\$110,122	\$75,835
Director-Business/Industry Center	\$36,000	\$100,530	\$69,111

\*Weighted  
Revised 6-9-06

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 200

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	\$ 139,470	1	4	1												
SHAWNEE	127,626	1	2	1					\$ 64,630	1	23	4	\$ 112,964	1	6	2
SOUTHEASTERN	127,296	1	0	1					71,590	1	7	4	83,112	1	6	2
SPOON RIVER	123,000	1	1	1					90,852	1	3	2	91,996	1	5	2
WOOD	148,450	1	10	1					96,720	1	9	2	96,720	1	0	2
DANVILLE	142,649	1	7	1					88,539	1	1	3	113,082	1	9	2
HIGHLAND	121,254	1	0	1					80,000	1	1	2	94,240	1	3	2
KASKASKIA	148,488	1	5	1					91,199	1	5	2	105,771	1	5	2
KISHWAUKEE	128,720	1	6	1					109,000	1	29	2	117,000	1	5	2
REND LAKE	165,953	1	16	1					134,210	1	15	2				
SAUK VALLEY	133,900	1	1	1					69,850	1	0	3				
ILLINOIS EASTERN	149,325	1	11	1	\$ 109,177	4	8	2	91,962	1	5	3	74,102	1	3	4
ILLINOIS VALLEY	171,740	1	0	1					91,800	1	3	2	115,748	1	10	2
KANKAKEE	146,194	1	6	1					103,218	1	5	2	113,084	1	1	2
LAKE LAND	151,243	1	0	1					105,115	1	11	2	106,806	1	14	2
LEWIS & CLARK	200,000	1	15	1					132,240	1	9	2	155,770	1	14	2
LOGAN	138,348	1	6	1					127,611	1	6	2	87,946	1	1	4
MC HENRY	172,181	1	3	1					131,917	1	6	2	74,649	1	2	4
BLACK HAWK	154,860	1	6	1					108,000	1	0	2	118,450	1	1	2
HEARTLAND	166,865	1	15	1					118,928	1	10	2	114,117	1	5	2
ILLINOIS CENTRAL	168,635	1	6	1					124,592	1	5	2	127,410	1	3	2
LINCOLN LAND*	172,000	1	0	1					114,770	1	7	2	77,837	1	1	4
PARKLAND	170,000	1	0	1					132,227	1	15	2	112,388	1	8	2
RICHLAND	161,000	1	5	1					109,806	1	8	2	114,656	1	5	2
ROCK VALLEY	149,350	1	2	1					117,668	1	4	2	110,000	1	0	2
SOUTHWESTERN	142,870	1	9	1					125,425	1	8	2	122,889	1	5	2
ELGIN	158,073	1	8	1					134,896	1	7	2	132,505	1	2	2
MORTON	130,000	1	3	1					90,000	1	0	2	74,649	1	0	4
PRAIRIE STATE	157,299	1	6	1					110,226	1	0	0	125,940	1	9	2
SOUTH SUBURBAN	148,750	1	6	1					110,335	1	6	2	91,688	2	2	2
WAUBONSEE	172,425	1	5	1					133,350	1	1	2	142,259	1	5	2
CHICAGO	249,979	1	29	1	157,717	7	20	2	145,983	2	10	2	178,179	1	30	2
DUPAGE	190,000	1	3	1					147,192	1	6	2	122,622	1	5	2
HARPER	227,356	1	9	1					163,802	1	10	2	148,242	1	5	2
JOLIET	191,257	1	0	1					117,781	1	3	3	137,434	1	3	2
LAKE COUNTY	195,000	1	1	1					137,297	1	4	2	120,756	1	11	2
MORAIN VALLEY	242,090	1	15	1					115,500	1	10	2	116,586	1	5	2
OAKTON	238,549	1	11	1					133,892	1	5	2	120,000	1	0	2
TRITON	175,000	1	5	1					133,061	1	8	2	125,400	1	1	2
NUMBER OF PERSONS	39				11				39				37			
AVERAGES	\$ 164,031				\$ 140,066				\$ 114,132				\$ 112,667			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 200**

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	\$ 99,970	1	7	2					\$ 67,760	1	2	4	\$ 86,820	1	14	4
SHAWNEE	94,201	1	6	2	\$ 89,659	1	2	2	64,176	1	17	3				
SOUTHEASTERN	85,226	1	10	2									62,044	1	6	4
SPOON RIVER	63,500	1	0	4					65,000	1	0	3	61,133	1	2	4
WOOD	96,720	1	18	2					64,792	1	2	4				
DANVILLE	73,116	1	3	4	68,428	2	3	4	82,517	1	4	4	43,656	1	2	6
HIGHLAND					82,599	1	3	4	77,000	1	0	4				
KASKASKIA					66,766	1	2	4	73,938	1	4	4	53,530	1	0	4
KISHWAUKEE	109,600	1	26	2	79,000	1	8	4	64,375	2	1	4	97,350	1	24	2
REND LAKE	74,503	1	2	2	86,603	2	4	2								
SAUK VALLEY	64,752	1	2	3	74,614	1	5	3	85,620	1	7	3				
ILLINOIS EASTERN	57,534	2	15	4												
ILLINOIS VALLEY	96,210	1	9	2					73,529	1	3	3				
KANKAKEE	84,851	1	2	4	92,212	1	5	4					70,719	1	9	4
LAKE LAND	105,000	1	1	2	91,721	1	10	3	91,721	1	18	3	93,412	1	14	4
LEWIS & CLARK	132,387	1	14	2	85,987	1	1	3	105,796	1	5	3				
LOGAN	102,070	1	2	2	90,275	1	6	3					87,804	1	9	3
MC HENRY					89,000	1	0	3	107,199	1	5	4				
BLACK HAWK					78,959	2	2	4					87,110	1	1	2
HEARTLAND	87,834	1	0	3												
ILLINOIS CENTRAL	83,200	1	1	4												
LINCOLN LAND	111,971	1	8	2												
PARKLAND	102,000	1	1	2	71,763	1	12	3	101,790	1	9	3				
RICHLAND	73,968	1	4	4	70,012	2	1	4	65,005	2	3	4				
ROCK VALLEY	77,505	1	1	3	92,864	1	0	4	98,996	1	0	4				
SOUTHWESTERN	108,428	1	26	2	98,000	1	1	4	98,399	1	3	4	58,984	1	3	4
ELGIN	104,929	1	1	3	109,160	1	1	3	92,427	1	0	3	114,454	1	1	3
MORTON					75,074	1	1	3	85,000	1	0	3				
PRAIRIE STATE	90,000	1	21	2	87,255	1	8	4	76,000	1	0	4	66,675	1	8	4
SOUTH SUBURBAN	87,000	1	0	2					95,343	1	5	4	74,174	1	3	4
WAUBONSEE	93,011	1	7	3	70,582	5	3	4					70,120	1	4	4
CHICAGO	88,010	6	14	4	99,715	12	11	3	103,668	6	12	3				
DUPAGE	134,926	1	11	2	134,590	1	6	4	109,540	1	2	4	91,680	1	2	5
HARPER	147,676	1	20	2									109,645	1	20	4
JOLIET	122,431	1	9	2					113,132	1	4	3				
LAKE COUNTY	129,557	1	9	2												
MORAIN VALLEY	134,058	1	5	2	115,814	1	24	4	103,751	1	6	4	108,329	1	20	4
OAKTON	116,847	1	2	2					103,640	1	3	4	81,120	1	1	4
TRITON																
NUMBER OF PERSONS	39				43				33				19			
AVERAGES	\$ 95,656				\$ 87,996				\$ 88,419				\$ 79,935			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2007**

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG									\$ 90,850	1	1	4				
SHAWNEE	\$ 62,269	1	5	4					56,545	1	17	4				
SOUTHEASTERN	62,044	1	11	6					42,000	1	0	6	\$ 68,735	1	12	4
SPOON RIVER	70,000	1	9	3												
WOOD	58,126	1	0	4	\$ 64,414	1	7	4	55,648	1	21	4				
DANVILLE	64,285	1	10	6					58,226	1	9	4	62,897	1	2	6
HIGHLAND									76,650	1	16	4				
KASKASKIA	62,662	1	5	4	52,215	1	5	4	60,000	1	0	4				
KISHWAUKEE	71,400	1	2	4	62,300	1	7	2								
REND LAKE	116,183	1	7	2					37,783	1	2	4	53,436	1	3	4
SAUK VALLEY	99,207	1	4	3					65,916	1	2	4				
ILLINOIS EASTERN	74,893	1	10	4					51,028	2	0	4				
ILLINOIS VALLEY	87,893	1	13	3					45,677	1	3	3	58,917	1	2	3
KANKAKEE	99,252	1	18	4					49,805	1	2	4	63,337	1	3	4
LAKE LAND	96,539	1	5	5	48,090	1	0	6	76,636	1	12	4				
LEWIS AND CLARK	173,050	1	5	2					57,000	1	5	4	72,080	1	14	4
LOGAN	84,708	1	25	4												
MCHENRY	111,301	1	5	2	95,338	1	14	4	70,143	1	2	4	69,276	1	2	4
BLACK HAWK	106,090	1	1	2												
HEARTLAND	95,598	1	9	3	69,567	1	3	3	62,405	1	8	4	73,562	1	15	4
ILLINOIS CENTRAL	80,930	1	2	4	113,188	1	1	2	65,427	1	5	6	82,948	1	12	6
LINCOLN LAND					66,982	1	2	4	86,561	1	4	3	54,865	1	0	4
PARKLAND					86,567	1	0	3	84,824	1	12	4				
RICHLAND					50,254	1	3	4	38,924	1	2	6				
ROCK VALLEY	70,000	1	0	4	59,897	1	0	0								
SOUTHWESTERN	118,325	1	6	2	90,808	1	26	4	62,575	1	4	4	85,086	1	4	4
ELGIN	112,429	1	1	3	83,872	1	3	4					100,379	1	9	4
MORTON	81,331	1	1	4					60,073	1	2	4	48,500	1	0	4
PRAIRIE STATE					54,031	1	8	4	56,934	1	12	4	81,266	1	7	4
SOUTH SUBURBAN	95,600	1	9	4	73,311	1	0	4					89,826	1	6	4
WAUBONSEE	114,166	1	6	3					65,000	1	0	4	68,250	1	0	4
CHICAGO	157,605	1	21	2					68,204	7	15	4				
DUPAGE	157,407	1	22	2	143,315	1	15	4	116,179	1	10	4	74,566	1	0	5
HARPER	163,395	1	14	2	93,303	1	12	4	88,500	1	0	4	104,353	1	4	4
JOLIET					64,684	1	3	4	74,828	1	7	6				
LAKE COUNTY					107,623	1	8	3	99,265	1	7	4	95,572	1	5	4
MORAIN VALLEY	137,638	1	5	4	84,000	1	20	4	89,716	1	8	4	81,023	1	0	4
OAKTON	96,928	1	2	4	132,173	1	21	3	80,670	2	5	4	95,095	1	1	4
TRITON	105,000	1	7	3	124,800	1	1	2	58,500	1	1	4				
	31				22				40				21			
	\$ 99,557				\$ 82,761				\$ 67,335				\$ 75,427			

SOURCE OF DATA: Salary Submission (C1)



Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2007**

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	\$ 66,980	1	12	4									\$ 78,940	1	7	4
SHAWNEE	50,466	1	14	4									44,286	1	1	4
SOUTHEASTERN	36,475	1	0	4									62,085	2	12	4
SPOON RIVER													49,164	1	5	3
WOOD	65,297	1	0	4	\$ 43,264	1	0	4					48,246	1	15	4
DANVILLE	56,891	1	9	4	45,699	1	9	6					65,404	1	1	4
HIGHLAND													77,940	1	23	4
KASKASKIA	49,305	1	5	4	62,815	1	12	4	\$ 66,300	1	6	4	54,840	1	2	4
KISHWAUKEE													50,156	1	5	4
REND LAKE	66,971	1	26	4									66,930	1	7	3
SAUK VALLEY													64,855	1	4	4
ILLINOIS EASTERN	45,300	4	21	4									37,892	3	4	4
ILLINOIS VALLEY	49,162	1	5	3												
KANKAKEE	78,739	1	19	4									63,541	1	6	4
LAKE LAND	52,500	1	1	6												
LEWIS & CLARK	57,000	1	3	4	59,438	1	4	4					79,627	1	10	3
LOGAN	58,828	1	9	4	72,951	1	4	4	44,202	1	0	4	51,748	1	8	4
MC HENRY									72,955	1	2	4	79,737	1	2	4
BLACK HAWK																
HEARTLAND	70,129	1	3	4					48,000	1	0	4	49,012	1	5	5
ILLINOIS CENTRAL	60,523	1	1	6												
LINCOLN LAND	78,692	1	21	3					42,886	1	1	4	78,692	1	5	5
PARKLAND	79,234	1	18	4					59,259	1	8	4	70,508	1	7	4
RICHLAND	44,359	1	2	4	64,286	1	0	6					50,084	1	2	4
ROCK VALLEY													75,845	1	7	4
SOUTHWESTERN	65,100	1	2	4					54,074	1	16	4	74,000	1	0	4
ELGIN													103,618	1	3	3
MORTON									45,721	1	2	4	72,633	1	2	4
PRAIRIE STATE	53,826	1	11	4	41,600	1	1	4	55,120	1	1	4	70,000	1	0	4
SOUTH SUBURBAN	73,000	1	11	4												
WAUBONSEE																
CHICAGO	61,347	7	13	4												
DUPAGE	111,345	1	2	4					111,203	1	16	4	143,315	1	21	4
HARPER	88,000	1	0	4					75,702	1	25	4				
JOLIET	64,105	1	2	6	64,105	1	5	6	56,090	1	0	6				
LAKE COUNTY	75,000	1	0	4	57,267	1	2	4	76,607	1	6	4	96,670	1	5	4
MORAIN VALLEY	72,725	1	16	4	58,659	1	4	4	65,444	1	3	4	95,136	1	4	4
OAKTON	80,774	1	7	4					101,495	1	21	4	107,444	1	16	4
TRITON													80,000	1	0	4
NUMBER OF PERSONS	37				10				15				33			
AVERAGES	\$ 62,596				\$ 65,905				\$ 65,004				\$ 69,097			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2007**

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG					\$ 59,900	1	13	4					\$ 56,140	1	4	4
SHAWNEE	\$ 40,654	1	2	4	33,278	1	2	4	\$ 104,004	1	17	4				
SOUTHEASTERN					52,032	2	18	4	41,600	1	1	4				
SPOON RIVER																
WOOD	49,717	1	7	4	58,418	1	28	4	48,246	1	9	4	51,667	1	2	4
DANVILLE	63,457	1	5	4					93,790	1	20	4				
HIGHLAND					55,760	1	10	4	58,166	1	11	4				
KASKASKIA	40,685	1	1	6	44,692	1	3	4	54,197	1	7	4	51,670	1	22	4
KISHWAUKEE					68,000	1	0	2	70,400	1	4	4	73,150	1	1	4
REND LAKE																
SAUK VALLEY					73,412	1	7	4	62,882	1	2	4				
ILLINOIS EASTERN					33,697	2	0	4	49,261	1	5	4	42,867	5	14	4
ILLINOIS VALLEY									49,500	1	0	3				
KANKAKEE					53,298	1	3	4	60,975	1	2	4				
LAKE LAND	77,223	2	12	2	54,591	1	8	5	54,600	1	1	6				
LEWIS & CLARK	49,437	1	1	4	92,134	1	12	3								
LOGAN					54,448	1	2	4	66,454	1	2	4	41,114	1	3	4
MC HENRY	95,892	1	3	2	81,433	1	7	4					83,658	1	11	4
BLACK HAWK									79,568	1	5	4				
HEARTLAND					61,826	1	8	3	64,070	1	8	3	49,277	1	8	3
ILLINOIS CENTRAL	76,346	1	5	3	91,147	1	6	2	90,496	1	5	3				
LINCOLN LAND	91,513	1	0	3	68,484	1	2	4	78,692	1	6	3	84,967	1	12	3
PARKLAND	57,397	1	0	4	64,375	1	1	3	78,713	1	6	3				
RICHLAND	50,254	1	1	4	52,537	2	3	4	68,776	1	2	4	47,000	1	0	4
ROCK VALLEY	108,543	1	6	2	58,076	1	0	0	67,920	2	0	0	70,570	1	2	4
SOUTHWESTERN	85,000	1	1	4	71,000	1	0	4	107,050	1	23	2	76,911	1	19	4
ELGIN	100,630	1	2	3					108,414	1	6	3				
MORTON	54,611	1	2	4					43,689	1	2	5				
PRAIRIE STATE	60,827	1	9	4	57,091	1	7	4								
SOUTH SUBURBAN					49,626	1	3	6	89,826	1	6	4				
WAUBONSEE	69,127	1	2	4	81,305	1	2	4	87,501	1	15	4	78,322	1	8	4
CHICAGO	144,381	1	3	2	98,134	1	6	4	146,016	1	2	2	105,051	7	20	4
DUPAGE	106,222	1	0	4	106,960	1	3	4	140,799	1	5	4	120,943	1	12	4
HARPER	134,155	1	9	2	109,002	1	4	4	105,747	1	0	4				
JOLIET	77,442	1	3	4	85,545	1	5	4	89,060	1	8	4	80,499	1	2	4
LAKE COUNTY	63,856	1	12	6	95,787	1	15	4					59,294	1	7	4
MORAIN VALLEY	84,000	1	23	4	80,183	1	7	4	84,525	1	7	4				
OAKTON	71,060	1	2	4	131,418	1	2	3	109,000	1	10	4	80,774	1	7	4
TRITON					81,120	1	1	4					105,000	1	1	3
NUMBER OF PERSONS	25				35				32				29			
AVERAGES	\$ 77,186				\$ 68,485				\$ 78,808				\$ 74,505			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2007**

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG					\$ 65,880	1	0	4					\$ 50,520	1	1	4
SHAWNEE																
SOUTHEASTERN	\$ 49,400	1		4	45,454	1	10	6					51,136	1	4	6
SPOON RIVER	44,239	1	14	3	49,315	1	12	3								
WOOD	59,416	1	9	4					51,010	1	4	4				
DANVILLE	69,858	1	2	4	55,941	1	13	5	36,178	1	0	6	56,359	1	1	6
HIGHLAND	66,275	1	11	4	54,000	1	0	4	58,201	1	12	4				
KASKASKIA	58,580	1	0	4	48,932	1	3	4	45,485	1	5	5	42,115	1	7	4
KISHWAUKEE																
REND LAKE	87,007	1	11	4					54,870	1	1	3	64,083	1	3	4
SAUK VALLEY	58,350	1	2	4	80,589	1	12	3	59,245	1	13	4				
ILLINOIS EASTERN	68,676	1	11	4	58,933	2	0	4								
ILLINOIS VALLEY	51,750	1	1	3												
KANKAKEE	93,817	1	28	4	65,695	1	10	4	72,984	1	13	4				
LAKE LAND	52,087	1	4	5					54,600	1	1	6	84,706	1	18	5
LEWIS & CLARK	69,300	1	5	4	63,990	1	10	4	131,174	1	14	2				
LOGAN					68,581	1	10	4	80,522	1	6	4				
MC HENRY					72,036	1	1	4	79,963	1	17	4	81,396	1	3	2
BLACK HAWK																
HEARTLAND	78,500	1	0	3	45,511	1	4	3	48,000	1	0	4	78,544	1	15	3
ILLINOIS CENTRAL	74,924	1	0	4									64,295	1	0	3
LINCOLN LAND	72,998	1	3	4					51,026	1	6	4	67,656	1	8	4
PARKLAND	81,747	1	6	4	74,724	1	19	3	35,447	1	10	4	74,975	1	3	4
RICHLAND	78,706	1	18	4	40,845	1	2	4								
ROCK VALLEY	76,844	1	6	4									63,397	1	2	4
SOUTHWESTERN	80,129	1	24	4	86,244	1	3	4	73,527	1	27	4	89,165	1	4	4
ELGIN	124,703	1	5	3	87,000	1	0	1					101,197	1	5	3
MORTON	93,238	1	10	2	50,000	1	0	4								
PRAIRIE STATE	79,939	1	7	4	74,074	1	16	4	49,811	1	5	4	65,433	1	0	4
SOUTH SUBURBAN	77,016	1	7	4	61,437	1	15	4					83,115	1	5	4
WAUBONSEE	88,123	1	7	4	78,747	1	5	4					103,177	1	13	3
CHICAGO					87,479	8	14	3					94,500	1	1	4
DUPAGE					91,680	1	1	5					119,499	1	6	4
HARPER	112,946	1	4	4					95,000	1	0	4	115,000	1	0	6
JOLIET					101,860	1	7	4	72,340	1	11	6	96,091	1	4	1
LAKE COUNTY	85,735	1	4	4					64,270	1	2	4				
MORAIN VALLEY	103,950	1	4	4	62,500	1	0	4	75,252	1	23	4	98,695	1	4	4
OAKTON	121,641	1	8	4					86,400	1	5	4	107,050	1	16	4
TRITON	85,000	1	0	4	85,000	1	0	4					67,600	1	4	4
NUMBER OF PERSONS	30				34				21				24			
AVERAGES	\$ 78,163				\$ 71,404				\$ 65,491				\$ 79,988			

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES**  
**DURING FISCAL YEAR 2007**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	\$ 54,890	1	15	4
SHAWNEE				
SOUTHEASTERN				
SPOON RIVER				
WOOD	56,863	1	0	4
DANVILLE	71,882	1	19	4
HIGHLAND	51,560	1	5	4
KASKASKIA	41,363	1	0	4
KISHWAUKEE	81,100	1	4	4
REND LAKE				
SAUK VALLEY				
ILLINOIS EASTERN	69,858	1	17	3
ILLINOIS VALLEY				
KANKAKEE				
LAKE LAND				
LEWIS & CLARK	73,755	1	19	4
LOGAN	66,822	1	9	4
MC HENRY	51,156	1	0	4
BLACK HAWK				
HEARTLAND	75,655	1	3	3
ILLINOIS CENTRAL	74,426	1	8	6
LINCOLN LAND	57,530	1	1	4
PARKLAND	67,500	1	11	4
RICHLAND				
ROCK VALLEY				
SOUTHWESTERN	75,953	1	10	4
ELGIN				
MORTON				
PRAIRIE STATE	85,000	1	16	4
SOUTH SUBURBAN	94,568	1	5	4
WAUBONSEE				
CHICAGO	69,961	6	4	4
DUPAGE				
HARPER	91,613	1	6	4
JOLIET				
LAKE COUNTY				
MORAIN VALLEY	102,008	1	2	4
OAKTON	83,196	1	1	4
TRITON				
NUMBER OF PERSONS		26		
AVERAGES	\$ 71,018			

SOURCE OF DATA: Salary Submission (C1)

## Section VIII

**SUMMARY OF FISCAL YEAR 2007  
MONTHLY CLASSIFIED AND OTHER (NONTTEACHING) PROFESSIONAL  
STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2007 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

## Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED  
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF  
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2007\*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	46	\$ 2,296	\$ 3,377	\$ 5,148
Accountant II	32	2,067	3,481	6,836
Account Clerk I	110	1,480	2,460	3,542
Account Clerk II	120	1,830	2,800	4,275
Admissions/Records Assistant	164	1,583	2,375	3,308
Admissions/Records Supervisor	82	2,023	3,820	6,377
Audio/Visual Services Manager	23	2,356	4,130	6,974
Bookstore Manager	26	2,833	4,073	7,066
Clerk Typist	543	1,474	2,439	3,047
Computer Operator I	40	1,850	2,812	3,809
Computer Operator II	24	1,792	3,414	5,957
Computer Programmer I	10	3,199	3,527	3,892
Computer Programmer II	18	2,447	3,680	5,691
Computer Systems Analyst	52	2,232	4,537	7,423
Building Custodian	930	1,598	2,434	4,041
Building Services Supervisor	118	2,119	3,598	6,405
Data Entry Operator	19	1,666	2,997	3,770
Library Assistant	163	1,461	2,476	3,772
Programmer/Analyst	62	3,097	4,760	6,918
Purchasing Assistant	22	2,003	2,846	4,521
Purchasing Supervisor	12	2,589	4,428	5,912
Telephone Operator	68	1,417	2,277	3,508
Secretary-General	692	1,553	2,381	3,273
Secretary-Administrative	488	1,914	2,953	3,688
Secretary-Executive	173	2,115	3,533	4,574
Security Officer/Guard	169	1,623	2,744	4,070
Security Supervisor	38	2,872	4,636	8,294
Shipping/Receiving Assistant	62	1,086	2,601	4,542
Administrator, Local Area Network	37	2,613	5,149	10,234
Telecommunications, Technician	43	1,824	3,413	5,691
Coordinator, Telecommunications	19	1,846	4,145	6,205
Program Administrative Assistant	48	1,895	2,836	3,858
Accountant III	15	2,576	4,122	7,420
Computer Programmer III	8	3,750	5,100	7,262

\*Annual salaries were reported by the colleges and divided by 12 for use in this table.  
SOURCE OF DATA: Salary Submission (C2)

## Section IX

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2006**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2006. 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 2006 FRINGE BENEFIT COSTS PER EMPLOYEE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Administrative	\$5,015	\$18,277	\$10,911
9-Month Teaching Faculty	\$5,806	\$16,218	\$10,494
12-Month Teaching Faculty	\$5,844	\$13,722	\$9,283
9-Month Other Professional (Nonteaching)	\$2,525	\$16,586	\$9,335
12-Month Other Professional (Nonteaching)	\$4,763	\$17,381	\$10,105
Classified	\$4,913	\$14,919	\$9,029

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGE

District	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance
518 SANDBURG	X		X	X	X		X	X	X
531 SHAWNEE	X			X			X	X	X
533 SOUTHEASTERN	X			X	X		X	X	X
534 SPOON RIVER	X	X		X	X	X	X	X	
539 WOOD	X	X	X	X	X	X	X	X	X
507 DANVILLE	X		X				X	X	X
519 HIGHLAND	X	X	X	X	X		X	X	X
501 KASKASKIA	X	X	X	X	X	X	X	X	X
523 KISHWAUKEE	X	X	X	X			X	X	X
521 REND LAKE	X			X			X	X	X
506 SAUK VALLEY	X	X		X	X		X	X	X
529 ILLINOIS EASTERN	X		X	X	X		X	X	X
513 ILLINOIS VALLEY	X	X		X	X		X	X	
520 KANKAKEE	X	X	X	X	X		X	X	X
517 LAKE LAND	X	X		X			X	X	X
536 LEWIS AND CLARK	X		X	X			X	X	X
530 LOGAN	X	X		X	X		X	X	X
528 MCHENRY	X	X	X	X	X		X	X	
503 BLACK HAWK	X	X	X	X			X		
540 HEARTLAND	X	X	X	X	X		X		
514 ILLINOIS CENTRAL	X	X	X	X	X		X	X	X
526 LINCOLN LAND	X		X	X			X	X	X
505 PARKLAND	X	X	X	X			X	X	X
537 RICHLAND	X	X	X	X	X		X		
511 ROCK VALLEY	X	X	X	X			X	X	X
522 SOUTHWESTERN	X	X	X	X	X		X	X	X
509 ELGIN	X	X	X	X			X	X	X
527 MORTON	X		X	X			X	X	X
515 PRAIRIE STATE	X	X	X	X	X	X	X	X	X
510 SOUTH SUBURBAN	X		X	X	X		X	X	
516 WAUBONSEE	X	X	X	X			X	X	X
508 CHICAGO	X	X	X	X		X	X	X	X
502 DUPAGE	X	X	X	X		X	X	X	X
512 HARPER	X	X	X	X	X		X		
525 JOLIET	X	X		X				X	X
532 LAKE COUNTY	X		X	X	X		X	X	X
524 MORAIN VALLEY	X			X			X	X	X
535 OAKTON	X	X	X	X			X	X	X
504 TRITON	X	X	X	X	X		X	X	X
TOTALS	39	27	29	38	21	6	37	35	31

\*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)



## Illinois Community College Board

Table 20

FISCAL YEAR 2006 ANNUAL COST OF FRINGE BENEFITS  
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	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
518 SANDBURG	24	\$ 239,750	\$ 9,990	64	\$ 573,844	\$ 8,966			
531 SHAWNEE	18	90,276	5,015	40	232,249	5,806	1	\$ 5,844	\$ 5,844
533 SOUTHEASTERN	45	334,415	7,431	68	486,875	7,160	4	26,061	6,515
534 SPOON RIVER	12	127,791	10,649	40	337,301	8,433			
539 WOOD	4	41,970	10,493	51	452,201	8,867	2	19,421	9,711
507 DANVILLE	19	167,547	8,818	49	376,471	7,683			
519 HIGHLAND	24	405,570	16,899	48	706,066	14,710			
501 KASKASKIA	26	348,049	13,387	68	1,102,846	16,218			
523 KISHWAUKEE	15	110,011	7,334	70	535,691	7,653			
521 REND LAKE	33	282,176	8,551	56	493,743	8,817	10	92,955	9,296
506 SAUK VALLEY	18	239,686	13,316	53	592,964	11,188	1	8,675	8,675
529 ILLINOIS EASTERN	30	216,494	7,216	93	614,026	6,602	12	88,396	7,366
513 ILLINOIS VALLEY	20	232,364	11,618	84	851,360	10,135	7	46,058	6,580
520 KANKAKEE	69	539,128	7,813	55	422,021	7,673			
517 LAKE LAND	23	227,868	9,907	106	1,094,537	10,326			
536 LEWIS AND CLARK	49	268,059	5,471	82	515,984	6,292			
530 LOGAN	38	310,877	8,181	98	857,829	8,753			
528 MC HENRY	37	438,694	11,857	92	1,163,706	12,649			
503 BLACK HAWK	8	96,361	12,045	127	1,049,951	8,267	5	44,487	8,897
540 HEARTLAND	35	323,525	9,244	70	552,103	7,887	5	40,670	8,134
514 ILLINOIS CENTRAL	26	367,760	14,145	184	1,965,717	10,683	4	2,390	598
526 LINCOLN LAND	50	350,371	7,007	127	887,249	6,986			
505 PARKLAND	38	585,640	15,412	172	2,539,176	14,763			
537 RICHLAND	41	343,103	8,368	70	602,621	8,609	24	147,368	6,140
511 ROCK VALLEY	47	279,984	5,957	138	813,346	5,894			
522 SOUTHWESTERN	25	204,927	8,197	132	977,970	7,409	2	18,284	9,142
509 ELGIN	32	361,155	11,286	120	1,796,656	14,972			
527 MORTON	20	220,155	11,008	52	493,144	9,484			
515 PRAIRIE STATE	27	238,407	8,830	78	663,207	8,503			
510 SOUTH SUBURBAN	22	261,935	11,906	103	881,891	8,562			
516 WAUBONSEE	30	312,372	10,412	86	844,444	9,819			
508 CHICAGO	112	1,581,071	14,117	554	7,587,298	13,695	34	468,259	13,772
502 DUPAGE	52	598,397	11,508	301	3,523,114	11,705			
512 HARPER	45	822,467	18,277	190	1,890,956	9,952			
525 JOLIET	69	1,091,615	15,821	190	3,072,122	16,169			
532 LAKE COUNTY	50	693,309	13,866	178	1,321,057	7,422			
524 MORAIN VALLEY	25	277,399	11,096	165	1,772,681	10,744			
535 OAKTON	30	414,005	13,800	134	1,530,290	11,420			
504 TRITON	27	302,838	11,216	120	1,130,401	9,420			
TOTALS/AVERAGES	1,315	\$14,347,522	\$10,911	4,508	\$47,305,108	\$10,494	111	\$1,008,868	\$9,089

SOURCE OF DATA: Salary Submission (C2)

## Illinois Community College Board

Table 20  
(Continued)  
FISCAL YEAR 2006 ANNUAL COST OF FRINGE BENEFITS  
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	5	43,597	8,719	65	529,823	8,151	51	399,467	7,833
531 SHAWNEE				40	190,539	4,763	35	171,972	4,913
533 SOUTHEASTERN	4	10,098	2,525	29	222,586	7,675	52	357,664	6,878
534 SPOON RIVER				49	317,552	6,481	23	201,842	8,776
539 WOOD	2	16,397	8,199	56	509,865	9,105	66	508,846	7,710
507 DANVILLE	3	23,856	7,952	32	247,021	7,719	69	523,393	7,585
519 HIGHLAND				28	329,261	11,759	73	716,461	9,815
501 KASKASKIA				46	562,523	12,229	73	985,417	13,499
523 KISHWAUKEE	4	36,839	9,210	56	469,068	8,376	65	525,418	8,083
521 REND LAKE				61	483,725	7,930	51	422,263	8,280
506 SAUK VALLEY	1	9,359	9,359	29	330,674	11,403	52	537,500	10,337
529 ILLINOIS EASTERN				54	343,688	6,365	116	699,168	6,027
513 ILLINOIS VALLEY				62	555,717	8,963	65	548,176	8,433
520 KANKAKEE				42	286,049	6,811	61	411,233	6,742
517 LAKE LAND	24	136,505	5,688	54	529,369	9,803	95	895,705	9,428
536 LEWIS AND CLARK				59	354,911	6,015	88	489,619	5,564
530 LOGAN	2	6,589	3,295	91	566,602	6,226	140	916,118	6,544
528 MC HENRY	5	82,931	16,586	118	1,668,431	14,139	52	649,394	12,488
503 BLACK HAWK	4	23,195	5,799	4	31,795	7,949	229	2,124,517	9,277
540 HEARTLAND	4	26,229	6,557	55	421,400	7,662	42	315,219	7,505
514 ILLINOIS CENTRAL	4	22,016	5,504	119	1,253,744	10,536	161	1,781,391	11,065
526 LINCOLN LAND	2	12,161	6,081	80	525,243	6,566	132	784,887	5,946
505 PARKLAND	11	139,290	12,663	165	2,156,346	13,069	62	674,748	10,883
537 RICHLAND				23	185,935	8,084	68	498,085	7,325
511 ROCK VALLEY	3	13,815	4,605	89	1,546,879	17,381	133	696,939	5,240
522 SOUTHWESTERN	3	18,972	6,324	108	613,624	5,682	167	1,038,640	6,219
509 ELGIN	10	119,667	11,967	156	1,591,910	10,205	104	1,205,725	11,594
527 MORTON							88	866,780	9,850
515 PRAIRIE STATE				70	477,784	6,825	77	533,348	6,927
510 SOUTH SUBURBAN	20	169,488	8,474	81	713,703	8,811	103	853,644	8,288
516 WAUBONSEE	6	65,885	10,981				165	1,613,030	9,776
508 CHICAGO	16	206,560	12,910	423	5,515,307	13,039	715	6,100,609	8,532
502 DUPAGE	24	251,797	10,492				528	5,582,374	10,573
512 HARPER	23	213,770	9,294	183	1,709,096	9,339	261	2,181,626	8,359
525 JOLIET				110	1,657,738	15,070	140	2,088,658	14,919
532 LAKE COUNTY	18	116,301	6,461	167	1,569,691	9,399	164	1,492,433	9,100
524 MORAIN VALLEY	18	190,768	10,598	117	1,247,333	10,661	179	1,895,080	10,587
535 OAKTON	14	166,323	11,880				288	3,293,453	11,436
504 TRITON	12	136,598	11,383	70	508,233	7,260	188	1,560,311	8,300
TOTALS/AVERAGES	242	\$2,259,006	\$9,335	2,991	\$30,223,165	\$10,105	5,221	\$47,141,151	\$9,029

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2007  
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,  
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,  
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2007 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

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

Table 21

**SUMMARY OF FISCAL YEAR 2007 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	2.2%	10.3%	4.6%
Faculty (9 and 12 Months)	3.2%	6.6%	4.7%
Other (Nonteaching) Professional (9 and 12 Months)	3.0%	6.2%	4.5%
Classified	2.5%	6.6%	4.1%

\*Weighted

## Illinois Community College Board

Table 22

FISCAL YEAR 2007 AVERAGE SALARY INCREASES  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 SANDBURG	4.0 %	4.0 %	4.0 %	4.0 %
531 SHAWNEE	4.5	4.5	4.5	4.5
533 SOUTHEASTERN	4.0	3.5	4.0	5.0
534 SPOON RIVER	3.0	3.3	3.0	3.5
539 WOOD	4.0	4.0	4.0	4.0
507 DANVILLE	3.5	3.5	3.5	3.5
519 HIGHLAND	4.9	4.9	4.8	4.0
501 KASKASKIA	5.2	4.3	4.4	4.2
523 KISHWAUKEE	4.6	3.8	4.3	4.0
521 REND LAKE	5.0	4.2	5.3	4.3
506 SAUK VALLEY	3.3	3.3	3.9	3.0
529 ILLINOIS EASTERN	3.0	4.5	3.3	3.8
513 ILLINOIS VALLEY	3.5	3.5	3.5	3.5
520 KANKAKEE	4.5	5.8	4.9	5.4
517 LAKE LAND	5.0	5.0	5.0	5.0
536 LEWIS & CLARK	10.3 *	5.1	5.0	4.9
530 LOGAN	4.2	4.4	4.3	4.1
528 MC HENRY	4.6	6.3	6.0	6.6
503 BLACK HAWK	5.1	3.2	3.0	3.3
540 HEARTLAND	3.8	3.8	3.8	3.8
514 ILLINOIS CENTRAL	3.9	4.8	4.0	4.1
526 LINCOLN LAND	4.6	4.6	4.6	4.6
505 PARKLAND	6.1	5.7	6.2	5.0
537 RICHLAND	3.5	3.5	3.5	3.5
511 ROCK VALLEY	5.9	5.5	4.9	4.0
522 SOUTHWESTERN	5.0	5.0	5.0	5.0
509 ELGIN	4.4	6.6	4.7	4.6
527 MORTON	7.5	4.5	5.5	4.3
515 PRAIRIE STATE	4.0	4.6	4.4	4.4
510 SOUTH SUBURBAN	2.2	4.7	3.4	5.4
516 WAUBONSEE	5.0	5.5	5.5	5.0
508 CHICAGO	4.0	3.2	4.0	4.0
502 DUPAGE	5.5	5.5	5.5	2.5
512 HARPER	4.7	4.3	4.7	4.7
525 JOLIET	4.0	4.0	4.0	4.0
532 LAKE COUNTY	4.1	6.4	4.3	4.3
524 MORAIN VALLEY	5.0	5.0	5.0	5.0
535 OAKTON	4.5	4.9	4.9	5.0
504 TRITON	7.3	4.6	3.8	4.2
TOTALS/AVERAGES	4.6 %	4.7 %	4.5 %	4.1 %

\* Reorganization occurred.

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

## Section XI

**FISCAL YEAR 2006 AVERAGE TOTAL SALARY ACTUALLY PAID  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2006 and the average total salaries paid to full-time faculty in fiscal year 2006. The fiscal year 2006 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2005 to June 30, 2006.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2006 for those districts reporting data was \$10,665 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2006. 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 2006 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

## Illinois Community College Board

Table 23

## A COMPARISON OF FACULTY (9 &amp; 12 MONTH) FISCAL YEAR 2006 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2006 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2006 Full-Time Average Faculty Contractual Base Salary	FY 2006 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$45,867	\$55,926	\$10,058	21.9 %
531 SHAWNEE	49,722	54,794	5,072	10.2
533 SOUTHEASTERN	45,538	54,741	9,203	20.2
534 SPOON RIVER	47,206	52,155	4,949	10.5
539 WOOD	45,899	52,136	6,237	13.6
507 DANVILLE	47,055	55,987	8,932	19.0
519 HIGHLAND	62,472	72,501	10,029	16.1
501 KASKASKIA	50,221	63,280	13,059	26.0
523 KISHWAUKEE	47,127	53,735	6,608	14.0
521 REND LAKE	45,897	51,275	5,378	11.7
506 SAUK VALLEY	47,042	53,198	6,156	13.1
529 ILLINOIS EASTERN	45,182	55,944	10,762	23.8
513 ILLINOIS VALLEY	52,427	57,166	4,740	9.0
520 KANKAKEE	55,636	64,886	9,250	16.6
517 LAKE LAND	47,676	61,667	13,991	29.3
536 LEWIS AND CLARK	54,759	62,245	7,487	13.7
530 LOGAN	59,222	68,041	8,819	14.9
528 MCHENRY	71,219	76,582	5,363	7.5
503 BLACK HAWK	55,077	64,739	9,661	17.5
540 HEARTLAND	48,408	51,047	2,639	5.5
514 ILLINOIS CENTRAL	50,107	62,867	12,760	25.5
526 LINCOLN LAND	64,247	76,994	12,746	19.8
505 PARKLAND	54,723	64,296	9,573	17.5
537 RICHLAND	45,692	54,427	8,735	19.1
511 ROCK VALLEY	56,110	64,399	8,289	14.8
522 SOUTHWESTERN	54,902	64,709	9,807	17.9
509 ELGIN	75,043	89,753	14,710	19.6
527 MORTON	63,244	72,940	9,697	15.3
515 PRAIRIE STATE	61,249	68,048	6,800	11.1
510 SOUTH SUBURBAN	59,725	75,454	15,730	26.3
516 WAUBONSEE	62,391	68,167	5,777	9.3
508 CHICAGO	63,281	76,714	13,433	21.2
502 DUPAGE	79,736	100,256	20,521	25.7
512 HARPER	66,358	72,317	5,959	9.0
525 JOLIET	61,678	78,286	16,608	26.9
532 LAKE COUNTY	76,886	96,771	19,885	25.9
524 MORAIN VALLEY	51,393	68,173	16,780	32.7
535 OAKTON	76,453	94,607	18,153	23.7
504 TRITON	62,942	76,173	13,231	21.0
TOTAL/AVERAGES*	\$59,933	\$71,826	\$11,893	19.8 %

\*Weighted

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

## Illinois Community College Board

Table 24

FISCAL YEAR 2006 AVERAGE TOTAL SALARY ACTUALLY PAID FOR  
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$66,192	\$35,383	\$24,798
531 SHAWNEE	60,560	37,998	24,100
533 SOUTHEASTERN	59,089	31,438	25,243
534 SPOON RIVER	67,930	35,653	21,162
539 WOOD	65,127	34,310	26,457
507 DANVILLE	66,308	36,369	26,051
519 HIGHLAND	74,329	38,314	28,292
501 KASKASKIA	60,869	37,180	33,176
523 KISHWAUKEE	80,570	46,655	29,171
521 REND LAKE	74,918	34,440	30,164
506 SAUK VALLEY	72,624	58,550	24,024
529 ILLINOIS EASTERN	66,424	32,446	25,357
513 ILLINOIS VALLEY	61,870	37,798	27,194
520 KANKAKEE	59,784	37,709	30,038
517 LAKE LAND	78,333	43,808	31,145
536 LEWIS & CLARK	74,555	40,457	28,211
530 LOGAN	70,521	40,027	29,088
528 MCHENRY	82,788	44,689	29,504
503 BLACK HAWK	106,208	46,218	28,547
540 HEARTLAND	71,182	36,075	25,447
514 ILLINOIS CENTRAL	86,718	39,318	29,049
526 LINCOLN LAND	73,872	44,528	32,827
505 PARKLAND	74,625	45,821	34,371
537 RICHLAND	62,095	89,873	
511 ROCK VALLEY	76,218	45,558	30,152
522 SOUTHWESTERN	90,794	55,903	34,227
509 ELGIN	107,894	61,437	39,782
527 MORTON	63,955	42,153	32,429
515 PRAIRIE STATE	74,745	42,266	33,397
510 SOUTH SUBURBAN	78,749	43,908	29,545
516 WAUBONSEE	84,769	48,648	35,363
508 CHICAGO	90,247	48,576	36,139
502 DUPAGE	117,556	61,296	38,579
512 HARPER	115,573	59,598	37,408
525 JOLIET	70,191	50,236	41,889
532 LAKE COUNTY	88,680	55,211	39,081
524 MORAIN VALLEY	107,285	52,874	34,356
535 OAKTON	112,156	66,204	40,888
504 TRITON	71,435	50,745	32,624
STATE AVERAGE*	\$79,788	\$48,134	\$ 33,382

\*Weighted

SOURCE OF DATA: Salary Submission (C1)

## Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FOR FISCAL YEARS 2003 TO 2007**

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

Table 25

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR  
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEARS 2003 TO 2007**

	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Faculty (9 Month)	\$56,271	\$57,607	\$58,376	\$60,299	\$61,770
Faculty (12 Month)	\$45,871	\$47,880	\$47,129	\$50,350	\$51,310
Administrators (12 Month)	\$68,853	\$70,318	\$74,732	\$77,516	\$79,898
Other Professionals (9 Month)	\$54,646	\$55,238	\$56,576	\$58,839	\$61,196
Other Professionals (12 Month)	\$40,927	\$42,376	\$43,811	\$45,134	\$46,741

SOURCE OF DATA: ICCB Salary Reports