

Fiscal Year 2011 Salary Report

for the
Illinois Public Community Colleges



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HIGHLIGHTS OF THE FISCAL YEAR 2011 SALARY REPORT

1. Fiscal Year 2011 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$68,260
Administrative (12 month)	\$87,480
Other (Nonteaching) Professional (9 month)	\$66,379

2. Fiscal Year 2010 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$11,976
Administrative (12 month)	\$12,332
Other (Nonteaching) Professional (9 month)	\$11,186
Classified (12 month)	\$10,774

3. Fiscal Year 2011 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$643/credit hour
Full-Time Faculty Overload Rate	\$749/credit hour
Full-Time Faculty Summer Rate	\$885/credit hour

4. Fiscal Year 2011 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	\$40,286
Master's Degree, Plus Zero Hours (5 Years Experience)	\$46,727
Master's Degree, Maximum Hours (5 Years Experience)	\$55,765
Doctorate, Maximum Hours (Maximum Experience)	\$95,120

5. Fiscal Year 2010 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2009 and June 30, 2010. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$82,749
Administrative (12 month)	\$89,413
Other (Nonteaching) Professional (9 and 12 month)	\$55,259
Classified	\$38,180

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**FISCAL YEAR 2011 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2011 Salary Report* reflect the census date of October 1, 2010. 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 2010 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

EMPLOYEE GROUPS

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

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

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

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

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

Section I

**FISCAL YEAR 2011 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 2011. 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 2011
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,210	\$49,797	\$40,069
Average Faculty Salaries	\$49,962	\$100,102	\$68,260*
High Faculty Salaries	\$66,397	\$136,441	\$96,656
Median Faculty Salaries	\$46,403	\$102,672	\$62,492

*Weighted

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Table 2

FISCAL YEAR 2011 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	51	\$ 39,180	\$ 43,780	\$ 46,920	\$ 51,600	\$ 81,250	\$ 49,996
531 SHAWNEE	42	41,226	48,789	52,764	56,478	75,108	53,088
533 SOUTHEASTERN	39	39,065	47,436	52,668	57,900	66,397	52,407
534 SPOON RIVER	34	36,632	42,540	46,403	55,779	68,674	49,962
539 WOOD	48	35,689	45,262	50,473	57,084	66,890	51,312
507 DANVILLE	53	38,938	45,320	48,801	53,217	76,648	50,470
519 HIGHLAND	44	44,520	62,017	67,333	74,727	91,444	68,575
501 KASKASKIA	72	41,867	55,411	62,998	70,856	78,804	62,685
523 KISHWAUKEE	73	39,000	47,315	51,730	57,791	93,119	54,733
521 REND LAKE	54	40,340	47,730	53,230	64,610	78,910	55,382
506 SAUK VALLEY	42	31,236	44,728	52,003	58,732	75,412	52,155
529 ILLINOIS EASTERN	87	36,094	45,290	53,255	59,263	79,611	54,104
513 ILLINOIS VALLEY	81	38,330	56,334	62,330	67,912	95,675	62,929
520 KANKAKEE	69	37,720	47,294	54,379	63,501	91,961	57,563
517 LAKE LAND	105	34,835	44,910	51,659	58,562	82,140	53,101
536 LEWIS AND CLARK	101	45,820	55,380	63,029	71,426	113,341	65,238
530 LOGAN	99	45,768	54,156	65,340	72,330	88,845	64,597
528 MCHENRY	93	47,753	64,872	81,090	95,055	108,570	80,553
503 BLACK HAWK	133	39,511	49,360	58,049	76,060	95,263	60,981
540 HEARTLAND	89	40,458	49,683	54,638	63,117	94,423	56,876
514 ILLINOIS CENTRAL	193	40,458	49,871	55,010	60,872	92,603	57,111
526 LINCOLN LAND	130	25,961	60,158	73,241	84,923	104,312	72,225
505 PARKLAND	172	33,906	56,991	61,791	69,581	88,090	62,920
537 RICHLAND	73	35,015	43,553	51,689	59,473	83,485	52,747
511 ROCK VALLEY	157	21,000	52,115	61,358	71,086	101,048	62,720
522 SOUTHWESTERN	138	44,559	52,793	58,257	64,750	116,481	60,665
509 ELGIN	134	48,293	69,069	85,456	109,066	116,835	86,868
527 MORTON	52	44,853	61,242	69,192	82,212	113,227	73,884
515 PRAIRIE STATE	77	43,798	52,474	64,217	73,949	105,063	65,754
510 SOUTH SUBURBAN	98	20,210	52,354	63,701	83,037	111,502	65,739
516 WAUBONSEE	104	43,206	54,788	66,940	83,214	107,557	68,507
508 CHICAGO	534	49,170	59,394	65,996	78,745	119,810	70,923
502 DUPAGE	270	49,797	88,412	102,672	120,056	123,134	100,102
512 HARPER	204	44,499	56,004	71,816	86,757	114,231	73,396
525 JOLIET	211	43,086	59,311	73,318	86,926	110,694	73,896
532 LAKE COUNTY	204	44,005	62,510	79,781	96,975	113,332	79,860
524 MORAIN VALLEY	181	44,315	51,009	56,693	64,538	96,010	58,767
535 OAKTON	142	48,785	70,957	85,827	109,439	136,441	90,695
504 TRITON	111	43,776	48,592	61,162	85,065	113,242	67,866
TOTALS/AVERAGES	4,594	\$ 40,069	\$ 53,826	\$ 62,492	\$ 73,248	\$ 96,656	\$ 68,260
Lowest Low/Highest/High		\$ 20,210				\$ 136,441	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2011 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	1	\$ 51,074	\$ 51,074	\$ 51,074	\$ 51,074	\$ 51,074	\$ 51,074
533 SOUTHEASTERN	2	42,000	42,000	42,625	43,250	43,250	42,625
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	2	54,824	54,824	57,996	61,168	61,168	57,996
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	12	42,189	43,980	52,557	59,118	65,139	52,514
506 SAUK VALLEY	1	77,374	77,374	77,374	77,374	77,374	77,374
529 ILLINOIS EASTERN	11	42,612	42,612	42,612	42,612	42,612	42,612
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	2	34,025	34,025	35,289	36,553	36,553	35,289
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	53,311	53,311	54,462	56,784	56,784	54,852
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	7	50,357	53,166	66,047	74,915	83,057	64,374
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	3	56,035	56,035	78,115	94,198	94,198	76,116
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	8	24,252	35,000	35,700	38,625	45,000	35,988
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	15	41,087	56,422	64,427	68,814	79,373	62,628
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	67	\$ 47,428	\$ 49,985	\$ 54,856	\$ 58,707	\$ 61,299	\$ 53,284
Lowest Low/Highest/High		\$ 24,252				\$ 94,198	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Section II

**FISCAL YEAR 2011 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 2011.

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 2011
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	\$354	\$1,052	\$643
Overload Rates (Full-time Faculty)	\$410	\$1,086	\$749
Summer Term Rates (Full-time Faculty)	\$480	\$2,437	\$885

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Table 5

FISCAL YEAR 2011 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	\$ 634	\$ 738	\$ 841
531 SHAWNEE	450	600	600
533 SOUTHEASTERN	412	750	875
534 SPOON RIVER	530	550	1,000
539 WOOD	651	684	684
507 DANVILLE	515	530	545
519 HIGHLAND	496	1,070	1,113
501 KASKASKIA	468	612	585
523 KISHWAUKEE	516	800	1,000
521 REND LAKE	408	740	740
506 SAUK VALLEY	591	650	650
529 ILLINOIS EASTERN	354	410	480
513 ILLINOIS VALLEY	600	640	640
520 KANKAKEE	655	637	653
517 LAKE LAND	583	695	695
536 LEWIS AND CLARK	665	665	665
530 LOGAN	695	687	747
528 MCHENRY	519	615	615
503 BLACK HAWK	581	815	815
540 HEARTLAND	737	875	875
514 ILLINOIS CENTRAL	584	720	720
526 LINCOLN LAND	638	791	791
505 PARKLAND	971	970	985
537 RICHLAND	544	613	883
511 ROCK VALLEY	570	828	1,012
522 SOUTHWESTERN	695	1,086	1,086
509 ELGIN	853	885	1,000
527 MORTON	689	719	844
515 PRAIRIE STATE	625	546	840
510 SOUTH SUBURBAN	557	753	850
516 WAUBONSEE	625	883	986
508 CHICAGO	874	709	1,736
502 DUPAGE	900	951	2,437
512 HARPER	899	828	833
525 JOLIET	650	939	1,039
532 LAKE COUNTY	865	908	908
524 MORAIN VALLEY	734	914	1,279
535 OAKTON	1,052	720	720
504 TRITON	689	684	745
AVERAGES	\$ 643	\$ 749	\$ 885

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2011 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2011 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate with maximum hours.

Table 7 provides the fiscal year 2011 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 2011 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$30,747	\$49,797	\$40,286
Master's Degree, Plus Zero Hours (5 Years Experience)	\$35,146	\$63,378	\$46,727
Master's Degree, Maximum Hours (5 Years Experience)	\$35,146	\$93,841	\$55,765
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$49,377	\$127,005	\$95,120

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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 2011

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Max. Hours Max. Exp.
518 SANDBURG	\$ 36,970	\$ 40,730	\$ 44,820	\$ 93,450
531 SHAWNEE	39,854	45,368	51,423	81,295
533 SOUTHEASTERN	37,734	41,506	47,610	76,497
534 SPOON RIVER	37,131	40,136	47,144	84,718
539 WOOD	35,689	39,403	44,132	81,538
507 DANVILLE	42,000	42,000	44,000	58,945
519 HIGHLAND	44,520	54,003	66,335	91,444
501 KASKASKIA	40,788	46,187	56,007	77,604
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	39,740	42,740	57,460	79,960
506 SAUK VALLEY	30,747	35,146	35,146	77,374
529 ILLINOIS EASTERN	36,470	N/A	N/A	85,484
513 ILLINOIS VALLEY	37,135	43,536	51,338	95,675
520 KANKAKEE	36,452	43,210	52,169	105,367
517 LAKE LAND	35,601	38,601	40,200	50,215
536 LEWIS & CLARK	42,222	47,020	52,234	93,932
530 LOGAN	38,778	45,768	53,895	90,006
528 MCHENRY	45,050	61,268	73,432	108,570
503 BLACK HAWK	37,509	42,154	46,298	80,753
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	38,936	43,633	43,633	49,377
526 LINCOLN LAND	39,412	45,907	93,841	98,533
505 PARKLAND	37,690	45,976	49,427	88,090
537 RICHLAND	35,015	37,322	48,221	82,544
511 ROCK VALLEY	42,002	47,002	57,022	100,955
522 SOUTHWESTERN	45,679	51,158	55,432	90,348
509 ELGIN	46,213	54,531	74,321	116,835
527 MORTON	42,278	49,012	55,592	116,849
515 PRAIRIE STATE	40,240	49,637	59,191	100,412
510 SOUTH SUBURBAN	33,171	38,345	46,875	111,502
516 WAUBONSEE	41,072	47,340	54,247	104,057
508 CHICAGO	47,143	53,563	58,149	118,770
502 DUPAGE	49,797	63,378	79,856	123,134
512 HARPER	41,782	47,393	59,449	114,231
525 JOLIET	43,086	50,552	58,009	106,043
532 LAKE COUNTY	44,112	54,833	67,671	117,867
524 MORAIN VALLEY	43,015	47,350	52,059	126,814
535 OAKTON	41,785	50,572	62,057	127,005
504 TRITON	43,776	55,880	68,849	113,242
AVERAGES	\$ 40,286	\$ 46,727	\$ 55,765	\$ 95,120

N/A = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2011**

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 2011**

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	18	15
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

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 Table 9
 INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
 ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2011

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year---- in Weeks	in Instructional Days	Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 SANDBURG	30	15	5	32	160	Y	4	2014	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	5	2010	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	40	189	Y	1	2010	Y	SICEA
534 SPOON RIVER	30	15	8	32	159	Y	6	2012	Y	IEA/NEA
539 WOOD	30	15	5	30	164	Y	1	2011	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	5	2011	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Y	1	2010	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	5	32	151	Y	4	2012	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	160	Y	4	2011	N	IFT/AFT-AFL/CIO
521 REND LAKE	32	18	5	36	166	Y	3	2011	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	150	Y	3	2013	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	153	Y	5	2012	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	7.5	32	168	Y	3	2011	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	40	190	Y	4	2014	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	153	Y	3	2013	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	1	2011	Y	IEA/NEA
530 LOGAN	32	16	8	37	-	Y	4	2012	Y	IEA/NEA
528 MCHENRY	30	15	5	30	150	Y	4	2013	Y	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Y	4	2014	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	154	Y	2	2011	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Y	1	2011	Y	ICC Faculty Forum
526 LINCOLN LAND	30	15	6	33	165	Y	3	2012	Y	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	Y	5	2013	Y	Academic Employees
537 RICHLAND	30	15	5	32	150	Y	5	2014	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	5	32	160	Y	3	2011	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	36	-	Y	5	2011	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	4	2010	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	150	Y	5	2014	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	10	33	155	Y	3	2012	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	180	Y	2	2012	Y	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	34	159	Y	2	2010	Y	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	4	36	175	Y	5	2013	Y	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	168	Y	4	2011	Y	IEA/NEA
512 HARPER	30	15	10	32	160	Y	2	2012	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	151	Y	4	2011	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	30	160	Y	4	2014	Y	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Y	5	2011	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	4	2012	Y	IEA/NEA
504 TRITON	30	15	10	32	150	Y	3	2012	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (C2)

N = 0
 Y = 39
 1 = 5
 2 = 4
 3 = 8
 4 = 12
 5 = 9
 6 = 1
 7 = 0

0 = 2009
 5 = 2010
 13 = 2011
 10 = 2012
 5 = 2013
 6 = 2014
 0 = 2015

N = 3
 Y = 36

IEA/NEA = 11
 IFT/AFT-AFL/CIO = 25
 Local Fac Assoc./
 Teachers' Union = 3

Section V

**FISCAL YEAR 2011 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2011 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include a relatively diverse group of professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgment and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was \$66,379. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$52,998.

Table 10

**SUMMARY OF
FISCAL YEAR 2011 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Salaries (9 month)	\$17,098	\$68,448	\$41,035
Lowest Salaries (12 month)	\$15,142	\$41,147	\$27,774
Average Salaries (9 month)	\$23,606	\$99,543	\$66,379*
Average Salaries (12 month)	\$35,460	\$68,005	\$52,998*
Highest Salaries (9 month)	\$29,215	\$136,441	\$79,173
Highest Salaries (12 month)	\$58,017	\$162,000	\$88,083
Median Salaries (9 month)	\$22,994	\$101,586	\$58,855
Median Salaries (12 month)	\$30,825	\$64,480	\$45,502

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2011 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	4	\$ 17,098	\$ 19,043	\$ 22,994	\$ 28,579	\$ 32,157	\$ 23,811
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	3	53,368	53,368	57,656	58,945	58,945	56,656
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	10	17,786	28,347	54,363	64,373	75,545	48,655
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	2	25,930	25,930	29,714	33,498	33,498	29,714
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	38,659	44,990	49,446	55,678	60,094	49,468
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	35,856	35,856	35,856	35,856	35,856	35,856
528 MCHENRY	7	47,753	56,612	69,377	89,649	95,055	71,479
503 BLACK HAWK	6	28,616	41,767	56,927	71,092	81,377	56,118
540 HEARTLAND	6	20,982	21,096	23,165	24,012	29,215	23,606
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	44,727	44,727	59,135	67,497	67,497	57,120
505 PARKLAND	3	40,532	40,532	53,296	53,296	53,296	49,041
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	2	54,135	54,135	67,634	81,133	81,133	67,634
509 ELGIN	10	54,288	74,508	91,326	112,884	116,835	89,502
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	5	45,862	45,862	49,637	54,204	60,429	51,199
510 SOUTH SUBURBAN	12	29,276	46,314	61,482	67,937	79,940	57,809
516 WAUBONSEE	8	45,920	49,305	57,275	61,851	64,162	55,868
508 CHICAGO	16	54,741	59,629	69,760	74,395	99,204	69,327
502 DUPAGE	23	68,448	88,412	101,586	113,899	123,134	99,543
512 HARPER	23	45,923	50,475	65,340	76,486	113,744	67,574
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	22	28,664	50,940	69,269	93,238	107,525	71,362
524 MORAIN VALLEY	20	20,697	38,182	48,063	58,204	114,005	52,661
535 OAKTON	12	63,386	75,453	82,881	112,489	136,441	93,054
504 TRITON	6	61,162	62,437	77,491	99,869	101,885	80,056
TOTALS/AVERAGES	216	\$ 41,035	\$ 48,170	\$ 58,855	\$ 69,090	\$ 79,173	\$ 66,379
Lowest Low/Highest High		\$ 17,098				\$ 136,441	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2011 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	\$ 20,073	\$ 27,040	\$ 34,155	\$ 41,320	\$ 72,640	\$ 36,322
531 SHAWNEE	33	27,228	39,521	41,485	47,343	80,000	44,929
533 SOUTHEASTERN	25	15,142	20,426	30,825	46,238	75,145	35,460
534 SPOON RIVER	40	27,810	31,253	34,598	41,163	61,933	37,664
539 WOOD	42	24,000	27,563	35,471	41,736	60,683	35,927
507 DANVILLE	40	27,011	28,713	36,055	45,953	84,391	39,641
519 HIGHLAND	40	23,920	34,087	38,469	42,402	61,773	38,601
501 KASKASKIA	42	29,830	32,307	38,589	42,745	70,486	39,735
523 KISHWAUKEE	43	33,498	40,117	46,581	51,051	63,472	46,127
521 REND LAKE	58	16,688	32,000	36,553	43,240	83,691	37,925
506 SAUK VALLEY	28	30,431	36,617	42,682	51,057	58,017	44,083
529 ILLINOIS EASTERN	99	19,760	27,000	35,573	41,600	62,399	35,941
513 ILLINOIS VALLEY	64	20,883	33,202	42,853	49,999	71,277	41,946
520 KANKAKEE	37	28,246	38,274	41,995	49,278	66,768	44,715
517 LAKE LAND	88	24,898	34,962	43,041	51,617	101,946	45,736
536 LEWIS AND CLARK	65	20,207	28,972	34,500	43,884	68,329	37,082
530 LOGAN	71	28,000	39,489	42,360	49,005	78,628	44,960
528 MCHENRY	131	29,263	37,492	42,722	52,030	98,434	46,632
503 BLACK HAWK	127	24,377	41,626	48,136	58,980	118,741	51,049
540 HEARTLAND	76	28,700	33,658	38,828	43,869	62,550	39,833
514 ILLINOIS CENTRAL	154	29,266	37,546	43,162	50,439	88,866	45,567
526 LINCOLN LAND	98	26,500	40,763	46,891	52,440	65,337	46,978
505 PARKLAND	134	18,855	41,200	49,481	62,358	92,866	51,738
537 RICHLAND	20	22,610	35,733	41,312	47,883	104,789	44,268
511 ROCK VALLEY	116	32,292	43,550	48,533	56,923	84,782	50,924
522 SOUTHWESTERN	122	29,541	45,662	57,248	74,580	144,488	61,661
509 ELGIN	167	35,549	54,613	63,576	78,284	141,788	66,756
527 MORTON	32	30,057	44,921	48,020	58,963	91,201	51,013
515 PRAIRIE STATE	60	25,063	40,312	44,336	48,032	68,511	44,148
510 SOUTH SUBURBAN	69	23,570	33,118	42,176	51,137	81,895	43,776
516 WAUBONSEE	141	31,201	38,772	49,942	58,118	84,720	51,046
508 CHICAGO	534	27,040	49,650	60,595	74,352	162,000	63,801
502 DUPAGE	246	37,378	55,806	64,480	76,648	110,406	68,005
512 HARPER	173	36,563	54,495	64,080	75,944	124,538	65,992
525 JOLIET	153	33,516	46,146	51,743	62,021	79,511	53,869
532 LAKE COUNTY	159	29,792	38,596	43,365	57,594	95,828	48,690
524 MORAIN VALLEY	157	35,297	47,539	56,136	66,776	104,418	58,625
535 OAKTON	138	41,147	50,622	60,023	69,793	112,358	63,346
504 TRITON	67	37,977	46,902	54,031	65,596	95,637	57,267
TOTALS/AVERAGES	3,957	\$ 27,774	\$ 38,725	\$ 45,502	\$ 54,420	\$ 88,083	\$ 52,998
Lowest Low/Highest High		\$ 15,142				\$ 162,000	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2011 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 2011. The weighted average administrative staff salary ranged from a low of \$60,565 to a high of \$125,782. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2011 salaries; and the median fiscal year 2011 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 2011 was \$87,480. The lowest reported administrative salary was \$24,000 and the highest was \$322,598. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2011
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Lowest Administrative Salaries	\$24,000	\$88,430	\$51,143
Average Administrative Salaries	\$60,565	\$125,782	\$87,480*
Highest Administrative Salaries	\$117,185	\$322,598	\$186,026
Median Administrative Salaries	\$53,483	\$119,296	\$80,192

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2011 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	20	\$ 46,410	\$ 66,005	\$ 77,100	\$ 97,450	\$ 154,440	\$ 82,881
531 SHAWNEE	15	46,834	55,300	68,518	79,672	142,300	70,739
533 SOUTHEASTERN	15	24,000	44,693	55,742	81,148	130,000	62,632
534 SPOON RIVER	16	48,000	54,438	70,020	87,410	142,255	73,697
539 WOOD	28	33,000	50,602	58,494	71,883	168,000	66,342
507 DANVILLE	24	39,783	56,277	69,822	81,583	161,321	74,413
519 HIGHLAND	25	34,649	49,920	64,500	82,202	135,092	67,411
501 KASKASKIA	37	31,200	46,790	53,483	68,381	173,704	60,565
523 KISHWAUKEE	18	52,954	80,000	84,830	102,000	162,261	91,820
521 REND LAKE	17	43,973	65,000	78,354	95,820	140,000	78,561
506 SAUK VALLEY	14	61,891	64,689	71,422	88,141	152,799	80,551
529 ILLINOIS EASTERN	31	32,000	46,078	61,448	79,646	158,802	68,205
513 ILLINOIS VALLEY	19	53,857	64,790	76,218	90,915	165,110	82,249
520 KANKAKEE	72	33,743	44,750	54,869	71,335	173,825	61,291
517 LAKE LAND	24	43,500	59,492	64,357	112,378	188,750	84,754
536 LEWIS & CLARK	62	34,764	49,909	70,000	91,492	259,700	81,096
530 LOGAN	54	46,340	58,553	67,623	81,295	155,682	73,693
528 MC HENRY	33	54,325	70,444	75,000	87,305	171,092	80,518
503 BLACK HAWK	8	79,399	100,812	110,440	129,216	175,000	116,917
540 HEARTLAND	54	44,600	55,612	65,150	78,000	175,000	72,129
514 ILLINOIS CENTRAL	31	52,709	71,400	86,856	99,166	220,588	90,695
526 LINCOLN LAND	58	53,782	64,303	77,288	98,687	198,276	82,702
505 PARKLAND	39	46,341	67,454	79,930	93,084	199,500	84,360
537 RICHLAND	47	35,200	47,215	58,806	80,000	161,000	66,643
511 ROCK VALLEY	36	25,600	70,819	76,515	94,473	177,521	85,694
522 SOUTHWESTERN	23	65,728	89,375	103,425	119,121	156,000	104,528
509 ELGIN	33	88,430	101,050	114,466	129,989	216,794	120,587
527 MORTON	15	50,000	59,000	75,000	89,215	117,185	77,317
515 PRAIRIE STATE	33	51,500	62,512	70,642	87,523	195,700	79,258
510 SOUTH SUBURBAN	22	55,522	68,050	80,585	97,336	131,153	83,832
516 WAUBONSEE	34	70,143	79,846	86,076	105,494	210,120	99,118
508 CHICAGO	101	58,800	89,500	104,700	127,000	297,000	109,454
502 DUPAGE	47	82,725	100,060	118,608	141,378	266,475	125,782
512 HARPER	43	57,036	88,865	110,605	131,865	240,000	115,766
525 JOLIET	36	71,691	82,573	89,816	105,322	214,622	100,089
532 LAKE COUNTY	58	51,682	73,831	84,164	112,750	225,000	93,837
524 MORAIN VALLEY	23	63,331	96,071	105,911	138,387	322,598	122,167
535 OAKTON	31	84,204	100,480	119,296	137,031	229,294	122,980
504 TRITON	36	44,940	65,534	87,394	107,664	191,065	91,126
TOTALS/AVERAGES	1,332	\$ 51,143	\$ 68,259	\$ 80,192	\$ 98,789	\$ 186,026	\$ 87,480
Lowest Low/Highest High		\$ 24,000				\$ 322,598	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2011

A summary of the fiscal year 2011 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 2011. 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 2011 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$117,185	\$322,598	\$187,907
Chief Campus Administrator	\$106,700	\$152,922	\$136,114
Chief Finance Officer	\$71,300	\$180,353	\$124,267
Chief Academic Officer	\$60,750	\$186,558	\$127,408
Student Services Officer	\$51,457	\$172,411	\$103,869
Dean-Baccalaureate Education	\$66,931	\$141,378	\$95,799
Dean-Occupational/Career Education	\$63,705	\$141,326	\$95,454
Dean-Continuing Education	\$39,783	\$169,022	\$92,533
Director-Data Processing/Info Technology	\$61,740	\$178,019	\$111,222
Director-Research & Planning	\$49,291	\$161,195	\$93,675
Director-Admissions and Records	\$42,000	\$120,814	\$70,143
Director-Counseling	\$42,000	\$124,353	\$78,988
Director-Financial Aid	\$38,376	\$132,005	\$68,708
Director-Job Placement	\$43,496	\$87,430	\$70,906
Director-Student Activities	\$39,931	\$157,100	\$76,021
Director-Library/LRC	\$40,187	\$128,364	\$75,684
Director-Development/Grants	\$56,791	\$164,440	\$86,332
Director-Public Information/Relations	\$38,102	\$153,861	\$81,279
Director-Personnel/Human Resources	\$52,387	\$157,549	\$87,084
Director-Business Services	\$45,694	\$143,385	\$82,459
Director-Physical Facilities/Grounds	\$50,887	\$145,800	\$87,636
Director-Adult Education	\$47,829	\$114,466	\$78,182
Director-Athletics	\$43,404	\$103,113	\$74,803
Controller	\$39,871	\$127,000	\$81,951
Director-Business/Industry Center	\$52,644	\$120,000	\$83,774

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2011

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	\$154,440	1	0	1					\$71,300	1	5	4	\$93,310	1	0	2
SHAWNEE	142,300	1	3	1					79,672	1	4	2	99,343	1	6	2
SOUTHEASTERN	130,000	1	1	1					87,312	1	3	4				
SPOON RIVER	142,255	1	5	1					104,504	1	7	2	97,000	1	1	2
WOOD	168,000	1	2	1					113,651	1	13	3	113,651	1	1	3
DANVILLE	161,321	1	11	1					100,128	1	5	3	127,884	1	13	2
HIGHLAND	135,092	1	4	1					98,884	1	5	2				
KASKASKIA	173,704	1	9	1					109,262	1	2	2	102,752	1	3	2
KISHWAUKEE	162,261	1	3	1					117,300	1	2	2	129,851	1	3	2
REND LAKE	140,000	1	1	1												
SAUK VALLEY	152,799	1	5	1					77,440	1	4	3				
ILLINOIS EASTERN	158,802	1	15	1	\$106,700	4	1	2	95,672	1	9	3	60,750	4	0	4
ILLINOIS VALLEY	165,110	1	2	1					102,750	1	2	2	127,595	1	0	2
KANKAKEE	173,825	1	1	1					121,347	1	9	2	110,155	1	0	2
LAKE LAND	188,750	1	3	1					122,020	1	15	2	121,770	1	2	2
LEWIS & CLARK	259,700	1	0	1									186,558	1	19	2
LOGAN	155,682	1	10	1					113,147	1	3	2	139,924	1	10	2
MC HENRY	171,092	1	0	1									132,886	1	1	2
BLACK HAWK	175,000	1	1	1					117,725	2	0	2	139,982	1	1	2
HEARTLAND	175,000	1	0	1					133,583	1	14	2	138,148	1	9	2
ILLINOIS CENTRAL	220,588	1	10	1					142,909	1	9	2	135,681	1	1	2
LINCOLN LAND	198,276	1	4	1					134,516	1	11	2	136,644	1	9	2
PARKLAND	199,500	1	12	1					112,172	1	1	2	112,630	2	12	2
RICHLAND	161,000	1	9	1					128,581	1	12	2	113,000	1	0	2
ROCK VALLEY	177,521	1	6	1					137,018	1	8	2	144,900	1	2	2
SOUTHWESTERN	156,000	1	2	1									149,375	1	9	2
ELGIN	216,794	1	4	1					128,354	2	1	2	145,431	1	0	2
MORTON	117,185	1	2	1					105,574	1	2	2	105,600	1	1	2
PRAIRIE STATE	195,700	1	2	1									133,900	1	1	2
SOUTH SUBURBAN	204,500	1	10	1					123,443	1	10	2	131,153	1	7	2
WAUBONSEE	210,120	1	9	1					161,057	1	5	2	170,986	1	9	2
CHICAGO	297,000	1	0	1	152,922	7	21	2	175,728	1	5	2	167,400	1	16	3
DUPAGE	266,475	1	2	1					180,353	1	1	2	178,762	1	6	2
HARPER	240,000	1	9	1					180,000	1	1	2	185,000	1	1	2
JOLIET	214,622	1	4	1					153,036	1	0	2	158,000	1	0	2
LAKE COUNTY	225,000	1	1	1					153,750	1	1	2	156,825	1	3	2
MORAIN VALLEY	322,598	1	19	1					138,387	1	14	2	157,500	1	8	2
OAKTON	229,294	1	15	1					155,845	1	2	2	140,672	1	4	2
TRITON	191,065	1	10	1					151,101	1	12	2	129,000	1	2	2
NUMBER OF PERSONS		39				11				36				39		
AVERAGES	\$ 187,907				\$ 136,114				\$ 124,267				\$ 127,408			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2011

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	\$127,140	1	11	2					\$74,445	2	5	4	\$83,955	2	15	4
SHAWNEE	70,000	1	1	2	\$82,839	1	21	4								
SOUTHEASTERN					66,931	1	26	4	63,705	1	11	4				
SPOON RIVER	73,748	1	1	4	70,000	1	1	4	73,806	1	4	4				
WOOD	113,651	1	22	3	74,210	1	1	4	72,765	1	2	4				
DANVILLE					79,167	2	7	4	93,318	1	8	4	39,783	1	2	6
HIGHLAND	86,573	1	14	3					83,570	1	4	4				
KASKASKIA	94,694	1	3	2	70,416	1	3	4	77,212	1	3	4				
KISHWAUKEE	102,000	1	1	2	84,660	1	1	4	90,684	1	5	4	111,426	1	28	2
REND LAKE	83,000	1	1	3	98,640	1	2	2	98,640	1	2	2	43,973	1	2	4
SAUK VALLEY	74,840	1	3	3					73,130	1	2	3				
ILLINOIS EASTERN	51,457	3	13	4												
ILLINOIS VALLEY									78,774	2	1	3				
KANKAKEE	97,712	1	3	4									76,078	1	13	4
LAKE LAND	121,889	1	5	2	106,668	1	14	3	112,564	1	22	3				
LEWIS & CLARK	131,968	1	18	2	85,083	1	1	4	81,090	1	2	4				
LOGAN	113,778	1	2	2	106,863	1	10	3					103,938	1	13	3
MC HENRY	72,962	1	3	4					94,441	1	3	3	91,512	1	3	4
BLACK HAWK	103,879	1	1	4	101,624	1	3	4					119,708	1	5	2
HEARTLAND	105,177	1	4	3												
ILLINOIS CENTRAL	86,856	1	2	4												
LINCOLN LAND																
PARKLAND	120,867	1	4	2	86,686	1	0	3	80,687	1	0	3				
RICHLAND	72,084	1	3	4	81,982	2	5	4	71,309	1	1	4	80,408	1	4	4
ROCK VALLEY	94,279	1	5	3					119,752	1	7	3				
SOUTHWESTERN	99,000	1	1	3	119,121	1	5	4	119,606	1	7	4	71,698	1	7	4
ELGIN	129,989	1	5	3	135,230	1	5	3	109,873	1	0	3	95,598	1	1	3
MORTON					85,000	1	0	4	85,000	1	1	4	67,394	1	15	4
PRAIRIE STATE	110,795	1	25	2	104,375	1	12	4	80,000	1	1	4	107,205	1	12	4
SOUTH SUBURBAN	97,336	1	4	2												
WAUBONSEE	106,707	1	11	3	83,931	6	4	4					86,927	1	8	4
CHICAGO	100,196	7	15	4	100,190	14	13	3	108,402	7	12	3	90,817	6	11	4
DUPAGE					141,378	1	7	4	138,141	1	9	4	113,078	2	3	4
HARPER	172,411	1	24	2					141,326	1	15	4	110,497	1	20	4
JOLIET	136,134	1	3	2	102,938	1	2	4	102,938	1	3	4				
LAKE COUNTY	159,127	1	13	2												
MORAIN VALLEY	145,830	1	0	2					104,980	1	3	4				
OAKTON	136,286	2	6	2	112,832	4	2	4					169,022	1	7	2
TRITON	129,780	1	2	4	100,000	1	0	4	107,120	1	3	4	91,711	1	3	4
NUMBER OF PERSONS	42				47				35				26			
AVERAGES	\$ 103,869				\$ 95,799				\$ 95,454				\$ 92,533			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2011**

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	\$118,780	1	3	2					\$76,355	2	5	4				
SHAWNEE	69,933	1	9	4					68,518	1	21	4	\$60,419	1	9	4
SOUTHEASTERN	67,633	1	15	6					45,783	1	4	6				
SPOON RIVER	70,040	1	2	4					52,324	1	13	6				
WOOD	61,740	1	3	4					42,000	1	1	4	42,000	1	1	4
DANVILLE	74,396	1	14	6	\$49,291	1	1	5	68,430	1	0	4	43,000	1	0	6
HIGHLAND	65,000	1	2	4	58,406	1	4	4	49,000	1	1	4				
KASKASKIA	76,212	1	14	4	65,917	1	1	4	52,418	1	3	4				
KISHWAUKEE	81,920	1	6	4	85,000	1	11	2	74,705	1	5	4				
REND LAKE	68,600	1	0	3					46,654	1	2	5				
SAUK VALLEY	116,583	1	8	3	89,344	1	3	3								
ILLINOIS EASTERN	79,646	1	14	4					46,803	3	4	4				
ILLINOIS VALLEY	100,737	1	17	3	90,915	1	0	2	57,714	1	7	3				
KANKAKEE	82,304	1	2	4	70,138	1	4	4	64,288	1	6	4	73,365	1	7	4
LAKE LAND	112,191	1	9	5	58,437	1	2	6	89,379	1	16	4				
LEWIS & CLARK	173,400	1	1	2					67,463	1	9	4	46,808	1	0	4
LOGAN	100,273	1	29	4												
MC HENRY					75,000	1	1	4	63,867	1	7	4	76,744	1	1	4
BLACK HAWK	100,000	1	1	4												
HEARTLAND	112,973	1	13	3	72,000	1	0	3	72,757	1	12	4	55,961	1	1	4
ILLINOIS CENTRAL	92,562	1	6	4	129,827	1	7	2	58,239	1	2	4	57,435	1	1	4
LINCOLN LAND	117,653	1	3	2	77,288	1	6	4	84,038	1	3	3	64,303	1	4	4
PARKLAND					77,899	1	2	5	79,185	1	0	5				
RICHLAND	92,507	1	29	4									80,535	1	2	4
ROCK VALLEY	102,404	1	3	4	75,000	1	0	3	71,128	1	4	4				
SOUTHWESTERN	143,827	1	10	2	112,493	1	30	2	78,256	1	8	4	103,425	1	8	4
ELGIN	153,208	1	3	2	123,277	1	3	2					124,353	1	13	4
MORTON					59,786	1	4	4	50,000	1	1	4				
PRAIRIE STATE	92,909	1	4	4	75,750	1	1	4	61,205	1	1	4	74,646	1	1	4
SOUTH SUBURBAN					66,698	1	3	4	64,547	1	4	4	100,498	1	10	4
WAUBONSEE	129,101	1	10	3					77,268	1	4	4	80,863	1	4	4
CHICAGO	167,940	2	6	2					70,168	6	11	4				
DUPAGE	178,019	1	4	2	161,195	1	19	4	104,540	1	3	4	100,060	1	6	4
HARPER	124,452	3	0	4	102,700	1	1	4	120,814	1	7	4	88,865	1	8	4
JOLIET					136,134	1	4	2	87,052	1	6	4				
LAKE COUNTY					124,612	1	12	3	114,934	1	11	3	94,925	1	2	4
MORAIN VALLEY	171,104	1	9	4	100,644	1	24	4	107,493	1	12	4	97,077	1	4	4
OAKTON	132,274	3	6	2	154,733	1	25	4	97,639	1	9	4	114,470	1	5	4
TRITON	114,726	1	4	3	143,069	1	5	2	60,255	1	2	4				
NUMBER OF PERSONS	38				26				42				20			
AVERAGES	\$ 111,222				\$ 93,675				\$ 70,143				\$ 78,988			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2011**

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	\$78,370	1	16	4									\$92,370	1	5	4
SHAWNEE	57,260	1	18	4									50,634	1	5	4
SOUTHEASTERN													81,148	1	26	4
SPOON RIVER	49,855	1	5	6									56,552	1	9	6
WOOD	51,597	1	4	4									41,600	1	0	4
DANVILLE	64,338	1	24	4	\$43,496	1	2	6								
HIGHLAND	59,040	1	4	4									49,920	1	3	4
KASKASKIA	49,606	1	3	4									62,130	1	2	4
KISHWAUKEE													60,383	1	9	4
REND LAKE	78,354	1	30	4									83,000	1	11	3
SAUK VALLEY																
ILLINOIS EASTERN	38,376	4		4									40,187	4	7	4
ILLINOIS VALLEY	64,790	1	0	3									53,857	1	6	3
KANKAKEE	61,943	1	3	4					\$39,931	1	3	6	74,661	1	10	4
LAKE LAND	61,858	1	5	6												
LEWIS & CLARK	67,463	1	7	4	49,238	1	1	6	157,100	1	18	2	105,458	1	2	3
LOGAN	68,293	1	3	4	86,355	1	8	4	52,927	1	4	4	65,448	1	12	4
MC HENRY	77,470	1	6	4												
BLACK HAWK																
HEARTLAND	81,761	1	7	4					56,487	1	3	4	57,143	1	9	4
ILLINOIS CENTRAL	62,220	1	2	4												
LINCOLN LAND	92,230	1	25	3					53,782	1	5	4				
PARKLAND	75,051	1	4	5	74,434	1	16	5	70,220	1	12	6	83,550	1	11	5
RICHLAND	51,037	1	2	4	69,465	1	4	4	47,215	1	2	4	58,647	1	6	4
ROCK VALLEY	62,332	1	4	4									88,568	1	11	4
SOUTHWESTERN	79,131	1	6	4					65,728	1	20	4	89,949	1	4	4
ELGIN													128,364	1	7	3
MORTON													59,000	1	2	4
PRAIRIE STATE	62,512	1	15	4					56,000	1	1	4	69,029	2	4	4
SOUTH SUBURBAN	81,673	1	15	4												
WAUBONSEE	85,225	1	3	6												
CHICAGO	68,227	7	9	4												
DUPAGE	132,005	1	6	4									118,608	1	3	4
HARPER	102,740	1	4	4	87,430	1	10	4	88,383	1	29	4	110,605	1	3	4
JOLIET	74,764	1	2	4												
LAKE COUNTY					78,906	1	6	4	99,664	1	10	4	119,764	1	9	4
MORAIN VALLEY	87,135	1	20	4	63,331	1	3	4	68,465	1	2	4				
OAKTON	105,630	1	11	4	85,498	1	1	4	119,296	1	25	4	120,004	2	20	4
TRITON	60,255	1	3	4					89,091	1	4	3	91,711	1	4	4
NUMBER OF PERSONS	41				9				14				32			
AVERAGES	\$ 68,708				\$ 70,906				\$ 76,021				\$ 75,684			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2011**

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	\$63,500	1	7	4	\$70,100	1	18	4	\$77,100	1	1	4	\$65,690	1	2	4
SHAWNEE													52,400	1	1	4
SOUTHEASTERN					44,693	1	4	4								
SPOON RIVER									56,650	1	6	4	58,710	1	4	4
WOOD	57,006	1	11	4	55,000	1	1	4	55,319	1	13	4	62,285	1	6	4
DANVILLE	68,621	1	2	4					106,066	1	24	4				
HIGHLAND					52,000	1	2	4	78,972	1	15	3				
KASKASKIA	58,000	1	1	4	53,483	1	25	4	65,702	1	11	4	61,947	1	26	4
KISHWAUKEE	86,429	1	3	2	52,954	1	3	2	80,000	1	8	4				
REND LAKE																
SAUK VALLEY	68,758	1	3	4					69,713	1	6	4				
ILLINOIS EASTERN					38,102	3	4	4	52,387	1	9	4	45,694	5	18	4
ILLINOIS VALLEY									58,045	1	4	3				
KANKAKEE					66,463	1	7	4	74,049	1	3	4	50,386	1	2	6
LAKE LAND	56,791	1	4	6	64,259	1	12	5	64,270	1	5	6				
LEWIS & CLARK					75,480	1	1	3	70,000	1	0	4				
LOGAN					64,453	1	6	4	79,751	1	6	4	56,683	1	7	4
MC HENRY									83,234	1	2	2	76,362	1	1	4
BLACK HAWK									79,399	1	2	4				
HEARTLAND					75,989	1	12	3	78,000	1	12	3	60,000	1	12	3
ILLINOIS CENTRAL	87,640	1	9	3	104,638	1	10	2	99,166	1	3	3				
LINCOLN LAND	62,969	1	3	4	80,266	1	6	4	98,687	1	10	3	99,412	1	16	3
PARKLAND	64,915	1	2	6	62,182	1	0	5								
RICHLAND					90,249	1	4	3	70,443	1	1	4	62,739	1	4	4
ROCK VALLEY	129,401	1	10	2					90,316	1	0	4	84,531	1	6	4
SOUTHWESTERN	114,602	1	1	4	110,000	1	4	2	130,123	1	27	2	93,487	1	23	6
ELGIN	108,665	1	2	2	136,361	1	1	2	144,667	1	3	2				
MORTON					70,475	1	3	4	75,000	1	2	4				
PRAIRIE STATE	70,642	1	13	4	70,692	1	3	4	94,652	1	4	4				
SOUTH SUBURBAN					55,522	1	7	6	56,892	1	2	4				
WAUBONSEE	82,098	1	6	4	77,268	1	3	4	105,494	1	19	4	79,560	1	1	4
CHICAGO	129,600	1	0	2	114,443	2	5	4	157,549	1	6	2	118,882	7	22	4
DUPAGE	164,440	1	1	2	140,960	1	1	2					143,385	1	16	4
HARPER					140,000	1	8	3								
JOLIET	89,509	1	7	4	71,691	1	3	4	107,001	1	2	4	103,643	1	6	4
LAKE COUNTY	79,852	1	11	6	110,907	1	19	4	98,787	1	3	4	68,653	1	11	4
MORAIN VALLEY	100,644	1	27	4	96,071	1	11	4	101,273	1	11	4				
OAKTON	84,204	1	6	4	153,861	1	6	3	127,966	1	14	3	95,360	1	11	4
TRITON	71,021	1	4	4	92,995	1	5	4					120,371	1	4	3
NUMBER OF PERSONS	22				33				32				31			
AVERAGES	\$ 86,332				\$ 81,279				\$ 87,084				\$ 82,459			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2011**

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					\$77,100	1	4	4								
SHAWNEE	\$55,300	1	1	4	68,518	1	15	4								
SOUTHEASTERN	53,850	1	5	4									\$39,871	2	4	6
SPOON RIVER	50,887	1	18	4	48,000	1	0	6								
WOOD	54,464	1	3	4					\$58,488	1	8	4				
DANVILLE	79,002	1	6	4	63,263	1	20	5	43,404	1	3	6	63,736	1	5	6
HIGHLAND	64,500	1	1	4	58,406	1	4	4	70,124	1	16	4	42,182	1	4	4
KASKASKIA	57,200	1	1	4	51,917	1	2	4					60,658	1	4	4
KISHWAUKEE													84,660	1	2	4
REND LAKE	99,071	1	15	4									76,834	1	7	4
SAUK VALLEY	64,689	1	6	4	61,891	1	3	4	65,681	1	17	5				
ILLINOIS EASTERN					58,490	1	2	4								
ILLINOIS VALLEY	64,390	1	5	3									66,358	1	0	3
KANKAKEE	93,533	1	2	4	86,138	1	6	4	79,177	1	2	4	72,000	1	0	4
LAKE LAND									64,270	1	5	6	72,662	1	3	5
LEWIS & CLARK	97,308	1	4	3	77,965	1	14	4	76,000	1	1	4				
LOGAN	81,295	1	15	4	81,752	1	14	4	95,318	1	10	4				
MC HENRY	80,000	1	0	4	71,527	1	3	4	88,093	1	20	4				
BLACK HAWK																
HEARTLAND	91,522	1	4	3	65,144	1	4	3	55,962	1	4	4	91,573	1	19	3
ILLINOIS CENTRAL	85,770	1	4	4									73,751	1	4	3
LINCOLN LAND	60,071	1	1	4	61,628	1	3	4	59,804	1	10	4	79,295	1	12	4
PARKLAND	104,617	1	10	5	60,516	1	2	6	75,590	1	10	6	67,454	1	2	4
RICHLAND	92,163	1	22	4	47,829	1	6	4					58,429	1	2	4
ROCK VALLEY	73,820	1	0	4	73,451	1	19	4	59,000	1	0	6	72,729	1	3	4
SOUTHWESTERN	86,700	2	14	4	104,832	1	7	4	89,375	1	31	4	108,384	1	8	4
ELGIN	104,737	1	1	3	114,466	1	2	3					105,361	1	4	3
MORTON	89,215	1	9	4												
PRAIRIE STATE	92,838	1	11	4	70,040	1	1	4	51,500	1	1	4	87,523	1	3	4
SOUTH SUBURBAN	86,167	1	11	4	97,336	1	4	2	70,485	1	4	6	92,989	1	9	4
WAUBONSEE	101,099	1	11	4	70,921	1	2	4					102,000	1	1	3
CHICAGO	145,800	1	5	2	98,990	4	14	4					127,000	1	4	4
DUPAGE	116,624	1	3	4					99,681	1	4	4				
HARPER	131,865	1	8	4					86,275	1	20	4				
JOLIET	93,043	1	3	4					83,612	1	15	4	111,064	1	8	4
LAKE COUNTY	101,254	1	8	4	80,687	1	2	5	80,550	1	6	4	115,159	1	27	4
MORAIN VALLEY	124,547	1	8	4					90,163	1	27	4	118,252	1	8	4
OAKTON	95,000	1	1	4	105,997	2	3	4	103,113	1	1	4	107,571	1	2	4
TRITON	108,208	1	1	4	85,696	1	3	4					75,309	1	8	4
NUMBER OF PERSONS	35				30				22				27			
AVERAGES	\$ 87,636				\$ 78,182				\$ 74,803				\$ 81,951			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2011**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG				
SHAWNEE				
SOUTHEASTERN				
SPOON RIVER				
WOOD				
DANVILLE	\$81,291	1	23	4
HIGHLAND				
KASKASKIA	52,644	1	4	4
KISHWAUKEE	84,000	1	0	4
REND LAKE				
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	80,938	1	24	3
KANKAKEE	56,583	1	20	6
LAKE LAND	92,018	1	23	4
LEWIS & CLARK	80,043	1	1	4
LOGAN	79,101	1	13	4
MC HENRY	65,928	1	1	2
BLACK HAWK				
HEARTLAND	71,724	1	1	3
ILLINOIS CENTRAL	85,208	1	12	5
LINCOLN LAND	65,147	1	5	4
PARKLAND	86,629	2	12	5
RICHLAND				
ROCK VALLEY				
SOUTHWESTERN	92,323	1	14	4
ELGIN				
MORTON	54,500	1	2	4
PRAIRIE STATE				
SOUTH SUBURBAN	91,285	1	4	4
WAUBONSEE				
CHICAGO	104,700	1	15	2
DUPAGE				
HARPER	120,000	1	5	4
JOLIET	98,875	1	1	4
LAKE COUNTY	88,302	1	4	4
MORAIN VALLEY	108,458	1	2	4
OAKTON	100,480	1	5	4
TRITON				
NUMBER OF PERSONS	23			
AVERAGES	\$ 83,774			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2011
MONTHLY CLASSIFIED AND OTHER (NONTEACHING) 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 2011 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 2011*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	26	\$ 2,314	\$ 3,797	\$ 5,873
Accountant II	25	2,402	3,911	6,408
Account Clerk I	52	1,810	2,852	4,370
Account Clerk II	42	2,014	2,938	4,788
Admissions/Records Assistant	140	1,729	2,623	4,321
Admissions/Records Supervisor	76	2,839	4,354	7,982
Audio/Visual Services Manager	18	2,266	4,808	8,640
Bookstore Manager	30	2,231	4,265	8,165
Clerk Typist	387	1,654	2,668	3,822
Computer Operator I	12	2,630	3,694	4,273
Computer Operator II	5	3,647	4,004	4,361
Computer Programmer I	7	2,365	3,483	4,155
Computer Programmer II	17	3,481	4,698	7,108
Computer Systems Analyst	23	2,045	5,004	7,600
Building Custodian	889	1,679	2,625	4,562
Building Services Supervisor	104	2,592	4,043	6,702
Data Entry Operator	32	1,997	3,002	4,408
Library Assistant	146	1,640	2,594	3,898
Programmer/Analyst	49	3,206	5,084	7,145
Purchasing Assistant	23	1,704	3,069	4,907
Purchasing Supervisor	14	2,724	5,059	7,982
Telephone Operator	59	1,695	2,628	3,784
Secretary-General	431	1,677	2,640	3,523
Secretary-Administrative	277	2,019	3,092	5,191
Secretary-Executive	135	1,700	3,958	5,988
Security Officer/Guard	171	1,786	3,152	5,638
Security Supervisor	44	2,485	4,817	7,978
Shipping/Receiving Assistant	59	2,020	3,008	4,656
Administrator, Local Area Network	41	3,433	5,491	9,363
Telecommunications, Technician	23	2,581	4,281	7,203
Coordinator, Telecommunications	17	2,212	4,796	7,065
Program Administrative Assistant	117	1,918	3,000	3,804
Accountant III	14	2,839	4,186	6,100
Computer Programmer III	6	4,121	6,564	9,799
Account Technician I	42	2,653	3,241	4,689
Account Technician II	30	2,225	3,410	4,314
Account Technician III	41	3,524	4,288	7,312
Accountant IV	1	5,805	5,805	5,805
Accountant V	1	3,695	3,695	3,695
Administrative Aide	3	2,808	3,303	3,798
Administrative Assistant I	208	2,441	3,435	4,310
Administrative Assistant II	114	2,361	3,660	6,069
Admissions & Records Officer	49	2,356	4,009	6,692
Admissions Representative	73	1,539	2,932	4,493
Applications Programmer I, II, or III	36	2,447	4,619	7,138
Audio Visual Aids Technician I, II, or III	32	1,733	3,320	5,279
Benefits Manager	14	2,864	4,929	9,201
Budget Analyst	6	3,196	5,676	7,423
Building & Grounds Supervisor	26	2,033	4,354	6,775
Building Maintenance Coordinator	20	2,523	4,911	7,597
Building Mechanic	124	2,736	3,613	5,507
Business Manager	6	3,272	4,716	7,044
Cashier I	12	1,837	2,448	3,215
Cashier II	13	1,471	2,410	3,179
Cashier III	4	2,328	2,596	2,864
Cashier IV	4	2,685	3,761	5,150
Chief Accountant	9	3,515	4,965	6,061
Child Care Assistant	64	1,567	2,541	4,010
Child Care Development Supervisor	38	2,082	3,705	6,150

Illinois Community College Board

Table 17
(Continued)LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2011*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	1	\$ 5,318	\$ 5,318	\$ 5,318
Data Processing Equipment Technician II	12	1,986	3,101	4,263
Data Processing Equipment Technician III	11	2,253	3,233	5,266
Financial Aid Adviser I	112	1,519	3,132	5,185
Financial Aid Adviser II	54	2,296	3,540	5,304
Financial Aid Adviser III	24	2,454	3,530	4,889
Financial Aid Adviser IV	27	2,333	4,433	6,573
Grounds Worker	101	1,560	2,904	4,658
Grounds-Assistant Superintendent of Grounds	4	2,187	3,734	4,948
Grounds-Superintendent of Grounds	8	3,372	4,363	4,843
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	91	2,000	3,809	7,526
Kitchen Helper	10	1,763	2,158	2,609
Microcomputer Support Specialist I	46	2,149	3,400	5,467
Microcomputer Support Specialist II	43	2,155	3,437	6,542
Microcomputer Support Specialist III	20	3,114	4,770	6,595
Painter	15	2,253	3,333	4,545
Payroll Clerk	14	2,304	3,090	4,258
Payroll Manager	10	1,500	4,304	6,022
Payroll Specialist	30	1,925	3,203	5,359
Program Advisor/Student Advisor	191	2,077	3,465	4,829
Program Coordinator- ESL	28	2,604	3,848	5,623
Program Coordinator- Literacy	28	2,422	3,554	5,816
Research Associate	31	2,385	3,700	6,054
Statistical Clerk	3	2,701	3,493	3,890
Training Assistant-Family Literacy Case Manager	6	2,604	2,966	3,570
Web Designer/Webmaster	26	2,180	4,250	7,051
Web Specialist	26	2,148	4,277	6,361

*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 2010**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2010. 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 2010 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Administrative	\$6,673	\$21,119	\$12,332
9-Month Teaching Faculty	\$3,433	\$18,732	\$11,976
12-Month Teaching Faculty	\$4,143	\$14,276	\$9,088
9-Month Other Professional (Nonteaching)	\$1,046	\$22,785	\$11,186
12-Month Other Professional (Nonteaching)	\$5,430	\$16,947	\$10,839
Classified	\$5,712	\$17,515	\$10,774

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2010

District	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 SANDBURG	X		X	X	X		X	X	X		X	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN	X			X	X		X	X	X		X	
534 SPOON RIVER	X	X		X			X	X			X	X
539 WOOD	X	X	X	X	X		X	X	X	X	X	X
507 DANVILLE	X						X	X	X		X	X
519 HIGHLAND	X	X		X	X		X	X	X		X	X
501 KASKASKIA	X	X	X	X	X		X	X			X	
523 KISHWAUKEE	X	X	X	X		X	X	X	X		X	X
521 REND LAKE	X			X			X	X	X		X	X
506 SAUK VALLEY	X	X		X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X		X	X	X		X	X	X		X	
513 ILLINOIS VALLEY	X	X		X	X		X	X			X	
520 KANKAKEE	X	X	X	X			X	X	X	X	X	X
517 LAKE LAND	X	X		X			X	X	X		X	X
536 LEWIS AND CLARK	X		X	X			X	X	X	X		
530 LOGAN	X	X		X	X		X	X	X		X	
528 MCHENRY	X	X	X	X			X	X			X	X
503 BLACK HAWK	X	X	X	X			X			X	X	X
540 HEARTLAND	X	X	X	X	X		X			X	X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X	X	X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X	X		X	X	X	X	X	X
537 RICHLAND	X	X	X	X	X		X			X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN	X	X	X	X	X	X	X	X	X		X	X
509 ELGIN	X	X	X	X		X	X	X	X		X	X
527 MORTON	X	X	X	X			X			X		
515 PRAIRIE STATE	X	X	X	X	X		X	X	X	X	X	
510 SOUTH SUBURBAN	X				X		X	X			X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CHICAGO	X	X	X	X			X	X	X		X	X
502 DUPAGE	X	X		X		X	X	X	X		X	X
512 HARPER	X	X	X	X	X		X			X		
525 JOLIET	X	X		X				X	X		X	
532 LAKE COUNTY	X		X	X	X		X	X	X	X	X	X
524 MORAIN VALLEY	X			X			X	X	X	X	X	X
535 OAKTON	X	X	X	X			X	X	X		X	X
504 TRITON	X	X	X	X				X	X		X	X
TOTALS	39	28	25	37	19	4	37	34	29	14	36	27

*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2010 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Number	Administrative		9 Mos. Faculty			12 Mos. Faculty		
		Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	20	227,476	\$ 11,374	61	543,807	\$ 8,915			
531 SHAWNEE	18	120,120	6,673	45	254,661	5,659	2	8,285	\$ 4,143
533 SOUTHEASTERN	21	161,469	7,689	45	335,715	7,460	11	75,331	6,848
534 SPOON RIVER	12	166,120	13,843	34	337,368	9,923			
539 WOOD	4	51,756	12,939	50	618,125	12,363	2	20,843	10,422
507 DANVILLE	20	213,106	10,655	51	501,269	9,829			
519 HIGHLAND	15	233,593	15,573	49	675,860	13,793			
501 KASKASKIA	37	517,105	13,976	71	1,330,000	18,732			
523 KISHWAUKEE	18	181,507	10,084	70	597,015	8,529			
521 REND LAKE	18	204,981	11,388	52	532,824	10,247	11	123,170	11,197
506 SAUK VALLEY	15	269,726	17,982	45	684,955	15,221	1	12,157	12,157
529 ILLINOIS EASTERN	29	235,477	8,120	84	702,527	8,363	11	84,140	7,649
513 ILLINOIS VALLEY	19	243,607	12,821	83	1,127,911	13,589			
520 KANKAKEE	70	659,157	9,417	67	580,862	8,670			
517 LAKE LAND	21	249,618	11,887	117	1,427,784	12,203			
536 LEWIS AND CLARK	61	471,129	7,723	102	781,964	7,666			
530 LOGAN	53	494,017	9,321	105	1,037,605	9,882	3	20,356	6,785
528 MC HENRY	32	466,793	14,587	92	1,465,719	15,932			
503 BLACK HAWK	8	76,643	9,580	136	1,492,788	10,976	1	14,276	14,276
540 HEARTLAND	52	500,564	9,626	85	748,722	8,808	6	48,400	8,067
514 ILLINOIS CENTRAL	26	423,660	16,295	196	2,782,898	14,198			
526 LINCOLN LAND	61	556,693	9,126	122	1,044,759	8,564			
505 PARKLAND	42	887,008	21,119	169	3,125,120	18,492			
537 RICHLAND	49	462,256	9,434	73	830,011	11,370			
511 ROCK VALLEY	35	443,732	12,678	156	2,444,060	15,667			
522 SOUTHWESTERN	24	272,558	11,357	152	1,557,616	10,247	2	26,968	13,484
509 ELGIN	35	496,571	14,188	136	2,068,775	15,212			
527 MORTON	21	185,873	8,851	52	545,777	10,496			
515 PRAIRIE STATE	31	234,705	7,571	77	640,196	8,314			
510 SOUTH SUBURBAN	22	289,281	13,149	110	1,117,449	10,159			
516 WAUBONSEE	34	589,858	17,349	103	1,706,102	16,564			
508 CHICAGO	100	1,259,415	12,594	534	5,357,515	10,033	15	156,799	10,453
502 DUPAGE	41	599,941	14,633	273	4,091,916	14,989			
512 HARPER	45	852,660	18,948	204	2,463,918	12,078			
525 JOLIET	36	642,637	17,851	211	3,770,052	17,868			
532 LAKE COUNTY	61	919,295	15,070	202	693,556	3,433			
524 MORAIN VALLEY	23	357,660	15,550	182	2,785,230	15,303			
535 OAKTON	32	473,846	14,808	142	1,759,168	12,389			
504 TRITON	35	290,157	8,290	111	1,116,718	10,061			
TOTALS/AVERAGES	1,296	\$ 15,981,772	\$ 12,332	4,649	\$ 55,678,317	\$ 11,976	65	\$ 590,724	\$ 9,088

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 2010 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	5	47,850	\$ 9,570	73	597,411	\$ 8,184	56	404,247	\$ 7,219
531 SHAWNEE				39	211,760	5,430	34	194,925	5,733
533 SOUTHEASTERN				26	192,471	7,403	27	178,438	6,609
534 SPOON RIVER				49	578,939	11,815	25	277,175	11,087
539 WOOD				70	716,898	10,241	74	833,582	11,265
507 DANVILLE	3	30,025	10,008	43	445,878	10,369	61	610,887	10,015
519 HIGHLAND				40	496,177	12,404	69	708,647	10,270
501 KASKASKIA				42	484,205	11,529	45	425,532	9,456
523 KISHWAUKEE	10	102,036	10,204	67	555,157	8,286	66	629,872	9,544
521 REND LAKE				59	619,062	10,493	51	509,744	9,995
506 SAUK VALLEY	1	5,873	5,873	32	419,111	13,097	41	582,079	14,197
529 ILLINOIS EASTERN				55	410,544	7,464	105	740,339	7,051
513 ILLINOIS VALLEY				58	597,381	10,300	55	541,487	9,845
520 KANKAKEE				39	319,835	8,201	56	492,436	8,794
517 LAKE LAND	8	61,667	7,708	61	669,725	10,979	81	856,735	10,577
536 LEWIS AND CLARK				58	425,596	7,338	79	574,601	7,273
530 LOGAN	1	1,046	1,046	76	553,382	7,281	136	963,901	7,088
528 MC HENRY	7	80,801	11,543	129	2,149,890	16,666	44	604,501	13,739
503 BLACK HAWK	4	35,127	8,782	2	21,661	10,831	228	2,368,656	10,389
540 HEARTLAND	7	54,655	7,808	72	555,657	7,717	52	416,333	8,006
514 ILLINOIS CENTRAL				135	1,889,600	13,997	188	2,392,379	12,725
526 LINCOLN LAND	3	30,847	10,282	104	866,880	8,335	136	1,141,175	8,391
505 PARKLAND	2	45,569	22,785	134	2,270,857	16,947	111	1,944,131	17,515
537 RICHLAND				26	205,868	7,918	64	559,080	8,736
511 ROCK VALLEY				132	1,154,151	8,744	136	1,727,509	12,702
522 SOUTHWESTERN	2	19,413	9,706	125	1,061,224	8,490	180	1,438,420	7,991
509 ELGIN	10	153,886	15,389	192	2,157,815	11,239	120	1,385,935	11,549
527 MORTON				23	209,423	9,105	62	506,062	8,162
515 PRAIRIE STATE				59	348,796	5,912	89	508,373	5,712
510 SOUTH SUBURBAN	16	158,985	9,937	89	900,827	10,122	105	1,190,478	11,338
516 WAUBONSEE	8	164,155	20,519				215	3,139,538	14,603
508 CHICAGO	16	156,493	9,781	446	4,494,507	10,077	755	7,747,636	10,262
502 DUPAGE	23	339,314	14,753				500	6,183,994	12,368
512 HARPER	23	260,293	11,317	195	2,120,177	10,873	255	2,408,225	9,444
525 JOLIET	1	19,036	19,036	172	2,834,013	16,477	143	2,417,706	16,907
532 LAKE COUNTY	21	76,503	3,643	185	1,712,791	9,258	224	2,041,103	9,112
524 MORAIN VALLEY	20	307,790	15,390	153	2,279,273	14,897	197	2,935,598	14,902
535 OAKTON	12	150,772	12,564				304	3,369,312	11,083
504 TRITON	5	24,619	4,924	73	599,700	8,215	161	1,473,631	9,153
TOTALS/AVERAGES	208	\$ 2,326,757	\$ 11,186	3,333	\$ 36,126,642	\$ 10,839	5,330	\$ 57,424,401	\$ 10,774

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2011
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 2011 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 2011 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	7.3%	2.8%
Faculty (9 and 12 Months)	0.0%	7.6%	3.7%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	9.6%	3.7%
Classified	0.0%	6.1%	2.9%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2011 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	0.0	0.0	0.0	0.0
533 SOUTHEASTERN	0.0	0.0	0.0	0.0
534 SPOON RIVER	0.0	4.4	0.3	3.0
539 WOOD	0.0	0.0	0.0	0.0
507 DANVILLE	2.0	4.0	2.4	3.5
519 HIGHLAND	0.0	0.4	0.0	0.0
501 KASKASKIA	7.3	5.1	7.5	6.1
523 KISHWAUKEE	2.2	5.3	2.4	1.5
521 REND LAKE	4.1	5.1	4.2	4.4
506 SAUK VALLEY	0.0	0.0	0.0	0.0
529 ILLINOIS EASTERN	2.5	3.6	2.5	2.5
513 ILLINOIS VALLEY	4.5	3.2	4.5	4.5
520 KANKAKEE	3.7	2.2	2.7	2.3
517 LAKE LAND	1.9	1.9	1.9	3.0
536 LEWIS & CLARK	4.0	3.7	2.6	2.2
530 LOGAN	3.4	3.3	3.2	4.4
528 MC HENRY	2.3	6.0	5.9	5.4
503 BLACK HAWK	3.8	3.7	2.4	3.2
540 HEARTLAND	4.3	4.3	4.3	4.3
514 ILLINOIS CENTRAL	2.7	3.8	2.3	2.5
526 LINCOLN LAND	3.5	3.5	3.5	3.5
505 PARKLAND	3.4	5.1	5.7	5.2
537 RICHLAND	4.1	4.1	4.1	4.1
511 ROCK VALLEY	2.5	4.8	2.5	2.5
522 SOUTHWESTERN	0.0	5.0	5.0	2.0
509 ELGIN	6.6	6.1	5.6	5.3
527 MORTON	0.0	3.7	0.0	3.7
515 PRAIRIE STATE	6.5	7.6	9.6	4.4
510 SOUTH SUBURBAN	0.0	---	---	0.0
516 WAUBONSEE	2.0	0.0	0.0	2.0
508 CHICAGO	0.0	2.3	4.0	0.0
502 DUPAGE*	3.2	5.9	6.6	3.7
512 HARPER	2.7	4.3	4.3	4.3
525 JOLIET	3.0	3.2	3.0	3.0
532 LAKE COUNTY	2.5	0.0	2.3	2.5
524 MORAIN VALLEY	3.5	5.0	3.7	5.0
535 OAKTON	2.7	4.7	4.7	4.3
504 TRITON	0.0	4.1	3.9	4.0
TOTALS/AVERAGES	2.8 %	3.7 %	3.7 %	2.9 %

*College provided revised figures

--- = Data Not Available

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

Section XI

**FISCAL YEAR 2010 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2010 and the average total salaries paid to full-time faculty in fiscal year 2010. The fiscal year 2010 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2009 to June 30, 2010.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2010 for those districts reporting data was \$16,526 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2010. 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 2010 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2010 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2010 Full-Time Average Faculty Contractual Base Salary	FY 2010 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$49,074	\$55,771	\$6,697	13.6 %
531 SHAWNEE	53,420	62,951	9,531	17.8
533 SOUTHEASTERN	51,103	61,193	10,090	19.7
534 SPOON RIVER	47,842	55,890	8,047	16.8
539 WOOD	52,303	59,496	7,193	13.8
507 DANVILLE	48,979	63,069	14,090	28.8
519 HIGHLAND	70,665	84,842	14,177	20.1
501 KASKASKIA	59,827	80,623	20,796	34.8
523 KISHWAUKEE	51,728	64,743	13,015	25.2
521 REND LAKE	50,749	56,778	6,029	11.9
506 SAUK VALLEY	53,419	63,439	10,020	18.8
529 ILLINOIS EASTERN	51,130	63,822	12,692	24.8
513 ILLINOIS VALLEY	60,236	72,429	12,194	20.2
520 KANKAKEE	58,504	71,081	12,576	21.5
517 LAKE LAND	53,947	78,211	24,264	45.0
536 LEWIS AND CLARK	63,181	76,902	13,721	21.7
530 LOGAN	62,225	73,904	11,680	18.8
528 MCHENRY	76,331	88,971	12,640	16.6
503 BLACK HAWK	60,593	73,456	12,863	21.2
540 HEARTLAND	54,740	60,256	5,516	10.1
514 ILLINOIS CENTRAL	56,794	73,967	17,172	30.2
526 LINCOLN LAND	71,458	85,709	14,251	19.9
505 PARKLAND	60,829	71,896	11,067	18.2
537 RICHLAND	50,611	63,251	12,640	25.0
511 ROCK VALLEY	63,444	75,181	11,736	18.5
522 SOUTHWESTERN	60,707	82,948	22,240	36.6
509 ELGIN	82,923	106,265	23,342	28.1
527 MORTON	70,501	91,690	21,189	30.1
515 PRAIRIE STATE	64,295	74,840	10,545	16.4
510 SOUTH SUBURBAN	68,363	79,745	11,383	16.7
516 WAUBONSEE	69,858	81,930	12,071	17.3
508 CHICAGO	67,291	79,738	12,447	18.5
502 DUPAGE	95,362	118,568	23,206	24.3
512 HARPER	71,004	93,297	22,293	31.4
525 JOLIET	71,195	98,953	27,758	39.0
532 LAKE COUNTY	79,972	105,372	25,400	31.8
524 MORAIN VALLEY	56,429	77,537	21,108	37.4
535 OAKTON	87,284	105,506	18,221	20.9
504 TRITON	66,580	82,550	15,970	24.0
TOTAL/AVERAGES*	\$66,223	\$82,749	\$16,526	25.0 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2010 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$78,842	\$37,094	\$25,999
531 SHAWNEE	76,509	45,383	28,858
533 SOUTHEASTERN	68,854	33,430	27,386
534 SPOON RIVER	74,695	38,111	24,836
539 WOOD	75,881	36,134	27,113
507 DANVILLE	75,764	39,403	32,725
519 HIGHLAND	72,643	43,715	28,532
501 KASKASKIA	66,606	42,331	28,368
523 KISHWAUKEE	91,455	41,111	32,336
521 REND LAKE	72,621	36,835	34,232
506 SAUK VALLEY	78,826	49,412	32,583
529 ILLINOIS EASTERN	69,142	41,856	33,898
513 ILLINOIS VALLEY	81,379	48,667	35,315
520 KANKAKEE	59,949	45,395	35,346
517 LAKE LAND	87,661	49,885	29,738
536 LEWIS & CLARK	77,710	36,378	28,043
530 LOGAN	75,216	45,556	32,113
528 MCHENRY	75,819	39,126	37,109
503 BLACK HAWK	106,734	52,975	31,946
540 HEARTLAND	71,162	52,715	33,766
514 ILLINOIS CENTRAL	99,370	51,404	35,974
526 LINCOLN LAND	83,655	45,964	33,629
505 PARKLAND	84,688	65,056	40,546
537 RICHLAND	66,520	47,606	34,176
511 ROCK VALLEY	91,112	45,664	29,758
522 SOUTHWESTERN	108,561	38,702	28,974
509 ELGIN	120,979	68,872	44,323
527 MORTON	83,368	51,920	35,311
515 PRAIRIE STATE	77,629	45,476	34,276
510 SOUTH SUBURBAN	88,975	53,071	37,350
516 WAUBONSEE	100,838	51,779	36,964
508 CHICAGO	110,348	63,064	42,420
502 DUPAGE	139,230	70,839	44,665
512 HARPER	117,739	61,219	37,729
525 JOLIET	94,799	64,593	44,711
532 LAKE COUNTY	108,833	60,753	38,922
524 MORAIN VALLEY	121,044	55,353	47,501
535 OAKTON	125,848	62,243	41,241
504 TRITON	98,035	68,778	46,186
STATE AVERAGE*	\$89,413	\$55,259	\$38,180

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2007 TO 2011**

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 (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2007 TO 2011**

	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
Faculty (9 Month)	\$61,770	\$62,945	\$64,537	\$66,582	\$68,260
Faculty (12 Month)	\$51,310	\$52,217	\$51,625	\$55,067	\$53,284
Administrators (12 Month)	\$79,898	\$82,163	\$84,979	\$87,282	\$87,480
Other Professionals (9 Month)	\$61,196	\$62,100	\$64,678	\$64,990	\$66,379
Other Professionals (12 Month)	\$46,741	\$48,378	\$50,217	\$51,753	\$52,998

SOURCE OF DATA: ICCB Salary Reports