

# Fiscal Year 2013 Salary Report

for the  
Illinois Public Community Colleges



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## HIGHLIGHTS OF THE FISCAL YEAR 2013 SALARY REPORT

1. Fiscal Year 2013 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$70,246
Administrative (12 month)	\$89,988
Other (Nonteaching) Professional (9 month)	\$70,596

2. Fiscal Year 2012 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$12,850
Administrative (12 month)	\$13,242
Other (Nonteaching) Professional (9 month)	\$12,326
Classified (12 month)	\$12,464

3. Fiscal Year 2013 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$674/credit hour
Full-Time Faculty Overload Rate	\$777/credit hour
Full-Time Faculty Summer Rate	\$918/credit hour

4. Fiscal Year 2013 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)	\$41,794
Master's Degree, Plus Zero Hours (5 Years Experience)	\$47,864
Master's Degree, Maximum Hours (5 Years Experience)	\$55,899
Doctorate, Maximum Hours (Maximum Experience)	\$98,690

5. Fiscal Year 2012 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2011 and June 30, 2012. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$79,185
Administrative (12 month)	\$83,157
Other (Nonteaching) Professional (9 and 12 month)	\$50,316
Classified	\$37,159

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**FISCAL YEAR 2013 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 2013 Salary Report* reflect the census date of October 1, 2012. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested entities or persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2012 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 2013 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 2013. 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 2013  
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Low Faculty Salaries	\$21,501	\$52,913	\$41,529
Average Faculty Salaries	\$49,864	\$101,387	\$70,246*
High Faculty Salaries	\$63,050	\$149,687	\$100,025
Median Faculty Salaries	\$45,933	\$106,847	\$65,080

\*Weighted

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Table 2

FISCAL YEAR 2013 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	52	\$ 37,080	\$ 46,760	\$ 50,415	\$ 55,655	\$ 82,260	\$ 52,907
531 SHAWNEE	38	45,649	51,053	57,546	60,554	72,239	56,750
533 SOUTHEASTERN	37	43,356	51,475	56,312	60,630	67,406	55,426
534 SPOON RIVER	35	38,418	44,586	45,933	57,427	72,874	50,934
539 WOOD	52	36,857	45,322	52,379	59,221	73,309	52,734
507 DANVILLE	59	39,655	44,805	49,783	55,725	63,050	49,864
519 HIGHLAND	45	52,913	65,575	72,567	81,496	97,039	73,785
501 KASKASKIA	72	44,933	57,743	67,063	76,040	84,932	66,760
523 KISHWAUKEE	72	41,000	47,222	54,026	61,656	98,960	55,370
521 REND LAKE	54	43,410	51,670	57,585	66,955	82,555	58,887
506 SAUK VALLEY	42	33,137	45,783	53,955	60,164	80,003	52,773
529 ILLINOIS EASTERN	90	38,199	47,268	54,178	60,665	85,483	54,897
513 ILLINOIS VALLEY	79	38,580	55,294	65,362	72,551	101,403	64,953
520 KANKAKEE	71	39,717	50,064	57,240	64,040	96,440	58,358
517 LAKE LAND	102	36,677	44,518	53,547	60,845	74,040	52,695
536 LEWIS AND CLARK	103	31,823	56,508	63,235	72,947	96,716	64,270
530 LOGAN	91	46,053	57,429	68,805	76,584	91,222	67,761
528 MCHENRY	99	52,752	69,708	88,077	105,033	113,511	87,145
503 BLACK HAWK	130	39,760	47,395	57,270	69,190	99,195	59,317
540 HEARTLAND	87	41,387	50,344	57,938	66,326	97,927	59,453
514 ILLINOIS CENTRAL	183	38,520	51,837	57,860	63,718	89,651	58,780
526 LINCOLN LAND	129	27,738	62,230	75,764	87,823	117,206	75,697
505 PARKLAND	174	44,010	62,184	67,738	76,904	94,580	68,534
537 RICHLAND	65	38,237	47,566	56,446	64,179	91,154	56,318
511 ROCK VALLEY	157	21,501	53,115	60,841	73,050	101,955	63,288
522 SOUTHWESTERN	152	44,226	55,457	62,689	69,555	121,520	64,000
509 ELGIN	130	50,372	74,294	91,151	109,066	116,835	89,386
527 MORTON	52	46,661	64,570	72,782	85,848	123,082	76,724
515 PRAIRIE STATE	76	42,227	54,314	64,833	74,539	115,457	66,627
510 SOUTH SUBURBAN	95	34,147	51,680	61,628	84,252	112,368	66,314
516 WAUBONSEE	106	42,823	55,674	67,508	83,578	104,134	69,910
508 CHICAGO	550	50,025	60,373	68,729	79,288	124,650	71,883
502 DUPAGE	273	50,421	87,733	106,847	118,444	124,677	101,387
512 HARPER	204	43,686	58,557	75,090	92,435	118,925	76,889
525 JOLIET	218	43,457	65,535	76,580	93,602	120,885	79,039
532 LAKE COUNTY	210	45,572	64,613	82,465	101,002	121,089	83,232
524 MORAIN VALLEY	189	44,960	53,317	58,620	67,307	101,857	60,618
535 OAKTON	139	45,180	69,582	84,297	104,805	149,687	88,501
504 TRITON	98	44,500	50,240	63,047	72,577	120,695	66,205
TOTALS/AVERAGES	4,610	\$ 41,529	\$ 55,728	\$ 65,080	\$ 75,530	\$ 100,025	\$ 70,246
Lowest Low/Highest/High		\$ 21,501				\$ 149,687	

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

Table 3

FISCAL YEAR 2013 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	2	\$ 54,949	\$ 54,949	\$ 55,052	\$ 55,154	\$ 55,154	\$ 55,052
533 SOUTHEASTERN	2	35,195	35,195	40,572	45,948	45,948	40,572
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	3	60,085	60,085	67,038	75,308	75,308	67,477
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	1	47,277	47,277	47,277	47,277	47,277	47,277
521 REND LAKE	14	40,268	43,881	45,823	50,618	69,105	48,268
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	12	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	1	38,881	38,881	38,881	38,881	38,881	38,881
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	4	59,130	59,716	61,472	64,924	67,205	62,320
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	5	56,606	59,859	68,981	78,027	86,333	69,961
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	4	37,042	37,061	37,358	46,438	55,240	41,749
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	2	86,595	86,595	95,150	103,705	103,705	95,150
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	15	43,385	48,570	60,308	64,601	71,066	57,800
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	65	\$ 50,403	\$ 51,458	\$ 55,278	\$ 59,692	\$ 63,387	\$ 54,216
Lowest Low/Highest/High		\$ 35,195				\$ 103,705	

-- = Not Applicable

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2013 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 2013.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 2013  
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	\$374	\$1,150	\$674
Overload Rates (Full-time Faculty)	\$418	\$1,132	\$777
Summer Term Rates (Full-time Faculty)	\$515	\$2,558	\$918

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Table 5

FISCAL YEAR 2013 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	\$ 659	\$ 767	\$ 875
531 SHAWNEE	490	625	625
533 SOUTHEASTERN	425	750	875
534 SPOON RIVER	550	672	768
539 WOOD	611	721	721
507 DANVILLE	545	560	575
519 HIGHLAND	528	1,132	1,152
501 KASKASKIA	468	714	675
523 KISHWAUKEE	532	800	1,000
521 REND LAKE	426	765	765
506 SAUK VALLEY	643	675	675
529 ILLINOIS EASTERN	374	440	515
513 ILLINOIS VALLEY	640	640	640
520 KANKAKEE	685	668	715
517 LAKE LAND	593	725	725
536 LEWIS AND CLARK	690	690	690
530 LOGAN	715	741	824
528 MCHENRY	617	706	706
503 BLACK HAWK	548	830	825
540 HEARTLAND	756	875	875
514 ILLINOIS CENTRAL	636	800	800
526 LINCOLN LAND	658	815	815
505 PARKLAND	1,017	1,050	1,050
537 RICHLAND	595	692	945
511 ROCK VALLEY	563	841	1,027
522 SOUTHWESTERN	722	1,050	1,050
509 ELGIN	906	885	1,000
527 MORTON	745	820	925
515 PRAIRIE STATE	625	546	840
510 SOUTH SUBURBAN	491	418	870
516 WAUBONSEE	675	939	1,049
508 CHICAGO	877	731	1,864
502 DUPAGE	950	951	2,558
512 HARPER	961	832	851
525 JOLIET	733	921	1,008
532 LAKE COUNTY	929	956	956
524 MORAIN VALLEY	797	986	1,380
535 OAKTON	1,150	730	730
504 TRITON	752	829	865
AVERAGES	\$ 674	\$ 777	\$ 918

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2013 SALARY SCHEDULES FOR  
FULL-TIME FACULTY WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2013 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 2013 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 2013 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)	\$32,243	\$52,752	\$41,794
Master's Degree, Plus Zero Hours (5 Years Experience)	\$36,950	\$64,172	\$47,864
Master's Degree, Maximum Hours (5 Years Experience)	\$36,950	\$80,857	\$55,899
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$52,878	\$133,093	\$98,690

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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 2013

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	\$ 37,890	\$ 42,340	\$ 46,600	\$ 97,620
531 SHAWNEE	40,651	46,275	51,569	82,921
533 SOUTHEASTERN	38,002	42,147	48,193	77,040
534 SPOON RIVER	38,418	41,387	45,933	92,934
539 WOOD	36,858	40,693	45,477	84,208
507 DANVILLE	44,000	44,000	46,000	62,534
519 HIGHLAND	47,244	57,307	70,394	97,039
501 KASKASKIA	43,798	49,595	58,968	93,768
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	41,610	44,610	59,605	83,605
506 SAUK VALLEY	32,243	36,950	36,950	80,003
529 ILLINOIS EASTERN	37,017	N/A	N/A	89,152
513 ILLINOIS VALLEY	37,385	43,786	51,588	95,925
520 KANKAKEE	39,717	43,773	52,811	103,796
517 LAKE LAND	36,677	47,072	48,872	52,878
536 LEWIS & CLARK	41,533	46,537	51,976	96,716
530 LOGAN	40,365	47,475	55,672	92,393
528 MCHENRY	52,752	58,404	76,773	113,511
503 BLACK HAWK	39,760	44,299	49,356	84,398
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	41,336	46,132	46,132	72,303
526 LINCOLN LAND	40,703	47,411	54,885	101,762
505 PARKLAND	40,467	48,957	52,663	94,580
537 RICHLAND	37,042	39,884	51,786	87,907
511 ROCK VALLEY	43,002	48,002	55,522	101,955
522 SOUTHWESTERN	46,593	51,118	55,256	91,760
509 ELGIN	46,213	54,531	74,321	116,835
527 MORTON	42,702	49,503	56,150	125,208
515 PRAIRIE STATE	41,540	49,399	58,909	104,868
510 SOUTH SUBURBAN	33,171	38,345	46,875	107,114
516 WAUBONSEE	42,395	45,963	52,669	104,087
508 CHICAGO	48,925	55,479	60,373	123,568
502 DUPAGE	50,421	64,172	80,857	124,677
512 HARPER	42,332	48,016	60,231	118,925
525 JOLIET	44,388	47,224	54,191	109,248
532 LAKE COUNTY	45,572	55,393	68,362	121,089
524 MORAIN VALLEY	44,296	48,791	53,610	111,406
535 OAKTON	43,100	51,858	63,394	133,093
504 TRITON	46,250	56,270	69,440	120,695
AVERAGES	\$ 41,794	\$ 47,864	\$ 55,899	\$ 98,690

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 2013**

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 2013**

	Range		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12	18	15
Average Weekly Office/Academic Advising Hours	2	10	6
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 2013

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year----		Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
				in Weeks	in Instructional Days					
518 SANDBURG	30	15	5	32	160	Y	4	2014	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	3	2015	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	34	154	Y	3	2014	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	158	Y	2	2014	Y	IEA/NEA
539 WOOD	30	15	4	30	164	Y	3	2014	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	4	2015	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Y	3	2013	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	2	30	150	Y	4	2016	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	154	Y	4	2014	N	IFT/AFT-AFL/CIO
521 REND LAKE	30	18	5	36	166	Y	2	2013	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	150	Y	4	2014	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	153	Y	2	2014	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	168	Y	3	2014	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	34	178	Y	4	2014	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	152	Y	3	2013	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	3	2014	Y	IEA/NEA
530 LOGAN	30	15	10	37	150	Y	2	2014	Y	IEA/NEA
528 MCHENRY	30	15	5	32	180	Y	5	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	4	2015	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Y	3	2014	Y	ICC Faculty Forum
526 LINCOLN LAND	30	15	6	33	165	Y	3	2015	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	12	5	32	179	Y	1	2015	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	36	180	Y	3	2014	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	3	2013	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	5	31	155	Y	3	2015	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	180	Y	5	2017	Y	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	159	Y	3	2013	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	2015	Y	IEA/NEA
512 HARPER	30	15	10	36	160	Y	3	2015	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	177	Y	4	2015	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	2	2013	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	4	2016	Y	IEA/NEA
504 TRITON	30	15	10	32	158	Y	3	2015	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES 30 15 6 34 163 N = 0 1 = 1 0 =2012 N = 3 IEA/NEA = 12  
 - Not Applicable / Not Specified in Contract Y = 39 2 = 5 9 =2013 Y = 36 IFT/AFT-AFL/CIO = 25  
 SOURCE OF DATA: Salary Submission (C2) 3 = 15 17 =2014 Local Fac Assoc./  
 4 = 12 10 =2015 Teachers' Union = 2  
 5 = 6 2 =2016  
 6 = 0 1 =2017  
 7 = 0 0 =2018

Section V

**FISCAL YEAR 2013 CONTRACTUAL BASE SALARIES  
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2013 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 \$70,596. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$53,715.

Table 10

**SUMMARY OF  
FISCAL YEAR 2013 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)	\$20,879	\$69,582	\$45,188
Lowest Salaries (12 month)	\$17,488	\$43,775	\$29,499
Average Salaries (9 month)	\$25,238	\$102,366	\$70,596*
Average Salaries (12 month)	\$32,123	\$69,567	\$53,715*
Highest Salaries (9 month)	\$28,401	\$133,093	\$82,020
Highest Salaries (12 month)	\$56,430	\$146,739	\$86,561
Median Salaries (9 month)	\$24,842	\$106,847	\$62,575
Median Salaries (12 month)	\$29,935	\$66,397	\$46,576

\*Weighted

## Illinois Community College Board

Table 11

FISCAL YEAR 2013 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	4	52,420	57,350	65,370	73,480	78,500	65,415
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	4	\$ 34,194	\$ 38,689	\$ 43,702	\$ 49,230	\$ 54,239	\$ 43,959
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	3	56,618	56,618	61,167	62,534	62,534	60,106
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	4	55,454	61,597	69,916	76,020	79,947	68,808
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	1	28,401	28,401	28,401	28,401	28,401	28,401
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	14	37,220	41,258	50,412	54,297	63,730	50,012
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	38,585	38,585	38,585	38,585	38,585	38,585
528 MCHENRY	7	58,404	66,882	88,077	99,381	105,033	83,031
503 BLACK HAWK	5	30,388	41,958	44,749	65,305	74,026	51,285
540 HEARTLAND	5	20,879	24,243	24,842	25,419	30,805	25,238
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	49,782	49,782	65,342	77,860	77,860	64,328
505 PARKLAND	3	42,959	42,959	56,487	58,000	58,000	52,482
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	3	50,040	50,040	60,011	89,942	89,942	66,664
509 ELGIN	10	58,592	79,281	96,995	112,884	116,835	93,038
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	47,960	47,960	51,056	55,370	56,588	51,665
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	9	42,365	52,440	59,654	64,457	69,373	58,439
508 CHICAGO	16	50,025	62,938	69,231	80,326	109,204	72,567
502 DUPAGE	21	55,921	95,296	106,847	109,094	124,677	102,366
512 HARPER	24	42,332	60,999	73,926	83,852	118,925	74,891
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	22	29,568	55,603	73,439	101,002	114,884	76,520
524 MORAIN VALLEY	20	36,604	42,967	48,043	53,317	92,689	50,383
535 OAKTON	9	69,582	84,309	90,322	95,097	133,093	95,949
504 TRITON	6	51,025	65,830	72,658	107,062	108,590	79,637
TOTALS/AVERAGES	198	\$ 45,188	\$ 54,173	\$ 62,575	\$ 72,214	\$ 82,020	\$ 70,596
Lowest Low/Highest High		\$ 20,879				\$ 133,093	

\* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

Table 12

FISCAL YEAR 2013 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	65	\$ 21,270	\$ 28,090	\$ 33,260	\$ 38,100	\$ 62,530	\$ 34,131
531 SHAWNEE	36	36,800	38,325	42,930	46,736	84,762	45,406
533 SOUTHEASTERN	28	18,137	19,001	31,779	42,919	56,430	32,136
534 SPOON RIVER	37	25,250	31,174	35,049	40,000	58,876	36,360
539 WOOD	52	22,891	26,448	29,935	36,930	62,707	32,123
507 DANVILLE	41	28,188	36,234	42,500	49,880	89,009	44,539
519 HIGHLAND	36	29,580	36,158	41,076	47,765	63,000	42,012
501 KASKASKIA	52	28,000	34,723	40,000	44,940	76,288	41,204
523 KISHWAUKEE	49	18,686	41,000	48,175	54,750	68,000	47,057
521 REND LAKE	52	18,953	32,859	37,900	46,342	60,706	38,765
506 SAUK VALLEY	32	32,284	38,060	43,703	52,972	61,548	45,082
529 ILLINOIS EASTERN	106	21,653	29,326	37,078	43,017	68,346	37,376
513 ILLINOIS VALLEY	46	29,661	40,170	47,863	54,309	75,277	47,891
520 KANKAKEE	33	30,326	37,835	41,330	51,397	66,643	44,011
517 LAKE LAND	85	26,603	33,700	43,666	53,145	114,547	46,794
536 LEWIS AND CLARK	68	25,842	30,145	36,428	45,099	71,438	38,261
530 LOGAN	74	30,131	40,598	45,391	51,721	70,156	46,107
528 MCHENRY	126	30,389	38,760	44,533	54,885	100,413	48,658
503 BLACK HAWK	132	25,849	40,668	47,658	61,008	95,000	50,960
540 HEARTLAND	85	29,700	34,597	39,832	45,677	71,139	41,526
514 ILLINOIS CENTRAL	139	27,768	39,929	46,350	52,857	76,220	47,849
526 LINCOLN LAND	111	30,170	40,911	48,696	54,763	67,477	48,839
505 PARKLAND	136	17,488	41,384	50,384	65,877	100,932	54,360
537 RICHLAND	32	25,563	35,572	39,192	48,172	109,295	43,229
511 ROCK VALLEY	103	37,690	44,825	50,000	56,763	84,782	51,205
522 SOUTHWESTERN	113	31,624	46,201	58,000	75,558	132,637	62,537
509 ELGIN	147	31,981	55,259	64,964	77,961	129,178	66,394
527 MORTON	12	36,225	44,148	50,551	54,911	61,502	49,722
515 PRAIRIE STATE	79	25,746	40,096	45,393	50,000	76,809	45,788
510 SOUTH SUBURBAN	90	22,000	34,658	40,609	54,250	84,352	45,088
516 WAUBONSEE	148	32,095	40,010	47,122	60,429	87,538	51,067
508 CHICAGO	596	29,246	48,776	57,735	70,000	146,739	61,861
502 DUPAGE	262	40,123	56,784	65,437	77,792	112,382	68,520
512 HARPER	194	43,775	57,815	66,397	79,905	130,198	69,567
525 JOLIET	146	34,529	46,996	53,153	61,766	81,915	54,900
532 LAKE COUNTY	190	31,300	39,235	44,440	56,848	95,564	49,197
524 MORAIN VALLEY	158	40,510	51,253	59,278	70,842	110,778	62,221
535 OAKTON	137	41,366	49,691	60,376	69,349	117,189	62,793
504 TRITON	74	41,076	50,266	58,297	65,859	93,595	59,950
TOTALS/AVERAGES	4,102	\$ 29,499	\$ 39,787	\$ 46,576	\$ 55,525	\$ 86,561	\$ 53,715
Lowest Low/Highest High		\$ 17,488				\$ 146,739	

\* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

## Section VI

**FISCAL YEAR 2013 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 2013. The weighted average administrative staff salary ranged from a low of \$63,016 to a high of \$131,243. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2013 salaries; and the median fiscal year 2013 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 2013 was \$89,988. The lowest reported administrative salary was \$26,546 and the highest was \$282,703. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2013  
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$26,546	\$84,234	\$52,856
Average Administrative Salaries	\$63,016	\$131,243	\$89,988*
Highest Administrative Salaries	\$110,858	\$282,703	\$193,292
Median Administrative Salaries	\$56,529	\$123,443	\$81,601

\*Weighted

## Illinois Community College Board

Table 14

FISCAL YEAR 2013 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	19	\$ 44,670	\$ 51,400	\$ 75,750	\$ 99,820	\$ 166,900	\$ 81,534
531 SHAWNEE	16	47,264	54,890	64,407	74,385	123,000	68,280
533 SOUTHEASTERN	14	38,356	57,262	66,337	77,463	156,793	72,343
534 SPOON RIVER	21	38,189	52,886	61,250	75,750	110,858	67,426
539 WOOD	28	26,546	45,812	58,091	69,000	160,000	63,191
507 DANVILLE	17	46,550	72,376	77,175	83,325	170,149	84,791
519 HIGHLAND	20	43,671	60,021	75,150	88,620	139,860	76,826
501 KASKASKIA	35	33,917	42,884	56,529	73,991	186,523	63,544
523 KISHWAUKEE	20	58,000	72,718	86,601	90,651	170,472	89,076
521 REND LAKE	26	30,000	50,107	63,620	87,000	155,000	69,811
506 SAUK VALLEY	15	62,100	68,000	75,000	80,546	164,453	82,647
529 ILLINOIS EASTERN	30	34,913	46,338	69,845	104,792	173,938	76,188
513 ILLINOIS VALLEY	18	57,263	70,057	77,108	93,250	176,000	86,318
520 KANKAKEE	74	37,468	46,947	57,439	71,891	184,771	63,016
517 LAKE LAND	19	52,728	65,533	68,257	126,478	212,080	93,313
536 LEWIS & CLARK	60	35,633	51,879	72,379	91,011	271,516	82,554
530 LOGAN	50	41,312	61,285	72,769	87,482	170,000	77,441
528 MC HENRY	49	37,975	67,804	77,069	91,003	201,653	81,860
503 BLACK HAWK	13	84,234	95,000	106,090	130,332	175,000	112,025
540 HEARTLAND	67	45,687	52,757	61,039	77,375	187,464	71,608
514 ILLINOIS CENTRAL	32	56,110	72,344	91,986	101,869	234,119	95,212
526 LINCOLN LAND	59	55,566	67,823	79,821	105,103	216,648	87,520
505 PARKLAND	40	54,734	72,888	85,819	97,533	205,186	89,372
537 RICHLAND	40	37,748	51,350	68,588	82,661	194,900	73,112
511 ROCK VALLEY	34	47,336	69,722	75,867	91,316	179,071	83,598
522 SOUTHWESTERN	22	69,057	85,998	97,610	120,000	163,898	104,598
509 ELGIN	43	75,104	99,460	113,389	133,867	225,553	117,668
527 MORTON	23	50,167	67,002	74,804	88,708	169,950	83,429
515 PRAIRIE STATE	31	56,551	69,084	82,000	96,000	201,571	89,465
510 SOUTH SUBURBAN	24	55,403	70,708	75,000	103,811	146,835	87,234
516 WAUBONSEE	33	73,402	84,307	89,984	111,367	222,480	103,964
508 CHICAGO	160	58,800	78,400	93,339	109,112	271,739	101,363
502 DUPAGE	48	82,000	100,572	123,443	150,013	282,703	131,243
512 HARPER	45	73,000	95,920	117,795	144,200	255,852	124,446
525 JOLIET	31	73,857	83,355	92,847	110,235	190,000	101,145
532 LAKE COUNTY	68	48,216	74,065	87,063	106,216	236,391	94,853
524 MORAIN VALLEY	23	67,188	96,820	106,773	132,131	205,000	116,736
535 OAKTON	30	83,000	103,500	117,426	140,472	244,669	124,903
504 TRITON	38	47,688	66,431	87,000	110,000	235,411	95,355
TOTALS/AVERAGES	1,435	\$ 52,856	\$ 69,121	\$ 81,601	\$ 100,225	\$ 193,292	\$ 89,988
Lowest Low/Highest High		\$ 26,546				\$ 282,703	

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

## Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2013**

A summary of the fiscal year 2013 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 2013. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges.

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

Table 15

**SUMMARY OF FISCAL YEAR 2013 SALARIES PAID TO ADMINISTRATORS AT  
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$104,000	\$282,703	\$192,895
Chief Campus Administrator	\$118,907	\$155,250	\$142,247
Chief Finance Officer	\$52,000	\$199,297	\$126,700
Chief Academic Officer	\$69,903	\$206,764	\$133,888
Student Services Officer	\$58,926	\$182,470	\$104,394
Dean-Baccalaureate Education	\$75,000	\$152,933	\$95,064
Dean-Occupational/Career Education	\$57,700	\$150,660	\$95,042
Dean-Continuing Education	\$47,900	\$121,000	\$90,178
Director-Data Processing/Info Technology	\$65,022	\$188,870	\$105,944
Director-Research & Planning	\$47,550	\$158,953	\$85,631
Director-Admissions and Records	\$44,232	\$140,385	\$74,208
Director-Counseling	\$55,400	\$129,377	\$82,492
Director-Financial Aid	\$37,924	\$110,443	\$68,016
Director-Job Placement	\$51,479	\$93,205	\$78,279
Director-Student Activities	\$41,192	\$123,906	\$69,417
Director-Library/LRC	\$41,826	\$125,827	\$76,083
Director-Development/Grants	\$52,728	\$174,452	\$86,669
Director-Public Information/Relations	\$40,804	\$159,448	\$82,267
Director-Personnel/Human Resources	\$58,259	\$146,421	\$89,481
Director-Business Services	\$41,787	\$132,709	\$77,796
Director-Physical Facilities/Grounds	\$51,400	\$146,739	\$92,806
Director-Adult Education	\$50,918	\$155,544	\$82,137
Director-Athletics	\$38,189	\$107,303	\$75,932
Controller	\$43,671	\$149,247	\$86,565
Director-Business/Industry Center	\$42,432	\$149,350	\$83,619

\*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2013

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	\$166,900	1	2	1					\$77,050	1	7	4	\$100,840	1	2	2
SHAWNEE	123,000	1	0	2					84,423	1	6	2				
SOUTHEASTERN	156,793	1	3	1					92,844	1	5	4				
SPOON RIVER	104,000	1	0	1					110,858	1	9	2	102,898	1	3	2
WOOD	160,000	1	1	1					102,000	1	0	2	118,243	1	1	2
DANVILLE	170,149	1	13	1					88,764	1	1	3	134,883	1	15	2
HIGHLAND	139,860	1	6	1					102,824	1	7	2	104,550	1	2	2
KASKASKIA	186,523	1	11	1					93,525	1	1	2	108,413	1	1	2
KISHWAUKEE	170,472	1	5	1					123,235	1	4	2	128,000	1	0	2
REND LAKE	155,000	1	0	1					83,000	1	2	2				
SAUK VALLEY	164,453	1	7	1					69,500	1	0	3	126,154	1	1	2
ILLINOIS EASTERN	173,938	1	17	1	\$118,907	4	3	2	104,792	1	11	3	69,903	4	2	4
ILLINOIS VALLEY	176,000	1	4	1					106,346	1	4	2	117,000	1	0	2
KANKAKEE	184,771	1	3	1					129,098	1	11	2	117,224	1	11	2
LAKE LAND	212,080	1	5	1					128,895	1	17	2	128,632	1	4	2
LEWIS & CLARK	271,516	1	2	1									195,046	1	21	2
LOGAN	170,000	1	0	1					127,833	1	5	2	123,336	1	1	2
MC HENRY	201,653	1	2	1					52,000	1	0	2	138,515	1	3	2
BLACK HAWK	175,000	1	1	1					130,651	2	2	2	134,889	1	0	2
HEARTLAND	187,464	1	2	1					150,094	1	16	2	133,000	1	0	2
ILLINOIS CENTRAL	234,119	1	12	1					154,499	1	11	2	148,240	1	3	2
LINCOLN LAND	216,648	1	6	1					143,261	1	13	2	145,528	1	11	2
PARKLAND	205,186	1	14	1					118,772	1	3	2	119,742	1	14	2
RICHLAND	194,900	1	11	1					138,651	1	14	2	121,880	1	2	2
ROCK VALLEY	179,071	1	8	1					138,019	1	10	2	145,900	1	4	2
SOUTHWESTERN	163,898	1	4	1					93,506	1	2	2	156,938	1	11	2
ELGIN	225,553	1	6	1					161,946	1	2	2	166,437	1	2	2
MORTON	169,950	1	0	1	155,250	1	6	2					119,900	1	3	2
PRAIRIE STATE	201,571	1	4	1					134,760	1	2	2	137,917	1	3	2
SOUTH SUBURBAN	138,203	1	0	1												
WAUBONSEE	222,480	1	11	1					178,528	1	7	2	180,525	1	11	2
CHICAGO	271,739	1	2	1	153,727	7	1	2	189,000	1	0	3	184,783	1	1	3
DUPAGE	282,703	1	4	1					199,297	1	3	2	206,764	1	8	2
HARPER	255,852	1	3	1					191,889	1	2	2	197,219	1	2	2
JOLIET	190,000	1	1	1					129,177	1	0	2	162,776	1	2	2
LAKE COUNTY	236,391	1	3	1					164,199	1	3	2	166,815	1	5	2
MORAIN VALLEY	205,000	1	0	1					135,068	1	16	2				
OAKTON	244,669	1	17	1					162,365	1	4	2	146,251	1	6	2
TRITON	235,411	1	11	1					166,589	1	14	2	155,000	1	1	2
NUMBER OF PERSONS	39				12				37				37			
AVERAGES	\$ 192,895				\$ 142,247				\$ 126,700				\$ 133,888			

SOURCE OF DATA: Salary Submission (C1)



Illinois Community College Board

Table 16  
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2013

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	\$137,400	1	13	2					\$79,130	1	1	4	\$58,170	2	4	4
SHAWNEE	74,420	1	3	2	\$87,700	1	23	4								
SOUTHEASTERN	69,768	1	1	4	77,463	1	0	4	68,767	1	13	4				
SPOON RIVER	66,500	1	0	4					75,750	1	0	4				
WOOD	102,000	1	1	2	78,154	1	3	3	68,000	1	1	3				
DANVILLE					78,909	2	1	4	98,425	1	10	4				
HIGHLAND	90,079	1	5	3					86,520	1	6	4				
KASKASKIA	83,107	2	3	2	75,613	1	5	4	69,800	1	0	4				
KISHWAUKEE	84,048	1	2	4	78,310	4	1	4	95,272	1	7	4	86,000	1	0	2
REND LAKE	88,055	1	3	2	104,647	1	12	2	107,434	1	4	2	47,900	1	4	4
SAUK VALLEY	80,546	1	5	3	75,000	1	0	3								
ILLINOIS EASTERN	58,926	3	14	4												
ILLINOIS VALLEY					83,018	3	11	3	83,165	2	7	3				
KANKAKEE	94,655	1	2	3									81,072	1	15	4
LAKE LAND	128,757	1	7	2	112,726	1	16	3	126,478	1	24	3				
LEWIS & CLARK	137,972	1	4	2	90,256	1	3	4	86,020	1	4	4				
LOGAN	126,586	1	4	2	90,762	1	0	3					111,848	1	15	3
MC HENRY									98,442	1	1	4				
BLACK HAWK	110,205	1	3	2									95,000	1	1	4
HEARTLAND	84,916	1	2	3									101,488	2	5	2
ILLINOIS CENTRAL	97,603	1	4	3	111,672	1	1	2								
LINCOLN LAND	117,152	1	2	2												
PARKLAND	127,979	1	6	2	91,787	1	2	3	85,435	1	2	3				
RICHLAND	77,840	1	5	4	87,088	2	7	4					71,974	1	1	4
ROCK VALLEY	95,279	1	7	3					57,700	1	0	3				
SOUTHWESTERN	104,012	1	3	2	125,153	1	7	4	125,662	1	9	4	75,329	1	9	4
ELGIN	135,241	1	2	3	140,694	1	2	3	125,742	1	2	3	99,460	1	2	3
MORTON					88,708	1	2	4	72,937	3	3	4	60,962	1	4	4
PRAIRIE STATE	109,500	2	4	2	107,507	1	14	4	88,801	1	2	4	108,033	2	9	4
SOUTH SUBURBAN													71,324	1	9	4
WAUBONSEE	118,284	1	13	3	90,060	6	6	4					91,763	1	10	4
CHICAGO	93,679	5	8	4					101,000	3	1	4	89,500	2	5	4
DUPAGE					152,933	1	9	4	142,355	1	0	4	115,494	1	2	4
HARPER	182,470	1	13	2					150,660	1	11	4	117,795	1	6	4
JOLIET	129,177	1	0	2	106,049	1	4	4					101,863	1	3	4
LAKE COUNTY	163,105	1	15	2												
MORAIN VALLEY	142,335	1	2	2	104,499	1	2	4	111,373	1	5	4				
OAKTON	141,689	2	9	2	123,085	3	5	4	103,500	1	1	4	121,000	1	0	4
TRITON					82,266	1	0	4	111,847	1	0	4	101,112	1	5	4
NUMBER OF PERSONS	41				39				30				24			
AVERAGES	\$ 104,394				\$ 95,064				\$ 95,042				\$ 90,178			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16  
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2013

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	\$128,360	1	5	2					\$51,400	1	0	4	\$62,300	1	0	4
SHAWNEE	74,350	1	11	4					72,877	1	23	4	64,510	1	11	4
SOUTHEASTERN	74,529	1	17	6												
SPOON RIVER	66,025	3	5	4					50,625	1	0	6				
WOOD	65,022	1	5	4	\$47,550	1	2	4	44,232	1	3	4	55,400	1	3	4
DANVILLE	78,467	1	16	6												
HIGHLAND	73,800	1	4	4	60,468	1	6	4	50,730	1	3	4				
KASKASKIA	82,400	1	16	4	51,625	1	1	4	62,322	1	1	4				
KISHWAUKEE	85,222	1	8	4	73,651	2	7	2	78,485	1	7	4				
REND LAKE					90,400	1	13	2	47,937	1	0	4				
SAUK VALLEY	77,444	1	1	3	75,500	1	0	3								
ILLINOIS EASTERN	87,237	1	16	4					46,449	2	14	4				
ILLINOIS VALLEY	106,353	1	19	3					57,263	1	2	3	72,327	1	2	3
KANKAKEE	87,677	1	4	3	74,771	1	6	4	71,974	1	8	4	64,015	1	1	4
LAKE LAND	118,542	1	11	5	61,929	1	4	6	94,517	1	18	4				
LEWIS & CLARK	181,290	1	3	2					52,013	1	2	4				
LOGAN																
MC HENRY	145,930	1	2	2	78,177	1	3	4	81,231	1	0	4	80,870	1	0	4
BLACK HAWK	106,090	1	2	6	85,943	1	10	4								
HEARTLAND	118,979	1	15	3	74,439	1	2	3								
ILLINOIS CENTRAL	98,199	1	8	4	69,740	1	1	4	64,375	1	1	4	63,980	1	3	4
LINCOLN LAND	125,302	1	5	2	83,610	1	8	4	89,501	1	5	3	73,278	1	6	4
PARKLAND					82,482	1	4	5	83,844	1	2	5				
RICHLAND	69,394	1	1	4									85,322	1	4	4
ROCK VALLEY	91,316	1	0	4	76,000	1	2	3	72,128	1	6	4				
SOUTHWESTERN	120,000	1	1	2	118,189	1	32	2	88,150	1	10	4				
ELGIN	159,397	1	2	2	128,258	1	2	2					129,377	1	2	4
MORTON	85,371	1	1	4	66,960	1	7	4	59,649	1	7	4				
PRAIRIE STATE	96,000	1	1	4	64,632	1	14	4	78,800	1	4	4				
SOUTH SUBURBAN	93,000	3	1	3	68,699	1	5	4	66,484	1	6	4				
WAUBONSEE	108,150	1	1	3	73,402	1	2	4	81,586	1	6	4	85,378	1	6	4
CHICAGO	89,360	6	6	4	129,005	1	22	4	71,653	6	2	4				
DUPAGE	188,870	1	6	2	116,000	1	0	4	115,000	1	5	4	120,409	1	8	4
HARPER	123,086	3	2	4	109,484	1	3	4	140,385	1	10	3	94,734	1	10	4
JOLIET	150,000	1	0	4					89,683	1	8	4				
LAKE COUNTY	120,822	1	2	4	97,375	1	1	4	120,753	1	13	3				
MORAIN VALLEY	181,524	1	11	4	106,773	1	26	4	96,820	1	1	4	102,989	1	6	4
OAKTON	137,844	3	8	2	158,953	1	27	4	101,596	1	11	4				
TRITON	109,200	1	1	3					58,500	1	1	4				
NUMBER OF PERSONS	49				28				37				14			
AVERAGES	\$ 105,944				\$ 85,631				\$ 74,208				\$ 82,492			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16  
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2013

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	\$84,690	1	18	4					\$47,415	2	4	4	\$99,820	1	13	4
SHAWNEE	64,303	1	20	4									53,977	1	7	4
SOUTHEASTERN																
SPOON RIVER	52,886	1	7	6									57,683	1	11	6
WOOD	70,000	1	6	4									43,811	1	2	4
DANVILLE	67,859	1	26	4												
HIGHLAND	61,125	1	6	4									51,682	1	5	4
KASKASKIA	53,867	1	5	4									50,000	1	0	4
KISHWAUKEE													63,438	1	11	4
REND LAKE	54,000	1	0	6												
SAUK VALLEY													62,100	1	0	4
ILLINOIS EASTERN	37,924	4	8	4									41,826	4	7	4
ILLINOIS VALLEY	68,402	1	2	3									73,748	1	12	3
KANKAKEE	66,076	1	5	4					41,192	1	2	6	55,028	1	4	6
LAKE LAND	65,533	1	7	6												
LEWIS & CLARK	70,532	1	9	4	\$51,479	1	3	6	100,000	1	0	2	89,175	1	1	4
LOGAN	73,491	1	5	4	92,222	1	10	4	59,133	1	6	4	70,429	1	14	4
MC HENRY	66,792	1	1	4									75,900	1	1	4
BLACK HAWK																
HEARTLAND	76,500	1	0	4					58,614	1	5	4	64,334	1	11	4
ILLINOIS CENTRAL	66,009	1	4	4									56,110	1	2	6
LINCOLN LAND	98,227	1	27	3					57,278	1	7	4	87,961	1	2	4
PARKLAND	79,467	1	6	5	78,814	1	18	5	74,352	1	14	6	88,466	1	13	5
RICHLAND	55,185	1	4	4	69,465	1	6	4	55,676	1	4	4	58,145	1	1	4
ROCK VALLEY	63,332	1	6	4									89,568	1	13	4
SOUTHWESTERN	78,000	1	0	4					69,057	1	22	4	94,503	1	6	4
ELGIN													92,003	1	2	4
MORTON	59,105	2	0	4					74,804	1	0	4	67,002	1	4	4
PRAIRIE STATE	64,387	1	17	4									70,000	1	1	4
SOUTH SUBURBAN	84,124	1	17	4												
WAUBONSEE	89,984	1	5	6												
CHICAGO	66,882	7	3	4												
DUPAGE													124,955	1	5	4
HARPER	95,920	1	1	4	93,205	1	10	4	73,000	1	0	4	117,910	1	5	4
JOLIET	77,023	1	4	4												
LAKE COUNTY					84,558	1	8	4					125,827	1	11	4
MORAIN VALLEY	92,441	1	22	4	67,188	1	5	4					90,177	1	2	4
OAKTON	110,443	1	13	4	89,302	1	3	4	123,906	1	27	4	122,333	2	16	4
TRITON									90,000	1	0	3	101,112	1	6	4
NUMBER OF PERSONS	41				8				14				34			
AVERAGES	\$ 68,016				\$ 78,279				\$ 69,417				\$ 76,083			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16  
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2013

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	\$68,620	1	9	4	\$75,750	1	20	4	\$83,320	1	3	4	\$70,990	1	10	4
SHAWNEE													55,803	1	3	4
SOUTHEASTERN	57,620	1	2	4									62,280	1	6	4
SPOON RIVER					46,500	1	0	4	61,250	1	8	4				
WOOD	60,036	1	13	4	57,923	1	3	4	58,259	1	15	4	48,000	1	0	3
DANVILLE	72,376	1	3	4					81,291	1	1	4				
HIGHLAND					53,836	1	4	4	81,760	1	17	3				
KASKASKIA					57,742	1	27	4	70,614	1	13	4				
KISHWAUKEE	87,202	1	5	2	59,997	1	5	2	82,416	1	10	4				
REND LAKE					56,697	1	6	6								
SAUK VALLEY	73,648	1	5	4					75,029	1	8	4				
ILLINOIS EASTERN					40,804	4	8	4	69,819	1	11	4	41,787	6	7	4
ILLINOIS VALLEY									65,212	1	6	3				
KANKAKEE	75,140	1	2	4	70,872	1	9	4	78,919	1	5	4	53,816	1	4	6
LAKE LAND	52,728	1	2	6	68,061	1	14	5	68,073	1	7	6				
LEWIS & CLARK					102,500	1	3	2	74,256	1	2	4				
LOGAN					70,900	1	8	4	93,515	1	8	4	56,529	1	1	4
MC HENRY	65,000	1	0	4	73,461	1	5	4	86,760	1	4	2	79,597	1	3	4
BLACK HAWK									84,234	1	4	4				
HEARTLAND	58,079	1	6	3	66,089	1	1	3	80,560	1	14	3	62,198	1	14	3
ILLINOIS CENTRAL	92,977	1	11	3	111,011	1	12	2	105,205	1	5	3	62,071	1	1	4
LINCOLN LAND	67,063	1	5	4	91,469	1	8	4	105,103	1	12	3	105,103	1	5	3
PARKLAND	68,735	1	4	6	65,841	1	2	5	93,341	1	1	3				
RICHLAND					97,392	1	6	3	76,073	1	3	4				
ROCK VALLEY	92,000	1	2	4					91,316	1	2	4	85,531	1	8	4
SOUTHWESTERN					115,569	1	6	2	85,998	1	2	4	98,221	1	25	6
ELGIN	132,600	1	1	2	75,480	1	1	2	146,421	1	0	2	99,652	1	2	3
MORTON	100,583	1	2	2					81,934	1	4	4				
PRAIRIE STATE	72,761	1	15	4	85,000	1	5	4	87,500	1	0	4				
SOUTH SUBURBAN	55,403	1	21	4	57,188	1	9	4	70,000	1	4	4				
WAUBONSEE	86,685	1	8	4	85,665	1	5	4	111,367	1	21	4	83,986	1	3	4
CHICAGO	120,000	1	1	4	152,174	1	1	2					106,171	7	1	4
DUPAGE	174,452	1	3	2	152,543	1	3	2					90,000	1	0	4
HARPER	140,000	1	0	2	149,247	1	2	2	144,200	1	1	3				
JOLIET	110,235	1	9	4	73,859	1	1	4	114,421	1	4	4				
LAKE COUNTY	83,894	1	13	4	116,522	1	21	4	103,789	1	5	4	72,129	1	13	4
MORAIN VALLEY	106,773	1	24	4	101,922	1	13	4	107,440	1	14	4				
OAKTON	87,896	1	8	4	159,448	1	8	3	133,477	1	16	3	99,150	1	13	4
TRITON	77,550	1	6	4	83,200	1	1	4					132,709	1	6	3
NUMBER OF PERSONS	27				34				33				31			
AVERAGES	\$ 86,669				\$ 82,267				\$ 89,481				\$ 77,796			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2013

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	\$51,400	1	0	4												
SHAWNEE	58,905	1	3	4	\$72,887	1	17	4					\$59,273	1	10	6
SOUTHEASTERN	57,262	1	7	4												
SPOON RIVER	55,019	1	20	4	50,918	1	2	6	\$38,189	1	1	6				
WOOD	57,358	1	5	4												
DANVILLE	83,325	1	8	4									67,224	1	7	6
HIGHLAND	66,777	1	3	4	59,574	1	6	4	72,600	1	18	4	43,671	1	6	4
KASKASKIA	61,421	1	3	4	56,347	1	4	4					72,275	1	1	4
KISHWAUKEE													88,944	1	4	4
REND LAKE	102,291	1	17	4									81,513	1	9	4
SAUK VALLEY					63,032	1	2	4	69,679	1	19	5				
ILLINOIS EASTERN					64,065	1	4	4								
ILLINOIS VALLEY	69,956	1	7	3									70,057	1	2	3
KANKAKEE	99,590	1	4	3	91,745	1	8	4	84,359	1	4	4	66,080	1	1	4
LAKE LAND									68,073	1	7	6	76,911	1	5	5
LEWIS & CLARK	101,735	1	6	3	81,512	1	16	4	79,458	1	3	4				
LOGAN	87,482	1	17	4	89,283	1	16	4	102,572	1	12	4				
MC HENRY	83,389	1	2	4	74,557	1	5	4	91,825	1	22	4	77,924	1	1	4
BLACK HAWK																
HEARTLAND	94,353	1	6	3	70,981	1	6	3	58,079	1	6	4	98,618	1	21	3
ILLINOIS CENTRAL	93,366	1	1	4					73,535	1	1	4	82,155	1	6	4
LINCOLN LAND	77,414	1	3	4	65,635	1	5	4	63,693	1	12	4	84,451	1	14	4
PARKLAND	110,773	1	12	5	64,077	1	12	6	80,038	1	12	6	71,423	1	4	4
RICHLAND	99,452	1	24	4	51,732	1	8	4					63,141	1	4	4
ROCK VALLEY	74,820	1	2	4	59,059	1	0	4	61,933	1	1	6	71,324	1	0	4
SOUTHWESTERN	77,900	1	2	4	110,140	1	9	4	93,901	1	33	4	75,000	1	1	4
ELGIN	108,969	1	2	3	119,090	1	2	3					109,617	1	2	3
MORTON	93,080	1	13	4	75,447	1	14	4	70,409	2	1	4	71,188	1	5	4
PRAIRIE STATE	96,000	1	0	4	82,000	1	2	4	56,551	1	3	4	90,149	1	5	4
SOUTH SUBURBAN	88,753	1	13	4					72,600	1	6	4	104,108	1	11	4
WAUBONSEE	106,739	1	13	4	74,880	1	4	4					107,682	1	3	3
CHICAGO	146,739	1	2	3	92,746	6	2	4	64,046	4	4	4				
DUPAGE	138,010	2	5	4					105,002	1	6	4				
HARPER	115,360	1	1	4	89,502	1	3	5	91,974	1	5	4	149,247	1	2	3
JOLIET	95,856	1	5	4	77,023	1	2	4	86,139	1	17	4	114,421	1	10	4
LAKE COUNTY	106,379	1	10	4	155,544	1	29	4					107,625	1	1	3
MORAIN VALLEY	132,131	1	10	4	80,498	1	2	4	95,654	1	29	4	125,454	1	12	4
OAKTON	98,905	1	3	4	88,387	1	5	4	107,303	1	3	4	112,116	1	4	4
TRITON	119,299	1	3	4	104,000	1	1	4					82,237	1	10	4
NUMBER OF PERSONS	35				32				27				28			
AVERAGES	\$ 92,806				\$ 82,137				\$ 75,932				\$ 86,565			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16  
(Continued)  
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES  
DURING FISCAL YEAR 2013**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG				
SHAWNEE	\$47,535	1	25	4
SOUTHEASTERN				
SPOON RIVER	42,432	1	11	4
WOOD				
DANVILLE	68,000	1	0	4
HIGHLAND				
KASKASKIA	56,529	1	6	4
KISHWAUKEE	88,250	1	2	4
REND LAKE	57,718	1	13	6
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	85,450	1	27	3
KANKAKEE	60,390	1	22	6
LAKE LAND	67,526	1	0	4
LEWIS & CLARK				
LOGAN	85,121	1	15	4
MC HENRY	68,721	1	3	2
BLACK HAWK				
HEARTLAND				
ILLINOIS CENTRAL	90,397	1	14	4
LINCOLN LAND	71,183	1	7	4
PARKLAND	84,692	1	17	5
RICHLAND				
ROCK VALLEY				
SOUTHWESTERN	96,998	1	16	4
ELGIN				
MORTON				
PRAIRIE STATE				
SOUTH SUBURBAN				
WAUBONSEE				
CHICAGO	148,913	1	1	3
DUPAGE				
HARPER	149,350	1	2	2
JOLIET				
LAKE COUNTY	92,250	1	1	4
MORAIN VALLEY	106,323	1	1	4
OAKTON	104,594	1	7	4
TRITON				
NUMBER OF PERSONS	20			
AVERAGES	\$ 83,619			

SOURCE OF DATA: Salary Submission (C1)

## Section VIII

**SUMMARY OF FISCAL YEAR 2013  
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 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2013 salary 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 2013\*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	36	\$ 2,534	\$ 3,712	\$ 6,483
Accountant II	22	2,581	3,570	5,031
Account Clerk I	43	1,906	2,997	4,981
Account Clerk II	41	2,035	2,911	3,457
Admissions/Records Assistant	128	1,831	2,730	4,405
Admissions/Records Supervisor	69	3,027	4,573	9,135
Audio/Visual Services Manager	21	2,083	4,773	7,677
Bookstore Manager	25	2,444	4,621	8,810
Clerk Typist	382	1,608	2,784	3,859
Computer Operator I	18	2,510	3,425	4,478
Computer Operator II	4	3,668	4,152	4,637
Computer Programmer I	2	1,860	3,061	4,262
Computer Programmer II	11	2,642	4,279	7,115
Computer Systems Analyst	28	2,323	4,543	7,791
Building Custodian	861	1,763	2,694	4,207
Building Services Supervisor	89	2,417	4,146	7,583
Data Entry Operator	25	2,015	2,878	3,674
Library Assistant	122	1,690	2,840	4,143
Programmer/Analyst	55	3,401	5,148	7,077
Purchasing Assistant	21	1,889	3,168	4,960
Purchasing Supervisor	13	2,889	5,155	7,161
Telephone Operator	66	1,472	2,692	4,073
Secretary-General	413	1,710	2,761	4,448
Secretary-Administrative	267	1,837	3,092	5,234
Secretary-Executive	137	1,535	3,980	7,154
Security Officer/Guard	151	1,823	3,249	5,752
Security Supervisor	44	2,696	4,926	8,321
Shipping/Receiving Assistant	51	1,561	3,028	4,656
Administrator, Local Area Network	39	3,467	5,058	9,354
Telecommunications, Technician	16	2,109	3,928	5,623
Coordinator, Telecommunications	17	2,278	4,986	7,431
Program Administrative Assistant	89	2,051	2,899	4,025
Accountant III	14	2,279	4,372	6,545
Computer Programmer III	11	3,236	5,534	10,195
Account Technician I	40	2,297	3,011	3,305
Account Technician II	29	2,314	3,424	4,631
Account Technician III	40	3,723	4,207	4,711
Accountant IV	5	3,936	5,565	6,833
Accountant V	6	2,588	4,600	7,751
Administrative Aide	3	2,982	3,472	3,961
Administrative Assistant I	197	2,022	3,552	4,495
Administrative Assistant II	127	2,277	3,483	5,484
Admissions & Records Officer	30	3,109	4,654	7,876
Admissions Representative	58	2,099	3,198	6,020
Applications Programmer I, II, or III	41	3,258	4,947	7,358
Audio Visual Aids Technician I, II, or III	32	1,912	3,403	5,114
Benefits Manager	14	2,654	4,687	9,337
Budget Analyst	6	4,281	6,188	8,009
Building & Grounds Supervisor	30	2,804	4,551	7,290
Building Maintenance Coordinator	18	2,688	5,596	7,924
Building Mechanic	168	2,278	3,677	5,688
Business Manager	14	3,168	4,154	7,128
Cashier I	12	1,773	2,393	3,384
Cashier II	14	2,024	2,567	3,090
Cashier III	--	--	--	--
Cashier IV	3	2,167	3,294	4,042
Chief Accountant	9	4,939	6,701	8,980
Child Care Assistant	64	1,625	2,774	5,136
Child Care Development Supervisor	39	1,514	3,670	6,363



## 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 2013\*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	2	\$ 2,590	\$ 3,019	\$ 3,448
Data Processing Equipment Technician II	16	2,170	3,253	5,030
Data Processing Equipment Technician III	14	2,402	3,005	4,479
Financial Aid Adviser I	102	1,518	3,224	5,670
Financial Aid Adviser II	69	2,292	3,723	5,340
Financial Aid Adviser III	21	2,522	3,554	4,823
Financial Aid Adviser IV	21	2,556	4,533	7,589
Grounds Worker	87	1,709	3,079	4,689
Grounds-Assistant Superintendent of Grounds	3	2,348	3,897	5,284
Grounds-Superintendent of Grounds	3	3,647	4,533	5,225
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	80	1,959	4,050	7,610
Kitchen Helper	22	1,369	2,025	2,794
Microcomputer Support Specialist I	45	2,214	3,521	5,372
Microcomputer Support Specialist II	50	2,513	3,703	6,807
Microcomputer Support Specialist III	19	3,863	4,969	6,179
Painter	16	2,368	3,743	5,971
Payroll Clerk	11	1,535	3,128	4,561
Payroll Manager	10	3,181	4,603	7,016
Payroll Specialist	22	2,500	3,347	4,678
Program Advisor/Student Advisor	195	2,306	3,636	5,018
Program Coordinator- ESL	32	3,007	4,545	5,971
Program Coordinator- Literacy	26	2,444	3,780	5,590
Research Associate	29	2,530	4,084	5,342
Statistical Clerk	2	4,271	4,462	4,654
Training Assistant-Family Literacy Case Manager	4	2,170	2,566	2,961
Web Designer/Webmaster	22	2,357	4,451	7,566
Web Specialist	29	2,525	4,404	6,619

\*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 2012**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2012. 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 2012 FRINGE BENEFIT COSTS PER EMPLOYEE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Administrative	\$8,281	\$21,656	\$13,242
9-Month Teaching Faculty	\$4,986	\$21,512	\$12,850
12-Month Teaching Faculty	\$5,450	\$13,403	\$10,343
9-Month Other Professional (Nonteaching)	\$3,933	\$22,843	\$12,326
12-Month Other Professional (Nonteaching)	\$6,871	\$19,714	\$11,969
Classified	\$7,242	\$19,922	\$12,464

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2012

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
501 KASKASKIA	X	X	X	X	X	X	X	X	X		X	
523 KISHWAUKEE	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		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	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	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	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	X	X
525 JOLIET	X	X		X				X	X		X	
532 LAKE COUNTY	X	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	29	25	37	20	5	36	34	29	13	39	28

\*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2012 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	23	239,672	\$ 10,421	55	558,066	\$ 10,147			
531 SHAWNEE	17	140,780	8,281	38	275,222	7,243	2	10,900	\$ 5,450
533 SOUTHEASTERN	20	207,364	10,368	42	424,130	10,098	2	17,742	8,871
534 SPOON RIVER	10	157,533	15,753	34	404,899	11,909			
539 WOOD	6	63,548	10,591	49	619,362	12,640	3	33,584	11,195
507 DANVILLE	17	223,657	13,156	55	653,635	11,884			
519 HIGHLAND	20	321,823	16,091	45	609,602	13,547			
501 KASKASKIA	33	564,154	17,096	68	1,462,785	21,512			
523 KISHWAUKEE	20	187,045	9,352	68	611,737	8,996			
521 REND LAKE	25	304,843	12,194	56	719,982	12,857	14	174,592	12,471
506 SAUK VALLEY	17	277,498	16,323	45	719,748	15,994			
529 ILLINOIS EASTERN	27	265,714	9,841	81	925,840	11,430	12	74,871	6,239
513 ILLINOIS VALLEY	18	331,149	18,397	81	1,248,741	15,417			
520 KANKAKEE	73	786,224	10,770	73	777,173	10,646			
517 LAKE LAND	20	299,954	14,998	114	1,747,682	15,331			
536 LEWIS AND CLARK	61	524,155	8,593	103	823,990	8,000			
530 LOGAN	52	548,690	10,552	92	1,119,516	12,169	4	31,791	7,948
528 MC HENRY	47	450,067	9,576	100	1,264,372	12,644	7	70,134	
503 BLACK HAWK	11	170,501	15,500	129	1,613,156	12,505			
540 HEARTLAND	67	727,537	10,859	91	959,310	10,542	6	55,797	9,300
514 ILLINOIS CENTRAL	27	485,214	17,971	192	2,766,781	14,410			
526 LINCOLN LAND	59	598,828	10,150	117	1,250,716	10,690			
505 PARKLAND	40	833,172	20,829	174	3,403,381	19,560			
537 RICHLAND	41	508,330	12,398	76	971,616	12,784			
511 ROCK VALLEY	35	294,207	8,406	159	2,022,064	12,717			
522 SOUTHWESTERN	27	292,506	10,834	156	1,645,528	10,548	2	22,514	11,257
509 ELGIN	44	696,096	15,820	136	2,413,615	17,747			
527 MORTON	16	167,736	10,484	46	524,311	11,398			
515 PRAIRIE STATE	34	548,629	16,136	76	1,432,525	18,849			
510 SOUTH SUBURBAN	24	384,977	16,041	150	1,041,679	6,945			
516 WAUBONSEE	32	598,851	18,714	99	1,881,756	19,008			
508 CHICAGO	156	1,490,023	9,551	550	3,889,926	7,073	15	201,049	13,403
502 DUPAGE	44	764,042	17,365	272	4,690,364	17,244			
512 HARPER	44	952,857	21,656	197	2,741,045	13,914			
525 JOLIET	31	648,139	20,908	220	4,618,343	20,992			
532 LAKE COUNTY	66	1,180,428	17,885	194	967,378	4,986			
524 MORAIN VALLEY	24	416,573	17,357	189	3,270,807	17,306			
535 OAKTON	30	524,466	17,482	138	2,072,687	15,019			
504 TRITON	40	335,051	8,376	101	752,269	7,448			
TOTALS/AVERAGES	1,398	\$ 18,512,033	\$ 13,242	4,661	\$ 59,895,736	\$ 12,850	67	\$ 692,974	\$ 10,343

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20  
(Continued)  
FISCAL YEAR 2012 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	4	42,339	\$ 10,585	74	601,388	\$ 8,127	62	449,002	\$ 7,242
531 SHAWNEE				34	233,614	6,871	24	181,091	7,545
533 SOUTHEASTERN				25	254,039	10,162	19	176,012	9,264
534 SPOON RIVER				47	673,150	14,322	23	297,903	12,952
539 WOOD				59	681,394	11,549	72	768,187	10,669
507 DANVILLE	3	34,613	11,538	34	372,873	10,967	59	665,865	11,286
519 HIGHLAND				36	387,561	10,766	68	706,911	10,396
501 KASKASKIA				53	676,610	12,766	38	529,417	13,932
523 KISHWAUKEE	5	59,340	11,868	75	638,450	8,513	69	654,495	9,485
521 REND LAKE				56	634,725	11,334	48	527,599	10,992
506 SAUK VALLEY				36	549,205	15,256	48	659,526	13,740
529 ILLINOIS EASTERN				61	441,687	7,241	98	722,690	7,374
513 ILLINOIS VALLEY				49	596,589	12,175	56	745,119	13,306
520 KANKAKEE				36	347,678	9,658	54	541,086	10,020
517 LAKE LAND	7	88,226	12,604	67	951,234	14,198	80	1,117,200	13,965
536 LEWIS AND CLARK				61	469,135	7,691	78	596,255	7,644
530 LOGAN	1	3,933	3,933	73	626,606	8,584	126	983,732	7,807
528 MC HENRY				118	2,104,481	17,835	40	427,590	10,690
503 BLACK HAWK	2	23,381	11,691	2	23,085	11,543	205	2,500,147	12,196
540 HEARTLAND	6	49,168	8,195	90	808,307	8,981	62	534,540	8,622
514 ILLINOIS CENTRAL				142	2,027,583	14,279	171	2,362,887	13,818
526 LINCOLN LAND	3	33,862	11,287	108	1,039,061	9,621	142	1,341,411	9,447
505 PARKLAND	3	56,498	18,833	147	2,600,671	17,692	115	2,118,490	18,422
537 RICHLAND	35	362,277	10,351				45	527,766	11,728
511 ROCK VALLEY				132	1,280,353	9,700	145	1,861,265	12,836
522 SOUTHWESTERN	3	21,697	7,232	126	1,101,402	8,741	175	1,648,708	9,421
509 ELGIN	10	171,056	17,106	183	2,464,634	13,468	114	1,579,206	13,853
527 MORTON				8	72,916	9,115	75	710,043	9,467
515 PRAIRIE STATE				56	715,739	12,781	103	1,226,835	11,911
510 SOUTH SUBURBAN	15	153,569	10,238	82	910,455	11,103	105	1,117,667	10,644
516 WAUBONSEE	8	167,810	20,976				218	3,879,886	17,798
508 CHICAGO	16	132,586	8,287	593	5,988,920	10,099	633	7,445,583	11,762
502 DUPAGE	20	342,229	17,111				504	7,516,399	14,913
512 HARPER	22	321,221	14,601	193	2,388,184	12,374	252	2,658,871	10,551
525 JOLIET	1	22,843	22,843	145	2,858,574	19,714	165	3,287,110	19,922
532 LAKE COUNTY	18	81,236	4,513	193	2,256,960	11,694	204	2,254,511	11,052
524 MORAIN VALLEY	20	339,126	16,956	157	2,685,881	17,108	202	3,385,360	16,759
535 OAKTON	9	132,240	14,693				302	3,813,058	12,626
504 TRITON	7	47,917	6,845	75	543,773	7,250	182	2,056,838	11,301
TOTALS/AVERAGES	218	\$ 2,687,167	\$ 12,326	3,426	\$ 41,006,917	\$ 11,969	5,181	\$ 64,576,262	\$ 12,464

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2013  
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 2013 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 2013 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%	18.7%	3.0%
Faculty (9 and 12 Months)	0.0%	5.6%	3.1%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	7.4%	3.0%
Classified	0.0%	4.9%	2.7%

\*Weighted

## Illinois Community College Board

Table 22

FISCAL YEAR 2013 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	3.0	3.6	3.0	3.0
533 SOUTHEASTERN	2.6	2.6	2.6	0.0
534 SPOON RIVER	2.8	2.0	2.6	0.0
539 WOOD	0.0	4.0	0.0	0.0
507 DANVILLE	3.1	3.0	3.2	4.0
519 HIGHLAND	0.0	4.4	0.1	1.2
501 KASKASKIA	3.3	3.2	2.6	3.2
523 KISHWAUKEE	3.0	3.5	3.0	3.2
521 REND LAKE	12.8	4.4	5.3	4.9
506 SAUK VALLEY	3.5	3.5	3.5	3.5
529 ILLINOIS EASTERN	15.6	4.8	7.4	4.8
513 ILLINOIS VALLEY	3.0	3.8	3.2	3.5
520 KANKAKEE	3.4	4.0	3.3	3.3
517 LAKE LAND	2.9	3.0	3.0	3.7
536 LEWIS & CLARK	4.3	3.7	4.5	3.4
530 LOGAN	2.8	2.8	2.7	4.3
528 MC HENRY	3.0	5.6	1.6	0.0
503 BLACK HAWK	18.7	3.4	2.1	3.5
540 HEARTLAND	2.0	2.5	2.0	2.0
514 ILLINOIS CENTRAL	3.0	4.9	3.0	3.0
526 LINCOLN LAND	2.9	2.9	2.9	2.9
505 PARKLAND	3.1	5.4	3.2	3.1
537 RICHLAND	3.5	4.7	3.7	3.9
511 ROCK VALLEY	1.6	1.6	2.1	2.8
522 SOUTHWESTERN	0.0	2.8	2.8	0.0
509 ELGIN	2.3	3.2	2.2	2.0
527 MORTON	1.5	2.3	3.5	4.4
515 PRAIRIE STATE	2.0	3.0	2.0	2.0
510 SOUTH SUBURBAN	0.0	0.0	3.7	3.0
516 WAUBONSEE	3.0	2.0	2.0	3.0
508 CHICAGO	0.0	2.4	3.9	3.0
502 DUPAGE	3.2	3.2	3.2	3.2
512 HARPER	3.0	3.5	3.1	3.0
525 JOLIET	1.5	1.5	1.5	1.5
532 LAKE COUNTY	2.6	2.7	2.6	2.4
524 MORAIN VALLEY	3.0	3.0	3.0	3.0
535 OAKTON	0.0	3.0	3.0	0.0
504 TRITON	2.6	4.1	3.1	4.1
TOTALS/AVERAGES	3.0 %	3.1 %	3.0 %	2.7 %

--- = Data Not Available

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

## Section XI

**FISCAL YEAR 2012 AVERAGE TOTAL SALARY ACTUALLY PAID  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2012 and the average total salaries paid to full-time faculty in fiscal year 2012. The fiscal year 2012 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2011 to June 30, 2012.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2012 for those districts reporting data was \$10,049 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2012. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty has first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 2012 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 2012 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2012 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2012 Full-Time Average Faculty Contractual Base Salary	FY 2012 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$51,557	\$62,342	\$10,785	20.9 %
531 SHAWNEE	55,135	63,057	7,922	14.4
533 SOUTHEASTERN	54,191	59,891	5,701	10.5
534 SPOON RIVER	50,725	53,677	2,952	5.8
539 WOOD	52,239	56,846	4,607	8.8
507 DANVILLE	49,051	59,809	10,758	21.9
519 HIGHLAND	72,318	80,865	8,547	11.8
501 KASKASKIA	65,729	77,214	11,485	17.5
523 KISHWAUKEE	55,940	55,923	-17	0.0
521 REND LAKE	51,166	57,664	6,498	12.7
506 SAUK VALLEY	51,379	58,301	6,922	13.5
529 ILLINOIS EASTERN	53,074	57,080	4,007	7.5
513 ILLINOIS VALLEY	64,617	70,020	5,403	8.4
520 KANKAKEE	58,295	65,606	7,311	12.5
517 LAKE LAND	50,355	76,546	26,191	52.0
536 LEWIS AND CLARK	64,416	69,832	5,416	8.4
530 LOGAN	66,131	75,074	8,943	13.5
528 MCHENRY	83,665	86,447	2,782	3.3
503 BLACK HAWK	61,189	62,382	1,194	2.0
540 HEARTLAND	57,924	59,997	2,073	3.6
514 ILLINOIS CENTRAL	57,601	67,796	10,195	17.7
526 LINCOLN LAND	74,588	81,210	6,622	8.9
505 PARKLAND	65,333	73,207	7,874	12.1
537 RICHLAND	54,678	62,586	7,907	14.5
511 ROCK VALLEY	63,973	69,912	5,938	9.3
522 SOUTHWESTERN	62,517	84,218	21,701	34.7
509 ELGIN	88,013	103,365	15,352	17.4
527 MORTON	76,316	96,587	20,270	26.6
515 PRAIRIE STATE	67,535	73,978	6,443	9.5
510 SOUTH SUBURBAN	64,454	74,300	9,846	15.3
516 WAUBONSEE	70,459	77,576	7,117	10.1
508 CHICAGO	70,170	71,365	1,196	1.7
502 DUPAGE	99,394	122,676	23,281	23.4
512 HARPER	75,597	87,371	11,774	15.6
525 JOLIET	76,289	99,701	23,412	30.7
532 LAKE COUNTY	83,965	103,066	19,102	22.7
524 MORAIN VALLEY	59,608	78,067	18,459	31.0
535 OAKTON	95,776	95,171	-606	-0.6
504 TRITON	67,282	73,968	6,686	9.9
TOTAL/AVERAGES*	\$69,136	\$79,185	\$10,049	14.5 %

\*Weighted

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

## Illinois Community College Board

Table 24

FISCAL YEAR 2012 AVERAGE TOTAL SALARY ACTUALLY PAID FOR  
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$74,142	\$32,993	\$24,443
531 SHAWNEE	67,233	42,062	22,592
533 SOUTHEASTERN	70,904	28,096	27,339
534 SPOON RIVER	56,731	33,754	24,011
539 WOOD	59,905	29,087	23,297
507 DANVILLE	76,735	42,836	28,516
519 HIGHLAND	83,410	40,264	33,462
501 KASKASKIA	62,509	38,991	32,139
523 KISHWAUKEE	75,637	46,048	29,523
521 REND LAKE	63,696	34,646	32,901
506 SAUK VALLEY	75,572	41,829	25,370
529 ILLINOIS EASTERN	73,728	32,770	24,280
513 ILLINOIS VALLEY	85,442	46,766	32,970
520 KANKAKEE	60,395	38,726	32,806
517 LAKE LAND	94,282	46,832	33,048
536 LEWIS & CLARK	79,342	33,091	31,978
530 LOGAN	72,744	40,838	33,159
528 MCHENRY	76,405	48,763	30,093
503 BLACK HAWK	99,169	44,545	32,245
540 HEARTLAND	62,046	35,357	29,819
514 ILLINOIS CENTRAL	96,578	44,574	34,565
526 LINCOLN LAND	84,405	46,024	32,950
505 PARKLAND	88,199	53,710	35,638
537 RICHLAND	70,572	37,701	31,100
511 ROCK VALLEY	78,182	48,513	36,034
522 SOUTHWESTERN	104,971	61,614	42,170
509 ELGIN	111,669	67,371	47,024
527 MORTON	59,678	48,480	41,993
515 PRAIRIE STATE	72,908	43,243	35,621
510 SOUTH SUBURBAN	82,219	45,659	31,961
516 WAUBONSEE	97,701	49,418	36,039
508 CHICAGO	77,499	48,608	40,257
502 DUPAGE	120,105	67,174	42,783
512 HARPER	122,909	62,870	42,313
525 JOLIET	85,837	53,181	45,908
532 LAKE COUNTY	105,153	54,561	40,030
524 MORAIN VALLEY	111,700	59,123	36,753
535 OAKTON	123,896	65,312	44,685
504 TRITON	81,815	57,254	37,346
STATE AVERAGE*	\$83,157	\$50,316	\$37,159

\*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FOR FISCAL YEARS 2009 TO 2013**

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 is 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 2009 TO 2013**

	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Faculty (9 Month)	\$64,537	\$66,582	\$68,260	\$69,576	\$70,246
Faculty (12 Month)	\$51,625	\$55,067	\$53,284	\$52,941	\$54,216
Administrators (12 Month)	\$84,979	\$87,282	\$87,480	\$89,092	\$89,988
Other Professionals (9 Month)	\$64,678	\$64,990	\$66,379	\$66,577	\$70,596
Other Professionals (12 Month)	\$50,217	\$51,753	\$52,998	\$53,300	\$53,715

SOURCE OF DATA: ICCB Salary Reports