



FISCAL YEAR 2021

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

March 2022

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HIGHLIGHTS OF THE FISCAL YEAR 2021 SALARY REPORT

1. Fiscal Year 2021 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$82,517
Administrative (12 month)	\$103,673
Other (Nonteaching) Professional (9 month)	\$83,715

2. Fiscal Year 2021 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$817/credit hour
Full-Time Faculty Overload Rate	\$942/credit hour
Full-Time Faculty Summer Rate	\$1,063/credit hour

3. Fiscal Year 2021 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)	\$47,831
Master's Degree, Plus Zero Hours (5 Years Experience)	\$54,296
Master's Degree, Maximum Hours (5 Years Experience)	\$64,287
Doctorate, Maximum Hours (Maximum Experience)	\$107,137

4. Fiscal Year 2020 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2019, and June 30, 2020. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$104,951
Administrative (12 month)	\$106,258
Other (Nonteaching) Professional (9 and 12 month)	\$68,799
Classified	\$46,659

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**FISCAL YEAR 2021 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2021 Salary Report*, which derive from the ICCB Faculty, Staff, and Salary (C1) Data and Supplementary Faculty, Staff, and Salary Information, reflect the census date of October 1, 2020. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested entities or persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; and fiscal year 2020 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 2021 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 2021. 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 2021
(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	\$20,460	\$64,111	\$47,718
Average Faculty Salaries	\$58,425	\$108,630	\$82,517*
High Faculty Salaries	\$75,986	\$166,887	\$111,745
Median Faculty Salaries	\$56,361	\$106,851	\$74,573

*Weighted



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Table 2

FISCAL YEAR 2021 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	40	\$ 38,420	\$ 50,900	\$ 58,410	\$ 64,820	\$ 99,300	\$ 59,487
539 JOHN WOOD	45	40,206	48,103	56,361	65,963	84,691	58,425
531 SHAWNEE	28	48,318	59,006	69,966	73,503	90,339	67,538
533 SOUTHEASTERN ILLINOIS	31	38,666	50,209	59,250	67,137	75,986	58,549
534 SPOON RIVER	32	47,936	51,641	57,313	62,206	90,929	59,883
507 DANVILLE AREA	61	48,900	54,539	57,400	64,424	80,858	60,482
519 HIGHLAND	51	50,124	72,856	82,902	94,871	107,422	83,648
501 KASKASKIA	68	55,014	70,985	80,508	94,850	109,967	82,257
523 KISHWAUKEE	56	50,280	54,829	61,273	71,561	94,960	65,446
521 REND LAKE	34	53,400	61,100	72,150	82,300	90,500	71,197
506 SAUK VALLEY	47	41,144	50,572	60,763	67,975	81,335	60,423
529 ILLINOIS EASTERN	81	42,369	50,287	59,137	67,753	89,513	60,267
513 ILLINOIS VALLEY	75	46,792	58,405	73,686	87,859	122,285	73,950
530 JOHN A. LOGAN	71	46,219	61,715	68,599	78,127	99,023	70,924
520 KANKAKEE	63	47,067	61,125	67,026	78,158	101,075	69,644
517 LAKE LAND	98	39,064	47,924	57,855	69,075	91,943	59,721
536 LEWIS AND CLARK	100	45,110	65,361	79,758	91,678	107,675	78,206
528 MCHENRY COUNTY	89	61,815	83,213	97,478	116,498	128,385	98,167
503 BLACK HAWK	94	42,436	52,192	61,025	72,356	94,587	63,136
540 HEARTLAND	75	47,909	56,048	62,990	75,921	90,297	65,609
514 ILLINOIS CENTRAL	167	47,864	60,271	70,475	79,644	97,241	70,185
526 LINCOLN LAND	118	51,325	73,287	88,230	103,695	126,198	88,511
505 PARKLAND	157	30,487	68,846	81,742	90,191	109,619	78,699
537 RICHLAND	58	42,720	54,644	62,969	72,241	85,989	63,839
511 ROCK VALLEY	123	55,370	61,870	67,770	79,386	101,791	71,237
522 SOUTHWESTERN ILLINOIS	132	46,599	56,418	67,288	78,365	133,061	68,259
509 ELGIN	133	49,776	83,280	104,475	122,787	125,844	100,652
527 MORTON	75	48,508	63,297	69,435	88,470	126,381	75,269
515 PRAIRIE STATE	81	54,489	66,447	75,827	88,222	118,852	77,049
510 SOUTH SUBURBAN	75	20,460	51,680	63,210	87,675	119,321	70,018
516 WAUBONSEE	93	54,041	75,699	89,432	106,976	136,648	90,711
508 CITY COLLEGES OF CHICAGO	514	53,000	76,460	90,036	104,186	166,887	91,178
502 COLLEGE OF DUPAGE	267	64,111	89,043	106,851	135,713	142,673	108,630
532 COLLEGE OF LAKE COUNTY	206	59,807	86,110	102,532	124,043	146,059	104,766
512 HARPER	198	38,000	73,308	92,002	112,847	135,480	92,805
525 JOLIET JUNIOR	208	55,310	88,949	106,602	117,470	145,211	102,795
524 MORAIN VALLEY	186	54,559	69,046	77,214	85,096	129,006	77,564
535 OAKTON	149	54,255	71,912	81,363	104,874	140,541	88,697
504 TRITON	100	49,139	58,344	67,029	80,947	140,202	70,620
TOTALS/AVERAGES	4,279	\$ 47,718	\$ 63,844	\$ 74,573	\$ 87,432	\$ 111,745	\$ 82,517
Lowest Low/Highest/High		\$ 20,460				\$ 166,887	

* Weighted

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



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Table 3

FISCAL YEAR 2021 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES				AVERAGE*	
		LOW	25TH %TILE	MEDIAN	75TH %TILE		HIGH
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	2	73,261	73,261	78,629	83,997	83,997	78,629
531 SHAWNEE	3	51,848	51,848	69,083	70,807	70,807	63,913
533 SOUTHEASTERN ILLINOIS	2	57,903	57,903	59,923	61,943	61,943	59,923
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	17	48,204	56,488	61,394	66,836	77,787	62,425
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	8	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	1	78,547	78,547	78,547	78,547	78,547	78,547
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	5	51,008	59,003	62,476	68,199	82,957	64,729
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	4	52,387	60,677	71,746	81,445	88,365	71,061
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	1	70,288	70,288	70,288	70,288	70,288	70,288
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	12	56,228	61,533	69,703	78,213	97,758	72,026
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	55	\$ 58,510	\$ 61,497	\$ 66,721	\$ 70,570	\$ 75,787	\$ 63,900
Lowest Low/Highest/High		\$ 45,424				\$ 97,758	

-- = Not Applicable

* Weighted

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

Section II

**FISCAL YEAR 2021 PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 4 summarizes part-time faculty salary rates and overload rates paid to full-time faculty for the academic year and for the summer term per semester credit hour in Illinois public community colleges during fiscal year 2021.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 2021
PART-TIME FACULTY RATES PER SEMESTER CREDIT HOUR AND FULL-TIME
FACULTY OVERLOAD RATES FOR ACADEMIC YEAR AND SUMMER TERM
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$391	\$1,293	\$817
Full-time Faculty Overload Rates for Academic Year	\$565	\$1,399	\$942
Full-time Faculty Overload Rates for Summer Term	\$665	\$2,478	\$1,063



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Table 5

FISCAL YEAR 2021 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD RATES
FOR ACADEMIC YEAR AND SUMMER TERM

DISTRICT/COLLEGE	Part-time	Full-time Faculty Overload Rate Per Semester Credit Hour	
	Faculty Rate Per Semester Credit Hour	for Academic Year	for Summer Term
518 CARL SANDBURG	\$ 895	\$ 1,041	\$ 1,185
539 JOHN WOOD	600	938	938
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	500	770	875
534 SPOON RIVER	750	745	851
507 DANVILLE AREA	715	730	730
519 HIGHLAND	528	1,271	1,109
501 KASKASKIA	400	825	855
523 KISHWAUKEE	590	800	1,000
521 REND LAKE	492	825	825
506 SAUK VALLEY	803	877	877
529 ILLINOIS EASTERN	485	565	665
513 ILLINOIS VALLEY	780	720	700
530 JOHN A. LOGAN	799	839	935
520 KANKAKEE	833	810	810
517 LAKE LAND	655	770	770
536 LEWIS AND CLARK	750	750	750
528 MCHENRY COUNTY	913	820	925
503 BLACK HAWK	752	900	900
540 HEARTLAND	954	1,000	1,000
514 ILLINOIS CENTRAL	760	900	900
526 LINCOLN LAND	833	954	954
505 PARKLAND	1,223	1,399	1,399
537 RICHLAND	750	745	981
511 ROCK VALLEY	391	975	1,192
522 SOUTHWESTERN ILLINOIS	906	1,230	1,229
509 ELGIN	1,084	941	1,064
527 MORTON	984	993	1,205
515 PRAIRIE STATE	813	1,058	1,229
510 SOUTH SUBURBAN	783	754	847
516 WAUBONSEE	930	1,073	1,247
508 CITY COLLEGES OF CHICAGO	950	924	1,949
502 COLLEGE OF DUPAGE	1,158	1,239	2,478
532 COLLEGE OF LAKE COUNTY	1,186	1,226	1,226
512 HARPER	1,186	1,045	1,045
525 JOLIET JUNIOR	856	1,156	1,156
524 MORAIN VALLEY	1,073	1,309	1,887
535 OAKTON	1,293	1,040	990
504 TRITON	891	1,038	1,028
AVERAGES	\$ 817	\$ 942	\$ 1,063

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

Section III

**SALARIES BASED ON FISCAL YEAR 2021 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2021 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 2021 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 2021 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$33,171	\$59,807	\$47,831
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$80,000	\$54,296
Master's Degree, Maximum Hours (5 Years Experience)	\$46,581	\$95,346	\$64,287
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$47,283	\$155,433	\$107,137



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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 2021

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Max. Hours Max. Exp.
518 CARL SANDBURG	\$ 45,110	\$ 47,260	\$ 51,980	\$ 109,220
539 JOHN WOOD	39,418	43,520	48,744	92,466
531 SHAWNEE	50,863	51,848	58,025	94,538
533 SOUTHEASTERN ILLINOIS	42,321	46,938	53,671	88,105
534 SPOON RIVER	42,553	45,842	51,641	102,431
507 DANVILLE AREA	52,800	52,800	55,000	55,500
519 HIGHLAND	51,781	62,811	77,154	107,422
501 KASKASKIA	48,794	53,961	64,403	104,465
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	48,100	51,100	68,000	95,500
506 SAUK VALLEY	44,382	47,429	60,002	82,860
529 ILLINOIS EASTERN	37,987	80,000	95,346	98,155
513 ILLINOIS VALLEY	45,327	51,496	64,892	97,331
530 JOHN A. LOGAN	43,235	50,695	59,032	97,523
520 KANKAKEE	47,940	49,329	59,465	105,254
517 LAKE LAND	44,479	45,183	46,581	47,283
536 LEWIS AND CLARK	40,311	46,710	53,665	109,275
528 MCHENRY COUNTY	53,256	64,668	77,507	129,812
503 BLACK HAWK	47,051	52,192	57,920	87,005
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	46,936	52,333	52,333	58,489
526 LINCOLN LAND	45,725	53,263	61,658	114,324
505 PARKLAND	47,967	57,012	61,404	118,360
537 RICHLAND	40,734	44,098	57,395	93,691
511 ROCK VALLEY	53,491	58,491	89,845	114,323
522 SOUTHWESTERN ILLINOIS	49,453	55,596	59,934	100,960
509 ELGIN	49,776	58,736	80,050	125,844
527 MORTON	45,737	53,008	60,127	155,433
515 PRAIRIE STATE	51,623	60,847	72,562	120,323
510 SOUTH SUBURBAN	33,171	38,345	46,875	116,145
516 WAUBONSEE	51,919	55,109	65,678	136,648
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	56,291	71,644	90,271	142,673
532 COLLEGE OF LAKE COUNTY	59,807	62,323	75,413	146,059
512 HARPER	52,261	58,821	71,173	135,480
525 JOLIET JUNIOR	55,868	62,515	71,530	130,502
524 MORAIN VALLEY	51,027	56,203	61,756	133,152
535 OAKTON	51,927	54,255	68,640	140,541
504 TRITON	52,484	58,257	64,665	69,838
AVERAGES	\$ 47,831	\$ 54,296	\$ 64,287	\$ 107,137

N/A = Not Applicable

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

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2021**

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-two 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 2021**

	<u>Range</u>		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	15	15
Average Weekly Office/Academic Advising Hours	0	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34



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 Table 9
 INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
 ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2021

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year---- in Weeks	in Instructional Days	Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 CARL SANDBURG	30	15	5	32	160	Yes	5	2022	Yes	IEA/NEA
539 JOHN WOOD	30	15	0	32	164	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
531 SHAWNEE	30	15	10	39	154	Yes	1	2020	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	5	33	155	Yes	3	2021	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	154	Yes	4	2021	Yes	IEA/NEA
507 DANVILLE AREA	30	15	10	35	150	Yes	1	2021	Yes	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Yes	2	2021	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	35	170	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	180	Yes	4	2022	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	166	Yes	4	2021	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	1	2021	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Yes	2	2021	Yes	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	150	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
530 JOHN A. LOGAN	30	15	8	37	150	Yes	4	2023	Yes	IEA/NEA
520 KANKAKEE	30	15	7.5	34	173	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	31	168	No			Yes	IFT/AFT-AFL/CIO
536 LEWIS AND CLARK	30	15	10	32	180	Yes	3	2022	Yes	IEA/NEA
528 MCHENRY COUNTY	30	15	7	32	180	Yes	3	2022	Yes	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Yes	4	2021	Yes	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Yes	4	2022	No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Yes	3	2021	Yes	Other Local Group
526 LINCOLN LAND	30	15	5	33	168	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	No			Yes	Other Local Group
537 RICHLAND	30	15	5	34	170	No			Yes	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	4	34	170	No			Yes	IFT/AFT-AFL/CIO
522 SOUTHWESTERN ILLINOIS	30	15	10	40	184	No			Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	1	2020	Yes	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	No			Yes	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	163	Yes	3	2023	Yes	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Yes	4	2020	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Yes	2	2021	Yes	IFT/AFT-AFL/CIO
508 CITY COLLEGES OF CHICAGO	30	15	7	36	175	No			No	IFT/AFT-AFL/CIO
502 COLLEGE OF DUPAGE	30	15	10	32	166	Yes	3	2023	Yes	IEA/NEA
532 COLLEGE OF LAKE COUNTY	30	15	10	30	160	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
512 HARPER	30	15	10	34	160	Yes	5	2022	Yes	IFT/AFT-AFL/CIO
525 JOLIET JUNIOR	30	15	5	32	160	Yes	4	2023	Yes	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	35	170	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	32	153	Yes	4	2020	Yes	IEA/NEA
504 TRITON	30	15	10	34	158	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
TOTALS/AVERAGES	30	15	7	34	164	No = 7 Yes = 32	1 = 4 2 = 3 3 = 9 4 = 14 5 = 2 6 = 0 7 = 0	4 =2020 13 =2021 11 =2022 4 =2023 0 =2024 0 =2025 0 =2026	No = 3 Yes = 36	IEA/NEA = 12 IFT/AFT-AFL/CIO = Local Fac Assoc./ Teachers' Union = 2

--Not Applicable / Not Specified in Contract

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

Section V

**FISCAL YEAR 2021 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2021 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 \$83,715. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$60,993.

Table 10
**SUMMARY OF
FISCAL YEAR 2021 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$25,651	\$107,526	\$57,447
Lowest Salaries (12 month)	\$21,142	\$44,774	\$32,992
Average Salaries (9 month)	\$25,651	\$113,667	\$83,715*
Average Salaries (12 month)	\$39,956	\$72,821	\$60,993*
Highest Salaries (9 month)	\$25,651	\$152,409	\$90,612
Highest Salaries (12 month)	\$62,467	\$155,975	\$100,797
Median Salaries (9 month)	\$25,651	\$122,510	\$72,707
Median Salaries (12 month)	\$37,980	\$70,054	\$52,575

*Weighted



Illinois Community College Board

Table 11

FISCAL YEAR 2021 CONTRACTUAL BASE SALARIES FOR OTHER (NONTECHING)
PROFESSIONAL STAFF (9 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	1	32,469	32,469	32,469	32,469	32,469	32,469
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	3	69,093	69,093	75,979	78,382	78,382	74,485
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	--	--	--	--	--	--	--
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	43,947	47,223	58,116	68,802	91,069	60,172
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	67,997	67,997	72,752	77,507	77,507	72,752
503 BLACK HAWK	1	72,356	72,356	72,356	72,356	72,356	72,356
540 HEARTLAND	1	25,651	25,651	25,651	25,651	25,651	25,651
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	80,799	80,799	93,441	108,776	108,776	94,339
505 PARKLAND	2	30,629	30,629	31,099	31,569	31,569	31,099
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	4	35,360	53,043	71,808	76,011	79,131	64,527
522 SOUTHWESTERN ILLINOIS	3	55,596	55,596	60,149	72,410	72,410	62,718
509 ELGIN	3	107,526	107,526	109,666	116,685	116,685	111,292
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	60,729	62,158	69,334	77,321	79,561	69,739
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	9	64,375	77,291	86,425	90,105	106,976	85,157
508 CITY COLLEGES OF CHICAGO	12	58,350	60,075	69,942	90,036	152,409	80,035
502 COLLEGE OF DUPAGE	22	64,111	90,271	122,510	139,193	142,673	113,667
532 COLLEGE OF LAKE COUNTY	19	45,193	70,908	94,355	108,324	142,851	94,050
512 HARPER	11	75,449	89,462	99,832	109,816	135,480	101,212
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	20	44,416	57,913	62,840	74,381	85,069	64,839
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	132	\$ 57,447	\$ 63,914	\$ 72,707	\$ 80,544	\$ 90,612	\$ 83,715
Lowest Low/Highest/High		\$ 25,651				\$ 152,409	

-- = Not Applicable

* Weighted

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



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Table 12

FISCAL YEAR 2021 CONTRACTUAL BASE SALARIES FOR OTHER (NONTECHING)
PROFESSIONAL STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	57	\$ 25,160	\$ 35,600	\$ 37,980	\$ 44,030	\$ 88,880	\$ 42,179
539 JOHN WOOD	59	27,943	34,861	39,613	44,313	76,006	39,956
531 SHAWNEE	31	29,500	45,686	49,500	54,920	74,930	50,435
533 SOUTHEASTERN ILLINOIS	32	25,500	40,500	45,183	57,251	82,135	48,407
534 SPOON RIVER	33	36,000	38,285	42,539	50,697	74,766	46,345
507 DANVILLE AREA	37	32,025	36,771	42,025	49,431	80,204	45,153
519 HIGHLAND	24	32,552	42,951	47,678	54,638	76,222	49,936
501 KASKASKIA	40	27,727	38,537	43,063	52,000	92,106	45,771
523 KISHWAUKEE	53	34,935	48,000	57,497	65,087	80,020	57,122
521 REND LAKE	56	24,960	33,190	41,494	47,379	73,206	42,223
506 SAUK VALLEY	37	29,411	44,096	49,878	59,384	70,685	51,230
529 ILLINOIS EASTERN	106	24,190	33,717	39,499	47,050	77,649	41,355
513 ILLINOIS VALLEY	39	32,510	44,546	55,374	62,874	91,661	55,548
530 JOHN A. LOGAN	55	35,445	41,308	51,823	60,082	81,862	52,366
520 KANKAKEE	56	33,717	46,257	53,712	60,404	81,260	53,938
517 LAKE LAND	79	30,805	42,245	43,188	57,982	110,830	49,288
536 LEWIS AND CLARK	43	25,808	40,211	42,860	62,774	95,888	50,517
528 MCHENRY COUNTY	73	36,379	48,202	57,782	68,943	110,033	60,983
503 BLACK HAWK	125	24,939	44,307	49,392	63,809	106,107	54,141
540 HEARTLAND	128	36,644	42,529	51,996	59,700	111,667	53,046
514 ILLINOIS CENTRAL	147	30,202	41,163	47,940	56,508	91,187	50,375
526 LINCOLN LAND	99	44,702	48,658	56,835	64,467	85,825	57,700
505 PARKLAND	132	21,142	45,283	52,894	69,140	118,179	58,478
537 RICHLAND	48	24,960	38,538	42,226	48,488	62,467	43,221
511 ROCK VALLEY	117	32,199	43,000	48,500	56,908	78,874	50,428
522 SOUTHWESTERN ILLINOIS	113	35,000	43,985	52,686	65,398	125,000	57,943
509 ELGIN	183	30,451	59,301	68,457	82,714	141,488	71,533
527 MORTON	12	41,125	54,132	58,285	63,079	70,420	57,727
515 PRAIRIE STATE	86	38,000	48,728	56,393	65,827	93,672	57,815
510 SOUTH SUBURBAN	88	30,750	41,254	48,528	64,190	106,510	54,171
516 WAUBONSEE	157	39,626	46,864	59,490	77,277	114,958	62,095
508 CITY COLLEGES OF CHICAGO	579	35,524	59,991	66,560	76,475	155,975	69,147
502 COLLEGE OF DUPAGE	375	38,480	58,392	70,054	82,429	134,795	72,821
532 COLLEGE OF LAKE COUNTY	238	35,110	48,936	57,212	70,521	124,990	62,132
512 HARPER	269	41,906	58,653	68,185	80,093	151,946	72,423
525 JOLIET JUNIOR	190	40,352	50,108	57,914	69,856	106,253	61,110
524 MORAIN VALLEY	154	44,774	58,479	68,996	79,954	135,027	71,155
535 OAKTON	169	42,223	57,451	67,725	79,198	150,317	71,869
504 TRITON	119	34,000	49,270	59,475	74,630	147,072	65,633
TOTALS/AVERAGES	4,438	\$ 32,992	\$ 45,487	\$ 52,575	\$ 62,818	\$ 100,797	\$ 60,993
Lowest Low/Highest/High		\$ 21,142				\$ 155,975	

* Weighted

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

Section VI

**FISCAL YEAR 2021 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 2021. The weighted average administrative staff salary ranged from a low of \$70,293 to a high of \$153,079. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2021 salaries; and the median fiscal year 2021 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 2021 was \$103,673. The lowest reported administrative salary was \$33,431 and the highest was \$333,089. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2021
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$33,431	\$96,758	\$61,104
Average Administrative Salaries	\$70,293	\$153,079	\$103,673*
Highest Administrative Salaries	\$139,725	\$333,089	\$225,856
Median Administrative Salaries	\$68,067	\$143,559	\$94,287

*Weighted



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Table 14

FISCAL YEAR 2021 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	21	\$ 52,150	\$ 62,670	\$ 76,470	\$ 93,700	\$ 212,230	\$ 85,677
539 JOHN WOOD	18	46,080	53,601	71,402	84,205	205,311	77,195
531 SHAWNEE	18	49,123	59,791	69,427	74,579	150,000	73,129
533 SOUTHEASTERN ILLINOIS	9	71,344	78,062	87,418	95,608	200,227	98,783
534 SPOON RIVER	18	47,278	63,138	69,701	85,940	139,725	77,963
507 DANVILLE AREA	36	42,025	62,392	79,806	92,607	187,500	81,568
519 HIGHLAND	18	52,811	70,071	79,213	97,192	162,500	85,282
501 KASKASKIA	33	36,772	49,960	68,067	84,050	169,000	70,293
523 KISHWAUKEE	18	69,870	80,687	96,285	102,750	200,676	99,931
521 REND LAKE	29	33,431	54,631	69,628	86,767	193,138	74,176
506 SAUK VALLEY	20	61,801	67,735	83,793	93,018	185,818	87,008
529 ILLINOIS EASTERN	22	42,765	52,585	83,582	140,870	178,063	90,584
513 ILLINOIS VALLEY	16	67,950	77,925	86,202	104,110	210,778	98,122
530 JOHN A. LOGAN	44	55,395	74,571	83,147	100,170	186,223	91,425
520 KANKAKEE	29	60,376	70,000	82,823	98,377	180,200	87,584
517 LAKE LAND	21	65,467	76,614	88,065	113,760	240,973	104,520
536 LEWIS AND CLARK	65	45,219	61,789	81,810	107,552	215,910	89,412
528 MCHENRY COUNTY	48	58,000	81,221	93,967	114,554	260,831	102,268
503 BLACK HAWK	11	96,758	108,446	118,335	151,713	190,550	127,635
540 HEARTLAND	27	65,947	81,500	90,096	112,629	220,000	101,420
514 ILLINOIS CENTRAL	32	56,655	72,941	89,313	112,013	260,046	101,654
526 LINCOLN LAND	61	60,000	76,000	91,385	112,795	311,718	100,845
505 PARKLAND	31	53,833	82,946	108,001	133,958	285,876	114,740
537 RICHLAND	37	43,590	61,950	68,828	85,129	224,988	80,671
511 ROCK VALLEY	36	56,610	73,491	78,203	88,421	215,000	88,055
522 SOUTHWESTERN ILLINOIS	14	65,946	81,113	107,926	127,294	175,715	109,060
509 ELGIN	57	76,725	98,928	126,074	143,583	298,751	127,408
527 MORTON	30	58,995	79,000	88,846	118,650	249,774	105,745
515 PRAIRIE STATE	25	66,095	90,000	99,236	112,500	167,577	104,369
510 SOUTH SUBURBAN	24	55,350	82,583	89,688	134,510	203,722	105,031
516 WAUBONSEE	38	83,579	105,400	116,761	145,168	333,089	130,005
508 CITY COLLEGES OF CHICAGO	280	50,000	80,000	90,000	113,875	265,000	99,060
502 COLLEGE OF DUPAGE	37	68,060	134,742	143,559	178,954	269,850	153,079
532 COLLEGE OF LAKE COUNTY	62	67,802	95,571	112,406	133,675	275,968	121,473
512 HARPER	35	89,296	116,644	134,244	159,337	305,000	141,796
525 JOLIET JUNIOR	33	86,799	103,770	113,957	120,706	259,969	122,995
524 MORAIN VALLEY	29	83,000	98,459	119,020	152,636	280,584	132,829
535 OAKTON	34	88,038	110,000	124,931	153,946	291,462	135,211
504 TRITON	36	52,110	98,966	115,594	154,588	244,647	125,582
TOTALS/AVERAGES	1,452	\$ 61,104	\$ 80,254	\$ 94,287	\$ 115,792	\$ 225,856	\$ 103,673
Lowest Low/Highest/High		\$ 33,431				\$ 333,089	

* Weighted

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

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

A summary of the fiscal year 2021 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 2021. 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 2021 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$139,725	\$333,089	\$225,576
Chief Campus Administrator	\$147,469	\$187,143	\$175,241
Chief Finance Officer	\$84,374	\$237,432	\$150,824
Chief Academic Officer	\$86,320	\$213,500	\$143,141
Student Services Officer	\$52,779	\$213,185	\$120,966
Dean-Baccalaureate Education	\$57,750	\$169,432	\$109,501
Dean-Occupational/Career Education	\$51,598	\$141,570	\$106,821
Dean-Continuing Education	\$53,560	\$143,583	\$100,329
Director-Data Processing/Info Technology	\$52,150	\$215,910	\$121,134
Director-Research & Planning	\$60,000	\$182,406	\$99,365
Director-Admissions and Records	\$56,321	\$142,144	\$85,562
Director-Counseling	\$47,729	\$124,318	\$88,213
Director-Financial Aid	\$61,133	\$135,997	\$81,500
Director-Job Placement	\$45,385	\$130,975	\$93,788
Director-Student Activities	\$54,636	\$143,960	\$82,544
Director-Library/LRC	\$53,601	\$134,244	\$90,441
Director-Development/Grants	\$63,232	\$221,181	\$106,130
Director-Public Information/Relations	\$53,560	\$167,248	\$97,709
Director-Personnel/Human Resources	\$59,049	\$169,826	\$104,862
Director-Business Services	\$50,602	\$132,021	\$90,594
Director-Physical Facilities/Grounds	\$65,140	\$188,691	\$101,567
Director-Adult Education	\$53,845	\$132,516	\$91,408
Director-Athletics	\$46,080	\$166,921	\$86,711
Controller	\$52,811	\$155,459	\$106,953
Director-Business/Industry Center	\$52,406	\$151,967	\$87,230
Director-Physical Therapy Program	\$104,015	\$105,000	\$104,508
Director-Nursing	\$74,579	\$150,000	\$100,408

*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$212,230	1	2	1					\$95,360	1	0	3	\$93,700	1	2	2
539 JOHN WOOD	205,311	1	6	1					84,374	1	5	4	130,728	1	4	2
531 SHAWNEE	150,000	1	0	1									102,861	1	2	2
533 SOUTHEASTERN ILLINOIS	200,227	1	11	1					87,418	1	3	4	104,008	1	4	2
534 SPOON RIVER	139,725	1	8	1					136,932	1	17	2				
507 DANVILLE AREA	187,500	1	4	1					127,286	1	9	2	120,000	1	0	2
519 HIGHLAND	162,500	1	0	1					114,970	1	15	2				
501 KASKASKIA	169,000	1	2	1					99,021	1	4	2	105,063	1	2	2
523 KISHWAUKEE	200,676	1	5	1					105,576	1	2	4	136,530	1	3	2
521 REND LAKE	193,138	1	8	1					125,435	1	8	2	107,120	1	7	2
506 SAUK VALLEY	185,818	1	5	1					111,218	1	1	2	117,749	1	1	2
529 ILLINOIS EASTERN	178,063	1	0	1	\$147,469	3	10	2	160,586	1	2	3	86,320	4	5	4
513 ILLINOIS VALLEY	210,778	1	12	1					143,552	1	12	2	126,015	1	6	2
530 JOHN A. LOGAN	186,223	1	5	1					154,020	1	13	2	136,838	1	4	2
520 KANKAKEE	180,200	1	1	1					120,000	1	0	2				
517 LAKE LAND	240,973	1	7	1					156,698	1	1	2	164,291	1	4	2
536 LEWIS AND CLARK	205,000	1	0	1					186,002	1	8	2				
528 MCHENRY COUNTY	260,831	1	5	1					161,306	1	8	2	159,768	1	2	2
503 BLACK HAWK	190,550	1	2	1					151,713	1	6	2	152,447	1	4	2
540 HEARTLAND	220,000	1	2	1					140,000	1	0	2	156,566	1	8	2
514 ILLINOIS CENTRAL	260,046	1	4	1					211,199	1	19	2				
526 LINCOLN LAND	311,718	1	14	1					160,998	1	1	2	157,969	1	3	2
505 PARKLAND	285,876	1	22	1					159,896	1	11	2	128,184	1	1	2
537 RICHLAND	224,988	1	4	1					158,834	1	22	2	125,857	1	7	2
511 ROCK VALLEY	215,000	1	0	1									124,945	1	2	2
522 SOUTHWESTERN ILLINOIS	175,715	1	2	1					94,811	1	2	2	149,500	1	1	2
509 ELGIN	298,751	1	14	1					176,992	1	1	2	203,605	1	4	2
527 MORTON	249,774	1	5	1					130,616	1	2	4	198,402	1	4	2
515 PRAIRIE STATE	167,577	1	0	1									149,350	1	0	2
510 SOUTH SUBURBAN	203,722	1	2	1												
516 WAUBONSEE	333,089	1	19	1					185,000	1	0	2	198,434	1	3	2
508 CITY COLLEGES OF CHICAGO	265,000	1	3	1	187,143	7	3	2	175,000	1	2	3	202,000	1	3	3
502 COLLEGE OF DUPAGE	269,850	1	2	1					162,006	1	2	3				
532 COLLEGE OF LAKE COUNTY	275,968	1	2	1					228,590	1	5	2	190,642	1	1	2
512 HARPER	305,000	1	1	1					210,000	1	0	2	213,500	1	0	3
525 JOLIET JUNIOR	259,969	1	4	1									162,723	1	0	2
524 MORAIN VALLEY	280,584	1	8	1					174,331	1	2	2	187,723	1	8	2
535 OAKTON	291,462	1	5	1					200,850	1	4	2	176,265	1	4	2
504 TRITON	244,647	1	4	1					237,432	1	22	2	181,868	1	1	2
NUMBER OF PERSONS	39				10				34				35			
AVERAGES	\$ 225,576				\$ 175,241				\$ 150,824				\$ 143,141			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$157,080	1	0	2					\$86,980	2	2	4				
539 JOHN WOOD	82,200	1	1	4	\$57,750	1	2	4	51,598	1	3	4				
531 SHAWNEE					74,579	1	2	4								
533 SOUTHEASTERN ILLINOIS	95,608	1	9	4	82,000	1	0	4								
534 SPOON RIVER	91,439	1	8	4	85,940	1	8	4	82,606	1	5	4				
507 DANVILLE AREA	101,610	1	0	2	94,265	2	18	4	87,200	1	2	4				
519 HIGHLAND	101,060	1	13	2					97,192	1	14	2				
501 KASKASKIA	111,776	1	8	2	91,516	1	13	4								
523 KISHWAUKEE	118,000	1	3	2	99,123	2	1	4								
521 REND LAKE	96,408	2	10	3	86,767	1	9	4	73,431	2	2	4	\$53,560	1	7	4
506 SAUK VALLEY	93,018	1	6	3	93,018	1	6	3	88,358	1	4	3				
529 ILLINOIS EASTERN	52,779	4	5	4												
513 ILLINOIS VALLEY	92,759	1	2	2	92,099	2	12	4	77,186	1	3	4				
530 JOHN A. LOGAN					118,652	1	4	3					121,478	1	5	3
520 KANKAKEE	121,115	1	2	2									101,031	1	23	4
517 LAKE LAND	113,760	1	1	2												
536 LEWIS AND CLARK					127,752	1	12	4	133,439	1	11	4				
528 MCHENRY COUNTY	141,042	1	2	2	122,500	1	1	4	115,000	1	1	3	82,441	1	1	4
503 BLACK HAWK	136,857	1	1	2	118,335	1	1	4	115,763	1	1	4	119,411	1	9	4
540 HEARTLAND	139,733	1	2	2									90,096	1	4	3
514 ILLINOIS CENTRAL	130,000	1	0	2					119,000	1	0	4	77,813	1	2	4
526 LINCOLN LAND	152,521	1	10	2												
505 PARKLAND	148,955	1	4	2					132,652	1	3	3				
537 RICHLAND	115,918	1	2	2	81,886	1	2	4	85,129	1	6	4				
511 ROCK VALLEY	72,023	1	3	4												
522 SOUTHWESTERN ILLINOIS	118,805	1	11	2					141,570	1	17	4				
509 ELGIN	166,798	1	7	3	169,432	1	18	3	106,685	1	2	3	143,583	1	2	3
527 MORTON	118,650	1	2	4	122,607	1	2	3	108,675	1	1	4				
515 PRAIRIE STATE	149,350	1	1	2	92,000	1	0	4	90,000	1	0	4	102,210	1	6	4
510 SOUTH SUBURBAN													90,123	1	17	4
516 WAUBONSEE	200,479	1	8	2	103,959	3	2	4	111,085	2	3	4				
508 CITY COLLEGES OF CHICAGO	104,652	5	9	4					123,333	3	3	4	101,896	2	7	4
502 COLLEGE OF DUPAGE					140,405	1	3	4	140,405	1	3	4				
532 COLLEGE OF LAKE COUNTY	213,185	1	3	2												
512 HARPER					121,613	3	1	4	127,241	2	1	4				
525 JOLIET JUNIOR	206,086	1	8	2	110,680	1	0	4	119,632	1	4	4				
524 MORAIN VALLEY	184,273	1	10	2	134,317	1	8	4	130,782	1	6	4				
535 OAKTON	149,498	2	5	2	136,548	4	7	4	109,762	1	2	4	100,913	1	4	4
504 TRITON	180,265	1	2	2	128,530	1	5	4	118,163	1	1	4	118,162	1	1	4
NUMBER OF PERSONS		42				35				32				14		
AVERAGES	\$ 120,966				\$ 109,501				\$ 106,821				\$ 100,329			

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



Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021**

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling											
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level								
518 CARL SANDBURG	\$52,150	1	2	4	\$76,470	1	1	4	\$66,750	1	8	4	\$47,729	1	6	4								
539 JOHN WOOD	79,511	1	13	4					56,321	1	2	4												
531 SHAWNEE	86,896	1	19	5					71,344	1	6	4												
533 SOUTHEASTERN ILLINOIS	93,932	1	25	6																				
534 SPOON RIVER	85,972	2	12	4																				
507 DANVILLE AREA	97,881	1	6	4	60,000	1	0	4	59,317	1	2	4	59,317	1	7	4								
519 HIGHLAND	72,248	1	3	4	70,092	1	14	4	64,834	1	11	4	63,242	1	4	6								
501 KASKASKIA	100,825	1	3	4	73,250	1	1	4																
523 KISHWAUKEE					80,687	1	4	4																
521 REND LAKE					80,340	1	14	3																
506 SAUK VALLEY	93,018	1	3	3	61,801	1	2	4	57,807	1	8	4												
529 ILLINOIS EASTERN	106,852	1	24	4	100,161	1	26	4	70,741	1	6	4	95,594	1	5	4								
513 ILLINOIS VALLEY	86,361	1	3	4																				
530 JOHN A. LOGAN	120,150	1	4	3					86,061	1	5	4					79,994	1	1	4	79,994	1	9	4
520 KANKAKEE	109,176	1	12	4					72,945	1	1	4					62,884	1	1	4				
517 LAKE LAND	163,524	1	19	4					119,618	1	26	4					119,618	1	26	4	60,970	1	2	4
536 LEWIS AND CLARK	215,910	1	4	2													68,485	1	10	4				
528 MCHENRY COUNTY	181,011	1	10	2													83,143	1	8	4	83,709	1	3	6
503 BLACK HAWK	135,363	1	6	3					108,446	1	18	4					96,915	1	3	4	72,496	1	5	4
540 HEARTLAND									94,848	1	7	3												
514 ILLINOIS CENTRAL									91,827	1	7	3												
526 LINCOLN LAND					163,088	1	13	2	111,102	1	4	3	109,522	1	2	3								
505 PARKLAND					150,702	1	1	3	111,042	1	4	3	108,001	1	5	5								
537 RICHLAND					92,786	1	3	3	74,016	1	3	6	60,714	1	2	4								
511 ROCK VALLEY					127,294	1	2	2	86,625	1	3	2	79,500	1	0	4	75,000	1	1	3				
522 SOUTHWESTERN ILLINOIS																								
509 ELGIN									167,571	1	3	3												
527 MORTON					136,156	1	3	2	79,000	1	0	4	80,000	1	0	4	79,178	1	2	4				
515 PRAIRIE STATE	110,296	1	5	4	99,236	1	8	4	114,197	1	1	4	99,348	1	1	4								
510 SOUTH SUBURBAN	108,725	3	12	3	81,753	1	13	4	72,837	2	2	4	124,228	1	14	4								
516 WAUBONSEE	153,523	1	9	3	116,766	1	10	4	109,010	2	11	4												
508 CITY COLLEGES OF CHICAGO	88,812	7	2	4	120,000	1	1	3	75,469	6	4	4												
502 COLLEGE OF DUPAGE	194,159	1	2	4	156,606	1	3	4	95,571	1	5	4	124,318	1	1	4								
532 COLLEGE OF LAKE COUNTY	169,826	1	2	4	99,000	1	0	4																
512 HARPER	145,560	1	0	3	115,432	1	7	4									142,144	1	1	3				
525 JOLIET JUNIOR	175,778	1	8	2	114,885	1	14	4									116,799	1	16	4				
524 MORAIN VALLEY	167,711	1	6	2	97,725	1	5	4									116,723	1	4	4	113,647	1	6	4
535 OAKTON	151,952	3	10	4	116,863	2	1	4									123,990	1	19	4	119,616	1	6	4
504 TRITON	166,921	1	9	3	113,025	1	1	4									92,475	1	1	4	113,025	1	1	4
NUMBER OF PERSONS	46				30												38				16			
AVERAGES	\$ 121,134				\$ 99,365												\$ 85,562				\$ 88,213			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$109,950	1	26	4					\$71,723	6	3	4	\$53,601	1	10	4
539 JOHN WOOD	84,845	1	14	4									67,485	1	15	4
531 SHAWNEE	76,016	1	28	4					54,636	1	7	4				
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	68,166	1	15	6												
507 DANVILLE AREA	80,461	1	34	4	\$45,385	1	3	4								
519 HIGHLAND	74,608	1	14	4												
501 KASKASKIA	61,133	1	6	4												
523 KISHWAUKEE													95,018	1	2	4
521 REND LAKE	65,120	1	8	6												
506 SAUK VALLEY	66,810	1	5	4												
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	73,800	1	1	4									78,910	1	3	4
530 JOHN A. LOGAN	69,706	1	3	4	62,948	1	3	4	80,648	1	14	4	78,136	1	2	4
520 KANKAKEE	62,884	1	2	4					82,823	1	7	4	62,884	1	0	4
517 LAKE LAND	81,221	1	15	4												
536 LEWIS AND CLARK	92,868	1	17	4	93,555	1	6	4	143,960	1	8	2	113,995	1	20	4
528 MCHENRY COUNTY	80,000	1	1	4					92,655	1	2	4				
503 BLACK HAWK																
540 HEARTLAND	69,848	1	7	3									77,296	1	19	4
514 ILLINOIS CENTRAL													68,327	1	10	6
526 LINCOLN LAND	74,671	1	2	4									114,672	1	10	4
505 PARKLAND									69,094	1	2	5	76,699	1	1	5
537 RICHLAND	61,950	1	3	4									68,828	1	9	4
511 ROCK VALLEY	77,010	1	3	4												
522 SOUTHWESTERN ILLINOIS	81,113	1	1	4					65,946	1	4	4				
509 ELGIN													94,257	1	2	4
527 MORTON	85,764	1	1	4					58,995	1	1	4	99,848	1	2	4
515 PRAIRIE STATE	85,898	1	7	4									96,160	1	3	4
510 SOUTH SUBURBAN																
516 WAUBONSEE	121,793	1	13	4												
508 CITY COLLEGES OF CHICAGO	72,714	7	2	6												
502 COLLEGE OF DUPAGE																
532 COLLEGE OF LAKE COUNTY	90,000	1	0	4	130,975	1	16	4	92,584	1	6	4	131,185	1	6	4
512 HARPER	109,208	1	9	4	106,117	1	11	4					134,244	1	13	4
525 JOLIET JUNIOR	90,717	1	2	4												
524 MORAIN VALLEY	83,000	1	0	4	86,775	1	13	4	110,933	1	9	4	96,220	1	5	4
535 OAKTON	135,997	1	21	4	130,759	1	11	4	90,160	1	3	4	88,038	1	4	4
504 TRITON	110,435	1	4	4					113,025	1	1	4	113,025	1	1	4
NUMBER OF PERSONS	36				7				18				20			
AVERAGES	\$ 81,500				\$ 93,788				\$ 82,544				\$ 90,441			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$71,780	1	0	4	\$62,670	1	0	4	\$76,800	1	7	4				
539 JOHN WOOD	73,281	1	21	4	55,999	1	1	4	74,342	1	6	4				
531 SHAWNEE					61,567	1	3	5	60,869	1	6	5	\$73,084	1	11	5
533 SOUTHEASTERN ILLINOIS													82,606	1	14	4
534 SPOON RIVER	63,232	1	5	4	58,625	1	8	4	63,563	1	2	4	68,000	1	0	4
507 DANVILLE AREA	102,959	1	2	3	79,246	1	20	3	100,168	1	9	2				
519 HIGHLAND					64,236	1	3	4	98,021	1	1	4				
501 KASKASKIA					69,156	1	35	4	81,797	1	2	4				
523 KISHWAUKEE	84,255	1	1	4	102,750	1	2	4	101,597	1	3	4				
521 REND LAKE					53,560	1	2	6	61,058	1	2	6				
506 SAUK VALLEY									93,018	1	16	4				
529 ILLINOIS EASTERN									59,049	1	0	3	50,602	4	11	4
513 ILLINOIS VALLEY					88,960	1	0	4	70,169	1	3	4				
530 JOHN A. LOGAN									135,002	1	16	3	75,025	1	2	4
520 KANKAKEE	93,714	1	10	4	88,450	1	17	4	98,377	1	13	4				
517 LAKE LAND					75,792	1	3	6	88,065	1	4	4				
536 LEWIS AND CLARK	81,814	1	5	4					88,643	1	6	4				
528 MCHENRY COUNTY					144,779	1	3	2	134,015	1	3	3				
503 BLACK HAWK									96,758	1	6	4				
540 HEARTLAND	93,088	1	8	3	83,735	1	3	3	99,873	1	22	3				
514 ILLINOIS CENTRAL	83,093	1	3	3	142,800	1	2	2	101,745	1	2	2				
526 LINCOLN LAND	73,403	1	1	4	131,143	1	16	2	130,586	1	1	3	132,021	1	7	3
505 PARKLAND					80,342	1	2	5	124,463	1	0	3				
537 RICHLAND	96,334	1	1	3	61,950	1	3	4	84,056	1	3	4				
511 ROCK VALLEY	84,930	1	3	4					103,421	2	2	4				
522 SOUTHWESTERN ILLINOIS									108,500	1	4	2				
509 ELGIN	126,691	1	2	2	141,108	1	5	2	158,913	1	1	2	132,007	1	7	4
527 MORTON	80,659	1	1	4	87,975	1	1	3	102,465	1	2	4				
515 PRAIRIE STATE	86,165	1	4	4					115,000	1	0	4				
510 SOUTH SUBURBAN					101,762	1	2	4	105,613	1	12	4				
516 WAUBONSEE					143,157	1	5	3	166,350	1	29	3	116,761	1	3	4
508 CITY COLLEGES OF CHICAGO	147,500	1	1	3	120,000	1	1	3	87,714	7	2	6	112,080	4	6	4
502 COLLEGE OF DUPAGE	221,181	1	11	2												
532 COLLEGE OF LAKE COUNTY	136,445	1	21	4	110,353	1	4	4	169,826	1	2	4				
512 HARPER	175,092	1	6	2					164,178	1	9	3				
525 JOLIET JUNIOR	133,716	1	17	4	103,770	1	9	4	102,510	1	0	4	117,398	1	8	4
524 MORAIN VALLEY	137,898	1	32	4	97,504	1	4	4	152,636	1	22	4				
535 OAKTON	90,160	1	3	4	167,248	1	2	4	163,893	1	7	2				
504 TRITON	103,606	1	6	4	157,208	1	2	3	161,166	1	7	3	92,475	1	1	4
NUMBER OF PERSONS	23				28				44				17			
AVERAGES	\$ 106,130				\$ 97,709				\$ 104,862				\$ 90,594			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$65,140	1	6	4												
539 JOHN WOOD	69,522	1	13	4					\$46,080	1	8	4				
531 SHAWNEE	70,173	1	11	4												
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	71,236	1	28	4	\$63,501	1	10	6	55,875	1	4	4				
507 DANVILLE AREA	87,156	1	0	2					70,967	1	2	4	\$79,709	1	23	4
519 HIGHLAND	78,957	1	11	4					80,642	1	26	4	52,811	1	14	4
501 KASKASKIA	72,623	1	6	4	53,845	1	3	4								
523 KISHWAUKEE	88,222	1	2	4					80,000	1	4	4				
521 REND LAKE	69,628	1	4	4	61,011	1	12	6					79,992	1	4	4
506 SAUK VALLEY	68,786	1	0	4					72,717	1	2	4				
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	78,664	1	6	4									86,042	1	7	4
530 JOHN A. LOGAN	77,856	1	1	4	65,024	1	5	4	100,161	1	3	4				
520 KANKAKEE	85,000	1	0	4	67,755	1	5	4	79,283	1	5	4	70,000	1	0	4
517 LAKE LAND									65,467	1	7	4	94,953	1	13	4
536 LEWIS AND CLARK	81,810	1	5	4	114,883	1	24	4	97,104	1	6	4				
528 MCHENRY COUNTY									92,137	1	3	4	118,137	1	7	4
503 BLACK HAWK																
540 HEARTLAND	112,629	1	14	3	67,122	1	4	3	65,947	1	10	3	87,728	1	4	3
514 ILLINOIS CENTRAL									71,862	2	1	4	97,129	1	14	4
526 LINCOLN LAND	101,427	1	7	4	78,000	1	0	4	83,207	1	20	4	79,140	1	1	4
505 PARKLAND	135,791	1	20	5	99,536	1	4	3	77,523	1	2	6	101,555	1	2	5
537 RICHLAND	66,778	1	1	4	68,177	1	4	4					84,056	1	3	4
511 ROCK VALLEY	77,417	1	17	4					79,275	1	2	6	86,700	1	2	4
522 SOUTHWESTERN ILLINOIS					90,024	1	5	4	70,411	1	6	4				
509 ELGIN	131,225	1	11	4	117,069	2	3	3								
527 MORTON	188,691	1	1	2	83,314	1	2	4	115,000	1	1	4				
515 PRAIRIE STATE	117,803	1	8	4	105,974	1	10	4	66,095	1	2	4	112,500	1	0	4
510 SOUTH SUBURBAN									86,397	1	14	4	135,301	1	19	4
516 WAUBONSEE	135,200	1	6	3	93,600	1	2	4					145,168	1	11	3
508 CITY COLLEGES OF CHICAGO					96,105	5	6	4	72,250	4	1	6				
502 COLLEGE OF DUPAGE									138,780	1	1	4				
532 COLLEGE OF LAKE COUNTY	115,984	1	4	4	132,516	1	4	4	85,016	1	1	4	148,963	1	4	4
512 HARPER	159,337	1	9	4	89,296	1	7	4	104,715	1	13	4	136,987	1	0	3
525 JOLIET JUNIOR	142,612	1	13	2	86,799	1	3	4					155,459	1	18	4
524 MORAIN VALLEY					96,337	1	4	4	155,603	1	37	4	117,266	1	2	4
535 OAKTON	121,528	1	2	4	103,763	2	7	4	120,000	1	0	4	138,760	2	4	4
504 TRITON	172,678	1	11	3	120,531	1	4	4	166,921	1	1	3	112,815	1	11	4
NUMBER OF PERSONS	28				28				31				23			
AVERAGES	\$ 101,567				\$ 91,408				\$ 86,711				\$ 106,953			

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



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Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2021

DISTRICT/COLLEGE	Director Business/Industry Center				Director Physical Therapy Program				Director Nursing			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$54,830	1	6	4								
539 JOHN WOOD												
531 SHAWNEE	64,236	2	12	3					\$74,579	1	2	5
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	52,406	2	12	4								
507 DANVILLE AREA									84,000	1	0	4
519 HIGHLAND									79,468	1	4	4
501 KASKASKIA									84,050	1	2	4
523 KISHWAUKEE	85,000	1	4	4								
521 REND LAKE												
506 SAUK VALLEY									86,050	1	1	3
529 ILLINOIS EASTERN									94,387	1	5	4
513 ILLINOIS VALLEY												
530 JOHN A. LOGAN	79,332	1	6	4					108,472	1	21	4
520 KANKAKEE									104,024	1	8	4
517 LAKE LAND	73,828	1	5	4								
536 LEWIS AND CLARK	92,508	1	5	4					116,593	1	9	4
528 MCHENRY COUNTY					\$104,015	1	1	4	107,439	1	5	4
503 BLACK HAWK												
540 HEARTLAND									87,728	1	2	3
514 ILLINOIS CENTRAL	85,000	1	1	4					88,521	1	3	5
526 LINCOLN LAND	89,523	1	15	4					135,868	1	11	4
505 PARKLAND	108,587	1	3	5								
537 RICHLAND	68,363	1	3	4					89,965	1	12	4
511 ROCK VALLEY												
522 SOUTHWESTERN ILLINOIS												
509 ELGIN												
527 MORTON	76,473	1	1	4	105,000	1	1	4	120,011	1	2	4
515 PRAIRIE STATE												
510 SOUTH SUBURBAN									102,500	1	1	4
516 WAUBONSEE									97,000	1	0	4
508 CITY COLLEGES OF CHICAGO									150,000	1	1	4
502 COLLEGE OF DUPAGE												
532 COLLEGE OF LAKE COUNTY	114,458	1	10	4								
512 HARPER												
525 JOLIET JUNIOR												
524 MORAIN VALLEY	133,397	1	3	4					97,095	1	3	4
535 OAKTON	123,588	1	2	3								
504 TRITON	151,967	1	2	3								
NUMBER OF PERSONS	18				2				19			
AVERAGES	\$ 87,230				\$ 104,508				\$ 100,408			

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

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2020**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2020. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.



Illinois Community College Board

Table 17

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020

District/College	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 CARL SANDBURG	X		X	X	X		X	X	X		X	X
539 JOHN WOOD	X	X	X	X			X	X	X	X	X	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN ILLINOIS	X	X	X	X	X		X	X	X	X	X	
534 SPOON RIVER	X	X	X	X			X	X			X	X
507 DANVILLE AREA	X	X	X	X	X		X	X	X	X	X	X
519 HIGHLAND	X	X	X	X			X	X	X		X	X
501 KASKASKIA	X	X	X	X	X		X	X			X	
523 KISHWAUKEE	X	X	X	X			X	X	X	X	X	X
521 REND LAKE	X	X	X	X			X	X	X		X	X
506 SAUK VALLEY	X	X	X	X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X	X	X	X	X		X	X			X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X	X		X	X
530 JOHN A. LOGAN	X	X	X	X	X		X	X	X		X	
520 KANKAKEE	X	X	X	X			X	X	X	X	X	X
517 LAKE LAND	X	X	X	X			X	X	X		X	X
536 LEWIS AND CLARK	X		X	X	X		X	X	X	X	X	
528 MCHENRY COUNTY	X	X	X	X			X	X	X	X	X	X
503 BLACK HAWK	X	X	X	X	X		X	X	X	X	X	
540 HEARTLAND	X	X	X	X	X		X	X	X		X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X		X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X	X		X	X	X	X	X	X
537 RICHLAND	X	X	X	X			X	X	X	X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN ILLINOIS	X	X	X	X	X		X	X	X		X	X
509 ELGIN	X	X	X	X	X	X	X	X	X		X	X
527 MORTON	X	X	X	X			X	X	X	X	X	X
515 PRAIRIE STATE	X	X	X	X			X			X	X	X
510 SOUTH SUBURBAN	X	X	X	X	X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CITY COLLEGES OF CHICAGO	X	X	X	X	X		X	X	X	X	X	X
502 COLLEGE OF DUPAGE	X	X	X	X		X	X	X	X		X	X
532 COLLEGE OF LAKE COUNTY	X	X	X	X			X	X	X	X	X	X
512 HARPER	X	X	X	X	X		X	X	X	X	X	X
525 JOLIET JUNIOR	X	X	X	X				X	X		X	
524 MORAIN VALLEY	X			X			X	X	X	X	X	X
535 OAKTON	X	X	X	X	X			X	X		X	X
504 TRITON	X	X	X	X			X	X	X		X	X
TOTALS	39	34	37	39	20	2	37	36	34	18	39	30

*Usually for select administrators only.

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

Section IX

**FISCAL YEAR 2021
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes fiscal year 2021 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 19.

Table 18

**SUMMARY OF FISCAL YEAR 2021 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	10.4%	2.4%
Faculty (9 and 12 Months)	0.0%	5.6%	2.9%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	11.2%	3.0%
Classified	0.0%	6.2%	3.0%

*Weighted



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Table 19

FISCAL YEAR 2021 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	2.8	2.8	2.8	2.8 %
539 JOHN WOOD	2.8	2.8	2.8	2.8
531 SHAWNEE	0.0	0.0	0.0	0.0
533 SOUTHEASTERN ILLINOIS	3.0	3.0	3.0	6.0
534 SPOON RIVER	0.0	0.0	0.0	0.0
507 DANVILLE AREA	0.0	0.0	0.0	0.0
519 HIGHLAND	2.4	3.8	2.5	3.0
501 KASKASKIA	3.5	2.0	2.9	3.7
523 KISHWAUKEE	3.5	3.2	3.4	2.8
521 REND LAKE	4.0	4.3	4.0	4.0
506 SAUK VALLEY	4.8	5.3	4.8	4.9
529 ILLINOIS EASTERN	2.7	2.4	2.7	2.7
513 ILLINOIS VALLEY	2.7	2.9	2.9	2.7
530 JOHN A. LOGAN	3.8	4.1	4.0	5.0
520 KANKAKEE	4.8	2.4	3.4	6.0
517 LAKE LAND	2.9	3.2	3.2	5.8
536 LEWIS AND CLARK	3.6	3.1	11.2	4.4
528 MCHENRY COUNTY	1.9	3.0	2.7	2.9
503 BLACK HAWK	2.6	3.1	2.7	0.3
540 HEARTLAND	2.5	2.5	2.5	2.5
514 ILLINOIS CENTRAL	0.0	1.3	3.6	2.0
526 LINCOLN LAND	4.0	4.0	4.0	4.0
505 PARKLAND	3.5	3.5	3.5	3.5
537 RICHLAND	1.8	1.8	1.8	1.8
511 ROCK VALLEY	10.4	3.9	4.0	3.5
522 SOUTHWESTERN ILLINOIS	0.0	0.0	0.0	3.7
509 ELGIN	4.7	2.9	3.0	2.3
527 MORTON	3.1	5.6	2.6	6.2
515 PRAIRIE STATE	3.0	3.0	3.0	3.0
510 SOUTH SUBURBAN	3.0	1.4	2.3	2.3
516 WAUBONSEE	0.0	4.0	0.2	0.0
508 CITY COLLEGES OF CHICAGO	0.6	4.7	3.0	3.0
502 COLLEGE OF DUPAGE	0.0	0.0	2.8	2.8
532 COLLEGE OF LAKE COUNTY	3.1	2.9	3.0	3.2
512 HARPER	0.0	3.0	2.3	2.3
525 JOLIET JUNIOR	2.8	2.8	2.8	2.8
524 MORAIN VALLEY	3.5	3.5	7.3	3.5
535 OAKTON	3.0	3.0	3.0	3.0
504 TRITON	2.5	2.2	3.5	3.7
TOTALS/AVERAGES	2.4 %	2.9 %	3.0 %	3.0 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2020 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2020 and the average total salaries paid to full-time faculty in fiscal year 2020. The fiscal year 2020 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2019, to June 30, 2020.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2020 for those districts reporting data was \$24,726 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2020. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty has first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 21 contains the fiscal year 2020 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.



Illinois Community College Board

Table 20

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2020 AVERAGE TOTAL SALARY ACTUALLY PAID

District/College	FY 2020 Full-Time Average Faculty Contractual Base Salary	FY 2020 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$ 59,275	\$ 84,714	\$ 25,439	42.9 %
539 JOHN WOOD	58,096	75,038	16,942	29.2
531 SHAWNEE	69,715	86,746	17,031	24.4
533 SOUTHEASTERN ILLINOIS	57,439	76,665	19,227	33.5
534 SPOON RIVER	57,289	69,611	12,322	21.5
507 DANVILLE AREA	57,869	86,201	28,332	49.0
519 HIGHLAND	79,501	96,250	16,749	21.1
501 KASKASKIA	79,606	115,035	35,429	44.5
523 KISHWAUKEE	63,901	74,133	10,232	16.0
521 REND LAKE	65,569	72,642	7,074	10.8
506 SAUK VALLEY	57,308	76,300	18,992	33.1
529 ILLINOIS EASTERN	58,162	81,577	23,416	40.3
513 ILLINOIS VALLEY	72,852	88,867	16,015	22.0
530 JOHN A. LOGAN	68,677	90,438	21,761	31.7
520 KANKAKEE	69,198	86,271	17,073	24.7
517 LAKE LAND	59,202	88,175	28,973	48.9
536 LEWIS AND CLARK	77,815	92,797	14,982	19.3
528 MCHENRY COUNTY	95,877	116,967	21,090	22.0
503 BLACK HAWK	61,869	86,906	25,037	40.5
540 HEARTLAND	68,205	79,645	11,440	16.8
514 ILLINOIS CENTRAL	69,785	99,353	29,568	42.4
526 LINCOLN LAND	86,166	109,359	23,193	26.9
505 PARKLAND	77,501	98,368	20,867	26.9
537 RICHLAND	64,005	80,890	16,885	26.4
511 ROCK VALLEY	72,656	89,136	16,480	22.7
522 SOUTHWESTERN ILLINOIS	68,647	102,113	33,466	48.8
509 ELGIN	98,485	127,099	28,614	29.1
527 MORTON	74,507	97,748	23,241	31.2
515 PRAIRIE STATE	75,757	90,727	14,969	19.8
510 SOUTH SUBURBAN	72,186	95,806	23,620	32.7
516 WAUBONSEE	86,971	106,235	19,264	22.1
508 CITY COLLEGES OF CHICAGO	87,224	104,338	17,113	19.6
502 COLLEGE OF DUPAGE	98,121	134,536	36,415	37.1
532 COLLEGE OF LAKE COUNTY	104,654	132,595	27,941	26.7
512 HARPER	90,640	121,070	30,430	33.6
525 JOLIET JUNIOR	99,389	146,891	47,502	47.8
524 MORAIN VALLEY	74,802	118,203	43,401	58.0
535 OAKTON	90,665	118,495	27,830	30.7
504 TRITON	70,377	89,359	18,982	27.0
TOTAL/AVERAGES*	\$ 80,225	\$ 104,951	\$24,726	30.8 %

*Weighted

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



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Table 21

FISCAL YEAR 2020 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District/College	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$ 81,570	\$ 48,386	\$ 33,809
539 JOHN WOOD	76,846	41,418	31,465
531 SHAWNEE	72,781	57,460	34,579
533 SOUTHEASTERN ILLINOIS	100,377	55,783	28,592
534 SPOON RIVER	78,550	48,004	30,737
507 DANVILLE AREA	76,898	43,739	31,228
519 HIGHLAND	83,589	55,295	37,137
501 KASKASKIA	74,260	52,593	40,614
523 KISHWAUKEE	108,116	63,697	39,317
521 REND LAKE	72,756	45,517	35,621
506 SAUK VALLEY	80,518	51,496	34,686
529 ILLINOIS EASTERN	90,210	43,853	33,412
513 ILLINOIS VALLEY	110,428	59,863	36,617
530 JOHN A. LOGAN	90,100	51,693	41,443
520 KANKAKEE	85,901	59,155	46,865
517 LAKE LAND	102,515	59,818	35,748
536 LEWIS AND CLARK	95,270	56,083	37,563
528 MCHENRY COUNTY	102,115	65,810	48,579
503 BLACK HAWK	105,039	59,068	32,908
540 HEARTLAND	96,945	56,023	35,568
514 ILLINOIS CENTRAL	108,660	54,328	43,788
526 LINCOLN LAND	108,731	63,405	44,606
505 PARKLAND	125,193	70,730	42,752
537 RICHLAND	81,852	52,243	38,957
511 ROCK VALLEY	80,404	56,319	35,989
522 SOUTHWESTERN ILLINOIS	103,737	66,546	46,949
509 ELGIN	142,119	81,768	49,475
527 MORTON	118,996	57,175	45,344
515 PRAIRIE STATE	96,632	62,184	44,447
510 SOUTH SUBURBAN	103,067	60,285	41,747
516 WAUBONSEE	156,700	77,447	45,401
508 CITY COLLEGES OF CHICAGO	107,177	74,054	63,015
502 COLLEGE OF DUPAGE	149,099	79,440	52,681
532 COLLEGE OF LAKE COUNTY	123,511	77,309	44,564
512 HARPER	143,953	82,111	50,515
525 JOLIET JUNIOR	116,778	66,098	50,254
524 MORAIN VALLEY	136,880	75,038	48,482
535 OAKTON	151,476	80,180	60,466
504 TRITON	134,390	73,446	41,830
STATE AVERAGE*	\$ 106,258	\$ 68,799	\$ 46,659

*Weighted

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

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2017 TO 2021**

Table 22 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data is problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 22

**STATEWIDE AVERAGE* CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2017 TO 2021**

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Faculty (9 Month)	\$76,183	\$78,089	\$78,928	\$80,469	\$82,517
Faculty (12 Month)	\$59,432	\$60,746	\$63,915	\$63,250	\$63,900
Administrators (12 Month)	\$97,205	\$100,228	\$101,344	\$102,965	\$103,673
Other Professionals (9 Month)	\$75,655	\$78,322	\$80,632	\$81,625	\$83,715
Other Professionals (12 Month)	\$57,561	\$58,396	\$59,030	\$60,038	\$60,993

*Weighted