



FISCAL YEAR 2023

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

July 2023

Compiled by ICCB
Nathan Wilson, Deputy Director for Research and Information Technology
Jay Brooks, Associate Deputy Director for Research and Analytics
Michelle Dufour, Director for Research and Analytics
Cecilia Elhaddad, Data Analyst
Jana Ferguson, Consultant, Data and Research Services

HIGHLIGHTS OF THE FISCAL YEAR 2023 SALARY REPORT

1. Fiscal Year 2023 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$85,238
Administrative (12 month)	\$108,904
Other (Nonteaching) Professional (9 month)	\$83,897

2. Fiscal Year 2023 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$865/credit hour
Full-Time Faculty Overload Rate	\$977/credit hour
Full-Time Faculty Summer Rate	\$1,126/credit hour

3. Fiscal Year 2023 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)	\$49,133
Master's Degree, Plus Zero Hours (5 Years Experience)	\$54,904
Master's Degree, Maximum Hours (5 Years Experience)	\$64,238
Doctorate, Maximum Hours (Maximum Experience)	\$107,607

4. Fiscal Year 2022 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2021, and June 30, 2022. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$113,717
Administrative (12 month)	\$115,752
Other (Nonteaching) Professional (9 and 12 month)	\$73,705
Classified	\$47,169

Illinois Community College Board

**FISCAL YEAR 2023 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table of Contents

	<u>Page</u>
Introduction.....	1
Employee Groups.....	2
Section I—Fiscal Year 2023 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges	3
Section II—Fiscal Year 2023 Part-Time Faculty Salary Rates and Full-Time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges	6
Section III—Salaries Based on Fiscal Year 2023 Salary Schedules for Full-Time Faculty with a Master's Degree at Illinois Public Community Colleges	8
Section IV—Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges-Fiscal Year 2023	10
Section V—Fiscal Year 2023 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges	12
Section VI—Fiscal Year 2023 Contractual Base Salaries for Administrative Staff (12 Months) at Illinois Public Community Colleges	15
Section VII—Salaries Paid to Selected Administrators at Illinois Public Community Colleges During Fiscal Year 2023	17
Section VIII—Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges—Fiscal Year 2022.....	26
Section IX—Fiscal Year 2023 Mean Percentage Salary Increases for Faculty, Other (Nonteaching) Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges.....	28
Section X—Fiscal Year 2022 Average Total Salary Actually Paid at Illinois Public Community Colleges	30
Section XI—Statewide Average Annual Contractual Salaries in Illinois Public Community Colleges for Fiscal Years 2019 to 2023.....	33

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 2023 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, 2022. 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 2022 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 2023 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 2023. 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 2023
(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	\$24,786	\$70,448	\$50,085
Average Faculty Salaries	\$58,327	\$111,974	\$85,238*
High Faculty Salaries	\$79,381	\$171,894	\$114,615
Median Faculty Salaries	\$56,670	\$112,546	\$77,463

*Weighted



Illinois Community College Board

Table 2

FISCAL YEAR 2023 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	39	\$ 40,670	\$ 50,950	\$ 56,670	\$ 63,830	\$ 90,240	\$ 58,327
539 JOHN WOOD	35	43,303	51,751	60,702	71,044	88,714	62,124
531 SHAWNEE	29	50,020	61,676	66,995	77,304	94,138	68,580
533 SOUTHEASTERN ILLINOIS	28	47,590	53,246	60,560	70,117	79,381	61,493
534 SPOON RIVER	27	43,832	53,192	59,921	64,552	95,066	60,905
507 DANVILLE AREA	60	48,455	57,574	61,242	68,924	85,115	64,197
519 HIGHLAND	46	57,254	80,861	95,459	103,437	113,748	92,564
501 KASKASKIA	64	53,722	70,722	83,842	93,886	118,079	83,446
523 KISHWAUKEE	52	48,696	58,271	64,408	76,481	102,671	67,455
521 REND LAKE	33	58,230	66,730	77,530	87,030	95,130	75,736
506 SAUK VALLEY	46	49,648	57,694	63,924	70,449	86,148	64,706
529 ILLINOIS EASTERN	87	41,800	52,328	62,604	73,275	98,308	63,673
513 ILLINOIS VALLEY	74	49,486	62,120	70,309	93,227	112,944	75,434
530 JOHN A. LOGAN	65	50,911	66,103	73,125	79,212	103,381	73,471
520 KANKAKEE	56	49,208	63,402	70,561	78,926	90,056	70,682
517 LAKE LAND	97	41,059	49,739	59,221	74,060	97,308	62,855
536 LEWIS AND CLARK	89	40,934	70,818	86,536	96,601	117,559	82,548
528 MCHENRY COUNTY	90	70,448	83,776	97,342	120,428	131,376	101,604
503 BLACK HAWK	94	50,402	54,477	62,865	74,517	101,324	65,018
540 HEARTLAND	74	53,679	61,626	70,933	85,212	97,406	72,733
514 ILLINOIS CENTRAL	162	51,320	64,140	75,016	87,330	102,518	76,050
526 LINCOLN LAND	117	49,046	75,585	90,043	101,853	117,909	88,335
505 PARKLAND	149	32,482	71,751	83,500	93,191	114,607	80,439
537 RICHLAND	51	44,985	58,214	65,056	72,626	92,958	66,141
511 ROCK VALLEY	119	39,007	61,870	67,131	77,676	99,143	69,707
522 SOUTHWESTERN ILLINOIS	140	48,491	54,543	66,157	80,866	101,386	68,889
509 ELGIN	143	53,482	74,563	101,140	123,111	129,391	98,849
527 MORTON	71	51,963	63,391	71,934	91,124	135,382	78,012
515 PRAIRIE STATE	79	58,928	71,785	81,918	90,968	124,492	82,502
510 SOUTH SUBURBAN	67	24,786	56,603	69,172	88,422	116,870	72,503
516 WAUBONSEE	89	60,926	76,799	93,054	104,532	142,114	91,991
508 CITY COLLEGES OF CHICAGO	492	53,000	77,042	90,700	107,312	171,894	92,005
502 COLLEGE OF DUPAGE	266	68,149	87,848	111,168	130,335	148,437	111,974
532 COLLEGE OF LAKE COUNTY	216	62,199	84,141	98,821	122,010	149,126	103,840
512 HARPER	194	42,000	78,339	98,836	121,601	140,533	98,824
525 JOLIET JUNIOR	211	58,393	89,907	112,546	123,661	151,937	107,132
524 MORAIN VALLEY	184	55,618	73,955	83,341	92,498	138,194	82,992
535 OAKTON	147	58,798	73,233	85,610	105,653	144,541	89,691
504 TRITON	99	50,409	59,157	71,160	86,880	150,478	73,769
TOTALS/AVERAGES	4,181	\$ 50,085	\$ 66,152	\$ 77,463	\$ 90,363	\$ 114,615	\$ 85,238
Lowest Low/Highest/High		\$ 24,786				\$ 171,894	

* Weighted

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



Illinois Community College Board

Table 3

FISCAL YEAR 2023 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	13	\$36,136	\$41,622	\$53,843	\$60,565	\$91,022	\$55,854
531 SHAWNEE	2	43,500	43,500	58,572	73,643	73,643	58,572
533 SOUTHEASTERN ILLINOIS	2	61,048	61,048	63,096	65,143	65,143	63,096
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	2	48,244	48,244	48,350	48,455	48,455	48,350
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	14	51,758	60,653	64,130	68,045	80,513	64,351
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	4	50,424	50,424	50,424	50,424	50,424	50,424
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	1	75,880	75,880	75,880	75,880	75,880	75,880
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	4	57,906	65,341	75,896	86,353	93,689	75,847
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	8	37,055	49,246	53,992	73,024	96,117	60,712
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	15	55,000	57,915	63,000	76,414	100,691	68,117
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	1	74,515	74,515	74,515	74,515	74,515	74,515
TOTALS/AVERAGES	66	\$ 53,770	\$ 57,126	\$ 61,972	\$ 68,406	\$ 77,281	\$ 62,575
Lowest Low/Highest/High		\$ 36,136				\$ 100,691	

-- = Not Applicable

* Weighted

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

Section II

**FISCAL YEAR 2023 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 2023.

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 2023
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	\$1,422	\$865
Full-time Faculty Overload Rates for Academic Year	\$660	\$1,482	\$977
Full-time Faculty Overload Rates for Summer Term	\$670	\$2,602	\$1,126



Illinois Community College Board

Table 5

FISCAL YEAR 2023 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	\$ 948	\$ 1,103	\$ 1,255
539 JOHN WOOD	600	1,000	1,000
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	515	770	875
534 SPOON RIVER	800	755	863
507 DANVILLE AREA	720	730	715
519 HIGHLAND	576	1,410	1,200
501 KASKASKIA	422	795	855
523 KISHWAUKEE	640	800	1,000
521 REND LAKE	544	825	825
506 SAUK VALLEY	906	904	904
529 ILLINOIS EASTERN	535	660	670
513 ILLINOIS VALLEY	811	825	740
530 JOHN A. LOGAN	840	869	965
520 KANKAKEE	905	810	810
517 LAKE LAND	717	800	800
536 LEWIS AND CLARK	778	778	778
528 MCHENRY COUNTY	941	820	925
503 BLACK HAWK	783	900	900
540 HEARTLAND	992	1,025	1,025
514 ILLINOIS CENTRAL	829	950	925
526 LINCOLN LAND	873	981	981
505 PARKLAND	1,297	1,482	1,482
537 RICHLAND	797	755	991
511 ROCK VALLEY	391	990	1,210
522 SOUTHWESTERN ILLINOIS	1,013	1,222	1,237
509 ELGIN	1,125	941	1,064
527 MORTON	1,015	1,000	1,000
515 PRAIRIE STATE	871	1,123	1,304
510 SOUTH SUBURBAN	816	769	840
516 WAUBONSEE	997	1,148	1,284
508 CITY COLLEGES OF CHICAGO	926	980	2,149
502 COLLEGE OF DUPAGE	1,215	1,301	2,602
532 COLLEGE OF LAKE COUNTY	1,265	1,309	1,309
512 HARPER	1,284	1,125	1,125
525 JOLIET JUNIOR	933	1,200	1,200
524 MORAIN VALLEY	1,170	1,361	1,963
535 OAKTON	1,422	1,070	2,370
504 TRITON	933	1,051	1,042
AVERAGES	\$ 865	\$ 977	\$ 1,126

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

Section III

**SALARIES BASED ON FISCAL YEAR 2023 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2023 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 2023 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 2023 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	\$58,566	\$49,133
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$74,538	\$54,904
Master's Degree, Maximum Hours (5 Years Experience)	\$44,595	\$93,918	\$64,238
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$45,729	\$156,187	\$107,607



Illinois Community College Board

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2023

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	\$ 46,950	\$ 49,060	\$ 53,960	\$ 110,930
539 JOHN WOOD	40,805	45,053	60,459	95,721
531 SHAWNEE	51,702	54,320	60,604	97,189
533 SOUTHEASTERN ILLINOIS	42,909	47,590	54,416	90,499
534 SPOON RIVER	43,184	46,522	52,406	103,949
507 DANVILLE AREA	53,861	53,861	53,861	56,616
519 HIGHLAND	54,269	65,828	80,861	113,748
501 KASKASKIA	49,770	55,040	65,691	106,554
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	51,730	54,730	71,630	99,130
506 SAUK VALLEY	45,724	48,864	61,815	85,364
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	45,327	51,496	60,321	97,331
530 JOHN A. LOGAN	45,732	53,341	61,845	101,105
520 KANKAKEE	50,252	52,004	62,673	102,518
517 LAKE LAND	39,808	42,808	44,595	45,729
536 LEWIS AND CLARK	38,772	47,505	53,351	115,813
528 MCHENRY COUNTY	53,312	64,736	77,588	131,376
503 BLACK HAWK	51,723	55,909	58,895	93,202
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	49,461	54,475	54,475	60,796
526 LINCOLN LAND	47,158	54,933	54,933	117,909
505 PARKLAND	49,878	59,064	63,631	123,747
537 RICHLAND	42,217	45,704	59,485	87,067
511 ROCK VALLEY	56,741	61,741	93,458	118,181
522 SOUTHWESTERN ILLINOIS	51,461	53,792	57,989	99,401
509 ELGIN	51,179	60,391	82,306	129,391
527 MORTON	45,966	53,265	60,417	156,187
515 PRAIRIE STATE	54,051	61,712	73,593	125,981
510 SOUTH SUBURBAN	33,171	38,345	46,875	84,275
516 WAUBONSEE	52,957	56,739	67,623	142,114
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	58,566	74,538	93,918	148,437
532 COLLEGE OF LAKE COUNTY	N/A	N/A	N/A	N/A
512 HARPER	54,795	61,672	67,839	140,533
525 JOLIET JUNIOR	57,265	64,078	73,318	133,765
524 MORAIN VALLEY	52,798	58,153	63,899	138,194
535 OAKTON	52,627	59,097	68,353	133,512
504 TRITON	54,390	60,373	67,014	72,375
AVERAGES	\$ 49,133	\$ 54,904	\$ 64,238	\$ 107,607

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 2023**

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-four 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 2023**

	<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	4	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34



Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2023

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	4	32	160	Yes	5	2026	Yes	IEA/NEA
539 JOHN WOOD	30	15	5	32	164	Yes	4	2026	Yes	IFT/AFT-AFL/CIO
531 SHAWNEE	30	15	10	39	150	Yes	1	2022	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	6	33	162	Yes	1	2023	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	155	Yes	3	2024	Yes	IEA/NEA
507 DANVILLE AREA	30	15	10	35	150	Yes	1	2023	Yes	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Yes	1	2023	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	35	170	Yes	4	2026	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	10	34	168	Yes	4	2026	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	15	36	166	Yes	2	2024	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	3	2024	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Yes	2	2023	No	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	150	Yes	4	2026	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	5	2023	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	168	No	3	2023	Yes	IFT/AFT-AFL/CIO
536 LEWIS AND CLARK	30	15	7.5	32	180	Yes	3	2025	Yes	IEA/NEA
528 MCHENRY COUNTY	30	15	7	32	180	Yes	1	2023	Yes	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Yes	5	2026	Yes	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Yes	3	2025	No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Yes	3	2024	Yes	Other Local Group
526 LINCOLN LAND	30	15	5	32	167	Yes	3	2025	Yes	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	No	--	--	Yes	IFT/AFT-AFL/CIO
537 RICHLAND	30	15	5	32	170	Yes	3	2024	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	Yes	5	2024	Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	1	2022	Yes	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	40	159	Yes	5	2024	Yes	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	160	Yes	3	2024	Yes	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Yes	4	2024	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Yes	1	2022	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	No	--	--	No	IFT/AFT-AFL/CIO
512 HARPER	30	15	10	34	160	Yes	2	2024	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	34	170	Yes	6	2024	Yes	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	32	160	Yes	4	2024	Yes	IEA/NEA
504 TRITON	30	15	10	34	150	Yes	3	2025	Yes	Other Local Group
TOTALS/AVERAGES	30	15	7	34	164	No = 5 Yes = 34	1 = 7 2 = 3 3 = 11 4 = 8 5 = 5 6 = 1 7 = 0	3 =2022 10 =2023 12 =2024 4 =2025 6 =2026 0 =2027 0 =2028	No = 5 Yes = 34	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 2023 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2023 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 \$83,897. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$63,340.

Table 10
**SUMMARY OF
FISCAL YEAR 2023 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$31,949	\$82,606	\$57,302
Lowest Salaries (12 month)	\$27,040	\$47,546	\$36,004
Average Salaries (9 month)	\$34,695	\$114,356	\$83,897*
Average Salaries (12 month)	\$42,834	\$75,574	\$63,340*
Highest Salaries (9 month)	\$37,440	\$148,437	\$97,157
Highest Salaries (12 month)	\$66,415	\$161,669	\$106,554
Median Salaries (9 month)	\$34,695	\$120,246	\$78,285
Median Salaries (12 month)	\$38,920	\$72,246	\$54,807

*Weighted



Illinois Community College Board

Table 11

FISCAL YEAR 2023 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) 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	2	\$31,949	\$31,949	\$34,695	\$37,440	\$37,440	\$34,695
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	1	82,606	82,606	82,606	82,606	82,606	82,606
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	2	75,069	75,069	78,810	82,551	82,551	78,810
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	--	--	--	--	--	--	--
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	11	45,469	52,084	59,251	71,313	82,532	62,185
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	70,448	70,448	76,874	83,300	83,300	76,874
503 BLACK HAWK	1	77,510	77,510	77,510	77,510	77,510	77,510
540 HEARTLAND	--	--	--	--	--	--	--
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	4	45,302	48,136	69,743	95,067	101,619	71,602
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	3	35,360	35,360	72,890	79,131	79,131	62,460
522 SOUTHWESTERN ILLINOIS	3	53,397	53,397	65,427	78,763	78,763	65,862
509 ELGIN	4	60,391	60,391	86,575	114,798	116,837	87,594
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	5	46,000	65,976	68,694	80,944	85,685	69,460
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	5	71,994	88,116	90,362	93,709	111,255	91,087
508 CITY COLLEGES OF CHICAGO	11	60,000	63,654	72,776	89,013	105,204	76,421
502 COLLEGE OF DUPAGE	22	60,910	89,552	120,246	148,437	148,437	114,356
532 COLLEGE OF LAKE COUNTY	8	63,864	65,386	102,312	109,316	147,137	95,629
512 HARPER	13	45,570	83,744	104,245	114,669	140,533	97,261
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	21	48,295	58,445	67,828	79,678	91,128	69,741
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	118	\$ 57,302	\$ 64,813	\$ 78,285	\$ 89,308	\$ 97,157	\$ 83,897
Lowest Low/Highest/High		\$ 31,949				\$ 148,437	

-- = Not Applicable

* Weighted

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



Illinois Community College Board

Table 12

FISCAL YEAR 2023 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	63	\$ 27,090	\$ 36,720	\$ 38,920	\$ 46,610	\$ 85,930	\$ 42,834
539 JOHN WOOD	50	30,500	37,940	42,844	48,112	82,748	43,284
531 SHAWNEE	36	38,000	44,067	50,175	57,164	80,450	51,260
533 SOUTHEASTERN ILLINOIS	29	30,000	42,333	50,000	59,764	86,926	51,856
534 SPOON RIVER	34	37,000	39,693	43,945	51,719	78,168	47,628
507 DANVILLE AREA	37	33,975	39,475	46,350	51,428	84,428	47,526
519 HIGHLAND	27	34,195	44,896	52,628	57,311	84,877	53,771
501 KASKASKIA	54	33,248	40,000	46,216	55,000	98,772	48,885
523 KISHWAUKEE	52	40,162	52,240	60,000	69,422	84,072	61,349
521 REND LAKE	55	31,800	36,000	41,418	50,400	78,795	44,067
506 SAUK VALLEY	41	33,529	48,464	51,292	56,222	88,062	52,500
529 ILLINOIS EASTERN	121	29,494	37,669	42,723	50,925	120,800	46,003
513 ILLINOIS VALLEY	42	34,653	45,760	51,833	61,790	97,970	55,013
530 JOHN A. LOGAN	67	36,206	40,000	48,307	60,233	82,235	51,070
520 KANKAKEE	59	36,046	46,125	52,000	59,865	84,957	54,315
517 LAKE LAND	90	35,298	44,800	45,930	57,013	80,664	51,332
536 LEWIS AND CLARK	42	31,069	49,820	49,820	64,880	101,641	57,742
528 MCHENRY COUNTY	71	37,440	48,173	55,115	65,026	110,033	58,561
503 BLACK HAWK	138	27,040	45,000	51,001	62,399	113,665	56,448
540 HEARTLAND	151	36,281	44,658	51,939	61,223	117,320	54,434
514 ILLINOIS CENTRAL	162	34,611	46,134	52,478	62,005	104,686	56,186
526 LINCOLN LAND	109	41,072	52,164	59,500	68,258	117,909	61,622
505 PARKLAND	135	30,534	48,382	56,713	67,849	122,652	61,138
537 RICHLAND	56	34,154	41,764	45,172	50,894	66,415	46,461
511 ROCK VALLEY	124	32,199	45,760	51,623	59,412	80,000	53,151
522 SOUTHWESTERN ILLINOIS	121	38,002	47,940	57,000	67,068	124,112	60,649
509 ELGIN	191	33,256	58,000	68,526	79,617	128,250	70,643
527 MORTON	29	43,645	61,287	62,517	65,000	85,000	62,630
515 PRAIRIE STATE	69	40,685	49,545	57,964	68,173	92,143	59,133
510 SOUTH SUBURBAN	80	33,249	43,909	48,483	67,625	113,540	56,543
516 WAUBONSEE	171	44,951	53,874	67,561	85,166	125,237	70,456
508 CITY COLLEGES OF CHICAGO	623	36,589	61,790	69,027	77,250	161,669	71,348
502 COLLEGE OF DUPAGE	366	40,394	60,000	69,847	82,739	138,828	73,851
532 COLLEGE OF LAKE COUNTY	281	38,667	52,500	61,835	72,135	124,990	66,128
512 HARPER	276	44,519	61,097	70,285	84,956	161,222	75,574
525 JOLIET JUNIOR	227	41,520	53,254	59,744	72,303	118,110	63,674
524 MORAIN VALLEY	140	47,546	60,925	72,246	85,471	144,644	75,409
535 OAKTON	162	41,212	59,443	71,145	82,378	145,836	73,473
504 TRITON	107	34,340	52,000	63,372	73,937	157,852	68,954
TOTALS/AVERAGES	4,688	\$ 36,004	\$ 48,041	\$ 54,807	\$ 64,583	\$ 106,554	\$ 63,340
Lowest Low/Highest/High		\$ 27,040				\$ 161,669	

* Weighted

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

Section VI

**FISCAL YEAR 2023 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 2023. The weighted average administrative staff salary ranged from a low of \$74,067 to a high of \$161,140. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2023 salaries; and the median fiscal year 2023 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 2023 was \$108,904. The lowest reported administrative salary was \$41,800 and the highest was \$363,734. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2023
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$41,800	\$101,948	\$64,078
Average Administrative Salaries	\$74,067	\$161,140	\$108,904*
Highest Administrative Salaries	\$165,000	\$363,734	\$242,499
Median Administrative Salaries	\$66,679	\$153,399	\$98,763

*Weighted



Illinois Community College Board

Table 14

FISCAL YEAR 2023 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	19	\$ 55,890	\$ 60,260	\$ 81,290	\$ 107,390	\$ 204,510	\$ 91,766
539 JOHN WOOD	19	42,000	56,231	67,500	88,473	221,677	79,476
531 SHAWNEE	18	52,000	68,000	74,633	88,000	165,000	80,547
533 SOUTHEASTERN ILLINOIS	11	47,512	82,615	87,059	104,877	212,240	99,757
534 SPOON RIVER	18	49,429	66,011	76,489	86,364	172,083	80,393
507 DANVILLE AREA	35	43,298	62,440	76,844	97,165	191,300	83,172
519 HIGHLAND	19	60,584	74,376	82,952	102,110	172,380	90,730
501 KASKASKIA	35	44,719	52,260	66,679	85,696	190,563	75,139
523 KISHWAUKEE	18	74,123	84,772	103,525	118,625	210,835	110,946
521 REND LAKE	35	41,800	50,031	68,793	86,474	206,889	74,067
506 SAUK VALLEY	23	68,827	72,883	80,990	97,739	196,149	89,951
529 ILLINOIS EASTERN	24	46,250	62,170	86,457	147,244	187,405	98,738
513 ILLINOIS VALLEY	20	59,028	82,741	85,467	104,666	224,689	99,502
530 JOHN A. LOGAN	42	68,984	80,000	90,239	103,000	195,000	96,217
520 KANKAKEE	32	63,124	68,419	83,596	107,193	188,400	90,474
517 LAKE LAND	21	70,378	82,316	94,580	111,664	258,345	111,579
536 LEWIS AND CLARK	62	50,419	65,608	85,069	110,497	215,250	91,408
528 MCHENRY COUNTY	51	55,926	86,189	99,149	117,060	288,094	107,071
503 BLACK HAWK	9	101,948	103,818	117,000	162,518	204,122	134,109
540 HEARTLAND	28	67,335	86,820	93,558	109,780	232,316	106,260
514 ILLINOIS CENTRAL	34	69,722	80,475	99,372	123,261	274,008	111,317
526 LINCOLN LAND	64	64,323	80,867	96,735	118,554	334,179	106,880
505 PARKLAND	29	65,370	87,912	113,575	141,292	321,210	121,712
537 RICHLAND	39	48,069	64,000	77,915	93,198	230,612	83,194
511 ROCK VALLEY	45	50,600	72,000	78,652	86,625	222,310	83,978
522 SOUTHWESTERN ILLINOIS	17	67,626	85,573	109,242	130,050	186,471	110,093
509 ELGIN	60	82,200	101,208	113,574	151,747	315,409	129,331
527 MORTON	26	58,348	83,722	101,750	125,533	258,516	112,810
515 PRAIRIE STATE	24	68,126	94,252	103,500	119,085	219,300	111,239
510 SOUTH SUBURBAN	25	57,869	87,125	97,375	110,420	216,048	106,443
516 WAUBONSEE	34	92,400	118,549	131,329	172,677	363,734	148,628
508 CITY COLLEGES OF CHICAGO	322	52,788	85,000	97,850	118,450	272,950	105,476
502 COLLEGE OF DUPAGE	42	71,434	129,111	146,828	182,709	283,226	153,898
532 COLLEGE OF LAKE COUNTY	51	91,000	109,403	130,629	146,526	307,837	136,968
512 HARPER	34	101,045	134,810	153,399	170,642	363,293	161,140
525 JOLIET JUNIOR	41	65,434	103,429	119,681	130,902	275,000	125,331
524 MORAIN VALLEY	30	85,000	114,885	124,897	163,507	297,672	141,614
535 OAKTON	38	92,000	115,080	132,536	161,158	309,182	140,852
504 TRITON	33	52,110	99,058	121,071	162,787	269,272	133,895
TOTALS/AVERAGES	1,527	\$ 64,078	\$ 84,472	\$ 98,763	\$ 121,684	\$ 242,499	\$ 108,904
Lowest Low/Highest/High		\$ 41,800				\$ 363,734	

* 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 2023**

A summary of the fiscal year 2023 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 2023. 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 2023 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$165,000	\$363,734	\$242,499
Chief Campus Administrator	\$153,631	\$200,793	\$181,142
Chief Finance Officer	\$86,700	\$254,336	\$160,626
Chief Academic Officer	\$80,764	\$236,159	\$153,845
Student Services Officer	\$75,923	\$230,000	\$132,997
Dean-Baccalaureate Education	\$55,102	\$143,884	\$111,038
Dean-Occupational/Career Education	\$56,231	\$147,365	\$110,117
Dean-Continuing Education	\$60,176	\$119,600	\$95,294
Director-Data Processing/Info Technology	\$65,060	\$201,065	\$125,463
Director-Research & Planning	\$51,842	\$195,856	\$103,326
Director-Admissions and Records	\$47,512	\$160,845	\$88,958
Director-Counseling	\$51,895	\$127,846	\$83,334
Director-Financial Aid	\$54,915	\$145,354	\$86,710
Director-Job Placement	\$84,150	\$148,909	\$120,117
Director-Student Activities	\$65,377	\$136,063	\$85,102
Director-Library/LRC	\$50,031	\$151,907	\$96,546
Director-Development/Grants	\$66,109	\$232,145	\$110,235
Director-Public Information/Relations	\$51,136	\$173,966	\$104,466
Director-Personnel/Human Resources	\$65,720	\$187,105	\$111,922
Director-Business Services	\$54,726	\$141,534	\$90,224
Director-Physical Facilities/Grounds	\$73,510	\$184,972	\$107,830
Director-Adult Education	\$45,000	\$135,566	\$92,773
Director-Athletics	\$50,000	\$178,805	\$87,920
Controller	\$60,584	\$180,180	\$110,257
Director-Business/Industry Center	\$52,000	\$160,425	\$91,992
Director-Physical Therapy Program	\$110,957	\$114,770	\$112,864
Director-Nursing	\$83,110	\$154,500	\$104,682

*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2023

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	\$204,510	1	4	1					\$101,200	1	0	2	\$115,570	1	4	2
539 JOHN WOOD	221,677	1	8	1					90,812	1	7	4	140,703	1	6	2
531 SHAWNEE	165,000	1	2	1					101,000	1	21	2	94,000	1	1	2
533 SOUTHEASTERN ILLINOIS	212,240	1	13	1					104,877	1	5	4	120,000	1	6	2
534 SPOON RIVER	172,083	1	10	1												
507 DANVILLE AREA	191,300	1	6	1					133,989	1	11	2	123,600	1	1	2
519 HIGHLAND	172,380	1	2	1					120,787	1	17	2				
501 KASKASKIA	190,563	1	4	1					114,400	1	6	2	110,334	1	2	2
523 KISHWAUKEE	210,835	1	7	1					118,625	1	4	4	143,471	2	3	2
521 REND LAKE	206,889	1	10	1					102,410	1	6	2	115,299	1	9	2
506 SAUK VALLEY	196,149	1	7	1					121,305	1	3	2	128,044	1	3	2
529 ILLINOIS EASTERN	187,405	1	2	1	\$153,631	5	7	2	169,404	1	4	3	94,419	3	7	4
513 ILLINOIS VALLEY	224,689	1	14	1					153,400	1	1	2	135,200	1	1	2
530 JOHN A. LOGAN	195,000	1	2	1					145,000	1	2	2	145,000	1	6	2
520 KANKAKEE	188,400	1	3	1					125,460	1	2	2	131,000	1	0	2
517 LAKE LAND	258,345	1	9	1					167,500	1	3	2	167,500	1	0	2
536 LEWIS AND CLARK	215,250	1	2	1					197,162	1	10	2	155,590	1	13	2
528 MCHENRY COUNTY	288,094	1	7	1					175,751	1	10	2	165,000	1	0	2
503 BLACK HAWK	204,122	1	4	1					162,518	1	8	2	163,305	1	6	2
540 HEARTLAND	232,316	1	4	1					147,210	1	2	2	164,190	1	10	2
514 ILLINOIS CENTRAL	274,008	1	6	1					234,957	1	21	2	187,949	1	1	2
526 LINCOLN LAND	334,179	1	16	1					184,681	1	3	2	181,206	1	5	2
505 PARKLAND	321,210	1	24	1					169,470	1	13	2	141,292	1	2	2
537 RICHLAND	230,612	1	6	1									141,773	1	9	2
511 ROCK VALLEY	222,310	1	2	1					86,700	1	4	2	80,764	1	10	2
522 SOUTHWESTERN ILLINOIS	186,471	1	4	1					112,922	1	4	2	158,651	1	3	2
509 ELGIN	315,409	1	16	1					190,043	1	3	2	218,618	1	6	2
527 MORTON	258,516	1	7	1					165,784	1	4	4	228,602	1	6	2
515 PRAIRIE STATE	219,300	1	1	1					176,056	1	1	2	168,300	1	1	2
510 SOUTH SUBURBAN	216,048	1	4	1												
516 WAUBONSEE	363,734	1	21	1					218,400	1	2	2	230,000	1	5	2
508 CITY COLLEGES OF CHICAGO	272,950	1	5	1	200,793	7	5	2	184,756	1	4	3	208,060	1	5	3
502 COLLEGE OF DUPAGE	283,226	1	4	1					187,041	1	1	3				
532 COLLEGE OF LAKE COUNTY	307,837	1	4	1					221,550	1	1	2				
512 HARPER	363,293	1	3	1					232,287	1	2	2	236,159	1	2	2
525 JOLIET JUNIOR	275,000	1	0	1					200,000	1	0	2	182,058	1	4	2
524 MORAIN VALLEY	297,672	1	10	1					196,086	1	4	2	201,093	1	10	2
535 OAKTON	309,182	1	7	1					214,669	1	6	2	188,393	1	6	2
504 TRITON	269,272	1	6	1					254,336	1	8	2	194,816	1	3	2
NUMBER OF PERSONS	39				12				36				37			
AVERAGES	\$ 242,499				\$ 181,142				\$ 160,626				\$ 153,845			

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 2023

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	\$131,340	2	1	2					\$87,290	2	2	4				
539 JOHN WOOD	88,473	1	3	4	\$55,102	2	2	4	56,231	1	5	4				
531 SHAWNEE	105,832	1	2	2	78,928	1	4	3								
533 SOUTHEASTERN ILLINOIS	85,000	1	1	4	94,508	1	2	4								
534 SPOON RIVER	95,600	1	10	4	89,850	1	10	4	86,364	1	7	4				
507 DANVILLE AREA	106,960	1	2	2	108,338	1	1	4	91,792	1	4	4				
519 HIGHLAND	106,173	1	15	2					102,110	1	16	2				
501 KASKASKIA	106,300	1	0	2	97,975	1	15	4	85,696	1	2	4				
523 KISHWAUKEE	125,000	1	5	2	90,128	4	1	4	103,525	1	3	4	\$95,056	1	6	4
521 REND LAKE	103,769	2	12	3	93,392	1	11	4	83,131	2	4	4	60,176	1	9	4
506 SAUK VALLEY	91,041	1	0	3	97,739	1	8	3								
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	98,881	1	4	2	96,826	2	10	4	82,281	1	5	4				
530 JOHN A. LOGAN	118,450	1	1	3	125,878	1	6	3								
520 KANKAKEE	117,875	1	1	2					96,615	2	1	4	105,628	1	25	4
517 LAKE LAND	167,500	1	1	2												
536 LEWIS AND CLARK	137,104	1	0	2												
528 MCHENRY COUNTY	172,965	1	4	2	133,470	1	3	4	125,298	1	3	3	89,824	1	3	4
503 BLACK HAWK					117,000	1	0	4	134,448	1	3	2	101,948	1	0	4
540 HEARTLAND	147,210	1	4	2					78,728	1	0	3	94,657	1	6	3
514 ILLINOIS CENTRAL									124,613	1	1	4	80,475	1	0	4
526 LINCOLN LAND	170,000	1	0	2					108,278	1	2	4	98,819	1	0	3
505 PARKLAND	157,873	1	6	2					107,226	1	1	3				
537 RICHLAND	122,024	1	4	2	86,200	1	4	4	80,131	1	5	4				
511 ROCK VALLEY	75,923	1	5	4												
522 SOUTHWESTERN ILLINOIS	109,242	1	2	2					132,651	1	2	4				
509 ELGIN	172,620	1	0	3	108,000	1	0	3	126,007	1	4	3	108,000	1	0	3
527 MORTON	144,900	1	1	3	108,000	1	1	4	116,415	1	3	4	77,610	1	3	4
515 PRAIRIE STATE					100,980	1	1	4	96,900	1	1	4	93,503	1	1	4
510 SOUTH SUBURBAN													97,502	1	19	4
516 WAUBONSEE	230,000	1	10	2	133,848	2	5	4	133,848	2	5	4				
508 CITY COLLEGES OF CHICAGO	111,558	5	10	4					128,063	3	2	4	98,761	1	0	4
502 COLLEGE OF DUPAGE					141,110	1	1	4	147,365	1	5	4				
532 COLLEGE OF LAKE COUNTY	228,657	1	5	2					133,336	1	4	4				
512 HARPER	167,196	1	4	3	135,554	3	3	4	141,446	1	3	4				
525 JOLIET JUNIOR					130,369	1	1	4	125,000	1	0	4				
524 MORAIN VALLEY	197,398	1	12	2	143,884	1	10	4	143,544	1	1	4				
535 OAKTON	159,784	2	7	2	131,510	6	6	4	122,314	1	4	4	107,856	1	6	4
504 TRITON	193,098	1	4	2	125,000	1	0	4	126,575	1	3	4	119,600	1	1	4
NUMBER OF PERSONS	39				37				36				15			
AVERAGES	\$ 132,997				\$ 111,038				\$ 110,117				\$ 95,294			

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 2023

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	\$65,060	1	0	4	\$80,940	1	3	4	\$56,990	1	1	4				
539 JOHN WOOD	85,579	1	15	4					61,157	1	4	4	\$51,895	1	8	4
531 SHAWNEE	80,000	1	1	3	75,000	1	1	3								
533 SOUTHEASTERN ILLINOIS	96,515	1	27	6					47,512	1	1	4				
534 SPOON RIVER	89,884	2	14	4					66,011	1	10	4				
507 DANVILLE AREA	103,036	1	8	4	63,160	1	2	4	62,440	1	4	4	62,441	1	9	4
519 HIGHLAND	82,881	1	5	4	80,408	1	16	4	74,376	1	13	4				
501 KASKASKIA	112,476	1	2	3	81,680	2	2	4					52,260	1	0	4
523 KISHWAUKEE	118,000	1	6	4	84,772	1	6	4								
521 REND LAKE	86,474	1	16	3					62,221	1	10	4	69,048	1	6	6
506 SAUK VALLEY	90,334	1	0	3	74,900	1	0	4	76,939	1	8	4				
529 ILLINOIS EASTERN	114,058	1	26	4	51,842	1	10	4	64,890	1	2	4				
513 ILLINOIS VALLEY	96,000	1	0	4	84,433	1	0	4	71,760	1	1	4				
530 JOHN A. LOGAN	127,468	1	6	3	107,000	1	1	3					101,416	1	7	4
520 KANKAKEE	114,144	1	14	4	87,000	1	3	4	71,750	1	1	4	68,163	1	1	4
517 LAKE LAND	111,664	1	1	4					134,403	1	28	4				
536 LEWIS AND CLARK	115,715	1	1	4	120,835	1	1	4					74,666	1	4	4
528 MCHENRY COUNTY	174,930	1	1	2	105,000	1	0	4	85,000	1	0	4	92,687	1	1	6
503 BLACK HAWK					116,170	1	20	4	103,818	1	5	4				
540 HEARTLAND	142,216	1	8	3	105,042	1	9	3								
514 ILLINOIS CENTRAL	157,331	1	1	4	102,170	1	9	3	100,256	1	1	4				
526 LINCOLN LAND	201,065	1	15	2	119,108	1	6	3	69,684	1	1	4				
505 PARKLAND	159,725	1	3	3	117,690	1	6	3	114,467	1	7	5	79,956	1	2	5
537 RICHLAND	101,552	1	5	3	77,915	1	5	6								
511 ROCK VALLEY					78,113	2	2	2					75,000	1	3	2
522 SOUTHWESTERN ILLINOIS	135,086	1	4	2	103,520	1	2	4	67,626	1	1	4				
509 ELGIN	179,928	1	5	3	195,856	1	15	2	105,458	1	6	5				
527 MORTON	145,854	1	5	2	89,942	1	1	4	83,722	1	2	4	82,053	1	3	4
515 PRAIRIE STATE					104,257	1	10	4	119,976	1	3	4	107,507	1	3	4
510 SOUTH SUBURBAN	117,090	3	7	3	85,474	1	15	4	76,152	2	4	4				
516 WAUBONSEE	172,677	1	11	3	142,468	1	12	4	133,494	2	13	4				
508 CITY COLLEGES OF CHICAGO	93,083	7	2	4					82,265	7	4	4				
502 COLLEGE OF DUPAGE					164,369	1	5	4								
532 COLLEGE OF LAKE COUNTY	193,699	1	4	2	106,185	1	2	4								
512 HARPER	173,974	1	1	3	130,620	1	9	4	160,845	1	3	3				
525 JOLIET JUNIOR	191,400	1	1	2	123,716	1	16	4	132,107	1	26	4				
524 MORAIN VALLEY	188,639	1	8	2	114,885	1	7	4	114,885	1	1	4	121,742	1	8	4
535 OAKTON	154,464	4	9	4	126,894	2	3	4					127,846	1	8	4
504 TRITON	178,805	1	8	3	131,694	1	8	4	99,058	1	3	4				
NUMBER OF PERSONS	47				36				36				14			
AVERAGES	\$ 125,463				\$ 103,326				\$ 88,958				\$ 83,334			

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 2023

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	\$116,370	1	28	4					\$74,880	3	3	4				
539 JOHN WOOD	79,766	2	8	4									\$57,691	1	12	4
531 SHAWNEE									65,377	4	13	3				
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	71,268	1	17	6												
507 DANVILLE AREA	75,075	1	0	4												
519 HIGHLAND	78,383	1	16	4												
501 KASKASKIA	65,428	1	8	4												
523 KISHWAUKEE									74,123	1	3	4	99,828	1	4	4
521 REND LAKE									74,944	1	14	4	50,031	1	0	6
506 SAUK VALLEY	72,883	1	7	4												
529 ILLINOIS EASTERN	54,915	1	0	4									70,350	1	0	4
513 ILLINOIS VALLEY	78,671	1	3	4									84,118	1	5	4
530 JOHN A. LOGAN	82,500	1	0	4									82,894	1	4	4
520 KANKAKEE	68,163	1	1	4					86,591	1	9	4	65,746	1	2	4
517 LAKE LAND	71,756	1	1	4												
536 LEWIS AND CLARK	99,918	1	19	4					129,708	1	1	4				
528 MCHENRY COUNTY	87,164	1	3	4					81,716	1	3	4				
503 BLACK HAWK																
540 HEARTLAND	80,723	1	9	4					67,335	1	3	3	89,331	1	21	4
514 ILLINOIS CENTRAL													86,133	1	12	4
526 LINCOLN LAND	80,051	1	4	4									122,935	1	12	4
505 PARKLAND									73,231	1	4	5	84,543	1	1	5
537 RICHLAND	65,151	1	0	6												
511 ROCK VALLEY	77,010	1	5	4												
522 SOUTHWESTERN ILLINOIS					\$84,150	1	1	4	69,983	1	6	4				
509 ELGIN													101,208	1	4	4
527 MORTON	91,873	1	3	4									106,959	1	2	4
515 PRAIRIE STATE	90,244	1	9	4									95,000	1	0	4
510 SOUTH SUBURBAN	75,000	1	0	4												
516 WAUBONSEE	117,600	1	1	4									98,280	1	2	4
508 CITY COLLEGES OF CHICAGO	78,126	1	7	6												
502 COLLEGE OF DUPAGE	110,205	1	2	4												
532 COLLEGE OF LAKE COUNTY	91,000	1	0	4	148,909	1	18	4	92,000	1	0	4	146,526	1	8	4
512 HARPER	123,577	1	11	4	134,814	1	13	4	136,063	1	1	4	151,907	1	15	4
525 JOLIET JUNIOR	97,691	1	23	4												
524 MORAIN VALLEY					92,955	1	15	4	118,835	1	11	4	103,074	1	7	4
535 OAKTON	145,354	1	23	4	139,756	1	13	4	96,363	1	5	4	113,289	1	6	4
504 TRITON	95,680	1	1	4					115,000	1	0	4	121,071	1	3	4
NUMBER OF PERSONS	30				5				20				20			
AVERAGES	\$ 86,710				\$ 120,117				\$ 85,102				\$ 96,546			

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 2023

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	\$79,450	1	1	4	\$66,340	1	2	4	\$81,290	1	0	4				
539 JOHN WOOD	78,873	1	23	4	51,136	2	1	4	80,014	1	8	4				
531 SHAWNEE					69,000	1	1	3	70,000	1	8	3	\$77,346	1	13	3
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	66,109	1	7	4	61,293	1	10	4	78,500	1	4	4	86,364	1	16	4
507 DANVILLE AREA	108,381	1	4	3	83,419	1	22	3	105,443	1	11	2	76,731	1	2	4
519 HIGHLAND					76,334	1	0	4	100,952	1	3	4				
501 KASKASKIA																
523 KISHWAUKEE					118,000	1	4	4	117,765	1	5	4				
521 REND LAKE					57,649	1	4	6	65,720	1	4	6				
506 SAUK VALLEY									97,739	1	18	4				
529 ILLINOIS EASTERN									68,250	1	2	3	54,726	4	17	4
513 ILLINOIS VALLEY					94,831	1	2	4	86,500	1	0	4				
530 JOHN A. LOGAN	77,250	1	1	4	116,390	1	1	3	99,480	1	2	3				
520 KANKAKEE					82,000	1	0	4	114,657	1	15	4				
517 LAKE LAND	109,826	1	3	3	89,486	1	8	4	94,580	1	6	4				
536 LEWIS AND CLARK					65,608	1	1	6	95,371	1	8	4				
528 MCHENRY COUNTY	86,189	1	2	4	168,756	1	5	2	105,884	1	2	4				
503 BLACK HAWK									103,649	1	8	4				
540 HEARTLAND	106,406	1	10	3	91,225	1	1	3	113,153	1	24	3				
514 ILLINOIS CENTRAL	92,456	1	5	3	158,891	1	4	2								
526 LINCOLN LAND	78,692	1	3	4	144,810	1	18	2	139,996	1	3	3	141,534	1	9	3
505 PARKLAND					85,152	1	4	5	131,915	1	2	3				
537 RICHLAND	111,549	1	3	3					80,116	1	0	6				
511 ROCK VALLEY	92,465	2	2	4					89,440	3	1	4	65,100	1	4	4
522 SOUTHWESTERN ILLINOIS	85,573	1	1	4									91,800	1	1	4
509 ELGIN	98,788	1	0	2	173,966	1	0	2	182,670	1	3	2	114,566	1	1	4
527 MORTON					134,550	1	3	3	103,500	1	1	4				
515 PRAIRIE STATE	99,578	1	6	4	120,000	1	0	4	120,819	1	2	4				
510 SOUTH SUBURBAN					90,000	1	0	3	110,420	1	14	4				
516 WAUBONSEE					130,000	1	0	3	187,105	1	10	3	131,329	1	5	4
508 CITY COLLEGES OF CHICAGO	155,723	1	3	3	133,900	1	3	3	105,762	6	0	4				
502 COLLEGE OF DUPAGE	232,145	1	13	2					120,510	1	1	4	105,672	1	1	4
532 COLLEGE OF LAKE COUNTY	146,348	1	23	4	118,362	1	6	4	182,152	1	4	2	137,234	1	8	3
512 HARPER	198,129	1	8	2					141,467	1	0	3				
525 JOLIET JUNIOR	149,604	1	21	4	116,100	1	16	4					125,000	1	0	4
524 MORAIN VALLEY	85,000	1	0	4	114,885	1	6	4	163,507	1	24	4				
535 OAKTON	93,565	1	5	4	135,378	2	2	4	175,170	1	9	2				
504 TRITON	121,071	1	1	3					167,612	1	8	3	72,000	1	1	4
NUMBER OF PERSONS	24				30				41				16			
AVERAGES	\$ 110,235				\$ 104,466				\$ 111,922				\$ 90,224			

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 2023

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									\$58,040	1	0	4				
539 JOHN WOOD	\$74,827	1	15	4					50,096	1	10	4				
531 SHAWNEE	74,266	1	13	3	\$57,962	1	15	3								
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	74,478	1	30	4	66,390	1	12	6	58,417	1	6	4				
507 DANVILLE AREA	91,746	1	2	2	73,130	1	1	4	74,704	1	4	4	\$79,310	1	1	4
519 HIGHLAND	82,952	1	13	4	66,014	1	1	4	88,876	1	28	4	60,584	1	16	4
501 KASKASKIA					57,678	1	5	4	50,000	1	0	4				
523 KISHWAUKEE									84,050	1	6	4				
521 REND LAKE	74,944	1	6	4	45,000	1	0	6					70,015	1	1	4
506 SAUK VALLEY	74,900	1	2	4					78,956	1	4	4				
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	83,856	1	8	4	59,028	1	0	4					91,721	1	9	4
530 JOHN A. LOGAN	82,598	1	3	4	68,984	1	7	4	106,261	1	5	4	92,700	1	1	4
520 KANKAKEE	88,868	1	2	4	68,675	1	1	4	82,891	1	7	4	73,185	1	2	4
517 LAKE LAND	94,580	1	5	4					70,378	1	9	4	101,958	1	15	4
536 LEWIS AND CLARK	88,020	1	7	4	121,776	1	26	4	85,000	1	0	4				
528 MCHENRY COUNTY	125,000	1	0	4					100,388	1	5	4	128,716	1	9	4
503 BLACK HAWK																
540 HEARTLAND	93,275	1	1	3	81,451	1	6	3	76,215	1	12	4	93,840	1	0	3
514 ILLINOIS CENTRAL									78,312	1	2	4	113,485	1	16	4
526 LINCOLN LAND	108,736	1	9	4	83,621	1	2	4	89,202	1	22	4	84,843	1	3	4
505 PARKLAND	141,200	1	22	5	105,495	1	6	3	82,164	1	4	6	107,635	1	4	5
537 RICHLAND	73,510	1	3	4	57,969	1	0	4					94,336	1	5	4
511 ROCK VALLEY	77,417	1	19	4	58,882	1	6	4	79,275	1	4	6	100,000	1	0	4
522 SOUTHWESTERN ILLINOIS					91,800	1	1	4	74,721	1	8	4				
509 ELGIN	134,834	1	13	4	132,713	2	4	3								
527 MORTON					89,248	1	4	4	104,980	1	2	4				
515 PRAIRIE STATE					111,336	1	12	4	74,460	1	1	4	118,193	1	2	4
510 SOUTH SUBURBAN									90,329	1	16	4	87,125	1	0	4
516 WAUBONSEE	161,018	1	8	3	105,277	1	4	4					180,180	1	13	3
508 CITY COLLEGES OF CHICAGO	149,350	1	1	3	128,333	3	0	4	74,473	6	2	6				
502 COLLEGE OF DUPAGE									145,659	1	3	4	140,993	1	1	5
532 COLLEGE OF LAKE COUNTY									97,408	1	3	4				
512 HARPER	170,380	1	0	3	101,045	1	9	4					146,740	1	2	3
525 JOLIET JUNIOR	143,954	1	15	4									156,038	1	20	4
524 MORAIN VALLEY	120,000	1	0	4	103,199	1	6	4	166,686	1	39	4	125,618	1	4	4
535 OAKTON	133,887	1	4	4	115,234	2	9	4	128,257	1	2	4	144,656	2	3	4
504 TRITON	184,972	1	8	3	135,566	1	6	4	178,805	1	3	3	109,952	2	6	4
NUMBER OF PERSONS	26				29				33				25			
AVERAGES	\$ 107,830				\$ 92,773				\$ 87,920				\$ 110,257			

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 2023

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	\$55,890	1	0	4								
539 JOHN WOOD												
531 SHAWNEE	52,000	1	0	3					\$88,000	1	3	3
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	54,791	2	12	4					85,000	1	0	4
507 DANVILLE AREA	74,097	1	1	4								
519 HIGHLAND									87,044	1	1	4
501 KASKASKIA									85,280	1	1	4
523 KISHWAUKEE												
521 REND LAKE									92,573	1	0	4
506 SAUK VALLEY	81,785	1	3	4					93,433	1	3	3
529 ILLINOIS EASTERN									99,000	1	1	4
513 ILLINOIS VALLEY	83,925	1	0	4								
530 JOHN A. LOGAN	90,529	1	8	4					98,518	1	1	4
520 KANKAKEE									108,757	1	10	4
517 LAKE LAND	79,332	1	7	4								
536 LEWIS AND CLARK	99,530	1	7	4								
528 MCHENRY COUNTY					\$114,770	1	3	4	117,060	1	1	4
503 BLACK HAWK												
540 HEARTLAND									83,110	1	0	3
514 ILLINOIS CENTRAL	100,256	1	3	4					98,488	1	5	5
526 LINCOLN LAND	107,206	1	2	3					145,071	1	13	4
505 PARKLAND	115,088	1	5	5								
537 RICHLAND									95,651	1	14	4
511 ROCK VALLEY												
522 SOUTHWESTERN ILLINOIS												
509 ELGIN												
527 MORTON					110,957	1	3	4	100,000	1	0	4
515 PRAIRIE STATE												
510 SOUTH SUBURBAN									107,164	1	3	4
516 WAUBONSEE												
508 CITY COLLEGES OF CHICAGO									154,500	1	3	4
502 COLLEGE OF DUPAGE									119,423	1	0	4
532 COLLEGE OF LAKE COUNTY	130,131	1	12	4								
512 HARPER									127,511	1	1	4
525 JOLIET JUNIOR												
524 MORAIN VALLEY	160,425	1	5	4					108,056	1	1	4
535 OAKTON	132,091	1	4	3								
504 TRITON												
NUMBER OF PERSONS	16				2				20			
AVERAGES	\$ 91,992				\$ 112,864				\$ 104,682			

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 2022**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2022. 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 2022

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
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	
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	
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	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	X	X
505 PARKLAND	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 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
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	35	37	39	18	2	35	34	33	18	39	31

*Usually for select administrators only.

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

Section IX

**FISCAL YEAR 2023
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes fiscal year 2023 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 2023 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%	12.0%	4.5%
Faculty (9 and 12 Months)	0.0%	9.5%	3.0%
Other (Nonteaching) Professional (9 and 12 Months)	2.0%	11.3%	3.7%
Classified	0.0%	11.2%	3.7%

*Weighted



Illinois Community College Board

Table 19

FISCAL YEAR 2023 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	3.0 %	3.0 %	3.0 %	3.0 %
539 JOHN WOOD	4.8	4.8	4.8	4.8
531 SHAWNEE	3.0	4.9	3.0	3.0
533 SOUTHEASTERN ILLINOIS	3.0	3.0	3.0	3.0
534 SPOON RIVER	2.5	2.5	3.0	2.5
507 DANVILLE AREA	3.0	3.0	3.0	3.0
519 HIGHLAND	4.1	5.2	4.7	2.2
501 KASKASKIA	11.4	2.5	11.3	11.2
523 KISHWAUKEE	3.4	6.2	3.0	2.5
521 REND LAKE	6.5	4.3	6.7	6.3
506 SAUK VALLEY	4.2	3.9	5.4	5.5
529 ILLINOIS EASTERN	5.0	4.3	5.0	5.0
513 ILLINOIS VALLEY	4.0	4.3	4.9	4.7
530 JOHN A. LOGAN	2.5	5.3	3.0	4.2
520 KANKAKEE	7.2	3.4	3.9	7.2
517 LAKE LAND	12.0	5.1	5.3	8.7
536 LEWIS AND CLARK	7.1	7.1	6.8	7.0
528 MCHENRY COUNTY	3.7	2.6	3.0	3.5
503 BLACK HAWK	4.8	3.7	3.2	2.0
540 HEARTLAND	2.7	9.5	3.7	4.5
514 ILLINOIS CENTRAL	3.5	5.9	3.8	3.1
526 LINCOLN LAND	4.0	4.0	4.0	4.0
505 PARKLAND	3.0	3.0	2.8	3.0
537 RICHLAND	2.6	2.6	2.6	2.6
511 ROCK VALLEY	7.9	3.7	5.4	4.3
522 SOUTHWESTERN ILLINOIS	2.0	2.5	2.0	0.0
509 ELGIN	3.0	0.0	3.0	2.6
527 MORTON	8.1	3.2	3.0	2.6
515 PRAIRIE STATE	2.0	3.0	3.0	3.0
510 SOUTH SUBURBAN	2.2	0.1	3.2	3.8
516 WAUBONSEE	5.0	0.0	6.3	7.5
508 CITY COLLEGES OF CHICAGO	5.4	1.4	2.0	3.3
502 COLLEGE OF DUPAGE	0.0	0.0	3.0	3.0
532 COLLEGE OF LAKE COUNTY	5.0	0.0	4.8	3.0
512 HARPER	4.0	5.0	4.0	4.0
525 JOLIET JUNIOR	2.8	2.8	2.8	2.8
524 MORAIN VALLEY	3.5	3.5	3.5	3.5
535 OAKTON	3.0	3.4	3.0	3.0
504 TRITON	4.2	3.8	4.5	4.4
TOTALS/AVERAGES	4.5 %	3.0 %	3.7 %	3.7 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2022 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2022 and the average total salaries paid to full-time faculty in fiscal year 2022. The fiscal year 2022 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2021, to June 30, 2022.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2022 for those districts reporting data was \$29,795 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2022. 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 2022 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 2022 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2022 AVERAGE TOTAL SALARY ACTUALLY PAID

District/College	FY 2022 Full-Time Average Faculty Contractual Base Salary	FY 2022 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$ 61,252	\$ 89,353	\$ 28,101	45.9 %
539 JOHN WOOD	60,705	62,503	1,798	3.0
531 SHAWNEE	70,430	86,536	16,106	22.9
533 SOUTHEASTERN ILLINOIS	60,985	80,512	19,527	32.0
534 SPOON RIVER	61,078	78,550	17,472	28.6
507 DANVILLE AREA	62,191	93,660	31,468	50.6
519 HIGHLAND	86,922	105,552	18,630	21.4
501 KASKASKIA	80,920	120,967	40,046	49.5
523 KISHWAUKEE	65,670	76,122	10,452	15.9
521 REND LAKE	68,449	77,951	9,502	13.9
506 SAUK VALLEY	61,980	84,575	22,595	36.5
529 ILLINOIS EASTERN	60,253	87,620	27,367	45.4
513 ILLINOIS VALLEY	73,420	92,782	19,362	26.4
530 JOHN A. LOGAN	70,294	94,886	24,592	35.0
520 KANKAKEE	69,884	91,187	21,303	30.5
517 LAKE LAND	60,239	95,917	35,678	59.2
536 LEWIS AND CLARK	78,907	97,178	18,271	23.2
528 MCHENRY COUNTY	99,662	126,140	26,478	26.6
503 BLACK HAWK	63,729	94,112	30,383	47.7
540 HEARTLAND	67,378	83,285	15,908	23.6
514 ILLINOIS CENTRAL	73,453	103,749	30,296	41.2
526 LINCOLN LAND	87,864	114,939	27,076	30.8
505 PARKLAND	80,364	101,966	21,602	26.9
537 RICHLAND	65,049	89,326	24,277	37.3
511 ROCK VALLEY	70,509	95,822	25,313	35.9
522 SOUTHWESTERN ILLINOIS	69,521	106,359	36,838	53.0
509 ELGIN	99,716	134,618	34,902	35.0
527 MORTON	75,971	107,028	31,057	40.9
515 PRAIRIE STATE	80,035	99,827	19,792	24.7
510 SOUTH SUBURBAN	71,652	98,851	27,199	38.0
516 WAUBONSEE	93,169	112,994	19,825	21.3
508 CITY COLLEGES OF CHICAGO	92,589	113,763	21,174	22.9
502 COLLEGE OF DUPAGE	111,583	151,163	39,580	35.5
532 COLLEGE OF LAKE COUNTY	105,356	139,876	34,520	32.8
512 HARPER	96,287	131,922	35,636	37.0
525 JOLIET JUNIOR	105,603	144,792	39,189	37.1
524 MORAIN VALLEY	80,646	131,446	50,800	63.0
535 OAKTON	89,048	119,949	30,901	34.7
504 TRITON	72,397	96,975	24,578	33.9
TOTAL/AVERAGES*	\$ 83,922	\$ 113,717	\$29,795	35.5 %

*Weighted

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



Illinois Community College Board

Table 21

FISCAL YEAR 2022 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District/College	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$ 112,980	\$ 49,845	\$ 26,467
539 JOHN WOOD	78,386	44,478	32,187
531 SHAWNEE	71,888	57,263	37,019
533 SOUTHEASTERN ILLINOIS	115,567	62,398	34,455
534 SPOON RIVER	85,301	57,226	38,216
507 DANVILLE AREA	80,269	48,438	34,775
519 HIGHLAND	87,706	61,657	38,179
501 KASKASKIA	82,168	60,029	41,295
523 KISHWAUKEE	113,066	72,444	41,513
521 REND LAKE	74,149	50,977	34,960
506 SAUK VALLEY	89,522	57,581	35,863
529 ILLINOIS EASTERN	97,985	45,690	37,765
513 ILLINOIS VALLEY	116,507	61,603	38,013
530 JOHN A. LOGAN	90,438	56,148	44,085
520 KANKAKEE	92,037	64,377	55,574
517 LAKE LAND	107,669	67,325	44,237
536 LEWIS AND CLARK	92,322	58,971	32,135
528 MCHENRY COUNTY	105,952	64,240	53,650
503 BLACK HAWK	100,825	64,701	29,177
540 HEARTLAND	107,898	60,453	34,080
514 ILLINOIS CENTRAL	120,551	60,088	38,386
526 LINCOLN LAND	123,552	69,802	48,620
505 PARKLAND	140,831	72,857	40,401
537 RICHLAND	88,156	56,725	44,922
511 ROCK VALLEY	89,306	59,670	49,106
522 SOUTHWESTERN ILLINOIS	109,296	68,645	43,169
509 ELGIN	153,927	84,580	50,783
527 MORTON	130,889	64,396	58,336
515 PRAIRIE STATE	114,854	67,197	43,685
510 SOUTH SUBURBAN	108,171	65,165	45,977
516 WAUBONSEE	164,660	79,255	52,357
508 CITY COLLEGES OF CHICAGO	119,411	79,797	62,450
502 COLLEGE OF DUPAGE	168,026	86,120	55,958
532 COLLEGE OF LAKE COUNTY	139,608	80,818	40,219
512 HARPER	151,578	82,750	49,010
525 JOLIET JUNIOR	125,122	72,708	60,135
524 MORAIN VALLEY	151,269	80,539	50,956
535 OAKTON	160,658	83,240	63,702
504 TRITON	150,656	80,501	47,842
STATE AVERAGE*	\$ 115,752	\$ 73,705	\$ 47,169

*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 2019 TO 2023**

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 (NONT EACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2019 TO 2023**

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Faculty (9 Month)	\$78,928	\$80,469	\$82,517	\$84,118	\$85,238
Faculty (12 Month)	\$63,915	\$63,250	\$63,900	\$67,819	\$62,575
Administrators (12 Month)	\$101,344	\$102,965	\$103,673	\$106,319	\$108,904
Other Professionals (9 Month)	\$80,632	\$81,625	\$83,715	\$85,494	\$83,897
Other Professionals (12 Month)	\$59,030	\$60,038	\$60,993	\$62,119	\$63,340

*Weighted