



FISCAL YEAR 2020

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

July 2020

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HIGHLIGHTS OF THE FISCAL YEAR 2020 SALARY REPORT

1. Fiscal Year 2020 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$80,469
Administrative (12 month)	\$102,965
Other (Nonteaching) Professional (9 month)	\$81,625

2. Fiscal Year 2020 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$807/credit hour
Full-Time Faculty Overload Rate	\$928/credit hour
Full-Time Faculty Summer Rate	\$1,045/credit hour

3. Fiscal Year 2020 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)	\$47,018
Master's Degree, Plus Zero Hours (5 Years Experience)	\$53,721
Master's Degree, Maximum Hours (5 Years Experience)	\$62,687
Doctorate, Maximum Hours (Maximum Experience)	\$105,875

4. Fiscal Year 2019 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2018, and June 30, 2019. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$100,547
Administrative (12 month)	\$103,310
Other (Nonteaching) Professional (9 and 12 month)	\$66,406
Classified	\$43,896

Illinois Community College Board

**FISCAL YEAR 2020 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table of Contents

	<u>Page</u>
Introduction.....	1
Employee Groups.....	2
Section I—Fiscal Year 2020 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges	3
Section II—Fiscal Year 2020 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 2020 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 2020	10
Section V—Fiscal Year 2020 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges	12
Section VI—Fiscal Year 2020 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 2020	17
Section VIII—Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges—Fiscal Year 2019.....	26
Section IX—Fiscal Year 2020 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 2019 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 2016 to 2020.....	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 2020 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, 2019. 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 2019 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 2020 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 2020. 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 2020
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,460	\$56,667	\$46,083
Average Faculty Salaries	\$57,252	\$104,654	\$80,469*
High Faculty Salaries	\$77,740	\$162,026	\$112,480
Median Faculty Salaries	\$54,911	\$104,112	\$73,188

*Weighted

Section II

**FISCAL YEAR 2020 PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 2020.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 2020
PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME
FACULTY OVERLOAD AND SUMMER TERM SALARY RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$400	\$1,318	\$807
Overload Rates (Full-time Faculty)	\$555	\$1,350	\$928
Summer Term Rates (Full-time Faculty)	\$655	\$2,406	\$1,045

Section III

**SALARIES BASED ON FISCAL YEAR 2020 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2020 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 2020 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 2020 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	\$58,721	\$47,018
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$80,000	\$53,721
Master's Degree, Maximum Hours (5 Years Experience)	\$46,500	\$95,346	\$62,687
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$51,461	\$153,935	\$105,875

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2020**

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-three 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 2020**

	<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	16	15
Average Weekly Office/Academic Advising Hours	0	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

Section V

**FISCAL YEAR 2020 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2020 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 \$81,625. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$60,038.

Table 10
**SUMMARY OF
FISCAL YEAR 2020 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)	\$23,319	\$80,132	\$54,158
Lowest Salaries (12 month)	\$20,427	\$46,121	\$32,593
Average Salaries (9 month)	\$23,319	\$103,354	\$81,625*
Average Salaries (12 month)	\$39,268	\$71,798	\$60,038*
Highest Salaries (9 month)	\$23,319	\$138,691	\$88,923
Highest Salaries (12 month)	\$60,990	\$150,932	\$99,914
Median Salaries (9 month)	\$23,319	\$113,871	\$70,893
Median Salaries (12 month)	\$36,960	\$68,422	\$51,557

*Weighted

Section VI

**FISCAL YEAR 2020 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 2020. The weighted average administrative staff salary ranged from a low of \$70,626 to a high of \$156,551. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2020 salaries; and the median fiscal year 2020 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 2020 was \$102,965. The lowest reported administrative salary was \$32,145 and the highest was \$347,087. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2020
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$32,145	\$97,280	\$60,314
Average Administrative Salaries	\$70,626	\$156,551	\$102,965*
Highest Administrative Salaries	\$135,000	\$347,087	\$223,876
Median Administrative Salaries	\$64,783	\$148,681	\$93,616

*Weighted

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2020**

A summary of the fiscal year 2020 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 2020. 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 2020 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$135,000	\$347,087	\$223,876
Chief Campus Administrator	\$143,218	\$184,714	\$169,625
Chief Finance Officer	\$78,730	\$231,833	\$150,123
Chief Academic Officer	\$85,979	\$249,333	\$141,268
Student Services Officer	\$51,416	\$206,876	\$118,754
Dean-Baccalaureate Education	\$55,904	\$164,897	\$107,904
Dean-Occupational/Career Education	\$50,217	\$141,570	\$101,958
Dean-Continuing Education	\$51,500	\$144,736	\$99,550
Director-Data Processing/Info Technology	\$50,750	\$209,621	\$117,615
Director-Research & Planning	\$58,302	\$174,471	\$96,969
Director-Admissions and Records	\$54,814	\$147,755	\$84,328
Director-Counseling	\$46,452	\$130,295	\$86,784
Director-Financial Aid	\$58,861	\$135,997	\$81,213
Director-Job Placement	\$44,063	\$130,759	\$92,280
Director-Student Activities	\$56,758	\$139,767	\$79,337
Director-Library/LRC	\$51,680	\$134,244	\$88,009
Director-Development/Grants	\$59,455	\$215,157	\$104,823
Director-Public Information/Relations	\$51,500	\$167,248	\$98,394
Director-Personnel/Human Resources	\$58,710	\$166,350	\$103,910
Director-Business Services	\$47,088	\$162,454	\$92,224
Director-Physical Facilities/Grounds	\$63,390	\$168,056	\$102,743
Director-Adult Education	\$52,531	\$128,594	\$87,836
Director-Athletics	\$44,847	\$150,341	\$77,630
Controller	\$50,811	\$169,924	\$107,227
Director-Business/Industry Center	\$50,634	\$147,900	\$91,742
Director-Physical Therapy Program	--	--	--
Director-Nursing	\$74,579	\$130,080	\$99,554

*Weighted

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2019**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2019. 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.

Section IX

**FISCAL YEAR 2020
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 2020 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 2020 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	1.9%	18.4%	6.0%
Faculty (9 and 12 Months)	0.0%	6.7%	3.4%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	10.6%	4.1%
Classified	0.2%	6.0%	3.3%

*Weighted

Section X

**FISCAL YEAR 2019 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2019 and the average total salaries paid to full-time faculty in fiscal year 2019. The fiscal year 2019 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2018, to June 30, 2019.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2019 for those districts reporting data was \$22,085 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2019. 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 2019 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2016 TO 2020**

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 (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2016 TO 2020**

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Faculty (9 Month)	\$74,455	\$76,183	\$78,089	\$78,928	\$80,469
Faculty (12 Month)	\$58,045	\$59,432	\$60,746	\$63,915	\$63,250
Administrators (12 Month)	\$94,435	\$97,205	\$100,228	\$101,344	\$102,965
Other Professionals (9 Month)	\$73,464	\$75,655	\$78,322	\$80,632	\$81,625
Other Professionals (12 Month)	\$56,447	\$57,561	\$58,396	\$59,030	\$60,038

*Weighted