

Fiscal Year 2012 Salary Report

for the
Illinois Public Community Colleges



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HIGHLIGHTS OF THE FISCAL YEAR 2012 SALARY REPORT

1. Fiscal Year 2012 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$69,576
Administrative (12 month)	\$89,092
Other (Nonteaching) Professional (9 month)	\$66,577

2. Fiscal Year 2011 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$12,764
Administrative (12 month)	\$13,189
Other (Nonteaching) Professional (9 month)	\$12,752
Classified (12 month)	\$11,934

3. Fiscal Year 2012 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$661/credit hour
Full-Time Faculty Overload Rate	\$760/credit hour
Full-Time Faculty Summer Rate	\$905/credit hour

4. Fiscal Year 2012 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	\$41,026
Master's Degree, Plus Zero Hours (5 Years Experience)	\$47,104
Master's Degree, Maximum Hours (5 Years Experience)	\$56,057
Doctorate, Maximum Hours (Maximum Experience)	\$96,232

5. Fiscal Year 2011 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2010 and June 30, 2011. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$85,610
Administrative (12 month)	\$90,238
Other (Nonteaching) Professional (9 and 12 month)	\$56,520
Classified	\$38,355

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**FISCAL YEAR 2012 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2012 Salary Report* reflect the census date of October 1, 2011. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2011 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 2012 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 2012. 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 2012
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$24,463	\$54,186	\$41,783
Average Faculty Salaries	\$49,051	\$99,394	\$69,576*
High Faculty Salaries	\$61,214	\$144,627	\$97,603
Median Faculty Salaries	\$46,338	\$102,129	\$64,152

*Weighted

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Table 2

FISCAL YEAR 2012 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	53	\$ 38,440	\$ 44,450	\$ 48,720	\$ 53,570	\$ 84,460	\$ 51,557
531 SHAWNEE	36	45,800	52,437	56,062	60,092	69,839	56,300
533 SOUTHEASTERN	38	41,507	50,598	55,401	60,031	67,406	54,737
534 SPOON RIVER	35	38,280	44,454	46,338	56,535	72,794	50,725
539 WOOD	54	36,474	44,048	50,874	59,587	71,837	52,477
507 DANVILLE	56	38,500	43,974	48,595	54,155	61,214	49,051
519 HIGHLAND	45	49,733	64,437	70,797	79,509	94,673	72,318
501 KASKASKIA	73	44,665	57,577	66,562	75,135	81,909	65,729
523 KISHWAUKEE	70	40,000	49,225	53,727	59,858	95,716	56,247
521 REND LAKE	57	40,340	47,130	51,930	61,810	78,910	54,392
506 SAUK VALLEY	40	32,017	44,463	52,130	58,720	77,297	51,379
529 ILLINOIS EASTERN	88	37,177	46,994	54,024	61,497	83,195	55,881
513 ILLINOIS VALLEY	82	39,691	58,054	64,430	70,196	98,497	64,617
520 KANKAKEE	73	39,322	49,290	56,188	64,274	94,593	58,295
517 LAKE LAND	103	34,835	43,231	51,879	59,312	71,550	51,258
536 LEWIS AND CLARK	104	42,222	55,359	62,455	72,564	94,588	64,416
530 LOGAN	95	48,516	57,064	67,814	74,924	90,822	66,834
528 MCHENRY	94	45,900	67,932	83,997	99,603	110,619	83,665
503 BLACK HAWK	131	41,694	48,375	56,890	73,542	98,546	61,189
540 HEARTLAND	89	41,581	50,898	56,670	64,580	96,086	58,506
514 ILLINOIS CENTRAL	192	40,136	50,552	56,285	61,802	92,177	57,601
526 LINCOLN LAND	130	24,463	61,063	76,451	86,394	110,571	74,588
505 PARKLAND	175	40,395	59,277	64,268	72,871	89,499	65,333
537 RICHLAND	70	36,520	45,430	54,197	61,425	87,075	54,678
511 ROCK VALLEY	158	43,144	52,402	61,258	72,949	100,955	63,973
522 SOUTHWESTERN	151	43,042	53,973	61,011	68,087	118,419	62,425
509 ELGIN	132	48,406	71,898	88,492	108,699	116,835	88,013
527 MORTON	50	45,077	64,393	71,624	85,535	120,956	76,316
515 PRAIRIE STATE	78	42,227	54,477	66,276	76,880	111,062	67,535
510 SOUTH SUBURBAN	92	34,147	50,394	63,977	84,252	105,414	66,440
516 WAUBONSEE	105	45,062	56,577	68,782	84,609	104,087	70,459
508 CHICAGO	539	47,615	59,078	66,617	78,704	122,206	70,945
502 DUPAGE	272	49,797	86,647	102,129	118,517	123,134	99,394
512 HARPER	205	42,209	57,109	74,872	90,449	115,400	75,597
525 JOLIET	217	40,871	62,520	74,218	90,103	115,129	76,289
532 LAKE COUNTY	203	46,436	65,839	84,028	102,138	119,594	83,965
524 MORAIN VALLEY	178	44,970	52,110	58,394	65,393	98,890	59,608
535 OAKTON	146	54,186	76,323	90,322	114,525	144,627	95,776
504 TRITON	103	44,157	49,900	63,237	73,212	115,941	67,282
TOTALS/AVERAGES	4,612	\$ 41,783	\$ 55,127	\$ 64,152	\$ 74,770	\$ 97,603	\$ 69,576
Lowest Low/Highest/High		\$ 24,463				\$ 144,627	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2012 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	3	\$ 52,843	\$ 52,843	\$ 53,109	\$ 58,668	\$ 58,668	\$ 54,873
533 SOUTHEASTERN	1	44,595	44,595	44,595	44,595	44,595	44,595
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	2	57,752	57,752	61,093	64,434	64,434	61,093
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	1	45,900	45,900	45,900	45,900	45,900	45,900
521 REND LAKE	12	39,000	42,345	43,980	53,292	65,139	47,793
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	13	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	4	35,046	35,098	35,837	37,134	37,743	36,116
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	56,918	56,918	58,138	60,496	60,496	58,517
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	6	52,337	55,174	62,911	76,383	84,606	65,720
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	2	84,278	84,278	92,686	101,093	101,093	92,686
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	6	38,345	42,276	44,001	51,680	51,680	45,331
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	16	41,498	48,421	63,171	69,502	73,391	58,745
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	69	\$ 49,495	\$ 50,919	\$ 54,237	\$ 59,050	\$ 61,097	\$ 52,941
Lowest Low/Highest/High		\$ 35,046				\$ 101,093	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Section II

**FISCAL YEAR 2012 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 2012.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 2012
PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME
FACULTY OVERLOAD AND SUMMER TERM SALARY RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$374	\$1,119	\$661
Overload Rates (Full-time Faculty)	\$418	\$1,096	\$760
Summer Term Rates (Full-time Faculty)	\$480	\$2,558	\$905

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Table 5

FISCAL YEAR 2012 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
518 SANDBURG	\$ 659	\$ 767	\$ 875
531 SHAWNEE	470	625	625
533 SOUTHEASTERN	412	750	875
534 SPOON RIVER	530	550	1,000
539 WOOD	611	698	698
507 DANVILLE	530	545	560
519 HIGHLAND	522	1,096	1,130
501 KASKASKIA	468	629	600
523 KISHWAUKEE	538	935	1,000
521 REND LAKE	420	740	740
506 SAUK VALLEY	602	650	650
529 ILLINOIS EASTERN	374	430	480
513 ILLINOIS VALLEY	620	640	640
520 KANKAKEE	685	640	639
517 LAKE LAND	588	710	710
536 LEWIS AND CLARK	678	678	678
530 LOGAN	708	720	797
528 MCHENRY	663	627	627
503 BLACK HAWK	499	825	825
540 HEARTLAND	756	875	875
514 ILLINOIS CENTRAL	615	775	750
526 LINCOLN LAND	650	799	799
505 PARKLAND	988	1,010	1,020
537 RICHLAND	595	620	897
511 ROCK VALLEY	565	828	1,012
522 SOUTHWESTERN	722	1,082	1,082
509 ELGIN	871	885	1,000
527 MORTON	689	749	884
515 PRAIRIE STATE	625	546	840
510 SOUTH SUBURBAN	491	418	870
516 WAUBONSEE	650	921	1,028
508 CHICAGO	866	737	1,783
502 DUPAGE	925	951	2,558
512 HARPER	935	830	833
525 JOLIET	722	917	1,017
532 LAKE COUNTY	906	933	933
524 MORAIN VALLEY	797	973	1,363
535 OAKTON	1,119	730	730
504 TRITON	707	800	853
AVERAGES	\$ 661	\$ 760	\$ 905

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2012 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2012 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 2012 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 2012 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$30,947	\$51,408	\$41,026
Master's Degree, Plus Zero Hours (5 Years Experience)	\$35,474	\$62,424	\$47,104
Master's Degree, Maximum Hours (5 Years Experience)	\$35,474	\$95,250	\$56,057
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$50,788	\$131,450	\$96,232

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2012

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Max. Hours Max. Exp.
518 SANDBURG	\$ 37,710	\$ 41,520	\$ 45,700	\$ 95,510
531 SHAWNEE	39,854	45,368	51,423	81,295
533 SOUTHEASTERN	37,734	41,850	47,853	76,497
534 SPOON RIVER	38,173	41,314	48,637	86,667
539 WOOD	36,135	39,896	44,684	82,557
507 DANVILLE	43,000	43,000	45,000	60,713
519 HIGHLAND	46,092	55,910	68,677	94,673
501 KASKASKIA	42,419	48,034	57,112	80,709
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	39,740	42,740	57,460	79,960
506 SAUK VALLEY	30,947	35,474	35,474	79,391
529 ILLINOIS EASTERN	37,017	N/A	N/A	86,766
513 ILLINOIS VALLEY	37,260	43,661	51,463	95,800
520 KANKAKEE	39,322	43,398	54,380	104,239
517 LAKE LAND	36,135	39,135	40,758	50,788
536 LEWIS & CLARK	41,842	46,736	52,055	94,588
530 LOGAN	40,000	47,110	55,272	91,988
528 MCHENRY	51,408	62,424	67,473	110,619
503 BLACK HAWK	39,500	44,009	49,033	83,551
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	40,136	44,936	44,936	70,622
526 LINCOLN LAND	40,003	46,596	95,250	100,013
505 PARKLAND	38,293	46,623	50,129	89,499
537 RICHLAND	35,945	38,505	49,872	85,069
511 ROCK VALLEY	42,002	47,002	57,022	100,955
522 SOUTHWESTERN	45,679	51,157	55,367	91,068
509 ELGIN	46,213	54,531	74,321	116,835
527 MORTON	42,489	49,257	55,870	120,956
515 PRAIRIE STATE	40,330	49,887	59,489	101,813
510 SOUTH SUBURBAN	33,171	38,345	46,875	101,414
516 WAUBONSEE	42,395	45,963	52,669	104,087
508 CHICAGO	47,615	54,100	58,759	121,145
502 DUPAGE	48,346	61,531	77,530	119,547
512 HARPER	42,209	47,274	60,056	115,400
525 JOLIET	43,732	49,765	57,106	107,633
532 LAKE COUNTY	44,225	53,755	66,341	119,594
524 MORAIN VALLEY	43,650	48,050	52,829	111,248
535 OAKTON	43,100	51,858	63,394	131,450
504 TRITON	44,157	55,019	67,789	115,941
AVERAGES	\$ 41,026	\$ 47,104	\$ 56,057	\$ 96,232

N/A = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2012**

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-nine public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

**SUMMARY OF
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2012**

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

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Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2012

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year----		Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
				in Weeks	in Instructional Days					
518 SANDBURG	30	15	5	32	160	Y	4	2014	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	4	2015	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	40	159	Y	3	2014	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	159	Y	6	2012	Y	IEA/NEA
539 WOOD	30	15	4	30	164	Y	3	2014	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	4	2015	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Y	3	2013	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	5	32	151	Y	4	2012	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	160	Y	4	2014	N	IFT/AFT-AFL/CIO
521 REND LAKE	32	18	5	36	166	Y	3	2011	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	150	Y	3	2013	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	153	Y	5	2012	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	168	Y	3	2014	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	40	200	Y	4	2014	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	152	Y	3	2013	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	3	2014	Y	IEA/NEA
530 LOGAN	30	15	10	37	150	Y	4	2012	Y	IEA/NEA
528 MCHENRY	30	15	5	32	180	Y	5	2013	Y	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Y	4	2014	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	154	Y	4	2015	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Y	3	2014	Y	ICC Faculty Forum
526 LINCOLN LAND	30	15	6	33	165	Y	3	2012	Y	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	Y	5	2013	Y	Academic Employees
537 RICHLAND	30	15	5	32	150	Y	5	2014	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	5	36	160	Y	3	2011	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	36	222	Y	3	2014	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	3	2013	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	150	Y	5	2014	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	33	155	Y	3	2012	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	180	Y	2	2012	Y	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	159	Y	3	2013	Y	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	4	36	175	Y	5	2013	Y	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	168	Y	4	2011	Y	IEA/NEA
512 HARPER	30	15	10	36	160	Y	3	2015	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	7	30	177	Y	4	2015	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	30	160	Y	4	2014	Y	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Y	2	2013	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	4	2012	Y	IEA/NEA
504 TRITON	30	15	10	32	160	Y	3	2012	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (C2)

N = 0	1 = 0	0 = 2010	N = 3	IEA/NEA = 12
Y = 39	2 = 2	3 = 2011	Y = 36	IFT/AFT-AFL/CIO = 25
	3 = 17	9 = 2012		Local Fac Assoc./
	4 = 13	9 = 2013		Teachers' Union = 2
	5 = 6	13 = 2014		
	6 = 1	5 = 2015		
	7 = 0	0 = 2016		

Section V

**FISCAL YEAR 2012 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2012 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include a relatively diverse group of professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgment and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was \$66,577. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$53,300.

Table 10

**SUMMARY OF
FISCAL YEAR 2012 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Salaries (9 month)	\$18,012	\$68,448	\$43,062
Lowest Salaries (12 month)	\$13,436	\$42,500	\$28,290
Average Salaries (9 month)	\$24,084	\$100,597	\$66,577*
Average Salaries (12 month)	\$34,023	\$69,170	\$53,300*
Highest Salaries (9 month)	\$30,054	\$123,134	\$78,331
Highest Salaries (12 month)	\$59,467	\$145,800	\$88,181
Median Salaries (9 month)	\$22,536	\$101,586	\$60,023
Median Salaries (12 month)	\$30,300	\$65,651	\$46,197

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2012 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	4	50,420	55,165	62,880	70,680	75,510	62,923
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	4	\$ 18,012	\$ 18,807	\$ 22,536	\$ 29,362	\$ 33,253	\$ 24,084
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	1	59,386	59,386	59,386	59,386	59,386	59,386
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	9	18,142	28,914	53,748	66,539	77,879	49,175
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	2	27,641	27,641	31,675	35,708	35,708	31,675
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	36,135	41,039	47,113	51,979	61,873	47,546
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	37,541	37,541	37,541	37,541	37,541	37,541
528 MCHENRY	7	54,162	62,424	79,866	94,095	99,603	78,096
503 BLACK HAWK	6	29,475	40,696	53,187	73,542	83,551	55,606
540 HEARTLAND	6	20,370	21,739	23,944	24,799	30,054	24,142
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	47,146	47,146	62,110	70,688	70,688	59,981
505 PARKLAND	3	41,728	41,728	54,869	54,869	54,869	50,489
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	3	48,700	48,700	58,405	87,535	87,535	64,880
509 ELGIN	10	56,440	76,894	94,161	112,884	116,835	91,270
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	5	47,960	47,960	54,151	56,588	62,969	53,926
510 SOUTH SUBURBAN	16	30,843	42,092	55,546	69,225	83,340	55,471
516 WAUBONSEE	9	41,534	51,412	58,484	63,193	68,013	56,790
508 CHICAGO	16	47,615	60,229	70,743	76,829	104,706	70,579
502 DUPAGE	23	68,448	91,264	101,586	113,899	123,134	100,597
512 HARPER	23	47,878	58,936	70,300	79,741	115,400	72,027
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	20	36,203	58,075	78,718	100,654	113,466	79,455
524 MORAIN VALLEY	19	37,161	42,336	48,620	52,539	89,989	50,387
535 OAKTON	4	67,320	71,201	81,192	88,813	90,322	80,007
504 TRITON	6	63,237	64,555	79,797	102,845	104,313	82,424
TOTALS/AVERAGES	212	\$ 43,062	\$ 49,828	\$ 60,023	\$ 69,747	\$ 78,331	\$ 66,577
Lowest Low/Highest High		\$ 18,012				\$ 123,134	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2012 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	64	\$ 21,260	\$ 28,000	\$ 33,270	\$ 39,315	\$ 60,150	\$ 34,711
531 SHAWNEE	33	28,892	40,227	42,887	48,932	82,120	45,908
533 SOUTHEASTERN	31	18,012	23,501	32,000	47,814	66,549	36,062
534 SPOON RIVER	44	26,000	31,850	36,332	42,186	65,649	38,207
539 WOOD	51	22,891	27,171	30,300	40,639	62,707	34,023
507 DANVILLE	37	28,092	29,519	35,868	44,035	86,501	39,767
519 HIGHLAND	35	26,010	35,872	40,377	47,622	63,954	41,369
501 KASKASKIA	45	28,080	34,160	40,158	44,377	73,306	40,803
523 KISHWAUKEE	44	31,012	40,589	46,948	53,029	64,741	46,574
521 REND LAKE	50	18,356	32,932	37,559	44,730	89,690	39,315
506 SAUK VALLEY	30	31,192	39,260	43,085	52,000	59,467	44,685
529 ILLINOIS EASTERN	107	19,469	28,782	36,880	43,966	66,517	37,597
513 ILLINOIS VALLEY	62	20,842	36,483	44,493	52,951	87,298	45,319
520 KANKAKEE	36	29,370	39,396	43,264	49,982	68,952	45,253
517 LAKE LAND	82	25,792	34,944	43,376	52,237	108,063	46,541
536 LEWIS AND CLARK	63	25,523	29,912	35,937	44,762	69,696	37,958
530 LOGAN	72	29,316	40,216	44,308	50,322	82,324	46,157
528 MCHENRY	129	13,436	34,965	40,892	46,988	89,047	42,272
503 BLACK HAWK	133	25,108	42,074	49,580	60,093	103,000	51,740
540 HEARTLAND	88	29,400	33,798	39,588	43,751	70,000	40,482
514 ILLINOIS CENTRAL	151	28,704	38,679	44,540	51,806	90,646	46,647
526 LINCOLN LAND	105	27,428	41,755	48,049	54,173	66,480	48,299
505 PARKLAND	134	17,553	42,023	50,090	64,172	96,093	53,445
537 RICHLAND	28	23,587	34,226	37,734	47,158	109,295	41,601
511 ROCK VALLEY	113	27,040	43,344	48,500	56,590	84,782	50,402
522 SOUTHWESTERN	111	30,701	45,084	57,995	74,970	144,488	62,121
509 ELGIN	153	35,307	55,705	63,984	77,897	126,645	66,405
527 MORTON	13	39,061	48,031	52,785	59,422	70,775	54,598
515 PRAIRIE STATE	61	27,718	42,646	46,306	49,446	68,510	45,852
510 SOUTH SUBURBAN	77	22,000	34,543	40,170	49,093	85,608	42,972
516 WAUBONSEE	149	31,159	38,897	49,505	59,570	86,244	50,818
508 CHICAGO	492	28,122	49,532	60,448	72,550	145,800	63,131
502 DUPAGE	264	40,872	56,462	65,437	79,529	119,413	69,170
512 HARPER	185	42,500	57,057	65,651	78,036	126,406	68,457
525 JOLIET	151	34,019	46,675	54,333	62,951	80,704	54,969
532 LAKE COUNTY	166	30,536	38,813	44,132	56,630	93,233	48,909
524 MORAIN VALLEY	156	39,585	49,002	56,824	68,743	107,551	60,221
535 OAKTON	143	41,377	50,609	62,059	71,063	117,189	64,154
504 TRITON	74	37,977	49,356	56,054	64,628	99,462	58,799
TOTALS/AVERAGES	3,962	\$ 28,290	\$ 39,643	\$ 46,197	\$ 55,081	\$ 88,181	\$ 53,300
Lowest Low/Highest High		\$ 13,436				\$ 145,800	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2012 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 2012. The weighted average administrative staff salary ranged from a low of \$61,775 to a high of \$131,813. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2012 salaries; and the median fiscal year 2012 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 2012 was \$89,092. The lowest reported administrative salary was \$26,546 and the highest was \$343,906. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2012
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$26,546	\$86,646	\$52,367
Average Administrative Salaries	\$61,775	\$131,813	\$89,092*
Highest Administrative Salaries	\$139,860	\$343,906	\$192,175
Median Administrative Salaries	\$56,382	\$131,255	\$81,765

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2012 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	19	\$ 42,970	\$ 66,010	\$ 76,120	\$ 105,610	\$ 160,550	\$ 84,597
531 SHAWNEE	17	45,532	54,528	62,940	71,980	144,900	69,670
533 SOUTHEASTERN	15	37,300	55,686	64,000	73,581	140,594	68,765
534 SPOON RIVER	17	37,440	54,417	70,000	88,212	142,255	73,925
539 WOOD	29	26,546	47,392	60,036	68,000	176,929	66,216
507 DANVILLE	29	40,778	50,646	72,536	79,000	165,354	72,182
519 HIGHLAND	20	43,671	60,021	74,550	88,395	139,860	76,456
501 KASKASKIA	36	32,850	45,961	57,682	72,415	180,652	62,662
523 KISHWAUKEE	20	58,249	78,900	86,017	98,269	165,506	91,002
521 REND LAKE	23	33,394	47,937	68,000	85,283	143,850	70,012
506 SAUK VALLEY	14	60,900	67,323	74,892	89,344	152,799	82,899
529 ILLINOIS EASTERN	30	39,457	53,300	68,066	101,987	162,772	75,400
513 ILLINOIS VALLEY	18	55,866	68,250	75,228	94,097	170,889	85,817
520 KANKAKEE	73	35,021	46,012	56,382	69,708	178,955	61,775
517 LAKE LAND	22	44,805	63,194	70,544	119,318	200,075	90,587
536 LEWIS & CLARK	59	34,764	52,332	71,400	99,254	264,894	83,720
530 LOGAN	53	48,518	61,305	72,773	86,118	157,980	78,339
528 MC HENRY	40	41,612	72,573	77,952	92,497	200,850	84,925
503 BLACK HAWK	10	81,781	100,058	113,753	127,154	175,000	116,853
540 HEARTLAND	59	44,800	55,595	61,147	77,653	181,125	71,760
514 ILLINOIS CENTRAL	29	54,922	80,000	90,974	102,141	227,300	96,162
526 LINCOLN LAND	61	54,000	65,911	78,641	101,959	212,400	85,104
505 PARKLAND	42	47,662	69,376	82,653	95,930	205,186	86,087
537 RICHLAND	46	36,335	49,726	61,807	78,175	194,900	69,200
511 ROCK VALLEY	35	46,336	70,510	78,018	94,279	177,521	85,538
522 SOUTHWESTERN	24	67,043	84,950	96,244	116,862	156,000	101,943
509 ELGIN	40	73,631	97,698	107,728	128,886	221,130	115,651
527 MORTON	16	51,850	66,606	84,717	94,703	155,250	85,039
515 PRAIRIE STATE	30	56,551	64,632	75,392	90,149	201,571	84,868
510 SOUTH SUBURBAN	22	55,403	70,092	78,441	104,108	146,835	86,783
516 WAUBONSEE	32	71,264	80,374	85,233	107,769	216,000	99,321
508 CHICAGO	129	58,800	82,000	93,000	114,770	270,000	103,569
502 DUPAGE	42	84,487	105,000	131,255	148,089	274,070	131,813
512 HARPER	45	79,823	91,975	114,794	140,000	248,400	121,356
525 JOLIET	28	72,766	83,495	89,605	102,420	160,370	95,086
532 LAKE COUNTY	64	47,040	75,636	86,095	111,998	230,625	95,177
524 MORAIN VALLEY	23	65,231	94,000	103,663	131,134	343,906	121,403
535 OAKTON	30	86,646	103,394	120,273	141,005	235,485	126,364
504 TRITON	38	46,288	68,405	96,297	110,000	212,082	96,160
TOTALS/AVERAGES	1,379	\$ 52,367	\$ 69,365	\$ 81,765	\$ 100,058	\$ 192,175	\$ 89,092
Lowest Low/Highest High		\$ 26,546				\$ 343,906	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2012

A summary of the fiscal year 2012 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 2012. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

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

Table 15

SUMMARY OF FISCAL YEAR 2012 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	<u>District Range</u>		State* Average
	Low	- High	
District Executive Officer	\$139,860	\$343,906	\$194,849
Chief Campus Administrator	\$115,725	\$151,200	\$138,300
Chief Finance Officer	\$68,000	\$193,212	\$126,178
Chief Academic Officer	\$64,324	\$200,445	\$130,886
Student Services Officer	\$57,349	\$163,105	\$102,791
Dean-Baccalaureate Education	\$69,212	\$148,253	\$95,657
Dean-Occupational/Career Education	\$65,877	\$146,272	\$97,437
Dean-Continuing Education	\$40,778	\$173,924	\$88,459
Director-Data Processing/Info Technology	\$65,022	\$183,093	\$107,212
Director-Research & Planning	\$47,550	\$164,628	\$89,300
Director-Admissions and Records	\$44,232	\$125,042	\$74,283
Director-Counseling	\$44,075	\$126,840	\$79,298
Director-Financial Aid	\$40,909	\$108,693	\$69,024
Director-Job Placement	\$44,583	\$90,490	\$72,869
Director-Student Activities	\$39,395	\$160,242	\$79,309
Director-Library/LRC	\$42,840	\$122,758	\$77,038
Director-Development/Grants	\$51,219	\$169,126	\$86,924
Director-Public Information/Relations	\$40,616	\$158,323	\$85,141
Director-Personnel/Human Resources	\$58,259	\$145,800	\$87,806
Director-Business Services	\$48,709	\$146,439	\$83,922
Director-Physical Facilities/Grounds	\$53,940	\$145,800	\$88,673
Director-Adult Education	\$49,886	\$151,750	\$80,025
Director-Athletics	\$37,440	\$106,103	\$74,519
Controller	\$43,671	\$144,900	\$86,522
Director-Business/Industry Center	\$45,623	\$124,200	\$80,955

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2012

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$160,550	1	1	1					\$74,120	1	6	4	\$97,000	1	1	2
SHAWNEE	144,900	1	4	1					81,787	1	5	2	101,734	1	7	2
SOUTHEASTERN	140,594	1	2	1					90,288	1	4	4				
SPOON RIVER	142,255	1	6	1					108,684	1	8	2	100,880	1	2	2
WOOD	176,929	1	3	1					119,692	1	14	3	118,243	1	0	3
DANVILLE	165,354	1	12	1					102,632	1	6	3	131,081	1	14	2
HIGHLAND	139,860	1	5	1					102,374	1	6	2	104,550	1	1	2
KASKASKIA	180,652	1	10	1					90,500	1	0	2	105,000	1	0	2
KISHWAUKEE	165,506	1	4	1					119,646	1	3	2	132,448	1	4	2
RAUD LAKE	143,850	1	2	1					68,000	1	1	2				
SAUK VALLEY	152,799	1	6	1					79,376	1	5	3	121,888	1	1	2
ILLINOIS EASTERN	162,772	1	16	1	\$115,725	4	2	2	101,987	1	10	3	64,324	4	1	4
ILLINOIS VALLEY	170,889	1	3	1					106,346	1	3	2	132,061	1	1	2
KANKAKEE	178,955	1	2	1					125,034	1	10	2	113,534	1	1	2
LAKE LAND	200,075	1	4	1					125,347	1	16	2	125,091	1	3	2
LEWIS & CLARK	264,894	1	1	1									190,289	1	20	2
LOGAN	157,980	1	11	1					124,375	1	4	2	146,500	1	11	2
MC HENRY	200,850	1	1	1					118,450	1	1	2	136,873	1	2	2
BLACK HAWK	175,000	1	0	1					123,832	2	1	2	144,181	1	2	2
HEARTLAND	181,125	1	1	1					141,598	1	15	2	146,437	1	10	2
ILLINOIS CENTRAL	227,300	1	11	1					147,252	1	10	2	139,729	1	2	2
LINCOLN LAND	212,400	1	5	1					139,224	1	12	2	141,427	1	10	2
PARKLAND	205,186	1	13	1					115,369	1	2	2	115,840	2	13	2
RICHLAND	194,900	1	10	1					134,110	1	13	2	117,859	1	1	2
ROCK VALLEY	177,521	1	7	1					137,019	1	9	2	144,900	1	3	2
SOUTHWESTERN	156,000	1	3	1					89,000	1	1	2	149,375	1	10	2
ELGIN	221,130	1	1	1					174,648	1	1	2	163,174	1	1	2
MORTON	155,250	1	3	1					109,480	1	3	2	96,405	1	2	2
PRAIRIE STATE	201,571	1	3	1					134,760	1	1	2	137,917	1	2	2
SOUTH SUBURBAN	204,500	1	11	1												
WAUBONSEE	216,000	1	10	1					165,075	1	6	2	175,267	1	10	2
CHICAGO	270,000	1	1	1	151,200	7	2	2	175,728	1	6	3	183,600	1	0	3
DUPAGE	274,070	1	3	1					193,212	1	2	2	200,445	1	7	2
HARPER	248,400	1	2	1					186,300	1	1	2	191,475	1	1	2
JOLIET	207,000	1	0	1					155,332	1	1	2	160,370	1	1	2
LAKE COUNTY	230,625	1	2	1					160,194	1	2	2	162,746	1	4	2
MORAIN VALLEY	343,906	1	20	1					131,134	1	15	2	149,247	1	9	2
OAKTON	235,485	1	16	1					160,365	1	3	2	144,751	1	5	2
TRITON	212,082	1	10	1					158,656	1	13	2	140,000	1	3	2
NUMBER OF PERSONS		39				11				38				40		
AVERAGES	\$ 194,849				\$ 138,300				\$ 126,178				\$ 130,886			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2012

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$132,170	1	12	2					\$76,120	1	0	4	\$72,507	3	11	4
SHAWNEE	71,980	1	2	2	\$85,000	1	22	4								
SOUTHEASTERN	64,000	1	0	4	69,212	1	27	4	65,877	1	12	4				
SPOON RIVER	76,698	1	2	4	78,334	1	2	4	70,000	1	0	4				
WOOD	119,692	1	23	3	78,154	1	2	3	68,000	1	0	3				
DANVILLE					76,686	2	0	4	95,651	1	9	4	40,778	1	3	6
HIGHLAND	89,629	1	4	3					86,520	1	5	4				
KASKASKIA	80,491	2	2	2	73,233	1	4	4	83,391	1	4	4				
KISHWAUKEE	104,040	1	2	2	79,463	3	1	4	78,749	2	3	4	113,654	1	29	4
REND LAKE	85,283	1	2	2	101,353	1	3	2	101,353	1	3	2	45,622	1	3	4
SAUK VALLEY	76,711	1	4	3					74,958	1	3	3				
ILLINOIS EASTERN	57,349	3	13	4												
ILLINOIS VALLEY									81,137	2	2	3				
KANKAKEE	91,676	1	1	3									78,520	1	14	4
LAKE LAND	125,213	1	6	2	109,611	1	15	3	119,318	1	23	3				
LEWIS & CLARK	134,607	1	3	2	86,785	1	2	4	82,712	1	3	4				
LOGAN	123,162	1	3	2	111,886	1	11	3					108,823	1	14	3
MC HENRY									94,441	1	0	4	94,257	1	4	4
BLACK HAWK	106,995	1	2	2	104,673	1	4	4					85,876	1	0	4
HEARTLAND	83,640	1	1	3									121,528	1	6	2
ILLINOIS CENTRAL	94,760	1	3	3												
LINCOLN LAND	113,850	1	1	2												
PARKLAND	124,312	1	5	2	89,157	1	1	3	82,987	1	1	3				
RICHLAND	75,184	1	4	4	85,507	2	6	4	74,375	1	2	4	69,500	1	0	4
ROCK VALLEY	94,279	1	6	3					119,752	1	8	3				
SOUTHWESTERN	99,000	1	2	2	119,121	1	6	4	119,606	1	8	4	73,132	1	8	4
ELGIN	132,589	1	1	3	137,935	1	1	3	112,070	1	1	3	97,510	1	1	3
MORTON					87,975	1	1	4					75,010	1	16	4
PRAIRIE STATE	128,000	1	26	2	107,506	1	13	4	86,000	1	1	4	67,017	1	13	4
SOUTH SUBURBAN													71,324	1	8	4
WAUBONSEE	109,370	1	12	3	87,436	6	5	4					89,090	1	9	4
CHICAGO	97,784	5	16	4	94,996	6	9	4	105,857	9	15	4	89,766	4	15	4
DUPAGE					148,253	1	8	4	141,084	1	10	4	107,130	1	1	4
HARPER	114,794	1	5	4					146,272	1	10	4	114,364	1	5	4
JOLIET					104,482	1	3	4	108,606	1	1	4				
LAKE COUNTY	163,105	1	14	2												
MORAIN VALLEY	138,189	1	1	2	101,455	1	1	4	108,129	1	4	4				
OAKTON	140,239	2	8	2	121,810	3	4	4	103,000	1	0	4	173,924	1	8	2
TRITON	136,269	1	3	4	105,000	1	1	4	112,476	1	4	4	96,297	1	4	4
NUMBER OF PERSONS	40				41				37				26			
AVERAGES	\$ 102,791				\$ 95,657				\$ 97,437				\$ 88,459			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2012**

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$123,480	1	4	2					\$79,375	2	6	4				
SHAWNEE	71,912	1	10	4					70,477	1	22	4	\$62,940	1	10	4
SOUTHEASTERN	69,938	1	16	6												
SPOON RIVER	72,842	1	3	4					54,417	1	14	6				
WOOD	65,022	1	4	4	47,550	1	1	4	44,232	1	2	4	44,232	1	2	4
DANVILLE	76,255	1	15	6	\$50,523	1	1	5	72,536	1	1	4	44,075	1	1	6
HIGHLAND	67,295	1	3	4	60,468	1	5	4	50,730	1	2	4				
KASKASKIA	79,240	1	15	4	50,000	1	0	4	59,779	1	0	4				
KISHWAUKEE	82,739	1	7	4	86,700	1	12	3	78,900	2	3	4				
REND LAKE	70,487	1	1	4					47,937	1	3	6				
SAUK VALLEY					89,344	1	4	3								
ILLINOIS EASTERN	84,902	1	15	4					49,892	3	19	4				
ILLINOIS VALLEY	103,759	1	18	3	94,097	1	1	2	55,866	1	1	3	68,238	1	1	3
KANKAKEE	84,917	1	3	3	72,417	1	5	4	69,708	1	7	3	62,000	1	0	4
LAKE LAND	115,272	1	10	5	60,174	1	3	6	91,890	1	17	4				
LEWIS & CLARK	176,868	1	2	2									50,744	1	1	4
LOGAN	104,986	1	30	4												
MC HENRY	144,200	1	1	2	77,250	1	2	4	79,794	1	7	4	79,046	1	2	4
BLACK HAWK																
HEARTLAND	117,256	1	14	3	73,267	1	1	3					57,068	1	2	4
ILLINOIS CENTRAL	95,339	1	7	4	133,767	1	8	2					59,158	1	2	4
LINCOLN LAND	121,770	1	4	2	81,254	1	7	4	86,979	1	4	3	66,554	1	5	4
PARKLAND					80,119	1	3	5	81,442	1	1	5				
RICHLAND	67,000	1	0	4									83,998	1	3	4
ROCK VALLEY					75,000	1	1	3	71,128	1	5	4				
SOUTHWESTERN	120,000	1	0	2	112,493	1	31	2	86,000	1	9	4	103,425	1	9	4
ELGIN	156,272	1	1	2	125,743	1	1	2	104,878	1	1	4	126,840	1	1	4
MORTON	93,000	1	0	4	66,542	1	5	4	51,850	1	2	4				
PRAIRIE STATE					78,022	1	2	4	63,041	1	3	4	85,500	1	3	4
SOUTH SUBURBAN					68,699	1	4	4	66,484	1	5	4				
WAUBONSEE	86,306	1	0	3	71,264	1	1	4	79,209	1	5	4	82,891	1	5	4
CHICAGO	100,409	8	12	4	129,005	1	21	4	70,168	6	12	4				
DUPAGE	183,093	1	5	2	164,628	1	20	4	106,767	1	4	4	102,191	1	7	4
HARPER	127,914	2	5	4	106,295	1	2	4	125,042	1	9	4	91,975	1	9	4
JOLIET									88,358	1	7	4				
LAKE COUNTY	117,875	1	1	4	95,000	1	0	4	117,807	1	12	3	97,298	1	3	4
MORAIN VALLEY	176,237	1	10	4	103,663	1	25	4	94,000	1	0	4	99,989	1	5	4
OAKTON	136,110	3	7	2	157,828	1	26	4	100,471	1	10	4	117,790	1	6	4
TRITON									63,268	1	3	4				
NUMBER OF PERSONS	41				27				40				20			
AVERAGES	\$ 107,212				\$ 89,300				\$ 74,283				\$ 79,298			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2012

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$81,470	1	17	4									\$96,020	1	6	4
SHAWNEE	62,062	1	19	4									52,337	1	6	4
SOUTHEASTERN													73,581	1	27	4
SPOON RIVER	51,849	1	6	6									56,552	1	10	6
WOOD	54,339	1	5	4									43,811	1	1	4
DANVILLE	65,946	1	25	4	\$44,583	1	3	6								
HIGHLAND	61,125	1	5	4									51,682	1	4	4
KASKASKIA	52,090	1	4	4									64,616	1	3	4
KISHWAUKEE													61,591	1	10	4
REND LAKE	80,509	1	31	6									85,283	1	12	2
SAUK VALLEY																
ILLINOIS EASTERN	40,909	4	14	4									42,840	4	8	4
ILLINOIS VALLEY	66,734	1	1	3									71,950	1	11	3
KANKAKEE	63,996	1	4	4					\$39,395	1	1	5	53,296	1	3	5
LAKE LAND	63,681	1	6	6												
LEWIS & CLARK	68,812	1	8	4	50,223	1	2	6	160,242	1	19	2	107,567	1	3	3
LOGAN	71,503	1	4	4	90,414	1	9	4	57,534	1	5	4	68,524	1	13	4
MC HENRY																
BLACK HAWK																
HEARTLAND	83,126	1	8	4					57,599	1	4	4	58,262	1	10	4
ILLINOIS CENTRAL	64,087	1	3	4												
LINCOLN LAND	95,458	1	26	3					55,664	1	6	4	85,482	1	1	4
PARKLAND	77,190	1	5	5	76,556	1	17	5	72,221	1	13	6	85,931	1	12	5
RICHLAND	53,232	1	3	4	69,465	1	5	4	53,707	1	3	4	56,100	1	0	4
ROCK VALLEY	62,332	1	5	4									88,568	1	12	4
SOUTHWESTERN	79,131	1	7	4					67,043	1	21	4	89,949	1	5	4
ELGIN	97,698	1	0	3									90,199	1	1	4
MORTON													66,669	1	3	4
PRAIRIE STATE	64,386	1	16	4					57,680	1	1	4				
SOUTH SUBURBAN	84,124	1	16	4												
WAUBONSEE	87,363	1	4	6												
CHICAGO	66,217	7	5	4												
DUPAGE													121,134	1	4	4
HARPER	88,000	1	0	4	90,490	1	9	4	91,476	1	8	4	114,476	1	4	4
JOLIET	75,885	1	3	4												
LAKE COUNTY	85,000	1	0	4	80,879	1	7	4	102,156	1	11	4	122,758	1	10	4
MORAIN VALLEY	89,749	1	21	4	65,231	1	4	4					87,550	1	1	4
OAKTON	108,693	1	12	4	87,977	1	2	4	122,756	1	26	4	121,833	2	15	4
TRITON	63,268	1	4	4					93,546	1	5	3	96,297	1	5	4
NUMBER OF PERSONS	41				9				13				32			
AVERAGES	\$ 69,024				\$ 72,869				\$ 79,309				\$ 77,038			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2012**

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$66,010	1	8	4	\$72,870	1	19	4	\$80,150	1	2	4	\$68,290	1	3	4
SHAWNEE													54,528	1	2	4
SOUTHEASTERN	56,034	1	1	4												
SPOON RIVER									60,049	1	7	4	61,058	1	5	4
WOOD	60,036	1	12	4	57,923	1	2	4	58,259	1	14	4	65,596	1	7	4
DANVILLE	70,336	1	3	4					79,000	1	0	4				
HIGHLAND					53,836	1	3	4	81,760	1	16	3				
KASKASKIA					55,875	1	26	4	68,310	1	12	4	64,364	1	27	4
KISHWAUKEE	88,158	1	4	4	58,249	1	4	4	81,600	1	9	4				
REND LAKE					54,913	1	5	6								
SAUK VALLEY	70,477	1	4	4					71,456	1	7	4				
ILLINOIS EASTERN					40,616	3	11	4	67,950	1	10	4	48,709	5	19	4
ILLINOIS VALLEY									61,524	1	5	3				
KANKAKEE	72,275	1	1	4	68,641	1	8	4	76,435	1	4	4	52,122	1	3	5
LAKE LAND	51,219	1	1	6	66,142	1	13	5	66,153	1	6	6				
LEWIS & CLARK					100,000	1	2	2	71,400	1	1	4				
LOGAN					67,482	1	7	4	90,236	1	7	4				
MC HENRY					72,589	1	4	4	85,731	1	3	2	78,653	1	2	4
BLACK HAWK									81,781	1	3	4				
HEARTLAND					77,296	1	13	3	79,327	1	13	3	61,147	1	13	3
ILLINOIS CENTRAL	90,269	1	10	3	107,778	1	11	2	102,141	1	4	3				
LINCOLN LAND	65,173	1	4	4	88,891	1	7	4	102,141	1	11	3	101,152	1	17	3
PARKLAND	66,765	1	3	6	63,954	1	1	5	88,369	1	0	3				
RICHLAND					94,130	1	5	3	73,472	1	2	4	65,436	1	5	4
ROCK VALLEY	91,000	1	1	4					90,316	1	1	4	84,531	1	7	4
SOUTHWESTERN	114,602	1	2	4	110,000	1	5	2	83,900	1	1	4	93,487	1	24	6
ELGIN					139,088	1	1	2	106,626	1	0	2	97,698	1	1	3
MORTON	100,000	1	0	2					81,459	1	3	4				
PRAIRIE STATE	72,761	1	14	4	85,000	1	4	4	97,491	1	5	4				
SOUTH SUBURBAN	55,403	1	20	4	57,188	1	8	4	58,599	1	3	4				
WAUBONSEE	84,160	1	7	4	79,209	1	4	4	108,123	1	20	4	81,539	1	2	4
CHICAGO	129,600	1	1	3	128,000	1	0	4	145,800	1	1	3	111,702	7	12	4
DUPAGE	169,126	1	2	2	144,977	1	2	2					146,439	1	17	4
HARPER	162,108	1	6	2	144,900	1	1	3	140,000	1	0	3				
JOLIET	90,852	1	8	4					108,606	1	3	4	105,198	1	7	4
LAKE COUNTY	81,848	1	12	4	113,680	1	20	4	101,257	1	4	4	70,369	1	12	4
MORAIN VALLEY	103,663	1	28	4	98,953	1	12	4	104,311	1	12	4				
OAKTON	86,646	1	7	4	158,323	1	7	3	131,677	1	15	3	98,125	1	12	4
TRITON	74,572	1	5	4	97,645	1	6	4					126,390	1	5	3
NUMBER OF PERSONS	25				31				34				31			
AVERAGES	\$ 86,924				\$ 85,141				\$ 87,806				\$ 83,922			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2012**

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG																
SHAWNEE	\$57,070	1	2	4	70,477	1	16	4					\$57,642	1	9	6
SOUTHEASTERN	55,686	1	6	4												
SPOON RIVER	53,940	1	19	4	49,920	1	1	6	37,440	1	0	6				
WOOD	57,358	1	4	4					\$61,597	1	9	4				
DANVILLE	80,977	1	7	4	64,845	1	21	5	44,489	1	4	6	65,330	1	6	6
HIGHLAND	66,777	1	2	4	59,574	1	5	4	72,600	1	17	4	43,671	1	5	4
KASKASKIA	59,488	1	2	4	53,993	1	3	4					70,000	1	0	4
KISHWAUKEE													86,353	1	3	4
REND LAKE	99,071	1	16	4									78,947	1	8	4
SAUK VALLEY	66,306	1	7	4	60,900	1	1	4	67,323	1	18	5				
ILLINOIS EASTERN					62,350	1	3	4								
ILLINOIS VALLEY	68,250	1	6	3									68,349	1	1	3
KANKAKEE	96,455	1	3	3	88,857	1	7	4	81,704	1	3	4	64,000	1	0	4
LAKE LAND									66,153	1	6	6	74,755	1	4	5
LEWIS & CLARK	99,254	1	5	3	79,524	1	15	4	77,520	1	2	4				
LOGAN	85,116	1	16	4	86,118	1	15	4	99,798	1	11	4				
MC HENRY	82,400	1	1	4	73,673	1	4	4	90,736	1	21	4	77,000	1	0	4
BLACK HAWK																
HEARTLAND	92,984	1	5	3	66,343	1	5	3	57,069	1	5	4	93,036	1	20	3
ILLINOIS CENTRAL	88,343	1	5	4									75,963	1	5	3
LINCOLN LAND	61,122	1	2	4	63,785	1	4	4	61,898	1	11	4	82,071	1	13	4
PARKLAND	107,599	1	11	5	62,241	1	11	6	76,799	1	11	6	69,376	1	3	4
RICHLAND	96,126	1	23	4	49,886	1	7	4					60,941	1	3	4
ROCK VALLEY	73,820	1	1	4	73,452	1	20	4	60,933	1	0	6	72,730	1	4	4
SOUTHWESTERN	76,000	1	1	4	104,832	1	8	4	89,375	1	32	4	75,000	1	0	4
ELGIN	106,832	1	1	3	116,755	1	1	3					107,468	1	1	3
MORTON	92,540	1	10	4												
PRAIRIE STATE	95,623	1	12	4	82,000	1	1	4	56,551	1	2	4	90,149	1	4	4
SOUTH SUBURBAN	88,753	1	12	4					72,600	1	5	4	104,108	1	10	4
WAUBONSEE	103,630	1	12	4	72,699	1	3	4					104,545	1	2	3
CHICAGO	145,800	1	6	3	97,092	5	12	4	65,442	2	9	4	127,000	1	5	4
DUPAGE	131,017	1	4	4					101,804	1	5	4				
HARPER									89,295	1	4	4	144,900	1	1	3
JOLIET	94,439	1	4	4	75,885	1	1	4	84,866	1	16	4	112,730	1	9	4
LAKE COUNTY	103,785	1	9	4	151,750	1	28	4	82,564	1	7	4	105,000	1	0	3
MORAIN VALLEY	128,283	1	9	4	78,153	1	1	4	92,868	1	28	4	121,800	1	9	4
OAKTON	97,755	1	2	4	87,262	1	4	4	106,103	1	2	4	110,691	1	3	4
TRITON	113,618	1	2	4									79,074	1	9	4
NUMBER OF PERSONS	33				29				25				28			
AVERAGES	\$ 88,673				\$ 80,025				\$ 74,519				\$ 86,522			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2012**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG SHAWNEE SOUTHEASTERN SPOON RIVER WOOD	45,623	1	24	4
DANVILLE HIGHLAND KASKASKIA KISHWAUKEE REND LAKE SAUK VALLEY	\$83,323 54,749 85,680 55,901	1 1 1 1	24 5 1 12	4 4 4 6
ILLINOIS EASTERN ILLINOIS VALLEY KANKAKEE LAKE LAND LEWIS & CLARK LOGAN MC HENRY	83,366 58,489 97,540 81,644 82,819 67,906	1 1 1 1 1 1	26 21 24 2 14 2	3 5 4 4 4 2
BLACK HAWK HEARTLAND ILLINOIS CENTRAL LINCOLN LAND PARKLAND RICHLAND ROCK VALLEY SOUTHWESTERN	72,988 87,764 69,787 89,098 92,323	1 1 1 2 1	2 13 6 13 15	3 4 4 5 4
ELGIN MORTON PRAIRIE STATE SOUTH SUBURBAN WAUBONSEE	60,659	1	3	4
CHICAGO	104,700	1	16	3
DUPAGE HARPER JOLIET LAKE COUNTY MORAIN VALLEY OAKTON TRITON	124,200 100,358 90,000 103,394 61,500	1 1 1 1 1	1 2 0 6 1	4 4 4 4 4
NUMBER OF PERSONS	24			
AVERAGES	\$ 80,955			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2012
MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL
STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2012 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2012*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	31	\$ 2,410	\$ 3,737	\$ 6,029
Accountant II	22	2,485	3,868	5,031
Account Clerk I	44	1,906	2,892	4,840
Account Clerk II	44	2,075	2,796	3,350
Admissions/Records Assistant	145	1,859	2,774	4,151
Admissions/Records Supervisor	72	2,873	4,550	8,142
Audio/Visual Services Manager	21	2,311	4,808	8,812
Bookstore Manager	26	2,269	4,306	8,553
Clerk Typist	358	1,763	2,732	3,859
Computer Operator I	11	2,427	3,710	4,500
Computer Operator II	8	2,392	3,088	3,614
Computer Programmer I	8	3,445	3,898	4,448
Computer Programmer II	14	2,460	4,650	7,115
Computer Systems Analyst	44	2,162	5,136	7,866
Building Custodian	851	1,715	2,720	4,656
Building Services Supervisor	89	3,049	3,993	6,213
Data Entry Operator	31	1,899	3,015	4,416
Library Assistant	131	1,622	2,756	4,531
Programmer/Analyst	45	3,334	5,134	7,199
Purchasing Assistant	24	1,903	3,144	4,980
Purchasing Supervisor	14	2,798	5,068	6,952
Telephone Operator	74	1,754	2,596	3,696
Secretary-General	409	1,684	2,736	3,903
Secretary-Administrative	278	2,074	3,086	5,414
Secretary-Executive	151	2,190	4,078	6,748
Security Officer/Guard	159	1,883	3,234	5,066
Security Supervisor	43	2,631	4,920	8,321
Shipping/Receiving Assistant	55	2,099	3,102	4,656
Administrator, Local Area Network	37	3,639	5,290	9,082
Telecommunications, Technician	19	2,692	3,908	5,540
Coordinator, Telecommunications	21	2,995	5,154	7,318
Program Administrative Assistant	87	1,984	3,061	3,886
Accountant III	11	2,990	4,469	6,346
Computer Programmer III	10	3,301	5,396	9,995
Account Technician I	44	1,908	3,071	4,807
Account Technician II	33	2,314	3,332	4,489
Account Technician III	43	3,659	3,974	4,420
Accountant IV	2	6,042	6,042	6,042
Accountant V	2	3,797	5,655	7,514
Administrative Aide	3	2,878	3,420	3,961
Administrative Assistant I	184	2,522	3,506	4,495
Administrative Assistant II	131	2,441	3,598	6,191
Admissions & Records Officer	35	2,644	4,465	7,658
Admissions Representative	51	2,044	3,552	6,240
Applications Programmer I, II, or III	36	3,360	4,826	6,415
Audio Visual Aids Technician I, II, or III	31	1,820	3,489	5,388
Benefits Manager	11	2,958	5,134	9,337
Budget Analyst	7	2,680	5,429	7,776
Building & Grounds Supervisor	28	2,463	4,549	7,093
Building Maintenance Coordinator	19	1,963	4,870	7,924
Building Mechanic	140	2,217	3,603	5,439
Business Manager	17	3,288	4,237	7,044
Cashier I	8	2,002	2,481	3,279
Cashier II	15	2,024	2,596	3,305
Cashier III	4	2,409	2,708	3,006
Cashier IV	4	2,759	3,424	3,924
Chief Accountant	10	3,639	5,936	8,750
Child Care Assistant	60	1,634	2,608	4,388
Child Care Development Supervisor	38	2,125	3,778	6,363

Illinois Community College Board

Table 17
 (Continued)
 LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
 AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
 AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2012*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	1	\$ 3,448	\$ 3,448	\$ 3,448
Data Processing Equipment Technician II	13	2,030	3,337	4,487
Data Processing Equipment Technician III	17	2,170	3,381	8,230
Financial Aid Adviser I	100	1,577	3,150	5,646
Financial Aid Adviser II	61	2,243	3,704	5,468
Financial Aid Adviser III	24	1,636	3,594	5,184
Financial Aid Adviser IV	22	2,487	4,366	6,672
Grounds Worker	90	1,664	2,987	4,597
Grounds-Assistant Superintendent of Grounds	7	2,274	3,788	5,180
Grounds-Superintendent of Grounds	5	3,501	4,393	5,073
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	72	1,602	3,940	7,526
Kitchen Helper	14	1,762	2,074	2,713
Microcomputer Support Specialist I	45	2,214	3,547	5,675
Microcomputer Support Specialist II	39	2,434	3,646	6,807
Microcomputer Support Specialist III	18	3,040	4,431	5,846
Painter	18	2,076	3,197	4,682
Payroll Clerk	11	2,194	3,215	4,407
Payroll Manager	11	1,612	4,074	6,787
Payroll Specialist	33	2,264	3,364	5,466
Program Advisor/Student Advisor	181	2,254	3,728	5,791
Program Coordinator- ESL	24	2,714	4,232	5,769
Program Coordinator- Literacy	20	2,708	3,887	5,874
Research Associate	28	2,480	3,945	5,545
Statistical Clerk	3	2,809	3,812	4,602
Training Assistant-Family Literacy Case Manager	3	3,172	3,172	3,172
Web Designer/Webmaster	23	2,267	4,418	7,335
Web Specialist	27	2,191	4,234	6,489

*Annual salaries were reported by the colleges and divided by 12 for use in this table.
 SOURCE OF DATA: Salary Submission (C2)

Section IX

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2011**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2011. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

**SUMMARY OF
AVERAGE FISCAL YEAR 2011 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Administrative	\$7,451	\$24,297	\$13,189
9-Month Teaching Faculty	\$4,496	\$23,029	\$12,764
12-Month Teaching Faculty	\$4,718	\$15,929	\$10,495
9-Month Other Professional (Nonteaching)	\$1,625	\$27,607	\$12,752
12-Month Other Professional (Nonteaching)	\$6,173	\$17,600	\$11,709
Classified	\$6,773	\$21,513	\$11,934

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2011

District	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 SANDBURG	X		X	X	X		X	X	X		X	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN	X			X	X		X	X	X		X	
534 SPOON RIVER	X	X		X	X		X	X			X	X
539 WOOD	X	X	X	X	X		X	X	X	X	X	X
507 DANVILLE	X						X	X	X		X	X
519 HIGHLAND	X	X		X	X		X	X	X		X	X
501 KASKASKIA	X	X	X	X	X		X	X	X		X	
523 KISHWAUKEE	X	X	X	X			X	X	X		X	X
521 REND LAKE	X			X			X	X	X		X	X
506 SAUK VALLEY	X	X		X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X		X	X	X		X	X	X		X	
513 ILLINOIS VALLEY	X	X		X	X		X	X	X		X	
520 KANKAKEE	X	X	X	X			X	X	X	X	X	X
517 LAKE LAND	X	X		X			X	X	X		X	X
536 LEWIS AND CLARK	X		X	X			X	X	X	X	X	
530 LOGAN	X	X		X	X		X	X	X		X	
528 MCHENRY	X	X	X	X			X	X			X	X
503 BLACK HAWK	X	X	X	X			X			X	X	X
540 HEARTLAND	X	X	X	X	X		X			X	X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X	X	X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X	X		X	X	X	X	X	X
537 RICHLAND	X	X	X	X	X		X			X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN	X	X	X	X	X	X	X	X	X		X	X
509 ELGIN	X	X	X	X		X	X	X	X		X	X
527 MORTON	X	X	X	X			X					
515 PRAIRIE STATE	X	X	X	X	X			X	X	X	X	
510 SOUTH SUBURBAN	X				X		X	X			X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CHICAGO	X	X	X	X			X	X	X		X	X
502 DUPAGE	X	X		X		X	X	X	X		X	X
512 HARPER	X	X	X	X	X		X			X	X	X
525 JOLIET	X	X		X				X	X		X	
532 LAKE COUNTY	X	X	X	X	X		X	X	X	X	X	X
524 MORAIN VALLEY	X			X			X	X	X	X	X	X
535 OAKTON	X	X	X	X			X	X	X		X	X
504 TRITON	X	X	X	X			X	X	X		X	X
TOTALS	39	29	25	37	20	3	36	34	31	13	38	28

*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2011 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Number	Administrative		9 Mos. Faculty			12 Mos. Faculty		
		Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	20	228,453	\$ 11,423	53	508,739	\$ 9,599			
531 SHAWNEE	17	126,666	7,451	35	230,625	6,589	2	9,435	\$ 4,718
533 SOUTHEASTERN	17	170,532	10,031	41	404,924	9,876	1	9,553	9,553
534 SPOON RIVER	12	180,992	15,083	33	365,018	11,061			
539 WOOD	5	62,025	12,405	52	656,402	12,623	2	23,292	11,646
507 DANVILLE	18	222,413	12,356	54	585,058	10,834			
519 HIGHLAND	21	312,759	14,893	46	636,054	13,827			
501 KASKASKIA	35	523,189	14,948	70	1,470,864	21,012			
523 KISHWAUKEE	18	204,390	11,355	71	620,335	8,737			
521 REND LAKE	23	302,787	13,165	54	659,910	12,221	11	112,348	10,213
506 SAUK VALLEY	16	261,832	16,364	45	712,434	15,832	1	12,651	12,651
529 ILLINOIS EASTERN	29	267,806	9,235	84	914,944	10,892	13	76,663	5,897
513 ILLINOIS VALLEY	18	276,621	15,368	80	1,200,422	15,005			
520 KANKAKEE	72	694,540	9,646	69	675,523	9,790			
517 LAKE LAND	20	293,751	14,688	116	1,669,572	14,393			
536 LEWIS AND CLARK	66	543,052	8,228	101	826,311	8,181			
530 LOGAN	55	588,713	10,704	99	1,163,357	11,751	3	24,856	8,285
528 MC HENRY	40	419,867	10,497	93	1,246,922	13,408			
503 BLACK HAWK	9	125,288	13,921	126	1,541,016	12,230			
540 HEARTLAND	58	605,225	10,435	89	899,657	10,109	7	60,409	8,630
514 ILLINOIS CENTRAL	29	453,986	15,655	193	2,428,215	12,581			
526 LINCOLN LAND	60	566,545	9,442	122	1,175,349	9,634			
505 PARKLAND	42	748,163	17,813	175	2,945,093	16,829			
537 RICHLAND	49	586,496	11,969	73	961,047	13,165			
511 ROCK VALLEY	41	495,234	12,079	157	2,064,457	13,149			
522 SOUTHWESTERN	25	259,602	10,384	155	1,378,553	8,894	2	24,607	12,304
509 ELGIN	43	646,823	15,042	136	2,290,057	16,839			
527 MORTON	16	134,042	8,378	52	541,289	10,409			
515 PRAIRIE STATE	31	659,440	21,272	77	1,616,707	20,996			
510 SOUTH SUBURBAN	21	300,581	14,313	103	1,117,949	10,854			
516 WAUBONSEE	34	826,100	24,297	103	2,371,957	23,029			
508 CHICAGO	121	1,391,495	11,500	539	5,299,869	9,833	16	254,868	15,929
502 DUPAGE	42	648,799	15,448	270	4,258,198	15,771			
512 HARPER	41	796,788	19,434	199	2,711,648	13,626			
525 JOLIET	28	531,959	18,999	217	4,046,600	18,648			
532 LAKE COUNTY	58	963,961	16,620	195	876,742	4,496			
524 MORAIN VALLEY	23	389,466	16,933	178	2,921,141	16,411			
535 OAKTON	32	506,340	15,823	146	1,928,505	13,209			
504 TRITON	34	343,028	10,089	103	844,906	8,203			
TOTALS/AVERAGES	1,339	\$ 17,659,749	\$ 13,189	4,604	\$ 58,766,369	\$ 12,764	58	\$ 608,682	\$ 10,495

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 2011 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	4	40,487	\$ 10,122	77	575,691	\$ 7,477	54	453,763	\$ 8,403
531 SHAWNEE				33	203,705	6,173	25	169,332	6,773
533 SOUTHEASTERN				27	269,898	9,996	22	200,665	9,121
534 SPOON RIVER				46	587,661	12,775	25	317,995	12,720
539 WOOD				65	777,342	11,959	75	762,894	10,172
507 DANVILLE	3	33,578	11,193	37	422,471	11,418	63	700,501	11,119
519 HIGHLAND				37	403,467	10,905	69	711,808	10,316
501 KASKASKIA				44	525,636	11,946	44	573,658	13,038
523 KISHWAUKEE	9	72,537	8,060	68	639,205	9,400	70	638,676	9,124
521 REND LAKE				50	617,408	12,348	47	546,802	11,634
506 SAUK VALLEY				37	493,733	13,344	46	617,993	13,435
529 ILLINOIS EASTERN				65	458,792	7,058	107	771,243	7,208
513 ILLINOIS VALLEY				63	789,012	12,524	55	617,375	11,225
520 KANKAKEE				37	327,582	8,854	55	554,049	10,074
517 LAKE LAND	7	93,920	13,417	61	846,388	13,875	81	1,072,764	13,244
536 LEWIS AND CLARK				61	477,470	7,827	81	637,946	7,876
530 LOGAN	1	1,625	1,625	74	587,234	7,936	128	987,051	7,711
528 MC HENRY	7	77,172	11,025	127	1,806,695	14,226	43	526,050	12,234
503 BLACK HAWK	3	31,066	10,355	2	22,718	11,359	202	2,398,104	11,872
540 HEARTLAND	6	58,019	9,670	81	669,776	8,269	56	462,863	8,265
514 ILLINOIS CENTRAL				134	1,676,604	12,512	166	2,001,655	12,058
526 LINCOLN LAND	3	33,950	11,317	106	962,700	9,082	137	1,255,429	9,164
505 PARKLAND	3	49,049	16,350	146	2,238,007	15,329	111	1,762,073	15,875
537 RICHLAND				24	227,712	9,488	63	646,647	10,264
511 ROCK VALLEY				134	1,883,033	14,052	140	2,047,618	14,626
522 SOUTHWESTERN	3	16,992	5,664	116	870,693	7,506	164	1,248,831	7,615
509 ELGIN	10	166,712	16,671	174	2,263,992	13,011	114	1,493,194	13,098
527 MORTON				22	197,953	8,998	66	520,263	7,883
515 PRAIRIE STATE				59	948,464	16,076	89	1,311,827	14,740
510 SOUTH SUBURBAN	12	161,215	13,435	81	921,127	11,372	107	1,196,478	11,182
516 WAUBONSEE	8	220,854	27,607				219	4,711,277	21,513
508 CHICAGO	16	174,502	10,906	392	4,205,273	10,728	730	7,961,926	10,907
502 DUPAGE	23	357,317	15,536				498	6,887,750	13,831
512 HARPER	23	289,949	12,606	194	2,232,791	11,509	258	2,707,848	10,496
525 JOLIET	1	20,529	20,529	168	2,956,778	17,600	145	2,616,288	18,043
532 LAKE COUNTY	18	81,956	4,553	178	2,052,164	11,529	198	2,140,768	10,812
524 MORAIN VALLEY	19	309,386	16,283	156	2,486,066	15,936	200	3,169,118	15,846
535 OAKTON	12	158,957	13,246				309	3,632,623	11,756
504 TRITON	5	49,614	9,923	85	558,335	6,569	160	1,286,883	8,043
TOTALS/AVERAGES	196	\$ 2,499,385	\$ 12,752	3,261	\$ 38,183,575	\$ 11,709	5,222	\$ 62,320,025	\$ 11,934

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2012
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2012 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

**SUMMARY OF FISCAL YEAR 2012 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%	10.2%	3.0%
Faculty (9 and 12 Months)	0.0%	7.7%	3.2%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	6.5%	3.2%
Classified	0.0%	8.2%	3.0%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2012 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 SANDBURG	4.0 %	4.0 %	4.0 %	4.0 %
531 SHAWNEE	3.0	3.6	3.0	3.0
533 SOUTHEASTERN	1.8	2.0	2.0	3.0
534 SPOON RIVER	4.6	5.3	5.2	3.3
539 WOOD	3.3	3.3	3.3	3.3
507 DANVILLE	2.5	3.0	2.5	4.0
519 HIGHLAND	2.0	3.7	1.8	2.3
501 KASKASKIA	5.3	5.5	4.7	5.9
523 KISHWAUKEE	2.4	3.6	2.5	2.1
521 REND LAKE	2.6	0.0	2.9	2.8
506 SAUK VALLEY	0.0	0.0	0.0	0.0
529 ILLINOIS EASTERN	10.2	7.7	6.5	7.0
513 ILLINOIS VALLEY	3.0	3.5	3.2	3.2
520 KANKAKEE	4.6	3.7	5.1	4.2
517 LAKE LAND	3.0	3.1	3.2	3.6
536 LEWIS & CLARK	3.0	2.3	2.4	2.1
530 LOGAN	4.6	4.7	4.7	3.9
528 MC HENRY	3.0	2.2	2.0	2.0
503 BLACK HAWK	3.7	3.4	2.8	3.0
540 HEARTLAND	2.3	2.3	2.3	2.3
514 ILLINOIS CENTRAL	3.0	4.9	3.3	3.4
526 LINCOLN LAND	3.5	3.5	3.5	3.5
505 PARKLAND	3.1	5.3	3.6	3.9
537 RICHLAND	4.3	4.3	4.3	4.3
511 ROCK VALLEY	0.0	2.4	5.2	8.2
522 SOUTHWESTERN	0.0	2.8	0.0	0.0
509 ELGIN	2.3	2.8	2.1	2.0
527 MORTON	3.5	3.5	3.5	3.5
515 PRAIRIE STATE	3.0	4.2	3.0	3.0
510 SOUTH SUBURBAN	4.4	5.1	4.3	5.5
516 WAUBONSEE	2.5	2.3	2.3	2.5
508 CHICAGO	0.0	3.0	4.0	0.0
502 DUPAGE	2.9	0.0	0.0	4.0
512 HARPER	3.5	4.3	4.7	4.8
525 JOLIET	1.5	1.5	1.5	1.5
532 LAKE COUNTY	2.7	2.6	2.6	2.7
524 MORAIN VALLEY	3.0	3.0	3.0	3.0
535 OAKTON	2.9	4.8	4.8	4.3
504 TRITON	4.9	4.0	3.2	4.8
TOTALS/AVERAGES	3.0 %	3.2 %	3.2 %	3.0 %

--- = Data Not Available

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

Section XI

**FISCAL YEAR 2011 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2011 and the average total salaries paid to full-time faculty in fiscal year 2011. The fiscal year 2011 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2010 to June 30, 2011.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2011 for those districts reporting data was \$17,756 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2011. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty has first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 2011 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2011 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2011 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2011 Full-Time Average Faculty Contractual Base Salary	FY 2011 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$49,996	\$62,957	\$12,961	25.9 %
531 SHAWNEE	52,744	64,164	11,420	21.7
533 SOUTHEASTERN	51,410	62,805	11,395	22.2
534 SPOON RIVER	49,962	58,259	8,297	16.6
539 WOOD	50,999	61,235	10,236	20.1
507 DANVILLE	50,470	60,264	9,794	19.4
519 HIGHLAND	68,575	86,368	17,793	25.9
501 KASKASKIA	62,685	84,510	21,825	34.8
523 KISHWAUKEE	54,733	67,015	12,282	22.4
521 REND LAKE	52,474	56,886	4,412	8.4
506 SAUK VALLEY	52,292	64,387	12,095	23.1
529 ILLINOIS EASTERN	51,619	66,795	15,177	29.4
513 ILLINOIS VALLEY	62,929	74,602	11,673	18.5
520 KANKAKEE	57,563	73,544	15,981	27.8
517 LAKE LAND	52,603	79,113	26,510	50.4
536 LEWIS AND CLARK	65,238	79,782	14,544	22.3
530 LOGAN	63,907	75,695	11,788	18.4
528 MCHENRY	80,553	96,003	15,450	19.2
503 BLACK HAWK	60,981	78,286	17,305	28.4
540 HEARTLAND	56,249	68,109	11,860	21.1
514 ILLINOIS CENTRAL	57,111	72,583	15,472	27.1
526 LINCOLN LAND	72,225	88,800	16,574	22.9
505 PARKLAND	62,920	74,445	11,525	18.3
537 RICHLAND	52,747	66,863	14,116	26.8
511 ROCK VALLEY	62,720	78,235	15,514	24.7
522 SOUTHWESTERN	60,589	85,595	25,007	41.3
509 ELGIN	86,868	108,947	22,079	25.4
527 MORTON	73,884	96,590	22,706	30.7
515 PRAIRIE STATE	65,754	68,471	2,717	4.1
510 SOUTH SUBURBAN	62,815	83,402	20,587	32.8
516 WAUBONSEE	68,507	83,874	15,367	22.4
508 CHICAGO	70,268	77,628	7,360	10.5
502 DUPAGE	100,102	124,838	24,736	24.7
512 HARPER	73,396	99,590	26,194	35.7
525 JOLIET	73,896	104,534	30,639	41.5
532 LAKE COUNTY	79,860	107,790	27,930	35.0
524 MORAIN VALLEY	58,767	80,128	21,361	36.3
535 OAKTON	90,695	112,440	21,745	24.0
504 TRITON	67,866	83,775	15,909	23.4
TOTAL/AVERAGES*	\$67,854	\$85,610	\$17,756	26.2 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2011 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$80,019	\$37,301	\$26,901
531 SHAWNEE	70,602	44,596	29,199
533 SOUTHEASTERN	73,421	35,670	28,711
534 SPOON RIVER	77,604	39,558	25,098
539 WOOD	76,580	36,807	27,175
507 DANVILLE	72,358	41,606	27,562
519 HIGHLAND	82,606	45,382	33,391
501 KASKASKIA	68,378	41,136	33,751
523 KISHWAUKEE	90,915	50,295	32,370
521 REND LAKE	66,875	39,676	36,210
506 SAUK VALLEY	84,490	47,288	25,812
529 ILLINOIS EASTERN	72,411	38,290	25,420
513 ILLINOIS VALLEY	90,315	44,362	35,050
520 KANKAKEE	60,464	46,313	36,662
517 LAKE LAND	94,680	50,109	37,358
536 LEWIS & CLARK	79,280	41,141	36,778
530 LOGAN	79,909	46,440	32,446
528 MCHENRY	78,711	54,837	32,770
503 BLACK HAWK	113,375	53,445	33,640
540 HEARTLAND	78,315	42,116	25,591
514 ILLINOIS CENTRAL	102,881	47,355	34,399
526 LINCOLN LAND	86,542	49,537	35,461
505 PARKLAND	87,324	55,969	36,362
537 RICHLAND	71,285	44,685	30,405
511 ROCK VALLEY	95,041	52,543	35,627
522 SOUTHWESTERN	107,007	66,097	41,784
509 ELGIN	128,253	72,441	46,504
527 MORTON	79,380	53,751	41,555
515 PRAIRIE STATE	82,098	46,093	34,752
510 SOUTH SUBURBAN	84,736	51,065	33,961
516 WAUBONSEE	102,071	54,065	37,576
508 CHICAGO	95,022	59,546	40,887
502 DUPAGE	144,891	73,267	47,474
512 HARPER	120,321	68,204	44,923
525 JOLIET	85,134	55,302	47,546
532 LAKE COUNTY	109,243	64,586	40,440
524 MORAIN VALLEY	135,442	61,885	40,899
535 OAKTON	131,301	67,540	47,837
504 TRITON	99,554	64,467	33,903
STATE AVERAGE*	\$90,238	\$56,520	\$38,355

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2008 TO 2012**

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data is problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 25

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2008 TO 2012**

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Faculty (9 Month)	\$62,945	\$64,537	\$66,582	\$68,260	\$69,576
Faculty (12 Month)	\$52,217	\$51,625	\$55,067	\$53,284	\$52,941
Administrators (12 Month)	\$82,163	\$84,979	\$87,282	\$87,480	\$89,092
Other Professionals (9 Month)	\$62,100	\$64,678	\$64,990	\$66,379	\$66,577
Other Professionals (12 Month)	\$48,378	\$50,217	\$51,753	\$52,998	\$53,300

SOURCE OF DATA: ICCB Salary Reports