

# Fiscal Year 2014 Salary Report

for the  
Illinois Public Community Colleges



Illinois Community College Board  
401 East Capitol Avenue  
Springfield, Illinois 62701-1711  
Telephone: (217) 785-0123  
[www.iccb.state.il.us](http://www.iccb.state.il.us)

Research & Policy Studies  
Nathan Wilson, Senior Director  
Michelle Dufour, Associate Director  
Jana Smith, Assistant Director  
Candy Tempel, IT Technical Associate, Information Technology

## HIGHLIGHTS OF THE FISCAL YEAR 2014 SALARY REPORT

1. Fiscal Year 2014 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$71,753
Administrative (12 month)	\$91,198
Other (Nonteaching) Professional (9 month)	\$69,805

2. Fiscal Year 2013 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$13,672
Administrative (12 month)	\$13,909
Other (Nonteaching) Professional (9 month)	\$14,313
Classified (12 month)	\$13,553

3. Fiscal Year 2014 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$704/credit hour
Full-Time Faculty Overload Rate	\$820/credit hour
Full-Time Faculty Summer Rate	\$924/credit hour

4. Fiscal Year 2014 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)	\$42,427
Master's Degree, Plus Zero Hours (5 Years Experience)	\$47,993
Master's Degree, Maximum Hours (5 Years Experience)	\$56,350
Doctorate, Maximum Hours (Maximum Experience)	\$98,506

5. Fiscal Year 2013 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2012 and June 30, 2013. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$80,693
Administrative (12 month)	\$85,415
Other (Nonteaching) Professional (9 and 12 month)	\$51,141
Classified	\$38,526

Illinois Community College Board

**FISCAL YEAR 2014 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 2014 Salary Report* reflect the census date of October 1, 2013. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested entities or persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2013 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 2014 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 2014. 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 2014  
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Low Faculty Salaries	\$17,850	\$55,578	\$42,238
Average Faculty Salaries	\$50,903	\$99,280	\$71,753*
High Faculty Salaries	\$65,414	\$139,161	\$100,544
Median Faculty Salaries	\$48,269	\$105,446	\$66,332

\*Weighted

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Table 2

FISCAL YEAR 2014 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	49	\$ 38,550	\$ 48,040	\$ 52,170	\$ 57,700	\$ 85,510	\$ 54,670
531 SHAWNEE	35	48,708	54,746	60,112	64,933	75,073	60,028
533 SOUTHEASTERN	38	39,729	45,084	54,066	60,457	67,406	53,750
534 SPOON RIVER	35	39,187	45,479	48,269	59,456	74,334	52,029
539 WOOD	52	38,346	47,000	53,958	60,304	76,270	54,657
507 DANVILLE	63	40,500	45,500	50,000	55,820	65,414	50,903
519 HIGHLAND	46	48,992	65,149	72,142	81,496	97,039	72,865
501 KASKASKIA	70	47,731	62,233	71,791	81,335	90,249	71,576
523 KISHWAUKEE	70	42,465	48,178	56,130	63,431	101,294	57,354
521 REND LAKE	54	41,610	50,810	57,585	66,955	82,555	58,477
506 SAUK VALLEY	44	32,411	43,042	52,468	60,151	83,002	52,540
529 ILLINOIS EASTERN	90	39,250	48,898	55,605	61,856	82,670	55,878
513 ILLINOIS VALLEY	78	33,099	57,088	67,723	74,979	104,394	66,516
520 KANKAKEE	74	41,516	52,014	58,979	65,515	99,321	60,116
517 LAKE LAND	104	36,677	44,315	54,220	61,764	78,482	53,279
536 LEWIS AND CLARK	105	32,459	56,363	63,225	74,406	98,650	64,268
530 LOGAN	93	47,475	57,429	66,797	76,835	92,644	67,769
528 MCHENRY	97	55,578	75,360	90,903	107,859	113,511	89,980
503 BLACK HAWK	133	40,165	48,529	58,635	70,845	85,949	60,566
540 HEARTLAND	83	42,847	51,031	60,165	69,257	99,952	61,727
514 ILLINOIS CENTRAL	180	43,563	53,928	60,490	66,389	92,844	61,156
526 LINCOLN LAND	129	41,954	63,216	76,840	89,443	119,543	77,477
505 PARKLAND	174	42,715	64,152	70,286	79,497	97,418	70,861
537 RICHLAND	14	37,511	44,944	54,751	64,648	78,323	54,901
511 ROCK VALLEY	159	31,435	54,066	61,998	74,475	96,780	64,695
522 SOUTHWESTERN	152	45,442	55,496	64,413	71,050	124,653	65,443
509 ELGIN	132	48,293	74,415	93,657	108,699	116,835	90,074
527 MORTON	53	47,478	65,721	72,654	84,064	127,399	76,492
515 PRAIRIE STATE	81	41,540	55,775	65,478	77,858	114,813	67,339
510 SOUTH SUBURBAN	96	17,850	46,034	61,658	80,942	107,114	63,390
516 WAUBONSEE	105	44,090	57,901	68,512	83,976	106,176	71,357
508 CHICAGO	554	50,000	63,154	73,003	82,854	124,650	74,306
502 DUPAGE	271	51,142	82,850	105,446	120,138	126,460	99,280
512 HARPER	206	42,455	59,279	77,718	95,670	121,179	78,576
525 JOLIET	219	48,237	70,391	81,207	96,917	122,758	82,858
532 LAKE COUNTY	208	44,724	67,347	85,140	104,278	122,594	86,020
524 MORAIN VALLEY	188	45,278	54,643	60,584	69,856	105,677	62,642
535 OAKTON	144	51,792	69,399	84,231	101,506	139,161	88,043
504 TRITON	101	44,500	51,450	63,949	74,029	123,109	67,267
TOTALS/AVERAGES	4,579	\$ 42,238	\$ 56,422	\$ 66,332	\$ 76,965	\$ 100,544	\$ 71,753
Lowest Low/Highest/High		\$ 17,850				\$ 139,161	

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

Table 3

FISCAL YEAR 2014 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	1	\$ 51,920	\$ 51,920	\$ 51,920	\$ 51,920	\$ 51,920	\$ 51,920
531 SHAWNEE	2	57,434	57,434	57,709	57,984	57,984	57,709
533 SOUTHEASTERN	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	2	62,514	62,514	66,130	69,745	69,745	66,130
507 DANVILLE	2	49,287	49,287	51,093	52,899	52,899	51,093
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	16	40,000	42,849	45,412	53,113	75,000	48,501
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	13	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	1	53,862	53,862	53,862	53,862	53,862	53,862
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	1	39,816	39,816	39,816	39,816	39,816	39,816
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	59,059	59,059	60,732	64,245	64,245	61,345
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	6	54,255	58,218	66,363	79,853	88,242	68,882
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	53	38,820	49,730	57,892	67,260	95,529	58,814
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	3	44,781	44,781	88,977	106,356	106,356	80,038
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	16	44,131	48,812	60,378	66,372	73,017	58,934
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	119	\$ 49,331	\$ 51,054	\$ 57,362	\$ 62,219	\$ 67,234	\$ 56,803
Lowest Low/Highest/High		\$ 38,820				\$ 106,356	

-- = Not Applicable

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

## Section II

**FISCAL YEAR 2014 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 2014.

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 2014  
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	\$396	\$1,174	\$704
Overload Rates (Full-time Faculty)	\$450	\$1,331	\$820
Summer Term Rates (Full-time Faculty)	\$515	\$1,962	\$924

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Table 5

FISCAL YEAR 2014 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	\$ 714	\$ 831	\$ 947
531 SHAWNEE	490	650	650
533 SOUTHEASTERN	425	750	875
534 SPOON RIVER	550	672	768
539 WOOD	611	780	780
507 DANVILLE	560	575	590
519 HIGHLAND	588	1,331	910
501 KASKASKIA	468	799	750
523 KISHWAUKEE	529	800	1,000
521 REND LAKE	448	765	765
506 SAUK VALLEY	643	675	675
529 ILLINOIS EASTERN	396	450	515
513 ILLINOIS VALLEY	656	640	640
520 KANKAKEE	751	690	820
517 LAKE LAND	598	725	725
536 LEWIS AND CLARK	705	705	705
530 LOGAN	718	757	844
528 MCHENRY	762	820	925
503 BLACK HAWK	592	835	830
540 HEARTLAND	776	900	900
514 ILLINOIS CENTRAL	657	825	800
526 LINCOLN LAND	693	831	831
505 PARKLAND	1,047	1,105	1,105
537 RICHLAND	651	717	965
511 ROCK VALLEY	624	866	1,027
522 SOUTHWESTERN	722	1,081	1,081
509 ELGIN	918	885	1,000
527 MORTON	825	850	965
515 PRAIRIE STATE	666	953	1,080
510 SOUTH SUBURBAN	666	735	808
516 WAUBONSEE	700	953	1,065
508 CHICAGO	875	704	1,801
502 DUPAGE	950	981	1,962
512 HARPER	989	851	832
525 JOLIET	773	926	1,026
532 LAKE COUNTY	952	980	980
524 MORAIN VALLEY	846	1,064	1,534
535 OAKTON	1,174	730	730
504 TRITON	764	798	826
AVERAGES	\$ 704	\$ 820	\$ 924

SOURCE OF DATA: Salary Submission (C2)

## Section III

**SALARIES BASED ON FISCAL YEAR 2014 SALARY SCHEDULES FOR  
FULL-TIME FACULTY WITH A MASTER'S DEGREE  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2014 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 2014 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 2014 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)	\$33,151	\$52,752	\$42,427
Master's Degree, Plus Zero Hours (5 Years Experience)	\$34,380	\$65,090	\$47,993
Master's Degree, Maximum Hours (5 Years Experience)	\$37,991	\$82,013	\$56,350
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$47,500	\$134,757	\$98,506

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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 2014

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	\$ 39,240	\$ 43,180	\$ 47,510	\$ 99,730
531 SHAWNEE	41,667	47,432	53,763	84,994
533 SOUTHEASTERN	38,002	42,147	48,193	77,040
534 SPOON RIVER	38,608	41,592	46,853	92,934
539 WOOD	37,595	41,507	46,489	88,192
507 DANVILLE	45,000	45,000	47,000	47,500
519 HIGHLAND	48,189	58,453	71,802	98,980
501 KASKASKIA	45,331	51,331	61,032	97,049
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	41,610	44,610	59,605	83,605
506 SAUK VALLEY	33,151	34,380	37,991	80,806
529 ILLINOIS EASTERN	37,017	N/A	N/A	91,604
513 ILLINOIS VALLEY	37,510	43,911	51,713	96,050
520 KANKAKEE	40,389	44,419	53,526	103,532
517 LAKE LAND	36,224	39,224	42,351	47,884
536 LEWIS & CLARK	41,088	46,192	51,740	98,650
530 LOGAN	40,365	47,475	55,672	92,393
528 MCHENRY	52,752	58,404	76,773	113,511
503 BLACK HAWK	40,165	44,750	49,858	85,949
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	42,536	47,219	47,219	73,995
526 LINCOLN LAND	41,415	48,241	55,845	103,542
505 PARKLAND	41,681	48,578	50,777	90,222
537 RICHLAND	38,209	41,365	53,837	90,795
511 ROCK VALLEY	45,470	50,470	57,990	104,423
522 SOUTHWESTERN	47,524	51,037	55,096	92,415
509 ELGIN	46,213	54,531	74,321	116,835
527 MORTON	42,915	49,751	56,430	125,834
515 PRAIRIE STATE	41,540	49,399	58,909	104,868
510 SOUTH SUBURBAN	33,171	38,345	46,875	107,114
516 WAUBONSEE	43,649	46,367	53,133	108,250
508 CHICAGO	49,739	N/A	N/A	N/A
502 DUPAGE	51,142	65,090	82,013	126,460
512 HARPER	42,455	48,156	60,406	121,179
525 JOLIET	46,878	52,556	60,310	111,214
532 LAKE COUNTY	44,725	54,363	67,091	120,945
524 MORAIN VALLEY	45,278	49,873	54,798	112,279
535 OAKTON	45,114	54,120	65,893	134,757
504 TRITON	46,250	56,270	69,440	120,695
AVERAGES	\$ 42,427	\$ 47,993	\$ 56,350	\$ 98,506

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 2014**

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 2014**

	<u>Range</u> Low - High		State Average
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	10.5	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

Table 9  
 INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT  
 ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2014

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year---- in Weeks	in Instructional Days	Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 SANDBURG	30	15	5	32	160	Y	4	2016	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	2	2015	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	34	154	Y	3	2014	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	158	Y	2	2014	Y	IEA/NEA
539 WOOD	30	15	4	30	164	Y	3	2014	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	4	2015	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Y	2	2015	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10.5	30	150	Y	4	2016	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	153	Y	4	2014	N	IFT/AFT-AFL/CIO
521 REND LAKE	32	18	5	36	166	Y	3	2013	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	150	Y	4	2014	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	153	Y	2	2014	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	168	Y	3	2014	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	34	178	Y	4	2014	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	152	Y	3	2016	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	3	2014	Y	IEA/NEA
530 LOGAN	30	15	10	37	150	Y	2	2014	Y	IEA/NEA
528 MCHENRY	30	15	5	32	180	Y	5	2013	Y	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Y	4	2014	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	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	168	Y	3	2015	Y	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	Y	2	2015	Y	Academic Employees
537 RICHLAND	30	15	5	32	150	Y	5	2014	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	5	32	170	Y	3	2015	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	36	180	Y	3	2014	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	3	2013	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	150	Y	5	2014	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	31	155	Y	3	2015	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Y	4	2016	Y	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Y	3	2016	Y	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	7	36	175	Y	5	2018	N	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	168	Y	4	2015	Y	IEA/NEA
512 HARPER	30	15	10	36	160	Y	3	2015	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	177	Y	4	2015	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	30	160	Y	4	2014	Y	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Y	2	2015	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	4	2016	Y	IEA/NEA
504 TRITON	30	15	10	32	158	Y	3	2015	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

30

15

7

34

162

N = 0

1 = 0

3 = 2013 N = 4

IEA/NEA = 12

– Not Applicable / Not Specified in Contract

Y = 39

2 = 7

16 = 2014 Y = 35

IFT/AFT-AFL/CIO = 25

SOURCE OF DATA: Salary Submission (C2)

3 = 15

13 = 2015

Local Fac. Assoc./

4 = 13

6 = 2016

Teachers' Union = 2

5 = 4

0 = 2017

6 = 0

1 = 2018

7 = 0

0 = 2019

## Section V

**FISCAL YEAR 2014 CONTRACTUAL BASE SALARIES  
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2014 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 \$69,805. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$54,745.

Table 10

**SUMMARY OF  
FISCAL YEAR 2014 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)	\$21,453	\$71,777	\$45,390
Lowest Salaries (12 month)	\$18,137	\$43,239	\$29,344
Average Salaries (9 month)	\$25,932	\$102,866	\$69,805*
Average Salaries (12 month)	\$32,850	\$70,618	\$54,745*
Highest Salaries (9 month)	\$29,182	\$126,460	\$80,493
Highest Salaries (12 month)	\$56,430	\$160,930	\$91,446
Median Salaries (9 month)	\$25,525	\$108,375	\$62,436
Median Salaries (12 month)	\$30,769	\$67,145	\$47,745

\*Weighted

## Illinois Community College Board

Table 11

FISCAL YEAR 2014 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	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	5	\$ 34,194	\$ 35,583	\$ 43,184	\$ 44,220	\$ 53,202	\$ 42,077
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	4	51,127	54,934	61,101	64,170	64,879	59,552
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	5	51,206	57,136	69,607	74,024	81,996	66,794
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	1	29,182	29,182	29,182	29,182	29,182	29,182
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	38,106	43,803	53,870	59,525	67,065	52,379
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	39,411	39,411	39,411	39,411	39,411	39,411
528 MCHENRY	7	64,056	69,708	90,903	102,207	107,859	85,722
503 BLACK HAWK	5	31,421	43,385	46,738	61,061	74,780	51,477
540 HEARTLAND	5	21,453	24,910	25,525	26,118	31,652	25,932
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	52,527	52,527	68,695	81,619	81,619	67,614
505 PARKLAND	3	44,455	44,455	57,958	59,191	59,191	53,868
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	4	60,826	61,908	64,263	67,384	69,231	64,646
522 SOUTHWESTERN	3	51,416	51,416	61,662	92,415	92,415	68,498
509 ELGIN	9	60,745	72,122	88,492	112,884	116,835	91,849
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	6	30,975	43,955	48,419	51,383	60,468	47,270
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	10	44,090	50,308	61,029	67,035	73,777	59,434
508 CHICAGO	16	50,000	60,528	73,042	85,494	113,836	74,409
502 DUPAGE	21	59,511	93,729	108,375	113,815	126,460	102,866
512 HARPER	22	43,813	63,134	76,513	85,420	115,573	76,723
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	23	30,307	54,987	66,837	104,080	116,312	76,070
524 MORAIN VALLEY	20	37,977	44,997	50,036	55,316	96,165	52,835
535 OAKTON	4	71,777	78,004	88,755	96,112	98,945	87,058
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	189	\$ 45,390	\$ 53,187	\$ 62,436	\$ 71,457	\$ 80,493	\$ 69,805
Lowest Low/Highest High		\$ 21,453				\$ 126,460	

\* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

## Illinois Community College Board

Table 12

FISCAL YEAR 2014 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	68	\$ 22,120	\$ 29,300	\$ 34,580	\$ 39,835	\$ 81,610	\$ 36,706
531 SHAWNEE	36	34,252	39,393	44,810	48,289	69,254	45,735
533 SOUTHEASTERN	34	18,137	19,198	32,339	45,775	56,430	33,246
534 SPOON RIVER	38	25,881	31,113	35,533	41,000	60,348	37,092
539 WOOD	51	22,891	27,629	30,769	37,036	62,707	32,850
507 DANVILLE	40	31,240	36,230	43,757	48,488	91,235	45,149
519 HIGHLAND	31	31,365	37,404	41,886	48,575	63,000	43,158
501 KASKASKIA	51	28,980	35,831	41,148	46,934	78,937	42,404
523 KISHWAUKEE	52	19,060	41,639	47,520	56,114	69,360	47,690
521 REND LAKE	59	23,396	32,000	38,579	48,401	72,100	40,195
506 SAUK VALLEY	35	25,321	38,523	44,964	54,873	63,856	45,688
529 ILLINOIS EASTERN	113	19,552	30,132	35,896	43,108	70,226	37,710
513 ILLINOIS VALLEY	38	25,480	42,000	49,579	55,904	77,759	50,260
520 KANKAKEE	35	31,533	39,458	45,344	53,248	68,952	45,844
517 LAKE LAND	85	26,200	34,544	44,685	54,906	113,387	47,727
536 LEWIS AND CLARK	72	25,824	30,821	36,491	46,864	73,581	39,590
530 LOGAN	76	30,776	40,118	46,018	52,669	71,657	46,997
528 MCHENRY	116	30,826	39,498	46,251	56,445	102,630	50,370
503 BLACK HAWK	137	25,849	41,751	48,170	63,511	97,850	52,109
540 HEARTLAND	87	29,181	34,698	39,826	46,845	76,035	41,825
514 ILLINOIS CENTRAL	152	28,600	40,987	47,229	52,301	78,402	48,024
526 LINCOLN LAND	114	31,045	42,529	48,710	55,623	68,827	49,640
505 PARKLAND	138	18,156	41,602	51,541	67,414	104,573	55,529
537 RICHLAND	38	25,002	36,346	40,523	49,440	119,924	43,560
511 ROCK VALLEY	113	32,007	44,789	50,279	56,326	84,782	51,178
522 SOUTHWESTERN	119	32,494	46,238	59,509	75,953	117,038	62,913
509 ELGIN	157	32,621	56,131	66,263	79,520	131,762	68,064
527 MORTON	11	37,493	42,849	54,204	59,692	85,215	55,049
515 PRAIRIE STATE	76	26,226	41,300	46,522	52,786	79,798	47,782
510 SOUTH SUBURBAN	91	26,170	36,537	43,333	57,555	107,114	47,990
516 WAUBONSEE	157	31,336	40,603	48,382	61,065	89,289	51,977
508 CHICAGO	720	28,883	49,566	55,861	70,000	150,408	60,514
502 DUPAGE	279	40,019	57,366	66,477	77,480	114,275	69,170
512 HARPER	192	37,772	58,850	67,145	80,483	132,802	70,618
525 JOLIET	151	36,601	47,541	53,795	61,080	83,389	55,468
532 LAKE COUNTY	190	32,782	40,817	47,683	59,374	99,611	51,517
524 MORAIN VALLEY	160	41,525	52,623	60,818	72,646	114,932	63,625
535 OAKTON	142	34,570	51,695	61,146	71,873	122,412	64,374
504 TRITON	77	43,239	53,383	64,512	72,710	160,930	67,551
TOTALS/AVERAGES	4,331	\$ 29,344	\$ 40,591	\$ 47,745	\$ 56,978	\$ 91,446	\$ 54,745
Lowest Low/Highest High		\$ 18,137				\$ 160,930	

\* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

## Section VI

**FISCAL YEAR 2014 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 2014. The weighted average administrative staff salary ranged from a low of \$62,543 to a high of \$137,994. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2014 salaries; and the median fiscal year 2014 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 2014 was \$91,198. The lowest reported administrative salary was \$26,075 and the highest was \$292,739. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2014  
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u> Low - High		State Average
Lowest Administrative Salaries	\$26,075	\$86,761	\$53,376
Average Administrative Salaries	\$62,543	\$137,994	\$91,198*
Highest Administrative Salaries	\$113,075	\$292,739	\$198,129
Median Administrative Salaries	\$57,500	\$126,258	\$83,272

\*Weighted

## Illinois Community College Board

Table 14

FISCAL YEAR 2014 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	23	\$ 26,075	\$ 48,260	\$ 64,770	\$ 82,260	\$ 173,500	\$ 71,079
531 SHAWNEE	18	40,299	56,000	66,418	79,521	139,241	70,737
533 SOUTHEASTERN	15	38,356	46,172	63,906	75,140	144,250	67,682
534 SPOON RIVER	21	39,144	55,997	62,781	75,784	113,075	68,564
539 WOOD	26	26,546	43,811	57,641	68,000	160,000	62,543
507 DANVILLE	20	36,954	69,230	78,802	84,366	174,403	81,586
519 HIGHLAND	20	44,763	57,591	71,431	90,502	139,860	75,584
501 KASKASKIA	34	35,104	44,385	64,027	78,259	193,051	67,019
523 KISHWAUKEE	20	59,160	82,357	88,333	92,464	173,881	91,058
521 REND LAKE	26	30,000	53,000	70,149	90,697	165,000	73,438
506 SAUK VALLEY	15	64,429	70,550	77,813	83,566	164,453	84,990
529 ILLINOIS EASTERN	26	35,873	51,858	73,227	107,674	178,721	80,394
513 ILLINOIS VALLEY	15	58,695	74,135	84,563	109,012	181,280	93,430
520 KANKAKEE	79	38,000	47,683	57,500	73,298	190,614	63,852
517 LAKE LAND	18	53,905	66,934	76,421	131,137	180,000	95,771
536 LEWIS & CLARK	64	36,255	51,791	72,149	93,322	279,661	82,127
530 LOGAN	54	42,196	61,866	73,196	88,607	173,638	78,002
528 MC HENRY	44	46,848	66,195	78,964	94,877	204,867	84,316
503 BLACK HAWK	12	86,761	96,425	97,850	132,325	180,250	113,252
540 HEARTLAND	66	44,183	56,000	63,454	79,000	192,151	71,316
514 ILLINOIS CENTRAL	33	57,793	79,528	93,109	103,342	234,120	98,208
526 LINCOLN LAND	58	57,177	69,007	80,709	107,959	224,904	88,877
505 PARKLAND	42	56,513	79,029	88,753	101,225	211,241	92,949
537 RICHLAND	39	38,880	52,496	69,465	86,531	206,769	75,424
511 ROCK VALLEY	35	49,804	66,055	74,596	92,036	179,071	82,312
522 SOUTHWESTERN	20	77,063	84,254	98,384	125,948	168,406	106,824
509 ELGIN	44	76,606	95,172	115,204	133,190	230,064	118,601
527 MORTON	19	61,750	71,064	84,392	95,713	201,500	90,213
515 PRAIRIE STATE	28	66,134	74,199	84,762	94,462	187,000	90,329
510 SOUTH SUBURBAN	26	58,778	75,668	83,707	111,217	183,750	94,410
516 WAUBONSEE	34	67,354	83,945	90,980	113,958	232,480	103,727
508 CHICAGO	202	52,200	76,721	90,000	108,614	271,739	98,255
502 DUPAGE	45	84,911	105,621	126,258	158,362	292,739	137,994
512 HARPER	45	74,460	96,629	119,637	147,084	260,969	125,455
525 JOLIET	31	66,789	81,631	91,297	107,958	190,000	98,989
532 LAKE COUNTY	67	47,683	82,000	91,089	107,267	241,118	97,393
524 MORAIN VALLEY	24	69,708	104,330	110,777	133,623	212,688	120,693
535 OAKTON	33	85,407	105,434	117,485	142,280	251,764	128,428
504 TRITON	37	49,116	74,550	93,600	115,960	244,827	100,993
TOTALS/AVERAGES	1,478	\$ 53,376	\$ 70,707	\$ 83,272	\$ 102,475	\$ 198,129	\$ 91,198
Lowest Low/Highest High		\$ 26,075				\$ 292,739	

\* Weighted

SOURCE OF DATA: Salary Submission (C1)

## Section VII

## SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014

A summary of the fiscal year 2014 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 2014. 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 2014 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$106,600	\$292,739	\$197,963
Chief Campus Administrator	\$122,177	\$183,600	\$161,264
Chief Finance Officer	\$72,106	\$216,372	\$133,035
Chief Academic Officer	\$57,700	\$214,104	\$129,599
Student Services Officer	\$60,546	\$184,295	\$107,971
Dean-Baccalaureate Education	\$68,850	\$158,362	\$100,585
Dean-Occupational/Career Education	\$67,205	\$147,409	\$98,450
Dean-Continuing Education	\$55,507	\$127,044	\$90,790
Director-Data Processing/Info Technology	\$45,570	\$195,575	\$103,848
Director-Research & Planning	\$47,550	\$133,124	\$86,464
Director-Admissions and Records	\$43,000	\$143,193	\$73,677
Director-Counseling	\$55,400	\$131,965	\$86,771
Director-Financial Aid	\$38,967	\$117,181	\$69,333
Director-Job Placement	\$53,023	\$105,434	\$82,181
Director-Student Activities	\$39,000	\$131,215	\$71,501
Director-Library/LRC	\$42,976	\$120,268	\$74,800
Director-Development/Grants	\$53,905	\$180,645	\$87,855
Director-Public Information/Relations	\$41,926	\$169,015	\$84,147
Director-Personnel/Human Resources	\$58,259	\$147,084	\$93,153
Director-Business Services	\$42,936	\$138,017	\$76,342
Director-Physical Facilities/Grounds	\$48,260	\$150,408	\$94,401
Director-Adult Education	\$26,075	\$121,472	\$82,889
Director-Athletics	\$39,144	\$125,000	\$79,321
Controller	\$44,763	\$152,232	\$89,752
Director-Business/Industry Center	\$43,493	\$152,337	\$82,603
Director-Physical Therapy Program	\$78,885	\$78,885	\$78,885
Director-Nursing	\$71,769	\$105,621	\$89,243

\*Weighted

Table 16

## SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014

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	\$173,500	1	3	1					\$80,100	1	8	4	\$104,830	1	3	2
SHAWNEE	139,241	1	1	1					86,267	1	7	2	87,450	1	1	2
SOUTHEASTERN	144,250	1	4	1									102,246	1	17	2
SPOON RIVER	106,600	1	1	1					113,075	1	10	2	104,956	1	4	2
WOOD	160,000	1	2	1					102,000	1	1	2	118,243	1	2	2
DANVILLE	174,403	1	14	1					94,090	1	2	3	138,255	1	16	2
HIGHLAND	139,860	1	7	1					105,395	1	8	2	107,164	1	3	2
KASKASKIA	193,051	1	12	1					96,777	1	2	2	112,207	1	2	2
KISHWAUKEE	173,881	1	5	1					125,700	1	5	2				
REND LAKE	165,000	1	1	1					103,000	1	1	2				
SAUK VALLEY	164,453	1	8	1					72,106	1	1	3	130,885	1	2	2
ILLINOIS EASTERN	178,721	1	18	1	\$122,177	4	4	2	107,674	1	12	3	69,203	5	4	4
ILLINOIS VALLEY	181,280	1	5	1					119,925	1	5	2	119,925	1	0	2
KANKAKEE	190,614	1	4	1					133,271	1	12	2	121,041	1	12	2
LAKE LAND	180,000	1	0	1					131,405	1	18	2	131,137	1	5	2
LEWIS & CLARK	279,661	1	3	1					140,695	1	1	2	200,897	1	22	2
LOGAN	173,638	1	1	1					130,569	1	6	2	125,975	1	2	2
MC HENRY	204,867	1	3	1					132,210	1	1	2	141,984	1	4	2
BLACK HAWK	180,250	1	2	1					134,898	1	2	2	138,936	1	1	2
HEARTLAND	192,151	1	0	1									136,658	1	1	2
ILLINOIS CENTRAL	234,120	1	13	1					169,435	1	12	2	148,240	1	4	2
LINCOLN LAND	224,904	1	7	1					147,416	1	14	2	149,749	1	12	2
PARKLAND	211,241	1	15	1					122,632	1	4	2	123,634	1	15	2
RICHLAND	206,769	1	12	1					142,811	1	15	2	104,600	1	0	2
ROCK VALLEY	179,071	1	9	1					140,487	1	11	2	57,700	1	1	2
SOUTHWESTERN	168,406	1	5	1					96,078	1	3	2	161,254	1	12	2
ELGIN	230,064	1	7	1					181,704	1	5	2	169,766	1	3	2
MORTON	201,500	1	1	1					77,916	1	0	4	123,398	1	1	2
PRAIRIE STATE	187,000	1	0	1									115,000	1	0	2
SOUTH SUBURBAN	183,750	1	1	1												
WAUBONSEE	232,480	1	12	1					183,884	1	8	2	185,941	1	12	2
CHICAGO	271,739	1	3	1	183,600	7	2	2	189,000	1	1	3	183,600	1	0	3
DUPAGE	292,739	1	5	1					216,372	1	4	2	214,104	1	9	2
HARPER	260,969	1	4	1					195,727	1	3	2	201,163	1	3	2
JOLIET	190,000	1	2	1					131,502	1	1	2				
LAKE COUNTY	241,118	1	4	1					168,304	1	4	2	170,986	1	6	2
MORAIN VALLEY	212,688	1	1	1					154,147	1	17	2	150,438	1	1	2
OAKTON	251,764	1	18	1					156,408	1	1	2	164,796	1	7	2
TRITON	244,827	1	12	1					173,252	1	15	2	161,200	1	2	2
NUMBER OF PERSONS	39				11				35				39			
AVERAGES	\$ 197,963				\$ 161,264				\$ 133,035				\$ 129,599			

SOURCE OF DATA: Salary Submission (C1)

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014**

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	\$142,830	1	14	2					\$67,205	2	1	4	\$55,507	3	3	4
SHAWNEE	79,521	1	4	2	\$89,577	1	24	4								
SOUTHEASTERN	69,768	1	2	4	77,463	1	1	4	68,767	1	14	4				
SPOON RIVER	70,490	1	1	4	68,850	1	1	4	77,265	1	1	4				
WOOD	102,000	1	2	2	78,154	1	4	3	68,000	1	2	3				
DANVILLE	78,925	1	0	4	80,882	2	2	4	100,886	1	11	4				
HIGHLAND	92,320	1	6	3					88,683	1	7	4				
KASKASKIA	95,738	1	1	2	78,259	1	6	4	75,000	1	1	4				
KISHWAUKEE	100,495	2	2	4	86,872	2	1	4	86,436	3	4	4	87,720	1	1	4
REND LAKE	90,697	1	4	2	107,786	1	13	2	113,880	1	5	2				
SAUK VALLEY	83,566	1	6	3	77,813	1	1	3								
ILLINOIS EASTERN	60,546	3	15	4												
ILLINOIS VALLEY					85,093	3	6	3	106,650	1	5	3				
KANKAKEE	97,795	1	3	4									83,804	1	16	4
LAKE LAND	131,265	1	8	2	123,159	1	17	3	134,067	1	25	3				
LEWIS & CLARK	142,111	1	4	2	94,769	1	4	4	90,321	1	5	4				
LOGAN	129,295	1	5	2	88,582	1	0	3	82,853	1	0	3	114,242	1	16	3
MC HENRY	105,243	1	3	3	98,962	1	4	4	100,907	1	2	4	97,632	1	1	4
BLACK HAWK	113,511	1	4	2					97,850	1	0	4	97,850	1	2	4
HEARTLAND	87,251	1	3	3									79,118	1	0	3
ILLINOIS CENTRAL	100,531	1	5	3	122,604	1	2	2								
LINCOLN LAND	120,549	1	3	2												
PARKLAND	132,138	1	7	2	94,770	1	3	3	88,211	1	3	3				
RICHLAND	104,600	1	0	2	85,295	1	8	4					74,133	1	2	4
ROCK VALLEY	97,747	1	8	3												
SOUTHWESTERN	106,873	1	4	2	128,595	1	8	4	129,118	1	10	4	77,401	1	10	4
ELGIN	114,750	1	0	3	143,508	1	11	3	128,257	1	3	3	120,666	1	7	3
MORTON					95,068	1	3	4	84,392	1	1	4				
PRAIRIE STATE	137,839	1	1	2	113,498	1	15	4	93,751	1	3	4				
SOUTH SUBURBAN													75,668	1	10	4
WAUBONSEE	130,000	1	14	3	96,361	5	7	4					94,058	1	11	4
CHICAGO	97,548	7	5	4					109,960	5	1	4	87,929	4	3	4
DUPAGE					158,362	1	10	4	147,409	1	2	4	127,044	1	3	4
HARPER	184,295	1	14	2									120,151	1	7	4
JOLIET	131,502	1	1	2	107,958	1	5	4	101,864	1	0	4				
LAKE COUNTY	157,200	1	0	3												
MORAIN VALLEY	147,673	1	3	2	107,900	1	1	4	115,549	1	6	4				
OAKTON	153,610	2	10	2	126,181	4	5	4	109,945	1	2	4	124,509	1	1	4
TRITON					104,000	1	1	4	101,717	1	0	4	105,156	1	6	4
NUMBER OF PERSONS	44				38				33				22			
AVERAGES	\$ 107,971				\$ 100,585				\$ 98,450				\$ 90,790			

SOURCE OF DATA: Salary Submission (C1)

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014**

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	\$45,570	1	0	4					\$53,440	1	1	4	\$64,770	1	1	4
SHAWNEE	76,094	1	12	4	56,000	1	1	4	74,616	1	24	4	66,890	1	12	4
SOUTHEASTERN	74,529	1	18	6					44,118	1	2	6				
SPOON RIVER	67,552	3	5	4					51,891	1	1	6				
WOOD	65,022	1	6	4	\$47,550	1	3	4	43,000	1	1	4	55,400	1	4	4
DANVILLE	80,429	1	17	6												
HIGHLAND	75,645	1	5	4	61,980	1	7	4	51,998	1	4	4				
KASKASKIA	85,245	1	17	4	66,240	1	1	4	64,482	1	2	4				
KISHWAUKEE	86,926	1	9	4	75,124	2	2	3	80,054	1	8	4				
REND LAKE	95,824	1	14	2					49,375	1	1	4				
SAUK VALLEY	80,348	1	2	3	78,331	1	1	3								
ILLINOIS EASTERN	89,636	1	17	4					47,727	2	15	4				
ILLINOIS VALLEY	109,012	1	20	3					58,695	1	3	3	74,135	1	3	3
KANKAKEE	90,607	1	5	4	77,314	1	7	4	57,500	1	0	4	66,235	1	2	4
LAKE LAND	120,871	1	12	5	63,267	1	5	6	96,425	1	19	4				
LEWIS & CLARK	186,729	1	4	2					53,573	1	3	4				
LOGAN	100,316	1	1	4												
MC HENRY	149,584	1	3	2	79,000	1	0	4	85,208	1	1	4	86,445	1	1	4
BLACK HAWK					88,521	1	11	4								
HEARTLAND	122,251	1	16	3	76,486	1	3	3					56,000	1	1	4
ILLINOIS CENTRAL	97,545	1	9	4					66,306	1	2	4	65,899	1	4	4
LINCOLN LAND	128,936	1	6	2	86,035	1	9	4	92,097	1	6	3				
PARKLAND					85,163	1	5	5	86,569	1	3	5				
RICHLAND	71,476	1	2	4	66,700	1	0	4	63,756	1	1	4	86,531	1	5	4
ROCK VALLEY	93,784	1	1	4	78,468	1	3	3								
SOUTHWESTERN	123,300	1	2	2					90,575	1	11	4				
ELGIN	162,585	1	8	2	130,823	1	6	2					131,965	1	16	4
MORTON	89,771	1	1	4	71,064	1	8	4	69,983	1	1	4				
PRAIRIE STATE	101,350	1	2	4	82,084	1	1	4	83,192	1	2	4	90,265	1	2	4
SOUTH SUBURBAN	92,589	4	4	3	72,883	1	6	4	70,534	1	7	4				
WAUBONSEE	114,180	1	2	3	75,606	1	3	4	76,024	2	4	4	87,940	1	7	4
CHICAGO	85,872	7	2	4	132,230	1	23	4	72,706	7	3	4				
DUPAGE	195,575	1	7	2	120,118	1	1	4	119,083	1	6	4	124,684	1	9	4
HARPER	125,548	3	3	4					143,193	1	1	3	96,629	1	11	4
JOLIET	150,000	1	1	4	94,518	1	7	4	91,297	1	9	4				
LAKE COUNTY	124,143	1	3	4	99,809	1	2	4					100,000	1	0	4
MORAIN VALLEY					110,777	1	27	4	100,451	1	2	4	106,851	1	7	4
OAKTON	147,410	3	9	2	133,124	2	14	4	107,960	1	12	4	114,476	1	1	4
TRITON	115,960	1	2	3	90,000	1	0	4	67,600	1	2	4				
NUMBER OF PERSONS	51				29				39				17			
AVERAGES	\$ 103,848				\$ 86,464				\$ 73,677				\$ 86,771			

SOURCE OF DATA: Salary Submission (C1)

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014**

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	\$88,040	1	19	4					\$49,587	3	3	4				
SHAWNEE	65,946	1	21	4									55,917	1	8	4
SOUTHEASTERN	46,172	1	4	4									75,140	1	29	4
SPOON RIVER	56,059	1	8	6									59,125	1	12	6
WOOD	70,000	1	7	4									43,811	1	3	4
DANVILLE	69,555	1	27	4												
HIGHLAND	62,653	1	7	4									52,974	1	6	4
KASKASKIA													64,707	1	14	4
KISHWAUKEE													64,429	1	1	4
REND LAKE	55,620	1	1	6									42,976	4	8	4
SAUK VALLEY													75,592	1	13	3
ILLINOIS EASTERN	38,967	4	9	4					39,000	1	0	6	56,979	1	5	4
ILLINOIS VALLEY	70,112	1	3	3									91,850	1	0	4
KANKAKEE	57,500	1	0	4					103,000	1	1	2	71,936	1	15	4
LAKE LAND	66,934	1	8	6	\$53,023	1	13	6	60,398	1	7	4	77,801	1	2	4
LEWIS & CLARK	72,648	1	10	4	94,066	1	11	4								
LOGAN	75,064	1	6	4												
MC HENRY																
BLACK HAWK																
HEARTLAND	59,600	1	0	4					60,226	1	6	4	66,103	1	12	4
ILLINOIS CENTRAL	67,989	1	5	4									57,793	1	3	6
LINCOLN LAND	84,531	1	0	3					58,939	1	8	4	90,512	1	3	4
PARKLAND	82,049	1	7	5	81,376	1	19	5	76,768	1	15	6	91,342	1	14	5
RICHLAND	56,841	1	5	4	69,465	1	7	4					59,889	1	2	4
ROCK VALLEY	65,800	1	7	4									92,036	1	14	4
SOUTHWESTERN	80,145	1	1	4					77,592	1	23	4	97,102	1	7	4
ELGIN																
MORTON													70,671	1	5	4
PRAIRIE STATE	72,275	1	0	4									74,000	1	0	4
SOUTH SUBURBAN	89,248	1	18	4												
WAUBONSEE	92,684	1	6	6												
CHICAGO	65,219	7	2	4												
DUPAGE																
HARPER	97,838	1	2	4	95,069	1	11	4	74,460	1	1	4	120,268	1	6	4
JOLIET	78,409	1	5	4												
LAKE COUNTY	89,568	1	1	4	89,305	1	9	4					105,000	1	0	4
MORAIN VALLEY	95,908	1	23	4	69,708	1	6	4	77,055	1	2	4	102,915	1	3	4
OAKTON	117,181	1	14	4	105,434	1	4	4	131,215	1	28	4	111,919	2	12	4
TRITON	74,550	1	2	4					93,600	1	1	4	105,156	1	7	4
NUMBER OF PERSONS	40				8				14				31			
AVERAGES	\$ 69,333				\$ 82,181				\$ 71,501				\$ 74,800			

SOURCE OF DATA: Salary Submission (C1)

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014**

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	\$71,340	1	1	4	\$78,750	1	21	4	\$86,620	1	4	4	\$52,150	1	0	4
SHAWNEE													58,586	1	4	4
SOUTHEASTERN																
SPOON RIVER					47,663	1	1	4	62,781	1	9	4	63,837	1	7	4
WOOD	60,036	1	14	4	57,923	1	4	4	58,259	1	16	4	48,000	1	1	3
DANVILLE	74,185	1	5	4					83,323	1	2	4				
HIGHLAND					55,182	1	5	4	83,804	1	18	3				
KASKASKIA					59,707	1	28	4	74,866	1	14	4				
KISHWAUKEE	88,946	1	4	4	61,197	1	6	4	87,000	1	0	4				
REND LAKE					58,398	1	7	6					70,298	1	0	4
SAUK VALLEY									77,843	1	9	4				
ILLINOIS EASTERN	65,457	1	1	3	41,926	4	9	4	71,739	1	12	3	42,936	6	8	4
ILLINOIS VALLEY									69,118	1	7	3				
KANKAKEE	77,694	1	3	4	73,298	1	10	4	81,587	1	6	4	55,730	1	5	6
LAKE LAND	53,905	1	3	6	69,506	1	15	5	74,330	1	8	6				
LEWIS & CLARK					107,625	1	4	2	77,969	1	3	4				
LOGAN	59,621	1	0	4	80,332	1	9	4	96,282	1	9	4	58,160	1	2	4
MC HENRY					94,165	1	1	3	94,165	1	5	3	81,590	1	4	4
BLACK HAWK									86,761	1	5	4				
HEARTLAND	56,513	1	1	3	67,906	1	2	3	82,775	1	15	3	63,908	1	15	3
ILLINOIS CENTRAL	95,767	1	12	3	114,341	1	13	2	111,395	1	0	3	63,933	1	2	4
LINCOLN LAND	69,007	1	6	4	94,121	1	9	4	108,151	1	13	3	104,280	1	0	3
PARKLAND	70,969	1	5	6	67,980	1	3	5	96,374	1	2	3				
RICHLAND					100,314	1	7	4	78,355	1	4	4				
ROCK VALLEY	76,858	2	2	4					93,784	1	3	4				
SOUTHWESTERN					118,748	1	7	2	88,363	1	3	4	100,923	1	26	6
ELGIN	135,252	1	2	2	96,381	1	2	2	134,415	1	1	2	101,645	1	0	3
MORTON									86,769	1	5	4				
PRAIRIE STATE	72,500	1	0	4	89,737	1	5	4	84,678	1	1	4				
SOUTH SUBURBAN	58,778	1	22	4	60,672	1	10	4	74,263	1	5	4				
WAUBONSEE	89,286	1	9	4					117,577	1	22	4	86,506	1	4	4
CHICAGO	123,000	1	2	4					146,739	1	1	3	109,303	4	2	4
DUPAGE	180,645	1	4	2	169,015	1	4	2					93,195	1	1	4
HARPER	142,800	1	1	2	149,247	1	3	2	147,084	1	2	3				
JOLIET	112,219	1	10	4	75,188	1	2	4	116,481	1	5	4	97,581	1	1	4
LAKE COUNTY	87,492	1	14	4	119,435	1	22	4	106,983	1	6	4	75,332	1	14	4
MORAIN VALLEY	110,777	1	25	4	105,744	1	14	4	122,617	1	15	4				
OAKTON	93,679	1	9	4	168,263	1	9	3	103,500	1	0	4	105,410	1	14	4
TRITON	80,657	1	0	4					93,600	1	2	4	138,017	1	7	3
NUMBER OF PERSONS	26				31				35				29			
AVERAGES	\$ 87,855				\$ 84,147				\$ 93,153				\$ 76,342			

SOURCE OF DATA: Salary Submission (C1)

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014**

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	\$48,260	1	0	4	\$26,075	1	0	4	\$68,860	1	0	4				
SHAWNEE	60,494	1	4	4	\$74,616	1	18	4					\$59,273	1	11	6
SOUTHEASTERN	57,262	1	8	4												
SPOON RIVER	58,605	1	21	4	52,191	1	3	6	\$39,144	1	2	6				
WOOD	57,358	1	6	4												
DANVILLE	85,408	1	9	4									68,905	1	8	6
HIGHLAND	68,446	1	4	4	61,063	1	7	4	74,415	1	19	4	44,763	1	7	4
KASKASKIA	63,571	1	4	4	58,298	1	5	4					74,805	1	2	4
KISHWAUKEE													90,723	1	5	4
REND LAKE	105,360	1	18	4									70,000	1	1	4
SAUK VALLEY	71,238	1	1	4	65,396	1	3	4	72,292	1	20	5				
ILLINOIS EASTERN					65,827	1	5	4								
ILLINOIS VALLEY	74,146	1	8	3												
KANKAKEE	102,878	1	5	4	94,797	1	9	4	87,190	1	5	4	68,362	1	2	4
LAKE LAND													78,511	1	6	5
LEWIS & CLARK	106,822	1	5	3	89,868	1	17	4	81,842	1	4	4				
LOGAN	89,354	1	18	4	91,194	1	17	4	104,767	1	13	4				
MC HENRY									94,124	1	23	4				
BLACK HAWK																
HEARTLAND	96,948	1	7	3	72,933	1	7	3	59,676	1	7	4	104,535	1	22	3
ILLINOIS CENTRAL	93,366	1	2	4					79,528	1	2	4	84,619	1	7	4
LINCOLN LAND	80,000	1	0	4	67,538	1	6	4	65,540	1	13	4	61,371	1	0	4
PARKLAND	114,373	1	13	5	80,155	1	0	3	82,639	1	13	6	73,744	1	5	4
RICHLAND	102,436	1	25	4	74,665	1	2	4					65,035	1	5	4
ROCK VALLEY	73,792	1	1	4	61,527	1	1	4	64,401	1	2	6	73,792	1	1	4
SOUTHWESTERN	80,043	1	3	4					96,484	1	34	4	77,063	1	2	4
ELGIN	111,148	1	4	3	121,472	1	5	3					111,809	1	7	3
MORTON	98,573	1	14	4	79,899	1	15	4								
PRAIRIE STATE	99,120	1	1	4	86,570	1	3	4					95,173	1	6	4
SOUTH SUBURBAN	112,582	1	0	4					77,022	1	7	4	110,449	1	12	4
WAUBONSEE	109,942	1	14	4	77,127	1	5	4					110,913	1	4	3
CHICAGO	150,408	1	3	3	93,946	6	3	4	63,767	6	3	4				
DUPAGE	150,148	1	1	4					108,729	1	7	4				
HARPER	117,667	1	2	4	109,460	2	3	5	93,813	1	6	4	152,232	1	2	3
JOLIET	97,581	1	6	4	78,409	1	3	4	87,690	1	18	4	116,481	1	11	4
LAKE COUNTY	106,000	1	0	4	105,000	1	0	4	82,000	1	1	4	110,316	1	2	3
MORAIN VALLEY	137,086	1	11	4					125,000	1	30	4	130,159	1	13	4
OAKTON	105,155	1	4	4	94,191	1	6	4	113,908	1	4	4	107,500	2	0	4
TRITON	124,070	1	4	3	108,160	1	2	4					85,526	1	4	4
NUMBER OF PERSONS	34				31				27				26			
AVERAGES	\$ 94,401				\$ 82,889				\$ 79,321				\$ 89,752			

SOURCE OF DATA: Salary Submission (C1)

**Table 16**  
**(Continued)**  
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2014**

DISTRICT/COLLEGE	Director Business/Industry Center				Director Physical Therapy Program				Director Nursing			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG												
SHAWNEE	49,010	1	26	4								
SOUTHEASTERN												
SPOON RIVER	43,493	1	12	4								
WOOD												
DANVILLE	69,700	1	1	4					83,640	1	3	4
HIGHLAND												
KASKASKIA	58,507	1	7	4								
KISHWAUKEE	90,015	1	2	4								
REND LAKE	59,450	1	14	6								
SAUK VALLEY												
ILLINOIS EASTERN									85,533	1	4	4
ILLINOIS VALLEY	87,586	1	28	3								
KANKAKEE	62,502	1	23	6								
LAKE LAND	71,464	1	1	4								
LEWIS & CLARK												
LOGAN	86,943	1	16	4					88,607	1	14	4
MC HENRY												
BLACK HAWK												
HEARTLAND									71,769	1	3	3
ILLINOIS CENTRAL	93,109	1	15	4					78,507	1	2	4
LINCOLN LAND	71,811	1	8	4								
PARKLAND	87,444	1	18	5					98,404	1	7	4
RICHLAND												
ROCK VALLEY												
SOUTHWESTERN	99,666	1	17	4								
ELGIN												
MORTON	64,301	1	5	4	78,885	1	9	4	95,713	1	1	4
PRAIRIE STATE	92,973	1	3	4								
SOUTH SUBURBAN												
WAUBONSEE												
CHICAGO												
DUPAGE									105,621	1	4	4
HARPER	152,337	1	2	2								
JOLIET	78,409	1	2	4								
LAKE COUNTY	94,556	1	2	4					95,395	1	2	5
MORAIN VALLEY	110,310	1	2	4								
OAKTON	111,085	1	8	4								
TRITON												
NUMBER OF PERSONS	21				1				9			
AVERAGES	\$ 82,603				\$ 78,885				\$ 89,243			

SOURCE OF DATA: Salary Submission (C1)

## Section VIII

**SUMMARY OF FISCAL YEAR 2014  
MONTHLY CLASSIFIED AND OTHER (NONTTEACHING) PROFESSIONAL  
STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2014 salary is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

## Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED  
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF  
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2014\*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	42	\$ 2,119	\$ 3,722	\$ 6,598
Accountant II	30	2,686	4,170	7,688
Account Clerk I	43	1,785	3,047	5,746
Account Clerk II	41	2,091	2,912	4,321
Admissions/Records Assistant	113	1,865	2,813	5,260
Admissions/Records Supervisor	55	3,108	4,778	9,317
Audio/Visual Services Manager	26	2,146	5,122	11,418
Bookstore Manager	28	2,511	4,632	8,986
Clerk Typist	362	1,714	2,995	4,929
Computer Operator I	17	2,761	3,552	4,590
Computer Operator II	6	3,668	4,378	5,088
Computer Programmer I	2	4,411	4,523	4,636
Computer Programmer II	9	2,641	5,059	7,690
Computer Systems Analyst	28	2,323	4,385	6,827
Building Custodian	883	1,799	2,727	4,282
Building Services Supervisor	88	2,169	4,050	7,583
Data Entry Operator	25	2,036	3,400	5,707
Library Assistant	132	1,629	2,968	6,814
Programmer/Analyst	71	1,862	5,191	10,088
Purchasing Assistant	25	1,943	3,234	4,579
Purchasing Supervisor	14	2,976	5,301	7,411
Telephone Operator	62	1,501	2,879	5,672
Secretary-General	367	1,784	2,829	4,599
Secretary-Administrative	291	1,887	3,275	6,361
Secretary-Executive	168	1,568	4,133	9,423
Security Officer/Guard	139	1,770	3,358	6,970
Security Supervisor	46	2,803	5,139	8,692
Shipping/Receiving Assistant	53	1,623	3,257	6,622
Administrator, Local Area Network	42	3,761	5,470	9,761
Telecommunications, Technician	16	2,193	4,441	7,546
Coordinator, Telecommunications	16	2,371	5,002	7,645
Program Administrative Assistant	96	2,293	3,138	4,438
Accountant III	10	3,434	4,804	7,828
Computer Programmer III	7	3,600	7,003	10,399
Account Technician I	48	2,297	3,340	6,346
Account Technician II	28	2,805	3,820	6,408
Account Technician III	42	3,826	4,376	4,876
Accountant IV	8	3,003	5,158	7,004
Accountant V	--	--	--	--
Administrative Aide	5	1,776	4,288	8,089
Administrative Assistant I	234	2,082	3,572	4,765
Administrative Assistant II	152	2,165	3,533	5,593
Admissions & Records Officer	34	3,121	5,121	8,035
Admissions Representative	71	2,033	3,414	6,210
Applications Programmer I, II, or III	48	3,873	5,178	6,922
Audio Visual Aids Technician I, II, or III	41	2,051	3,733	8,518
Benefits Manager	15	2,727	4,960	9,116
Budget Analyst	9	3,854	6,924	11,402
Building & Grounds Supervisor	35	3,123	4,504	7,446
Building Maintenance Coordinator	29	1,740	5,502	13,515
Building Mechanic	158	2,340	3,812	6,313
Business Manager	63	3,122	4,087	6,245
Cashier I	17	1,843	2,687	4,512
Cashier II	13	2,115	2,662	3,162
Cashier III	--	--	--	--
Cashier IV	5	2,232	3,523	4,170
Chief Accountant	11	4,847	7,284	12,800
Child Care Assistant	68	1,682	2,928	5,746
Child Care Development Supervisor	40	2,143	4,039	11,022

## 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 2014\*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	4	\$ 2,668	\$ 4,539	\$ 8,362
Data Processing Equipment Technician II	14	1,934	3,179	4,277
Data Processing Equipment Technician III	13	2,286	2,989	4,569
Financial Aid Adviser I	119	1,573	3,249	6,038
Financial Aid Adviser II	74	2,571	3,824	5,345
Financial Aid Adviser III	26	2,465	4,072	8,073
Financial Aid Adviser IV	26	2,626	4,549	7,857
Grounds Worker	106	1,608	3,108	6,054
Grounds-Assistant Superintendent of Grounds	4	2,430	4,436	5,867
Grounds-Superintendent of Grounds	5	4,727	5,550	6,593
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	86	2,012	4,451	13,308
Kitchen Helper	24	1,350	2,471	4,838
Microcomputer Support Specialist I	45	2,123	3,499	5,193
Microcomputer Support Specialist II	55	2,601	3,615	6,345
Microcomputer Support Specialist III	16	3,978	5,359	7,839
Painter	18	2,453	3,850	6,145
Payroll Clerk	11	1,568	3,216	4,721
Payroll Manager	16	3,123	4,680	8,468
Payroll Specialist	24	2,083	3,527	6,651
Program Advisor/Student Advisor	288	2,439	3,782	7,564
Program Coordinator- ESL	36	1,768	4,468	6,174
Program Coordinator- Literacy	29	2,511	3,911	6,948
Research Associate	26	2,593	4,211	5,847
Statistical Clerk	2	4,444	4,631	4,819
Training Assistant-Family Literacy Case Manager	4	2,256	2,653	3,050
Web Designer/Webmaster	26	2,439	4,402	7,447
Web Specialist	32	2,525	4,608	6,751

\*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 2013

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2013. 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 2013 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>District Range</u>		State Average
	Low	High	
Administrative	\$7,522	\$33,256	\$13,909
9-Month Teaching Faculty	\$3,864	\$29,018	\$13,672
12-Month Teaching Faculty	\$6,099	\$15,406	\$10,985
9-Month Other Professional (Nonteaching)	\$2,139	\$29,686	\$14,313
12-Month Other Professional (Nonteaching)	\$6,396	\$19,818	\$12,111
Classified	\$3,928	\$24,161	\$13,553

Table 19

## FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2013

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	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN	X			X	X		X	X	X		X	
534 SPOON RIVER	X	X		X			X	X			X	X
539 WOOD	X	X	X	X	X	X	X	X	X	X	X	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	X
506 SAUK VALLEY	X	X		X	X		X	X	X		X	X
529 ILLINOIS EASTERN	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	X
503 BLACK HAWK	X	X	X	X			X			X	X	X
540 HEARTLAND	X	X	X	X	X		X			X	X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X	X	X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X	X		X	X	X	X	X	X
537 RICHLAND	X	X	X	X	X		X			X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN	X	X	X	X	X	X	X	X	X		X	X
509 ELGIN	X	X	X	X	X	X	X	X	X		X	X
527 MORTON	X	X	X	X			X				X	
515 PRAIRIE STATE	X	X	X	X	X	X	X			X	X	
510 SOUTH SUBURBAN	X				X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CHICAGO	X	X	X	X			X	X	X		X	X
502 DUPAGE	X	X		X		X	X	X	X		X	X
512 HARPER	X	X	X	X	X		X			X	X	X
525 JOLIET	X	X		X				X	X		X	
532 LAKE COUNTY	X	X	X	X	X		X	X	X	X	X	X
524 MORAIN VALLEY	X			X			X	X	X	X	X	X
535 OAKTON	X	X	X	X			X	X	X		X	X
504 TRITON	X	X	X	X				X	X		X	X
TOTALS	39	29	25	37	20	9	37	31	29	13	39	28

\*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Table 20

FISCAL YEAR 2013 ANNUAL COST OF FRINGE BENEFITS  
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Number	<u>Administrative</u>		Number	<u>9 Mos. Faculty</u>		Number	<u>12 Mos. Faculty</u>	
		Total Cost	Cost Per Employee		Total Cost	Cost Per Employee		Total Cost	Cost Per Employee
518 SANDBURG	24	\$ 242,149	\$ 10,090	53	\$ 571,124	\$ 10,776			
531 SHAWNEE	18	165,792	9,211	38	305,250	8,033	2	\$ 21,023	\$ 10,512
533 SOUTHEASTERN	18	200,481	11,138	42	450,042	10,715			
534 SPOON RIVER	8	156,128	19,516	34	538,214	15,830			
539 WOOD	4	65,364	16,341	52	611,472	11,759	3	34,552	11,517
507 DANVILLE	19	277,996	14,631	61	774,824	12,702			
519 HIGHLAND	22	390,584	17,754	45	703,364	15,630			
501 KASKASKIA	33	542,812	16,449	70	1,561,090	22,301			
523 KISHWAUKEE	18	213,531	11,863	65	745,056	11,462			
521 REND LAKE	28	328,623	11,737	55	682,433	12,408	15	167,412	11,161
506 SAUK VALLEY	18	284,174	15,787	42	685,479	16,321			
529 ILLINOIS EASTERN	29	303,657	10,471	85	888,781	10,456	13	94,321	7,255
513 ILLINOIS VALLEY	22	351,615	15,983	84	1,270,523	15,125			
520 KANKAKEE	74	729,204	9,854	71	695,926	9,802			
517 LAKE LAND	19	259,107	13,637	116	1,823,156	15,717			
536 LEWIS AND CLARK	64	502,395	7,850	103	780,251	7,575			
530 LOGAN	52	391,121	7,522	93	831,607	8,942	3	18,296	6,099
528 MC HENRY	57	837,179	14,687	401	1,549,570	3,864			
503 BLACK HAWK	11	187,943	17,086	134	1,965,319	14,667			
540 HEARTLAND	72	820,772	11,400	90	1,002,382	11,138	5	43,318	8,664
514 ILLINOIS CENTRAL	30	537,359	17,912	183	2,753,382	15,046			
526 LINCOLN LAND	61	654,264	10,726	125	1,288,324	10,307			
505 PARKLAND	42	867,529	20,655	174	3,744,289	21,519			
537 RICHLAND	42	531,164	12,647	73	1,049,293	14,374			
511 ROCK VALLEY	36	435,355	12,093	160	2,230,105	13,938			
522 SOUTHWESTERN	24	267,749	11,156	153	1,745,969	11,412	2	18,447	9,223
509 ELGIN	46	777,731	16,907	131	2,399,719	18,318			
527 MORTON	20	187,034	9,352	51	494,169	9,690			
515 PRAIRIE STATE	32	362,346	11,323	79	863,272	10,927	3	37,225	12,408
510 SOUTH SUBURBAN	26	277,422	10,670	96	1,029,980	10,729			
516 WAUBONSEE	37	656,020	17,730	106	1,966,595	18,553			
508 CHICAGO	191	1,911,610	10,008	533	5,495,996	10,311	16	246,494	15,406
502 DUPAGE	42	1,396,754	33,256	264	7,660,623	29,018			
512 HARPER	46	1,023,497	22,250	199	2,694,388	13,540			
525 JOLIET	29	593,118	20,452	219	4,303,543	19,651			
532 LAKE COUNTY	63	1,253,294	19,894	204	1,026,821	5,033			
524 MORAIN VALLEY	24	464,229	19,343	188	3,611,372	19,209			
535 OAKTON	33	592,669	17,960	139	2,147,093	15,447			
504 TRITON	38	434,559	11,436	99	2,190,988	22,131			
TOTALS/AVERAGES	1,472	\$ 20,474,330	\$ 13,909	4,910	\$ 67,131,783	\$ 13,672	62	\$ 681,087	\$ 10,985

SOURCE OF DATA: Salary Submission (C2)

Table 20  
(Continued)  
FISCAL YEAR 2013 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	\$ 44,151	\$ 11,038	73	\$ 607,224	\$ 8,318	63	\$ 450,755	\$ 7,155
531 SHAWNEE				34	262,279	7,714	22	183,886	8,358
533 SOUTHEASTERN	2	19,873	9,936	30	328,029	10,934	18	172,131	9,563
534 SPOON RIVER				52	863,358	16,603	24	375,008	15,625
539 WOOD				55	674,120	12,257	62	719,647	11,607
507 DANVILLE	3	41,329	13,776	38	424,845	11,180	56	668,222	11,933
519 HIGHLAND				35	420,230	12,007	64	810,448	12,663
501 KASKASKIA				52	747,934	14,383	39	559,941	14,357
523 KISHWAUKEE	5	66,394	13,279	49	518,207	10,576	91	1,001,326	11,004
521 REND LAKE				55	605,002	11,000	45	504,789	11,218
506 SAUK VALLEY				35	527,763	15,079	46	634,740	13,799
529 ILLINOIS EASTERN				61	467,440	7,663	99	806,184	8,143
513 ILLINOIS VALLEY				51	576,236	11,299	76	795,467	10,467
520 KANKAKEE				33	290,988	8,818	53	478,608	9,030
517 LAKE LAND	8	93,921	11,740	66	996,632	15,100	81	1,130,232	13,953
536 LEWIS AND CLARK				66	461,478	6,992	79	573,105	7,254
530 LOGAN	1	2,139	2,139	75	479,723	6,396	133	812,408	6,108
528 MC HENRY				162	2,144,019	13,235	107	420,331	3,928
503 BLACK HAWK	2	28,915	14,458	2	27,806	13,903	220	3,169,121	14,405
540 HEARTLAND	5	44,737	8,947	94	829,967	8,829	63	569,887	9,046
514 ILLINOIS CENTRAL				127	1,930,480	15,201	156	2,177,905	13,961
526 LINCOLN LAND	3	37,356	12,452	113	1,121,915	9,928	129	1,290,567	10,004
505 PARKLAND	3	63,363	21,121	148	2,933,047	19,818	111	2,083,417	18,770
537 RICHLAND	35	360,968	10,313				55	670,888	12,198
511 ROCK VALLEY				119	913,578	7,677	129	1,842,190	14,281
522 SOUTHWESTERN	3	22,842	7,614	128	1,231,075	9,618	181	1,738,708	9,606
509 ELGIN	10	172,563	17,256	180	2,408,445	13,380	116	1,610,276	13,882
527 MORTON				9	63,439	7,049	78	694,585	8,905
515 PRAIRIE STATE	3	30,226	10,075	89	733,800	8,245	68	546,570	8,038
510 SOUTH SUBURBAN				60	670,152	11,169	113	1,265,162	11,196
516 WAUBONSEE	10	176,148	17,615				237	3,929,598	16,581
508 CHICAGO	16	183,768	11,486	700	7,162,893	10,233	667	8,146,525	12,214
502 DUPAGE	20	593,717	29,686				528	12,756,918	24,161
512 HARPER	23	305,921	13,301	199	2,383,478	11,977	239	2,485,139	10,398
525 JOLIET				151	2,776,106	18,385	172	2,917,027	16,959
532 LAKE COUNTY	18	91,205	5,067	202	2,645,506	13,097	215	2,684,386	12,486
524 MORAIN VALLEY	20	377,816	18,891	184	3,446,263	18,730	203	3,804,222	18,740
535 OAKTON	9	148,231	16,470				304	4,149,501	13,650
504 TRITON				74	937,448	12,668	185	2,565,316	13,867
TOTALS/AVERAGES	203	\$ 2,905,582	\$ 14,313	3,601	\$ 43,610,907	\$ 12,111	5,327	\$ 72,195,136	\$ 13,553

SOURCE OF DATA: Salary Submission (C2)

## Section X

**FISCAL YEAR 2014**  
**MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,**  
**OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,**  
**AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2014 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 2014 MEAN PERCENTAGE SALARY INCREASES FOR**  
**ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,**  
**AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	10.0%	3.3%
Faculty (9 and 12 Months)	0.0%	7.0%	3.3%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	6.1%	3.1%
Classified	0.0%	6.2%	3.3%

\*Weighted

## Illinois Community College Board

Table 22

FISCAL YEAR 2014 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	4.0	3.0	3.0
533 SOUTHEASTERN	2.8	0.0	2.6	2.8
534 SPOON RIVER	3.1	2.3	3.0	2.0
539 WOOD	0.0	4.0	0.0	0.0
507 DANVILLE	2.7	3.8	3.3	3.3
519 HIGHLAND	1.9	3.8	2.6	2.7
501 KASKASKIA	3.5	7.0	3.3	3.4
523 KISHWAUKEE	2.0	3.3	2.0	2.0
521 REND LAKE	6.6	0.0	4.8	4.6
506 SAUK VALLEY	3.8	3.8	3.8	3.8
529 ILLINOIS EASTERN	5.5	2.7	3.2	2.8
513 ILLINOIS VALLEY	4.2	3.9	2.9	3.8
520 KANKAKEE	4.2	4.6	4.5	3.9
517 LAKE LAND	2.5	2.5	2.5	3.2
536 LEWIS & CLARK	4.8	3.0	4.3	3.3
530 LOGAN	2.1	2.1	2.1	1.9
528 MC HENRY	1.8	4.3	2.2	2.3
503 BLACK HAWK	3.9	3.7	1.7	3.5
540 HEARTLAND	2.8	2.8	2.8	2.8
514 ILLINOIS CENTRAL	3.0	4.9	3.1	3.0
526 LINCOLN LAND	2.9	2.9	2.9	2.9
505 PARKLAND	3.9	3.8	3.7	3.7
537 RICHLAND	3.0	4.8	3.0	3.0
511 ROCK VALLEY	3.1	4.0	4.9	6.0
522 SOUTHWESTERN	2.8	2.8	2.8	2.8
509 ELGIN	1.6	3.1	2.1	2.3
527 MORTON	3.5	3.5	3.5	3.5
515 PRAIRIE STATE	7.1	4.0	4.0	3.5
510 SOUTH SUBURBAN	3.0	0.0	3.0	3.0
516 WAUBONSEE	3.0	4.0	4.0	3.5
508 CHICAGO	2.5	3.5	2.5	3.5
502 DUPAGE	3.6	3.6	3.6	3.6
512 HARPER	2.0	3.5	2.2	2.0
525 JOLIET	1.8	1.8	1.8	1.8
532 LAKE COUNTY	5.2	2.7	6.1	4.2
524 MORAIN VALLEY	3.8	3.8	3.8	3.8
535 OAKTON	3.0	2.9	3.0	3.0
504 TRITON	10.0	2.6	5.1	6.2
TOTALS/AVERAGES	3.3 %	3.3 %	3.1 %	3.3 %

--- = Data Not Available

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

## Section XI

**FISCAL YEAR 2013 AVERAGE TOTAL SALARY ACTUALLY PAID  
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2013 and the average total salaries paid to full-time faculty in fiscal year 2013. The fiscal year 2013 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2012 to June 30, 2013.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2013 for those districts reporting data was \$10,858 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2013. 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 2013 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

## Illinois Community College Board

Table 23

## A COMPARISON OF FACULTY (9 &amp; 12 MONTH) FISCAL YEAR 2013 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2013 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2013 Full-Time Average Faculty Contractual Base Salary	FY 2013 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$52,907	\$64,382	\$11,475	21.7 %
531 SHAWNEE	55,976	68,535	12,559	22.4
533 SOUTHEASTERN	54,144	56,721	2,577	4.8
534 SPOON RIVER	50,934	56,544	5,610	11.0
539 WOOD	52,618	56,746	4,128	7.8
507 DANVILLE	49,864	59,255	9,391	18.8
519 HIGHLAND	73,785	78,743	4,957	6.7
501 KASKASKIA	66,760	87,065	20,305	30.4
523 KISHWAUKEE	55,098	66,043	10,946	19.9
521 REND LAKE	54,216	57,647	3,430	6.3
506 SAUK VALLEY	52,773	56,313	3,540	6.7
529 ILLINOIS EASTERN	52,447	60,136	7,689	14.7
513 ILLINOIS VALLEY	64,953	71,950	6,997	10.8
520 KANKAKEE	58,358	64,435	6,076	10.4
517 LAKE LAND	52,467	76,253	23,786	45.3
536 LEWIS AND CLARK	64,270	71,220	6,950	10.8
530 LOGAN	66,876	73,852	6,977	10.4
528 MCHENRY	87,145	94,914	7,769	8.9
503 BLACK HAWK	59,317	65,860	6,543	11.0
540 HEARTLAND	59,073	64,374	5,301	9.0
514 ILLINOIS CENTRAL	58,780	73,492	14,711	25.0
526 LINCOLN LAND	75,697	85,697	10,000	13.2
505 PARKLAND	68,534	79,100	10,567	15.4
537 RICHLAND	54,869	66,351	11,483	20.9
511 ROCK VALLEY	63,288	70,858	7,571	12.0
522 SOUTHWESTERN	64,095	85,893	21,797	34.0
509 ELGIN	89,386	101,017	11,631	13.0
527 MORTON	76,724	88,768	12,044	15.7
515 PRAIRIE STATE	66,627	70,664	4,037	6.1
510 SOUTH SUBURBAN	66,314	77,096	10,782	16.3
516 WAUBONSEE	69,910	79,643	9,734	13.9
508 CHICAGO	71,126	72,731	1,605	2.3
502 DUPAGE	101,387	111,910	10,523	10.4
512 HARPER	76,889	93,733	16,844	21.9
525 JOLIET	79,039	103,735	24,696	31.2
532 LAKE COUNTY	83,232	104,699	21,467	25.8
524 MORAIN VALLEY	60,618	76,938	16,320	26.9
535 OAKTON	88,501	96,333	7,832	8.8
504 TRITON	66,205	79,189	12,984	19.6
TOTAL/AVERAGES*	\$69,835	\$80,693	\$10,858	15.5 %

\*Weighted

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

## Illinois Community College Board

Table 24

FISCAL YEAR 2013 AVERAGE TOTAL SALARY ACTUALLY PAID FOR  
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$61,497	\$33,819	\$23,227
531 SHAWNEE	64,019	43,819	23,041
533 SOUTHEASTERN	71,721	34,320	29,765
534 SPOON RIVER	66,914	32,982	25,149
539 WOOD	63,699	31,574	23,505
507 DANVILLE	78,054	41,720	29,661
519 HIGHLAND	75,278	42,823	31,229
501 KASKASKIA	67,881	41,238	33,885
523 KISHWAUKEE	82,886	49,056	33,193
521 REND LAKE	70,135	36,904	33,175
506 SAUK VALLEY	83,090	43,068	27,411
529 ILLINOIS EASTERN	78,480	33,120	26,043
513 ILLINOIS VALLEY	91,439	47,625	34,614
520 KANKAKEE	60,568	42,686	32,535
517 LAKE LAND	83,696	46,947	34,065
536 LEWIS & CLARK	79,933	33,474	32,828
530 LOGAN	72,238	43,188	33,651
528 MCHENRY	75,927	49,896	39,387
503 BLACK HAWK	107,603	50,709	32,947
540 HEARTLAND	66,785	35,514	31,490
514 ILLINOIS CENTRAL	98,002	43,585	34,946
526 LINCOLN LAND	86,108	48,401	32,847
505 PARKLAND	88,635	54,034	35,850
537 RICHLAND	89,623	48,651	39,875
511 ROCK VALLEY	79,978	44,660	35,356
522 SOUTHWESTERN	106,590	60,198	42,266
509 ELGIN	115,106	67,345	47,140
527 MORTON	79,674	49,880	43,238
515 PRAIRIE STATE	80,191	45,713	38,049
510 SOUTH SUBURBAN	91,470	49,263	35,908
516 WAUBONSEE	96,098	47,176	35,837
508 CHICAGO	77,111	48,291	42,213
502 DUPAGE	130,652	66,468	43,904
512 HARPER	126,965	69,040	43,957
525 JOLIET	89,340	52,995	46,643
532 LAKE COUNTY	97,305	55,498	40,767
524 MORAIN VALLEY	119,184	60,217	38,103
535 OAKTON	117,630	65,307	46,908
504 TRITON	98,125	61,560	39,488
STATE AVERAGE*	\$85,415	\$51,141	\$38,526

\*Weighted

SOURCE OF DATA: Salary Submission (C1)

## Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FOR FISCAL YEARS 2010 TO 2014**

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

Table 25

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR  
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
FISCAL YEARS 2010 TO 2014**

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Faculty (9 Month)	\$66,582	\$68,260	\$69,576	\$70,246	\$71,753
Faculty (12 Month)	\$55,067	\$53,284	\$52,941	\$54,216	\$56,803
Administrators (12 Month)	\$87,282	\$87,480	\$89,092	\$89,988	\$91,198
Other Professionals (9 Month)	\$64,990	\$66,379	\$66,577	\$70,596	\$69,805
Other Professionals (12 Month)	\$51,753	\$52,998	\$53,300	\$53,715	\$54,745

SOURCE OF DATA: ICCB Salary Reports