

Fiscal Year 2015 Salary Report

for the
Illinois Public Community Colleges



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HIGHLIGHTS OF THE FISCAL YEAR 2015 SALARY REPORT

1. Fiscal Year 2015 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$72,386
Administrative (12 month)	\$92,914
Other (Nonteaching) Professional (9 month)	\$71,386

2. Fiscal Year 2014 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$14,887
Administrative (12 month)	\$14,065
Other (Nonteaching) Professional (9 month)	\$15,509
Classified (12 month)	\$13,422

3. Fiscal Year 2015 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$718/credit hour
Full-Time Faculty Overload Rate	\$827/credit hour
Full-Time Faculty Summer Rate	\$948/credit hour

4. Fiscal Year 2015 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)	\$43,114
Master's Degree, Plus Zero Hours (5 Years Experience)	\$49,148
Master's Degree, Maximum Hours (5 Years Experience)	\$57,052
Doctorate, Maximum Hours (Maximum Experience)	\$97,632

5. Fiscal Year 2014 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2013 and June 30, 2014. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$84,668
Administrative (12 month)	\$88,979
Other (Nonteaching) Professional (9 and 12 month)	\$53,328
Classified	\$38,675

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**FISCAL YEAR 2015 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 2015 Salary Report* reflect the census date of October 1, 2014. 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 2014 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 2015 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 2015. 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 2015
(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	\$12,000	\$55,107	\$40,583
Average Faculty Salaries	\$51,846	\$98,681	\$72,386*
High Faculty Salaries	\$67,867	\$147,511	\$102,156
Median Faculty Salaries	\$48,142	\$107,744	\$67,343

*Weighted

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Table 2

FISCAL YEAR 2015 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	47	\$ 40,060	\$ 48,730	\$ 53,910	\$ 56,950	\$ 82,610	\$ 54,159
531 SHAWNEE	37	28,720	56,033	61,610	66,175	78,002	61,062
533 SOUTHEASTERN	40	38,573	48,039	56,178	62,637	68,475	54,980
534 SPOON RIVER	35	40,265	44,688	48,142	54,231	76,378	52,022
539 WOOD	48	39,212	48,060	55,176	62,487	77,991	55,927
507 DANVILLE	66	41,500	46,688	50,361	54,882	67,867	51,846
519 HIGHLAND	46	42,084	64,459	75,869	85,205	101,455	75,991
501 KASKASKIA	71	53,244	64,463	74,478	84,344	94,818	74,872
523 KISHWAUKEE	73	42,500	45,082	55,675	62,018	90,088	56,017
521 REND LAKE	49	22,500	52,916	60,206	70,061	87,661	60,841
506 SAUK VALLEY	46	22,262	42,315	52,974	60,974	85,285	52,730
529 ILLINOIS EASTERN	86	39,533	49,277	56,571	63,150	85,150	56,938
513 ILLINOIS VALLEY	78	41,220	58,431	69,639	77,359	107,004	68,689
520 KANKAKEE	71	42,927	53,783	59,101	66,988	101,998	60,844
517 LAKE LAND	101	36,767	45,177	55,589	62,770	79,735	54,421
536 LEWIS AND CLARK	105	31,103	55,963	65,754	76,055	102,596	65,220
530 LOGAN	94	44,931	56,307	66,219	78,473	94,366	67,994
528 MCHENRY	98	52,752	73,005	93,729	107,859	116,337	90,418
503 BLACK HAWK	132	40,165	47,235	57,072	66,668	85,949	58,733
540 HEARTLAND	83	42,438	51,791	61,683	69,957	102,193	62,948
514 ILLINOIS CENTRAL	181	46,500	54,378	62,220	68,577	95,965	62,766
526 LINCOLN LAND	122	25,053	66,318	78,440	91,012	105,358	78,632
505 PARKLAND	175	25,972	61,529	71,262	79,253	100,340	70,692
537 RICHLAND	66	38,449	50,973	57,594	67,494	97,917	59,131
511 ROCK VALLEY	156	37,797	53,630	61,644	74,000	96,780	64,332
522 SOUTHWESTERN	149	45,442	55,496	63,968	71,050	117,155	64,738
509 ELGIN	133	49,017	75,408	92,696	109,018	118,587	91,797
527 MORTON	54	48,052	61,178	71,613	85,179	129,590	75,433
515 PRAIRIE STATE	79	43,168	56,237	63,621	77,681	108,903	67,255
510 SOUTH SUBURBAN	89	12,000	48,402	60,206	79,372	104,635	64,179
516 WAUBONSEE	106	45,634	58,353	69,595	86,916	109,892	72,334
508 CHICAGO	567	50,000	64,511	74,603	83,148	127,766	74,498
502 DUPAGE	281	55,107	73,844	107,744	119,526	129,217	98,681
512 HARPER	210	33,500	59,452	77,944	97,171	123,446	78,811
525 JOLIET	216	50,199	73,153	84,864	99,049	123,232	84,966
532 LAKE COUNTY	205	50,679	69,042	87,782	106,009	124,126	87,746
524 MORAIN VALLEY	193	46,976	56,840	62,613	72,450	109,640	64,775
535 OAKTON	148	51,927	68,640	86,454	104,874	147,511	89,403
504 TRITON	104	44,500	52,479	61,591	73,405	128,065	67,373
TOTALS/AVERAGES	4,640	\$ 40,583	\$ 56,726	\$ 67,343	\$ 77,806	\$ 102,156	\$ 72,386
Lowest Low/Highest/High		\$ 12,000				\$ 147,511	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2015 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	2	60,050	60,050	60,419	60,788	60,788	60,419
533 SOUTHEASTERN	5	46,358	50,605	52,728	55,913	78,030	56,727
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	2	63,924	63,924	67,621	71,318	71,318	67,621
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	18	42,391	46,319	48,562	59,087	79,034	52,970
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	14	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	1	57,088	57,088	57,088	57,088	57,088	57,088
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	1	41,424	41,424	41,424	41,424	41,424	41,424
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	4	60,961	61,798	64,391	70,120	74,093	65,959
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	6	52,190	56,039	66,609	81,893	90,366	68,951
514 ILLINOIS CENTRAL	1	50,466	50,466	50,466	50,466	50,466	50,466
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	4	44,781	56,018	83,889	109,368	118,212	82,693
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	17	43,050	46,818	58,256	68,031	74,842	58,551
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	1	66,782	66,782	66,782	66,782	66,782	66,782
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	76	\$ 51,915	\$ 54,058	\$ 58,743	\$ 64,439	\$ 69,836	\$ 57,218
Lowest Low/Highest/High		\$ 41,424				\$ 118,212	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2015 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 2015.

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 2015
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	\$419	\$1,199	\$718
Overload Rates (Full-time Faculty)	\$450	\$1,160	\$827
Summer Term Rates (Full-time Faculty)	\$525	\$2,030	\$948

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Table 5

FISCAL YEAR 2015 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES

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	\$ 742	\$ 863	\$ 984
531 SHAWNEE	490	650	650
533 SOUTHEASTERN	425	750	875
534 SPOON RIVER	550	672	768
539 WOOD	611	798	798
507 DANVILLE	575	590	605
519 HIGHLAND	588	857	1,091
501 KASKASKIA	485	850	795
523 KISHWAUKEE	544	800	1,000
521 REND LAKE	468	770	770
506 SAUK VALLEY	643	763	763
529 ILLINOIS EASTERN	419	450	525
513 ILLINOIS VALLEY	672	640	640
520 KANKAKEE	766	745	717
517 LAKE LAND	603	725	725
536 LEWIS AND CLARK	711	711	711
530 LOGAN	719	773	859
528 MCHENRY	777	820	925
503 BLACK HAWK	647	835	835
540 HEARTLAND	824	900	900
514 ILLINOIS CENTRAL	671	825	825
526 LINCOLN LAND	715	847	847
505 PARKLAND	1,068	1,160	1,160
537 RICHLAND	663	720	985
511 ROCK VALLEY	629	888	1,054
522 SOUTHWESTERN	745	1,103	1,103
509 ELGIN	940	898	1,015
527 MORTON	825	880	965
515 PRAIRIE STATE	640	953	1,080
510 SOUTH SUBURBAN	662	728	801
516 WAUBONSEE	725	967	1,081
508 CHICAGO	853	747	1,933
502 DUPAGE	979	1,015	2,030
512 HARPER	1,009	890	892
525 JOLIET	798	947	1,047
532 LAKE COUNTY	976	1,005	1,005
524 MORAIN VALLEY	871	1,104	1,592
535 OAKTON	1,199	740	740
504 TRITON	791	882	887
AVERAGES	\$ 718	\$ 827	\$ 948

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2015 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2015 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 2015 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 2015 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$33,171	\$52,752	\$43,114
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$66,509	\$49,148
Master's Degree, Maximum Hours (5 Years Experience)	\$39,486	\$83,801	\$57,052
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$48,500	\$136,441	\$97,632

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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 2015

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	\$ 40,030	\$ 44,000	\$ 48,420	\$ 101,820
531 SHAWNEE	42,709	48,618	55,107	86,156
533 SOUTHEASTERN	38,927	43,173	49,366	78,915
534 SPOON RIVER	39,084	42,104	47,430	94,079
539 WOOD	37,690	41,612	46,606	63,141
507 DANVILLE	46,000	46,000	48,000	48,500
519 HIGHLAND	49,394	59,915	73,597	101,455
501 KASKASKIA	47,030	53,256	63,321	100,689
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	43,716	46,716	62,761	89,761
506 SAUK VALLEY	33,756	38,684	39,486	81,240
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	38,705	45,327	53,325	96,248
520 KANKAKEE	41,899	44,721	53,898	104,500
517 LAKE LAND	36,767	47,585	49,415	53,750
536 LEWIS & CLARK	41,405	46,713	52,483	98,616
530 LOGAN	40,665	47,775	55,972	92,693
528 MCHENRY	52,752	64,056	76,773	121,989
503 BLACK HAWK	40,217	44,808	49,923	84,559
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	43,336	47,825	47,825	54,196
526 LINCOLN LAND	41,415	48,241	55,845	103,542
505 PARKLAND	42,931	50,035	52,301	92,929
537 RICHLAND	38,547	41,731	54,314	91,577
511 ROCK VALLEY	47,270	55,270	62,990	106,223
522 SOUTHWESTERN	47,524	51,037	55,096	92,415
509 ELGIN	46,906	55,349	75,435	118,587
527 MORTON	44,417	51,492	58,405	134,145
515 PRAIRIE STATE	41,540	49,399	58,909	104,868
510 SOUTH SUBURBAN	33,171	38,345	46,875	104,635
516 WAUBONSEE	44,725	47,030	53,893	112,039
508 CHICAGO	N/A	N/A	N/A	N/A
502 DUPAGE	52,257	66,509	83,801	129,217
512 HARPER	42,578	48,296	60,582	123,446
525 JOLIET	47,909	53,713	61,637	113,661
532 LAKE COUNTY	45,620	57,025	70,375	124,126
524 MORaine VALLEY	46,282	50,978	56,013	113,067
535 OAKTON	47,305	56,599	68,640	136,441
504 TRITON	44,500	46,250	48,000	63,900
AVERAGES	\$ 43,114	\$ 49,148	\$ 57,052	\$ 97,632

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 2015**

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 2015**

	<u>Range</u> Low - High		State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	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 2015

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	5	2015	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	34	154	Y	3	2017	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	158	Y	4	2018	Y	IEA/NEA
539 WOOD	30	15	5	32	164	Y	1	2015	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	4	2015	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	164	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	152	Y	3	2017	N	IFT/AFT-AFL/CIO
521 REND LAKE	30	18	5	36	166	Y	4	2017	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	150	Y	3	2017	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Y	2	2016	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	168	Y	4	2018	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	34	170	Y	4	2018	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	5	2019	Y	IEA/NEA
530 LOGAN	30	15	10	37	150	Y	2	2016	Y	IEA/NEA
528 MCHENRY	30	15	5	32	180	Y	3	2016	Y	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Y	3	2017	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	4	2018	Y	other
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	other
537 RICHLAND	30	15	5	32	150	Y	4	2018	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	5	32	170	Y	1	2015	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	40	180	Y	5	2019	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	3	2016	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	Y	5	2019	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	6	2017	Y	IEA/NEA
512 HARPER	30	15	10	34	160	Y	2	2017	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	172	Y	4	2015	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	30	160	Y	4	2018	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	34	158	Y	3	2015	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

30

15

7

34

162

N = 0

1 = 2

0 = 2014 N = 4

IEA/NEA = 12

– Not Applicable / Not Specified in Contract

Y = 39

2 = 6

12 = 2015 Y = 35

IFT/AFT-AFL/CIO = 25

SOURCE OF DATA: Salary Submission (C2)

3 = 11

10 = 2016

Local Fac. Assoc./

4 = 14

7 = 2017

Teachers' Union = 2

5 = 5

7 = 2018

6 = 1

3 = 2019

7 = 0

0 = 2020

Section V

**FISCAL YEAR 2015 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2015 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 \$71,386. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$55,371.

Table 10

**SUMMARY OF
FISCAL YEAR 2015 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u> Low - High		State Average
Lowest Salaries (9 month)	\$22,097	\$74,200	\$48,392
Lowest Salaries (12 month)	\$17,396	\$44,509	\$29,325
Average Salaries (9 month)	\$26,815	\$107,146	\$71,386*
Average Salaries (12 month)	\$33,898	\$70,536	\$55,371*
Highest Salaries (9 month)	\$29,182	\$129,217	\$76,896
Highest Salaries (12 month)	\$61,466	\$167,260	\$92,193
Median Salaries (9 month)	\$26,280	\$110,737	\$61,563
Median Salaries (12 month)	\$31,570	\$67,787	\$47,461

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2015 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	1	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	4	52,533	56,739	63,393	66,577	67,312	61,658
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	1	59,529	59,529	59,529	59,529	59,529	59,529
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	13	37,125	39,824	51,055	57,067	66,587	49,936
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	40,455	40,455	40,455	40,455	40,455	40,455
528 MCHENRY	6	66,882	71,592	83,603	93,729	110,685	85,016
503 BLACK HAWK	3	31,421	31,421	46,738	61,061	61,061	46,407
540 HEARTLAND	4	22,097	23,877	26,280	29,752	32,602	26,815
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	58,153	58,153	72,172	85,499	85,499	71,941
505 PARKLAND	2	58,828	58,828	59,454	60,079	60,079	59,454
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	4	60,826	61,908	64,263	67,384	69,231	64,646
522 SOUTHWESTERN	3	47,524	47,524	51,416	61,662	61,662	53,534
509 ELGIN	4	66,075	68,100	77,720	89,005	92,696	78,553
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	3	47,095	47,095	52,379	53,042	53,042	50,839
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	10	45,634	53,132	63,165	69,382	78,042	62,173
508 CHICAGO	15	51,250	58,118	73,440	86,677	116,682	73,068
502 DUPAGE	21	63,659	98,766	110,737	119,526	129,217	107,146
512 HARPER	21	45,347	65,344	80,438	88,410	119,618	79,425
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	24	31,307	58,221	69,043	104,954	117,766	77,095
524 MORAIN VALLEY	20	39,401	46,685	51,912	58,369	99,771	55,282
535 OAKTON	4	74,200	80,786	91,902	100,656	104,881	90,721
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	168	\$ 48,392	\$ 54,154	\$ 61,563	\$ 69,005	\$ 76,896	\$ 71,386
Lowest Low/Highest High		\$ 22,097				\$ 129,217	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2015 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	61	\$ 22,990	\$ 29,590	\$ 34,170	\$ 39,590	\$ 73,950	\$ 36,333
531 SHAWNEE	33	33,930	40,280	45,041	48,214	61,466	45,408
533 SOUTHEASTERN	22	19,198	20,301	33,061	43,966	64,803	33,898
534 SPOON RIVER	34	26,593	31,667	36,840	42,335	62,007	38,261
539 WOOD	54	22,506	28,922	31,570	38,110	64,588	34,137
507 DANVILLE	41	31,436	37,694	42,533	50,280	93,744	45,882
519 HIGHLAND	27	27,270	38,782	43,241	51,154	65,395	44,864
501 KASKASKIA	50	28,405	35,975	42,822	48,875	81,875	43,255
523 KISHWAUKEE	52	21,482	41,500	47,545	54,354	79,000	48,133
521 REND LAKE	56	23,981	30,750	37,966	46,118	64,090	38,884
506 SAUK VALLEY	34	26,017	39,822	43,000	47,000	65,612	44,360
529 ILLINOIS EASTERN	106	19,261	29,682	34,624	42,084	70,226	36,747
513 ILLINOIS VALLEY	37	26,125	42,411	50,544	56,920	80,193	50,848
520 KANKAKEE	34	32,781	38,730	44,273	52,000	67,184	46,116
517 LAKE LAND	83	24,086	35,235	45,515	55,416	90,269	47,257
536 LEWIS AND CLARK	96	26,359	31,578	35,830	48,633	80,350	40,413
530 LOGAN	72	25,653	39,675	45,544	54,064	75,596	48,026
528 MCHENRY	113	30,826	39,632	45,448	52,660	102,630	49,068
503 BLACK HAWK	132	25,849	39,975	47,424	60,971	87,067	50,226
540 HEARTLAND	85	27,950	34,938	38,934	46,363	70,109	41,922
514 ILLINOIS CENTRAL	162	28,995	40,555	46,121	52,260	80,362	47,827
526 LINCOLN LAND	108	34,126	43,804	49,428	56,942	70,548	50,963
505 PARKLAND	138	20,742	42,660	52,696	68,300	108,346	56,663
537 RICHLAND	32	28,292	38,323	41,536	50,803	122,921	46,795
511 ROCK VALLEY	117	32,007	42,825	48,379	54,830	84,782	49,701
522 SOUTHWESTERN	118	32,494	44,791	54,357	71,925	138,745	60,109
509 ELGIN	169	33,812	57,005	64,752	79,370	136,374	69,656
527 MORTON	14	37,493	42,849	51,922	60,000	82,000	52,695
515 PRAIRIE STATE	80	29,051	42,997	47,894	56,749	77,750	49,433
510 SOUTH SUBURBAN	96	25,000	36,531	41,133	54,911	91,280	46,464
516 WAUBONSEE	166	17,396	41,331	48,965	62,818	90,898	52,324
508 CHICAGO	766	29,651	50,241	56,873	70,000	154,168	60,990
502 DUPAGE	299	35,000	57,299	67,787	80,132	119,018	70,536
512 HARPER	214	38,532	57,968	67,198	78,030	135,458	69,773
525 JOLIET	157	35,901	48,587	54,417	62,045	85,224	55,804
532 LAKE COUNTY	192	33,864	42,285	49,559	61,680	104,956	53,648
524 MORAIN VALLEY	161	43,000	51,945	58,500	73,305	119,242	63,535
535 OAKTON	154	44,509	51,536	60,358	72,608	126,060	64,575
504 TRITON	87	41,105	53,000	63,168	80,015	167,260	69,618
TOTALS/AVERAGES	4,452	\$ 29,325	\$ 40,863	\$ 47,461	\$ 57,073	\$ 92,193	\$ 55,371
Lowest Low/Highest High		\$ 17,396				\$ 167,260	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2015 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 2015. The weighted average administrative staff salary ranged from a low of \$58,984 to a high of \$141,334. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2015 salaries; and the median fiscal year 2015 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 2015 was \$92,914. The lowest reported administrative salary was \$30,000 and the highest was \$311,467. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2015
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u> Low - High		State Average
Lowest Administrative Salaries	\$30,000	\$88,521	\$52,917
Average Administrative Salaries	\$58,984	\$141,334	\$92,914*
Highest Administrative Salaries	\$116,185	\$311,467	\$207,655
Median Administrative Salaries	\$53,810	\$127,481	\$84,394

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2015 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	22	\$ 47,350	\$ 54,190	\$ 67,300	\$ 83,230	\$ 180,270	\$ 75,880
531 SHAWNEE	19	47,460	57,472	67,605	86,000	139,241	71,736
533 SOUTHEASTERN	15	46,389	47,500	67,481	82,020	157,217	71,684
534 SPOON RIVER	20	40,220	55,582	62,630	77,649	116,185	70,253
539 WOOD	25	31,065	42,000	53,810	63,457	150,000	58,984
507 DANVILLE	19	31,436	70,800	81,095	87,757	180,943	83,491
519 HIGHLAND	19	46,702	62,320	77,095	96,801	139,860	80,697
501 KASKASKIA	36	35,000	45,627	65,009	81,326	200,291	68,894
523 KISHWAUKEE	21	60,343	80,267	89,534	99,121	178,228	94,535
521 REND LAKE	30	30,000	53,414	67,015	82,194	169,950	71,049
506 SAUK VALLEY	14	59,595	72,490	77,132	85,000	170,620	85,206
529 ILLINOIS EASTERN	30	35,873	45,288	69,578	89,636	178,721	75,490
513 ILLINOIS VALLEY	16	60,016	71,094	81,695	109,392	183,093	91,784
520 KANKAKEE	76	39,440	49,413	59,257	73,690	198,239	65,236
517 LAKE LAND	22	48,858	64,974	77,597	123,288	183,600	90,127
536 LEWIS & CLARK	65	36,607	53,997	75,554	96,408	290,847	85,864
530 LOGAN	53	43,314	63,505	74,306	90,929	177,979	79,051
528 MC HENRY	48	47,705	66,289	80,542	96,706	220,509	84,846
503 BLACK HAWK	11	88,521	95,000	97,850	135,000	180,250	117,397
540 HEARTLAND	67	46,600	55,834	64,890	81,476	203,680	72,675
514 ILLINOIS CENTRAL	37	59,238	72,398	89,604	99,984	248,379	94,601
526 LINCOLN LAND	53	59,000	72,030	80,303	111,089	231,420	91,474
505 PARKLAND	43	58,209	82,560	90,068	109,739	226,067	96,175
537 RICHLAND	39	38,487	51,373	65,350	82,180	268,502	74,784
511 ROCK VALLEY	33	36,691	65,922	74,468	87,197	140,487	77,439
522 SOUTHWESTERN	21	46,873	77,592	90,575	106,930	168,406	96,473
509 ELGIN	44	79,287	100,075	117,524	137,852	269,100	122,776
527 MORTON	21	59,875	71,467	83,398	92,500	206,538	89,241
515 PRAIRIE STATE	29	58,662	79,067	89,124	104,340	198,033	97,759
510 SOUTH SUBURBAN	25	42,000	77,182	81,600	113,442	199,728	95,444
516 WAUBONSEE	34	70,500	85,000	93,604	115,073	250,000	105,766
508 CHICAGO	220	50,000	78,413	92,250	110,000	271,739	99,833
502 DUPAGE	46	86,001	106,925	127,481	164,934	304,888	141,334
512 HARPER	51	62,400	97,920	119,646	146,057	279,237	124,214
525 JOLIET	33	61,330	83,427	96,597	110,333	196,270	101,835
532 LAKE COUNTY	61	61,910	80,471	97,677	110,807	248,834	101,690
524 MORAIN VALLEY	25	72,322	99,505	114,447	135,040	220,664	121,497
535 OAKTON	31	87,884	108,204	120,892	142,444	259,066	130,347
504 TRITON	43	50,592	70,304	109,789	139,525	311,467	113,004
TOTALS/AVERAGES	1,517	\$ 52,917	\$ 70,946	\$ 84,394	\$ 103,604	\$ 207,655	\$ 92,914
Lowest Low/Highest High		\$ 30,000				\$ 311,467	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

A summary of the fiscal year 2015 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 2015. 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 2015 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$109,532	\$311,467	\$205,508
Chief Campus Administrator	\$122,751	\$188,082	\$164,325
Chief Finance Officer	\$74,086	\$225,352	\$135,407
Chief Academic Officer	\$57,700	\$222,989	\$135,591
Student Services Officer	\$56,035	\$162,388	\$106,732
Dean-Baccalaureate Education	\$70,743	\$164,934	\$98,729
Dean-Occupational/Career Education	\$72,617	\$130,000	\$98,816
Dean-Continuing Education	\$48,260	\$140,016	\$97,577
Director-Data Processing/Info Technology	\$47,350	\$203,691	\$107,324
Director-Research & Planning	\$48,977	\$135,402	\$86,817
Director-Admissions and Records	\$40,119	\$146,057	\$73,539
Director-Counseling	\$57,680	\$136,584	\$88,704
Director-Financial Aid	\$37,624	\$120,579	\$70,242
Director-Job Placement	\$48,260	\$120,360	\$88,258
Director-Student Activities	\$40,470	\$135,020	\$77,665
Director-Library/LRC	\$42,976	\$143,497	\$80,131
Director-Development/Grants	\$42,000	\$188,142	\$86,267
Director-Public Information/Relations	\$41,926	\$176,029	\$87,589
Director-Personnel/Human Resources	\$56,900	\$150,408	\$97,420
Director-Business Services	\$42,936	\$161,455	\$80,876
Director-Physical Facilities/Grounds	\$54,190	\$156,379	\$95,952
Director-Adult Education	\$45,600	\$125,724	\$79,289
Director-Athletics	\$40,220	\$129,688	\$79,123
Controller	\$46,702	\$155,277	\$93,187
Director-Business/Industry Center	\$44,689	\$155,384	\$81,668
Director-Physical Therapy Program	\$79,332	\$79,332	\$79,332
Director-Nursing	\$60,000	\$110,004	\$88,034

*Weighted

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

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	\$180,270	1	4	1					\$83,230	1	9	4	\$108,920	1	4	2
SHAWNEE	139,241	1	10	1					88,130	1	8	2	89,319	1	2	2
SOUTHEASTERN	157,217	1	5	1					82,020	1	1	4	108,599	1	8	2
SPOON RIVER	109,532	1	2	1					116,185	1	11	2	107,842	1	5	2
WOOD	150,000	1	0	1					105,060	1	2	2				
DANVILLE	180,943	1	15	1					99,736	1	3	3	142,057	1	18	2
HIGHLAND	139,860	1	8	1					108,850	1	9	2	125,663	1	4	2
KASKASKIA	200,291	1	13	1					100,384	1	3	2	116,415	1	3	2
KISHWAUKEE	178,228	1	6	1					130,100	1	6	2	118,393	1	0	2
REND LAKE	169,950	1	2	1					106,090	1	2	2				
SAUK VALLEY	170,620	1	9	1					74,089	1	2	3	108,000	1	0	3
ILLINOIS EASTERN	178,721	1	19	1	\$122,751	4	3	2	107,674	1	13	3	75,688	5	5	4
ILLINOIS VALLEY	183,093	1	6	1					122,324	1	6	2	110,000	1	0	2
KANKAKEE	198,239	1	5	1					138,602	1	13	2	118,000	1	0	2
LAKE LAND	183,600	1	1	1					144,826	1	19	2	133,760	1	6	2
LEWIS & CLARK	290,847	1	4	1					146,323	1	2	2	208,933	1	23	2
LOGAN	177,979	1	2	1					133,833	1	7	2	125,000	1	0	2
MC HENRY	220,509	1	4	1					136,172	1	2	2	146,239	1	5	2
BLACK HAWK	164,771	2	1	1					125,000	1	0	3	135,000	1	0	2
HEARTLAND	203,680	1	1	1					133,500	1	0	2	140,757	1	2	2
ILLINOIS CENTRAL	248,379	1	14	1					163,114	1	13	2	156,504	1	5	2
LINCOLN LAND	231,420	1	8	1					120,000	1	0	2	154,091	1	13	2
PARKLAND	226,067	1	16	1					127,109	1	5	2	128,146	1	16	2
RICHLAND	268,502	1	13	1					146,381	1	16	2	107,215	1	1	2
ROCK VALLEY	119,609	1	12	1					140,487	1	12	2	57,700	1	2	2
SOUTHWESTERN	168,406	1	6	1					96,078	1	4	2	161,254	1	13	2
ELGIN	269,100	1	8	1					188,064	1	6	2	175,708	1	4	2
MORTON	206,538	1	2	1					83,398	1	1	4	136,070	1	0	2
PRAIRIE STATE	198,033	1	1	1					145,160	1	1	2	143,101	1	1	2
SOUTH SUBURBAN	199,728	1	2	1												
WAUBONSEE	250,000	1	13	1					190,780	1	9	2	192,914	1	13	2
CHICAGO	271,739	1	4	1	188,082	7	2	2	194,973	1	0	3	189,402	1	1	3
DUPAGE	304,888	1	6	1					225,352	1	5	2	222,989	1	10	2
HARPER	279,237	1	5	1					199,642	1	4	2	205,186	1	4	2
JOLIET	196,270	1	3	1					134,395	1	2	2	163,000	1	0	2
LAKE COUNTY	248,834	1	5	1					176,786	1	5	2	185,941	1	7	2
MORAIN VALLEY	220,664	1	2	1					159,928	1	18	2	156,079	1	2	2
OAKTON	259,066	1	19	1					165,772	1	2	2	174,800	1	8	2
TRITON	311,467	1	13	1					205,937	1	16	2	192,208	1	3	2
NUMBER OF PERSONS	40				11				38				40			
AVERAGES	\$ 205,508				\$ 164,325				\$ 135,407				\$ 135,591			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

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	\$148,410	1	15	2	\$77,420	1	8	4	\$85,470	1	0	4	\$48,260	1	3	4
SHAWNEE	86,000	1	0	2	\$91,473	1	25	4								
SOUTHEASTERN	73,838	1	3	4	82,510	1	2	4	72,617	1	15	4				
SPOON RIVER	77,429	1	2	4	70,743	1	2	4								
WOOD	73,000	1	0	4	80,499	1	5	3								
DANVILLE	81,095	1	1	4	83,107	2	6	4	103,660	1	12	4				
HIGHLAND	95,448	1	7	3					91,720	1	8	4				
KASKASKIA	99,328	1	2	2	81,194	1	7	4	81,413	1	2	4				
KISHWAUKEE	102,793	2	3	4	88,090	2	2	4	88,164	3	5	4	84,871	2	1	4
REND LAKE	94,325	1	5	2	88,772	3	8	2	83,067	3	2	4				
SAUK VALLEY	80,000	1	0	3												
ILLINOIS EASTERN	56,035	4	12	4												
ILLINOIS VALLEY					80,442	4	4	3	108,783	1	11	3				
KANKAKEE	101,029	1	4	4									86,618	1	17	4
LAKE LAND	133,890	1	9	2	130,548	1	18	3								
LEWIS & CLARK	147,795	1	4	2	98,560	1	5	4	93,934	1	6	4				
LOGAN	132,527	1	6	2	90,929	1	1	3	85,049	1	1	3	97,716	1	0	3
MC HENRY	108,398	1	4	3	101,928	1	5	4	103,932	1	10	4				
BLACK HAWK	95,000	1	0	4									97,850	1	3	4
HEARTLAND	89,869	1	4	3									81,492	1	1	3
ILLINOIS CENTRAL	92,250	1	1	3					111,132	1	13	4	104,913	1	1	4
LINCOLN LAND	124,045	1	4	2												
PARKLAND	136,961	1	8	2	97,613	1	4	3	90,858	1	4	3				
RICHLAND	107,215	1	1	2	74,679	2	1	4					75,986	1	3	4
ROCK VALLEY	97,747	1	9	3												
SOUTHWESTERN	106,873	1	5	2					129,118	1	11	4	77,401	1	11	4
ELGIN	118,766	1	1	3	148,531	1	12	3					124,889	1	8	3
MORTON					95,607	1	4	4	92,500	1	0	4				
PRAIRIE STATE	141,905	1	2	2	116,846	1	0	4	96,516	1	4	4	136,924	1	1	4
SOUTH SUBURBAN													77,182	1	11	4
WAUBONSEE	134,875	1	15	2	93,090	2	7	4	86,100	2	5	4	97,586	1	12	4
CHICAGO	100,145	7	6	4					110,571	7	1	4	88,825	3	5	4
DUPAGE					164,934	1	11	4					140,016	1	4	4
HARPER	123,015	1	8	4					107,100	1	1	4	122,554	1	8	4
JOLIET	134,395	1	2	2	110,333	1	6	4	104,105	1	1	4				
LAKE COUNTY	162,388	1	1	3												
MORAIN VALLEY	153,211	1	4	2	111,946	1	2	4								
OAKTON	160,582	2	11	2	131,346	4	6	4	113,133	1	3	4	128,120	1	2	4
TRITON					109,969	1	2	4	130,000	1	1	4	115,398	1	7	4
NUMBER OF PERSONS	45				37				33				21			
AVERAGES	\$ 106,732				\$ 98,729				\$ 98,816				\$ 97,577			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

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	\$47,350	1	1	4	\$81,000	1	0	4	\$55,530	1	2	4	68,552	1	13	4
SHAWNEE	77,855	1	13	4	57,560	1	2	4	76,362	1	25	4				
SOUTHEASTERN	81,302	1	19	6					46,691	1	3	4				
SPOON RIVER	69,410	3	7	4					53,318	1	2	6				
WOOD	66,973	1	7	4	\$48,977	1	4	4	41,280	2	0	4				
DANVILLE	82,640	1	18	6												
HIGHLAND	78,356	1	6	4	64,350	1	8	4	54,118	1	5	4				
KASKASKIA	88,400	1	18	4	68,724	1	3	4	66,878	1	3	4				
KISHWAUKEE	89,534	1	10	4	85,522	2	2	2								
REND LAKE	101,573	1	15	2					50,609	1	2	4				
SAUK VALLEY	82,558	1	3	3	85,000	1	2	3	59,595	1	0	4	68,522	1	3	4
ILLINOIS EASTERN	89,636	1	18	4					40,119	1	2	4				
ILLINOIS VALLEY	111,192	1	21	3					60,016	1	4	3				
KANKAKEE	93,625	1	6	4					59,525	1	1	4				
LAKE LAND	123,288	1	13	5					98,354	1	20	4				
LEWIS & CLARK	194,198	1	5	2					55,716	1	4	4	74,203	1	14	4
LOGAN	102,974	1	2	4									89,036	1	2	4
MC HENRY	154,068	1	4	2	80,185	1	1	4	87,762	1	2	4	57,680	1	2	4
BLACK HAWK					88,521	1	12	4								
HEARTLAND					81,888	1	1	3								
ILLINOIS CENTRAL	99,984	1	10	4	82,000	1	1	4	67,964	1	3	4				
LINCOLN LAND	132,675	1	7	2	88,530	1	10	4	70,000	1	0	4	67,547	1	5	4
PARKLAND	125,000	1	0	3	92,104	1	0	5	89,166	1	4	5	65,350	1	2	4
RICHLAND	73,263	1	3	4	68,368	1	1	4	52,117	1	11	4				
ROCK VALLEY	93,784	1	2	4	78,468	1	4	2								
SOUTHWESTERN	123,300	1	3	2	80,512	1	1	4	90,575	1	12	4				
ELGIN	168,275	1	9	2	135,402	1	7	2					136,584	1	17	4
MORTON	90,280	1	2	4	71,467	1	9	4	70,380	1	2	4	71,460	1	1	4
PRAIRIE STATE	104,340	1	0	4	84,505	1	2	4	85,646	1	3	4				
SOUTH SUBURBAN	94,441	4	5	3	74,341	1	7	4	71,945	1	8	4				
WAUBONSEE	118,462	1	3	3	78,442	1	4	4	78,876	2	5	4	97,000	1	8	4
CHICAGO	88,019	7	3	4					73,850	5	5	4				
DUPAGE	203,691	1	8	2	125,103	1	2	4	124,024	1	7	4	129,858	1	10	4
HARPER	128,059	3	4	4	105,482	1	1	4	146,057	1	2	3	98,562	1	12	4
JOLIET	150,000	1	2	4	96,597	1	8	4	93,306	1	10	4	109,498	1	1	4
LAKE COUNTY	128,240	1	4	4	103,103	1	3	4								
MORAIN VALLEY					114,931	1	28	4	104,218	1	3	4				
OAKTON	155,244	3	10	2	101,357	1	1	4	111,091	1	13	4				
TRITON	144,667	1	3	3	109,727	1	2	4	70,304	1	3	4	108,000	1	0	4
NUMBER OF PERSONS	51				29				37				14			
AVERAGES	\$ 107,324				\$ 86,817				\$ 73,539				\$ 88,704			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

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	\$91,480	1	20	4	\$48,260	1	3	4	\$57,873	3	4	4	57,472	1	9	4
SHAWNEE	67,605	1	22	4												
SOUTHEASTERN	48,757	1	5	4												
SPOON RIVER	57,601	1	9	6												
WOOD	72,100	1	8	4												
DANVILLE	71,468	1	28	4									66,001	1	15	4
HIGHLAND	65,039	1	8	4												
KASKASKIA	46,049	1	0	4												
KISHWAUKEE	80,000	1	0	4												
REND LAKE	57,011	1	2	6												
SAUK VALLEY													66,201	1	2	4
ILLINOIS EASTERN	37,624	4	7	4												
ILLINOIS VALLEY	71,514	1	4	3												
KANKAKEE	59,525	1	1	4												
LAKE LAND	68,273	1	9	6												
LEWIS & CLARK	75,554	1	11	4	\$78,396	1	0	4	107,120	1	2	2	95,524	1	1	4
LOGAN	77,053	1	7	4												
MC HENRY	63,945	1	1	4	96,559	1	12	4	61,999	1	8	4	80,001	1	16	4
BLACK HAWK																
HEARTLAND	61,388	1	1	4				5	62,033	1	7	4	68,086	1	13	4
ILLINOIS CENTRAL	69,689	1	6	4												
LINCOLN LAND																
PARKLAND	84,511	1	8	5												
RICHLAND	58,262	1	6	4												
ROCK VALLEY													94,082	1	15	5
SOUTHWESTERN	80,145	1	2	4												
ELGIN																
MORTON	72,450	1	1	4												
PRAIRIE STATE	74,407	1	1	4												
SOUTH SUBURBAN	91,033	1	19	4									97,102	1	8	4
WAUBONSEE	96,160	1	7	4												
CHICAGO	64,477	7	2	4												
DUPAGE																
HARPER	99,795	1	3	4	120,360	1	1	4	86,001	1	0	4	143,497	1	15	4
JOLIET	80,134	1	6	4												
LAKE COUNTY	92,524	1	2	4	97,861	1	10	4	86,700	1	1	4	122,673	1	7	4
MORAIN VALLEY	99,505	1	24	4												
OAKTON	120,579	1	15	4	72,322	1	7	4	103,000	1	0	4	108,465	1	1	4
TRITON	94,792	1	3	4												
					108,492	1	5	4	79,945	1	3	4	106,774	1	4	4
					135,020	1	29	4	109,789	1	2	4	142,444	1	24	4
NUMBER OF PERSONS	42				8				17				30			
AVERAGES	\$ 70,242															
					\$ 88,258				\$ 77,665				\$ 80,131			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

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	\$67,300	1	0	4	\$81,830	1	22	4	\$56,900	1	1	4	\$54,190	1	1	4
SHAWNEE													59,885	1	5	4
SOUTHEASTERN																
SPOON RIVER					48,973	1	2	4	64,508	1	10	4	65,592	1	8	4
WOOD	61,837	1	15	4	59,661	1	5	4	63,000	1	0	4	52,000	1	0	3
DANVILLE	76,225	1	6	4					85,615	1	3	4				
HIGHLAND					57,382	1	6	4	86,719	1	19	3				
KASKASKIA	44,000	1	0	4	61,886	1	29	4								
KISHWAUKEE	90,725	1	5	4	63,033	1	7	4	88,740	1	1	4				
REND LAKE					59,858	1	8	6								
SAUK VALLEY									79,984	1	10	4				
ILLINOIS EASTERN	65,457	1	2	3	41,926	4	10	4	71,739	1	13	3	42,936	6	9	4
ILLINOIS VALLEY									70,673	1	8	3				
KANKAKEE	80,325	1	4	4	75,797	1	11	4	84,335	1	7	4	57,702	1	6	6
LAKE LAND	54,983	1	4	6					78,789	1	9	6				
LEWIS & CLARK					111,930	1	5	2	67,600	1	0	4				
LOGAN	61,201	1	1	4	84,001	1	10	4	100,373	1	10	4	59,701	1	3	4
MC HENRY	76,125	1	1	4	96,987	1	2	3	96,987	1	6	3	83,628	1	5	4
BLACK HAWK																
HEARTLAND	55,500	1	0	3	69,943	1	3	3	85,258	1	16	3	65,825	1	16	3
ILLINOIS CENTRAL	98,161	1	13	3	117,200	1	14	2	114,179	1	1	3	65,532	1	3	4
LINCOLN LAND					96,851	1	10	4	111,287	1	14	3	107,304	1	1	3
PARKLAND					70,020	1	4	5	99,265	1	3	3				
RICHLAND					102,822	1	8	4	80,314	1	5	4	71,560	1	8	4
ROCK VALLEY	59,247	1	1	4	68,259	1	7	4	93,784	1	4	2	43,754	1	11	4
SOUTHWESTERN	60,000	1	0	4	118,748	1	8	2	88,363	1	4	4				
ELGIN	139,986	1	3	2	99,754	1	3	2	139,120	1	2	2	105,203	1	1	3
MORTON									87,261	1	6	4				
PRAIRIE STATE	74,639	1	1	4	101,623	1	0	4	104,612	1	2	4				
SOUTH SUBURBAN	42,000	1	0	4	61,886	1	11	4	75,749	1	6	4				
WAUBONSEE					114,125	1	1	3	121,987	1	23	3	89,750	1	5	4
CHICAGO					152,174	1	0	2	150,408	1	2	3	107,071	8	1	4
DUPAGE	188,142	1	5	2	176,029	1	5	2					97,063	1	2	4
HARPER	160,000	1	0	2	152,232	1	4	2	150,026	1	3	3				
JOLIET	114,688	1	11	4	76,842	1	3	4	119,044	1	0	4	99,728	1	2	4
LAKE COUNTY	102,267	1	15	4	123,376	1	23	4	125,000	1	0	4	106,399	1	1	3
MORAIN VALLEY	114,931	1	26	4	109,709	1	15	4	127,215	1	16	4				
OAKTON	96,396	1	10	4					106,502	1	1	4	108,467	1	15	4
TRITON					109,789	1	2	4	139,525	1	3	3	161,455	1	8	3
NUMBER OF PERSONS	23				33				33				33			
AVERAGES	\$ 86,267				\$ 87,589				\$ 97,420				\$ 80,876			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

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	\$54,190	1	0	4	\$54,190	1	0	4	\$71,550	1	1	4				
SHAWNEE	62,099	1	5	4	\$76,362	1	19	4								
SOUTHEASTERN	60,995	1	9	4												
SPOON RIVER	60,217	1	22	4	53,627	1	4	6	\$40,220	1	3	6				
WOOD	59,079	1	7	4												
DANVILLE	87,757	1	10	4									70,800	1	9	6
HIGHLAND	70,977	1	5	4	64,975	1	8	4	77,095	1	20	4	46,702	1	8	4
KASKASKIA	65,955	1	5	4	65,600	1	6	4					77,610	1	3	4
KISHWAUKEE													93,444	1	6	4
REND LAKE	111,681	1	19	4	53,414	1	6	6					71,750	1	2	4
SAUK VALLEY	73,197	1	2	4	67,194	1	4	4	74,280	1	21	5				
ILLINOIS EASTERN					45,600	1	1	4								
ILLINOIS VALLEY	68,000	1	0	3									74,740	1	1	3
KANKAKEE	106,264	1	6	4	62,500	1	0	4	90,106	1	6	4	70,713	1	3	4
LAKE LAND									48,858	1	1	6	80,082	1	7	5
LEWIS & CLARK	111,095	1	6	3	93,463	1	18	4	79,000	1	0	4				
LOGAN	70,766	1	0	4	93,611	1	18	4	110,873	1	14	4				
MC HENRY													96,425	1	1	4
BLACK HAWK																
HEARTLAND	99,856	1	8	3	77,621	1	8	3	61,466	1	8	4	110,807	1	23	3
ILLINOIS CENTRAL	95,700	1	3	4					81,517	1	3	4	86,735	1	8	4
LINCOLN LAND	82,320	1	1	4	69,497	1	7	4	67,440	1	14	4	63,150	1	1	4
PARKLAND	117,804	1	14	5	82,560	1	1	3	85,118	1	14	6	78,995	1	6	4
RICHLAND	83,697	1	0	4	46,740	1	0	4					66,661	1	6	4
ROCK VALLEY	73,792	1	2	4	61,527	1	2	4	64,401	1	3	6	73,792	1	2	4
SOUTHWESTERN	80,043	1	4	4	59,900	1	1	4	46,873	1	0	4	77,063	1	3	4
ELGIN	115,038	1	5	3	125,724	1	6	3					115,722	1	8	3
MORTON	99,132	1	15	4	80,352	1	16	4	85,698	1	1	4				
PRAIRIE STATE	102,044	1	2	4	89,124	1	4	4	58,662	1	1	4	90,081	1	1	4
SOUTH SUBURBAN	114,834	1	1	4					78,563	1	8	4	112,658	1	13	4
WAUBONSEE					85,000	1	6	4					115,073	1	5	3
CHICAGO	154,168	1	4	3	95,922	6	4	4	75,216	7	3	4				
DUPAGE	156,379	1	2	4					113,242	1	8	4				
HARPER	120,020	1	3	4	81,600	1	1	4	95,689	1	7	4	155,277	1	3	3
JOLIET	99,728	1	7	4	80,134	1	4	4	89,619	1	19	4	119,044	1	12	4
LAKE COUNTY	109,498	1	1	4					80,000	1	0	4	113,956	1	3	3
MORAIN VALLEY	142,227	1	12	4	82,008	1	1	4	129,688	1	31	4	135,040	1	14	4
OAKTON	108,204	1	5	4	96,923	1	7	4	117,211	1	5	4	128,625	1	1	4
TRITON	149,651	1	5	3	112,486	1	3	4					97,917	1	5	4
NUMBER OF PERSONS	33				32				30				26			
AVERAGES	\$ 95,952				\$ 79,289				\$ 79,123				\$ 93,187			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2015

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	51,500	1	27	4								
SOUTHEASTERN												
SPOON RIVER	44,689	1	13	4								
WOOD												
DANVILLE	71,617	1	2	4								
HIGHLAND												
KASKASKIA	62,501	1	8	4								
KISHWAUKEE												
REND LAKE	60,936	1	15	6								
SAUK VALLEY												
ILLINOIS EASTERN									85,533	1	5	4
ILLINOIS VALLEY	89,338	1	11	3								
KANKAKEE	64,677	1	24	6								
LAKE LAND	56,304	1	1	4								
LEWIS & CLARK												
LOGAN									90,955	1	15	4
MC HENRY												
BLACK HAWK												
HEARTLAND									78,795	1	1	3
ILLINOIS CENTRAL	95,437	1	16	4					60,000	1	0	4
LINCOLN LAND	76,036	1	9	4								
PARKLAND	90,068	1	19	5					82,180	1	6	4
RICHLAND												
ROCK VALLEY												
SOUTHWESTERN	99,666	1	18	4					106,930	1	24	4
ELGIN												
MORTON	64,666	1	6	4	79,332	1	10	4				
PRAIRIE STATE												
SOUTH SUBURBAN												
WAUBONSEE												
CHICAGO	84,000	1	0	5								
DUPAGE									110,004	1	5	4
HARPER	155,384	1	3	2					91,800	1	1	4
JOLIET	80,134	1	3	4								
LAKE COUNTY	97,677	1	3	4								
MORAIN VALLEY	114,447	1	3	4					86,113	1	1	4
OAKTON	92,610	1	1	4								
TRITON												
NUMBER OF PERSONS	19				1				9			
AVERAGES	\$ 81,668				\$ 79,332				\$ 88,034			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2015
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 2015 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 2015*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	44	\$ 2,441	\$ 3,725	\$ 5,566
Accountant II	27	2,734	4,095	5,313
Account Clerk I	41	1,916	2,978	5,087
Account Clerk II	39	2,145	2,959	4,235
Admissions/Records Assistant	106	1,787	2,799	5,154
Admissions/Records Supervisor	48	3,330	4,745	9,644
Audio/Visual Services Manager	19	3,167	5,162	8,104
Bookstore Manager	25	2,511	4,543	7,680
Clerk Typist	368	1,692	2,919	3,905
Computer Operator I	18	2,967	3,914	4,985
Computer Operator II	5	5,299	5,299	5,299
Computer Programmer I	2	4,411	4,593	4,775
Computer Programmer II	9	2,727	5,235	7,690
Computer Systems Analyst	26	2,453	4,307	6,963
Building Custodian	852	1,811	2,738	4,316
Building Services Supervisor	81	2,233	3,971	6,443
Data Entry Operator	16	2,056	2,469	2,938
Library Assistant	131	1,629	2,997	4,336
Programmer/Analyst	72	3,180	5,218	7,226
Purchasing Assistant	27	2,061	3,213	4,400
Purchasing Supervisor	13	3,124	5,464	8,767
Telephone Operator	57	1,544	2,856	4,367
Secretary-General	371	1,784	2,904	4,767
Secretary-Administrative	274	1,957	3,142	5,824
Secretary-Executive	147	1,659	3,865	5,630
Security Officer/Guard	131	1,985	3,482	7,259
Security Supervisor	38	2,705	4,962	6,605
Shipping/Receiving Assistant	57	1,694	3,083	4,656
Administrator, Local Area Network	40	2,879	5,204	9,732
Telecommunications, Technician	17	2,170	4,112	6,432
Coordinator, Telecommunications	16	2,454	5,023	7,872
Program Administrative Assistant	101	2,293	3,153	4,675
Accountant III	10	3,502	5,033	8,153
Computer Programmer III	10	3,690	6,831	10,779
Account Technician I	46	2,366	3,527	6,346
Account Technician II	27	2,808	4,220	8,552
Account Technician III	40	3,015	4,337	5,047
Accountant IV	9	2,980	5,231	7,235
Accountant V	--	--	--	--
Administrative Aide	5	1,676	3,172	4,585
Administrative Assistant I	235	2,103	3,687	5,400
Administrative Assistant II	130	2,250	3,625	5,741
Admissions & Records Officer	31	2,946	4,887	8,196
Admissions Representative	63	1,835	3,266	6,263
Applications Programmer I, II, or III	47	3,970	5,299	7,161
Audio Visual Aids Technician I, II, or III	47	2,123	3,560	5,866
Benefits Manager	17	2,727	5,056	8,763
Budget Analyst	9	3,965	6,220	8,333
Building & Grounds Supervisor	27	3,432	4,404	6,021
Building Maintenance Coordinator	31	2,894	5,207	8,261
Building Mechanic	159	2,754	3,802	7,825
Business Manager	78	3,122	4,081	6,313
Cashier I	13	2,068	2,481	2,815
Cashier II	12	2,177	2,784	3,236
Cashier III	--	--	--	--
Cashier IV	5	2,167	3,577	4,295
Chief Accountant	10	4,975	6,979	9,685
Child Care Assistant	61	840	2,754	4,697
Child Care Development Supervisor	33	1,971	3,702	5,451

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 2015*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	3	\$ 2,513	\$ 2,985	\$ 3,709
Data Processing Equipment Technician II	15	2,344	3,137	4,381
Data Processing Equipment Technician III	12	2,286	2,825	3,815
Financial Aid Adviser I	121	1,660	3,319	6,038
Financial Aid Adviser II	73	2,340	3,944	5,670
Financial Aid Adviser III	23	2,512	3,855	5,164
Financial Aid Adviser IV	27	2,667	4,344	8,183
Grounds Worker	114	1,756	3,080	5,015
Grounds-Assistant Superintendent of Grounds	2	2,521	4,027	5,532
Grounds-Superintendent of Grounds	4	5,681	6,257	6,834
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	89	2,012	4,443	7,815
Kitchen Helper	12	1,300	2,603	4,367
Microcomputer Support Specialist I	44	2,176	3,484	4,887
Microcomputer Support Specialist II	51	2,439	3,670	6,608
Microcomputer Support Specialist III	17	3,757	4,813	5,930
Painter	18	2,383	3,606	6,315
Payroll Clerk	10	1,649	3,330	4,721
Payroll Manager	17	3,223	4,582	6,614
Payroll Specialist	22	2,135	3,604	6,927
Program Advisor/Student Advisor	300	2,344	3,614	5,284
Program Coordinator- ESL	30	2,080	4,400	6,303
Program Coordinator- Literacy	25	2,511	3,834	5,948
Research Associate	33	2,664	4,223	5,970
Statistical Clerk	2	2,997	3,794	4,591
Training Assistant-Family Literacy Case Manager	4	2,344	2,735	3,126
Web Designer/Webmaster	24	2,501	4,403	7,243
Web Specialist	29	2,601	4,794	6,997

*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 2014**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2014. 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 2014 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u> Low - High		State Average
Administrative	\$7,705	\$31,206	\$14,065
9-Month Teaching Faculty	\$5,799	\$30,044	\$14,887
12-Month Teaching Faculty	\$5,469	\$22,996	\$9,446
9-Month Other Professional (Nonteaching)	\$1,564	\$33,828	\$15,509
12-Month Other Professional (Nonteaching)	\$5,720	\$24,331	\$12,249
Classified	\$5,318	\$23,233	\$13,422

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2014

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
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	
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
517 LAKE LAND	X	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
509 ELGIN	X	X	X	X	X		X	X	X		X	X
527 MORTON	X	X	X	X		X	X				X	
515 PRAIRIE STATE	X	X	X	X		X	X			X	X	
510 SOUTH SUBURBAN	X				X		X				X	X
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	27	37	19	6	37	31	26	13	39	28

*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Table 20

FISCAL YEAR 2014 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	29	\$ 265,060	\$ 9,140	51	\$ 582,111	\$ 11,414			
531 SHAWNEE	19	194,945	10,260	36	301,774	8,383	2	\$ 22,734	\$ 11,367
533 SOUTHEASTERN	17	195,274	11,487	43	459,241	10,680	5	55,235	\$ 11,047
534 SPOON RIVER	8	175,409	21,926	34	505,667	14,873			
539 WOOD	4	52,364	13,091	51	629,293	12,339	2	21,920	10,960
507 DANVILLE	18	266,790	14,822	66	844,715	12,799			
519 HIGHLAND	20	398,858	19,943	45	775,390	17,231			
501 KASKASKIA	36	603,551	16,765	69	1,631,988	23,652			
523 KISHWAUKEE	18	275,619	15,312	72	843,652	11,717			
521 REND LAKE	30	366,538	12,218	55	675,894	12,289	17	188,559	11,092
506 SAUK VALLEY	16	238,373	14,898	44	648,229	14,732			
529 ILLINOIS EASTERN	28	327,565	11,699	86	961,597	11,181	13	119,863	9,220
513 ILLINOIS VALLEY	19	260,020	13,685	83	1,293,854	15,589	1	22,996	\$ 22,996
520 KANKAKEE	79	801,580	10,147	74	731,921	9,891			
517 LAKE LAND	19	261,477	13,762	117	1,763,376	15,072			
536 LEWIS AND CLARK	65	602,347	9,267	102	913,156	8,953			
530 LOGAN	56	444,557	7,939	96	820,183	8,544	5	27,346	5,469
528 MC HENRY	56	758,831	13,551	107	1,553,849	14,522			
503 BLACK HAWK	10	177,520	17,752	132	2,042,607	15,474			
540 HEARTLAND	68	794,750	11,688	83	987,004	11,892	7	59,813	8,545
514 ILLINOIS CENTRAL	34	533,498	15,691	180	2,810,665	15,615			
526 LINCOLN LAND	51	599,322	11,751	117	1,398,279	11,951			
505 PARKLAND	43	889,958	20,697	176	3,834,906	21,789			
537 RICHLAND	43	579,748	13,483	86	1,141,799	13,277			
511 ROCK VALLEY	37	417,897	11,295	161	2,338,542	14,525			
522 SOUTHWESTERN	25	291,818	11,673	150	1,936,073	12,907	2	20,127	10,064
509 ELGIN	46	826,205	17,961	135	2,788,415	20,655			
527 MORTON	23	177,209	7,705	55	500,493	9,100			
515 PRAIRIE STATE	36	426,055	11,835	84	1,104,671	13,151			
510 SOUTH SUBURBAN	26	277,089	10,657	91	962,167	10,573			
516 WAUBONSEE	38	644,656	16,965	106	1,929,396	18,202			
508 CHICAGO	218	2,186,205	10,028	556	5,082,410	9,141	17	132,049	7,768
502 DUPAGE	45	1,404,250	31,206	271	8,142,034	30,044			
512 HARPER	49	1,026,999	20,959	201	2,733,712	13,601			
525 JOLIET	33	715,121	21,670	218	4,799,488	22,016			
532 LAKE COUNTY	55	1,273,408	23,153	200	1,159,773	5,799			
524 MORAIN VALLEY	25	510,188	20,408	193	3,912,120	20,270			
535 OAKTON	32	558,035	17,439	138	2,196,904	15,920			
504 TRITON	48	608,024	12,667	112	1,874,123	16,733			
TOTALS/AVERAGES	1,522	\$ 21,407,112	\$ 14,065	4,676	\$ 69,611,471	\$ 14,887	71	\$ 670,642	\$ 9,446

SOURCE OF DATA: Salary Submission (C2)

Table 20
(Continued)
FISCAL YEAR 2014 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	\$ 53,740	\$ 13,435	75	\$ 607,086	\$ 8,094	56	\$ 475,136	\$ 8,485
531 SHAWNEE				35	263,498	7,529	24	199,299	8,304
533 SOUTHEASTERN				23	231,112	10,048	17	161,950	9,526
534 SPOON RIVER				51	879,086	17,237	20	284,483	14,224
539 WOOD				61	575,880	9,441	69	719,262	10,424
507 DANVILLE	3	38,823	12,941	42	476,127	11,336	55	679,862	12,361
519 HIGHLAND				31	435,973	14,064	54	731,265	13,542
501 KASKASKIA				47	654,392	13,923	40	619,355	15,484
523 KISHWAUKEE	2	9,716	4,858	52	583,731	11,226	89	1,062,308	11,936
521 REND LAKE				60	632,581	10,543	51	507,775	9,956
506 SAUK VALLEY				41	537,030	13,098	49	608,466	12,418
529 ILLINOIS EASTERN				59	554,102	9,392	98	907,182	9,257
513 ILLINOIS VALLEY				41	556,601	13,576	51	810,912	15,900
520 KANKAKEE				35	301,908	8,626	49	459,820	9,384
517 LAKE LAND	8	111,602	13,950	59	866,242	14,682	86	1,135,339	13,202
536 LEWIS AND CLARK				75	649,859	8,665	80	692,311	8,654
530 LOGAN	1	1,564	1,564	79	505,771	6,402	135	838,328	6,210
528 MC HENRY				136	1,812,870	13,330	63	335,032	5,318
503 BLACK HAWK	2	28,527	14,264	2	29,070	14,535	211	3,088,486	14,637
540 HEARTLAND	5	45,540	9,108	89	898,957	10,101	53	519,826	9,808
514 ILLINOIS CENTRAL				139	2,038,560	14,666	158	2,213,425	14,009
526 LINCOLN LAND	3	35,786	11,929	120	1,203,042	10,025	130	1,330,768	10,237
505 PARKLAND	2	36,477	18,238	150	2,972,421	19,816	109	2,073,016	19,018
537 RICHLAND				39	364,088	9,336	57	646,497	11,342
511 ROCK VALLEY				132	884,772	6,703	134	1,584,592	11,825
522 SOUTHWESTERN	3	19,585	6,528	114	1,172,592	10,286	159	1,756,919	11,050
509 ELGIN	10	144,237	14,424	187	2,963,174	15,846	116	1,799,793	15,515
527 MORTON				14	80,076	5,720	90	558,094	6,201
515 PRAIRIE STATE	3	27,265	9,088	88	795,100	9,035	73	573,200	7,852
510 SOUTH SUBURBAN				62	738,968	11,919	116	1,289,633	11,118
516 WAUBONSEE	10	171,190	17,119				250	3,940,914	15,764
508 CHICAGO	15	157,809	10,521	742	6,414,707	8,645	657	6,622,322	10,080
502 DUPAGE	21	710,392	33,828				547	12,708,373	23,233
512 HARPER	21	261,497	12,452	211	2,474,123	11,726	231	2,389,690	10,345
525 JOLIET				149	3,625,304	24,331	179	3,206,420	17,913
532 LAKE COUNTY	21	124,829	5,944	189	2,876,173	15,218	196	2,448,654	12,493
524 MORAIN VALLEY	20	399,856	19,993	161	3,176,675	19,731	200	3,907,757	19,539
535 OAKTON	9	149,558	16,618				304	4,153,513	13,663
504 TRITON				103	1,402,404	13,616	197	2,464,815	12,512
TOTALS/AVERAGES	163	\$ 2,527,994	\$ 15,509	3,693	\$ 45,234,054	\$ 12,249	5,253	\$ 70,504,793	\$ 13,422

SOURCE OF DATA: Salary Submission (C2)

Section X

FISCAL YEAR 2015
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 2015 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 2015 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%	10.2%	3.4%
Faculty (9 and 12 Months)	0.0%	7.5%	3.1%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	5.7%	2.9%
Classified	0.0%	5.3%	3.1%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2015 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 SANDBURG	3.9 %	3.9 %	3.9 %	3.9 %
531 SHAWNEE	3.0	4.0	3.0	3.0
533 SOUTHEASTERN	3.0	3.3	3.0	3.0
534 SPOON RIVER	3.6	2.8	3.3	5.3
539 WOOD	3.0	2.3	3.0	3.0
507 DANVILLE	3.1	3.8	3.8	3.3
519 HIGHLAND	3.1	4.8	4.5	3.2
501 KASKASKIA	3.8	7.5	3.8	3.8
523 KISHWAUKEE	4.8	4.3	2.0	2.0
521 REND LAKE	4.9	3.5	2.7	2.9
506 SAUK VALLEY	5.5	3.0	3.7	3.8
529 ILLINOIS EASTERN	3.0	3.0	3.0	3.0
513 ILLINOIS VALLEY	4.9	3.4	2.5	3.2
520 KANKAKEE	4.2	3.6	4.0	4.4
517 LAKE LAND	2.0	2.5	2.0	2.0
536 LEWIS & CLARK	4.6	5.7	5.7	4.5
530 LOGAN	2.6	2.6	2.7	3.2
528 MC HENRY	1.7	3.6	4.4	1.1
503 BLACK HAWK	0.0	2.4	2.0	2.5
540 HEARTLAND	3.0	3.0	3.0	3.0
514 ILLINOIS CENTRAL	4.5	2.5	2.3	2.9
526 LINCOLN LAND	2.9	2.9	2.9	2.9
505 PARKLAND	3.8	3.9	4.1	3.7
537 RICHLAND	2.5	2.5	2.5	2.5
511 ROCK VALLEY	4.0	3.1	1.1	0.5
522 SOUTHWESTERN	0.0	0.0	0.0	0.0
509 ELGIN	4.5	4.4	3.6	3.8
527 MORTON	3.5	3.5	3.5	3.5
515 PRAIRIE STATE	5.6	3.3	4.6	5.1
510 SOUTH SUBURBAN	1.7	2.0	0.3	0.6
516 WAUBONSEE	3.5	3.5	3.5	4.0
508 CHICAGO	2.5	2.5	2.5	3.5
502 DUPAGE	4.2	4.2	4.2	4.2
512 HARPER	2.0	3.5	2.0	2.0
525 JOLIET	2.2	2.2	2.2	2.2
532 LAKE COUNTY	5.3	2.9	3.9	4.1
524 MORAIN VALLEY	3.8	3.8	3.8	3.8
535 OAKTON	2.9	2.9	2.9	3.0
504 TRITON	10.2	1.2	2.7	2.4
TOTALS/AVERAGES	3.4 %	3.1 %	2.9 %	3.1 %

--- = Data Not Available

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

Section XI

**FISCAL YEAR 2014 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2014 and the average total salaries paid to full-time faculty in fiscal year 2014. The fiscal year 2014 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2013 to June 30, 2014.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2014 for those districts reporting data was \$13,653 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2014. 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 2014 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 2014 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2014 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2014 Full-Time Average Faculty Contractual Base Salary	FY 2014 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$54,355	\$66,460	\$12,105	22.3 %
531 SHAWNEE	59,123	69,234	10,111	17.1
533 SOUTHEASTERN	53,750	62,067	8,318	15.5
534 SPOON RIVER	52,029	58,177	6,148	11.8
539 WOOD	54,469	62,488	8,019	14.7
507 DANVILLE	50,516	65,524	15,008	29.7
519 HIGHLAND	72,865	83,989	11,124	15.3
501 KASKASKIA	71,576	93,036	21,460	30.0
523 KISHWAUKEE	57,354	61,761	4,407	7.7
521 REND LAKE	53,425	58,995	5,570	10.4
506 SAUK VALLEY	52,540	63,922	11,382	21.7
529 ILLINOIS EASTERN	53,125	64,336	11,211	21.1
513 ILLINOIS VALLEY	66,186	74,864	8,679	13.1
520 KANKAKEE	60,116	73,352	13,236	22.0
517 LAKE LAND	53,056	79,312	26,256	49.5
536 LEWIS AND CLARK	64,268	75,878	11,610	18.1
530 LOGAN	67,089	77,380	10,291	15.3
528 MCHENRY	89,980	94,195	4,215	4.7
503 BLACK HAWK	60,566	66,472	5,906	9.8
540 HEARTLAND	61,048	67,911	6,863	11.2
514 ILLINOIS CENTRAL	61,156	76,364	15,208	24.9
526 LINCOLN LAND	77,477	90,923	13,446	17.4
505 PARKLAND	70,861	80,195	9,335	13.2
537 RICHLAND	46,365	70,146	23,781	51.3
511 ROCK VALLEY	64,695	77,299	12,603	19.5
522 SOUTHWESTERN	65,339	88,044	22,706	34.8
509 ELGIN	90,074	104,637	14,563	16.2
527 MORTON	76,492	95,577	19,085	25.0
515 PRAIRIE STATE	67,339	77,408	10,069	15.0
510 SOUTH SUBURBAN	63,390	78,420	15,029	23.7
516 WAUBONSEE	71,357	81,879	10,522	14.7
508 CHICAGO	73,461	78,727	5,266	7.2
502 DUPAGE	99,280	108,423	9,143	9.2
512 HARPER	78,576	96,473	17,897	22.8
525 JOLIET	82,858	111,226	28,368	34.2
532 LAKE COUNTY	86,020	109,220	23,200	27.0
524 MORAIN VALLEY	62,642	90,544	27,902	44.5
535 OAKTON	88,043	102,564	14,521	16.5
504 TRITON	67,267	79,604	12,337	18.3
TOTAL/AVERAGES*	\$71,015	\$84,668	\$13,653	19.2 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2014 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$71,441	\$33,492	\$26,517
531 SHAWNEE	67,497	45,504	28,078
533 SOUTHEASTERN	71,602	32,316	29,521
534 SPOON RIVER	67,088	35,689	22,910
539 WOOD	58,361	31,970	25,907
507 DANVILLE	82,504	44,946	30,553
519 HIGHLAND	81,385	44,813	30,588
501 KASKASKIA	69,340	41,604	34,056
523 KISHWAUKEE	84,554	47,744	33,038
521 REND LAKE	69,791	37,387	28,290
506 SAUK VALLEY	86,935	38,720	27,697
529 ILLINOIS EASTERN	72,975	35,440	22,489
513 ILLINOIS VALLEY	88,116	50,449	36,235
520 KANKAKEE	62,917	41,166	31,303
517 LAKE LAND	87,267	48,628	33,209
536 LEWIS & CLARK	82,403	36,809	33,116
530 LOGAN	76,080	45,790	35,295
528 MCHENRY	80,919	49,181	41,466
503 BLACK HAWK	106,128	49,125	33,618
540 HEARTLAND	70,204	37,566	30,134
514 ILLINOIS CENTRAL	91,883	44,816	34,670
526 LINCOLN LAND	90,057	50,267	35,730
505 PARKLAND	95,388	56,900	37,157
537 RICHLAND	73,637	45,167	32,431
511 ROCK VALLEY	81,911	49,410	38,087
522 SOUTHWESTERN	96,678	63,726	42,653
509 ELGIN	117,205	66,783	47,626
527 MORTON	87,115	43,074	45,119
515 PRAIRIE STATE	87,415	46,530	38,100
510 SOUTH SUBURBAN	102,294	50,503	37,302
516 WAUBONSEE	98,474	50,368	37,397
508 CHICAGO	85,074	52,888	41,697
502 DUPAGE	139,429	69,168	43,462
512 HARPER	122,097	65,420	40,809
525 JOLIET	97,795	54,779	46,224
532 LAKE COUNTY	112,074	59,464	42,409
524 MORAIN VALLEY	122,471	59,664	39,800
535 OAKTON	130,573	65,089	46,500
504 TRITON	96,197	67,294	38,633
STATE AVERAGE*	\$88,979	\$53,328	\$38,675

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2011 TO 2015**

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 2011 TO 2015**

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Faculty (9 Month)	\$68,260	\$69,576	\$70,246	\$71,753	\$72,386
Faculty (12 Month)	\$53,284	\$52,941	\$54,216	\$56,803	\$57,218
Administrators (12 Month)	\$87,480	\$89,092	\$89,988	\$91,198	\$92,914
Other Professionals (9 Month)	\$66,379	\$66,577	\$70,596	\$69,805	\$71,386
Other Professionals (12 Month)	\$52,998	\$53,300	\$53,715	\$54,745	\$55,371

SOURCE OF DATA: ICCB Salary Reports