



FISCAL YEAR 2019

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES



August 2019

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HIGHLIGHTS OF THE FISCAL YEAR 2019 SALARY REPORT

1. Fiscal Year 2019 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$78,928
Administrative (12 month)	\$101,344
Other (Nonteaching) Professional (9 month)	\$80,632

2. Fiscal Year 2019 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$784/credit hour
Full-Time Faculty Overload Rate	\$910/credit hour
Full-Time Faculty Summer Rate	\$1,018/credit hour

3. Fiscal Year 2019 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)	\$46,040
Master's Degree, Plus Zero Hours (5 Years Experience)	\$52,568
Master's Degree, Maximum Hours (5 Years Experience)	\$61,713
Doctorate, Maximum Hours (Maximum Experience)	\$103,950

4. Fiscal Year 2018 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2017, and June 30, 2018. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$97,643
Administrative (12 month)	\$101,489
Other (Nonteaching) Professional (9 and 12 month)	\$63,924
Classified	\$42,722

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**FISCAL YEAR 2019 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2019 Salary Report*, which derive from the ICCB Faculty, Staff, and Salary (C1) Data and Supplementary Faculty, Staff, and Salary Information, reflect the census date of October 1, 2018. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested entities or persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; and fiscal year 2018 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 2019 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 2019. 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 2019 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Low Faculty Salaries	\$19,992	\$56,667	\$45,890
Average Faculty Salaries	\$54,942	\$101,206	\$78,928*
High Faculty Salaries	\$75,378	\$149,165	\$109,946
Median Faculty Salaries	\$53,269	\$102,566	\$72,363

*Weighted



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Table 2

FISCAL YEAR 2019 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	37	\$ 41,540	\$ 54,480	\$ 58,310	\$ 63,680	\$ 94,050	\$ 60,419
539 JOHN WOOD	45	40,401	49,952	55,400	64,628	84,061	57,669
531 SHAWNEE	34	52,806	59,045	68,661	74,369	87,785	67,703
533 SOUTHEASTERN ILLINOIS	32	41,794	54,388	61,572	69,221	75,378	60,557
534 SPOON RIVER	32	45,031	50,352	53,839	62,994	85,417	58,301
507 DANVILLE AREA	58	46,500	51,612	54,453	61,106	76,010	57,077
519 HIGHLAND	46	50,761	69,543	77,969	90,202	104,263	79,395
501 KASKASKIA	65	55,251	69,320	76,590	89,806	103,247	78,704
523 KISHWAUKEE	64	46,238	52,503	58,838	68,490	89,945	62,195
521 REND LAKE	38	48,955	57,755	66,725	76,150	91,400	66,921
506 SAUK VALLEY	44	40,318	46,031	53,269	62,241	92,289	54,942
529 ILLINOIS EASTERN	81	40,984	50,525	58,125	67,001	93,527	59,422
513 ILLINOIS VALLEY	71	46,118	57,088	73,011	84,827	117,537	72,458
530 JOHN A. LOGAN	64	41,467	58,280	64,553	73,796	92,993	67,174
520 KANKAKEE	68	46,273	59,039	64,651	74,574	117,156	67,444
517 LAKE LAND	104	37,765	47,420	56,943	67,130	95,086	57,787
536 LEWIS AND CLARK	102	36,036	63,301	76,181	89,656	103,494	75,933
528 MCHENRY COUNTY	92	50,350	75,763	92,863	116,375	124,925	93,838
503 BLACK HAWK	99	42,157	50,541	58,335	69,172	89,244	60,680
540 HEARTLAND	78	47,651	55,921	63,766	74,375	122,927	66,879
514 ILLINOIS CENTRAL	168	49,631	59,919	69,184	77,691	94,819	69,012
526 LINCOLN LAND	113	46,661	71,963	86,749	100,422	116,678	85,120
505 PARKLAND	159	29,593	68,340	78,159	86,249	112,110	77,172
537 RICHLAND	59	41,263	53,399	63,504	73,340	86,141	63,108
511 ROCK VALLEY	126	52,770	59,270	67,623	78,019	103,042	70,387
522 SOUTHWESTERN ILLINOIS	137	46,599	64,207	74,343	84,157	133,061	74,651
509 ELGIN	122	49,161	82,035	102,566	118,256	124,287	99,079
527 MORTON	63	48,042	62,686	73,379	90,247	149,165	78,359
515 PRAIRIE STATE	79	52,382	62,573	70,256	83,154	112,200	72,730
510 SOUTH SUBURBAN	79	19,992	49,219	66,682	91,052	116,535	69,358
516 WAUBONSEE	102	51,963	72,787	86,619	102,862	131,393	87,711
508 CITY COLLEGES OF CHICAGO	522	50,000	69,838	80,586	91,459	137,590	81,135
502 COLLEGE OF DUPAGE	278	56,667	79,333	102,000	129,552	132,874	101,206
532 COLLEGE OF LAKE COUNTY	197	54,070	76,699	93,230	118,397	131,530	96,382
512 HARPER	205	33,500	67,737	88,439	104,987	131,248	87,323
525 JOLIET JUNIOR	213	53,306	82,164	101,452	109,636	131,631	96,734
524 MORAIN VALLEY	190	50,931	64,440	71,858	80,607	124,299	72,728
535 OAKTON	151	56,599	71,708	83,331	105,476	139,741	90,621
504 TRITON	99	48,171	59,947	68,148	81,694	138,801	73,366
TOTALS/AVERAGES	4,316	\$ 45,890	\$ 61,824	\$ 72,363	\$ 84,796	\$ 109,946	\$ 78,928
Lowest Low/Highest/High		\$ 19,992				\$ 149,165	

-- = Not Applicable

* Weighted

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



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Table 3

FISCAL YEAR 2019 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	2	\$71,290	\$71,290	\$75,414	\$79,538	\$79,538	\$75,414
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	3	57,840	57,840	60,079	63,437	63,437	60,452
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	5	50,500	56,749	67,166	76,011	87,123	67,510
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	21	45,062	52,733	59,160	70,000	81,820	60,965
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	9	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	2	78,202	78,202	80,146	82,090	82,090	80,146
540 HEARTLAND	6	47,800	57,514	71,937	100,912	114,080	77,363
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	4	52,387	62,789	75,934	98,775	118,871	80,782
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	1	64,992	64,992	64,992	64,992	64,992	64,992
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	13	48,460	62,735	64,613	70,079	80,597	65,155
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	66	\$ 56,196	\$ 61,027	\$ 66,486	\$ 75,126	\$ 81,797	\$ 63,915
Lowest Low/Highest/High		\$ 45,062				\$ 118,871	

-- = Not Applicable

* Weighted

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

Section II

**FISCAL YEAR 2019 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 2019.

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 2019
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	\$427	\$1,341	\$784
Overload Rates (Full-time Faculty)	\$542	\$1,305	\$910
Summer Term Rates (Full-time Faculty)	\$603	\$2,336	\$1,018



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Table 5

FISCAL YEAR 2019 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 CARL SANDBURG	\$ 846	\$ 985	\$ 1,122
539 JOHN WOOD	590	889	889
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	500	770	875
534 SPOON RIVER	725	721	824
507 DANVILLE AREA	700	715	715
519 HIGHLAND	531	1,259	963
501 KASKASKIA	427	667	690
523 KISHWAUKEE	598	950	1,000
521 REND LAKE	480	825	825
506 SAUK VALLEY	743	826	826
529 ILLINOIS EASTERN	485	542	648
513 ILLINOIS VALLEY	724	665	665
530 JOHN A. LOGAN	745	772	900
520 KANKAKEE	797	810	603
517 LAKE LAND	625	740	740
536 LEWIS AND CLARK	737	731	731
528 MCHENRY COUNTY	867	820	925
503 BLACK HAWK	703	900	900
540 HEARTLAND	908	950	950
514 ILLINOIS CENTRAL	709	900	900
526 LINCOLN LAND	768	917	917
505 PARKLAND	1,148	1,305	1,305
537 RICHLAND	722	740	976
511 ROCK VALLEY	606	952	1,130
522 SOUTHWESTERN ILLINOIS	917	1,202	1,226
509 ELGIN	1,017	941	1,064
527 MORTON	861	969	1,169
515 PRAIRIE STATE	742	1,016	1,181
510 SOUTH SUBURBAN	745	771	847
516 WAUBONSEE	825	1,073	1,199
508 CITY COLLEGES OF CHICAGO	872	804	1,958
502 COLLEGE OF DUPAGE	1,104	1,168	2,336
532 COLLEGE OF LAKE COUNTY	1,099	1,131	1,131
512 HARPER	1,080	982	985
525 JOLIET JUNIOR	837	1,100	1,100
524 MORAIN VALLEY	1,019	1,240	1,788
535 OAKTON	1,341	990	940
504 TRITON	850	1,003	994
AVERAGES	\$ 784	\$ 910	\$ 1,018

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

Section III

**SALARIES BASED ON FISCAL YEAR 2019 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2019 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 2019 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 2019 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	<u>District Range</u>		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$33,171	\$53,736	\$46,040
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$80,000	\$52,568
Master's Degree, Maximum Hours (5 Years Experience)	\$46,875	\$95,346	\$61,713
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$51,260	\$153,935	\$103,950



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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 2019

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Max. Hours Max. Exp.
518 CARL SANDBURG	\$ 43,350	\$ 46,440	\$ 51,070	\$ 107,580
539 JOHN WOOD	38,833	42,875	48,021	91,094
531 SHAWNEE	49,143	51,395	57,659	93,041
533 SOUTHEASTERN ILLINOIS	41,048	45,526	52,056	85,454
534 SPOON RIVER	41,182	44,365	49,977	99,130
507 DANVILLE AREA	51,600	51,600	53,800	54,300
519 HIGHLAND	50,761	61,573	75,634	104,263
501 KASKASKIA	48,794	53,961	64,403	104,465
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	44,809	47,809	63,854	92,354
506 SAUK VALLEY	40,741	47,116	51,291	92,289
529 ILLINOIS EASTERN	37,387	80,000	95,346	98,155
513 ILLINOIS VALLEY	42,543	48,307	64,892	97,331
530 JOHN A. LOGAN	40,965	48,075	56,272	92,993
520 KANKAKEE	47,000	48,209	58,121	105,915
517 LAKE LAND	37,694	48,494	50,186	51,260
536 LEWIS AND CLARK	41,821	47,971	54,655	108,107
528 MCHENRY COUNTY	53,200	57,000	69,825	124,925
503 BLACK HAWK	45,603	50,773	56,428	86,544
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	46,411	51,960	51,960	58,053
526 LINCOLN LAND	44,384	51,701	59,849	110,970
505 PARKLAND	46,683	50,134	61,872	112,110
537 RICHLAND	40,614	43,276	53,399	94,856
511 ROCK VALLEY	50,770	55,770	66,290	109,723
522 SOUTHWESTERN ILLINOIS	49,453	55,596	59,934	100,960
509 ELGIN	49,161	58,009	79,061	124,287
527 MORTON	45,283	52,499	59,548	153,935
515 PRAIRIE STATE	50,143	59,583	71,051	115,078
510 SOUTH SUBURBAN	33,171	38,345	46,875	116,535
516 WAUBONSEE	50,901	53,524	63,790	131,393
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	53,736	68,391	86,172	132,874
532 COLLEGE OF LAKE COUNTY	N/A	N/A	N/A	N/A
512 HARPER	48,230	54,283	66,682	131,248
525 JOLIET JUNIOR	53,306	59,648	68,250	124,517
524 MORAIN VALLEY	49,316	54,319	59,685	124,299
535 OAKTON	51,927	54,255	68,640	139,741
504 TRITON	51,449	57,109	63,391	68,462
AVERAGES	\$ 46,040	\$ 52,568	\$ 61,713	\$ 103,950

N/A = Not Applicable

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

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2019**

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-six 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 2019**

	<u>Range</u>		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	15	15
Average Weekly Office/Academic Advising Hours	0	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34



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Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2019

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year---- in in Instructional Weeks Days		Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 CARL SANDBURG	30	15	5	32	160	Yes	5	2022	Yes	IEA/NEA
539 JOHN WOOD	30	15	0	32	164	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
531 SHAWNEE	30	15	10	39	154	Yes	4	2019	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	5	32	158	Yes	3	2021	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	160	Yes	4	2021	Yes	IEA/NEA
507 DANVILLE AREA	30	15	10	35	150	Yes	1	2019	Yes	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Yes	3	2019	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	40	170	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	32	180	Yes	4	2022	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	166	Yes	4	2021	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	1	2019	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Yes	1	2019	Yes	IEA/NEA
513 ILLINOIS VALLEY	30	15	5.5	32	168	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
530 JOHN A. LOGAN	30	15	10	37	150	Yes	2	2019	Yes	IEA/NEA
520 KANKAKEE	30	15	7.5	34	173	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	152	Yes	3	2020	Yes	IFT/AFT-AFL/CIO
536 LEWIS AND CLARK	30	15	10	32	180	Yes	5	2019	Yes	IEA/NEA
528 MCHENRY COUNTY	30	15	7	32	180	Yes	3	2019	Yes	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Yes	3	2021	No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Yes	2	2020	Yes	Other Local Group
526 LINCOLN LAND	30	15	5	34	168	Yes	3	2021	Yes	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	Yes	3	2021	Yes	Other Local Group
537 RICHLAND	30	15	5	34	170	Yes	2	2020	Yes	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	4	32	160	Yes	5	2020	Yes	IFT/AFT-AFL/CIO
522 SOUTHWESTERN ILLINOIS	30	15	10	40	184	Yes	5	2019	Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	3	2019	Yes	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	No			Yes	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	171	Yes	3	2020	Yes	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Yes	4	2020	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Yes	3	2019	Yes	IFT/AFT-AFL/CIO
508 CITY COLLEGES OF CHICAGO	30	15	7	36	175	No			No	IFT/AFT-AFL/CIO
502 COLLEGE OF DUPAGE	30	15	10	32	166	Yes	8	2019	Yes	IEA/NEA
532 COLLEGE OF LAKE COUNTY	30	15	10	30	160	No			No	IFT/AFT-AFL/CIO
512 HARPER	30	15	10	34	160	Yes	5	2022	Yes	IFT/AFT-AFL/CIO
525 JOLIET JUNIOR	30	15	5	32	160	Yes	4	2019	Yes	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Yes	4	2022	Yes	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	32	160	Yes	2	2020	Yes	IEA/NEA
504 TRITON	30	15	10	34	158	Yes	3	2021	Yes	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

– Not Applicable / Not Specified in Contract

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

No = 3	1 = 3	0 =2018 N = 4	IEA/NEA = 12
Yes = 36	2 = 4	13 =2019 Y = 35	IFT/AFT-AFL/CIO = 25
	3 = 14	7 =2020	Local Fac. Assoc./
	4 = 9	10 =2021	Teachers' Union = 2
	5 = 5	6 =2022	
	6 = 0	0 =2023	
	7 = 0	0 =2024	

Section V

**FISCAL YEAR 2019 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2019 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 \$80,632. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$59,030.

Table 10
**SUMMARY OF
FISCAL YEAR 2019 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$22,523	\$80,132	\$55,591
Lowest Salaries (12 month)	\$19,736	\$41,149	\$31,146
Average Salaries (9 month)	\$22,523	\$104,932	\$80,632*
Average Salaries (12 month)	\$38,488	\$72,093	\$59,030*
Highest Salaries (9 month)	\$22,523	\$132,874	\$87,860
Highest Salaries (12 month)	\$58,609	\$174,632	\$98,464
Median Salaries (9 month)	\$22,523	\$113,871	\$70,560
Median Salaries (12 month)	\$37,045	\$69,451	\$50,862

*Weighted



Illinois Community College Board

Table 11

FISCAL YEAR 2019 CONTRACTUAL BASE SALARIES FOR OTHER (NONTTEACHING)
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 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	2	\$73,742	\$73,742	\$74,566	\$75,390	\$75,390	\$74,566
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	2	71,966	71,966	71,966	71,966	71,966	71,966
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	1	39,624	39,624	39,624	39,624	39,624	39,624
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	41,037	44,131	54,421	63,416	81,051	55,805
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	71,725	71,725	88,825	105,925	105,925	88,825
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	1	22,523	22,523	22,523	22,523	22,523	22,523
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	70,118	70,118	85,766	100,422	100,422	85,435
505 PARKLAND	1	26,763	26,763	26,763	26,763	26,763	26,763
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	3	68,126	68,126	70,290	76,531	76,531	71,649
522 SOUTHWESTERN ILLINOIS	3	55,596	55,596	60,149	72,410	72,410	62,718
509 ELGIN	4	80,132	86,999	97,146	103,311	106,196	95,155
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	58,050	58,483	63,623	70,165	71,999	64,324
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	9	60,530	74,318	83,101	86,639	102,862	81,729
508 CITY COLLEGES OF CHICAGO	11	55,000	56,375	71,036	80,668	125,654	73,644
502 COLLEGE OF DUPAGE	22	59,598	78,786	113,871	129,552	132,874	104,932
532 COLLEGE OF LAKE COUNTY	18	42,578	79,927	88,560	102,394	124,936	91,324
512 HARPER	15	62,062	86,860	99,191	111,078	131,248	97,635
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	21	41,463	54,866	58,662	69,436	113,112	62,644
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	134	\$ 55,591	\$ 62,274	\$ 70,560	\$ 78,234	\$ 87,860	\$ 80,632
Lowest Low/Highest High		\$ 22,523				\$ 132,874	

* Weighted

-- Not Applicable

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



Table 12

FISCAL YEAR 2019 CONTRACTUAL BASE SALARIES FOR OTHER (NONTTEACHING)
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 CARL SANDBURG	58	\$ 23,820	\$ 33,960	\$ 37,160	\$ 41,700	\$ 84,180	\$ 39,654
539 JOHN WOOD	60	26,267	33,074	37,703	42,786	71,992	38,488
531 SHAWNEE	31	27,000	43,633	47,000	52,772	74,930	48,447
533 SOUTHEASTERN ILLINOIS	26	25,813	36,138	44,879	51,480	67,088	45,084
534 SPOON RIVER	33	35,473	37,767	45,157	48,743	68,962	44,755
507 DANVILLE AREA	39	32,340	35,500	40,800	50,464	60,559	43,436
519 HIGHLAND	29	30,555	40,029	45,573	52,931	69,999	46,765
501 KASKASKIA	34	25,625	37,594	44,988	51,800	87,731	46,058
523 KISHWAUKEE	53	26,964	44,132	53,459	61,650	76,165	53,374
521 REND LAKE	52	24,967	31,055	37,524	44,925	68,340	39,549
506 SAUK VALLEY	33	26,445	41,788	46,073	53,060	70,311	46,956
529 ILLINOIS EASTERN	99	21,819	31,990	37,045	46,530	79,449	39,853
513 ILLINOIS VALLEY	40	28,454	43,639	54,097	63,506	87,159	53,986
530 JOHN A. LOGAN	55	23,485	42,594	48,186	57,745	76,959	50,627
520 KANKAKEE	54	37,274	47,500	54,361	60,687	106,807	55,896
517 LAKE LAND	73	27,102	38,792	40,764	56,466	110,737	47,859
536 LEWIS AND CLARK	46	22,305	32,469	40,046	56,942	93,095	45,537
528 MCHENRY COUNTY	69	35,360	47,065	54,289	64,544	107,865	57,893
503 BLACK HAWK	120	24,399	41,854	48,366	63,102	100,848	51,799
540 HEARTLAND	136	30,867	39,666	48,206	60,037	106,286	50,668
514 ILLINOIS CENTRAL	152	29,598	41,863	49,703	56,514	89,399	51,194
526 LINCOLN LAND	94	41,149	48,950	53,545	60,039	75,767	55,048
505 PARKLAND	135	19,736	44,379	54,486	74,144	121,938	59,920
537 RICHLAND	32	32,198	37,014	40,796	46,960	58,609	42,196
511 ROCK VALLEY	98	36,691	44,000	49,794	56,339	72,580	50,568
522 SOUTHWESTERN ILLINOIS	88	31,827	42,436	54,415	68,609	121,834	59,058
509 ELGIN	173	34,262	56,307	64,842	78,002	153,876	69,882
527 MORTON	21	38,200	54,981	55,546	59,761	81,477	56,034
515 PRAIRIE STATE	81	35,978	48,408	52,929	62,683	84,090	54,981
510 SOUTH SUBURBAN	88	28,630	41,508	46,388	62,909	105,682	52,660
516 WAUBONSEE	163	38,481	44,992	60,997	74,305	110,537	61,336
508 CITY COLLEGES OF CHICAGO	620	32,508	54,900	59,157	71,752	149,015	63,823
502 COLLEGE OF DUPAGE	339	38,418	56,971	69,451	83,990	174,632	72,093
532 COLLEGE OF LAKE COUNTY	193	34,232	49,516	54,728	68,626	115,800	60,031
512 HARPER	255	39,624	56,711	65,231	79,058	145,761	70,372
525 JOLIET JUNIOR	169	39,562	50,784	56,677	66,524	99,888	59,992
524 MORAIN VALLEY	155	36,088	54,902	64,752	76,164	126,661	68,163
535 OAKTON	163	37,174	55,783	63,850	76,248	141,716	68,565
504 TRITON	112	34,000	51,038	60,646	74,632	141,361	65,952
TOTALS/AVERAGES	4,271	\$ 31,146	\$ 43,992	\$ 50,862	\$ 61,003	\$ 98,464	\$ 59,030
Lowest Low/Highest High		\$ 19,736				\$ 174,632	

* Weighted

-- Not Applicable

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

Section VI

**FISCAL YEAR 2019 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 2019. The weighted average administrative staff salary ranged from a low of \$68,646 to a high of \$154,364. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2019 salaries; and the median fiscal year 2019 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 2019 was \$101,344. The lowest reported administrative salary was \$17,000 and the highest was \$342,120. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2019
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$17,000	\$105,268	\$58,491
Average Administrative Salaries	\$68,646	\$154,364	\$101,344*
Highest Administrative Salaries	\$128,760	\$342,120	\$222,993
Median Administrative Salaries	\$63,458	\$145,000	\$91,533

*Weighted



Illinois Community College Board

Table 14

FISCAL YEAR 2019 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 CARL SANDBURG	22	\$ 49,390	\$ 55,980	\$ 63,995	\$ 81,460	\$ 183,010	\$ 77,343
539 JOHN WOOD	20	17,000	49,831	66,175	79,692	194,468	70,283
531 SHAWNEE	21	48,000	60,000	72,425	85,401	152,000	75,096
533 SOUTHEASTERN ILLINOIS	8	55,247	78,312	86,330	95,801	188,733	95,608
534 SPOON RIVER	17	44,456	59,370	66,985	80,811	128,760	73,477
507 DANVILLE AREA	29	40,800	65,000	77,161	88,558	178,500	81,318
519 HIGHLAND	20	48,469	65,477	77,213	94,476	158,080	83,395
501 KASKASKIA	30	32,780	51,250	64,675	81,115	160,000	68,646
523 KISHWAUKEE	23	70,000	73,000	90,000	100,000	190,088	91,646
521 REND LAKE	25	31,209	53,965	63,458	83,224	185,709	71,401
506 SAUK VALLEY	18	42,579	63,863	79,000	86,000	176,868	81,428
529 ILLINOIS EASTERN	24	40,581	49,905	81,770	135,956	202,192	90,783
513 ILLINOIS VALLEY	15	64,518	74,691	81,697	99,323	200,133	94,070
530 JOHN A. LOGAN	46	54,697	68,139	77,379	91,739	173,587	85,054
520 KANKAKEE	29	57,607	73,097	84,394	99,254	222,015	91,766
517 LAKE LAND	22	61,364	71,892	82,708	145,536	227,136	103,041
536 LEWIS AND CLARK	70	37,171	60,000	81,327	102,876	336,978	91,813
528 MCHENRY COUNTY	52	57,913	81,471	96,323	111,250	236,358	101,246
503 BLACK HAWK	10	91,962	97,237	113,114	144,193	185,000	121,404
540 HEARTLAND	18	79,700	86,500	96,858	128,840	220,000	110,366
514 ILLINOIS CENTRAL	30	66,987	84,353	93,445	105,022	250,145	104,604
526 LINCOLN LAND	54	58,500	74,765	84,922	109,713	262,153	95,726
505 PARKLAND	27	73,361	89,945	104,646	125,051	254,428	112,554
537 RICHLAND	37	40,290	54,000	63,867	82,025	219,500	74,679
511 ROCK VALLEY	31	55,500	65,788	73,689	82,500	187,200	82,666
522 SOUTHWESTERN ILLINOIS	12	63,000	79,734	91,296	125,183	172,000	104,410
509 ELGIN	48	73,120	96,387	114,275	143,389	290,755	122,704
527 MORTON	24	54,903	80,730	96,453	113,793	234,289	105,424
515 PRAIRIE STATE	27	62,301	90,584	96,343	105,025	223,098	104,580
510 SOUTH SUBURBAN	28	44,026	80,654	87,990	129,370	209,729	102,582
516 WAUBONSEE	38	80,364	102,279	117,016	139,585	319,355	127,592
508 CITY COLLEGES OF CHICAGO	211	50,000	75,170	91,738	115,000	256,250	99,281
502 COLLEGE OF DUPAGE	37	105,268	130,000	145,000	174,430	342,120	154,364
532 COLLEGE OF LAKE COUNTY	55	68,673	87,418	109,273	125,050	260,000	113,534
512 HARPER	37	87,631	113,280	129,258	161,117	299,879	140,814
525 JOLIET JUNIOR	35	52,786	92,953	106,006	119,646	228,888	110,845
524 MORAIN VALLEY	30	81,399	101,054	117,163	145,962	264,478	126,123
535 OAKTON	31	85,482	104,404	123,588	152,250	283,000	131,048
504 TRITON	30	52,110	98,856	120,824	128,110	239,850	123,589
TOTALS/AVERAGES	1,341	\$ 58,491	\$ 77,983	\$ 91,533	\$ 112,762	\$ 222,993	\$ 101,344
Lowest Low/Highest High		\$ 17,000				\$ 342,120	

* Weighted

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

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019**

A summary of the fiscal year 2019 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 2019. 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 2019 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$125,000	\$342,120	\$222,897
Chief Campus Administrator	\$139,520	\$179,857	\$165,189
Chief Finance Officer	\$76,620	\$226,546	\$142,730
Chief Academic Officer	\$83,760	\$242,071	\$140,962
Student Services Officer	\$50,089	\$200,850	\$108,637
Dean-Baccalaureate Education	\$54,408	\$160,484	\$107,274
Dean-Occupational/Career Education	\$48,873	\$136,982	\$104,197
Dean-Continuing Education	\$71,090	\$142,037	\$102,585
Director-Data Processing/Info Technology	\$49,390	\$203,516	\$112,415
Director-Research & Planning	\$42,579	\$160,927	\$93,371
Director-Admissions and Records	\$50,741	\$145,000	\$84,422
Director-Counseling	\$45,209	\$145,024	\$92,057
Director-Financial Aid	\$57,018	\$132,049	\$78,666
Director-Job Placement	\$41,569	\$126,963	\$88,068
Director-Student Activities	\$55,782	\$135,696	\$78,304
Director-Library/LRC	\$50,297	\$131,741	\$90,209
Director-Development/Grants	\$44,026	\$210,114	\$100,365
Director-Public Information/Relations	\$50,980	\$162,392	\$92,459
Director-Personnel/Human Resources	\$58,622	\$165,000	\$106,404
Director-Business Services	\$42,436	\$159,269	\$88,106
Director-Physical Facilities/Grounds	\$55,000	\$164,761	\$101,424
Director-Adult Education	\$51,250	\$115,926	\$86,244
Director-Athletics	\$43,647	\$145,962	\$81,267
Controller	\$48,469	\$166,756	\$104,543
Director-Business/Industry Center	\$49,279	\$180,088	\$83,586
Director-Physical Therapy Program	\$96,960	\$96,960	\$96,960
Director-Nursing	\$73,000	\$130,000	\$97,160

*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$183,010	1	0	1					\$76,620	1	1	4	\$101,420	1	0	2
539 JOHN WOOD	194,468	1	4	1					79,626	1	3	4	123,824	1	2	2
531 SHAWNEE	152,000	1	1	1					96,119	1	12	2	101,000	1	0	2
533 SOUTHEASTERN ILLINOIS	188,733	1	9	1					82,400	1	1	4	98,038	1	2	2
534 SPOON RIVER	125,000	1	6	1					128,760	1	15	2				
507 DANVILLE AREA	178,500	1	2	1					106,878	1	7	3	151,860	1	49	2
519 HIGHLAND	158,080	1	3	1					112,970	1	13	2				
501 KASKASKIA	160,000	1	0	1					94,250	1	2	2	100,000	1	0	2
523 KISHWAUKEE	190,088	1	3	1					100,000	1	0	4	125,355	1	1	2
521 REND LAKE	185,709	1	6	1					118,246	1	6	2				
506 SAUK VALLEY	176,868	1	3	1					99,358	1	6	2	111,000	1	0	2
529 ILLINOIS EASTERN	202,192	1	23	1	\$139,520	4	7	2	153,750	1	0	3	83,760	5	2	4
513 ILLINOIS VALLEY	200,133	1	10	1					99,841	2	6	2	119,651	1	4	2
530 JOHN A. LOGAN	173,587	1	3	1					146,605	1	11	2	120,028	1	2	2
520 KANKAKEE	222,015	1	9	1					157,255	1	17	2	134,420	1	4	2
517 LAKE LAND	227,136	1	5	1					147,638	1	2	2	146,219	1	2	2
536 LEWIS AND CLARK	336,978	1	8	1					175,324	1	6	2	242,071	1	27	2
528 MCHENRY COUNTY	236,358	1	3	1					156,684	1	6	2	155,190	1	0	2
503 BLACK HAWK	185,000	1	0	1					144,193	1	3	2	144,891	1	2	2
540 HEARTLAND	220,000	1	0	1					141,416	1	4	2	149,022	1	6	2
514 ILLINOIS CENTRAL	250,145	1	2	1					207,058	1	17	2	158,255	1	1	2
526 LINCOLN LAND	262,153	1	12	1					133,361	1	4	2	145,558	1	1	2
505 PARKLAND	254,428	1	20	1					149,265	1	9	2	140,226	1	2	2
537 RICHLAND	219,500	1	2	1					153,041	1	20	2	117,698	1	5	2
511 ROCK VALLEY	187,200	1	2	1					128,200	1	2	2				
522 SOUTHWESTERN ILLINOIS	172,000	1	0	1					101,930	1	8	2	171,075	1	17	2
509 ELGIN	290,755	1	12	1					216,930	1	10	2	169,801	1	2	2
527 MORTON	234,289	1	3	1					122,523	1	0	3	186,109	1	2	2
515 PRAIRIE STATE	223,098	1	5	1					157,957	1	5	2	155,717	1	5	2
510 SOUTH SUBURBAN	209,729	1	6	1												
516 WAUBONSEE	319,355	1	17	1					222,916	1	13	2	190,802	1	1	2
508 CITY COLLEGES OF CHICAGO	256,250	1	1	1	179,857	7	2	2	160,000	1	0	3	192,000	1	1	3
502 COLLEGE OF DUPAGE	342,120	1	2	1												
532 COLLEGE OF LAKE COUNTY	260,000	1	0	1					215,363	1	3	2				
512 HARPER	299,879	1	9	1					214,400	1	8	2	220,354	1	8	2
525 JOLIET JUNIOR	228,888	1	2	1					150,858	1	2	2	148,569	1	3	2
524 MORAIN VALLEY	264,478	1	6	1					163,530	1	0	2	176,092	1	6	2
535 OAKTON	283,000	1	3	1					182,074	1	2	2	166,163	1	2	2
504 TRITON	239,850	1	2	1					226,546	1	20	2	193,418	1	2	2
NUMBER OF PERSONS	39				11				38				36			
AVERAGES	\$ 222,897				\$ 165,189				\$ 142,730				\$ 140,962			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$148,410	1	19	2					\$81,160	1	0	4	\$71,090	1	1	4
539 JOHN WOOD	81,367	1	4	4	\$54,408	1	0	4	48,873	1	1	4				
531 SHAWNEE	90,000	1	0	2	73,000	1	0	4								
533 SOUTHEASTERN ILLINOIS	84,120	1	7	4	93,564	1	6	4								
534 SPOON RIVER	85,983	1	6	4	80,811	1	6	4	77,676	1	3	4				
507 DANVILLE AREA	75,577	2	3	4	89,725	2	16	4	83,000	1	0	4				
519 HIGHLAND	99,060	1	11	2					95,192	1	12	2				
501 KASKASKIA	105,629	1	6	2	87,145	1	11	4	65,000	1	0	4				
523 KISHWAUKEE	107,888	1	1	2	94,000	1	0	4	105,608	1	0	4	71,925	1	1	4
521 REND LAKE	82,550	2	6	2					90,687	2	6	4				
506 SAUK VALLEY	85,729	1	4	3	85,313	1	4	3	79,000	1	2	3				
529 ILLINOIS EASTERN	50,089	4	3	4												
513 ILLINOIS VALLEY	88,075	1	0	2	87,448	2	10	4	73,288	1	1	4				
530 JOHN A. LOGAN					107,630	1	2	3					111,244	1	3	3
520 KANKAKEE	112,381	1	8	4									96,398	1	21	4
517 LAKE LAND	170,690	1	13	2												
536 LEWIS AND CLARK	171,237	1	8	2	120,418	1	10	4	125,779	1	9	4				
528 MCHENRY COUNTY	137,000	1	0	2	133,366	1	1	4					134,533	1	4	4
503 BLACK HAWK	103,812	1	1	4	112,735	1	6	4								
540 HEARTLAND									128,603	1	3	3	113,492	1	7	4
514 ILLINOIS CENTRAL	101,280	1	5	2									85,755	1	2	3
526 LINCOLN LAND	140,518	1	8	2					104,490	1	3	4				
505 PARKLAND	139,052	1	2	2												
537 RICHLAND	81,145	2	0	2	78,900	1	0	4	123,832	1	1	3				
511 ROCK VALLEY	64,100	1	1	4					82,025	1	4	4				
522 SOUTHWESTERN ILLINOIS	113,383	1	9	2												
509 ELGIN	141,156	1	5	3	160,484	1	16	3	136,982	1	15	4				
527 MORTON	111,299	1	0	4					106,640	1	2	3				
515 PRAIRIE STATE					103,180	2	4	4	105,060	1	0	4				
510 SOUTH SUBURBAN					99,167	1	2	4	105,025	1	1	4	96,343	1	4	4
516 WAUBONSEE	192,768	1	6	2	105,863	3	8	4					85,905	1	15	4
508 CITY COLLEGES OF CHICAGO	102,543	7	7	4					112,036	2	8	4				
502 COLLEGE OF DUPAGE									117,500	4	1	4	98,791	1	11	4
532 COLLEGE OF LAKE COUNTY	200,850	1	1	2	133,380	1	1	4								
512 HARPER									133,380	1	1	4				
525 JOLIET JUNIOR	161,348	1	6	2	119,140	2	2	4	121,042	2	5	4	142,037	1	3	4
524 MORAIN VALLEY	172,856	1	8	2	119,646	1	2	4	110,282	1	2	4				
535 OAKTON	140,990	2	3	2	125,995	1	6	4	122,679	1	4	4				
504 TRITON					129,632	5	8	4	106,575	1	0	4	97,984	1	2	4
					122,637	1	3	4	120,824	1	4	4	128,110	1	11	4
NUMBER OF PERSONS	45				34				33				13			
AVERAGES	\$ 108,637				\$ 107,274				\$ 104,197				\$ 102,585			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling									
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level						
518 CARL SANDBURG	\$49,390	1	0	4	\$61,690	1	2	4	\$63,220	1	6	4	\$45,209	1	4	4						
539 JOHN WOOD	74,649	1	11	4					53,347	1	0	4										
531 SHAWNEE	85,401	1	17	5					86,926	1	29	4										
533 SOUTHEASTERN ILLINOIS	88,539	1	23	6					55,247	1	4	4										
534 SPOON RIVER	78,677	2	10	4					59,370	1	6	4										
507 DANVILLE AREA	88,558	1	22	6	69,497	1	4	4	50,741	1	0	4	70,000	1	0	4						
519 HIGHLAND	70,074	1	1	4	66,786	1	12	4	56,166	1	9	4										
501 KASKASKIA	96,252	1	4	4	73,084	1	6	4	73,832	1	7	4										
523 KISHWAUKEE	95,249	1	1	4	76,426	1	2	4	53,965	1	6	4										
521 REND LAKE	86,000	1	1	3	42,579	1	0	4		63,863	1	4					4					
506 SAUK VALLEY																						
529 ILLINOIS EASTERN	101,407	1	22	4	91,723	1	24	4	64,518	1	1	4	87,540	1	3	4						
513 ILLINOIS VALLEY	82,000	1	1	4					78,067	1	3	4										
530 JOHN A. LOGAN	110,028	1	2	3					66,346	1	5	4										
520 KANKAKEE	104,170	1	10	4					108,507	1	24	4										
517 LAKE LAND	145,536	1	17	5					64,553	1	8	4										
536 LEWIS AND CLARK	203,516	1	2	2	95,270	1	5	4	105,626	1	6	4	85,972	1	18	4						
528 MCHENRY COUNTY	175,824	1	8	2																		
503 BLACK HAWK	128,840	1	4	3					92,111	1	1	4										
540 HEARTLAND				97,237	1	16	4	84,353	1	4	4											
514 ILLINOIS CENTRAL				90,278	1	5	3				71,074	1	3	4								
526 LINCOLN LAND				90,027	1	5	3															
505 PARKLAND				102,203	1	2	3								66,000	1	0	4				
537 RICHLAND	140,682	1	4	3	100,820	1	3	5														
511 ROCK VALLEY	87,078	1	1	3				71,317	1	1	6	96,105	1	7				3				
522 SOUTHWESTERN ILLINOIS	155,991	1	1	3					82,500	1	1								2			
509 ELGIN				97,237				1	16	4	96,092				1	16	4					
527 MORTON				90,278	1	5	3	92,987	1	2							5					
515 PRAIRIE STATE				90,027	1	5	3					84,157	1	2			4					
510 SOUTH SUBURBAN				102,203	1	2	3										102,516	1	7	4		
516 WAUBONSEE	103,659	1	2	3	92,025	1	0				4											
508 CITY COLLEGES OF CHICAGO	71,317	1	1	6				104,818	2	9	4											
502 COLLEGE OF DUPAGE	82,500	1	1	2							75,609	5	6	4								
532 COLLEGE OF LAKE COUNTY	160,000	1	0	4										90,041	1	3	4					
512 HARPER				120,606	1	7	4										145,000	1	0	3		
525 JOLIET JUNIOR				113,280	1	5	4	102,323	2	22										4		
524 MORAIN VALLEY				105,885	1	12	4				109,491	1	2							4		
535 OAKTON				91,670	1	3	4							119,419	1	17				4		
504 TRITON	103,139	1	3	4	120,824	1	11										4					
	121,413	1	6	4																		
NUMBER OF PERSONS	45							30				39					16					
AVERAGES	\$ 112,415							\$ 93,371				\$ 84,422				\$ 92,057						

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$104,130	1	24	4					\$66,680	6	3	4				
539 JOHN WOOD	80,364	1	12	4									\$50,297	1	8	4
531 SHAWNEE	74,709	1	26	4					55,782	2	10	4	63,722	1	13	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	64,098	1	13	6												
507 DANVILLE AREA	76,586	1	32	4	\$41,569	1	1	4								
519 HIGHLAND	67,502	1	12	4												
501 KASKASKIA	57,426	1	4	4												
523 KISHWAUKEE	86,994	1	4	4												
521 REND LAKE	60,791	1	6	6												
506 SAUK VALLEY	60,343	1	3	4												
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	78,170	1	8	4									74,925	1	1	4
530 JOHN A. LOGAN	63,231	1	1	4	57,101	1	1	4	68,139	1	12	4	71,553	1	0	4
520 KANKAKEE	66,346	1	5	4					76,326	1	5	4	67,333	1	10	4
517 LAKE LAND	76,244	1	13	6												
536 LEWIS AND CLARK	87,537	1	15	4	90,830	1	4	4	135,696	1	6	2	110,675	1	18	4
528 MCHENRY COUNTY	78,094	1	5	4					91,600	1	1	4	99,915	1	1	4
503 BLACK HAWK																
540 HEARTLAND																
514 ILLINOIS CENTRAL													66,987	1	8	6
526 LINCOLN LAND	79,272	1	1	4									105,505	1	8	4
505 PARKLAND													105,885	1	19	5
537 RICHLAND	57,018	1	1	4									63,867	1	7	4
511 ROCK VALLEY	75,500	1	1	4												
522 SOUTHWESTERN ILLINOIS	85,027	1	6	4					63,000	1	2	4				
509 ELGIN													87,744	1	0	4
527 MORTON	83,746	1	5	4									95,945	1	2	4
515 PRAIRIE STATE	80,967	1	5	4									90,640	1	1	4
510 SOUTH SUBURBAN	95,424	1	23	4												
516 WAUBONSEE	117,109	1	11	4												
508 CITY COLLEGES OF CHICAGO	66,883	7	2	6												
502 COLLEGE OF DUPAGE																
532 COLLEGE OF LAKE COUNTY	79,310	1	1	4	114,474	1	14	4	124,100	1	4	4	123,595	1	4	4
512 HARPER	107,172	1	7	4	104,138	1	16	4					131,741	1	11	4
525 JOLIET JUNIOR																
524 MORAIN VALLEY	83,248	1	3	4	81,399	1	11	4	104,060	1	7	4	90,258	1	3	4
535 OAKTON	132,049	1	19	4	126,963	1	9	4					85,482	1	2	4
504 TRITON	105,372	1	2	4									128,103	1	12	4
NUMBER OF PERSONS	36				7				15				20			
AVERAGES	\$ 78,666				\$ 88,068				\$ 78,304				\$ 90,209			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$50,490	1	2	4	\$50,980	1	2	4	\$64,770	1	5	4				
539 JOHN WOOD	68,925	1	19	4	66,500	1	9	4	70,221	1	4	4	\$57,960	1	4	4
531 SHAWNEE					60,000	1	1	5	58,622	1	4	5	65,666	1	9	5
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	59,459	1	3	4	55,127	1	6	4					77,676	1	12	4
507 DANVILLE AREA	98,000	1	0	4					91,746	1	7	4				
519 HIGHLAND					61,256	1	1	4	90,002	1	23	3				
501 KASKASKIA					65,910	1	33	4	75,000	1	0	4				
523 KISHWAUKEE	105,833	1	2	4	90,000	1	1	4	93,280	1	1	4				
521 REND LAKE					65,920	1	12	6					42,436	1	5	4
506 SAUK VALLEY									85,713	1	14	4				
529 ILLINOIS EASTERN									81,161	1	17	3	47,646	4	13	4
513 ILLINOIS VALLEY																
530 JOHN A. LOGAN									123,629	1	14	3	68,704	1	0	4
520 KANKAKEE	89,417	1	8	4	84,394	1	15	4	93,865	1	11	4				
517 LAKE LAND					71,116	1	1	5	82,708	1	2	5				
536 LEWIS AND CLARK	77,117	1	3	4					83,554	1	4	4				
528 MCHENRY COUNTY	91,305	1	5	4	140,630	1	1	2	130,175	1	1	3	98,211	1	9	4
503 BLACK HAWK									91,962	1	4	4				
540 HEARTLAND	88,603	1	6	3	79,700	1	1	3	95,060	1	20	3				
514 ILLINOIS CENTRAL	81,464	1	1	3	140,000	1	0	2	95,000	1	0	2	71,946	1	7	4
526 LINCOLN LAND					109,713	1	14	4	125,113	1	18	3	121,554	1	5	3
505 PARKLAND									111,719	1	7	3				
537 RICHLAND	92,820	1	2	3	54,973	1	1	4	78,540	1	1	4				
511 ROCK VALLEY	80,885	1	1	4					82,706	1	0	4	66,788	1	15	4
522 SOUTHWESTERN ILLINOIS									79,900	1	2	4				
509 ELGIN	98,807	1	1	2	127,500	1	3	2					100,309	2	4	4
527 MORTON					64,496	1	2	4	90,000	1	0	4	70,000	1	0	6
515 PRAIRIE STATE	81,219	1	2	4					113,835	1	6	4				
510 SOUTH SUBURBAN	44,026	1	4	4	97,000	1	0	4	100,671	1	10	4				
516 WAUBONSEE					137,651	1	3	3	159,952	1	27	3	112,270	1	1	4
508 CITY COLLEGES OF CHICAGO	135,000	1	1	3	117,000	1	2	3	165,000	1	1	4	110,553	5	3	4
502 COLLEGE OF DUPAGE	210,114	1	9	2									108,398	1	6	4
532 COLLEGE OF LAKE COUNTY	119,628	1	19	4	103,968	1	2	4	160,000	1	0	4				
512 HARPER	171,827	1	4	2					161,117	1	7	3				
525 JOLIET JUNIOR	125,468	1	15	4	92,953	1	7	4	124,848	1	2	3	109,275	1	6	4
524 MORAIN VALLEY	129,354	1	30	4	91,463	1	2	4	143,179	1	20	4				
535 OAKTON	87,542	1	1	4	162,392	1	0	3	154,500	1	5	2	116,638	1	19	4
504 TRITON	110,724	2	4	4	120,824	1	6	4	153,777	1	5	3	159,269	1	7	3
NUMBER OF PERSONS	24				25				33				26			
AVERAGES	\$ 100,365				\$ 92,459				\$ 106,404				\$ 88,106			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$61,690	1	4	4					\$81,460	1	5	4				
539 JOHN WOOD	65,850	1	11	4					43,647	1	6	4				
531 SHAWNEE	68,966	1	9	4												
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	66,985	1	26	4	\$59,711	1	8	6	52,540	1	2	4				
507 DANVILLE AREA	73,440	1	1	4	73,183	1	6	4	65,000	1	12	3	\$75,870	1	21	6
519 HIGHLAND	76,957	1	9	4	66,275	1	12	4	80,014	1	24	4	48,469	1	12	4
501 KASKASKIA	69,123	1	4	4	51,250	1	1	4								
523 KISHWAUKEE	95,249	1	2	4												
521 REND LAKE	63,458	1	2	4	56,955	1	10	6					74,675	1	2	4
506 SAUK VALLEY	55,000	1	0	4					67,500	1	0	4				
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	74,691	1	4	4									81,697	1	5	3
530 JOHN A. LOGAN	87,786	1	4	4	59,546	1	3	4	91,723	1	1	4				
520 KANKAKEE	118,188	1	10	4	64,148	1	3	4	75,647	1	3	4	78,756	1	7	4
517 LAKE LAND									61,364	1	5	6	89,215	1	11	5
536 LEWIS AND CLARK	77,114	1	3	4	108,288	1	22	4	91,530	1	4	4				
528 MCHENRY COUNTY	97,375	1	2	4					89,497	1	1	4	114,752	1	5	4
503 BLACK HAWK																
540 HEARTLAND	107,202	1	12	3									83,500	1	2	3
514 ILLINOIS CENTRAL									89,496	1	7	4	95,225	1	12	4
526 LINCOLN LAND	93,252	1	5	4	78,726	1	11	4	76,396	1	18	4	71,537	1	5	4
505 PARKLAND	130,264	1	18	5	92,917	1	2	3					94,803	1	0	5
537 RICHLAND	72,500	1	1	4	63,240	1	2	4					78,540	1	1	4
511 ROCK VALLEY	75,899	1	15	4												
522 SOUTHWESTERN ILLINOIS					86,500	1	3	4	67,465	1	4	4	79,568	1	3	4
509 ELGIN	124,295	1	9	4	101,251	2	1	3								
527 MORTON	130,263	2	10	4					111,240	1	3	4				
515 PRAIRIE STATE	111,040	1	6	4	99,891	1	8	4	62,301	1	0	4	98,023	1	5	4
510 SOUTH SUBURBAN	139,940	1	5	4					82,353	1	12	4	128,958	1	17	4
516 WAUBONSEE	130,000	1	4	3									139,585	1	9	3
508 CITY COLLEGES OF CHICAGO	149,015	1	8	3	96,105	5	4	4	65,810	5	1	6				
502 COLLEGE OF DUPAGE													153,900	1	3	5
532 COLLEGE OF LAKE COUNTY	109,273	1	2	4	115,926	1	2	4	99,196	1	4	4	137,917	1	2	4
512 HARPER	156,366	1	2	4	87,631	1	5	4	102,763	1	11	4	166,756	1	7	3
525 JOLIET JUNIOR	109,275	1	11	4	81,600	1	1	4	102,167	1	23	4	130,184	1	16	4
524 MORAIN VALLEY	160,075	1	16	4	90,368	1	2	4	145,962	1	35	4	110,000	1	0	4
535 OAKTON					97,202	2	6	4	125,904	1	9	4	134,731	2	2	4
504 TRITON	164,761	1	9	3	115,005	1	2	4					107,643	1	9	4
NUMBER OF PERSONS	32				27				27				24			
AVERAGES	\$ 101,424				\$ 86,244				\$ 81,267				\$ 104,543			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2019

DISTRICT/COLLEGE	Director Business/Industry Center				Director Physical Therapy Program				Director Nursing			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$51,930	1	4	4								
539 JOHN WOOD									73,000	1	0	5
531 SHAWNEE	56,969	3	6	4								
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	49,279	2	10	4								
507 DANVILLE AREA									\$85,313	1	2	4
519 HIGHLAND									77,468	1	2	4
501 KASKASKIA									80,000	1	0	4
523 KISHWAUKEE	70,967	1	2	4								
521 REND LAKE												
506 SAUK VALLEY									79,000	1	0	3
529 ILLINOIS EASTERN									89,576	1	3	4
513 ILLINOIS VALLEY												
530 JOHN A. LOGAN	72,649	1	4	4					99,333	1	19	4
520 KANKAKEE									99,254	1	6	4
517 LAKE LAND	69,261	1	3	4								
536 LEWIS AND CLARK	87,198	1	3	4					113,197	1	7	4
528 MCHENRY COUNTY	97,500	1	0	4					102,960	1	3	4
503 BLACK HAWK												
540 HEARTLAND												
514 ILLINOIS CENTRAL	104,779	1	20	4					86,785	1	1	5
526 LINCOLN LAND	82,240	1	13	4					125,113	1	9	4
505 PARKLAND	101,367	1	1	5								
537 RICHLAND									85,500	1	10	4
511 ROCK VALLEY												
522 SOUTHWESTERN ILLINOIS												
509 ELGIN												
527 MORTON	77,713	1	3	4	\$96,960	1	10	4	112,575	1	2	4
515 PRAIRIE STATE												
510 SOUTH SUBURBAN												
516 WAUBONSEE												
508 CITY COLLEGES OF CHICAGO									130,000	1	1	4
502 COLLEGE OF DUPAGE									107,000	1	0	4
532 COLLEGE OF LAKE COUNTY	114,258	1	7	4								
512 HARPER	180,088	1	2	2					111,731	1	6	4
525 JOLIET JUNIOR												
524 MORAIN VALLEY	125,132	1	1	4					91,080	1	1	4
535 OAKTON												
504 TRITON												
NUMBER OF PERSONS	18				1				18			
AVERAGES	\$ 83,586				\$ 96,960				\$ 97,160			

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

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2018**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2018. 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 17

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2018

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 CARL SANDBURG	X		X	X	X		X	X	X		X	X
539 JOHN WOOD	X	X	X	X			X	X	X	X	X	X
531 SHAWNEE	X			X	X		X	X	X		X	
533 SOUTHEASTERN ILLINOIS	X	X	X	X	X		X	X	X	X	X	
534 SPOON RIVER	X	X	X	X			X	X			X	X
507 DANVILLE AREA	X	X	X	X	X		X	X	X	X	X	X
519 HIGHLAND	X	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		X	X
506 SAUK VALLEY	X	X	X	X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X	X	X	X	X		X	X			X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X	X	X	X	
530 JOHN A. LOGAN	X	X	X	X	X		X	X	X		X	
520 KANKAKEE	X	X	X	X			X	X	X	X	X	X
517 LAKE LAND	X	X	X	X			X	X	X		X	X
536 LEWIS AND CLARK	X		X	X	X		X	X	X	X	X	
528 MCHENRY COUNTY	X	X	X	X		X	X	X	X	X	X	X
503 BLACK HAWK	X	X	X	X	X		X	X	X	X	X	
540 HEARTLAND	X	X	X	X			X	X	X	X	X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X		X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X	X			X	X	X	X	X
537 RICHLAND	X	X	X	X			X	X	X	X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN ILLINOIS	X	X	X	X	X		X	X	X		X	X
509 ELGIN	X	X	X	X	X	X	X	X	X		X	X
527 MORTON	X	X	X	X			X	X	X	X	X	X
515 PRAIRIE STATE	X	X	X	X			X			X	X	X
510 SOUTH SUBURBAN	X	X	X	X	X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CITY COLLEGES OF CHICAGO	X	X	X	X			X	X	X		X	X
502 COLLEGE OF DUPAGE	X	X	X	X		X	X	X	X		X	X
532 COLLEGE OF LAKE COUNTY	X	X	X	X			X	X	X	X	X	X
512 HARPER	X	X	X	X	X		X	X	X	X	X	X
525 JOLIET JUNIOR	X	X	X	X				X	X		X	
524 MORAIN VALLEY	X			X			X	X	X	X	X	X
535 OAKTON	X	X	X	X	X			X	X		X	X
504 TRITON	X	X	X	X			X	X	X		X	X
TOTALS	39	34	37	39	20	3	36	36	34	18	39	29

*Usually for select administrators only.

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

Section IX

FISCAL YEAR 2019
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 18 summarizes fiscal year 2019 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 19.

Table 18

SUMMARY OF FISCAL YEAR 2019 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%	18.2%	5.3%
Faculty (9 and 12 Months)	0.0%	16.1%	4.5%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	6.3%	2.9%
Classified	0.0%	9.5%	3.8%

*Weighted



Illinois Community College Board

Table 19

FISCAL YEAR 2019 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	3.3	3.3	3.3	3.3 %
539 JOHN WOOD	2.8	2.8	2.8	2.8
531 SHAWNEE	0.0	1.8	0.0	0.0
533 SOUTHEASTERN ILLINOIS	3.3	3.3	3.3	3.0
534 SPOON RIVER	2.2	2.0	2.0	2.0
507 DANVILLE AREA	2.0	2.0	2.0	2.1
519 HIGHLAND	2.2	3.2	2.4	1.1
501 KASKASKIA	0.0	0.0	0.0	0.0
523 KISHWAUKEE	3.5	2.9	3.1	4.0
521 REND LAKE	2.8	2.3	3.1	3.0
506 SAUK VALLEY	3.0	3.0	3.0	3.0
529 ILLINOIS EASTERN	6.0	2.1	6.3	5.5
513 ILLINOIS VALLEY	2.5	3.0	2.2	3.1
530 JOHN A. LOGAN	2.0	2.1	2.1	2.1
520 KANKAKEE	3.1	3.3	2.9	4.5
517 LAKE LAND	6.9	4.2	5.2	4.3
536 LEWIS AND CLARK	3.7	3.2	3.4	4.1
528 MCHENRY COUNTY	2.6	3.1	2.9	3.3
503 BLACK HAWK	8.9	3.4	4.5	3.6
540 HEARTLAND	0.0	0.0	0.0	0.0
514 ILLINOIS CENTRAL	2.1	3.1	2.1	2.1
526 LINCOLN LAND	4.0	4.0	4.0	4.0
505 PARKLAND	3.5	3.5	3.5	3.5
537 RICHLAND	2.0	1.8	2.0	2.0
511 ROCK VALLEY	2.1	3.0	3.9	2.5
522 SOUTHWESTERN ILLINOIS	0.0	4.0	3.0	2.7
509 ELGIN	2.0	2.3	1.7	1.3
527 MORTON	2.5	3.5	2.5	3.3
515 PRAIRIE STATE	3.0	3.0	3.0	3.0
510 SOUTH SUBURBAN	6.4	3.8	3.1	2.8
516 WAUBONSEE	3.0	7.0	3.3	3.0
508 CITY COLLEGES OF CHICAGO	18.2	16.1	3.6	9.5
502 COLLEGE OF DUPAGE	2.6	2.6	2.6	2.6
532 COLLEGE OF LAKE COUNTY	3.1	0.0	2.8	1.9
512 HARPER	2.1	3.5	2.1	2.1
525 JOLIET JUNIOR	2.0	2.0	2.0	2.0
524 MORAIN VALLEY	3.5	3.5	3.5	3.5
535 OAKTON	1.5	3.0	3.0	3.0
504 TRITON	0.0	2.4	2.2	2.8
TOTALS/AVERAGES	5.3	4.5	2.9	3.8 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2018 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2018 and the average total salaries paid to full-time faculty in fiscal year 2018. The fiscal year 2018 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2017, to June 30, 2018.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2018 for those districts reporting data was \$20,333 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2018. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty has first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 21 contains the fiscal year 2018 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.



Illinois Community College Board

Table 20

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2018 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2018 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2018 Full-Time Average Faculty Contractual Base Salary	FY 2018 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$43,793	\$78,210	\$34,417	78.6 %
539 JOHN WOOD	56,755	71,098	14,343	25.3
531 SHAWNEE	65,444	80,104	14,660	22.4
533 SOUTHEASTERN ILLINOIS	55,493	71,787	16,293	29.4
534 SPOON RIVER	57,303	71,083	13,780	24.0
507 DANVILLE AREA	57,072	76,160	19,088	33.4
519 HIGHLAND	77,562	93,812	16,250	21.0
501 KASKASKIA	76,691	104,790	28,099	36.6
523 KISHWAUKEE	59,824	71,490	11,666	19.5
521 REND LAKE	57,065	66,223	9,158	16.0
506 SAUK VALLEY	57,319	73,347	16,028	28.0
529 ILLINOIS EASTERN	54,700	77,199	22,499	41.1
513 ILLINOIS VALLEY	70,704	83,797	13,093	18.5
530 JOHN A. LOGAN	69,027	86,162	17,135	24.8
520 KANKAKEE	66,842	83,092	16,251	24.3
517 LAKE LAND	57,132	84,369	27,237	47.7
536 LEWIS AND CLARK	72,678	86,607	13,928	19.2
528 MCHENRY COUNTY	94,363	109,974	15,611	16.5
503 BLACK HAWK	61,263	76,647	15,383	25.1
540 HEARTLAND	64,965	74,315	9,350	14.4
514 ILLINOIS CENTRAL	68,192	90,075	21,883	32.1
526 LINCOLN LAND	84,737	102,176	17,439	20.6
505 PARKLAND	75,442	93,866	18,425	24.4
537 RICHLAND	63,600	77,037	13,438	21.1
511 ROCK VALLEY	66,625	85,571	18,946	28.4
522 SOUTHWESTERN ILLINOIS	71,686	101,826	30,140	42.0
509 ELGIN	97,842	118,034	20,192	20.6
527 MORTON	82,065	106,214	24,149	29.4
515 PRAIRIE STATE	71,128	84,392	13,264	18.6
510 SOUTH SUBURBAN	70,839	87,991	17,152	24.2
516 WAUBONSEE	83,258	100,501	17,243	20.7
508 CITY COLLEGES OF CHICAGO	80,066	94,356	14,290	17.8
502 COLLEGE OF DUPAGE	100,826	123,111	22,285	22.1
532 COLLEGE OF LAKE COUNTY	98,030	123,415	25,385	25.9
512 HARPER	86,089	127,250	41,161	47.8
525 JOLIET JUNIOR	94,029	132,654	38,625	41.1
524 MORAIN VALLEY	70,576	107,830	37,253	52.8
535 OAKTON	89,606	112,269	22,663	25.3
504 TRITON	71,673	91,391	19,718	27.5
TOTAL/AVERAGES*	\$77,310	\$97,643	\$20,333	26.3 %

*Weighted

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



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Table 21

FISCAL YEAR 2018 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$75,590	\$43,629	\$33,756
539 JOHN WOOD	72,388	39,237	29,412
531 SHAWNEE	70,329	53,321	33,038
533 SOUTHEASTERN ILLINOIS	94,652	47,254	22,866
534 SPOON RIVER	77,074	46,465	29,097
507 DANVILLE AREA	74,166	46,187	31,227
519 HIGHLAND	87,284	50,829	33,332
501 KASKASKIA	67,688	49,011	37,244
523 KISHWAUKEE	95,967	58,754	36,975
521 REND LAKE	71,160	41,223	33,712
506 SAUK VALLEY	72,491	47,709	26,697
529 ILLINOIS EASTERN	90,601	42,389	25,695
513 ILLINOIS VALLEY	105,755	56,885	39,254
530 JOHN A. LOGAN	80,634	52,810	37,560
520 KANKAKEE	95,656	58,290	43,481
517 LAKE LAND	100,380	57,897	39,191
536 LEWIS AND CLARK	95,546	50,563	33,910
528 MCHENRY COUNTY	93,587	60,549	44,263
503 BLACK HAWK	108,601	55,832	34,565
540 HEARTLAND	99,751	53,127	30,875
514 ILLINOIS CENTRAL	100,488	52,174	37,457
526 LINCOLN LAND	98,296	57,686	40,569
505 PARKLAND	116,619	68,128	42,593
537 RICHLAND	69,339	46,218	34,958
511 ROCK VALLEY	72,830	53,066	35,801
522 SOUTHWESTERN ILLINOIS	102,561	64,327	44,768
509 ELGIN	134,501	78,747	50,221
527 MORTON	100,471	53,580	40,829
515 PRAIRIE STATE	107,455	57,812	38,733
510 SOUTH SUBURBAN	101,813	57,518	40,171
516 WAUBONSEE	132,498	68,212	39,223
508 CITY COLLEGES OF CHICAGO	96,588	65,950	48,958
502 COLLEGE OF DUPAGE	145,564	76,186	49,703
532 COLLEGE OF LAKE COUNTY	112,439	72,173	42,209
512 HARPER	154,961	77,973	48,287
525 JOLIET JUNIOR	117,159	62,671	47,400
524 MORAIN VALLEY	129,573	70,997	47,900
535 OAKTON	138,734	75,218	54,281
504 TRITON	125,910	71,601	42,832
STATE AVERAGE*	\$101,489	\$63,924	\$42,722

*Weighted

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

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2015 TO 2019**

Table 22 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data is problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 22

**STATEWIDE AVERAGE* CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2015 TO 2019**

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Faculty (9 Month)	\$72,386	\$74,455	\$76,183	\$78,089	\$78,928
Faculty (12 Month)	\$57,218	\$58,045	\$59,432	\$60,746	\$63,915
Administrators (12 Month)	\$92,914	\$94,435	\$97,205	\$100,228	\$101,344
Other Professionals (9 Month)	\$71,386	\$73,464	\$75,655	\$78,322	\$80,632
Other Professionals (12 Month)	\$55,371	\$56,447	\$57,561	\$58,396	\$59,030

*Weighted