

HIGHLIGHTS OF THE FISCAL YEAR 2023 SALARY REPORT

1. Fiscal Year 2023 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$85,238
Administrative (12 month)	\$108,904
Other (Nonteaching) Professional (9 month)	\$83,897

2. Fiscal Year 2023 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$865/credit hour
Full-Time Faculty Overload Rate	\$977/credit hour
Full-Time Faculty Summer Rate	\$1,126/credit hour

3. Fiscal Year 2023 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)	\$49,133
Master's Degree, Plus Zero Hours (5 Years Experience)	\$54,904
Master's Degree, Maximum Hours (5 Years Experience)	\$64,238
Doctorate, Maximum Hours (Maximum Experience)	\$107,607

4. Fiscal Year 2022 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2021, and June 30, 2022. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$113,717
Administrative (12 month)	\$115,752
Other (Nonteaching) Professional (9 and 12 month)	\$73,705
Classified	\$47,169

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2022**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2022. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Section IX

**FISCAL YEAR 2023
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes fiscal year 2023 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 2023 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	12.0%	4.5%
Faculty (9 and 12 Months)	0.0%	9.5%	3.0%
Other (Nonteaching) Professional (9 and 12 Months)	2.0%	11.3%	3.7%
Classified	0.0%	11.2%	3.7%

*Weighted

Section X

**FISCAL YEAR 2022 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2022 and the average total salaries paid to full-time faculty in fiscal year 2022. The fiscal year 2022 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2021, to June 30, 2022.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2022 for those districts reporting data was \$29,795 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2022. 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 2022 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2019 TO 2023**

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 (NONTeachING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2019 TO 2023**

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Faculty (9 Month)	\$78,928	\$80,469	\$82,517	\$84,118	\$85,238
Faculty (12 Month)	\$63,915	\$63,250	\$63,900	\$67,819	\$62,575
Administrators (12 Month)	\$101,344	\$102,965	\$103,673	\$106,319	\$108,904
Other Professionals (9 Month)	\$80,632	\$81,625	\$83,715	\$85,494	\$83,897
Other Professionals (12 Month)	\$59,030	\$60,038	\$60,993	\$62,119	\$63,340

*Weighted