

Fiscal Year 2006 Salary Report

for the
Illinois Public Community Colleges



Illinois Community College Board
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HIGHLIGHTS OF THE FISCAL YEAR 2006 SALARY REPORT

1. Fiscal Year 2006 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$60,299
Administrative (12 month)	\$77,516
Other (Nonteaching) Professional (9 month)	\$58,839

2. Fiscal Year 2005 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$10,577
Administrative (12 month)	\$11,122
Other (Nonteaching) Professional (9 month)	\$ 9,743
Classified (12 month)	\$ 8,923

3. Fiscal Year 2006 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$532/credit hour
Full-Time Faculty Overload Rate	\$659/credit hour
Full-Time Faculty Summer Rate	\$775/credit hour

4. Fiscal Year 2006 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	\$36,303
Master's Degree, Plus Zero Hours (5 Years Experience)	\$41,538
Master's Degree, Maximum Hours (5 Years Experience)	\$49,617
Doctorate Degree, Maximum Hours (Maximum Experience)	\$84,982

5. Fiscal Year 2005 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2004 and June 30, 2005. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$68,952
Administrative (12 month)	\$75,659
Other (Nonteaching) Professional (9 and 12 month)	\$44,666
Classified	\$32,770

**FISCAL YEAR 2006 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 2006 Salary Report* reflect the census date of October 1, 2005. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2005 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 judgement 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 2006 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 2006. 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 2006
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$20,210	\$43,680	\$35,598
Average Faculty Salaries	\$45,692	\$79,736	\$60,299*
High Faculty Salaries	\$63,349	\$108,639	\$85,539
Median Faculty Salaries	\$41,600	\$80,365	\$54,700

*Weighted

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Table 2

FISCAL YEAR 2006 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	64	\$20,375	\$37,815	\$42,025	\$52,030	\$78,650	\$45,867
531 SHAWNEE	42	38,659	43,913	46,809	55,444	93,500	50,108
533 SOUTHEASTERN	46	29,000	42,199	46,180	50,988	67,323	47,144
534 SPOON RIVER	41	35,418	41,695	45,178	53,992	66,029	47,206
539 WOOD	51	32,912	40,264	46,146	51,506	63,349	46,351
507 DANVILLE	48	36,000	40,859	44,623	49,559	68,261	47,055
519 HIGHLAND	48	39,973	55,918	60,850	70,220	81,371	62,472
501 KASKASKIA	67	36,495	43,215	49,995	55,755	65,375	50,221
523 KISHWAUKEE	67	32,672	36,563	41,600	54,968	87,694	47,127
521 REND LAKE	54	36,000	43,550	47,075	54,650	66,332	48,929
506 SAUK VALLEY	51	32,021	39,721	46,785	53,387	73,444	46,846
529 ILLINOIS EASTERN	99	31,453	39,693	46,583	53,451	66,966	46,870
513 ILLINOIS VALLEY	80	36,303	45,165	50,527	57,712	82,490	52,427
520 KANKAKEE	55	30,744	40,097	53,055	70,856	85,802	55,636
517 LAKE LAND	101	32,544	41,160	45,898	51,650	73,994	47,676
536 LEWIS AND CLARK	91	39,174	45,966	52,181	63,643	82,609	54,759
530 LOGAN	98	35,223	52,602	58,044	67,209	80,571	59,222
528 MCHENRY	88	43,680	61,035	67,275	85,410	93,990	71,219
503 BLACK HAWK	133	34,224	42,953	53,450	64,915	83,052	55,134
540 HEARTLAND	69	34,618	43,099	46,970	54,402	76,660	48,603
514 ILLINOIS CENTRAL	184	33,936	42,801	46,176	55,677	77,622	50,107
526 LINCOLN LAND	125	37,676	53,575	63,946	76,253	85,776	64,247
505 PARKLAND	164	36,427	46,649	52,009	59,652	86,143	54,723
537 RICHLAND	69	30,060	33,500	46,391	53,826	70,383	45,692
511 ROCK VALLEY	124	28,785	48,739	54,157	64,060	82,466	56,110
522 SOUTHWESTERN	125	38,615	47,928	51,319	57,312	96,792	54,930
509 ELGIN	116	41,157	51,791	77,785	99,479	99,479	75,043
527 MORTON	52	42,621	52,213	59,227	72,934	92,812	63,244
515 PRAIRIE STATE	80	37,312	50,100	57,684	71,606	94,668	61,249
510 SOUTH SUBURBAN	113	20,210	46,568	58,598	74,941	97,902	59,725
516 WAUBONSEE	85	38,615	53,378	61,754	71,512	86,541	62,391
508 CHICAGO	516	41,047	48,686	61,302	76,393	108,639	64,688
502 DUPAGE	303	41,936	64,369	80,365	95,920	103,697	79,736
512 HARPER	195	39,291	50,417	62,854	78,843	108,034	66,358
525 JOLIET	187	37,623	49,904	58,269	75,260	90,908	61,678
532 LAKE COUNTY	178	41,707	61,854	75,471	97,057	105,708	76,886
524 MORAIN VALLEY	163	36,284	40,464	45,643	61,912	101,780	51,393
535 OAKTON	141	40,580	60,757	72,169	94,893	106,838	76,453
504 TRITON	113	36,967	47,179	56,943	83,274	102,358	62,942
TOTALS/AVERAGES	4,426	\$35,598	\$46,881	\$54,700	\$66,476	\$85,539	\$60,299
Lowest Low/Highest/High		\$20,210				\$108,639	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2006 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	1	44,695	44,695	44,695	44,695	44,695	44,695
533 SOUTHEASTERN	6	32,949	36,028	38,136	55,416	65,136	44,300
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	3	45,906	45,906	51,216	55,752	55,752	50,958
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	10	35,000	35,000	37,350	42,933	51,800	39,369
506 SAUK VALLEY	1	76,045	76,045	76,045	76,045	76,045	76,045
529 ILLINOIS EASTERN	12	40,272	40,272	40,272	40,272	57,159	41,679
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	--	--	--	--	--	--	--
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	1	63,357	63,357	63,357	63,357	63,357	63,357
540 HEARTLAND	5	54,602	55,288	60,532	67,101	67,264	60,957
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	2	64,266	64,266	70,882	77,497	77,497	70,882
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	32	37,401	45,198	52,816	59,280	76,649	54,138
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
	73	49,449 32,949	50,605	53,530	58,235	63,535 77,497	50,350

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2006 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 2006.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 2006
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	\$300	\$820	\$532
Overload Rates (Full-time Faculty)	\$325	\$1,054	\$659
Summer Term Rates (Full-time Faculty)	\$400	\$1,999	\$775

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Table 5

FISCAL YEAR 2006 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
518 SANDBURG	\$518	\$605	\$691
531 SHAWNEE	400	500	500
533 SOUTHEASTERN	400	675	825
534 SPOON RIVER	420	558	1,000 *
539 WOOD	435	550	550
507 DANVILLE	455	455	470
519 HIGHLAND	499	1,054	953
501 KASKASKIA	442	527	510
523 KISHWAUKEE	491	1,012	900
521 REND LAKE	377	740	740
506 SAUK VALLEY	465	525	600
529 ILLINOIS EASTERN	300	325	400
513 ILLINOIS VALLEY	475	550	550
520 KANKAKEE	500	602	625
517 LAKE LAND	530	615	615
536 LEWIS AND CLARK	572	572	572
530 LOGAN	545	587	675
528 MCHENRY	504	596	596
503 BLACK HAWK	543	760	760
540 HEARTLAND	622	720	720
514 ILLINOIS CENTRAL	534	640	640
526 LINCOLN LAND	493	720	720
505 PARKLAND	784	790	820
537 RICHLAND	488	521	733
511 ROCK VALLEY	477	663	812
522 SOUTHWESTERN	537	775	775
509 ELGIN	705	735	835
527 MORTON	584	603	568
515 PRAIRIE STATE	422	435	630
510 SOUTH SUBURBAN	397	773	850
516 WAUBONSEE	525	720	804
508 CHICAGO	674	780	1,847
502 DUPAGE	783	815	1,999
512 HARPER	743	729	1,053
525 JOLIET	536	595	595
532 LAKE COUNTY	700	700	700
524 MORAIN VALLEY	575	872	1,221
535 OAKTON	820	680	680
504 TRITON	471	639	709
AVERAGES	532	659	775

*estimated

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2006 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2006 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 degree with maximum hours.

Table 7 provides the fiscal year 2006 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 2006 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)	\$28,700	\$43,392	\$36,303
Master's Degree, Plus Zero Hours (5 Years Experience)	\$32,721	\$50,695	\$41,538
Master's Degree, Maximum Hours (5 Years Experience)	\$36,828	\$66,944	\$49,617
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$58,046	\$108,639	\$84,982

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2006

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 Degree Max. Hours Max. Exp.
SANDBURG	\$33,460	\$37,840	\$41,660	\$83,220
SHAWNEE	36,974	40,428	45,998	72,998
SOUTHEASTERN	34,192	37,922	43,362	69,317
SPOON RIVER	33,389	35,448	44,602	76,411
WOOD	32,346	35,713	41,070	71,503
DANVILLE	37,000	41,022	N/A	58,046
HIGHLAND	39,616	48,054	59,028	81,371
KASKASKIA	33,615	38,415	46,175	66,345
KISHWAUKEE	N/A	N/A	N/A	N/A
REND LAKE	36,150	39,150	46,750	67,382
SAUK VALLEY	28,811	32,721	36,828	73,444
ILLINOIS EASTERN	33,623	N/A	N/A	79,590
ILLINOIS VALLEY	35,092	38,851	52,721	82,490
KANKAKEE	28,700	34,087	41,469	91,724
LAKE LAND	43,392	46,017	48,117	69,882
LEWIS & CLARK	39,174	43,072	47,308	81,184
LOGAN	35,223	41,218	48,631	79,665
MCHENRY	39,000	48,360	63,570	93,990
BLACK HAWK	35,566	40,159	44,257	74,611
HEARTLAND	N/A	N/A	N/A	N/A
ILLINOIS CENTRAL	33,936	38,861	41,285	73,436
LINCOLN LAND	36,227	37,676	43,615	85,775
PARKLAND	34,127	36,649	39,774	79,762
RICHLAND	30,794	32,936	41,931	72,043
ROCK VALLEY	35,327	40,327	48,233	82,466
SOUTHWESTERN	41,157	45,669	49,734	77,532
ELGIN	39,385	46,474	63,340	99,479
MORTON	40,174	46,523	52,826	92,812
PRAIRIE STATE	37,312	45,707	54,506	90,437
SOUTH SUBURBAN	30,645	38,345	46,875	97,902
WAUBONSEE	37,457	44,787	51,465	91,537
CHICAGO	41,097	48,951	66,944	108,639
DUPAGE	41,936	46,511	62,905	103,697
HARPER	39,686	45,016	56,467	108,034
JOLIET	38,089	43,277	49,662	90,908
LAKE COUNTY	41,707	50,695	62,564	105,708
MORAIN VALLEY	35,573	39,416	43,590	101,780
OAKTON	36,284	46,269	56,604	106,838
TRITON	36,967	42,792	52,736	102,358
AVERAGES	\$36,303	\$41,538	\$49,617	\$84,982

N/A = Not Applicable

DNA = Data Not Available

* Lowest Contractual Base Salary for Faculty with a Master's Degree

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2006**

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 2006**

	<u>Range</u>		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	20	15
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2006

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	Length of Academic Year in Weeks	Academic Year in Instruction Days	Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
SANDBURG	30	15	5	32	161	Yes	3	2009	Yes	IEA/NEA
SHAWNEE	30	15	10	39	154	Yes	3	2006	Yes	IEA/NEA
SOUTHEASTERN	30	15	5	32	159	Yes	4	2007	Yes	IEA/NEA
SPOON RIVER	30	15	8	32	----	Yes	2	2006	Yes	IEA/NEA
WOOD	30	15	5	30	170	Yes	3	2007	Yes	IFT/AFT
DANVILLE	30	15	10	35	150	Yes	1	2006	Yes	IEA/NEA
HIGHLAND	30	15	5	36	162	Yes	3	2006	Yes	IFT/AFT
KASKASKIA	30	20	5	32	150	Yes	3	2008	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	160	Yes	4	2009	No	IFT/AFT
REND LAKE	32	18	5	36	166	Yes	3	2007	Yes	IFT/AFT
SAUK VALLEY	30	15	6	32	----	Yes	3	2007	Yes	IEA/NEA
ILLINOIS EASTERN	30	15	5	39	153	Yes	3	2007	No	IEA/NEA
ILLINOIS VALLEY	30	15	7.5	32	161	Yes	4	2008	Yes	IFT/AFT
KANKAKEE	30	15	7.5	40	190	Yes	3	2006	Yes	IFT/AFT
LAKE LAND	30	15	5	32	169	Yes	3	2007	Yes	IFT/AFT
LEWIS & CLARK	30	15	10	32	180	Yes	5	2010	Yes	IEA/NEA
LOGAN	30	15	10	39	----	Yes	3	2008	Yes	IEA/NEA
MCHENRY	30	15	5	30	150	Yes	4	2008	Yes	IEA/NEA
BLACK HAWK	30	15	5	32	176	Yes	5	2010	Yes	IFT/AFT
HEARTLAND	30	15	5	32	155	Yes	3	2009	No	IFT/AFT
ILLINOIS CENTRAL	30	15	5	32	150	Yes	4	2006	Yes	Faculty Forum
LINCOLN LAND	30	15	6	33	165	Yes	3	2006	Yes	IFT/AFT
PARKLAND	30 - 32	15 - 16	5	32	175	Yes	3	2008	Yes	Employees Association
RICHLAND	30	15	5	32	150	Yes	5	2009	Yes	IFT/AFT
ROCK VALLEY	30	14 - 16	5	34	154	Yes	5	2007	Yes	IFT/AFT
SOUTHWESTERN	30	15	10	36	----	Yes	4	2006	Yes	IFT/AFT
ELGIN	30	15	10	32	168	Yes	4	2006	Yes	IFT/AFT
MORTON	30	15	6	36	165	Yes	4	2009	Yes	IFT/AFT
PRAIRIE STATE	30	15	10	34	155	Yes	3	2006	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	180	Yes	5	2010	Yes	IFT/AFT
WAUBONSEE	30	15	5	32	176	Yes	4	2008	Yes	IFT/AFT
CHICAGO	30	12 - 15	4	36	175	Yes	4	2008	Yes	IFT/AFT
DUPAGE	30	15	10	32	164	Yes	3	2007	Yes	IEA/NEA
HARPER	30	15	10	36	160	Yes	4	2006	Yes	IFT/AFT
JOLIET	30	15	5	30	150	Yes	4	2007	Yes	IFT/AFT
LAKE COUNTY	30	15	10	36	160	Yes	3	2007	Yes	IFT/AFT
MORAIN VALLEY	30	15	4	34	170	Yes	4	2006	Yes	IFT/AFT
OAKTON	30	15	10	34	153	Yes	3	2008	Yes	IEA/NEA
TRITON	30	15	5	32	150	Yes	4	2009	Yes	IFT/AFT

TOTALS/AVERAGES 30 15 7 34 162 Y = 39 0 = 0 12 = 2006 N = 3 IEA/NEA = 12

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (C2)

1 = 1 10 = 2007 Y = 36 IFT/AFT = 25
 2 = 1 8 = 2008 Local Fac Assoc./Teachers'
 3 = 18 6 = 2009 Union = 2
 4 = 14 3 = 2010
 5 = 5

Section V

**FISCAL YEAR 2006 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2006 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 judgement 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 \$58,839. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$45,134.

Table 10

**SUMMARY OF
FISCAL YEAR 2006 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Salaries (9 month)	\$ 9,360	\$62,734	\$37,875
Lowest Salaries (12 month)	\$ 9,360	\$35,041	\$24,082
Average Salaries (9 month)	\$21,063	\$80,011	\$58,839*
Average Salaries (12 month)	\$30,203	\$57,202	\$45,134*
Highest Salaries (9 month)	\$24,152	\$106,838	\$79,126
Highest Salaries (12 month)	\$47,137	\$129,491	\$74,363
Median Salaries (9 month)	\$ 9,734	\$85,080	\$54,291
Median Salaries (12 month)	\$28,740	\$55,205	\$39,644

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2006 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES				
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH
518 SANDBURG	5	\$39,840	\$47,350	\$52,030	\$59,680	\$59,680
531 SHAWNEE	--	--	--	--	--	--
533 SOUTHEASTERN	7	9,360	9,734	9,734	31,084	96,912
534 SPOON RIVER	--	--	--	--	--	--
539 WOOD	3	21,735	21,735	37,899	55,212	55,212
507 DANVILLE	2	22,147	22,147	35,113	48,079	48,079
519 HIGHLAND	--	--	--	--	--	--
501 KASKASKIA	3	47,065	47,065	52,815	59,585	59,585
523 KISHWAUKEE	11	15,750	39,500	50,483	53,833	69,456
521 REND LAKE	--	--	--	--	--	--
506 SAUK VALLEY	1	52,227	52,227	52,227	52,227	52,227
529 ILLINOIS EASTERN	2	23,108	23,108	26,480	29,852	29,852
513 ILLINOIS VALLEY	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--
517 LAKE LAND	10	34,644	36,874	43,645	46,352	67,673
536 LEWIS AND CLARK	--	--	--	--	--	--
530 LOGAN	2	49,891	49,891	50,840	51,789	51,789
528 MCHENRY	9	27,652	40,862	55,380	70,200	93,990
503 BLACK HAWK	12	24,675	29,968	34,600	61,836	72,413
540 HEARTLAND	4	17,815	17,973	21,142	24,152	24,152
514 ILLINOIS CENTRAL	--	--	--	--	--	--
526 LINCOLN LAND	1	62,734	62,734	62,734	62,734	62,734
505 PARKLAND	3	38,223	38,223	42,188	43,054	43,054
537 RICHLAND	--	--	--	--	--	--
511 ROCK VALLEY	3	24,311	24,311	28,082	32,150	32,150
522 SOUTHWESTERN	3	44,537	44,537	46,800	60,826	60,826
509 ELGIN	10	44,432	53,330	85,080	96,114	99,479
527 MORTON	--	--	--	--	--	--
515 PRAIRIE STATE	5	42,579	44,028	54,782	59,139	86,253
510 SOUTH SUBURBAN	17	23,833	48,426	56,995	75,041	97,051
516 WAUBONSEE	6	38,615	42,602	44,093	49,424	51,479
508 CHICAGO	18	41,971	48,686	59,014	61,671	93,665
502 DUPAGE	28	44,224	65,231	82,863	102,401	103,697
512 HARPER	21	39,686	45,016	51,061	66,099	104,684
525 JOLIET	--	--	--	--	--	--
532 LAKE COUNTY	18	45,982	65,443	72,368	100,292	105,708
524 MORAIN VALLEY	18	29,694	37,010	44,869	65,419	91,242
535 OAKTON	13	47,989	57,703	64,074	102,266	106,838
504 TRITON	11	42,792	47,179	71,115	85,444	94,856
TOTALS/AVERAGES	200	\$37,875	\$45,181	\$54,291	\$67,681	\$79,126
Lowest Low/Highest High		\$9,360				\$106,838

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2006 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	85	\$18,190	\$25,440	\$28,740	\$34,250	\$54,060	\$30,433
531 SHAWNEE	39	27,399	32,218	33,282	38,568	53,366	35,909
533 SOUTHEASTERN	24	9,360	18,207	29,228	38,796	58,316	30,203
534 SPOON RIVER	45	18,849	29,260	33,736	38,143	61,851	34,497
539 WOOD	38	20,266	25,000	30,949	37,250	53,508	32,933
507 DANVILLE	29	23,100	27,828	34,116	42,968	53,331	35,034
519 HIGHLAND	25	21,050	31,602	34,736	39,659	47,137	35,082
501 KASKASKIA	36	24,747	28,122	34,014	42,094	69,921	36,460
523 KISHWAUKEE	31	23,375	30,826	40,950	47,500	71,206	41,467
521 REND LAKE	66	22,000	28,490	31,798	36,778	60,000	33,499
506 SAUK VALLEY	25	32,660	36,457	39,140	46,234	56,993	41,396
529 ILLINOIS EASTERN	96	18,206	26,707	33,810	40,428	85,073	35,017
513 ILLINOIS VALLEY	61	19,968	26,600	36,171	42,778	78,229	37,521
520 KANKAKEE	42	23,908	32,964	36,712	40,872	55,411	37,156
517 LAKE LAND	77	20,426	30,035	38,813	48,916	78,778	41,505
536 LEWIS AND CLARK	72	21,915	28,857	35,458	42,903	100,000	38,212
530 LOGAN	81	27,362	34,231	36,680	44,463	80,378	40,465
528 MCHENRY	112	28,786	33,889	38,567	47,301	74,511	41,494
503 BLACK HAWK	137	28,606	37,125	42,240	52,302	85,881	45,599
540 HEARTLAND	51	25,450	32,291	36,725	39,968	52,470	37,011
514 ILLINOIS CENTRAL	140	24,336	32,765	38,967	47,753	75,934	41,154
526 LINCOLN LAND	84	28,210	34,627	41,244	47,740	60,138	41,627
505 PARKLAND	143	15,084	33,410	39,750	51,236	73,834	42,211
537 RICHLAND	27	24,547	27,753	32,500	39,384	86,460	35,408
511 ROCK VALLEY	116	22,631	37,780	41,693	49,139	75,635	44,831
522 SOUTHWESTERN	93	23,144	42,074	51,053	65,638	116,637	55,524
509 ELGIN	119	31,743	45,004	51,348	62,519	90,804	53,433
527 MORTON	42	24,796	30,728	37,550	42,758	72,507	38,728
515 PRAIRIE STATE	70	21,983	33,749	37,544	41,690	55,531	38,048
510 SOUTH SUBURBAN	67	18,527	25,845	34,411	44,643	78,057	36,641
516 WAUBONSEE	99	18,588	34,821	39,022	49,358	75,154	43,062
508 CHICAGO	387	19,963	45,237	53,560	62,683	129,491	54,338
502 DUPAGE	280	27,478	44,641	51,646	62,368	95,630	54,261
512 HARPER	172	31,500	47,952	55,205	65,149	90,473	57,202
525 JOLIET	30	34,359	38,355	43,980	48,103	59,066	44,552
532 LAKE COUNTY	113	23,147	35,693	41,045	48,866	74,914	42,602
524 MORAIN VALLEY	118	25,334	39,797	47,277	57,215	89,173	49,692
535 OAKTON	84	35,041	45,792	53,302	63,635	89,280	55,182
504 TRITON	62	33,151	39,029	49,142	57,718	81,009	50,112
TOTALS/AVERAGES	3,418	\$24,082	\$33,620	\$39,644	\$47,430	\$74,363	\$45,134
Lowest Low/Highest High		\$9,360				\$129,491	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2006 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 2006. The weighted average administrative staff salary ranged from a low of \$55,229 to a high of \$108,078. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2006 salaries; and the median fiscal year 2006 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 2006 was \$77,516. The lowest reported administrative salary was \$29,220 and the highest was \$236,137. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2006
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$29,220	\$75,204	\$45,854
Average Administrative Salaries	\$55,229	\$108,078	\$77,516*
Highest Administrative Salaries	\$109,723	\$236,137	\$155,649
Median Administrative Salaries	\$49,969	\$104,046	\$71,812

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2006 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	
SANDBURG	27	38,130	48,570	61,240	85,360	134,100	66,747
SHAWNEE	17	30,800	48,401	52,730	62,261	123,900	60,862
SOUTHEASTERN	24	31,817	40,778	49,969	60,248	122,400	55,229
SPOON RIVER	13	44,239	49,315	68,518	76,608	123,000	70,035
WOOD	28	33,117	47,098	55,283	62,180	138,738	60,435
DANVILLE	33	32,770	51,962	56,562	69,950	137,825	61,829
HIGHLAND	22	30,833	55,760	74,972	82,599	121,254	69,899
KASKASKIA	22	39,728	47,000	50,604	69,364	142,776	60,738
KISHWAUKEE	17	48,250	59,150	68,000	93,600	111,600	75,425
REND LAKE	23	36,260	47,591	66,150	75,913	159,264	70,647
SAUK VALLEY	18	54,572	61,050	67,635	83,126	130,000	74,878
ILLINOIS EASTERN	32	32,986	46,524	60,633	86,363	144,976	67,915
ILLINOIS VALLEY	21	44,132	53,820	59,616	71,042	113,984	66,483
KANKAKEE	69	29,220	38,401	52,709	64,911	141,289	55,999
LAKE LAND	17	49,134	52,143	87,353	100,109	204,095	86,404
LEWIS & CLARK	48	32,875	49,520	60,184	87,060	180,000	72,314
LOGAN	36	39,438	51,998	63,033	76,770	122,409	66,060
MC HENRY	40	45,796	65,518	77,280	97,545	172,016	81,678
BLACK HAWK	9	75,000	82,200	93,000	98,096	140,486	95,480
HEARTLAND	34	42,372	54,634	67,324	83,961	150,000	72,445
ILLINOIS CENTRAL	28	44,064	67,198	73,305	82,410	151,424	78,891
LINCOLN LAND	53	41,000	52,452	69,781	75,232	109,723	67,887
PARKLAND	38	34,281	59,853	69,822	81,428	236,137	76,117
RICHLAND	31	36,313	43,335	57,000	72,000	161,563	62,108
ROCK VALLEY	31	50,334	59,295	70,944	87,594	145,000	76,841
SOUTHWESTERN	23	54,074	71,771	85,665	108,428	142,870	89,748
ELGIN	26	75,204	94,482	97,169	114,374	158,073	103,726
MORTON	21	36,000	52,375	66,516	78,000	130,000	68,389
PRAIRIE STATE	28	40,000	53,972	70,120	80,784	148,396	72,188
SOUTH SUBURBAN	31	47,263	67,671	74,777	91,048	133,600	80,464
WAUBONSEE	27	62,700	67,925	79,754	91,505	166,275	85,181
CHICAGO	115	55,379	75,703	88,278	101,422	235,829	94,081
DUPAGE	52	72,410	92,692	104,046	125,854	190,000	108,078
HARPER	44	71,524	84,971	101,105	112,956	217,150	104,894
JOLIET	70	44,638	53,445	61,064	74,643	163,190	67,825
LAKE COUNTY	50	46,800	58,775	69,381	100,100	160,000	78,719
MORAIN VALLEY	25	55,866	80,000	87,665	100,745	220,633	96,334
OAKTON	29	54,000	82,692	100,166	116,422	229,057	103,265
TRITON	28	55,000	65,260	81,334	96,877	157,294	83,368
TOTALS/AVERAGES	1,300	\$45,854	\$59,879	\$71,812	\$86,638	\$155,649	\$ 77,516
Lowest Low/Highest High		\$29,220				\$236,137	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2006**

A summary of the fiscal year 2006 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 2006. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

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

Table 15

**SUMMARY OF FISCAL YEAR 2006 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$105,056	\$236,137	\$157,991
Chief Campus Administrator	\$107,064	\$150,706	\$134,837
Chief Finance Officer	\$62,261	\$156,449	\$102,710
Chief Academic Officer	\$75,570	\$168,093	\$106,853
Student Services Officer	\$51,463	\$141,047	\$94,094
Dean-Baccalaureate Education	\$63,288	\$124,126	\$88,101
Dean-Occupational/Career Education	\$61,750	\$119,895	\$88,010
Dean-Continuing Education	\$42,180	\$104,723	\$75,441
Director-Data Processing/Info Technology	\$55,890	\$156,060	\$95,725
Director-Research & Planning	\$48,555	\$132,447	\$78,263
Director-Admissions and Records	\$36,260	\$106,977	\$64,711
Director-Counseling	\$51,282	\$99,669	\$74,213
Director-Financial Aid	\$34,965	\$102,687	\$60,482
Director-Job Placement	\$41,600	\$69,977	\$66,309
Director-Student Activities	\$41,000	\$105,405	\$65,450
Director-Library/LRC	\$38,941	\$135,843	\$68,676
Director-Development/Grants	\$38,800	\$138,828	\$74,518
Director-Public Information/Relations	\$30,800	\$125,778	\$64,496
Director-Personnel/Human Resources	\$40,000	\$140,400	\$78,932
Director-Business Services	\$39,438	\$111,539	\$71,660
Director-Physical Facilities/Grounds	\$44,239	\$139,834	\$79,939
Director-Adult Education	\$39,464	\$110,674	\$70,474
Director-Athletics	\$34,281	\$125,854	\$65,059
Controller	\$40,495	\$110,122	\$75,835
Director-Business/Industry Center	\$36,000	\$100,530	\$69,111

*Weighted

Revised 6-9-06

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2006

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	134,100	1	3	1									101,080	1	14	2
SHAWNEE	123,900	1	18	1					62,261	1	22	4				
SOUTHEASTERN	122,400	1	0	1					68,837	1	6	4	83,112	1	5	2
SPOON RIVER	123,000	1	0	1					90,852	1	2	2	91,996	1	4	2
WOOD	138,738	1	9	1					93,000	1	8	2	93,000	1		2
DANVILLE	137,825	1	6	1					85,545	1	0	3	109,258	1	8	2
HIGHLAND	121,254	1	3	1					80,000	1	0	2	94,240	1	2	2
KASKASKIA	142,776	1	4	1					87,692	1	4	2	101,703	1	4	2
KISHWAUKEE	105,056	1	5	1					104,000	1	28	2	111,600	1	4	2
REND LAKE	159,264	1	15	1					128,800	1	14	2				
SAUK VALLEY	130,000	1	0	1					96,063	1	6	2	106,090	1	1	2
ILLINOIS EASTERN	144,976	1	10	1	107,064	4	7	2	87,342	1	4	3	75,570	4	5	4
ILLINOIS VALLEY	113,984	1	0	1					88,695	1	2	2	111,834	1	9	2
KANKAKEE	141,289	1	5	1					99,666	1	4	2	106,800	1	0	2
LAKE LAND	204,095	1	17	1					100,109	1	10	2	101,720	1	13	2
LEWIS & CLARK	180,000	1	14	1					116,982	1	8	2	135,196	1	13	2
LOGAN Last Year Pres	151,651	1	5	1					122,409	1	5	2	108,359	1	5	2
MC HENRY	172,016	1	3	1					124,957	1	6	2	131,642	1	2	2
BLACK HAWK	140,486	1	5	1					108,904	1	9	2	93,000	1	0	2
HEARTLAND	150,000	1	14	1					114,629	1	9	2	109,992	1	4	2
ILLINOIS CENTRAL	151,424	1	5	1					119,800	1	4	2	122,510	1	2	2
LINCOLN LAND*	172,000	1	0	1					109,723	1	6	2	96,245	1	4	2
PARKLAND	236,137	1	15	1					124,990	1	14	2	107,087	1	7	2
RICHLAND	161,563	1	4	1					106,093	1	7	2	110,779	1	17	2
ROCK VALLEY	145,000	1	1	1					113,088	1	3	2	110,000	1	0	2
SOUTHWESTERN	142,870	1	8	1					125,425	1	7	2	122,889	1	4	2
ELGIN	158,073	1	7	1					128,521	1	6	2	126,130	1	1	2
MORTON	130,000	1	2	1					103,000	1	1	2	88,000	1	0	3
PRAIRIE STATE	148,396	1	5	1					107,016	1	2	2	121,097	1	8	2
SOUTH SUBURBAN	133,600	1	5	1					105,081	1	5	2	87,322	2	1	2
WAUBONSEE	166,275	1	4	1									134,207	1	4	2
CHICAGO	235,829	1	28	1	150,706	7	19	2	140,162	2	9	3	168,093	1	29	2
DUPAGE	190,000	1	2	1					140,183	1	5	2	113,926	1	4	2
HARPER	217,150	1	8	1					156,449	1	9	2	141,587	1	4	2
JOLIET	163,190	1	7	1					113,524	1	2	2	118,006	1	6	2
LAKE COUNTY	160,000	1	29	1					126,817	1	3	2	116,000	1	10	2
MORAIN VALLEY	220,633	1	14	1					110,000	1	9	2				
OAKTON	229,057	1	10	1					128,147	1	4	2	110,014	1	0	2
TRITON	157,294	1	5	1					124,356	1	7	2	100,000	1	3	2
NUMBER OF PERSONS	39				11				38				40			
AVERAGES	\$157,828				\$134,837				\$102,710				\$106,853			

* Employed after 10/01/2005.

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2006**

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	96,120	1	6	2					65,150	1	1	4	83,480	1	13	4
SHAWNEE	91,195	1	5	2	86,750	1	19	2	61,817	1	16	3				
SOUTHEASTERN	81,948	1	9	2									59,658	1	5	4
SPOON RIVER	76,608	1	15	3					63,684	1	4	3	61,133	1	1	4
WOOD	93,000	1	17	2					62,300	1		4				
DANVILLE	70,644	1	2	4	69,950	1	5	4	79,727	1	3	4	42,180	1	1	6
HIGHLAND					82,599	1	2	4	82,932	1	9	4				
KASKASKIA					64,200	1	1	4	69,364	1	3	4	75,256	1	4	4
KISHWAUKEE	105,600	1	25	2	68,350	2	5	4	61,750	2	0	4	93,600	1	23	2
REND LAKE	71,500	1	1	2	83,500	2	3	3								
SAUK VALLEY	62,866	1	1	3	72,441	1	4	3	83,126	1	6	3				
ILLINOIS EASTERN	55,858	2	14	4												
ILLINOIS VALLEY	92,957	1	8	2					71,042	1	2	3				
KANKAKEE	81,877	1	1	4	89,006	1	4	4					63,347	1	8	4
LAKE LAND	109,109	2	17	4	87,353	1	9	3	87,353	1	17	4				
LEWIS & CLARK	114,902	1	13	2	81,120	1	0	3	99,808	1	4	3				
LOGAN	97,909	1	1	2	86,595	1	5	3					84,224	1	8	3
MC HENRY	98,209	1	2	2	110,501	1	5	3	102,681	1	5	4				
BLACK HAWK					82,523	2	4	4					82,200	1	5	4
HEARTLAND	114,805	1	13	3									83,961	1	6	2
ILLINOIS CENTRAL	73,200	1	0	2												
LINCOLN LAND	107,047	1	7	2												
PARKLAND	119,643	1	26	2	68,378	1	11	4	98,443	1	8	4				
RICHLAND	51,463	1	0	3	63,288	1		4	76,498	1	5	4				
ROCK VALLEY	74,162	1	0	4												
SOUTHWESTERN	108,428	1	25	2	115,099	1	27	4	98,399	1	2	4	58,984	1	2	4
ELGIN					104,231	1	3	3	119,895	1	8	3				
MORTON					72,000	1	0	3	101,000	1	0	3	74,018	1	1	3
PRAIRIE STATE	86,539	1	20	2	83,899	1	7	4	76,440	1	2	4	63,500	1	7	4
SOUTH SUBURBAN	104,929	1	5	2					90,803	1	4	4	70,642	1	2	4
WAUBONSEE	88,582	1	6	3	79,177	1	3	4					66,781	1	0	4
CHICAGO	88,212	7	15	4	93,068	14	8	4	100,129	7	19	4				
DUPAGE	128,501	1	10	2	124,126	1	5	4	100,683	1	1	4	84,003	1	1	5
HARPER	141,047	1	19	2									104,723	1	19	4
JOLIET	118,006	1	8	2					102,781	1	3	4				
LAKE COUNTY	124,454	1	8	2												
MORAIN VALLEY	127,674	1	4	2	110,299	1	23	4	98,810	1	5	4				
OAKTON	111,833	1	1	2									103,681	1	19	4
TRITON	88,891	1	8	4	101,333	1	7	4	99,177	1	9	4	78,000	1	0	4
NUMBER OF PERSONS	42				40				32				19			
AVERAGES	\$94,094				\$88,101				\$88,010				\$75,441			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2006

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									\$87,350	1	0	4				
SHAWNEE	\$60,750	1	4	4	\$87,000	1	5	2	54,349	1	16	4				
SOUTHEASTERN	59,658	1	10	6					49,553	1	12	6	\$60,496	1	11	4
SPOON RIVER																
WOOD	55,890	1		4	61,937	1	6	4	53,508	1	20	4				
DANVILLE	60,611	1	9	6	56,562	1	7	4	56,257	1	8	4	60,770	1	1	6
HIGHLAND	59,952	1	5	4					76,650	1	15	4				
KASKASKIA	60,252	1	4	6	50,207	1	4	4	45,775	1	4	4				
KISHWAUKEE	68,000	1	1	4	59,150	1	6	2								
REND LAKE	111,500	1	6	2					36,260	1	1	4	51,282	1	2	4
SAUK VALLEY	96,317	1	3	3					63,996	1	1	4				
ILLINOIS EASTERN	72,712	1	9	4					46,277	3		4				
ILLINOIS VALLEY	84,920	1	12	3					44,132	1	2	3	56,925	1	1	3
KANKAKEE	95,825	1	17	4					47,934	1	1	4	61,040	1	2	4
LAKE LAND	91,941	1	4	4					72,986	1	11	4				
LEWIS AND CLARK	153,083	1	4	2					50,000	1	4	4	68,000	1	13	4
LOGAN	81,255	1	24	4												
MCHENRY	106,610	1	4	2	91,320	1	13	4	67,186	1	1	4	66,357	1	1	4
BLACK HAWK	96,585	1	2	2												
HEARTLAND	92,143	1	8	3	67,053	1	2	3	60,149	1	7	4	69,398	1	14	4
ILLINOIS CENTRAL	77,817	1	1	4	99,584	1	0	2	62,911	1	4	6	79,758	1	11	6
LINCOLN LAND	101,437	1	2	2	64,037	1	1	4	75,231	1	3	3	64,680	1	14	3
PARKLAND					76,374	1	9	4	81,947	1	11	4				
RICHLAND	76,649	1	24	4	48,555	1	2	3	54,537	2	2	4				
ROCK VALLEY	111,795	1	7	3					66,622	1	0	4				
SOUTHWESTERN	118,325	1	5	2	68,106	1	25	4	62,575	1	3	4	85,086	1	3	4
ELGIN	107,500	1	0	3	79,869	1	2	4	95,046	1	14	4	97,043	1	8	4
MORTON	78,000	1	0	4	62,850	1	1	4	57,613	1	1	4	57,613	1	1	4
PRAIRIE STATE	73,694	1	4	4	51,953	1	7	4	54,744	1	11	4	78,140	1	6	4
SOUTH SUBURBAN	91,048	1	8	4	96,697	1	14	4	69,820	1	2	4	85,549	1	5	4
WAUBONSEE	108,730	1	5	3					69,484	1	5	4	70,159	1	6	4
CHICAGO	148,684	1	20	2					65,524	7	19	4				
DUPAGE	149,911	1	21	2	132,447	1	14	4	106,977	1	9	4	95,589	1	3	5
HARPER	156,060	1	13	2	89,115	1	16	4	76,217	1	15	4	99,669	1	3	4
JOLIET	100,287	1	1	0	62,346	1	2	4	72,123	1	6	6				
LAKE COUNTY	119,738	1	12	4	103,384	1	7	3	76,284	1	6	4	72,880	1	4	4
MORAIN VALLEY	131,084	1	4	4	80,000	1	19	4	85,444	1	7	4	87,033	1	6	4
OAKTON	92,771	1	1	4	126,500	1	20	3	75,222	1	3	4	91,000	1	0	4
TRITON	94,577	1	6	3	85,000	1	2	4	86,357	1	8	4				
	36				23				44				21			
	\$95,725				\$78,263				\$64,711				\$74,213			

Updated 6/9/2006

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2006**

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	\$64,400	1	11	4									\$75,900	1	6	4
SHAWNEE	48,401	1	13	4									52,064	2	11	4
SOUTHEASTERN	34,965	1		4									49,164	1	4	3
SPOON RIVER													46,390	1	14	4
WOOD					\$41,600	1	2	4								
DANVILLE	54,967	1	8	4	44,153	1	8	6								
HIGHLAND													77,940	1	22	4
KASKASKIA	47,408	1	4	4					\$47,000	1	5	4	51,000	1		4
KISHWAUKEE													48,250	1	4	4
REND LAKE	64,272	1	25	4									64,232	1	6	3
SAUK VALLEY													62,966	1	3	4
ILLINOIS EASTERN	43,981	4	20	4									38,941	4	6	4
ILLINOIS VALLEY	47,500	1	4	3												
KANKAKEE	75,957	1	18	4									60,269	1	5	4
LAKE LAND	50,000	1	0	6												
LEWIS & CLARK	50,000	1	2	4	57,152	1	3	4					75,120	1	9	3
LOGAN	56,430	1	8	4	69,977	1	3	4					49,638	1	7	4
MC HENRY									69,881	1	1	4	76,377	1	2	4
BLACK HAWK																
HEARTLAND	67,594	1	2	4									47,240	1	4	4
ILLINOIS CENTRAL	58,195	1	0	6												
LINCOLN LAND	75,231	1	20	3					41,000	1	0	4	75,231	1	4	5
PARKLAND					59,853	1	11	4	56,464	1	7	4	67,183	1	6	4
RICHLAND	42,859	1	1	4	62,113	1	1	4					48,390	1	1	4
ROCK VALLEY													73,616	1	6	4
SOUTHWESTERN	65,100	1	1	4					54,074	1	15	4	88,925	1		4
ELGIN	90,009	1	1	4					91,933	1	6	4	97,046	1	2	3
MORTON									43,133	1	1	4	69,659	1	2	3
PRAIRIE STATE	51,756	1	10	4									77,403	1	25	4
SOUTH SUBURBAN	69,524	1	10	4	69,820	1	2	6	60,771	1	11	4				
WAUBONSEE																
CHICAGO	61,635	8	17	4												
DUPAGE	102,687	1	1	4					105,405	1	15	4	135,843	1	20	4
HARPER	82,442	1	2	4					72,304	1	24	4	101,349	1	5	4
JOLIET	61,788	1	1	6	61,788	1	4	6	59,856	1	5	6				
LAKE COUNTY					55,012	1	1	4	55,012	1	5	4	92,863	1	4	4
MORAIN VALLEY	69,262	1	15	4	55,866	1	3	4	62,328	1	2	4	90,606	1	3	4
OAKTON	77,308	1	6	4					97,140	1	20	4	102,835	1	15	4
TRITON	60,787	1	9	6									100,987	1	14	3
NUMBER OF PERSONS	37				10				14				33			
AVERAGES	\$60,482				\$66,309				\$65,450				\$68,676			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2006**

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					\$57,590	1	12	4					\$53,980	1	3	4
SHAWNEE	\$38,800	1	1	4	30,800	1	1	4								
SOUTHEASTERN					50,031	2	17	6	\$40,000	1	0	4				
SPOON RIVER																
WOOD	47,805	1	6	4	56,171	1	27	4	46,390	1	8	4	49,680	1	1	4
DANVILLE	61,311	1	4	4					90,618	1	19	4	65,895	1	1	4
HIGHLAND					55,760	1	9	4	58,166	1	10	4				
KASKASKIA	49,400	1	1	3	42,973	1	2	4	52,112	1	6	4	49,683	1	21	6
KISHWAUKEE	52,500	1	3	2	57,917	1	5	2	69,000	2	1	4				
REND LAKE					53,553	1	26	4								
SAUK VALLEY					71,274	1	6	4	61,050	1	0	4				
ILLINOIS EASTERN					37,418	3	18	4	47,826	1	4	4	41,478	5	13	4
ILLINOIS VALLEY									50,094	1	2	3				
KANKAKEE	120,184	1	4	2	47,443	1	2	4	58,753	1	1	4	70,352	1	4	4
LAKE LAND					49,134	1	7	4								
LEWIS & CLARK	47,536	1	0	4	86,919	1	11	3								
LOGAN					51,728	1	1	4	63,745	1	1	4	39,438	1	2	4
MC HENRY	91,850	1	2	2	78,001	1	6	4	95,217	1	10	2	80,132	1	10	4
BLACK HAWK									75,000	1	4	4				
HEARTLAND					59,591	1	7	3	61,754	1	7	3	47,496	1	7	3
ILLINOIS CENTRAL	73,410	1	4	3	79,674	1	5	3	79,105	1	4	3				
LINCOLN LAND					65,472	1	1	4	75,231	1	5	3	81,230	1	11	3
PARKLAND	67,997	1	2	3	61,338	1	0	3	75,000	1	5	3				
RICHLAND	57,513	1	3	3	54,591	1		4	66,450	1	1	4				
ROCK VALLEY	104,186	1	5	2					93,932	1	3	3	67,712	1	1	4
SOUTHWESTERN	94,672	1	20	4	71,771	1	7	4	107,050	1	22	2	76,911	1	18	4
ELGIN	97,668	1	1	3					108,414	1	5	3				
MORTON	53,120	3	2	4					41,900	1	1	5				
PRAIRIE STATE	58,487	1	8	4	54,895	1	6	4	78,750	1	1	4	69,015	1	4	4
SOUTH SUBURBAN					47,263	1	2	6	85,549	1	5	4				
WAUBONSEE	65,835	1	1	4	76,703	1	1	4	83,334	1	14	4	74,592	1	7	4
CHICAGO	138,828	1	2	2	94,360	1	5	4	140,400	1	1	2	100,123	7	19	4
DUPAGE	97,537	1	3	4	98,487	1	2	4	130,035	1	4	4	111,539	1	11	4
HARPER	128,133	1	8	2	100,957	1	3	3	124,943	1	24	4				
JOLIET	74,643	1	2	4	82,453	1	4	4	85,841	1	7	4	77,589	1	1	4
LAKE COUNTY	61,341	1	11	6	90,554	1	14	4	100,100	1	16	4	56,959	1	6	4
MORAIN VALLEY	80,000	1	22	4	76,365	1	6	4	80,500	1	6	4				
OAKTON	68,000	1	1	4	125,778	1	1	3	100,166	1	9	4	77,308	1	6	4
TRITON	75,000	1	2	4	65,520	1	2	6	88,268	1	7	3	92,030	1	5	3
NUMBER OF PERSONS	27				35				34				30			
AVERAGES	\$74,518				\$64,496				\$78,932				\$71,660			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2006**

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					\$66,940	1	10	4					\$48,570	1	0	4
SHAWNEE																
SOUTHEASTERN					43,706	1	9	6					49,169	1	3	6
SPOON RIVER	\$44,239	1	13	3	49,315	1	11	3								
WOOD	57,131	1	8	4					\$49,046	1	3	4				
DANVILLE					54,049	1	12	5	47,348	1	3	6	54,453	1	0	6
HIGHLAND	66,275	1	10	4	54,019	1	7	4	58,201	1	11	4				
KASKASKIA	58,380	1	4	4	47,050	1	2	4	43,735	1	4	5	40,495	1	6	4
KISHWAUKEE																
REND LAKE	83,500	1	10	4					41,765	1	0	3	61,500	1	2	4
SAUK VALLEY	56,650	1	1	4	78,242	1	11	3	57,519	1	12	5	62,816	1	10	4
ILLINOIS EASTERN					57,035	2		4								
ILLINOIS VALLEY	50,000	1	0	3									59,616	1	5	3
KANKAKEE	90,561	1	27	4	63,324	1	9	4	70,384	1	12	4				
LAKE LAND	49,606	1	3	4					52,000	1	0	6	80,672	1	17	4
LEWIS & CLARK	107,014	1	15	3	60,367	1	9	4	113,849	1	13	2				
LOGAN	65,876	1	10	4	65,785	1	9	4	77,239	1	5	4				
MC HENRY	89,308	1	10	2	68,292	1	2	4	76,593	1	16	4	77,966	1	2	2
BLACK HAWK																
HEARTLAND	89,520	1	7	3	43,866	1	3	3					75,705	1	14	3
ILLINOIS CENTRAL																
LINCOLN LAND	69,787	1	2	4	88,504	1	19	3	48,782	1	5	4	64,680	1	7	4
PARKLAND	77,891	1	5	4	71,199	1	18	2	34,281	1	9	4	66,675	1	2	2
RICHLAND	76,044	1	17	4	39,464	1		4					73,974	1	11	4
ROCK VALLEY	74,212	1	5	4	59,295	1	14	4					60,714	1	1	4
SOUTHWESTERN	78,129	1	23	4	86,244	1	2	4	73,527	1	26	4	85,665	1	3	4
ELGIN	120,596	1	4	3	92,595	1	5	4					95,272	1	4	3
MORTON	64,889	2	3	5	52,375	1	0	4					79,875	1	1	3
PRAIRIE STATE	76,864	1	6	4	71,225	1	15	4	47,439	1	4	4				
SOUTH SUBURBAN	73,349	1	6	4	110,674	1	5	2					79,157	1	4	4
WAUBONSEE					74,997	1	4	4					98,264	1	12	3
CHICAGO	139,834	1	5	2	84,504	7	15	4					90,000	1	0	4
DUPAGE					72,410	1	0	5	125,854	1	14	5	110,122	1	5	4
HARPER	107,876	1	3	4									102,281	1	9	6
JOLIET	83,300	1	7	4	98,178	1	6	4	69,725	1	10	6	92,618	1	3	4
LAKE COUNTY	82,358	1	3	4	67,084	1	9	5	60,528	1	1	4				
MORAIN VALLEY	99,000	1	3	4	74,257	1	25	4	70,669	1	22	4	93,995	1	3	4
OAKTON	116,422	1	7	4					82,692	1	4	4	102,456	1	15	4
TRITON	84,667	1	10	4	78,000	1	0	4					65,000	1	3	6
NUMBER OF PERSONS	30				36				20				26			
AVERAGES	\$79,939				\$70,474				\$65,059				\$75,835			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2006**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG				
SHAWNEE	\$52,730	1	14	4
SOUTHEASTERN				
SPOON RIVER				
WOOD	54,676	1		4
DANVILLE	69,451	1	18	4
HIGHLAND	51,560	1	4	4
KASKASKIA	70,057	1	4	4
KISHWAUKEE	78,360	1	3	4
REND LAKE				
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	67,496	1	16	3
KANKAKEE				
LAKE LAND	70,242	1	18	4
LEWIS & CLARK				
LOGAN	64,098	1	8	4
MC HENRY	99,563	1	2	4
BLACK HAWK				
HEARTLAND	72,920	1	2	3
ILLINOIS CENTRAL	71,564	1	7	6
LINCOLN LAND	55,000	1	0	4
PARKLAND				
RICHLAND				
ROCK VALLEY				
SOUTHWESTERN	75,953	1	9	4
ELGIN				
MORTON	36,000	1	0	5
PRAIRIE STATE				
SOUTH SUBURBAN	94,416	1	4	4
WAUBONSEE				
CHICAGO	62,818	6	4	4
DUPAGE				
HARPER				
JOLIET				
LAKE COUNTY	100,530	1	6	4
MORAIN VALLEY	97,150	1	1	4
OAKTON				
TRITON				
NUMBER OF PERSONS		24		
AVERAGES	\$69,111			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2006
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 in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2006 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2006*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	40	\$2,214	\$3,257	\$4,716
Accountant II	32	1,919	3,349	6,311
Account Clerk I	109	1,430	2,387	3,315
Account Clerk II	117	1,654	2,760	3,972
Admissions/Records Assistant	159	1,599	2,285	3,393
Admissions/Records Supervisor	73	2,023	3,701	6,125
Audio/Visual Services Manager	23	2,156	3,905	6,749
Bookstore Manager	22	2,724	3,902	6,749
Clerk Typist	449	1,464	2,319	2,898
Computer Operator I	39	1,778	2,738	3,894
Computer Operator II	38	1,716	3,132	5,840
Computer Programmer I	9	3,073	3,630	4,832
Computer Programmer II	19	2,295	3,770	5,421
Computer Systems Analyst	50	2,151	4,600	7,238
Building Custodian	932	1,544	2,385	3,895
Building Services Supervisor	108	2,320	3,510	6,123
Data Entry Operator	26	1,723	2,684	3,590
Library Assistant	161	1,290	2,385	3,587
Programmer/Analyst	59	2,977	4,602	6,507
Purchasing Assistant	23	1,926	2,935	4,359
Purchasing Supervisor	12	2,450	4,567	6,250
Telephone Operator	65	1,208	2,248	3,341
Secretary-General	735	1,492	2,341	3,187
Secretary-Administrative	435	1,849	2,854	3,609
Secretary-Executive	162	2,003	3,478	4,916
Security Officer/Guard	171	1,598	2,703	4,070
Security Supervisor	41	2,497	4,426	7,959
Shipping/Receiving Assistant	65	1,060	2,482	4,431
Administrator, Local Area Network	33	2,928	5,050	8,333
Telecommunications, Technician	46	1,754	3,140	5,413
Coordinator, Telecommunications	15	2,561	4,378	6,340
Program Administrative Assistant	57	1,876	2,807	3,642
Accountant III	15	2,556	4,332	7,110
Computer Programmer III	9	2,496	4,690	6,906

*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 2005**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2005. 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 2005 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Administrative	\$5,015	\$16,689	\$11,122
9-Month Teaching Faculty	\$5,228	\$16,707	\$10,577
12-Month Teaching Faculty	\$4,658	\$11,983	\$8,949
9-Month Other Professional (Nonteaching)	\$3,114	\$15,839	\$9,743
12-Month Other Professional (Nonteaching)	\$5,048	\$14,802	\$9,626
Classified	\$4,322	\$14,678	\$8,923

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2005

District	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 SANDBURG	X		X	X	X		X	X	X		X	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN	X			X	X		X	X	X		X	
534 SPOON RIVER	X	X		X	X	X	X	X	X		X	X
539 WOOD	X	X	X	X	X		X	X	X	X	X	X
507 DANVILLE	X						X	X			X	X
519 HIGHLAND	X	X		X	X		X	X	X		X	X
501 KASKASKIA	X	X	X	X	X	X	X	X	X		X	
523 KISHWAUKEE	X	X	X	X			X	X	X		X	X
521 REND LAKE	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	
520 KANKAKEE	X	X	X	X	X		X	X	X	X	X	X
517 LAKE LAND	X	X	X	X			X	X	X		X	
536 LEWIS AND CLARK	X		X	X			X	X	X	X		
530 LOGAN	X	X		X	X		X	X	X		X	
528 MCHENRY	X	X	X	X	X		X	X			X	X
503 BLACK HAWK	X	X	X	X			X			X	X	X
540 HEARTLAND	X	X	X	X	X		X			X	X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X	X	X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X			X	X	X	X	X	X
537 RICHLAND	X	X	X	X	X		X			X	X	
511 ROCK VALLEY	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
527 MORTON	X		X	X			X	X	X		X	X
515 PRAIRIE STATE	X	X	X	X	X	X	X	X	X	X	X	X
510 SOUTH SUBURBAN	X				X		X	X			X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CHICAGO	X	X	X	X		X	X	X	X		X	
502 DUPAGE	X	X	X	X		X	X	X	X		X	X
512 HARPER	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
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	27	27	37	21	5	37	34	30	13	37	26

*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2005 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Number	Administrative		9 Mos. Faculty			12 Mos. Faculty		
		Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	22	\$187,792	\$8,536	65	\$473,525	\$7,285			
531 SHAWNEE	17	85,250	5,015	39	206,816	5,303	1	\$4,658	\$4,658
533 SOUTHEASTERN	39	288,726	7,403	70	466,314	6,662	4	26,093	6,523
534 SPOON RIVER	13	134,801	10,369	38	312,675	8,228			
539 WOOD	4	38,259	9,565	47	498,662	10,610	2	20,554	10,277
507 DANVILLE	20	179,730	8,987	49	362,221	7,392			
519 HIGHLAND	25	390,602	15,624	45	617,951	13,732			
501 KASKASKIA	70	888,006	12,686	69	1,036,153	15,017			
523 KISHWAUKEE	17	117,632	6,920	67	478,962	7,149			
521 REND LAKE	36	230,730	6,409	56	422,455	7,544	9	52,692	5,855
506 SAUK VALLEY	21	258,167	12,294	52	529,903	10,190	1	7,749	7,749
529 ILLINOIS EASTERN	32	224,522	7,016	90	580,874	6,454	12	75,523	6,294
513 ILLINOIS VALLEY	21	289,383	13,780	80	780,217	9,753			
520 KANKAKEE	68	515,883	7,587	57	454,666	7,977			
517 LAKE LAND	20	206,379	10,319	101	1,066,989	10,564			
536 LEWIS & CLARK	49	257,211	5,249	82	428,699	5,228			
530 LOGAN	38	304,793	8,021	100	824,643	8,246			
528 MC HENRY	42	500,839	11,925	89	1,131,767	12,716			
503 BLACK HAWK	10	109,803	10,980	140	1,310,629	9,362	1	10,375	10,375
540 HEARTLAND	32	274,707	8,585	65	467,638	7,194	5	38,545	7,709
514 ILLINOIS CENTRAL	23	317,892	13,821	175	1,844,087	10,538			
526 LINCOLN LAND	52	342,060	6,578	124	788,666	6,360			
505 PARKLAND	36	537,881	14,941	172	2,539,176	14,763			
537 RICHLAND	36	305,003	8,472	75	576,495	7,687	7	55,016	7,859
511 ROCK VALLEY	31	352,232	11,362	139	1,523,339	10,959			
522 SOUTHWESTERN	23	220,940	9,606	130	863,436	6,642	2	16,184	8,092
509 ELGIN	25	339,502	13,580	117	1,726,635	14,758			
527 MORTON	20	193,098	9,655	51	653,717	12,818			
515 PRAIRIE STATE	28	251,316	8,976	74	609,757	8,240			
510 SOUTH SUBURBAN	30	307,993	10,266	107	871,750	8,147			
516 WAUBONSEE	30	315,804	10,527	83	701,727	8,455			
508 CHICAGO	115	1,919,261	16,689	516	7,388,751	14,319	32	383,450	11,983
502 DUPAGE	50	552,189	11,044	308	3,440,126	11,169			
512 HARPER	44	718,878	16,338	195	2,034,523	10,433			
525 JOLIET	69	1,064,392	15,426	187	3,124,142	16,707			
532 LAKE COUNTY	45	647,484	14,389	179	1,451,012	8,106			
524 MORAIN VALLEY	25	284,154	11,366	165	1,784,355	10,814			
535 OAKTON	32	432,199	13,506	142	1,572,935	11,077			
504 TRITON	25	262,052	10,482	106	1,077,615	10,166	6	43,002	7,167
TOTALS/AVERAGES	1,335	\$14,847,546	\$11,122	4,446	\$47,024,003	\$10,577	82	\$733,841	\$8,949
		Min	5,015			5,228			4,658
		Max	16,689			16,707			11,983

SOURCE OF DATA: Salary Submission (C2)

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Table 20
(Continued)

FISCAL YEAR 2005 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	<u>9-Month Other Prof. Staff</u>			<u>12-Month Other Prof. Staff</u>			<u>Classified Staff</u>		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	5	\$36,624	\$7,325	67	\$442,429	\$6,603	53	\$327,102	\$6,172
531 SHAWNEE				26	131,240	5,048	41	177,186	4,322
533 SOUTHEASTERN	2	9,394	4,697	29	230,183	7,937	51	324,418	6,361
534 SPOON RIVER				36	335,832	9,329	29	252,466	8,706
539 WOOD	3	22,392	7,464	60	486,086	8,101	64	464,945	7,265
507 DANVILLE	3	22,929	7,643	33	244,647	7,414	74	514,695	6,955
519 HIGHLAND				28	315,267	11,260	76	694,832	9,143
501 KASKASKIA							74	923,558	12,481
523 KISHWAUKEE	11	94,466	8,588	52	376,720	7,245	66	503,094	7,623
521 REND LAKE				68	410,820	6,041	50	346,506	6,930
506 SAUK VALLEY	2	8,203	4,101	27	273,740	10,139	49	517,482	10,561
529 ILLINOIS EASTERN				57	340,155	5,968	115	687,360	5,977
513 ILLINOIS VALLEY				63	494,404	7,848	65	534,214	8,219
520 KANKAKEE				44	283,905	6,452	65	437,173	6,726
517 LAKE LAND	23	227,210	9,879	50	462,593	9,252	90	874,354	9,715
536 LEWIS & CLARK				59	306,229	5,190	88	439,596	4,995
530 LOGAN	2	6,227	3,114	91	568,031	6,242	135	875,562	6,486
528 MC HENRY	6	95,036	15,839	118	1,426,201	12,086	56	632,960	11,303
503 BLACK HAWK	5	31,503	6,301	4	28,226	7,057	235	1,981,705	8,433
540 HEARTLAND	3	20,717	6,906	58	394,127	6,795	48	305,150	6,357
514 ILLINOIS CENTRAL				107	1,085,279	10,143	158	1,692,550	10,712
526 LINCOLN LAND	2	11,660	5,830	72	426,774	5,927	129	749,811	5,812
505 PARKLAND	11	139,290	12,663	165	2,156,346	13,069	62	674,748	10,883
537 RICHLAND				23	180,545	7,850	62	464,556	7,493
511 ROCK VALLEY	3	22,063	7,354	117	1,217,251	10,404	124	1,200,046	9,678
522 SOUTHWESTERN	3	19,501	6,500	105	589,677	5,616	168	987,470	5,878
509 ELGIN	10	127,040	12,704	152	1,554,147	10,225	93	1,180,286	12,691
527 MORTON							90	841,824	9,354
515 PRAIRIE STATE				60	351,612	5,860	76	495,341	6,518
510 SOUTH SUBURBAN	18	146,477	8,138	81	648,910	8,011	112	895,006	7,991
516 WAUBONSEE	5	53,736	10,747				149	1,315,100	8,826
508 CHICAGO	18	211,166	11,731	387	5,198,412	13,433	759	6,678,574	8,799
502 DUPAGE	27	273,237	10,120				520	5,384,824	10,355
512 HARPER	21	193,257	9,203	188	1,747,823	9,297	260	2,138,241	8,224
525 JOLIET				106	1,569,000	14,802	140	2,054,921	14,678
532 LAKE COUNTY	19	147,746	7,776	7	82,901	11,843	294	2,766,603	9,410
524 MORAIN VALLEY	19	202,572	10,662	108	1,178,156	10,909	178	1,897,820	10,662
535 OAKTON	17	216,246	12,720				299	3,372,819	11,280
504 TRITON	11	87,237	7,931	54	471,805	8,737	189	1,455,466	7,701
TOTALS/AVERAGES	249	\$2,425,929	\$9,743	2,702	\$26,009,474	\$9,626	5,386	\$48,060,363	\$8,923
SOURCE OF DATA: Salary Submission (C2)		Min	3,114			5,048			4,322
		Max	15,839			14,802			14,678

Section X

**FISCAL YEAR 2006
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2006 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 2006 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	2.0%	18.2%	4.8%
Faculty (9 and 12 Months)	0.6%	12.2%	5.1%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	15.2%	4.7%
Classified	0.0%	8.7%	3.4%

*Weighted

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Table 22

FISCAL YEAR 2006 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
SANDBURG	4.5 %	4.5 %	4.5 %	4.5 %
SHAWNEE	3.0	3.0	3.0	3.0
SOUTHEASTERN	2.0	3.5	2.6	2.0
SPOON RIVER	18.2 *	6.7	15.2 *	8.7 *
WOOD	3.5	3.5	3.5	3.5
DANVILLE	3.0	4.4	3.1	3.0
HIGHLAND	3.7	5.1	3.9	4.3
KASKASKIA	5.4	5.5	4.0	5.7
KISHWAUKEE	5.0	5.0	5.0	5.0
REND LAKE	4.8	3.4	3.8	3.6
SAUK VALLEY	3.8	3.1	3.0	4.1
ILLINOIS EASTERN	3.1	4.7	4.1	5.0
ILLINOIS VALLEY	3.5	3.5	3.5	3.5
KANKAKEE	5.3	5.0	4.6	4.6
LAKE LAND	4.7	5.0	5.6	7.2
LEWIS & CLARK	6.6	4.7	4.7	4.7
LOGAN	4.5	4.6	4.4	2.2
MC HENRY***	8.1	7.7	4.5	5.9
BLACK HAWK	2.4	0.6	0.0	3.1
HEARTLAND	3.0	3.2	3.0	3.0
ILLINOIS CENTRAL	3.2	4.7	3.9	3.9
LINCOLN LAND	4.5	4.5	4.5	4.5
PARKLAND	7.7 *	6.0	6.2	6.1
RICHLAND	3.8	3.8	3.8	3.8
ROCK VALLEY	5.4	5.0	4.4	3.7
SOUTHWESTERN	5.0	4.4	5.0	5.0
ELGIN	5.5	5.6	5.6	5.4
MORTON	5.5	5.1	4.9	5.2
PRAIRIE STATE	5.0	5.2	5.0	5.0
SOUTH SUBURBAN	5.3	5.1	5.3	5.0
WAUBONSEE	4.5	5.5	5.5	5.5
CHICAGO	4.0	3.3	4.0	0.0
DUPAGE	6.4	12.2 **	7.7	0.2
HARPER	5.7	5.7	5.7	5.7
JOLIET	3.8	3.8	3.8	3.8
LAKE COUNTY	4.0	6.4	4.2	4.0
MORAIN VALLEY	4.8	4.8	4.8	4.8
OAKTON	4.5	4.6	4.6	4.9
TRITON	5.7	5.5	5.2	4.4
TOTALS/AVERAGES	4.8 %	5.1 %	4.7 %	3.4 %

*Restructuring occurred.

**Step/range advancements impacted results.

***Employees required to pick-up additional healthcare costs.

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

Section XI

**FISCAL YEAR 2005 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2005 and the average total salaries paid to full-time faculty in fiscal year 2005. The fiscal year 2005 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2004 to June 30, 2005.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2005 for those districts reporting data was \$10,665 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2005. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 2005 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

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Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2005 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2004 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2005 Full-Time Average Faculty Contractual Base Salary	FY 2005 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$44,922	\$53,933	\$9,011	20.1 %
531 SHAWNEE	48,870	55,952	7,082	14.5
533 SOUTHEASTERN	47,068	51,441	4,373	9.3
534 SPOON RIVER	45,727	50,418	4,691	10.3
539 WOOD	45,300	49,095	3,795	8.4
507 DANVILLE	45,649	54,628	8,979	19.7
519 HIGHLAND	61,153	69,621	8,468	13.8
501 KASKASKIA	47,679	61,909	14,230	29.8
523 KISHWAUKEE	46,115	51,823	5,708	12.4
521 REND LAKE	44,034	50,854	6,819	15.5
506 SAUK VALLEY	46,612	54,947	8,335	17.9
529 ILLINOIS EASTERN	41,373	52,718	11,344	27.4
513 ILLINOIS VALLEY	51,955	56,200	4,245	8.2
520 KANKAKEE	54,618	64,019	9,401	17.2
517 LAKE LAND	46,200	61,861	15,661	33.9
536 LEWIS AND CLARK	54,978	61,183	6,205	11.3
530 LOGAN	57,839	64,258	6,419	11.1
528 MCHENRY	67,290	78,171	10,881	16.2
503 BLACK HAWK	56,514	62,536	6,021	10.7
540 HEARTLAND	47,344	53,773	6,429	13.6
514 ILLINOIS CENTRAL	47,559	60,500	12,942	27.2
526 LINCOLN LAND	62,349	71,252	8,903	14.3
505 PARKLAND	52,463	61,512	9,049	17.2
537 RICHLAND	46,795	51,988	5,193	11.1
511 ROCK VALLEY	53,855	61,830	7,975	14.8
522 SOUTHWESTERN	53,277	66,413	13,136	24.7
509 ELGIN	72,479	87,775	15,296	21.1
527 MORTON	62,197	64,032	1,835	3.0
515 PRAIRIE STATE	59,664	69,432	9,768	16.4
510 SOUTH SUBURBAN	57,184	70,205	13,021	22.8
516 WAUBONSEE	60,149	66,276	6,127	10.2
508 CHICAGO	61,911	71,121	9,210	14.9
502 DUPAGE	75,120	93,797	18,677	24.9
512 HARPER	64,493	75,878	11,385	17.7
525 JOLIET	60,380	73,261	12,881	21.3
532 LAKE COUNTY	76,015	90,494	14,479	19.0
524 MORAIN VALLEY	50,874	70,524	19,650	38.6
535 OAKTON	74,352	82,519	8,167	11.0
504 TRITON	64,052	72,466	8,414	13.1
TOTAL/AVERAGES*	\$58,287	\$68,952	\$10,665	18.3 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2005 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
SANDBURG	70,397	30,957	\$22,745
SHAWNEE	56,648	34,411	24,871
SOUTHEASTERN	57,619	29,860	24,416
SPOON RIVER	62,631	32,014	21,261
WOOD	61,991	32,808	25,336
DANVILLE	60,865	34,289	25,091
HIGHLAND	71,001	36,190	26,596
KASKASKIA	59,205	36,849	31,535
KISHWAUKEE	76,828	43,657	27,409
REND LAKE	71,280	31,510	30,428
SAUK VALLEY	68,809	38,876	26,479
ILLINOIS EASTERN	66,955	32,627	25,802
ILLINOIS VALLEY	61,283	35,229	27,740
KANKAKEE	52,685	34,938	29,311
LAKE LAND	84,199	40,760	29,553
LEWIS & CLARK	69,932	35,176	29,890
LOGAN	64,999	38,967	29,009
MCHENRY	78,791	40,907	30,277
BLACK HAWK	98,132	44,574	28,014
HEARTLAND	73,283	34,490	29,030
ILLINOIS CENTRAL	77,416	40,784	30,309
LINCOLN LAND	67,335	40,082	30,203
PARKLAND	78,508	40,977	32,313
RICHLAND	58,128	33,974	24,033
ROCK VALLEY	71,881	42,567	31,567
SOUTHWESTERN	90,989	53,394	33,409
ELGIN	104,125	54,770	42,748
MORTON	58,704	33,780	29,486
PRAIRIE STATE	73,570	39,343	32,444
SOUTH SUBURBAN	83,768	47,612	30,675
WAUBONSEE	79,498	41,242	32,248
CHICAGO	85,879	46,277	36,676
DUPAGE	103,244	57,295	38,114
HARPER	111,022	56,243	37,506
JOLIET	63,252	45,536	38,829
LAKE COUNTY	85,457	55,834	47,660
MORAIN VALLEY	99,460	49,442	32,743
OAKTON	91,649	53,825	35,756
TRITON	78,415	52,833	34,684
STATE AVERAGE*	75,659	44,666	\$32,770

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2002 TO 2006**

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 are 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 2002 TO 2006**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Faculty (9 Month)	\$55,824	\$56,271	\$57,607	\$58,376	\$60,299
Faculty (12 Month)	\$46,795	\$45,871	\$47,880	\$47,129	\$50,350
Administrators (12 Month)	\$66,327	\$68,853	\$70,318	\$74,732	\$77,516
Other Professionals (9 Month)	\$54,604	\$54,646	\$55,238	\$56,576	\$58,839
Other Professionals (12 Month)	\$40,098	\$40,927	\$42,376	\$43,811	\$45,134

SOURCE OF DATA: ICCB Salary Reports