

Fiscal Year 2008 Salary Report

for the
Illinois Public Community Colleges



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HIGHLIGHTS OF THE FISCAL YEAR 2008 SALARY REPORT

1. Fiscal Year 2008 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$62,945
Administrative (12 month)	\$82,163
Other (Nonteaching) Professional (9 month)	\$62,100

2. Fiscal Year 2007 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$11,334
Administrative (12 month)	\$11,372
Other (Nonteaching) Professional (9 month)	\$ 10,152
Classified (12 month)	\$ 9,602

3. Fiscal Year 2008 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$577/credit hour
Full-Time Faculty Overload Rate	\$694/credit hour
Full-Time Faculty Summer Rate	\$829/credit hour

4. Fiscal Year 2008 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)	\$37,760
Master's Degree, Plus Zero Hours (5 Years Experience)	\$43,257
Master's Degree, Maximum Hours (5 Years Experience)	\$50,007
Doctorate Degree, Maximum Hours (Maximum Experience)	\$88,037

5. Fiscal Year 2007 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2006 and June 30, 2007. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$73,644
Administrative (12 month)	\$79,454
Other (Nonteaching) Professional (9 and 12 month)	\$47,391
Classified	\$33,901

**FISCAL YEAR 2008 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 2008 Salary Report* reflect the census date of October 1, 2007. 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 2007 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 2008 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 2008. 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 2008
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Low Faculty Salaries	\$15,387	\$48,219	\$36,034
Average Faculty Salaries	\$47,228	\$84,599	\$62,945*
High Faculty Salaries	\$60,499	\$114,558	\$89,293
Median Faculty Salaries	\$44,080	\$83,981	\$57,464

*Weighted

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Table 2

FISCAL YEAR 2008 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	61	\$34,820	\$41,030	\$44,080	\$53,480	\$85,080	\$48,158
531 SHAWNEE	41	38,826	47,300	49,028	53,298	75,190	51,001
533 SOUTHEASTERN	46	15,387	42,128	46,879	52,581	60,499	47,488
534 SPOON RIVER	42	32,566	43,605	48,828	57,698	70,643	50,242
539 WOOD	47	37,050	43,517	48,047	55,731	68,544	49,393
507 DANVILLE	49	38,391	42,164	45,302	49,812	68,469	47,228
519 HIGHLAND	45	42,422	59,844	65,752	73,842	87,926	66,834
501 KASKASKIA	67	35,280	48,740	54,520	61,140	69,790	54,139
523 KISHWAUKEE	72	37,500	41,800	44,892	50,160	77,322	48,684
521 REND LAKE	54	36,850	43,850	46,750	55,100	67,382	48,265
506 SAUK VALLEY	46	35,880	43,960	49,137	54,669	68,730	49,773
529 ILLINOIS EASTERN	100	22,653	42,377	47,386	52,500	69,910	48,111
513 ILLINOIS VALLEY	83	23,834	49,039	54,386	61,809	86,971	55,830
520 KANKAKEE	58	35,640	45,499	51,736	68,735	90,477	56,845
517 LAKE LAND	106	33,363	44,793	50,423	58,624	77,413	52,525
536 LEWIS AND CLARK	100	33,294	48,367	55,651	66,646	85,370	57,877
530 LOGAN	103	38,937	52,320	60,765	69,573	84,783	60,707
528 MCHENRY	90	43,566	64,116	76,857	91,242	99,051	77,263
503 BLACK HAWK	139	35,969	46,987	55,696	71,010	90,642	58,493
540 HEARTLAND	73	37,065	45,899	50,227	58,355	82,080	52,023
514 ILLINOIS CENTRAL	188	32,994	46,241	49,864	56,367	84,082	53,108
526 LINCOLN LAND	125	37,506	54,414	66,203	75,908	91,466	66,557
505 PARKLAND	169	39,096	50,290	54,940	64,111	91,299	58,423
537 RICHLAND	74	31,516	35,990	47,008	53,183	75,615	47,290
511 ROCK VALLEY	145	32,798	50,585	58,802	69,209	88,340	59,619
522 SOUTHWESTERN	139	40,416	49,221	54,086	60,215	105,651	56,652
509 ELGIN	119	42,189	59,385	82,662	103,054	106,661	80,708
527 MORTON	54	41,185	55,457	62,418	77,214	100,942	66,743
515 PRAIRIE STATE	79	39,482	49,208	59,845	72,995	100,921	63,046
510 SOUTH SUBURBAN	108	21,018	49,374	62,923	80,555	104,702	64,218
516 WAUBONSEE	96	40,440	54,529	62,335	77,961	96,322	65,342
508 CHICAGO	570	34,879	50,429	59,813	74,096	111,920	64,570
502 DUPAGE	289	44,243	67,909	83,981	103,931	109,401	84,594
512 HARPER	191	41,809	53,791	65,384	81,513	110,838	69,466
525 JOLIET	194	40,417	52,823	65,448	81,298	96,557	66,981
532 LAKE COUNTY	191	28,620	63,347	77,587	94,667	110,007	78,727
524 MORAIN VALLEY	170	39,438	42,998	48,160	55,750	109,547	52,698
535 OAKTON	138	48,219	64,408	76,413	101,750	114,558	81,417
504 TRITON	123	39,784	45,181	56,871	80,633	107,341	64,830
TOTALS/AVERAGES	4,584	\$36,034	\$49,562	\$57,464	\$68,729	\$89,293	\$62,945
Lowest Low/Highest/High		\$15,387				\$114,558	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

	Min	15,387	35,990	44,080	49,812	60,499	47,228
	Max	48,219	67,909	83,981	103,931	114,558	84,594
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE*
TOTALS/AVERAGES	4,584	\$36,034	\$49,562	\$57,464	\$68,729	\$89,293	\$62,945
Lowest Low/Highest/High		\$15,387				\$114,558	

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Table 3

FISCAL YEAR 2008 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	\$49,171	\$49,171	\$49,171	\$49,171	\$49,171	\$49,171
533 SOUTHEASTERN	1	40,777	40,777	40,777	40,777	40,777	40,777
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	3	49,672	49,672	55,417	60,301	60,301	55,130
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	2	43,010	43,010	55,430	67,850	67,850	55,430
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	11	36,470	37,799	41,050	48,974	60,000	43,638
506 SAUK VALLEY	1	70,518	70,518	70,518	70,518	70,518	70,518
529 ILLINOIS EASTERN	12	41,472	41,472	41,472	41,472	60,934	43,094
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	4	33,525	35,025	37,025	38,775	40,025	36,900
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	--	--	--	--	--	--	--
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	1	69,306	69,306	69,306	69,306	69,306	69,306
540 HEARTLAND	5	58,463	59,197	64,812	71,845	72,019	65,267
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	5	70,853	80,787	85,441	85,966	85,966	81,803
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	23	39,880	45,761	52,101	60,258	72,982	52,907
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	69	\$50,260	\$51,875	\$55,210	\$58,768	\$62,487	\$52,217
Lowest Low/Highest/High		\$33,525				\$85,966	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2008 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 2008.

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 2008
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	\$873	\$577
Overload Rates (Full-time Faculty)	\$350	\$1,068	\$694
Summer Term Rates (Full-time Faculty)	\$400	\$2,350	\$829

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Table 5

FISCAL YEAR 2008 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	\$562	\$655	\$747
531 SHAWNEE	425	575	575
533 SOUTHEASTERN	412	700	875
534 SPOON RIVER	461	554	1,000
539 WOOD	486	595	595
507 DANVILLE	485	485	500
519 HIGHLAND	495	1,054	1,029
501 KASKASKIA	442	527	510
523 KISHWAUKEE	508	1,068	1,000
521 REND LAKE	409	740	740
506 SAUK VALLEY	496	538	600
529 ILLINOIS EASTERN	300	350	400
513 ILLINOIS VALLEY	550	550	550
520 KANKAKEE	570	623	644
517 LAKE LAND	560	650	650
536 LEWIS AND CLARK	612	612	612
530 LOGAN	617	598	694
528 MCHENRY	519	614	614
503 BLACK HAWK	528	780	780
540 HEARTLAND	666	760	760
514 ILLINOIS CENTRAL	551	700	700
526 LINCOLN LAND	540	756	756
505 PARKLAND	856	855	885
537 RICHLAND	537	552	855
511 ROCK VALLEY	522	753	893
522 SOUTHWESTERN	606	913	913
509 ELGIN	787	785	890
527 MORTON	582	635	635
515 PRAIRIE STATE	516	485	790
510 SOUTH SUBURBAN	515	773	850
516 WAUBONSEE	525	802	895
508 CHICAGO	719	737	1,784
502 DUPAGE	840	840	2,350
512 HARPER	834	745	1,057
525 JOLIET	578	758	858
532 LAKE COUNTY	802	700	700
524 MORAIN VALLEY	640	871	1,219
535 OAKTON	873	685	685
504 TRITON	562	677	753
AVERAGES	\$577	\$694	\$829

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2008 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2008 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 2008 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 2008 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)	\$29,236	\$44,243	\$37,760
Master's Degree, Plus Zero Hours (5 Years Experience)	\$34,100	\$56,309	\$43,257
Master's Degree, Maximum Hours (5 Years Experience)	\$24,100	\$70,950	\$50,007
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	\$38,938	\$114,558	\$88,037

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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 2008

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.
518 SANDBURG	\$34,820	\$38,910	\$42,830	\$87,240
531 SHAWNEE	38,414	42,714	48,623	76,878
533 SOUTHEASTERN	34,843	38,644	44,187	70,635
534 SPOON RIVER	34,612	37,284	43,514	80,071
539 WOOD	33,641	37,141	41,599	78,915
507 DANVILLE	39,635	42,164	42,164	49,812
519 HIGHLAND	42,807	51,925	63,782	87,926
501 KASKASKIA	36,260	41,060	48,820	68,990
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	36,850	39,850	46,750	68,432
506 SAUK VALLEY	29,236	34,100	24,100	76,540
529 ILLINOIS EASTERN	35,400	N/A	N/A	82,976
513 ILLINOIS VALLEY	34,635	41,036	48,838	82,425
520 KANKAKEE	34,400	39,603	48,073	97,699
517 LAKE LAND	33,363	36,363	37,938	38,938
536 LEWIS & CLARK	40,456	44,692	49,296	86,113
530 LOGAN	36,369	42,789	50,496	83,697
528 MCHENRY	41,100	50,964	66,993	99,051
503 BLACK HAWK	35,969	40,614	44,758	79,213
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	35,936	40,905	40,905	64,764
526 LINCOLN LAND	38,068	39,591	44,069	92,838
505 PARKLAND	36,170	38,843	42,155	84,536
537 RICHLAND	32,375	34,325	43,986	75,615
511 ROCK VALLEY	36,754	41,754	48,334	88,340
522 SOUTHWESTERN	43,009	47,861	52,027	82,506
509 ELGIN	42,189	49,783	67,849	106,661
527 MORTON	41,185	47,745	54,156	100,942
515 PRAIRIE STATE	39,482	46,614	55,588	95,978
510 SOUTH SUBURBAN	31,883	38,345	46,876	104,702
516 WAUBONSEE	39,226	46,529	53,421	98,182
508 CHICAGO	42,287	50,429	53,568	111,920
502 DUPAGE	44,243	56,309	70,950	109,401
512 HARPER	40,513	45,953	57,643	110,699
525 JOLIET	40,417	46,701	53,590	93,291
532 LAKE COUNTY	42,714	51,919	64,074	110,007
524 MORAIN VALLEY	38,855	42,771	47,026	109,547
535 OAKTON	38,284	48,269	58,604	114,558
504 TRITON	40,703	42,739	52,660	107,341
AVERAGES	\$37,760	\$43,257	\$50,007	\$88,037

N/A = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2008**

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-eight 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 2008**

	<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	13	20	15
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	42	34

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2008

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year----		Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
				in Weeks	in Instructional Days					
518 SANDBURG	30	15	5	32	160	Y	3	2012	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	4	2010	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	40	159	Y	4	2007	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	144	Y	6	2012	Y	IEA/NEA
539 WOOD	30	15	5	30	170	Y	3	2010	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	5	2011	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	152	Y	3	2009	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	20	5	32	150	Y	3	2008	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	5	34	150	Y	4	2011	N	IFT/AFT-AFL/CIO
521 REND LAKE	32	18	5	36	166	N	----	----	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	----	Y	3	2,010	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	153	Y	3	2007	N	IEA/NEA
513 ILLINOIS VALLEY	30	----	7.5	32	168	Y	4	2008	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	40	190	Y	4	2010	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	153	Y	3	2010	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	5	2010	Y	IEA/NEA
530 LOGAN	30	15	10	39	----	Y	3	2008	Y	IEA/NEA
528 MCHENRY	30	15	5	30	150	Y	4	2008	Y	IEA/NEA
503 BLACK HAWK	30	15	5	42	176	Y	5	2010	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Y	4	2009	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	150	Y	4	2010	Y	ICC Faculty Forum
526 LINCOLN LAND	30	15	6	33	165	Y	3	2009	Y	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	32	175	Y	3	2008	Y	Academic Employees
537 RICHLAND	30	15	5	32	150	Y	5	2009	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	13	5	34	160	Y	5	2008	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	36	180	Y	5	2011	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	4	2010	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	Y	4	2009	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	10	34	155	Y	3	2009	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	180	Y	5	2010	Y	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	176	Y	4	2008	Y	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	4	36	175	Y	4	2008	Y	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	168	Y	4	2007	Y	IEA/NEA
512 HARPER	30	15	10	36	160	Y	4	2010	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	30	150	Y	4	2011	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	36	160	Y	3	2010	Y	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Y	5	2011	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	3	2008	Y	IEA/NEA
504 TRITON	30	15	5	32	160	Y	4	2009	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

30 15 7 34 162

N = 1
Y = 38

1 = 0
2 = 0
3 = 13
4 = 16
5 = 8
6 = 1
7 = 0

3 = 2007
9 = 2008
7 = 2009
12 = 2010
5 = 2011
2 = 2012
0 = 2013

N = 3
Y = 36
IEA/NEA = 12
IFT/AFT-AFL/CIO = 25
Local Fac Assoc./
Teachers' Union = 2

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (C2)

Section V

**FISCAL YEAR 2008 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2008 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 \$62,100. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$48,378.

Table 10

**SUMMARY OF
FISCAL YEAR 2008 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)	\$11,934	\$54,370	\$36,482
Lowest Salaries (12 month)	\$ 9,360	\$36,984	\$25,004
Average Salaries (9 month)	\$22,889	\$89,860	\$62,100*
Average Salaries (12 month)	\$29,235	\$60,331	\$48,378*
Highest Salaries (9 month)	\$25,000	\$114,558	\$71,550
Highest Salaries (12 month)	\$53,144	\$129,792	\$80,309
Median Salaries (9 month)	\$23,311	\$103,054	\$52,863
Median Salaries (12 month)	\$27,167	\$58,909	\$41,968

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2008 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	5	\$43,100	\$51,220	\$56,290	\$64,560	\$64,560	\$55,946
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	5	11,934	15,600	30,385	31,675	31,675	24,254
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	1	41,007	41,007	41,007	41,007	41,007	41,007
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	1	54,370	54,370	54,370	54,370	54,370	54,370
523 KISHWAUKEE	10	17,624	43,054	52,112	55,608	65,259	47,030
521 REND LAKE	1	25,000	25,000	25,000	25,000	25,000	25,000
506 SAUK VALLEY							
529 ILLINOIS EASTERN	2	25,114	25,114	28,779	32,443	32,443	28,779
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	34,253	40,267	45,197	50,952	53,050	45,194
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	5	31,502	31,502	31,502	54,091	56,150	40,949
528 MCHENRY	9	33,500	39,172	65,760	80,145	99,051	63,841
503 BLACK HAWK	12	27,212	35,911	45,730	67,643	79,213	50,684
540 HEARTLAND	4	19,074	19,918	23,311	25,860	25,860	22,889
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	2	24,420	24,420	40,778	57,135	57,135	40,778
505 PARKLAND	3	35,013	35,013	46,468	47,422	47,422	42,968
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	3	49,102	49,102	51,597	73,590	73,590	58,096
509 ELGIN	9	53,329	85,962	103,054	104,074	106,661	89,860
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	5	39,482	39,482	47,009	48,399	65,602	47,995
510 SOUTH SUBURBAN	16	27,054	51,489	61,621	77,667	103,851	64,409
516 WAUBONSEE	7	42,980	44,755	49,849	55,010	58,252	50,594
508 CHICAGO	19	47,219	50,429	59,458	66,392	87,880	60,206
502 DUPAGE	25	44,243	73,484	76,018	93,755	109,401	81,384
512 HARPER	23	41,809	49,871	54,814	65,384	100,342	59,242
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	20	44,849	70,306	81,933	101,886	110,007	83,487
524 MORAIN VALLEY	19	32,110	34,958	41,538	51,419	98,482	48,445
535 OAKTON	14	53,413	65,654	70,635	114,558	114,558	83,126
504 TRITON	10	49,813	73,275	90,235	99,473	99,473	84,444
TOTALS/AVERAGES	242	\$36,482	\$45,013	\$52,863	\$63,058	\$71,550	\$62,100
Lowest Low/Highest High		\$11,934				\$114,558	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2008 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	68	\$18,900	\$26,720	\$31,220	\$37,420	\$58,480	\$32,538
531 SHAWNEE	34	32,676	36,166	37,778	43,821	57,818	40,768
533 SOUTHEASTERN	24	9,360	16,557	27,167	38,365	57,649	29,235
534 SPOON RIVER	41	25,834	31,200	34,154	39,687	58,774	36,225
539 WOOD	31	22,768	26,487	32,953	38,982	56,221	34,755
507 DANVILLE	32	25,600	28,880	36,754	42,587	57,908	37,119
519 HIGHLAND	34	24,440	30,969	37,674	42,182	53,144	37,105
501 KASKASKIA	46	15,360	28,919	32,892	40,945	60,696	35,117
523 KISHWAUKEE	35	28,682	36,000	43,680	46,000	65,930	42,370
521 REND LAKE	60	15,700	29,068	33,784	38,275	62,520	34,103
506 SAUK VALLEY	27	28,871	35,000	39,655	46,462	56,650	41,012
529 ILLINOIS EASTERN	103	19,781	26,270	35,530	40,651	90,692	35,877
513 ILLINOIS VALLEY	68	19,094	29,109	39,300	45,676	94,704	40,662
520 KANKAKEE	35	26,198	35,435	37,754	46,160	59,862	40,771
517 LAKE LAND	80	22,547	33,486	41,343	52,471	86,853	44,449
536 LEWIS AND CLARK	74	24,620	30,358	38,068	45,004	112,360	40,012
530 LOGAN	82	29,825	35,236	39,479	47,999	87,146	42,789
528 MCHENRY	110	30,777	37,380	41,092	49,852	84,199	45,256
503 BLACK HAWK	145	25,035	38,816	44,861	54,590	111,240	48,789
540 HEARTLAND	61	27,249	33,701	37,152	40,719	56,180	37,949
514 ILLINOIS CENTRAL	141	25,584	34,871	41,184	48,269	82,101	43,102
526 LINCOLN LAND	95	25,427	37,227	43,765	50,479	63,420	43,841
505 PARKLAND	126	16,615	35,747	44,105	54,441	81,325	45,991
537 RICHLAND	25	23,660	30,102	33,037	40,906	92,886	37,975
511 ROCK VALLEY	110	27,118	41,139	44,554	51,851	81,131	47,492
522 SOUTHWESTERN	99	26,794	44,652	53,214	69,458	128,593	58,096
509 ELGIN	139	34,740	48,860	55,200	68,130	105,738	58,602
527 MORTON	37	26,960	36,979	40,924	47,081	81,352	42,668
515 PRAIRIE STATE	67	23,000	36,100	39,567	43,656	60,939	40,059
510 SOUTH SUBURBAN	69	16,256	28,418	36,071	42,027	76,127	37,838
516 WAUBONSEE	125	21,000	35,486	41,000	49,850	78,959	44,600
508 CHICAGO	466	20,365	46,800	56,232	66,819	129,792	58,197
502 DUPAGE	272	29,806	49,795	57,793	68,692	102,523	60,331
512 HARPER	162	32,409	50,179	58,909	67,218	105,000	59,997
525 JOLIET	26	36,984	40,947	48,503	53,020	69,589	48,343
532 LAKE COUNTY	128	26,757	35,483	41,342	51,445	82,282	44,550
524 MORAIN VALLEY	128	27,934	43,662	51,788	61,380	98,314	53,805
535 OAKTON	88	27,852	49,206	56,766	70,144	98,412	59,315
504 TRITON	64	32,590	42,739	50,529	60,611	84,532	52,584
TOTALS/AVERAGES	3,557	\$25,004	\$35,747	\$41,968	\$49,829	\$80,309	48,378
Lowest Low/Highest High		\$9,360				\$129,792	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2008 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 2008. The weighted average administrative staff salary ranged from a low of \$58,395 to a high of \$113,497. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2008 salaries; and the median fiscal year 2008 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 2008 was \$82,163. The lowest reported administrative salary was \$31,000 and the highest was \$266,904. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2007
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$31,000	\$81,955	\$49,246
Average Administrative Salaries	\$58,395	\$113,497	\$82,163*
Highest Administrative Salaries	\$120,000	\$266,904	\$169,947
Median Administrative Salaries	\$52,906	\$111,600	\$75,343

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2008 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	22	\$41,250	\$56,440	\$69,090	\$94,490	\$145,050	\$75,503
531 SHAWNEE	17	36,043	52,627	56,171	66,653	131,561	63,430
533 SOUTHEASTERN	25	34,083	43,281	61,828	65,000	131,115	59,328
534 SPOON RIVER	20	40,903	47,210	53,002	74,733	133,120	64,260
539 WOOD	26	41,600	50,176	58,827	67,124	160,326	65,786
507 DANVILLE	35	35,104	45,000	60,264	74,398	147,642	63,838
519 HIGHLAND	21	33,316	55,551	66,268	85,290	124,900	69,710
501 KASKASKIA	28	32,760	45,000	54,309	60,962	154,422	58,395
523 KISHWAUKEE	18	48,000	67,716	78,964	101,244	145,000	84,331
521 REND LAKE	20	45,810	57,435	71,750	82,599	165,953	78,098
506 SAUK VALLEY	15	57,500	60,101	70,000	88,189	137,917	77,812
529 ILLINOIS EASTERN	30	35,849	49,664	65,999	95,111	154,552	71,995
513 ILLINOIS VALLEY	19	47,765	54,850	63,862	86,000	120,000	70,253
520 KANKAKEE	69	31,000	42,366	52,906	66,500	151,636	58,981
517 LAKE LAND	20	50,495	56,223	78,768	99,488	140,000	79,697
536 LEWIS & CLARK	50	35,729	53,297	64,410	96,576	213,944	78,287
530 LOGAN	41	42,749	51,442	63,447	75,869	142,488	67,818
528 MC HENRY	38	47,417	68,000	83,362	97,900	188,563	83,335
503 BLACK HAWK	6	81,955	87,806	98,927	122,004	166,716	109,389
540 HEARTLAND	41	44,901	50,836	66,280	81,012	176,877	72,396
514 ILLINOIS CENTRAL	27	51,620	73,879	80,269	94,116	200,000	89,032
526 LINCOLN LAND	56	44,859	57,388	72,191	88,073	179,912	75,879
505 PARKLAND	41	36,510	65,925	74,558	86,945	150,000	77,642
537 RICHLAND	36	36,330	43,035	54,599	76,640	161,000	63,396
511 ROCK VALLEY	33	55,016	65,146	76,966	91,000	155,325	81,265
522 SOUTHWESTERN	22	59,617	81,065	93,761	108,485	142,870	96,661
509 ELGIN	32	81,570	86,268	105,735	112,597	175,000	105,047
527 MORTON	15	45,000	52,673	75,734	92,056	170,261	79,132
515 PRAIRIE STATE	29	43,056	57,263	70,000	84,353	162,804	75,256
510 SOUTH SUBURBAN	25	51,611	64,368	76,243	90,480	121,914	79,292
516 WAUBONSEE	28	65,000	72,123	82,461	103,423	182,425	93,011
508 CHICAGO	108	58,752	84,526	93,514	111,700	264,977	103,685
502 DUPAGE	47	63,689	90,280	106,960	128,074	197,676	111,230
512 HARPER	47	73,873	91,960	103,000	118,029	237,587	111,462
525 JOLIET	58	48,050	58,193	67,549	80,897	198,430	74,682
532 LAKE COUNTY	54	52,559	65,255	75,607	103,374	195,000	85,524
524 MORAIN VALLEY	25	55,500	84,192	94,202	111,071	266,904	105,318
535 OAKTON	31	74,258	90,288	111,600	125,400	248,560	113,497
504 TRITON	32	59,500	65,568	84,994	109,529	185,500	91,692
TOTALS/AVERAGES	1,307	\$49,246	\$62,677	\$75,343	\$92,241	\$169,947	\$82,163
Lowest Low/Highest High		\$31,000				\$266,904	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2008**

A summary of the fiscal year 2008 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 2008. 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 2008 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$120,000	\$266,904	\$170,088
Chief Campus Administrator	\$108,778	\$163,333	\$143,495
Chief Finance Officer	\$52,550	\$186,173	\$115,181
Chief Academic Officer	\$75,882	\$188,870	\$119,297
Student Services Officer	\$59,548	\$154,321	\$98,513
Dean-Baccalaureate Education	\$61,000	\$134,590	\$90,721
Dean-Occupational/Career Education	\$65,000	\$112,559	\$93,835
Dean-Continuing Education	\$45,184	\$120,749	\$85,564
Director-Data Processing/Info Technology	\$55,126	\$146,367	\$98,689
Director-Research & Planning	\$41,057	\$143,315	\$84,185
Director-Admissions and Records	\$40,404	\$108,138	\$68,499
Director-Counseling	\$45,000	\$105,900	\$75,711
Director-Financial Aid	\$37,455	\$111,345	\$62,504
Director-Job Placement	\$40,111	\$75,869	\$58,088
Director-Student Activities	\$35,500	\$111,203	\$63,939
Director-Library/LRC	\$38,973	\$112,279	\$68,865
Director-Development/Grants	\$42,312	\$150,517	\$76,962
Director-Public Information/Relations	\$34,308	\$137,331	\$69,276
Director-Personnel/Human Resources	\$42,848	\$152,222	\$81,195
Director-Business Services	\$42,759	\$120,943	\$75,799
Director-Physical Facilities/Grounds	\$47,619	\$138,463	\$82,533
Director-Adult Education	\$40,651	\$105,680	\$73,246
Director-Athletics	\$36,510	\$137,077	\$66,558
Controller	\$40,560	\$130,991	\$82,504
Director-Business/Industry Center	\$41,363	\$102,008	\$76,038

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2008

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	\$145,050	1	5	1					\$52,550	1	2	4	\$109,340	1	16	2
SHAWNEE	131,561	1	3	1					60,334	1	1	2	92,721	1	3	2
SOUTHEASTERN	131,115	1	1	1					82,500	1	0	4	125,000	1	4	2
SPOON RIVER	133,120	1	2	1					97,793	1	4	2	100,929	1	6	2
WOOD	160,326	1	11	1					103,085	1	10	2	103,085	1	1	2
DANVILLE	147,642	1	1	1					91,638	1	1	3	117,040	1	1	2
HIGHLAND	124,900	1	1	1					88,608	1	2	2	101,832	1	4	2
KASKASKIA	154,422	1	6	1					96,671	1	9	2	95,000	1	0	2
KISHWAUKEE	145,000	1	6	1					113,500	1	30	2	118,000	1	0	2
REND LAKE	165,953	1	17	1					134,210	1	16	2	97,500	1	5	2
SAUK VALLEY	137,917	1	2	1					71,946	1	1	3	106,000	1	0	2
ILLINOIS EASTERN	154,552	1	12	1	\$108,778	4	2	2	95,111	1	6	3	75,882	3	2	4
ILLINOIS VALLEY	120,000	1	0	1					95,013	1	4	2	86,000	1	0	2
KANKAKEE	151,636	1	7	1					107,156	1	6	2	117,367	1	2	2
LAKE LAND	140,000	1	1	1					110,108	1	12	2	81,000	1	1	2
LEWIS & CLARK	213,944	1	16	1					99,389	2	3	2	162,780	1	15	2
LOGAN	142,488	1	7	1					95,000	1	0	2	117,483	1	7	2
MC HENRY	188,563	1	4	1					138,513	1	7	2	140,300	1	1	2
BLACK HAWK	166,716	1	7	1					109,273	1	2	2	122,004	1	2	2
HEARTLAND	176,877	1	16	1					122,734	1	11	2	117,769	1	6	2
ILLINOIS CENTRAL	200,000	1	7	1					129,575	1	6	2	132,506	1	4	2
LINCOLN LAND	179,912	1	1	1					120,050	1	8	2	121,949	1	6	2
PARKLAND	150,000	1	9	1					138,772	1	16	2	100,159	1	0	2
RICHLAND	161,000	1	6	1					113,979	1	9	2	119,013	1	6	2
ROCK VALLEY	155,325	1	3	1					122,400	1	5	2	117,361	1	1	2
SOUTHWESTERN	142,870	1	10	1					138,282	1	9	2	135,486	1	6	2
ELGIN	175,000	1	1	1					142,315	1	8	2	139,793	1	0	2
MORTON	170,261	1	4	1					98,000	1	0	2	170,261	1	5	2
PRAIRIE STATE	162,804	1	7	1					110,000	1	1	2	130,348	1	10	2
SOUTH SUBURBAN	175,500	1	7	1					114,748	1	7	2	121,914	1	4	2
WAUBONSEE	182,425	1	6	1					146,000	1	2	2	155,000	1	6	2
CHICAGO	264,977	1	30	1	163,333	7	23	2	153,317	2	11	2	188,870	1	31	2
DUPAGE	197,676	1	4	1					150,136	1	7	2	128,074	1	6	2
HARPER	237,587	1	10	1					186,173	1	11	2	154,913	1	6	2
JOLIET	198,430	1	1	1					127,022	1	4	0	127,022	1	4	2
LAKE COUNTY	146,905	1	5	1					112,897	1	9	2	134,000	1	12	2
MORAIN VALLEY	266,904	1	16	1					121,275	1	11	2				
OAKTON	248,560	1	12	1					139,917	1	6	2	125,400	1	1	2
TRITON	185,500	1	6	1					139,714	1	9	2	131,000	1	1	2
NUMBER OF PERSONS AVERAGES	39 \$170,088				11 \$143,495				41 \$115,181				40 \$119,297			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2008**

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	\$103,970	1	8	2					\$70,480	1	3	4	\$90,300	1	15	4
SHAWNEE	97,368	1	7	2	\$92,721	1	3	2	66,653	1	18	3				
SOUTHEASTERN	87,783	1	11	2	63,242	1	23	4	65,000	1	1	4	63,905	1	7	4
SPOON RIVER	66,040	1	1	3	67,600	1	1	3					65,804	1	3	3
WOOD	103,058	1	19	2												
DANVILLE	75,675	1	1	4	70,823	2	1	4	85,405	1	1	4	45,184	1	1	6
HIGHLAND					89,253	1	4	4	87,671	1	1	4				
KASKASKIA					61,000	1	0	4	70,800	1	0	4				
KISHWAUKEE	114,000	1	27	2	82,430	2	5	4	73,125	2	2	4	101,244	1	25	2
REND LAKE					75,705	1	4	3								
SAUK VALLEY	70,000	1	0	3					88,189	1	8	3				
ILLINOIS EASTERN	59,548	2	16	4												
ILLINOIS VALLEY	99,578	1	10	2												
KANKAKEE	88,146	1	3	4	95,764	1	6	4					68,344	1	10	4
LAKE LAND	109,988	1	2	2	96,078	1	11	3					96,964	2	15	4
LEWIS & CLARK	138,344	1	15	2	89,856	1	2	3	110,557	1	6	3				
LOGAN	106,153	1	3	2	93,886	1	7	3					91,316	1	10	3
MC HENRY	99,750	1	1	2	105,000	1	-0	3	112,559	1	6	4				
BLACK HAWK	87,806	1	1	4	88,580	1	0	4								
HEARTLAND	93,100	1	1	3									93,208	1	2	2
ILLINOIS CENTRAL	86,528	1	2	4												
LINCOLN LAND	117,122	1	9	2												
PARKLAND	107,049	1	2	2	73,267	2	7	3	104,843	1	10	3				
RICHLAND	62,000	1	2	4	67,992	1	3	4	82,185	1	7	4				
ROCK VALLEY	83,099	1	2	3	92,500	1	0	4								
SOUTHWESTERN					108,045	1	2	4	108,485	1	4	4	65,031	1	4	4
ELGIN	110,700	1	2	3	115,164	1	2	3					120,749	1	2	3
MORTON	94,000	1	0	2	69,000	1	0	4	90,000	1	1	4	64,647	1	2	4
PRAIRIE STATE	93,150	1	22	2	90,309	1	9	4	78,660	1	1	4	90,000	1	9	4
SOUTH SUBURBAN	90,480	1	1	2					99,157	1	6	4				
WAUBONSEE	97,662	1	8	3	70,657	4	2	4					73,626	1	5	4
CHICAGO	90,220	6	12	4	102,782	13	12	3	105,678	7	14	3	84,526	3	13	4
DUPAGE	139,194	1	0	2	134,590	1	7	4	109,540	1	3	4	108,307	1	3	4
HARPER	154,321	1	21	2									96,027	1	1	4
JOLIET	122,198	1	1	2					92,400	1	1	1				
LAKE COUNTY	135,905	1	10	2												
MORAIN VALLEY	140,761	1	6	2	121,605	1	25	4	108,939	1	7	4				
OAKTON	122,105	1	3	2									113,204	1	21	4
TRITON	81,600	1	1	4	102,000	1	1	4	109,858	1	4	4	84,000	1	0	4
NUMBER OF PERSONS	41				44				28				22			
AVERAGES	\$98,513				\$90,721				\$93,835				\$85,564			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2008

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									\$94,490	1	2	4				
SHAWNEE	\$64,701	1	6	4					58,846	1	18	4				
SOUTHEASTERN	63,905	1	12	6					43,260	1	1	6	\$68,735	1	13	4
SPOON RIVER	75,712	1	10	3	\$41,057	1	2	4	46,800	1	10	4				
WOOD					66,991	1	8	4	41,600	1	0	4				
DANVILLE	68,087	1	1	6					60,264	1	1	4	65,098	1	1	6
HIGHLAND					56,160	1	1	4	82,825	1	17	4				
KASKASKIA	55,126	1	11	4	56,104	1	0	4	45,000	1	0	4	45,000	1	0	4
KISHWAUKEE	74,256	1	3	4	65,415	1	8	2	67,716	1	1	4				
REND LAKE	116,183	1	8	2									53,436	1	4	4
SAUK VALLEY	102,183	1	5	3	83,007	1	0	3								
ILLINOIS EASTERN	77,515	1	11	4					52,814	2	1	4				
ILLINOIS VALLEY	90,969	1	14	3					48,413	1	4	3	60,979	1	3	3
KANKAKEE	103,051	1	19	4					51,873	1	3	4	65,879	1	4	4
LAKE LAND	101,125	1	6	5	50,495	1	1	6	80,277	1	13	4				
LEWIS AND CLARK									59,565	1	6	4	75,324	1	15	4
LOGAN	88,096	1	26	4												
MCHENRY	116,866	1	6	2	99,482	1	15	4	73,650	1	3	4	72,740	1	3	4
BLACK HAWK																
HEARTLAND	100,000	1	10	3	71,793	1	4	3	64,402	1	9	4	75,916	1	16	4
ILLINOIS CENTRAL	84,167	1	3	4	117,715	1	4	2	68,044	1	6	6	86,266	1	13	6
LINCOLN LAND	105,000	1	0	2	70,063	1	3	4	75,000	1	0	3	57,389	1	1	4
PARKLAND					90,852	1	11	3	87,369	1	13	4				
RICHLAND	79,000	1	26	4					40,404	1	3	6				
ROCK VALLEY	91,000	1	0	4	55,857	1	1	0	62,631	1	1	4				
SOUTHWESTERN	130,455	1	7	2	100,117	1	27	4	69,646	1	5	4	93,809	1	5	4
ELGIN	118,613	1	2	3									105,900	1	10	4
MORTON	90,000	1	-0	4	57,349	1	1	4	50,571	1	0	3				
PRAIRIE STATE	82,800	1	1	4	55,922	1	9	4	58,927	1	13	4	84,110	1	8	4
SOUTH SUBURBAN					76,243	1	1	4					93,420	1	7	4
WAUBONSEE	121,016	1	7	3					68,250	1	1	4	71,663	1	1	4
CHICAGO	146,367	1	5	2					71,918	6	10	4				
DUPAGE	135,300	1	1	2	143,315	1	16	4	88,960	1	0	4	74,566	1	1	5
HARPER	112,480	2	1	4	97,502	1	13	4	108,138	1	0	4	79,541	1	1	4
JOLIET					122,198	1		0	78,140	1	8	4				
LAKE COUNTY									104,129	1	8	4				
MORAIN VALLEY	144,520	1	6	4	88,200	1	21	4	94,202	1	9	4	85,074	1	1	4
OAKTON	101,290	1	3	4	138,120	1	22	3	84,301	2	6	4	99,374	1	2	4
TRITON	107,100	1	1	3	132,288	1	2	2	60,840	1	2	4				
NUMBER OF PERSONS		31				23				40				20		
AVERAGES	\$98,689				\$84,185				\$68,499				\$75,711			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2008

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	\$69,660	1	13	4									\$82,100	1	8	4
SHAWNEE	52,627	1	15	4									46,034	1	2	4
SOUTHEASTERN	37,455	1	1	4									62,985	2	13	4
SPOON RIVER	40,903	1	2	6									52,920	1	6	4
WOOD	46,800	1	1	4	\$44,995	1	1	4					50,176	1	16	4
DANVILLE	58,883	1	1	4	40,111	1	0	6					67,694	1	1	4
HIGHLAND	55,551	1	1	4									57,034	1	3	4
KASKASKIA	42,500	1	0	4									53,311	1	6	4
KISHWAUKEE													66,930	1	8	3
REND LAKE	66,971	1	27	4									66,801	1	5	4
SAUK VALLEY													38,973	4	4	4
ILLINOIS EASTERN	42,912	4	21	4												
ILLINOIS VALLEY	52,107	1	6	3												
KANKAKEE	55,500	1	0	4					\$35,500	1	0	6	66,090	1	7	4
LAKE LAND	55,125	1	2	6												
LEWIS & CLARK	59,565	1	4	4	62,113	1	5	4					83,210	1	11	3
LOGAN	60,000	1	0	4	75,869	1	5	4	45,970	1	1	4	53,818	1	9	4
MC HENRY									68,000	1	0	4	83,724	1	3	4
BLACK HAWK																
HEARTLAND	72,373	1	4	4					50,000	1	-0	4	50,580	1	6	5
ILLINOIS CENTRAL	62,944	1	2	6												
LINCOLN LAND	82,312	1	22	3					44,859	1	2	4	82,312	1	6	4
PARKLAND	66,471	1	1	4	65,925	1	13	4	62,192	1	9	4	73,998	1	8	5
RICHLAND	71,389	1	3	4	66,729	1	1	6	37,368	1	1	4	51,987	1	3	4
ROCK VALLEY	55,016	1	1	4									80,330	1	8	4
SOUTHWESTERN	71,773	1	3	4					59,617	1	17	4	81,585	1	1	4
ELGIN													109,317	1	4	3
MORTON									52,673	1	0	3	75,734	1	1	4
PRAIRIE STATE	55,710	1	12	4	43,056	1	2	4	57,049	1	2	4	72,450	1	1	4
SOUTH SUBURBAN	75,920	1	12	4												
WAUBONSEE	78,000	1	0	6												
CHICAGO	66,218	4	9	4												
DUPAGE	111,345	1	3	4					111,203	1	17	4	84,977	1	0	4
HARPER	91,960	1	1	4					79,109	1	26	4				
JOLIET	66,509	1	3	6	66,509	1	6	6	64,352	1	1	4				
LAKE COUNTY					60,073	1	3	4	80,361	1	7	4	101,407	1	6	4
MORAIN VALLEY	76,361	1	17	4	55,500	1	0	4	68,716	1	4	4	99,893	1	5	4
OAKTON	84,409	1	8	4					106,062	1	22	4	112,279	1	17	4
TRITON													84,000	1	1	4
NUMBER OF PERSONS		37				10				16				33		
AVERAGES	\$62,504				\$58,088				\$63,939				\$68,865			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2008**

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					\$62,300	1	14	4	\$66,070	1	0	4	\$58,390	1	5	4
SHAWNEE					36,043	1	3	4								
SOUTHEASTERN	\$55,620	1	1	4	43,281	1	11	6	42,848	1	2	4				
SPOON RIVER	49,920	1	1	4	50,787	1	6	4	44,994	1	3	4	52,000	1	1	6
WOOD	51,706	1	8	4	60,755	1	29	4	52,002	1	10	4	53,734	1	3	4
DANVILLE	63,457	1	1	4					97,072	1	1	4				
HIGHLAND					64,319	1	11	4	66,268	1	12	4				
KASKASKIA	42,312	1	2	6	47,280	1	22	4	56,365	1	8	4	54,537	1	23	4
KISHWAUKEE					60,500	2	-0	2	72,864	1	5	4	76,808	1	2	4
REND LAKE																
SAUK VALLEY									64,768	1	3	4				
ILLINOIS EASTERN					34,308	3	1	4	50,985	1	6	4	44,435	5	15	4
ILLINOIS VALLEY									51,232	1	1	3				
KANKAKEE	68,118	1	1	4	55,488	1	4	4	66,500	1	0	4	60,873	1	1	4
LAKE LAND	80,952	2	13	2	57,321	1	9	5	57,330	1	2	6				
LEWIS & CLARK	51,662	1	2	4	96,280	1	13	3								
LOGAN					56,626	1	3	4	69,612	1	3	4	42,759	1	4	4
MC HENRY	100,686	1	3	2	85,505	1	7	4	87,000	1	0	2	87,841	1	11	4
BLACK HAWK									81,955	1	6	4				
HEARTLAND					63,804	1	9	3	66,120	1	9	3	50,854	1	9	3
ILLINOIS CENTRAL	79,400	1	6	3	94,793	1	7	2	94,116	1	6	3				
LINCOLN LAND	56,197	1	0	4	71,634	1	3	4	82,312	1	7	3	88,875	1	13	3
PARKLAND	60,238	1	1	5	67,561	1	2	3	82,609	1	7	4				
RICHLAND	76,501	1	1	3	80,000	1	1	3	55,741	1	0	4	48,786	1	1	4
ROCK VALLEY	115,045	1	7	2	59,967	1	1	0	81,668	1	1	4	74,752	1	3	4
SOUTHWESTERN	93,713	1	2	4	78,278	1	1	4	118,024	1	24	2	84,795	1	20	4
ELGIN	106,165	1	0	2					112,000	1	0	2				
MORTON									45,000	1	3	4				
PRAIRIE STATE	62,956	1	10	4	60,000	1	0	4	84,353	1	1	4				
SOUTH SUBURBAN					51,611	1	4	6								
WAUBONSEE	72,583	1	3	4	65,000	1	0	4	91,876	1	16	4	82,238	1	9	4
CHICAGO	150,517	1	4	2	102,305	1	7	4	152,222	1	3	2	110,732	7	21	4
DUPAGE	106,222	1	5	4	106,960	1	4	4	140,799	1	6	4	120,943	1	13	4
HARPER									115,478	1	1	4				
JOLIET	80,346	1	4	4					92,400	1	9	4	91,870	1	3	4
LAKE COUNTY	66,985	1	13	6	100,481	1	16	4	89,500	1	0	4	62,199	1	8	4
MORAIN VALLEY	88,200	1	24	4	84,192	1	8	4	88,751	1	8	4				
OAKTON	74,258	1	3	4	137,331	1	3	3	113,905	1	11	3	84,409	1	8	4
TRITON	66,300	1	1	4	85,987	1	2	4	107,100	1	1	3				
NUMBER OF PERSONS	26				34				35				30			
AVERAGES	\$76,962				\$69,276				\$81,195				\$75,799			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2008**

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					\$68,520	1	1	4								
SHAWNEE																
SOUTHEASTERN	\$50,882	1		4	46,818	1	11	6					\$52,670	1	5	6
SPOON RIVER	47,619	1	15	4	53,083	1	13	4	\$45,000	1	0	6				
WOOD	61,793	1	10	4					53,050	1	5	4				
DANVILLE	72,303	1	1	4	57,899	1	1	5	38,598	1	0	6	58,332	1	1	6
HIGHLAND	72,374	1	12	4	56,160	1	1	4	64,075	1	13	4	40,560	1	1	4
KASKASKIA	60,923	1	1	4	50,889	1	5	4	47,304	1	4	4	48,880	1	1	4
KISHWAUKEE																
REND LAKE	87,007	1	12	4					54,870	1	2	3	64,083	1	4	4
SAUK VALLEY	60,101	1	3	4	57,500	1	0	4	61,022	1	14	5				
ILLINOIS EASTERN					40,651	1	1	4								
ILLINOIS VALLEY	54,850	1	2	3									63,862	1	3	3
KANKAKEE	97,426	1	29	4	77,484	1	3	4	75,863	1	14	4				
LAKE LAND	54,692	1	5	5					57,330	1	2	6				
LEWIS & CLARK	72,419	1	6	6	66,870	1	11	4	137,077	1	15	2				
LOGAN	71,423	1	12	4	71,324	1	11	4	83,743	1	7	4				
MC HENRY	97,900	1	11	2					83,961	1	17	4	86,936	1	3	2
BLACK HAWK																
HEARTLAND	81,012	1	1	3	45,000	1	1	3	49,536	1	1	4	81,057	1	16	3
ILLINOIS CENTRAL	77,921	1	1	4									66,867	1	1	3
LINCOLN LAND					55,000	1	0	4	53,373	1	7	4	70,768	1	9	4
PARKLAND	85,793	1	7	4	78,423	1	20	3	36,510	1	11	4	78,687	1	13	4
RICHLAND	81,697	1	19	4	42,397	1	3	4								
ROCK VALLEY	80,360	1	7	4	65,355	1	16	4					65,000	1	0	4
SOUTHWESTERN	88,343	1	25	4	95,085	1	4	4	81,065	1	28	4	98,306	1	5	4
ELGIN	131,562	1	6	3	88,620	1	1	4					81,570	1	1	4
MORTON	85,561	1	3	4	52,135	1	1	4					92,056	1	1	4
PRAIRIE STATE	82,737	1	8	4					51,554	1	6	4				
SOUTH SUBURBAN	80,097	1	8	4	90,480	1	1	1					86,439	1	6	4
WAUBONSEE	92,529	1	8	4	82,684	1	6	4					108,336	1	14	3
CHICAGO					91,538	8	15	3					99,698	1	2	4
DUPAGE					91,680	1	2	5					119,499	1	7	4
HARPER	118,029	1	5	4					77,223	1	1	4	130,991	1	1	4
JOLIET	83,518	1	1	4	105,680	1	8	0	75,053	1	12	6	99,694	1	5	1
LAKE COUNTY	89,936	1	5	4					68,768	1	3	4				
MORAIN VALLEY	109,148	1	5	4	65,094	1	1	4	79,015	1	24	4	103,630	1	5	4
OAKTON	138,463	1	9	4					90,288	1	6	4	111,867	1	17	4
TRITON	90,100	1	1	4	80,000	1	0	4					70,304	1	5	4
NUMBER OF PERSONS	31				33				22				24			
AVERAGES	\$82,533				\$73,246				\$66,558				\$82,504			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2008**

DISTRICT/COLLEGE	Director Business/Industry Center			
	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG				
SHAWNEE				
SOUTHEASTERN				
SPOON RIVER				
WOOD	\$59,138	1	1	4
DANVILLE	74,398	1	1	4
HIGHLAND				
KASKASKIA	46,800	1	1	4
KISHWAUKEE	83,736	1	5	4
REND LAKE				
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	72,303	1	18	3
KANKAKEE				
LAKE LAND	77,259	1	20	4
LEWIS & CLARK				
LOGAN	69,495	1	10	4
MC HENRY	53,713	1	1	4
BLACK HAWK				
HEARTLAND	78,076	1	4	3
ILLINOIS CENTRAL	77,403	1	9	6
LINCOLN LAND	60,176	1	2	4
PARKLAND	70,841	1	12	4
RICHLAND	71,276	1	1	4
ROCK VALLEY				
SOUTHWESTERN	83,739	1	11	4
ELGIN				
MORTON				
PRAIRIE STATE	87,975	1	17	4
SOUTH SUBURBAN	84,855	1	1	4
WAUBONSEE				
CHICAGO	72,784	7	3	4
DUPAGE				
HARPER	95,736	1	7	4
JOLIET	103,341	1	1	6
LAKE COUNTY	73,168	1	6	4
MORAIN VALLEY	107,108	1	3	4
OAKTON	89,040	1	2	4
TRITON				
NUMBER OF PERSONS	28			
AVERAGES	\$76,038			

SOURCE OF DATA: Salary Submission (C1)

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 2008*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	40	\$2,309	\$3,296	\$5,020
Accountant II	41	2,003	3,538	6,129
Account Clerk I	122	1,708	2,556	3,794
Account Clerk II	107	1,814	2,872	4,230
Admissions/Records Assistant	169	1,500	2,488	3,501
Admissions/Records Supervisor	83	2,443	3,953	6,798
Audio/Visual Services Manager	22	2,462	4,320	7,358
Bookstore Manager	21	3,155	4,415	7,327
Clerk Typist	524	1,378	2,507	3,617
Computer Operator I	41	1,924	2,965	4,103
Computer Operator II	21	1,926	3,499	6,522
Computer Programmer I	8	2,679	3,418	4,065
Computer Programmer II	21	2,133	4,114	6,054
Computer Systems Analyst	46	2,402	4,481	7,147
Building Custodian	910	1,659	2,494	4,197
Building Services Supervisor	123	2,112	3,786	7,130
Data Entry Operator	27	1,236	2,814	3,971
Library Assistant	164	890	2,578	3,986
Programmer/Analyst	60	3,194	4,846	6,777
Purchasing Assistant	21	2,034	3,027	4,699
Purchasing Supervisor	14	2,706	4,731	6,229
Telephone Operator	67	1,473	2,396	3,683
Secretary-General	633	1,576	2,481	3,438
Secretary-Administrative	532	1,949	3,025	3,835
Secretary-Executive	179	2,273	3,710	5,225
Security Officer/Guard	175	1,671	2,802	4,132
Security Supervisor	42	2,958	4,821	8,523
Shipping/Receiving Assistant	62	1,159	2,708	4,656
Administrator, Local Area Network	37	3,168	5,323	10,694
Telecommunications, Technician	40	2,195	3,492	6,100
Coordinator, Telecommunications	17	1,988	4,200	6,516
Program Administrative Assistant	75	1,906	2,843	3,395
Accountant III	17	2,278	4,259	7,621
Computer Programmer III	11	3,273	4,730	7,723

*Annual salaries were reported by the colleges and divided by 12 for use in this table.
SOURCE OF DATA: Salary Submission (C2)

Section VIII

**SUMMARY OF FISCAL YEAR 2008
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 2008 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.

Section IX

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2007**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2007. 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 2007 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Administrative	\$5,670	\$18,642	\$11,372
9-Month Teaching Faculty	\$4,930	\$19,685	\$11,334
12-Month Teaching Faculty	\$1,512	\$15,079	\$8,448
9-Month Other Professional (Nonteaching)	\$3,469	\$15,093	\$10,152
12-Month Other Professional (Nonteaching)	\$5,345	\$16,765	\$10,374
Classified	\$5,641	\$14,516	\$9,602

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2007

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	
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	
539 WOOD		X	X	X	X	X	X	X	X	X	X	X	
507 DANVILLE		X					X	X	X		X	X	
519 HIGHLAND		X	X	X	X		X	X	X		X	X	
501 KASKASKIA		X	X	X	X	X	X	X	X		X		
523 KISHWAUKEE		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		
513 ILLINOIS VALLEY		X	X	X	X	X	X	X			X		
520 KANKAKEE		X	X	X	X		X	X	X	X	X	X	
517 LAKE LAND		X	X	X			X	X	X		X		
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	
503 BLACK HAWK		X	X	X	X		X			X	X	X	
540 HEARTLAND		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	X	
505 PARKLAND		X	X	X			X	X	X		X	X	
537 RICHLAND		X	X	X	X		X			X	X		
511 ROCK VALLEY		X	X	X			X	X	X		X	X	
522 SOUTHWESTERN		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			
515 PRAIRIE STATE		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	X	
502 DUPAGE		X	X	X	X	X	X	X	X		X	X	
512 HARPER		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	
504 TRITON		X	X	X	X				X		X	X	
TOTALS		39	28	26	37	21	6	36	33	29	14	36	25

*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2007 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Number	<u>Administrative</u>		<u>9 Mos. Faculty</u>			<u>12 Mos. Faculty</u>		
		Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	22	\$227,800	\$10,355	63	\$568,765	\$9,028			
531 SHAWNEE	17	96,394	5,670	39	192,266	4,930	1	\$5,929	\$5,929
533 SOUTHEASTERN	49	337,592	6,890	75	501,097	6,681	4	25,169	6,292
534 SPOON RIVER	13	140,471	10,805	39	314,120	8,054			
539 WOOD	4	44,599	11,150	47	454,079	9,661	2	16,398	8,199
507 DANVILLE	20	172,735	8,637	50	388,605	7,772			
519 HIGHLAND	17	288,818	16,989	45	654,054	14,535			
501 KASKASKIA	28	361,286	12,903	67	1,027,436	15,335			
523 KISHWAUKEE	18	133,532	7,418	79	605,961	7,670	3	17,956	5,985
521 REND LAKE	30	300,054	10,002	57	515,257	9,040	10	87,809	8,781
506 SAUK VALLEY	17	258,344	15,197	48	638,428	13,301	1	9,476	9,476
529 ILLINOIS EASTERN	30	208,209	6,940	91	594,185	6,530	12	94,193	7,849
513 ILLINOIS VALLEY	21	270,157	12,865	85	1,011,038	11,895			
520 KANKAKEE	66	526,689	7,980	55	447,181	8,131			
517 LAKE LAND	32	327,495	10,234	116	1,360,055	11,725			
536 LEWIS AND CLARK	48	360,479	7,510	93	672,454	7,231			
530 LOGAN	39	316,626	8,119	102	897,075	8,795			
528 MC HENRY	37	494,266	13,359	91	1,218,021	13,385			
503 BLACK HAWK	7	85,382	12,197	135	1,722,946	12,763	1	15,079	15,079
540 HEARTLAND	43	377,469	8,778	70	556,942	7,956	5	40,542	8,108
514 ILLINOIS CENTRAL	27	402,468	14,906	182	2,080,266	11,430	3	4,535	1,512
526 LINCOLN LAND	51	366,584	7,188	128	935,568	7,309			
505 PARKLAND	38	580,617	15,279	160	2,346,914	14,668			
537 RICHLAND	47	408,867	8,699	73	631,105	8,645	25	164,858	6,594
511 ROCK VALLEY	33	483,316	14,646	145	2,854,259	19,685			
522 SOUTHWESTERN	22	214,303	9,741	149	1,144,649	7,682	2	24,692	12,346
509 ELGIN	35	404,208	11,549	122	1,983,411	16,257			
527 MORTON	15	148,955	9,930	48	436,604	9,096			
515 PRAIRIE STATE	29	253,460	8,740	79	653,711	8,275			
510 SOUTH SUBURBAN	22	259,743	11,807	105	938,425	8,937			
516 WAUBONSEE	31	418,208	13,491	92	1,143,562	12,430			
508 CHICAGO	108	1,457,465	13,495	570	7,271,751	12,757	23	270,577	11,764
502 DUPAGE	45	600,891	13,353	300	4,027,282	13,424			
512 HARPER	46	857,541	18,642	189	2,053,413	10,865			
525 JOLIET	19	322,563	16,977	204	3,198,320	15,678			
532 LAKE COUNTY	53	752,295	14,194	182	1,278,965	7,027			
524 MORAIN VALLEY	25	294,290	11,772	171	1,965,073	11,492			
535 OAKTON	32	512,905	16,028	139	1,843,847	13,265			
504 TRITON	32	353,054	11,033	123	1,100,017	8,943			
TOTALS/AVERAGES	1,268	\$14,420,130	\$11,372	4,608	\$52,227,107	\$11,334	92	\$777,214	\$8,448

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 2007 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	45,205	9,041	68	570,843	8,395	53	412,190	7,777
531 SHAWNEE				34	181,714	5,345	31	174,880	5,641
533 SOUTHEASTERN	2	9,158	4,579	33	233,147	7,065	51	318,556	6,246
534 SPOON RIVER				60	611,137	10,186	25	229,871	9,195
539 WOOD	1	7,233	7,233	46	361,959	7,869	61	541,894	8,884
507 DANVILLE	3	24,317	8,106	40	303,027	7,576	70	533,240	7,618
519 HIGHLAND				34	379,467	11,161	68	654,815	9,630
501 KASKASKIA				49	510,692	10,422	77	634,573	8,241
523 KISHWAUKEE	3	28,178	9,393	58	465,617	8,028	66	482,837	7,316
521 REND LAKE				64	583,999	9,125	52	445,492	8,567
506 SAUK VALLEY	1	9,843	9,843	28	325,213	11,615	43	510,762	11,878
529 ILLINOIS EASTERN				55	331,207	6,022	111	683,462	6,157
513 ILLINOIS VALLEY				63	525,254	8,337	65	577,409	8,883
520 KANKAKEE				35	249,772	7,136	58	399,733	6,892
517 LAKE LAND	7	72,115	10,302	75	790,017	10,534	107	1,099,926	10,280
536 LEWIS AND CLARK				61	420,414	6,892	84	589,650	7,020
530 LOGAN	5	17,343	3,469	87	562,250	6,463	142	905,326	6,376
528 MC HENRY	6	90,558	15,093	115	1,927,952	16,765	53	762,087	14,379
503 BLACK HAWK	4	39,738	9,935	4	46,434	11,609	236	2,811,355	11,913
540 HEARTLAND	4	28,899	7,225	56	428,360	7,649	44	327,572	7,445
514 ILLINOIS CENTRAL				120	1,336,275	11,136	171	1,924,584	11,255
526 LINCOLN LAND	3	21,983	7,328	105	691,106	6,582	149	975,176	6,545
505 PARKLAND	11	100,950	9,177	180	2,315,573	12,864	37	479,472	12,959
537 RICHLAND				28	217,948	7,784	70	468,611	6,694
511 ROCK VALLEY				110	1,408,480	12,804	133	1,465,550	11,019
522 SOUTHWESTERN	3	21,314	7,105	112	702,065	6,268	167	1,096,412	6,565
509 ELGIN	9	118,136	13,126	168	1,835,455	10,925	111	1,479,091	13,325
527 MORTON				35	272,121	7,775	53	339,375	6,403
515 PRAIRIE STATE				65	456,861	7,029	74	502,528	6,791
510 SOUTH SUBURBAN	19	175,522	9,238	79	715,805	9,061	103	933,602	9,064
516 WAUBONSEE	7	103,015	14,716				169	1,997,793	11,821
508 CHICAGO	19	234,079	12,320	466	6,088,124	13,065	717	6,095,553	8,501
502 DUPAGE	25	288,150	11,526				523	6,170,052	11,797
512 HARPER	23	225,554	9,807	182	1,918,129	10,539	241	2,123,796	8,812
525 JOLIET				153	2,232,055	14,589	135	1,959,711	14,516
532 LAKE COUNTY	19	115,947	6,102	168	1,530,853	9,112	173	1,509,395	8,725
524 MORAIN VALLEY	19	211,957	11,156	119	1,355,256	11,389	181	2,028,251	11,206
535 OAKTON	14	183,126	13,080				295	3,746,445	12,700
504 TRITON	10	81,516	8,152	70	572,973	8,185	184	1,376,794	7,483
TOTALS/AVERAGES	222	\$2,253,836	\$10,152	3,225	\$33,457,554	\$10,374	5,183	\$49,767,821	\$9,602

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2008
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 2008 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 2008 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%	7.63%	4.3%
Faculty (9 and 12 Months)	0.0%	9.3%	3.9%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	7.6%	4.6%
Classified	0.0%	6.4%	4.1%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2008 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 SANDBURG	4.0 %	4.0 %	4.0 %	4.0 %
531 SHAWNEE	4.5	4.5	4.5	4.5
533 SOUTHEASTERN	3.0	0.0	3.0	2.5
534 SPOON RIVER	4.0	4.1	5.7	4.3
539 WOOD	4.0	4.0	4.0	4.0
507 DANVILLE	3.5	2.9	3.5	3.5
519 HIGHLAND	4.1	4.9	3.9	6.4
501 KASKASKIA	4.7	2.1	4.7	3.2
523 KISHWAUKEE	6.9	9.3	4.2	4.0
521 REND LAKE	0.0	0.0	0.0	0.0
506 SAUK VALLEY	3.3	4.0	3.7	3.5
529 ILLINOIS EASTERN	3.4	0.0	3.8	4.0
513 ILLINOIS VALLEY	3.5	3.6	3.5	4.4
520 KANKAKEE	4.9	4.6	5.4	4.2
517 LAKE LAND	5.0	5.3	5.0	5.0
536 LEWIS & CLARK	4.8	6.1	5.4	4.7
530 LOGAN	3.9	4.3	4.0	3.8
528 MC HENRY	7.0	4.0	5.6	5.4
503 BLACK HAWK	3.0	3.4	3.0	3.4
540 HEARTLAND	3.2	3.2	3.2	3.2
514 ILLINOIS CENTRAL	4.7	5.3	4.4	4.4
526 LINCOLN LAND	4.6	4.6	4.6	4.6
505 PARKLAND	6.6	5.7	5.7	5.0
537 RICHLAND	3.8	3.8	3.8	3.8
511 ROCK VALLEY	5.9	6.0	4.9	4.6
522 SOUTHWESTERN	5.0	5.0	5.0	5.0
509 ELGIN	6.0	5.6	6.3	5.1
527 MORTON	7.6	4.9	3.1	5.1
515 PRAIRIE STATE	4.7	4.6	6.5	4.6
510 SOUTH SUBURBAN	4.4	5.4	7.6	5.3
516 WAUBONSEE	5.0	5.5	5.5	5.0
508 CHICAGO	4.0	2.2	3.9	3.5
502 DUPAGE	0.0	0.0	0.0	2.8
512 HARPER	4.5	4.5	4.5	4.5
525 JOLIET	4.0	4.0	4.0	4.0
532 LAKE COUNTY	4.9	6.2	5.1	4.9
524 MORAIN VALLEY	5.0	5.0	5.0	5.0
535 OAKTON	4.5	4.8	4.8	5.0
504 TRITON	4.7	4.9	3.9	4.0
TOTALS/AVERAGES	4.3 %	3.9 %	4.6 %	4.1 %

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

Section XI

**FISCAL YEAR 2007 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2007 and the average total salaries paid to full-time faculty in fiscal year 2007. The fiscal year 2007 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2006 to June 30, 2007.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2007 for those districts reporting data was \$12,234 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2007. 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 2007 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 2007 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2007 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2007 Full-Time Average Faculty Contractual Base Salary	FY 2007 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$47,799	\$57,141	\$9,342	19.5 %
531 SHAWNEE	49,199	54,364	5,166	10.5
533 SOUTHEASTERN	49,487	55,279	5,792	11.7
534 SPOON RIVER	47,198	54,082	6,884	14.6
539 WOOD	47,219	53,093	5,874	12.4
507 DANVILLE	47,206	58,032	10,826	22.9
519 HIGHLAND	64,083	73,456	9,373	14.6
501 KASKASKIA	51,801	64,040	12,239	23.6
523 KISHWAUKEE	47,699	54,941	7,242	15.2
521 REND LAKE	47,166	52,955	5,788	12.3
506 SAUK VALLEY	47,636	54,882	7,246	15.2
529 ILLINOIS EASTERN	46,888	59,053	12,165	25.9
513 ILLINOIS VALLEY	54,247	62,318	8,072	14.9
520 KANKAKEE	56,156	66,493	10,336	18.4
517 LAKE LAND	49,135	66,513	17,378	35.4
536 LEWIS AND CLARK	55,689	65,159	9,471	17.0
530 LOGAN	60,530	70,600	10,070	16.6
528 MCHENRY	74,717	79,988	5,271	7.1
503 BLACK HAWK	57,437	65,473	8,037	14.0
540 HEARTLAND	50,489	56,674	6,185	12.3
514 ILLINOIS CENTRAL	51,959	65,474	13,515	26.0
526 LINCOLN LAND	65,036	72,459	7,423	11.4
505 PARKLAND	56,676	66,266	9,590	16.9
537 RICHLAND	46,573	55,287	8,714	18.7
511 ROCK VALLEY	57,988	66,722	8,733	15.1
522 SOUTHWESTERN	54,402	69,154	14,751	27.1
509 ELGIN	77,702	92,983	15,280	19.7
527 MORTON	65,565	77,839	12,274	18.7
515 PRAIRIE STATE	59,756	69,987	10,231	17.1
510 SOUTH SUBURBAN	62,206	76,919	14,713	23.7
516 WAUBONSEE	63,159	69,740	6,581	10.4
508 CHICAGO	63,157	73,409	10,252	16.2
502 DUPAGE	85,501	108,573	23,071	27.0
512 HARPER	66,516	80,879	14,363	21.6
525 JOLIET	63,471	77,960	14,489	22.8
532 LAKE COUNTY	78,970	96,941	17,970	22.8
524 MORAIN VALLEY	51,060	70,163	19,103	37.4
535 OAKTON	80,072	91,945	11,873	14.8
504 TRITON	63,217	77,370	14,153	22.4
TOTAL/AVERAGES*	\$61,410	\$73,644	\$12,234	19.9 %

*Weighted

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

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Table 24

FISCAL YEAR 2007 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$76,116	\$34,455	\$22,235
531 SHAWNEE	63,226	39,001	25,600
533 SOUTHEASTERN	56,799	28,999	23,839
534 SPOON RIVER	63,066	33,350	22,736
539 WOOD	66,583	34,023	26,317
507 DANVILLE	63,801	32,560	25,070
519 HIGHLAND	67,277	37,491	28,819
501 KASKASKIA	62,214	36,899	31,808
523 KISHWAUKEE	78,745	46,399	28,962
521 REND LAKE	77,709	31,768	30,647
506 SAUK VALLEY	76,464	40,093	25,762
529 ILLINOIS EASTERN	62,902	33,347	25,399
513 ILLINOIS VALLEY	65,995	40,865	30,180
520 KANKAKEE	56,170	36,278	30,102
517 LAKE LAND	74,358	43,459	28,302
536 LEWIS & CLARK	77,431	37,076	30,079
530 LOGAN	67,079	41,718	28,028
528 MCHENRY	77,430	45,075	29,814
503 BLACK HAWK	98,907	46,184	28,756
540 HEARTLAND	69,409	33,447	28,541
514 ILLINOIS CENTRAL	92,364	41,217	30,306
526 LINCOLN LAND	71,352	39,999	28,413
505 PARKLAND	77,337	45,016	33,755
537 RICHLAND	58,142	34,694	23,481
511 ROCK VALLEY	73,173	44,314	31,692
522 SOUTHWESTERN	94,881	55,859	36,447
509 ELGIN	93,051	55,958	42,495
527 MORTON	81,312	40,699	30,127
515 PRAIRIE STATE	69,048	40,083	32,147
510 SOUTH SUBURBAN	80,017	45,855	29,844
516 WAUBONSEE	90,594	43,689	32,637
508 CHICAGO	95,581	52,375	37,420
502 DUPAGE	113,034	61,111	39,636
512 HARPER	111,467	55,153	38,802
525 JOLIET	69,638	50,175	42,044
532 LAKE COUNTY	86,178	55,207	40,321
524 MORAIN VALLEY	109,217	50,397	34,360
535 OAKTON	113,261	63,821	43,888
504 TRITON	79,391	55,755	35,418
STATE AVERAGE*	\$79,454	\$47,391	\$33,901

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2004 TO 2008**

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 2004 TO 2008**

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Faculty (9 Month)	\$57,607	\$58,376	\$60,299	\$61,770	\$62,945
Faculty (12 Month)	\$47,880	\$47,129	\$50,350	\$51,310	\$52,217
Administrators (12 Month)	\$70,318	\$74,732	\$77,516	\$79,898	\$82,163
Other Professionals (9 Month)	\$55,238	\$56,576	\$58,839	\$61,196	\$62,100
Other Professionals (12 Month)	\$42,376	\$43,811	\$45,134	\$46,741	\$48,378

SOURCE OF DATA: ICCB Salary Reports