



FISCAL YEAR 2024

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

July 2024

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HIGHLIGHTS OF THE FISCAL YEAR 2024 SALARY REPORT

1. Fiscal Year 2024 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$89,420
Administrative (12 month)	\$111,503
Other (Nonteaching) Professional (9 month)	\$92,478

2. Fiscal Year 2024 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$889/credit hour
Full-Time Faculty Overload Rate	\$1,000/credit hour
Full-Time Faculty Summer Rate	\$1,186/credit hour

3. Fiscal Year 2024 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	\$51,040
Master's Degree, Plus Zero Hours (5 Years Experience)	\$56,924
Master's Degree, Maximum Hours (5 Years Experience)	\$66,731
Doctorate, Maximum Hours (Maximum Experience)	\$111,505

4. Fiscal Year 2023 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2022, and June 30, 2023. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$107,760
Administrative (12 month)	\$103,908
Other (Nonteaching) Professional (9 and 12 month)	\$60,834
Classified	\$44,933

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**FISCAL YEAR 2024 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2024 Salary Report*, which derive from the ICCB Faculty, Staff, and Salary (C1) Data and Supplementary Faculty, Staff, and Salary Information, reflect the census date of November 1, 2023. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested entities or persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; and fiscal year 2023 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff. Please note that correctional employees are excluded from the Salary Report. Noncredit instructors are also excluded.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgment and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

FISCAL YEAR 2024 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 2024. 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 2024
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Low Faculty Salaries	\$31,565	\$80,035	\$52,374
Average Faculty Salaries	\$58,325	\$112,931	\$89,420*
High Faculty Salaries	\$82,042	\$214,366	\$118,263
Median Faculty Salaries	\$55,490	\$115,388	\$79,969

*Weighted



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Table 2

FISCAL YEAR 2024 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	41	\$ 41,900	\$ 51,540	\$ 55,490	\$ 65,440	\$ 92,950	\$ 59,382
539 JOHN WOOD	21	42,184	52,779	56,018	63,154	85,326	58,325
531 SHAWNEE	26	54,853	66,886	73,367	84,194	103,860	74,432
533 SOUTHEASTERN ILLINOIS	32	46,226	54,430	62,008	72,607	82,042	62,633
534 SPOON RIVER	29	45,256	55,745	60,954	65,665	98,156	62,198
507 DANVILLE AREA	56	49,909	59,935	63,972	71,149	89,370	65,327
519 HIGHLAND	45	60,313	83,398	99,329	104,471	118,334	95,753
501 KASKASKIA	63	53,722	71,504	85,259	98,500	123,042	85,884
523 KISHWAUKEE	55	51,650	60,186	67,843	79,505	107,514	69,517
521 REND LAKE	30	62,357	69,457	81,957	89,757	97,857	79,240
506 SAUK VALLEY	47	47,106	59,356	66,427	73,099	88,237	66,278
529 ILLINOIS EASTERN	93	41,800	51,788	61,920	72,113	99,038	62,581
513 ILLINOIS VALLEY	71	51,869	65,064	74,662	96,956	117,462	79,135
530 JOHN A. LOGAN	65	47,287	67,102	73,302	80,800	104,931	74,088
520 KANKAKEE	59	51,178	64,397	72,444	82,018	93,658	72,311
517 LAKE LAND	96	43,212	52,287	60,536	78,907	103,146	65,193
536 LEWIS AND CLARK	87	42,571	71,149	85,933	100,465	111,363	84,324
528 MCHENRY COUNTY	90	72,632	88,336	98,887	124,161	135,449	103,729
503 BLACK HAWK	93	52,040	56,248	64,904	75,936	104,617	66,818
540 HEARTLAND	76	55,289	62,098	72,942	87,509	100,328	74,602
514 ILLINOIS CENTRAL	158	53,603	66,053	77,151	90,513	106,081	78,292
526 LINCOLN LAND	120	52,244	77,513	92,088	102,997	120,857	91,293
505 PARKLAND	145	32,749	70,730	81,575	94,932	117,186	81,678
537 RICHLAND	47	48,007	60,531	72,078	75,757	91,422	69,327
511 ROCK VALLEY	114	50,637	63,229	67,298	77,676	99,143	70,211
522 SOUTHWESTERN ILLINOIS	147	48,976	53,531	62,902	81,695	103,340	67,974
509 ELGIN	144	54,686	79,763	104,704	127,829	132,303	102,506
527 MORTON	67	53,782	65,610	74,452	95,232	140,121	81,523
515 PRAIRIE STATE	77	58,928	71,785	80,667	89,708	124,492	81,841
510 SOUTH SUBURBAN	66	31,565	58,862	71,018	91,822	120,270	75,565
516 WAUBONSEE	88	80,035	96,062	112,487	121,759	143,356	110,552
508 CITY COLLEGES OF CHICAGO	512	58,000	84,782	102,053	137,397	214,366	107,551
502 COLLEGE OF DUPAGE	265	68,149	86,464	108,080	127,460	148,437	109,727
532 COLLEGE OF LAKE COUNTY	214	68,234	92,674	108,951	130,655	160,497	112,931
512 HARPER	196	56,164	79,540	101,306	121,155	144,046	100,467
525 JOLIET JUNIOR	204	62,671	91,709	115,388	128,835	145,179	112,182
524 MORAIN VALLEY	182	57,565	76,136	86,258	94,347	143,031	85,637
535 OAKTON	141	41,714	75,972	89,463	112,428	145,541	92,564
504 TRITON	103	51,532	61,975	72,706	83,938	155,895	75,890
TOTALS/AVERAGES	4,165	\$ 52,374	\$ 68,631	\$ 79,969	\$ 93,655	\$ 118,263	\$ 89,420
Lowest Low/Highest/High		\$ 31,565				\$ 214,366	

* Weighted

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



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Table 3

FISCAL YEAR 2024 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	18	\$48,258	\$59,446	\$70,095	\$78,436	\$90,729	\$68,715
531 SHAWNEE	1	82,019	82,019	82,019	82,019	82,019	82,019
533 SOUTHEASTERN ILLINOIS	1	67,541	67,541	67,541	67,541	67,541	67,541
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	13	54,087	63,585	67,925	71,107	84,136	67,907
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	--	--	--	--	--	--	--
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	1	78,916	78,916	78,916	78,916	78,916	78,916
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	4	60,722	63,085	73,417	88,943	96,500	76,014
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	10	38,549	51,283	57,363	73,560	98,521	62,732
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	3	53,393	53,393	72,048	79,393	79,393	68,278
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	17	58,000	64,050	70,413	84,854	118,377	76,260
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	68	\$ 60,165	\$ 64,813	\$ 71,082	\$ 78,308	\$ 88,459	\$ 70,305
Lowest Low/Highest/High		\$ 38,549				\$ 118,377	

-- = Not Applicable

* Weighted

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

Section II

**FISCAL YEAR 2024 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 salary rates and overload rates paid to full-time faculty for the academic year and for the summer term per semester credit hour in Illinois public community colleges during fiscal year 2024.

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 semester 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 semester 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 2024
PART-TIME FACULTY RATES PER SEMESTER CREDIT HOUR AND FULL-TIME
FACULTY OVERLOAD RATES FOR ACADEMIC YEAR AND SUMMER TERM
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$377	\$1,400	\$889
Full-time Faculty Overload Rates for Academic Year	\$600	\$1,526	\$1,000
Full-time Faculty Overload Rates for Summer Term	\$730	\$2,680	\$1,186



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Table 5

FISCAL YEAR 2024 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD RATES
FOR ACADEMIC YEAR AND SUMMER TERM

DISTRICT/COLLEGE	Part-time	Full-time Faculty Overload Rate Per Semester Credit Hour	
	Faculty Rate Per Semester Credit Hour	for Academic Year	for Summer Term
518 CARL SANDBURG	\$ 977	\$ 1,136	\$ 1,293
539 JOHN WOOD	600	1,000	1,000
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	515	770	875
534 SPOON RIVER	800	768	878
507 DANVILLE AREA	720	735	735
519 HIGHLAND	593	1,422	1,213
501 KASKASKIA	377	795	855
523 KISHWAUKEE	640	800	1,000
521 REND LAKE	561	825	825
506 SAUK VALLEY	925	917	917
529 ILLINOIS EASTERN	535	600	730
513 ILLINOIS VALLEY	821	850	825
530 JOHN A. LOGAN	860	891	989
520 KANKAKEE	913	825	825
517 LAKE LAND	752	900	900
536 LEWIS AND CLARK	798	798	798
528 MCHENRY COUNTY	1,126	820	925
503 BLACK HAWK	819	910	910
540 HEARTLAND	1,073	1,050	1,050
514 ILLINOIS CENTRAL	891	975	950
526 LINCOLN LAND	897	1,003	1,003
505 PARKLAND	1,335	1,526	1,526
537 RICHLAND	853	775	991
511 ROCK VALLEY	391	1,004	1,228
522 SOUTHWESTERN ILLINOIS	1,001	1,246	1,242
509 ELGIN	1,157	1,000	1,125
527 MORTON	1,017	1,140	1,394
515 PRAIRIE STATE	871	1,123	1,304
510 SOUTH SUBURBAN	851	785	853
516 WAUBONSEE	1,037	1,148	1,284
508 CITY COLLEGES OF CHICAGO	951	1,062	2,188
502 COLLEGE OF DUPAGE	1,252	1,340	2,680
532 COLLEGE OF LAKE COUNTY	1,265	1,355	2,310
512 HARPER	1,336	1,155	1,155
525 JOLIET JUNIOR	1,056	1,240	1,240
524 MORAIN VALLEY	1,160	1,388	2,001
535 OAKTON	1,400	1,100	2,443
504 TRITON	930	1,063	1,058
AVERAGES	\$ 889	\$ 1,000	\$ 1,186

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

Section III

**SALARIES BASED ON FISCAL YEAR 2024 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2024 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate with maximum hours.

Table 7 provides the fiscal year 2024 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 2024 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$33,171	\$66,300	\$51,040
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$74,538	\$56,924
Master's Degree, Maximum Hours (5 Years Experience)	\$46,875	\$95,593	\$66,731
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$49,729	\$160,497	\$111,505



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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2024

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Max. Hours Max. Exp.
518 CARL SANDBURG	\$ 47,890	\$ 49,920	\$ 54,910	\$ 111,870
539 JOHN WOOD	40,805	45,053	60,459	95,721
531 SHAWNEE	55,607	60,385	67,423	108,402
533 SOUTHEASTERN ILLINOIS	43,703	48,471	55,423	92,174
534 SPOON RIVER	43,929	47,324	53,310	105,741
507 DANVILLE AREA	53,861	53,861	53,861	56,616
519 HIGHLAND	55,897	67,803	83,287	118,334
501 KASKASKIA	49,770	55,040	65,691	106,554
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	54,457	57,457	74,357	101,857
506 SAUK VALLEY	46,410	48,596	62,742	86,644
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	45,780	52,011	60,924	98,304
530 JOHN A. LOGAN	46,282	54,032	62,535	102,500
520 KANKAKEE	51,257	53,168	64,074	103,355
517 LAKE LAND	43,808	46,808	48,595	49,729
536 LEWIS AND CLARK	38,506	47,588	53,669	118,629
528 MCHENRY COUNTY	54,965	66,743	79,993	135,449
503 BLACK HAWK	52,040	56,248	59,247	96,231
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	50,461	55,806	55,806	61,924
526 LINCOLN LAND	48,337	56,306	56,306	120,857
505 PARKLAND	51,250	60,537	65,230	126,531
537 RICHLAND	44,345	47,252	61,500	92,918
511 ROCK VALLEY	58,508	63,508	95,593	120,563
522 SOUTHWESTERN ILLINOIS	51,976	54,597	58,857	99,282
509 ELGIN	52,331	61,751	84,159	132,303
527 MORTON	46,426	53,782	61,004	157,708
515 PRAIRIE STATE	54,051	61,712	73,593	125,981
510 SOUTH SUBURBAN	33,171	38,345	46,875	84,275
516 WAUBONSEE	66,300	73,201	90,028	143,356
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	58,566	74,538	93,918	148,437
532 COLLEGE OF LAKE COUNTY	66,198	70,270	83,852	160,497
512 HARPER	56,164	61,781	67,959	144,046
525 JOLIET JUNIOR	61,461	68,906	78,843	145,179
524 MORAIN VALLEY	53,706	59,153	64,998	143,031
535 OAKTON	52,827	58,941	68,345	134,000
504 TRITON	55,369	61,460	68,220	73,678
AVERAGES	\$ 51,040	\$ 56,924	\$ 66,731	\$ 111,505

N/A = Not Applicable

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

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2024**

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-three 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 2024**

	<u>Range</u>		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	20	15
Average Weekly Office/Academic Advising Hours	3	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34



Illinois Community College Board
 Table 9
 INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
 ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2024

District/College	Avg. Yearly Semester Hours	Avg. Weekly Class Contact Hours	Avg. Weekly Office/Adv. Hours	----Length of Academic Year---- in Weeks	in Instructional Days	Faculty Collective Bargaining Master Contract	Number of Years in Contract	Year Contract Expires	Full-Time Faculty Salary Schedule	Recognized College Negotiating Body
518 CARL SANDBURG	30	15	4	32	160	Yes	5	2026	Yes	IEA/NEA
539 JOHN WOOD	30	15	5	32	164	Yes	3	2026	Yes	IFT/AFT-AFL/CIO
531 SHAWNEE	30	15	10	36	150	Yes	5	2027	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	6	33	164	Yes	2	2025	Yes	IEA/NEA
534 SPOON RIVER	30	15	8	32	155	No	1	2023	Yes	IEA/NEA
507 DANVILLE AREA	30	15	10	35	150	Yes	3	2026	Yes	IEA/NEA
519 HIGHLAND	30	15	4	32	152	Yes	3	2026	Yes	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10	35	170	Yes	4	2026	Yes	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	10	34	168	Yes	4	2026	No	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	166	Yes	2	2024	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	3	2024	Yes	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	39	179	No	--	--	No	IEA/NEA
513 ILLINOIS VALLEY	30	15	6	32	150	Yes	4	2026	Yes	IFT/AFT-AFL/CIO
530 JOHN A. LOGAN	30	15	8	37	150	Yes	4	2027	Yes	IEA/NEA
520 KANKAKEE	30	15	5	34	173	Yes	4	2027	Yes	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	168	No	--	--	Yes	IFT/AFT-AFL/CIO
536 LEWIS AND CLARK	30	15	8	32	180	Yes	3	2025	Yes	IEA/NEA
528 MCHENRY COUNTY	30	15	3	32	180	Yes	3	2026	Yes	IEA/NEA
503 BLACK HAWK	30	15	5	34	160	Yes	5	2026	Yes	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	155	Yes	3	2025	No	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Yes	3	2024	Yes	Other Local Group
526 LINCOLN LAND	30	15	5	40	195	Yes	3	2025	Yes	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	No	--	--	Yes	Other Local Group
537 RICHLAND	30	16	5	32	170	Yes	3	2024	Yes	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	4	34	170	No	--	--	Yes	IFT/AFT-AFL/CIO
522 SOUTHWESTERN ILLINOIS	30	15	10	40	184	Yes	5	2024	Yes	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Yes	3	2025	Yes	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	165	Yes	5	2024	Yes	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	160	Yes	3	2024	Yes	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Yes	4	2024	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Yes	3	2025	Yes	IFT/AFT-AFL/CIO
508 CITY COLLEGES OF CHICAGO	30	15	7	36	175	No	--	--	No	IFT/AFT-AFL/CIO
502 COLLEGE OF DUPAGE	30	15	10	32	166	Yes	3	2023	Yes	IEA/NEA
532 COLLEGE OF LAKE COUNTY	30	20	5	30	160	Yes	3	2025	Yes	IFT/AFT-AFL/CIO
512 HARPER	30	15	10	34	160	Yes	2	2024	Yes	IFT/AFT-AFL/CIO
525 JOLIET JUNIOR	30	16	12	32	160	Yes	4	2027	Yes	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Yes	6	2024	Yes	IFT/AFT-AFL/CIO
535 OAKTON	30	15	15	32	160	Yes	4	2024	Yes	Other Local Group
504 TRITON	30	15	10	34	150	Yes	2	2025	Yes	Other Local Group
TOTALS/AVERAGES	30	15	7	34	165	No = 6 Yes = 33	1 = 1 2 = 4 3 = 15 4 = 8 5 = 5 6 = 1 7 = 0	2 =2023 11 =2024 8 =2025 9 =2026 4 =2027 0 =2028 0 =2029	No = 4 Yes = 35	IEA/NEA = 11 IFT/AFT-AFL/CIO = Local Fac Assoc./ Teachers' Union = 6

--Not Applicable / Not Specified in Contract

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

Section V

**FISCAL YEAR 2024 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2024 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include a relatively diverse group of professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgment and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was \$92,478. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$65,537.

Table 10
**SUMMARY OF
FISCAL YEAR 2024 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$47,498	\$108,741	\$67,577
Lowest Salaries (12 month)	\$27,848	\$47,500	\$36,382
Average Salaries (9 month)	\$62,628	\$116,646	\$92,478*
Average Salaries (12 month)	\$42,020	\$77,653	\$65,537*
Highest Salaries (9 month)	\$70,655	\$160,497	\$108,430
Highest Salaries (12 month)	\$62,130	\$190,108	\$110,763
Median Salaries (9 month)	\$62,628	\$123,094	\$87,402
Median Salaries (12 month)	\$39,700	\$75,326	\$56,500

*Weighted



Illinois Community College Board

Table 11

FISCAL YEAR 2024 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF (9 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	--	--	--	--	--	--	--
539 JOHN WOOD	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	2	\$78,947	\$78,947	\$82,819	\$86,690	\$86,690	\$82,819
521 REND LAKE	2	54,601	54,601	62,628	70,655	70,655	62,628
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	--	--	--	--	--	--	--
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	75,576	75,576	80,729	85,882	85,882	80,729
503 BLACK HAWK	1	80,029	80,029	80,029	80,029	80,029	80,029
540 HEARTLAND	--	--	--	--	--	--	--
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	5	47,498	53,019	93,406	106,843	120,857	84,325
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	2	72,890	72,890	76,011	79,131	79,131	76,011
522 SOUTHWESTERN ILLINOIS	3	54,732	54,732	67,063	80,732	80,732	67,509
509 ELGIN	4	64,105	65,228	90,823	118,985	122,674	92,106
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	65,976	67,335	74,819	83,315	85,685	75,325
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	4	108,741	108,757	112,034	124,536	133,776	116,646
508 CITY COLLEGES OF CHICAGO	12	68,250	74,950	83,524	100,882	125,681	89,089
502 COLLEGE OF DUPAGE	21	60,910	92,640	123,094	148,437	148,437	116,461
532 COLLEGE OF LAKE COUNTY	6	78,007	80,178	114,782	119,937	160,497	111,364
512 HARPER	10	61,372	88,327	115,516	127,068	144,046	108,070
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	21	49,985	61,242	70,202	84,962	94,317	72,891
535 OAKTON	6	59,617	64,209	70,955	89,463	115,789	78,498
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	105	\$ 67,577	\$ 73,291	\$ 87,402	\$ 99,222	\$ 108,430	\$ 92,478
Lowest Low/Highest/High		\$ 47,498				\$ 160,497	

-- = Not Applicable

* Weighted

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



Illinois Community College Board

Table 12

FISCAL YEAR 2024 CONTRACTUAL BASE SALARIES FOR OTHER (NONTECHING)
PROFESSIONAL STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	63	\$ 32,250	\$ 36,770	\$ 39,700	\$ 45,830	\$ 62,130	\$ 42,020
539 JOHN WOOD	50	35,568	39,312	43,056	48,681	86,058	44,453
531 SHAWNEE	34	39,710	48,000	53,909	60,981	67,892	53,999
533 SOUTHEASTERN ILLINOIS	38	27,848	43,512	49,323	60,303	78,037	51,452
534 SPOON RIVER	36	29,120	40,000	45,858	52,131	80,709	48,073
507 DANVILLE AREA	40	37,005	40,085	46,350	51,923	88,649	48,309
519 HIGHLAND	33	36,088	46,193	53,691	58,920	89,994	54,785
501 KASKASKIA	57	29,120	43,122	49,122	58,333	104,395	50,995
523 KISHWAUKEE	55	42,572	58,000	65,000	75,000	99,000	65,950
521 REND LAKE	55	33,708	37,620	41,800	50,734	83,523	45,246
506 SAUK VALLEY	42	36,753	49,192	52,322	58,760	91,374	53,767
529 ILLINOIS EASTERN	129	30,430	39,562	45,323	51,739	124,424	47,464
513 ILLINOIS VALLEY	49	36,991	47,902	55,705	63,168	101,889	58,014
530 JOHN A. LOGAN	72	37,383	42,250	48,928	60,000	72,722	51,256
520 KANKAKEE	57	34,029	52,863	55,761	66,351	80,000	58,702
517 LAKE LAND	120	33,280	48,540	50,898	69,068	135,392	59,376
536 LEWIS AND CLARK	48	32,315	52,311	53,357	58,657	106,723	58,792
528 MCHENRY COUNTY	78	40,685	50,824	56,648	66,401	101,368	60,230
503 BLACK HAWK	143	29,286	47,020	53,690	66,618	117,359	59,321
540 HEARTLAND	163	37,188	45,760	50,916	62,726	120,840	55,049
514 ILLINOIS CENTRAL	191	34,528	48,090	55,000	66,272	108,612	58,517
526 LINCOLN LAND	116	42,723	53,878	60,961	70,255	100,994	62,769
505 PARKLAND	152	31,473	48,953	57,601	70,519	126,265	62,412
537 RICHLAND	60	33,280	44,159	48,231	53,958	75,858	49,949
511 ROCK VALLEY	132	32,199	46,450	52,000	58,246	83,401	53,025
522 SOUTHWESTERN ILLINOIS	154	34,136	47,958	56,498	66,000	126,701	60,866
509 ELGIN	215	38,255	57,589	69,832	83,335	156,965	72,518
527 MORTON	21	31,716	64,000	64,705	68,957	78,076	64,458
515 PRAIRIE STATE	75	41,200	50,386	57,962	66,950	94,907	58,882
510 SOUTH SUBURBAN	80	34,214	45,218	50,158	65,229	133,900	58,178
516 WAUBONSEE	191	43,328	55,205	70,286	89,637	129,620	73,502
508 CITY COLLEGES OF CHICAGO	676	38,817	66,826	75,326	84,571	190,108	77,653
502 COLLEGE OF DUPAGE	398	39,749	61,443	70,957	83,450	142,984	74,964
532 COLLEGE OF LAKE COUNTY	316	39,998	53,241	62,850	74,279	124,990	66,942
512 HARPER	305	42,900	60,922	70,796	87,164	167,671	76,572
525 JOLIET JUNIOR	253	41,513	52,652	61,884	73,882	122,774	65,179
524 MORAIN VALLEY	154	47,500	60,030	73,121	85,905	149,707	75,502
535 OAKTON	186	45,681	59,177	71,538	84,841	150,197	74,492
504 TRITON	130	34,340	54,634	62,447	72,737	163,535	68,750
TOTALS/AVERAGES	5,167	\$ 36,382	\$ 49,735	\$ 56,500	\$ 66,475	\$ 110,763	\$ 65,537
Lowest Low/Highest/High		\$ 27,848				\$ 190,108	

* Weighted

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

Section VI

**FISCAL YEAR 2024 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 2024. The weighted average administrative staff salary ranged from a low of \$72,185 to a high of \$165,591. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2024 salaries; and the median fiscal year 2024 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 2024 was \$111,503. The lowest reported administrative salary was \$31,824 and the highest was \$377,825. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2024
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	\$31,824	\$107,192	\$67,225
Average Administrative Salaries	\$72,185	\$165,591	\$111,503*
Highest Administrative Salaries	\$169,950	\$377,825	\$246,642
Median Administrative Salaries	\$68,971	\$155,297	\$101,830

*Weighted



Illinois Community College Board

Table 14

FISCAL YEAR 2024 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 CARL SANDBURG	26	\$ 57,570	\$ 58,700	\$ 77,310	\$ 89,880	\$ 215,757	\$ 84,185
539 JOHN WOOD	26	31,824	56,160	68,971	82,028	210,000	72,185
531 SHAWNEE	20	54,340	69,958	79,098	92,360	169,950	85,665
533 SOUTHEASTERN ILLINOIS	11	49,221	88,060	90,193	114,351	224,975	104,022
534 SPOON RIVER	19	50,000	68,156	81,051	98,707	182,000	85,340
507 DANVILLE AREA	38	44,597	64,314	85,961	99,242	193,300	87,682
519 HIGHLAND	20	62,704	76,101	89,280	110,615	184,548	97,807
501 KASKASKIA	39	49,575	57,200	72,496	92,800	201,044	79,492
523 KISHWAUKEE	17	78,571	105,600	109,737	125,080	223,485	118,306
521 REND LAKE	37	46,957	53,033	71,889	91,052	220,000	77,451
506 SAUK VALLEY	25	69,867	73,964	80,766	94,827	202,033	91,680
529 ILLINOIS EASTERN	22	51,842	69,198	98,249	156,310	190,216	108,842
513 ILLINOIS VALLEY	18	74,630	81,818	87,915	112,000	205,000	99,370
530 JOHN A. LOGAN	41	65,000	82,600	92,283	106,348	195,000	97,550
520 KANKAKEE	34	67,600	80,652	87,833	113,107	192,639	97,592
517 LAKE LAND	21	67,038	87,007	100,809	116,817	272,762	113,094
536 LEWIS AND CLARK	61	52,854	70,000	89,395	112,806	260,000	96,812
528 MCHENRY COUNTY	55	58,937	87,465	102,900	125,538	305,379	110,856
503 BLACK HAWK	9	107,192	117,885	120,803	167,800	230,000	143,216
540 HEARTLAND	27	75,000	84,082	92,011	109,598	232,316	104,372
514 ILLINOIS CENTRAL	39	71,500	89,069	104,024	131,466	290,449	117,375
526 LINCOLN LAND	65	66,909	86,709	102,408	119,918	347,613	111,051
505 PARKLAND	32	67,299	81,615	109,498	140,445	300,000	116,401
537 RICHLAND	36	51,292	69,259	83,180	99,602	249,430	92,398
511 ROCK VALLEY	51	48,315	69,600	78,292	87,964	222,310	84,753
522 SOUTHWESTERN ILLINOIS	19	69,305	86,539	105,909	132,917	191,115	110,073
509 ELGIN	62	84,666	103,420	115,070	155,000	324,871	131,535
527 MORTON	27	60,099	80,327	94,629	120,000	245,000	105,496
515 PRAIRIE STATE	21	62,000	96,309	104,009	135,000	225,879	118,469
510 SOUTH SUBURBAN	22	59,606	88,039	101,674	113,733	229,206	109,326
516 WAUBONSEE	32	96,558	122,338	134,585	164,295	275,000	148,921
508 CITY COLLEGES OF CHICAGO	379	66,950	87,550	100,786	120,000	281,139	108,182
502 COLLEGE OF DUPAGE	43	102,768	147,000	154,500	192,652	291,723	165,591
532 COLLEGE OF LAKE COUNTY	59	90,400	114,450	134,880	156,355	320,150	141,347
512 HARPER	34	105,087	134,239	155,297	180,933	377,825	165,189
525 JOLIET JUNIOR	42	68,870	106,303	126,132	147,769	280,500	132,534
524 MORAIN VALLEY	30	87,975	115,000	127,307	166,040	250,000	141,360
535 OAKTON	37	94,751	115,000	131,668	139,991	318,427	138,470
504 TRITON	34	52,110	99,986	128,572	170,112	288,000	139,162
TOTALS/AVERAGES	1,630	\$ 67,225	\$ 87,813	\$ 101,830	\$ 125,268	\$ 246,642	\$ 111,503
Lowest Low/Highest/High		\$ 31,824				\$ 377,825	

* Weighted

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

Section VII

**SALARIES PAID TO SELECTED ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024**

A summary of the fiscal year 2024 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 2024. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges.

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

Table 15

**SUMMARY OF FISCAL YEAR 2024 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$169,950	\$377,825	\$246,642
Chief Campus Administrator	\$158,385	\$222,000	\$198,867
Chief Finance Officer	\$102,954	\$266,000	\$166,395
Chief Academic Officer	\$104,407	\$236,900	\$161,462
Student Services Officer	\$75,923	\$240,090	\$138,543
Dean-Baccalaureate Education	\$75,302	\$149,994	\$112,342
Dean-Occupational/Career Education	\$72,500	\$152,826	\$113,967
Dean-Continuing Education	\$80,327	\$128,932	\$103,232
Director-Data Processing/Info Technology	\$78,820	\$209,148	\$128,533
Director-Research & Planning	\$65,054	\$201,732	\$110,318
Director-Admissions and Records	\$49,221	\$167,279	\$94,933
Director-Counseling	\$56,160	\$131,668	\$85,464
Director-Financial Aid	\$57,112	\$128,520	\$87,515
Director-Job Placement	\$86,539	\$156,355	\$125,687
Director-Student Activities	\$58,700	\$136,193	\$85,158
Director-Library/LRC	\$50,000	\$157,983	\$97,487
Director-Development/Grants	\$64,059	\$206,054	\$101,684
Director-Public Information/Relations	\$43,680	\$179,185	\$109,254
Director-Personnel/Human Resources	\$68,678	\$191,259	\$114,657
Director-Business Services	\$51,700	\$148,262	\$98,579
Director-Physical Facilities/Grounds	\$76,722	\$193,296	\$110,051
Director-Adult Education	\$47,025	\$159,185	\$99,131
Director-Athletics	\$52,000	\$186,851	\$89,164
Controller	\$62,704	\$164,620	\$117,593
Director-Business/Industry Center	\$57,570	\$166,040	\$96,089
Director-Physical Therapy Program	\$95,000	\$95,000	\$95,000
Director-Nursing	\$70,812	\$160,000	\$107,022

*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$215,757	1	5	1									\$135,670	1	5	2
539 JOHN WOOD	210,000	1	10	1												
531 SHAWNEE	169,950	1	3	1					\$108,734	1	22	2	115,000	1	2	2
533 SOUTHEASTERN ILLINOIS	224,975	1	14	1					114,351	1	6	2	120,000	1	7	2
534 SPOON RIVER	182,000	1	11	1					102,954	1	1	4	108,412	1	11	2
507 DANVILLE AREA	193,300	1	7	1					138,009	1	12	2	160,000	1	2	2
519 HIGHLAND	184,548	1	3	1					135,716	1	18	2	144,900	1	1	2
501 KASKASKIA	201,044	1	5	1					121,476	1	7	2	118,247	1	3	2
523 KISHWAUKEE	223,485	1	8	1					130,487	1	5	4	152,110	1	2	2
521 REND LAKE	220,000	1	11	1					107,018	1	7	2	120,487	1	10	2
506 SAUK VALLEY	202,033	1	8	1					126,547	1	4	2	133,390	1	4	2
529 ILLINOIS EASTERN	190,216	1	3	1	\$158,385	4	7	2	174,486	1	5	3	104,407	3	8	4
513 ILLINOIS VALLEY	205,000	1	0	1					112,000	1	0	2	140,608	1	2	2
530 JOHN A. LOGAN	195,000	1	3	1					145,000	1	0	2	155,000	1	0	2
520 KANKAKEE	192,639	1	4	1					130,478	1	3	2	136,240	1	1	2
517 LAKE LAND	272,762	1	10	1									174,200	1	1	2
536 LEWIS AND CLARK	260,000	1	3	1					209,091	1	11	2	169,905	1	1	2
528 MCHENRY COUNTY	305,379	1	8	1					180,848	1	11	2	169,785	1	1	2
503 BLACK HAWK	230,000	1	0	1					167,800	1	9	2	168,612	1	7	2
540 HEARTLAND	232,316	1	5	1									169,115	1	11	2
514 ILLINOIS CENTRAL	290,449	1	7	1					243,768	1	22	2	194,997	1	2	2
526 LINCOLN LAND	347,613	1	17	1					192,105	1	4	2	170,000	1	1	2
505 PARKLAND	300,000	1	1	1					174,469	1	14	2	145,461	1	3	2
537 RICHLAND	249,430	1	7	1					157,149	1	1	3	189,938	1	2	2
511 ROCK VALLEY	222,310	1	3	1					142,758	1	2	2	133,900	1	2	2
522 SOUTHWESTERN ILLINOIS	191,115	1	5	1					111,389	1	1	4	162,040	1	4	2
509 ELGIN	324,871	1	17	1					195,744	1	4	2	225,177	1	7	2
527 MORTON	245,000	1	0	1					171,587	1	5	4	149,972	1	7	3
515 PRAIRIE STATE	225,879	1	2	1					135,000	1	0	3	173,349	1	2	2
510 SOUTH SUBURBAN	229,206	1	5	1												
516 WAUBONSEE	275,000	1	1	1					224,952	1	3	2	236,900	1	7	2
508 CITY COLLEGES OF CHICAGO	281,139	1	6	1	222,000	7	6	2	190,299	1	5	3	222,000	1	6	3
502 COLLEGE OF DUPAGE	291,723	1	5	1					192,652	1	5	3				
532 COLLEGE OF LAKE COUNTY	320,150	1	5	1					232,627	1	2	2	215,355	1	1	2
512 HARPER	377,825	1	4	1					241,578	1	3	2	218,913	1	0	2
525 JOLIET JUNIOR	280,500	1	1	1					211,000	1	1	2	191,616	1	5	2
524 MORAIN VALLEY	250,000	1	0	1					202,949	1	5	2	202,000	1	0	2
535 OAKTON	318,427	1	8	1									194,026	1	7	2
504 TRITON	288,000	1	7	1					266,000	1	9	2	205,000	1	4	2
NUMBER OF PERSONS	39				11				33				38			
AVERAGES	\$ 246,642				\$ 198,867				\$ 166,395				\$ 161,462			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$121,360	1	0	2					\$89,040	2	2	4				
539 JOHN WOOD	88,473	1	4	4	\$75,302	2	5	4	75,488	1	6	4				
531 SHAWNEE	113,912	1	4	2	84,955	1	6	4	72,500	1	1	4				
533 SOUTHEASTERN ILLINOIS	88,060	1	2	4	97,910	1	3	4								
534 SPOON RIVER	98,707	1	11	4					91,546	1	8	4				
507 DANVILLE AREA					102,659	2	1	4	94,546	1	5	4				
519 HIGHLAND	119,296	1	16	2					114,173	1	17	2				
501 KASKASKIA	114,500	1	1	2	103,141	1	16	4	93,882	1	3	4				
523 KISHWAUKEE	132,500	1	6	2	98,594	2	2	4	107,669	2	3	4	\$106,759	1	0	4
521 REND LAKE	108,438	2	13	3	97,595	1	12	4	98,026	2	2	4				
506 SAUK VALLEY	94,827	1	1	3					94,827	1	1	3				
529 ILLINOIS EASTERN					91,552	2	0	4	83,952	1	2	4				
513 ILLINOIS VALLEY	112,091	1	5	2	100,699	2	11	4	89,851	1	6	4				
530 JOHN A. LOGAN	122,300	1	2	3	113,000	1	0	3	98,000	1	0	4				
520 KANKAKEE	122,590	1	2	2	101,664	1	3	4	106,719	2	2	4	80,652	1	1	4
517 LAKE LAND	174,200	1	2	2												
536 LEWIS AND CLARK	143,959	1	1	2	131,250	1	1	4								
528 MCHENRY COUNTY	177,981	1	5	2	118,000	1	0	4	116,000	1	0	4	128,932	1	4	3
503 BLACK HAWK	107,192	1	6	4	120,803	1	1	4	124,863	3	2	4				
540 HEARTLAND	151,626	1	5	2					81,090	1	1	3	89,904	1	1	3
514 ILLINOIS CENTRAL	172,000	1	1	2					129,286	1	2	4	92,000	1	1	4
526 LINCOLN LAND	170,000	1	1	2					119,918	1	3	4	103,292	1	1	3
505 PARKLAND	162,531	1	7	2					110,389	1	1	3				
537 RICHLAND					109,391	1	9	4	86,466	1	6	4				
511 ROCK VALLEY	75,923	1	6	4												
522 SOUTHWESTERN ILLINOIS	112,631	1	3	2					135,518	1	4	4				
509 ELGIN	177,799	1	1	3	111,240	1	1	3	129,787	1	5	3	111,240	1	1	3
527 MORTON					111,780	1	2	4	120,490	1	4	4	80,327	1	4	4
515 PRAIRIE STATE					104,009	1	2	4					96,309	1	3	4
510 SOUTH SUBURBAN																
516 WAUBONSEE	236,900	1	11	2	146,976	1	10	4	135,288	2	5	4				
508 CITY COLLEGES OF CHICAGO	116,742	6	9	4					132,803	3	3	4	113,300	1	1	4
502 COLLEGE OF DUPAGE					149,994	1	2	4	151,000	1	0	4				
532 COLLEGE OF LAKE COUNTY	240,090	1	6	2					140,003	1	5	4				
512 HARPER	141,506	1	0	4	138,989	3	3	4	152,826	2	2	4				
525 JOLIET JUNIOR	175,875	1	1	2					131,250	1	1	4				
524 MORAIN VALLEY	204,307	1	14	2					148,568	1	2	4				
535 OAKTON	192,167	1	8	2	130,093	4	2	4	125,971	1	6	4	111,081	1	7	4
504 TRITON	202,000	1	5	2	130,625	1	1	4					124,982	1	2	4
NUMBER OF PERSONS	38				33				42				12			
AVERAGES	\$ 138,543				\$ 112,342				\$ 113,967				\$ 103,232			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$78,820	3	0	3	\$65,740	1	0	4	\$105,090	2	1	4	\$58,700	1	0	4
539 JOHN WOOD	89,002	1	16	4					63,603	1	5	4	56,160	1	9	4
531 SHAWNEE	90,000	1	2	4	89,000	1	3	3	67,810	1	1	4	67,810	1	4	4
533 SOUTHEASTERN ILLINOIS	96,515	1	28	6					49,221	1	2	4				
534 SPOON RIVER	92,805	2	15	4					68,156	1	11	4				
507 DANVILLE AREA	106,127	1	9	4	65,054	1	3	4	64,314	1	5	4	64,314	1	10	4
519 HIGHLAND	85,782	1	6	4	83,222	1	17	4	76,979	1	14	4				
501 KASKASKIA	121,475	1	3	3	75,712	1	0	4								
523 KISHWAUKEE	125,080	1	7	4	89,858	1	7	4								
521 REND LAKE	90,365	1	17	3					65,021	1	11	4	78,491	1	7	6
506 SAUK VALLEY	94,307	1	1	3	80,766	1	1	4	80,142	1	9	4				
529 ILLINOIS EASTERN	117,480	1	27	4					67,161	1	3	4				
513 ILLINOIS VALLEY	99,840	1	1	4					74,630	1	2	4				
530 JOHN A. LOGAN	130,000	1	7	3	110,478	1	2	3								
520 KANKAKEE	126,968	1	15	4	90,480	1	4	4	85,242	1	2	4	79,210	1	1	4
517 LAKE LAND	118,747	1	2	4					142,467	1	29	4				
536 LEWIS AND CLARK	121,501	1	2	4	126,877	1	3	4								
528 MCHENRY COUNTY	180,003	1	2	2	108,045	1	1	4	85,500	1	0	4	87,465	1	1	4
503 BLACK HAWK					119,946	1	21	4								
540 HEARTLAND	146,482	1	9	3	108,193	1	10	3					75,705	1	1	4
514 ILLINOIS CENTRAL	150,000	1	0	4	106,001	1	10	3	104,016	1	2	4	72,625	1	1	4
526 LINCOLN LAND	209,148	1	16	2	124,396	1	6	3					86,709	1	1	4
505 PARKLAND	164,436	1	4	3	121,162	1	7	3	80,601	1	0	5	82,314	1	3	5
537 RICHLAND					83,139	1	6	6								
511 ROCK VALLEY					78,113	2	4	2					75,000	1	4	2
522 SOUTHWESTERN ILLINOIS	138,475	1	5	2	105,909	1	3	4	69,305	1	2	4				
509 ELGIN	185,326	1	6	3	201,732	1	16	2	108,622	1	7	5				
527 MORTON	150,959	1	6	2					86,653	1	3	4				
515 PRAIRIE STATE									123,575	1	4	4				
510 SOUTH SUBURBAN	100,662	2	1	4	88,039	1	16	4	78,437	2	5	4				
516 WAUBONSEE	177,857	1	12	3	146,742	1	13	4	137,499	2	14	4	128,750	1	1	3
508 CITY COLLEGES OF CHICAGO	107,000	6	3	4	129,780	1	1	3	92,099	7	5	4				
502 COLLEGE OF DUPAGE					169,300	1	6	4								
532 COLLEGE OF LAKE COUNTY	203,384	1	5	2	98,000	1	0	5	114,450	1	1	5	96,495	1	1	5
512 HARPER	180,933	1	2	3	135,845	1	10	4	167,279	1	4	3				
525 JOLIET JUNIOR					130,211	1	17	4	139,043	1	27	4				
524 MORAIN VALLEY	195,241	1	9	2	118,906	1	8	4	118,906	1	2	4	126,003	1	9	4
535 OAKTON	159,083	4	9	4	131,895	2	4	4	120,000	1	1	4	131,668	1	11	4
504 TRITON	186,851	1	9	3	137,620	1	9	4	98,000	1	0	4				
NUMBER OF PERSONS	45				32				38				16			
AVERAGES	\$ 128,533				\$ 110,318				\$ 94,933				\$ 85,464			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$58,700	1	0	4					\$58,700	5	1	4				
539 JOHN WOOD	82,767	2	9	4									\$61,913	1	13	4
531 SHAWNEE									70,237	2	10	4				
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	78,000	1	18	4									50,000	1	4	6
507 DANVILLE AREA	75,000	1	0	4												
519 HIGHLAND	71,699	1	1	4												
501 KASKASKIA	70,000	1	0	4												
523 KISHWAUKEE									78,571	1	4	4	105,818	1	5	4
521 REND LAKE													53,033	1	1	6
506 SAUK VALLEY	76,024	1	8	4												
529 ILLINOIS EASTERN	57,112	1	1	4												
513 ILLINOIS VALLEY	81,818	1	4	4									87,483	1	6	4
530 JOHN A. LOGAN	85,181	1	1	4									85,588	1	5	4
520 KANKAKEE	81,084	1	2	4					101,586	1	10	4	80,856	1	3	4
517 LAKE LAND	76,844	1	3	4												
536 LEWIS AND CLARK	105,963	1	20	4					136,193	1	2	4				
528 MCHENRY COUNTY	89,692	1	4	4					95,375	1	2	4	102,000	1	0	4
503 BLACK HAWK																
540 HEARTLAND	87,302	1	10	4					75,000	1	0	3	92,011	1	22	4
514 ILLINOIS CENTRAL													89,363	1	13	4
526 LINCOLN LAND	105,176	1	5	3					75,487	1	1	4	128,377	1	13	4
505 PARKLAND	80,758	1	1	5					80,601	1	0	5	96,722	1	0	5
537 RICHLAND	69,519	1	2	4									67,429	1	1	4
511 ROCK VALLEY	86,000	1	0	4												
522 SOUTHWESTERN ILLINOIS	81,516	1	1	4	\$86,539	1	2	4	71,824	1	8	4				
509 ELGIN													104,244	1	5	4
527 MORTON	94,629	1	4	4					70,000	1	0	4	72,000	1	1	4
515 PRAIRIE STATE	92,952	1	10	4									97,850	1	1	4
510 SOUTH SUBURBAN	77,250	1	1	4												
516 WAUBONSEE	121,128	1	2	4					121,128	1	1	4	102,703	1	3	4
508 CITY COLLEGES OF CHICAGO																
502 COLLEGE OF DUPAGE																
532 COLLEGE OF LAKE COUNTY	96,180	1	1	5	156,355	1	19	4	90,400	1	0	5	153,853	1	9	4
512 HARPER	128,520	1	12	4	141,221	1	0	4					157,983	1	17	4
525 JOLIET JUNIOR	103,064	1	25	4												
524 MORAIN VALLEY	91,323	1	1	4	96,208	1	16	4	122,994	1	12	4	112,298	1	8	4
535 OAKTON	125,000	1	0	4	148,114	1	14	4	115,000	1	6	4	116,676	1	7	4
504 TRITON	99,986	1	2	4					120,175	1	1	4	126,519	1	4	4
NUMBER OF PERSONS	31				5				21				22			
AVERAGES	\$ 87,515				\$ 125,687				\$ 85,158				\$ 97,487			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$81,840	1	2	4	\$78,260	1	1	3	\$103,960	1	0	3	\$59,790	1	1	4
539 JOHN WOOD	64,059	2	13	4	43,680	1	1	4	68,919	3	9	4				
531 SHAWNEE					72,105	1	2	3	73,192	1	1	3	83,252	1	14	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	68,258	1	8	4	63,285	1	11	4	81,051	1	5	4	70,210	1	1	4
507 DANVILLE AREA	111,632	1	5	3	85,921	1	23	3	108,606	1	12	2	99,633	1	3	4
519 HIGHLAND					80,006	1	1	4	104,496	1	4	4				
501 KASKASKIA									84,300	1	0	4				
523 KISHWAUKEE					125,080	1	5	4	119,916	2	3	4				
521 REND LAKE					60,244	1	5	6	68,678	1	5	6				
506 SAUK VALLEY									100,193	1	19	4				
529 ILLINOIS EASTERN									72,345	1	3	3	59,741	3	21	4
513 ILLINOIS VALLEY					88,347	1	0	4	89,960	1	1	4				
530 JOHN A. LOGAN					120,173	1	2	3	100,000	1	0	3				
520 KANKAKEE					85,280	1	1	4	128,823	1	16	4				
517 LAKE LAND	116,817	1	4	3	95,460	1	9	4	100,809	1	7	4				
536 LEWIS AND CLARK					71,644	1	2	6	109,444	1	10	4				
528 MCHENRY COUNTY	88,689	1	3	4	173,650	1	6	2	125,538	1	3	4	95,296	1	2	4
503 BLACK HAWK																
540 HEARTLAND	109,598	1	11	3	93,962	1	2	3	116,548	1	25	3				
514 ILLINOIS CENTRAL	95,923	1	6	3	164,850	1	5	2	105,825	1	1	3				
526 LINCOLN LAND	87,585	1	4	4	137,500	1	0	2	146,124	1	4	3	147,724	1	10	3
505 PARKLAND	80,601	1	0	6	80,601	1	0	5	135,806	1	3	3				
537 RICHLAND	119,027	1	4	3					99,328	1	0	4				
511 ROCK VALLEY	92,465	2	3	4					89,440	3	2	4	51,700	1	2	4
522 SOUTHWESTERN ILLINOIS	87,962	1	2	4									97,000	1	1	4
509 ELGIN	123,600	1	1	2	179,185	1	1	2	188,150	1	4	2	118,003	1	2	4
527 MORTON									120,000	1	0	3				
515 PRAIRIE STATE	102,565	1	7	4					154,993	1	3	4				
510 SOUTH SUBURBAN					92,700	1	0	3	113,733	1	15	4				
516 WAUBONSEE					133,900	1	1	3	191,121	1	11	3	135,269	1	6	4
508 CITY COLLEGES OF CHICAGO					137,917	1	4	3	106,622	6	1	4				
502 COLLEGE OF DUPAGE									124,125	1	2	4	114,828	1	2	4
532 COLLEGE OF LAKE COUNTY					124,280	1	7	4	191,259	1	5	2	144,096	1	9	4
512 HARPER	206,054	1	9	2					147,126	1	1	3				
525 JOLIET JUNIOR	157,832	1	22	4	131,563	1	17	4	175,000	1	0	2	131,563	1	1	4
524 MORAIN VALLEY	87,975	1	1	4	118,906	1	7	4	169,230	1	25	4				
535 OAKTON	96,363	1	6	4	139,426	2	3	4								
504 TRITON					141,748	1	9	4	175,155	1	9	3	148,262	1	0	3
NUMBER OF PERSONS	21				28				45				17			
AVERAGES	\$ 101,684				\$ 109,254				\$ 114,657				\$ 98,579			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$81,840	1	0	4					\$59,790	1	1	4				
539 JOHN WOOD	76,722	2	8	4					56,160	1	11	4				
531 SHAWNEE	79,959	1	14	4	\$62,388	1	16	4								
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	92,925	1	1	4	68,548	1	13	6	61,922	1	7	4				
507 DANVILLE AREA	94,498	1	3	2	56,650	1	0	4	76,945	1	5	4	\$81,689	1	2	4
519 HIGHLAND	89,652	1	14	4	68,324	1	3	4	88,908	1	29	4	62,704	1	17	4
501 KASKASKIA	80,600	1	1	4	61,837	1	6	4	52,000	1	1	4	91,520	1	1	4
523 KISHWAUKEE									89,093	1	7	4				
521 REND LAKE	78,317	1	7	4	47,025	1	1	6					73,166	1	2	4
506 SAUK VALLEY	78,083	1	3	4					82,201	1	5	4				
529 ILLINOIS EASTERN					159,185	1	14	4								
513 ILLINOIS VALLEY	87,210	1	9	4	75,349	1	1	4								
530 JOHN A. LOGAN	85,282	1	4	4	71,226	1	8	4	109,714	1	6	4	95,713	1	2	4
520 KANKAKEE	92,423	1	3	4	80,720	1	2	4	79,204	1	1	4	85,620	1	3	4
517 LAKE LAND	100,809	1	6	4					75,397	1	10	4	108,555	1	16	4
536 LEWIS AND CLARK	96,118	1	8	4	127,865	1	27	4								
528 MCHENRY COUNTY	128,625	1	1	4	91,060	1	2	4	103,299	1	6	4	128,000	1	0	4
503 BLACK HAWK																
540 HEARTLAND	110,000	1	2	3	81,090	1	1	3	78,501	1	13	4				
514 ILLINOIS CENTRAL									81,249	1	3	4	117,741	1	17	4
526 LINCOLN LAND	113,607	1	10	4	79,500	1	0	4	93,288	1	23	4	88,254	1	4	4
505 PARKLAND	145,083	1	23	5	108,607	1	7	3	84,588	1	5	6	110,811	1	5	5
537 RICHLAND	78,438	1	4	4	67,429	1	1	4					107,730	1	1	4
511 ROCK VALLEY	77,417	1	20	4	58,882	1	7	4	79,275	1	5	6	100,000	1	1	4
522 SOUTHWESTERN ILLINOIS					94,189	1	2	4	76,562	1	9	4				
509 ELGIN	125,000	1	0	4	136,695	2	5	3								
527 MORTON	129,927	1	5	4	91,926	1	5	4	108,655	1	3	4				
515 PRAIRIE STATE	101,970	1	1	4	114,676	1	14	4	76,694	1	2	4	121,738	1	3	4
510 SOUTH SUBURBAN									93,039	1	17	4	106,359	1	1	4
516 WAUBONSEE	165,849	1	9	3	122,599	1	5	4					162,740	1	1	3
508 CITY COLLEGES OF CHICAGO	153,831	1	2	3	129,633	3	1	4	76,750	6	2	6				
502 COLLEGE OF DUPAGE									150,029	1	4	4	145,223	1	2	5
532 COLLEGE OF LAKE COUNTY					124,425	1	1	4	102,279	1	4	5	163,170	1	1	4
512 HARPER	177,195	1	2	3	105,087	1	10	4					152,610	1	3	3
525 JOLIET JUNIOR	151,871	1	16	4									164,620	1	21	4
524 MORAIN VALLEY	130,410	1	1	4	112,298	1	7	4	115,000	1	0	4	130,015	1	5	4
535 OAKTON	137,890	1	5	4	118,680	2	10	4	132,091	1	3	4	148,981	2	4	4
504 TRITON	193,296	1	9	3	141,666	1	7	4	186,851	1	4	3	126,284	1	9	4
NUMBER OF PERSONS	31				32				32				24			
AVERAGES	\$ 110,051				\$ 99,131				\$ 89,164				\$ 117,593			

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



Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2024

DISTRICT/COLLEGE	Director Business/Industry Center				Director Physical Therapy Program				Director Nursing			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
518 CARL SANDBURG	\$57,570	1	1	4					\$91,620	1	1	4
539 JOHN WOOD									70,812	1	4	4
531 SHAWNEE	63,766	2	11	4					94,719	1	4	4
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	62,107	1	19	4					87,762	1	1	4
507 DANVILLE AREA									95,000	1	0	4
519 HIGHLAND									90,091	1	2	4
501 KASKASKIA									92,800	1	0	4
523 KISHWAUKEE												
521 REND LAKE									96,740	1	1	4
506 SAUK VALLEY	85,259	1	4	4					94,827	1	0	3
529 ILLINOIS EASTERN									111,650	1	0	4
513 ILLINOIS VALLEY	87,282	1	1	4					80,000	1	0	4
530 JOHN A. LOGAN									103,518	1	2	4
520 KANKAKEE									113,107	1	11	4
517 LAKE LAND	84,799	1	8	4								
536 LEWIS AND CLARK									101,850	1	1	4
528 MCHENRY COUNTY									120,454	1	2	4
503 BLACK HAWK												
540 HEARTLAND									81,190	1	0	4
514 ILLINOIS CENTRAL	104,024	1	4	4					102,181	1	6	5
526 LINCOLN LAND	111,515	1	3	3					151,403	1	14	4
505 PARKLAND	118,483	1	6	5								
537 RICHLAND									84,870	1	0	4
511 ROCK VALLEY	64,000	1	0	4								
522 SOUTHWESTERN ILLINOIS												
509 ELGIN												
527 MORTON					\$95,000	1	0	4	103,000	1	1	4
515 PRAIRIE STATE												
510 SOUTH SUBURBAN									110,379	1	4	4
516 WAUBONSEE									122,570	1	1	5
508 CITY COLLEGES OF CHICAGO									160,000	1	4	4
502 COLLEGE OF DUPAGE									139,050	1	1	4
532 COLLEGE OF LAKE COUNTY	136,638	1	14	5					117,600	1	1	5
512 HARPER									132,611	1	2	4
525 JOLIET JUNIOR									134,964	1	2	4
524 MORAIN VALLEY	166,040	1	7	4					111,838	1	2	4
535 OAKTON	139,991	1	5	3								
504 TRITON												
NUMBER OF PERSONS	14				1				28			
AVERAGES	\$ 96,089				\$ 95,000				\$ 107,022			

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

Section VIII

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2023**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2023. 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.



Illinois Community College Board

Table 17

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2023

District/College	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 CARL SANDBURG	X		X	X	X		X	X	X		X	X
539 JOHN WOOD	X	X	X	X			X	X	X	X	X	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN ILLINOIS	X	X	X	X	X		X	X	X	X	X	
534 SPOON RIVER	X	X	X	X				X			X	X
507 DANVILLE AREA	X	X	X	X	X		X	X	X	X	X	X
519 HIGHLAND	X	X	X	X			X	X	X		X	X
501 KASKASKIA	X	X	X	X	X		X	X			X	X
523 KISHWAUKEE	X	X	X	X			X	X	X	X	X	X
521 REND LAKE	X	X	X	X			X	X	X		X	X
506 SAUK VALLEY	X	X	X	X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X	X	X	X		X	X	X	X	X	X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X	X		X	X
530 JOHN A. LOGAN	X	X	X	X	X		X	X	X		X	
520 KANKAKEE	X	X	X	X	X		X	X	X	X	X	X
517 LAKE LAND	X	X	X	X			X	X	X		X	X
536 LEWIS AND CLARK	X		X	X			X	X	X	X	X	
528 MCHENRY COUNTY	X	X	X	X		X	X				X	X
503 BLACK HAWK	X	X	X	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	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	X
522 SOUTHWESTERN ILLINOIS	X	X	X	X	X		X	X	X		X	X
509 ELGIN	X	X	X	X	X	X		X	X		X	X
527 MORTON	X	X	X	X	X		X	X		X	X	X
515 PRAIRIE STATE	X	X	X	X			X			X	X	X
510 SOUTH SUBURBAN	X	X	X	X	X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X	X	X	X	X
508 CITY COLLEGES OF CHICAGO	X	X	X	X	X		X	X	X	X	X	X
502 COLLEGE OF DUPAGE	X	X	X	X		X	X	X	X		X	X
532 COLLEGE OF LAKE COUNTY	X	X	X	X			X	X	X	X	X	X
512 HARPER	X	X	X	X	X		X	X	X	X	X	X
525 JOLIET JUNIOR	X	X	X	X				X	X		X	
524 MORAIN VALLEY	X			X			X	X	X	X	X	X
535 OAKTON	X	X	X	X	X			X	X		X	X
504 TRITON	X	X	X	X			X	X	X		X	X
TOTALS	39	35	37	39	19	4	34	34	34	19	39	32

*Usually for select administrators only.

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

Section IX

**FISCAL YEAR 2024
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes fiscal year 2024 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

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

Table 18

**SUMMARY OF FISCAL YEAR 2024 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	1.5%	11.4%	5.1%
Faculty (9 and 12 Months)	0.0%	8.4%	4.2%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	13.7%	4.8%
Classified	1.0%	12.2%	4.5%

*Weighted



Illinois Community College Board

Table 19

FISCAL YEAR 2024 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	3.0 %	3.0 %	4.7 %	12.2 %
539 JOHN WOOD	4.8	4.8	4.8	4.8
531 SHAWNEE	5.7	6.1	4.5	4.5
533 SOUTHEASTERN ILLINOIS	3.6	3.6	3.6	3.6
534 SPOON RIVER	4.0	3.3	5.0	5.2
507 DANVILLE AREA	3.3	4.8	3.9	4.6
519 HIGHLAND	4.2	4.9	3.8	3.1
501 KASKASKIA	11.4	2.3	11.3	11.2
523 KISHWAUKEE	7.0	5.5	9.3	7.0
521 REND LAKE	5.1	4.5	5.0	4.8
506 SAUK VALLEY	3.9	3.2	4.4	5.4
529 ILLINOIS EASTERN	1.5	0.0	3.8	5.0
513 ILLINOIS VALLEY	6.4	5.0	7.6	10.6
530 JOHN A. LOGAN	3.2	3.4	3.0	3.7
520 KANKAKEE	11.0	4.5	13.7	8.5
517 LAKE LAND	6.0	8.4	12.3	7.8
536 LEWIS AND CLARK	7.7	4.6	6.1	7.1
528 MCHENRY COUNTY	3.0	4.0	3.2	3.3
503 BLACK HAWK	2.8	3.2	3.1	2.2
540 HEARTLAND	6.5	4.1	8.7	6.4
514 ILLINOIS CENTRAL	5.2	4.1	4.8	3.8
526 LINCOLN LAND	4.0	4.0	4.0	4.0
505 PARKLAND	3.0	3.0	2.8	3.0
537 RICHLAND	2.6	2.6	2.6	2.6
511 ROCK VALLEY	8.4	3.7	6.7	5.8
522 SOUTHWESTERN ILLINOIS	2.5	2.5	2.7	2.5
509 ELGIN	3.6	4.1	1.3	1.0
527 MORTON	3.0	3.5	3.0	3.0
515 PRAIRIE STATE	2.0	3.0	3.0	3.0
510 SOUTH SUBURBAN	2.9	0.2	2.6	2.5
516 WAUBONSEE	5.1	6.0	5.4	5.4
508 CITY COLLEGES OF CHICAGO	6.8	7.5	6.6	7.4
502 COLLEGE OF DUPAGE	3.0	0.0	0.0	3.0
532 COLLEGE OF LAKE COUNTY	4.9	5.0	4.8	5.0
512 HARPER	4.0	4.9	4.0	4.0
525 JOLIET JUNIOR	5.3	5.0	5.3	2.5
524 MORAIN VALLEY	3.5	3.5	3.5	3.5
535 OAKTON	3.0	3.7	3.0	3.0
504 TRITON	4.5	4.1	5.1	5.2
TOTALS/AVERAGES	5.1 %	4.2 %	4.8 %	4.5 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2023 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2023 and the average total salaries paid to full-time faculty in fiscal year 2023. The fiscal year 2023 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2022, to June 30, 2023.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2023 for those districts reporting data was \$22,874 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2023. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty has first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 21 contains the fiscal year 2023 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.



Illinois Community College Board

Table 20

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2023 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2023 AVERAGE TOTAL SALARY ACTUALLY PAID

District/College	FY 2023 Full-Time Average Faculty Contractual Base Salary	FY 2023 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$ 58,327	\$ 82,958	\$ 24,631	42.2 %
539 JOHN WOOD	60,426	57,988	-2,438	-4.0
531 SHAWNEE	67,934	78,091	10,157	15.0
533 SOUTHEASTERN ILLINOIS	61,600	71,162	9,562	15.5
534 SPOON RIVER	60,905	70,903	9,998	16.4
507 DANVILLE AREA	63,686	88,788	25,102	39.4
519 HIGHLAND	92,564	103,516	10,952	11.8
501 KASKASKIA	83,446	103,447	20,001	24.0
523 KISHWAUKEE	67,455	73,231	5,776	8.6
521 REND LAKE	72,345	77,706	5,361	7.4
506 SAUK VALLEY	64,706	80,669	15,963	24.7
529 ILLINOIS EASTERN	63,091	78,348	15,257	24.2
513 ILLINOIS VALLEY	75,434	88,317	12,884	17.1
530 JOHN A. LOGAN	73,471	86,038	12,566	17.1
520 KANKAKEE	70,682	90,408	19,726	27.9
517 LAKE LAND	62,855	92,766	29,912	47.6
536 LEWIS AND CLARK	82,474	94,122	11,648	14.1
528 MCHENRY COUNTY	101,604	121,325	19,721	19.4
503 BLACK HAWK	65,018	82,570	17,552	27.0
540 HEARTLAND	72,893	84,739	11,846	16.3
514 ILLINOIS CENTRAL	76,050	100,874	24,824	32.6
526 LINCOLN LAND	88,335	103,599	15,264	17.3
505 PARKLAND	80,439	94,905	14,467	18.0
537 RICHLAND	66,141	82,988	16,847	25.5
511 ROCK VALLEY	69,707	92,255	22,548	32.3
522 SOUTHWESTERN ILLINOIS	68,447	90,000	21,553	31.5
509 ELGIN	98,849	117,908	19,059	19.3
527 MORTON	78,012	100,429	22,417	28.7
515 PRAIRIE STATE	82,502	101,779	19,278	23.4
510 SOUTH SUBURBAN	72,503	88,035	15,532	21.4
516 WAUBONSEE	91,991	119,111	27,120	29.5
508 CITY COLLEGES OF CHICAGO	91,298	117,119	25,821	28.3
502 COLLEGE OF DUPAGE	111,974	137,844	25,870	23.1
532 COLLEGE OF LAKE COUNTY	103,840	140,231	36,392	35.0
512 HARPER	98,824	126,446	27,623	28.0
525 JOLIET JUNIOR	107,132	135,016	27,884	26.0
524 MORAIN VALLEY	82,992	134,521	51,529	62.1
535 OAKTON	89,691	109,662	19,971	22.3
504 TRITON	73,776	91,831	18,054	24.5
TOTAL/AVERAGES*	\$ 84,886	\$ 107,760	\$22,874	26.9 %

*Weighted

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



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Table 21

FISCAL YEAR 2023 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District/College	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$ 72,910	\$ 39,977	\$ 28,187
539 JOHN WOOD	52,566	38,613	31,319
531 SHAWNEE	80,466	50,164	32,945
533 SOUTHEASTERN ILLINOIS	110,120	48,040	27,848
534 SPOON RIVER	83,398	46,578	28,174
507 DANVILLE AREA	81,284	42,520	31,387
519 HIGHLAND	94,310	47,247	35,460
501 KASKASKIA	74,567	43,463	39,669
523 KISHWAUKEE	116,653	59,564	45,827
521 REND LAKE	73,967	42,189	37,739
506 SAUK VALLEY	89,221	47,552	31,987
529 ILLINOIS EASTERN	102,046	41,776	29,461
513 ILLINOIS VALLEY	88,924	52,697	36,125
530 JOHN A. LOGAN	97,197	47,855	45,933
520 KANKAKEE	91,338	49,421	37,370
517 LAKE LAND	114,267	52,862	38,537
536 LEWIS AND CLARK	88,632	51,087	32,093
528 MCHENRY COUNTY	103,678	55,536	47,144
503 BLACK HAWK	99,372	58,763	34,218
540 HEARTLAND	105,234	49,104	29,501
514 ILLINOIS CENTRAL	105,770	50,486	42,632
526 LINCOLN LAND	104,573	57,640	41,565
505 PARKLAND	120,052	59,232	41,450
537 RICHLAND	78,299	43,581	36,278
511 ROCK VALLEY	86,719	51,323	41,772
522 SOUTHWESTERN ILLINOIS	106,915	54,013	40,649
509 ELGIN	125,941	67,713	46,078
527 MORTON	102,194	57,386	46,148
515 PRAIRIE STATE	101,103	57,225	46,598
510 SOUTH SUBURBAN	104,355	55,047	41,999
516 WAUBONSEE	132,339	66,264	49,293
508 CITY COLLEGES OF CHICAGO	97,241	68,140	57,941
502 COLLEGE OF DUPAGE	151,334	72,013	47,053
532 COLLEGE OF LAKE COUNTY	134,639	65,727	44,701
512 HARPER	160,344	76,277	44,645
525 JOLIET JUNIOR	119,633	59,869	52,915
524 MORAIN VALLEY	137,153	70,799	46,135
535 OAKTON	127,833	68,435	55,564
504 TRITON	132,222	61,213	43,524
STATE AVERAGE*	\$ 103,908	\$ 60,834	\$ 44,933

*Weighted

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

Section XI

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2020 TO 2024**

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

Table 22

**STATEWIDE AVERAGE* CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2020 TO 2024**

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Faculty (9 Month)	\$80,469	\$82,517	\$84,118	\$85,238	\$89,420
Faculty (12 Month)	\$63,250	\$63,900	\$67,819	\$62,575	\$70,305
Administrators (12 Month)	\$102,965	\$103,673	\$106,319	\$108,904	\$111,503
Other Professionals (9 Month)	\$81,625	\$83,715	\$85,494	\$83,897	\$92,478
Other Professionals (12 Month)	\$60,038	\$60,993	\$62,119	\$63,340	\$65,537

*Weighted