



FISCAL YEAR 2025

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES

May 2025

An abstract graphic at the bottom of the page features several overlapping, semi-transparent, light blue and grey geometric shapes, resembling stylized cubes or prisms, creating a sense of depth and modern design.

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HIGHLIGHTS OF THE FISCAL YEAR 2025 SALARY REPORT

1. Fiscal Year 2025 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$93,027
Administrative (12 month)	\$114,668
Other (Nonteaching) Professional (9 month)	\$93,376

2. Fiscal Year 2025 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$917/credit hour
Full-Time Faculty Overload Rate	\$1,030/credit hour
Full-Time Faculty Summer Rate	\$1,230/credit hour

3. Fiscal Year 2025 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)	\$52,471
Master's Degree, Plus Zero Hours (5 Years Experience)	\$58,775
Master's Degree, Maximum Hours (5 Years Experience)	\$67,880
Doctorate, Maximum Hours (Maximum Experience)	\$111,922

4. Fiscal Year 2024 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2023, and June 30, 2024. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$108,515
Administrative (12 month)	\$107,683
Other (Nonteaching) Professional (9 and 12 month)	\$63,881
Classified	\$46,980

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**FISCAL YEAR 2025 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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INTRODUCTION

Data about compensation received by employees in Illinois' 45 public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2025 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, 2024. 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 2024 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 2025 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 2025. 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 2025 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	<u>District Range</u> Low - High		State Average
Low Faculty Salaries	\$35,679	\$73,224	\$54,172
Average Faculty Salaries	\$59,339	\$120,570	\$93,027*
High Faculty Salaries	\$84,801	\$222,941	\$120,993
Median Faculty Salaries	\$57,852	\$122,162	\$82,685

*Weighted



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Table 2

FISCAL YEAR 2025 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	44	\$ 44,000	\$ 54,110	\$ 58,270	\$ 68,320	\$ 97,600	\$ 61,772
539 JOHN WOOD	22	43,566	51,370	57,852	65,223	85,965	59,339
531 SHAWNEE	29	58,048	65,718	74,260	85,063	92,187	75,746
533 SOUTHEASTERN ILLINOIS	29	50,395	56,669	64,765	75,491	84,801	65,323
534 SPOON RIVER	29	46,878	53,626	60,648	66,511	98,872	62,322
507 DANVILLE AREA	59	50,000	61,309	65,616	71,663	92,274	66,828
519 HIGHLAND	46	59,704	86,303	103,748	109,736	123,093	98,920
501 KASKASKIA	65	49,758	73,706	88,360	97,695	126,376	87,274
523 KISHWAUKEE	55	54,300	63,092	70,978	83,920	111,839	72,926
521 REND LAKE	29	65,760	72,260	85,360	87,760	100,660	82,081
506 SAUK VALLEY	47	49,100	62,842	68,394	76,560	86,258	68,955
529 ILLINOIS EASTERN	83	41,800	52,268	62,023	72,288	99,038	63,025
513 ILLINOIS VALLEY	73	51,855	65,076	77,353	98,829	122,670	80,834
530 JOHN A. LOGAN	3	49,679	49,679	66,905	100,114	100,114	72,233
520 KANKAKEE	61	53,041	66,304	73,214	79,295	97,405	72,687
517 LAKE LAND	90	45,016	54,772	65,232	81,757	101,039	67,666
536 LEWIS AND CLARK	83	49,492	76,596	93,598	104,484	115,818	89,179
528 MCHENRY COUNTY	92	59,704	91,075	103,471	125,480	139,648	106,490
503 BLACK HAWK	95	49,727	56,588	67,013	77,383	108,017	68,242
540 HEARTLAND	74	56,671	63,650	74,511	89,568	102,836	75,926
514 ILLINOIS CENTRAL	158	56,131	65,832	77,802	92,482	110,104	79,980
526 LINCOLN LAND	122	50,875	80,333	94,779	106,909	123,878	93,965
505 PARKLAND	146	35,679	70,092	83,847	98,520	122,712	84,106
537 RICHLAND	49	56,938	62,623	69,924	78,273	92,265	70,927
511 ROCK VALLEY	113	55,491	63,648	67,770	77,676	94,660	70,338
522 SOUTHWESTERN ILLINOIS	155	49,466	54,575	64,231	82,926	107,220	68,936
509 ELGIN	148	55,916	82,943	109,023	130,704	135,279	105,147
527 MORTON	67	53,782	64,223	74,451	94,313	140,121	79,698
515 PRAIRIE STATE	73	67,227	82,365	91,170	98,928	134,981	92,416
510 SOUTH SUBURBAN	60	37,386	60,044	72,222	89,352	123,670	77,042
516 WAUBONSEE	87	73,020	100,240	116,273	126,981	147,292	115,171
508 CITY COLLEGES OF CHICAGO	523	58,000	85,398	105,978	147,223	222,941	111,763
502 COLLEGE OF DUPAGE	267	73,001	94,102	122,162	139,614	159,005	120,570
532 COLLEGE OF LAKE COUNTY	215	73,224	95,361	111,624	130,967	164,509	114,211
512 HARPER	202	57,568	77,731	103,839	126,944	149,493	102,820
525 JOLIET JUNIOR	210	54,600	96,325	121,386	137,833	151,712	117,076
524 MORAIN VALLEY	184	60,686	80,167	90,772	99,255	150,340	90,058
535 OAKTON	147	61,840	79,924	92,313	116,259	140,520	96,034
504 TRITON	107	53,387	63,492	73,581	86,960	161,507	77,674
TOTALS/AVERAGES	4,141	\$ 54,172	\$ 70,165	\$ 82,685	\$ 96,904	\$ 120,993	\$ 93,027
Lowest Low/Highest/High		\$ 35,679				\$ 222,941	

* Weighted

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



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Table 3

FISCAL YEAR 2025 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	24	\$25,636	\$49,546	\$60,627	\$68,030	\$81,800	\$59,204
531 SHAWNEE	1	86,459	86,459	86,459	86,459	86,459	86,459
533 SOUTHEASTERN ILLINOIS	1	70,027	70,027	70,027	70,027	70,027	70,027
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	13	62,460	67,260	71,760	74,660	88,860	71,763
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	7	50,424	50,424	50,424	50,424	50,424	50,424
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	66	47,032	68,197	73,236	81,918	106,504	74,682
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	1	82,072	82,072	82,072	82,072	82,072	82,072
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	4	62,240	64,662	76,253	92,167	98,913	78,415
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	7	67,995	91,633	91,633	91,633	96,429	88,941
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN ILLINOIS	11	52,188	55,075	76,109	77,238	103,446	71,836
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	26	60,320	62,400	66,066	85,280	123,112	74,803
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	161	\$ 60,623	\$ 67,978	\$ 73,151	\$ 78,173	\$ 89,822	\$ 71,712
Lowest Low/Highest/High		\$ 25,636				\$ 123,112	

-- = Not Applicable

* Weighted

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

Section II

**FISCAL YEAR 2025 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 2025.

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 2025
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	\$391	\$1,404	\$917
Full-time Faculty Overload Rates for Academic Year	\$600	\$1,587	\$1,030
Full-time Faculty Overload Rates for Summer Term	\$730	\$2,760	\$1,230



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Table 5

FISCAL YEAR 2025 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD RATES
FOR ACADEMIC YEAR AND SUMMER TERM

DISTRICT/COLLEGE	Part-time Faculty Rate Per Semester Credit Hour	Full-time Faculty Overload Rate Per Semester Credit Hour	
		for Academic Year	for Summer Term
518 CARL SANDBURG	\$ 1,087	\$ 1,378	\$ 1,378
539 JOHN WOOD	681	1,000	1,000
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	515	770	875
534 SPOON RIVER	800	780	891
507 DANVILLE AREA	725	740	740
519 HIGHLAND	645	1,523	1,397
501 KASKASKIA	418	795	855
523 KISHWAUKEE	670	800	1,000
521 REND LAKE	578	825	825
506 SAUK VALLEY	906	940	940
529 ILLINOIS EASTERN	535	600	730
513 ILLINOIS VALLEY	821	875	875
530 JOHN A. LOGAN	835	915	990
520 KANKAKEE	913	830	830
517 LAKE LAND	800	900	1,500
536 LEWIS AND CLARK	818	818	818
528 MCHENRY COUNTY	1,157	820	925
503 BLACK HAWK	870	910	910
540 HEARTLAND	1,100	1,075	1,075
514 ILLINOIS CENTRAL	885	1,000	975
526 LINCOLN LAND	920	1,025	1,025
505 PARKLAND	1,388	1,587	1,587
537 RICHLAND	891	780	1,001
511 ROCK VALLEY	391	1,010	1,180
522 SOUTHWESTERN ILLINOIS	1,095	1,241	1,199
509 ELGIN	1,199	1,000	1,125
527 MORTON	1,015	1,181	1,432
515 PRAIRIE STATE	871	1,168	1,304
510 SOUTH SUBURBAN	880	808	875
516 WAUBONSEE	1,078	1,148	1,284
508 CITY COLLEGES OF CHICAGO	966	1,152	2,413
502 COLLEGE OF DUPAGE	1,289	1,380	2,760
532 COLLEGE OF LAKE COUNTY	1,404	1,402	2,380
512 HARPER	1,393	1,185	1,185
525 JOLIET JUNIOR	1,082	1,280	1,280
524 MORaine VALLEY	1,188	1,439	2,048
535 OAKTON	1,403	1,175	2,444
504 TRITON	956	1,155	1,155
AVERAGES	\$ 917	\$ 1,030	\$ 1,230

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

Section III

**SALARIES BASED ON FISCAL YEAR 2025 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2025 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 2025 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 2025 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	<u>District Range</u>		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$33,171	\$69,117	\$52,471
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$79,844	\$58,775
Master's Degree, Maximum Hours (5 Years Experience)	\$46,875	\$100,604	\$67,880
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$51,729	\$164,509	\$111,922



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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 2025

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	\$ 49,290	\$ 54,450	\$ 59,910	\$ 64,300
539 JOHN WOOD	42,141	46,528	52,112	98,856
531 SHAWNEE	57,677	63,643	71,090	113,738
533 SOUTHEASTERN ILLINOIS	44,526	49,383	56,467	93,909
534 SPOON RIVER	44,588	48,152	54,243	110,003
507 DANVILLE AREA	53,861	53,861	53,861	56,616
519 HIGHLAND	57,574	69,837	85,785	123,093
501 KASKASKIA	49,770	55,040	65,691	106,554
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	57,260	60,260	77,160	104,660
506 SAUK VALLEY	47,570	50,836	64,311	88,811
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	46,234	52,526	61,527	99,278
530 JOHN A. LOGAN	48,247	56,112	63,400	103,940
520 KANKAKEE	52,283	55,024	66,311	104,194
517 LAKE LAND	45,808	48,808	50,595	51,729
536 LEWIS AND CLARK	38,157	47,603	53,927	121,485
528 MCHENRY COUNTY	53,633	65,776	75,390	139,648
503 BLACK HAWK	49,727	55,859	68,785	99,359
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	54,464	59,910	59,910	65,832
526 LINCOLN LAND	49,545	57,714	57,714	123,878
505 PARKLAND	52,659	62,051	65,845	130,315
537 RICHLAND	44,738	47,671	62,044	95,241
511 ROCK VALLEY	64,052	69,052	76,877	81,833
522 SOUTHWESTERN ILLINOIS	52,496	56,764	61,193	101,376
509 ELGIN	53,508	63,139	86,052	135,279
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	68,120	75,210	92,499	147,292
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	62,735	79,844	100,604	159,005
532 COLLEGE OF LAKE COUNTY	69,117	73,224	86,130	164,509
512 HARPER	57,568	63,325	69,658	149,493
525 JOLIET JUNIOR	64,226	72,007	82,390	151,712
524 MORAIN VALLEY	55,284	60,860	66,845	150,340
535 OAKTON	59,598	66,237	76,570	138,032
504 TRITON	56,366	62,566	69,448	75,003
AVERAGES	\$ 52,471	\$ 58,775	\$ 67,880	\$ 111,922

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 2025**

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-two 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 2025**

	<u>Range</u> Low - High		State Average
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 2025

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	2029	No	IEA/NEA
539 JOHN WOOD	30	15	5	32	164	Yes	4	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	--	--	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	3	2027	Yes	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Yes	3	2027	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	7	32	156	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	181	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	32	160	No	--	--	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	2027	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	2027	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	2029	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	IEA/NEA
515 PRAIRIE STATE	30	15	5	32	160	Yes	3	2026	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	33	167	Yes	4	2027	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	5	2029	Yes	IFT/AFT-AFL/CIO
525 JOLIET JUNIOR	30	16	12	32	160	Yes	4	2027	Yes	IFT/AFT-AFL/CIO
524 MORaine VALLEY	30	15	4	33	165	Yes	4	2028	Yes	IFT/AFT-AFL/CIO
535 OAKTON	30	15	15	32	160	Yes	4	2028	Yes	Other Local Group
504 TRITON	30	15	10	34	150	Yes	1	2025	Yes	Other Local Group
TOTALS/AVERAGES	30	15	7	34	165	No = 7 Yes = 32	1 = 1 2 = 1 3 = 14 4 = 11 5 = 5 6 = 0 7 = 0	2 =2024 8 =2025 8 =2026 9 =2027 2 =2028 3 =2029 0 =2030	No = 5 Yes = 34	IEA/NEA = 12 IFT/AFT-AFL/CIO = 23 Local Fac Assoc./ Teachers' Union = 4

--Not Applicable / Not Specified in Contract

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

Section V

**FISCAL YEAR 2025 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2025 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 \$93,376. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$67,832.

Table 10
**SUMMARY OF
FISCAL YEAR 2025 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Salaries (9 month)	\$45,000	\$113,960	\$67,937
Lowest Salaries (12 month)	\$14,000	\$46,586	\$37,575
Average Salaries (9 month)	\$55,000	\$124,996	\$93,376*
Average Salaries (12 month)	\$45,426	\$80,006	\$67,832*
Highest Salaries (9 month)	\$55,000	\$164,509	\$107,405
Highest Salaries (12 month)	\$65,240	\$170,713	\$112,257
Median Salaries (9 month)	\$55,000	\$121,483	\$86,141
Median Salaries (12 month)	\$42,790	\$77,250	\$58,678

*Weighted



Illinois Community College Board

Table 11

FISCAL YEAR 2025 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	1	\$ 59,410	\$ 59,410	\$ 59,410	\$ 59,410	\$ 59,410	\$ 59,410
539 JOHN WOOD	--	--	--	--	--	--	--
531 SHAWNEE	1	55,000	55,000	55,000	55,000	55,000	55,000
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	1	91,530	91,530	91,530	91,530	91,530	91,530
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	3	\$45,000	\$45,000	\$82,415	\$90,391	\$90,391	\$72,602
521 REND LAKE	1	57,058	57,058	57,058	57,058	57,058	57,058
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	--	--	--	--	--	--	--
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	13	61,950	75,089	93,119	113,141	143,516	94,690
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	2	77,919	77,919	83,232	88,545	88,545	83,232
503 BLACK HAWK	1	82,630	82,630	82,630	82,630	82,630	82,630
540 HEARTLAND	--	--	--	--	--	--	--
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	4	50,157	76,787	107,835	118,066	123,878	97,426
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	2	72,890	72,890	76,011	79,131	79,131	76,011
522 SOUTHWESTERN ILLINOIS	3	58,588	58,588	70,416	84,769	84,769	71,258
509 ELGIN	4	70,331	71,565	95,344	123,301	128,713	97,433
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	75,424	76,814	84,987	94,356	96,943	85,585
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	3	113,960	113,960	120,830	140,198	140,198	124,996
508 CITY COLLEGES OF CHICAGO	12	70,980	77,948	86,865	104,918	130,708	92,653
502 COLLEGE OF DUPAGE	51	62,621	76,213	83,358	124,101	159,005	99,366
532 COLLEGE OF LAKE COUNTY	7	69,117	83,049	120,417	125,692	164,509	109,779
512 HARPER	9	64,794	93,070	121,483	133,631	149,493	113,957
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	20	52,734	63,755	74,745	87,062	99,239	75,412
535 OAKTON	5	66,641	71,793	76,131	83,047	123,431	84,209
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	147	\$ 67,937	\$ 74,003	\$ 86,141	\$ 96,799	\$ 107,405	\$ 93,376
Lowest Low/Highest/High		\$ 45,000				\$ 164,509	

-- = Not Applicable

* Weighted

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



Illinois Community College Board

Table 12

FISCAL YEAR 2025 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	47	\$ 33,870	\$ 40,690	\$ 42,790	\$ 49,480	\$ 65,240	\$ 45,426
539 JOHN WOOD	54	14,000	40,590	43,588	51,520	85,000	45,593
531 SHAWNEE	41	35,000	45,760	51,000	58,050	67,500	52,523
533 SOUTHEASTERN ILLINOIS	41	28,851	42,932	50,798	60,770	80,846	51,793
534 SPOON RIVER	38	41,605	42,661	47,337	54,519	83,937	50,350
507 DANVILLE AREA	44	37,260	41,450	46,938	53,480	96,305	49,442
519 HIGHLAND	34	37,357	47,750	55,034	62,598	95,400	57,346
501 KASKASKIA	69	37,918	45,760	52,869	61,089	108,511	53,520
523 KISHWAUKEE	67	40,000	60,407	66,853	75,781	115,000	67,919
521 REND LAKE	59	35,000	39,000	43,000	55,222	73,834	47,680
506 SAUK VALLEY	44	38,625	51,688	54,787	60,777	95,700	56,019
529 ILLINOIS EASTERN	120	31,949	41,392	46,552	53,972	126,290	49,330
513 ILLINOIS VALLEY	51	38,376	51,147	57,415	65,536	105,710	59,565
530 JOHN A. LOGAN	82	38,500	45,000	51,750	60,000	82,800	54,078
520 KANKAKEE	59	36,088	54,840	57,991	69,222	83,200	60,868
517 LAKE LAND	101	34,611	49,909	52,928	63,814	98,491	57,054
536 LEWIS AND CLARK	49	33,880	54,403	56,036	60,932	110,992	61,175
528 MCHENRY COUNTY	99	40,706	52,349	59,353	68,393	102,982	62,109
503 BLACK HAWK	135	32,802	48,548	54,524	66,521	121,173	60,832
540 HEARTLAND	177	46,051	51,957	59,535	67,755	127,152	61,045
514 ILLINOIS CENTRAL	193	37,440	50,690	56,930	67,288	112,424	59,683
526 LINCOLN LAND	126	45,441	54,798	61,638	73,378	113,241	65,638
505 PARKLAND	167	32,764	51,646	59,647	73,272	129,738	64,383
537 RICHLAND	67	34,653	45,178	49,968	54,118	78,968	50,799
511 ROCK VALLEY	129	32,199	47,840	54,047	60,638	75,000	54,362
522 SOUTHWESTERN ILLINOIS	178	35,161	49,429	58,509	69,864	132,486	63,499
509 ELGIN	227	42,061	64,896	72,842	88,383	140,302	77,238
527 MORTON	18	32,353	62,262	65,415	66,720	79,245	64,263
515 PRAIRIE STATE	64	42,848	53,272	62,561	69,480	97,755	62,382
510 SOUTH SUBURBAN	80	36,130	46,973	52,274	67,748	138,587	60,417
516 WAUBONSEE	183	41,602	57,223	73,097	89,488	134,964	74,549
508 CITY COLLEGES OF CHICAGO	729	39,982	66,950	77,250	87,583	170,713	79,699
502 COLLEGE OF DUPAGE	410	40,934	63,137	72,641	85,950	150,100	76,464
532 COLLEGE OF LAKE COUNTY	316	40,976	55,889	66,173	77,338	127,503	69,806
512 HARPER	298	46,586	65,282	75,024	90,583	162,829	80,006
525 JOLIET JUNIOR	273	42,640	56,202	64,874	78,541	128,299	68,585
524 MORAIN VALLEY	151	45,904	63,042	76,589	89,341	155,695	78,617
535 OAKTON	204	45,238	58,602	73,288	86,291	154,688	75,535
504 TRITON	139	38,047	54,842	64,610	75,032	169,422	69,550
TOTALS/AVERAGES	5,363	\$ 37,575	\$ 51,702	\$ 58,678	\$ 68,473	\$ 112,257	\$ 67,832
Lowest Low/Highest/High		\$ 14,000				\$ 170,713	

* Weighted

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

Section VI

**FISCAL YEAR 2025 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 2025. The weighted average administrative staff salary ranged from a low of \$82,481 to a high of \$163,012. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2025 salaries; and the median fiscal year 2025 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 2025 was \$114,668. The lowest reported administrative salary was \$40,233 and the highest was \$392,938. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2025
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$40,233	\$114,629	\$70,457
Average Administrative Salaries	\$82,481	\$163,012	\$114,668*
Highest Administrative Salaries	\$175,000	\$392,938	\$253,132
Median Administrative Salaries	\$75,562	\$155,530	\$104,942

*Weighted



Illinois Community College Board

Table 14

FISCAL YEAR 2025 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	30	\$ 53,970	\$ 61,640	\$ 81,180	\$ 94,380	\$ 226,550	\$ 87,881
539 JOHN WOOD	21	52,146	65,000	78,470	91,895	225,498	86,339
531 SHAWNEE	21	55,000	72,186	76,120	93,600	175,049	85,690
533 SOUTHEASTERN ILLINOIS	11	53,493	82,000	91,230	101,435	175,000	96,755
534 SPOON RIVER	18	52,000	67,600	85,127	102,655	198,400	90,115
507 DANVILLE AREA	38	45,935	66,244	88,540	102,219	195,233	89,888
519 HIGHLAND	18	67,188	77,856	93,017	118,169	195,621	102,925
501 KASKASKIA	41	52,358	63,000	79,919	99,871	206,070	84,288
523 KISHWAUKEE	16	82,185	108,029	114,784	138,290	234,660	125,343
521 REND LAKE	40	40,233	58,925	75,562	96,716	233,000	82,481
506 SAUK VALLEY	26	73,361	75,524	84,676	99,216	210,115	95,515
529 ILLINOIS EASTERN	30	49,400	59,951	82,813	118,476	193,069	95,741
513 ILLINOIS VALLEY	24	72,840	83,277	90,566	99,266	212,687	97,586
530 JOHN A. LOGAN	39	67,275	85,491	95,738	112,311	230,000	102,814
520 KANKAKEE	32	76,937	84,209	94,884	112,478	203,000	103,056
517 LAKE LAND	19	69,720	91,449	104,242	121,629	283,673	118,582
536 LEWIS AND CLARK	61	52,607	74,510	92,971	120,663	270,400	101,541
528 MCHENRY COUNTY	56	73,114	90,719	106,193	129,320	323,702	116,444
503 BLACK HAWK	12	106,706	117,233	135,672	161,046	237,475	144,905
540 HEARTLAND	31	78,244	99,373	101,718	123,208	238,124	116,473
514 ILLINOIS CENTRAL	45	70,408	92,206	105,768	133,827	311,888	120,824
526 LINCOLN LAND	69	69,599	87,470	105,998	120,908	383,282	114,126
505 PARKLAND	34	75,993	86,801	114,267	143,207	300,000	122,042
537 RICHLAND	42	53,394	71,828	86,590	103,970	259,407	95,777
511 ROCK VALLEY	55	48,315	70,900	78,652	86,625	222,310	84,300
522 SOUTHWESTERN ILLINOIS	18	76,040	86,216	101,235	124,233	200,401	110,121
509 ELGIN	57	88,053	108,414	124,800	150,240	281,021	134,345
527 MORTON	23	72,975	83,741	105,000	135,449	255,413	116,367
515 PRAIRIE STATE	24	63,860	97,393	105,060	117,528	232,655	113,537
510 SOUTH SUBURBAN	23	60,000	88,186	100,825	114,243	232,195	105,548
516 WAUBONSEE	38	99,455	125,768	135,769	164,440	283,250	149,339
508 CITY COLLEGES OF CHICAGO	413	65,000	90,177	103,000	123,600	289,573	111,275
502 COLLEGE OF DUPAGE	43	114,629	143,219	155,530	177,022	252,010	163,012
532 COLLEGE OF LAKE COUNTY	56	97,162	118,560	131,442	158,634	331,035	144,756
512 HARPER	42	111,509	133,661	152,613	180,064	392,938	162,867
525 JOLIET JUNIOR	42	71,624	112,860	131,808	145,300	286,110	136,822
524 MORAIN VALLEY	31	84,903	116,790	135,200	172,682	259,375	145,699
535 OAKTON	38	98,067	127,000	135,413	153,298	329,572	146,834
504 TRITON	38	52,110	103,735	130,354	153,822	302,400	140,769
TOTALS/AVERAGES	1,715	\$ 70,457	\$ 90,491	\$ 104,942	\$ 125,537	\$ 253,132	\$ 114,668
Lowest Low/Highest/High		\$ 40,233				\$ 392,938	

* 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 2025**

A summary of the fiscal year 2025 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 2025. 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 2025 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$175,000	\$392,938	\$253,162
Chief Campus Administrator	\$160,761	\$227,709	\$203,364
Chief Finance Officer	\$107,072	\$275,975	\$168,956
Chief Academic Officer	\$106,607	\$244,007	\$167,711
Student Services Officer	\$86,280	\$248,253	\$137,583
Dean-Baccalaureate Education	\$88,353	\$154,494	\$119,134
Dean-Occupational/Career Education	\$75,000	\$155,530	\$115,614
Dean-Continuing Education	\$78,000	\$132,800	\$112,207
Director-Data Processing/Info Technology	\$82,000	\$218,556	\$132,108
Director-Research & Planning	\$63,000	\$209,801	\$110,448
Director-Admissions and Records	\$53,493	\$173,970	\$96,669
Director-Counseling	\$65,000	\$136,276	\$89,537
Director-Financial Aid	\$57,805	\$133,900	\$90,295
Director-Job Placement	\$66,950	\$153,298	\$113,678
Director-Student Activities	\$56,160	\$141,641	\$85,947
Director-Library/LRC	\$51,774	\$164,302	\$90,226
Director-Development/Grants	\$67,600	\$230,000	\$109,888
Director-Public Information/Relations	\$70,000	\$178,859	\$112,911
Director-Personnel/Human Resources	\$69,870	\$197,762	\$118,798
Director-Business Services	\$62,780	\$154,662	\$95,211
Director-Physical Facilities/Grounds	\$77,417	\$200,545	\$116,665
Director-Adult Education	\$49,141	\$142,162	\$97,433
Director-Athletics	\$56,160	\$193,858	\$92,957
Controller	\$67,188	\$172,851	\$119,854
Director-Business/Industry Center	\$55,000	\$172,682	\$97,079
Director-Physical Therapy Program	\$75,000	\$99,038	\$87,019
Director-Nursing	\$73,113	\$164,800	\$110,404

*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2025

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	\$226,550	1	6	1									\$142,460	1	6	2
539 JOHN WOOD	225,498	1	2	1					\$107,864	1	10	4	154,875	1	1	2
531 SHAWNEE	175,049	1	4	1					113,095	1	3	2	124,800	1	1	2
533 SOUTHEASTERN ILLINOIS	175,000	1	0	1					118,468	1	7	2				
534 SPOON RIVER	198,400	1	12	1					107,072	1	2	4	112,749	1	12	2
507 DANVILLE AREA	195,233	1	8	1					142,149	1	13	2	164,800	1	3	2
519 HIGHLAND	195,621	1	4	1					143,841	1	19	2	145,000	1	0	2
501 KASKASKIA	206,070	1	6	1					119,500	1	0	2	123,795	1	4	2
523 KISHWAUKEE	234,660	1	9	1					136,490	1	6	4	159,107	1	3	2
521 REND LAKE	233,000	1	12	1					115,000	1	8	2	150,000	1	11	2
506 SAUK VALLEY	210,115	1	9	1					132,558	1	5	2	139,547	1	5	2
529 ILLINOIS EASTERN	193,069	1	4	1	\$160,761	4	8	2	177,103	1	6	3	106,607	3	9	4
513 ILLINOIS VALLEY	212,687	1	1	1					116,200	1	1	2	132,000	1	0	2
530 JOHN A. LOGAN	230,000	1	4	1					150,075	1	1	2	160,425	1	1	2
520 KANKAKEE	203,000	1	5	1					137,000	1	4	2	133,000	1	0	2
517 LAKE LAND	283,673	1	11	1					181,168	1	1	2	181,168	1	2	2
536 LEWIS AND CLARK	270,400	1	4	1					217,455	1	12	2	176,701	1	2	2
528 MCHENRY COUNTY	323,702	1	9	1					186,273	1	12	2	174,879	1	2	2
503 BLACK HAWK	237,475	1	1	1					185,644	1	10	2	160,354	2	4	2
540 HEARTLAND	238,124	1	6	1					165,000	1	1	2	186,071	1	12	2
514 ILLINOIS CENTRAL	311,888	1	8	1					252,304	1	23	2	201,822	1	3	2
526 LINCOLN LAND	383,282	1	18	1					200,828	1	5	2	177,834	1	2	2
505 PARKLAND	300,000	1	2	1					183,977	1	15	2	153,388	1	4	2
537 RICHLAND	259,407	1	8	1					129,084	1	1	2	203,724	1	3	2
511 ROCK VALLEY	222,310	1	4	1					142,758	1	3	2	133,900	1	3	2
522 SOUTHWESTERN ILLINOIS	200,401	1	6	1					117,961	1	2	4				
509 ELGIN	281,021	1	0	1					203,574	1	5	2	209,921	1	0	2
527 MORTON	255,413	1	1	1					178,879	1	6	2	175,000	1	0	2
515 PRAIRIE STATE	232,655	1	3	1					139,050	1	1	3				
510 SOUTH SUBURBAN	232,195	1	6	1									244,007	1	8	2
516 WAUBONSEE	283,250	1	2	1									228,660	1	7	3
508 CITY COLLEGES OF CHICAGO	289,573	1	7	1	227,709	7	5	2	196,008	1	6	3				
502 COLLEGE OF DUPAGE*									198,431	1	6	3				
532 COLLEGE OF LAKE COUNTY	331,035	1	6	1					240,537	1	3	2	222,677	1	2	2
512 HARPER	392,938	1	5	1					251,241	1	4	2	227,670	1	1	2
525 JOLIET JUNIOR	286,110	1	2	1					221,550	1	2	2	201,197	1	6	2
524 MORAIN VALLEY	259,375	1	1	1					194,480	1	0	2	210,080	1	1	2
535 OAKTON	329,572	1	9	1					203,841	1	1	2	200,817	1	8	2
504 TRITON	302,400	1	10	1					275,975	1	26	2	212,688	1	5	2
NUMBER OF PERSONS	38				11				36				37			
AVERAGES	\$253,162				\$ 203,364				\$ 168,956				\$ 167,711			

*College of DuPage has an interim president that is compensated through a contract with a third party (\$332,000).

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 2025

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	\$127,430	1	1	2	\$85,940	1	1	4	\$93,495	2	3	4				
539 JOHN WOOD	97,648	1	9	4					77,941	1	7	4				
531 SHAWNEE	98,800	1	1	2	88,353	1	7	4	75,400	1	2	4				
533 SOUTHEASTERN ILLINOIS	91,230	1	3	4	101,435	1	4	4	85,000	2	0	4				
534 SPOON RIVER	102,655	1	12	4					95,208	1	9	4				
507 DANVILLE AREA					105,968	2	1	4	97,382	1	6	4				
519 HIGHLAND	132,946	1	17	2					118,169	1	18	2				
501 KASKASKIA	121,695	1	2	2	107,632	1	17	4	102,868	1	4	4				
523 KISHWAUKEE	140,450	1	7	2	110,192	2	3	4	112,621	2	4	4	\$111,670	1	1	4
521 REND LAKE	120,000	2	14	3	101,987	1	13	4	103,575	2	3	4				
506 SAUK VALLEY	99,216	1	2	3	96,740	1	1	3	99,216	1	2	3				
529 ILLINOIS EASTERN	92,244	1	1	4												
513 ILLINOIS VALLEY	116,294	1	6	2	107,062	2	12	4	87,566	2	1	4				
530 JOHN A. LOGAN	113,850	1	0	3	95,738	1	1	4	101,430	1	1	4				
520 KANKAKEE	133,000	1	3	2	105,731	1	4	4	110,988	2	3	4	78,000	1	1	4
517 LAKE LAND																
536 LEWIS AND CLARK	149,717	1	2	2	136,500	1	2	4	125,840	1	1	4				
528 MCHENRY COUNTY	129,335	1	5	3	121,540	1	1	4	119,480	1	1	4	132,800	1	5	3
503 BLACK HAWK	129,338	2	4	4	124,729	1	2	4	125,012	3	2	4				
540 HEARTLAND	166,789	1	6	2					101,718	1	2	3	101,718	1	2	3
514 ILLINOIS CENTRAL	172,000	1	2	2					133,827	1	3	4	95,222	1	2	4
526 LINCOLN LAND	177,834	1	2	2					125,739	1	4	4	117,502	1	2	3
505 PARKLAND	171,389	1	8	2					116,405	1	2	3				
537 RICHLAND					113,876	1	10	3	93,161	1	7	4				
511 ROCK VALLEY	86,280	1	0	4												
522 SOUTHWESTERN ILLINOIS	119,276	1	4	2					142,788	1	5	2				
509 ELGIN	165,000	1	0	3	120,601	1	0	3	134,978	1	6	3	124,800	1	1	3
527 MORTON	110,000	1	0	4	116,531	1	3	4	125,611	1	5	4				
515 PRAIRIE STATE	180,000	1	1	2	107,130	1	3	4	105,060	1	1	4	99,198	1	4	4
510 SOUTH SUBURBAN									75,000	1	0	4				
516 WAUBONSEE	164,440	1	1	3					127,308	1	1	4				
508 CITY COLLEGES OF CHICAGO	121,040	7	9	4					140,935	3	4	4	116,699	1	2	4
502 COLLEGE OF DUPAGE					154,494	1	3	4	155,530	1	1	4				
532 COLLEGE OF LAKE COUNTY	248,253	1	7	2					131,879	1	0	4				
512 HARPER	166,250	1	1	3	146,239	3	4	4	146,195	2	3	4				
525 JOLIET JUNIOR					131,670	1	1	4	144,014	1	2	4				
524 MORAIN VALLEY	212,479	1	15	2	144,386	1	1	4	154,511	1	3	4				
535 OAKTON	198,893	1	9	2	134,146	4	1	4	130,380	1	7	4	127,000	1	8	4
504 TRITON	209,575	1	6	2	135,523	1	2	4	146,287	1	1	4	129,669	1	3	4
NUMBER OF PERSONS	41				32				47				11			
AVERAGES	\$ 137,583				\$ 119,134				\$ 115,614				\$ 112,207			

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 2025

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	\$90,310	3	1	3	\$97,040	2	1	4	\$94,113	3	2	4	\$65,000	1	8	4																																				
539 JOHN WOOD	91,895	1	17	4	72,186	1	1	3	65,670	1	6	4																																								
531 SHAWNEE	93,600	1	3	4					70,522	1	2	4																																								
533 SOUTHEASTERN ILLINOIS	82,000	1	0	4					53,493	1	3	4																																								
534 SPOON RIVER	98,061	2	16	4					62,400	1	1	3																																								
507 DANVILLE AREA	109,311	1	10	4	79,000	1	0	4	66,243	1	6	4	66,244	1	11	4																																				
519 HIGHLAND	93,772	1	7	4	89,173	1	18	4	81,499	1	15	4																																								
501 KASKASKIA	86,320	1	1	4	63,000	1	0	4	67,947	1	12	6					84,000	1	8	4																																
523 KISHWAUKEE	130,834	1	8	4	93,992	1	8	4																																												
521 REND LAKE	98,500	2	9	3	70,000	1	4	6																																												
506 SAUK VALLEY	98,862	1	2	3	84,676	1	2	4																																												
529 ILLINOIS EASTERN	124,635	1	28	4	84,556	1	1	4					69,512	1	4	4					78,443	1	1	4																												
513 ILLINOIS VALLEY	103,584	1	2	4					81,997	1	3	4																																								
530 JOHN A. LOGAN	134,550	1	8	3					88,652	1	3	4	97,296	1	0	4	88,652	1	2	4																																
520 KANKAKEE	132,047	1	16	4																																																
517 LAKE LAND	123,497	1	3	4																																																
536 LEWIS AND CLARK	126,361	1	3	4	117,773	1	4	4	128,502	1	1	3	90,089	1	2	4																																				
528 MCHENRY COUNTY	185,403	1	3	2	111,286	1	2	4																																												
503 BLACK HAWK	150,144	1	10	3	123,844	1	22	4									107,661	1	3	4	92,444	1	2	4																												
540 HEARTLAND					114,445	1	11	3																	79,015	1	1	4	72,625	1	2	4																				
514 ILLINOIS CENTRAL					150,000	1	1	3																									84,994	1	1	5	90,194	1	2	4												
526 LINCOLN LAND					218,556	1	17	2	86,547	1	7	6	86,801	1	4	5																																				
505 PARKLAND					173,398	1	0	3																																	78,113	2	5	2	75,000	1	5	2				
537 RICHLAND	163,592	1	0	2	111,054	1	4	4	82,602	1	3	4																																								
511 ROCK VALLEY	145,745	1	6	2	209,801	1	17	2	112,967	1	8	5	132,613	1	2	4																																				
522 SOUTHWESTERN ILLINOIS																	145,745	1	6	2	113,516	1	1	4	104,030	1	1	4																								
509 ELGIN																	192,739	1	7	3									151,144	1	14	4	141,624	2	15	4																
527 MORTON																	157,375	1	7	2																	151,144	1	14	4	141,624	2	15	4								
515 PRAIRIE STATE																	104,185	2	2	4																																
510 SOUTH SUBURBAN	183,193	1	13	3	151,144	1	14	4	141,624	2	15	4	99,776	1	2	5																																				
516 WAUBONSEE	183,193	1	13	3	133,900	1	2	3	94,862	7	6	4																																								
508 CITY COLLEGES OF CHICAGO	110,210	6	4	4	103,400	1	1	5	118,341	1	2	5					84,903	1	1	4																																
502 COLLEGE OF DUPAGE	199,562	1	1	2																	133,206	1	0	4	173,970	1	5	3	136,276	1	12	4																				
532 COLLEGE OF LAKE COUNTY																																	203,051	1	10	2	123,662	1	9	4	123,662	1	3	4								
512 HARPER													159,836	4	6	4																													136,511	2	5	4	124,200	1	2	4
525 JOLIET JUNIOR																																																				
524 MORAIN VALLEY	203,051	1	10	2	123,662	1	9	4	123,662	1	3	4																																								
535 OAKTON	159,836	4	6	4	136,511	2	5	4	124,200	1	2	4	15																																							
504 TRITON	193,858	1	13	3	142,781	1	10	4	101,675	1	1	4																																								
NUMBER OF PERSONS	47				34				39								\$ 89,537																																			
AVERAGES	\$ 132,108				\$ 110,448				\$ 96,669																																											

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 2025

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	\$57,805	2	1	4					\$63,194	5	1	4				
539 JOHN WOOD	67,082	1	0	4					56,160	1	2	4	\$60,812	1	14	4
531 SHAWNEE									70,423	2	7	4	72,602	1	5	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	81,120	1	19	4									52,000	1	5	6
507 DANVILLE AREA	77,250	1	1	4	\$66,950	1	1	4								
519 HIGHLAND	74,208	1	2	4												
501 KASKASKIA	72,800	1	1	4					82,185	1	5	4	110,686	1	6	4
523 KISHWAUKEE													55,419	1	2	6
521 REND LAKE																
506 SAUK VALLEY	79,643	1	9	4												
529 ILLINOIS EASTERN	62,066	1	2	4									51,774	4	7	5
513 ILLINOIS VALLEY	72,840	1	1	4									77,000	1	0	4
530 JOHN A. LOGAN	88,162	1	2	4									88,584	1	6	4
520 KANKAKEE	84,327	1	3	4					105,649	1	11	4	84,090	1	4	4
517 LAKE LAND	93,515	1	4	4												
536 LEWIS AND CLARK	110,202	1	21	4					141,641	1	3	4				
528 MCHENRY COUNTY	92,382	1	5	4					90,000	1	0	4	105,060	1	1	4
503 BLACK HAWK																
540 HEARTLAND	99,373	1	11	4					78,244	1	0	3	95,407	1	23	4
514 ILLINOIS CENTRAL													92,498	1	14	4
526 LINCOLN LAND	110,404	1	6	3					78,522	1	2	4	134,538	1	14	4
505 PARKLAND	85,159	1	2	5					84,994	1	1	5	101,993	1	1	5
537 RICHLAND	72,369	1	3	4									70,194	1	2	4
511 ROCK VALLEY	86,000	1	1	4									70,900	1	1	4
522 SOUTHWESTERN ILLINOIS	86,216	1	2	4	91,684	1	3	4	76,040	1	9	4				
509 ELGIN													108,414	1	6	4
527 MORTON									72,975	1	1	4	75,060	1	2	4
515 PRAIRIE STATE	80,340	1	1	4									100,786	1	2	4
510 SOUTH SUBURBAN	80,000	1	0	4					60,000	1	0	4				
516 WAUBONSEE	124,762	1	3	4					124,762	1	2	4	105,784	1	4	5
508 CITY COLLEGES OF CHICAGO																
502 COLLEGE OF DUPAGE	133,900	1	1	4												
532 COLLEGE OF LAKE COUNTY	99,450	1	2	5	125,000	1	1	4	97,162	1	1	5	159,084	1	10	4
512 HARPER	133,661	1	13	4	145,082	1	1	5					164,302	1	18	4
525 JOLIET JUNIOR	108,217	1	26	4												
524 MORAIN VALLEY	94,976	1	2	4	100,056	1	17	4	127,914	1	13	4	116,790	1	9	4
535 OAKTON	129,375	1	1	4	153,298	1	15	4	119,025	1	7	4	127,000	1	8	4
504 TRITON	103,735	1	3	4					124,682	1	2	4				
NUMBER OF PERSONS	31				6				23				27			
AVERAGES	\$ 90,295				\$ 113,678				\$ 85,947				\$ 90,226			

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 2025

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	\$85,940	1	3	3	\$71,910	2	1	3	\$69,870	1	0	4	\$62,780	1	2	4
539 JOHN WOOD	70,625	2	14	4	88,363	1	5	4	91,895	1	0	4	80,293	1	0	4
531 SHAWNEE					74,989	1	3	3	76,120	1	2	3	86,582	1	15	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	67,600	1	1	4					84,293	1	6	4	73,018	1	2	6
507 DANVILLE AREA	114,981	1	6	3	88,499	1	24	3	111,864	1	13	2	102,622	1	4	4
519 HIGHLAND					82,806	1	2	4	108,153	1	5	4				
501 KASKASKIA									87,600	1	1	4				
523 KISHWAUKEE					140,090	1	6	4	126,500	1	1	4				
521 REND LAKE					70,000	1	6	6	71,769	1	6	6				
506 SAUK VALLEY									103,188	1	20	4				
529 ILLINOIS EASTERN									117,500	1	4	3	62,837	5	18	4
513 ILLINOIS VALLEY	91,660	1	1	4	93,000	1	0	4	93,333	1	2	4	84,768	1	1	4
530 JOHN A. LOGAN					124,379	1	3	3	108,675	1	1	3				
520 KANKAKEE					88,691	1	2	4	133,976	1	17	4				
517 LAKE LAND	121,490	1	5	3	104,242	1	10	4	104,841	1	8	4				
536 LEWIS AND CLARK					74,510	1	3	6	113,822	1	11	4				
528 MCHENRY COUNTY	91,349	1	4	4	178,859	1	17	2	87,000	1	0	4				
503 BLACK HAWK									112,749	1	1	4				
540 HEARTLAND	122,000	1	12	3	101,718	1	3	3	125,958	1	26	3				
514 ILLINOIS CENTRAL	230,000	1	0	2	164,850	1	6	2	109,533	1	2	3				
526 LINCOLN LAND	92,106	1	5	4	144,028	1	1	2	152,998	1	5	3	154,662	1	11	3
505 PARKLAND	84,994	1	1	6	84,994	1	1	5	143,207	1	4	3				
537 RICHLAND	130,125	1	5	2					113,391	1	1	3				
511 ROCK VALLEY	92,465	2	4	4					89,440	3	1	4	75,757	1	1	4
522 SOUTHWESTERN ILLINOIS	93,107	1	3	4					97,534	1	2	4	102,723	1	2	4
509 ELGIN	128,544	1	2	2	136,047	1	0	2					122,723	1	3	4
527 MORTON									125,100	1	1	3				
515 PRAIRIE STATE	105,642	1	8	4					133,900	1	1	4				
510 SOUTH SUBURBAN					93,150	1	1	3	100,000	1	1	4				
516 WAUBONSEE	118,450	1	1	4	137,917	1	2	3	196,855	1	12	3	139,327	1	7	4
508 CITY COLLEGES OF CHICAGO					142,055	1	5	3	108,846	7	3	4				
502 COLLEGE OF DUPAGE									127,849	1	3	4	118,273	1	3	4
532 COLLEGE OF LAKE COUNTY					128,506	1	8	4	197,762	1	6	2				
512 HARPER	161,087	1	1	2	120,932	1	0	4	158,078	1	2	3				
525 JOLIET JUNIOR	165,724	1	23	4	136,825	1	18	4	174,495	1	1	2	137,483	1	2	4
524 MORAIN VALLEY	96,720	1	2	4	112,840	1	0	4	187,598	1	0	2				
535 OAKTON	99,736	1	7	4	144,306	2	4	4	186,548	1	1	2				
504 TRITON					129,687	1	1	4	181,723	1	13	3	153,822	1	5	3
NUMBER OF PERSONS	23				29				45				19			
AVERAGES	\$ 109,888				\$ 112,911				\$ 118,798				\$ 95,211			

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 2025

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	\$85,940	1	1	4					\$83,120	1	0	4				
539 JOHN WOOD	80,993	1	17	4	\$52,146	1	0	4	56,160	1	0	4				
531 SHAWNEE	83,157	1	15	4	64,884	1	3	4								
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	96,642	1	2	4	71,289	1	14	6	65,637	1	8	4				
507 DANVILLE AREA	97,333	1	4	2	63,583	1	1	4	79,254	1	6	4	\$84,140	1	3	4
519 HIGHLAND	92,790	1	15	4	70,715	1	4	4					67,188	1	18	4
501 KASKASKIA	80,600	1	2	4	64,311	1	7	4	58,385	1	2	4				
523 KISHWAUKEE									93,191	1	8	4				
521 REND LAKE	81,841	1	8	4	49,141	1	2	6					76,458	1	3	4
506 SAUK VALLEY	81,744	1	4	4					84,676	1	6	4				
529 ILLINOIS EASTERN					65,460	1	2	4					91,818	1	1	4
513 ILLINOIS VALLEY	90,480	1	10	4	78,174	1	2	4					110,000	1	3	3
530 JOHN A. LOGAN	110,070	1	4	3	85,000	1	0	4	113,554	1	7	4	89,045	1	4	4
520 KANKAKEE	96,120	1	4	4	81,120	1	0	4	82,372	1	2	4	112,898	1	17	4
517 LAKE LAND									78,413	1	11	4				
536 LEWIS AND CLARK	101,885	1	9	4	132,980	1	28	4								
528 MCHENRY COUNTY	132,484	1	2	4	102,000	1	0	3	106,398	1	7	4	131,840	1	1	4
503 BLACK HAWK																
540 HEARTLAND	114,445	1	3	3	101,718	1	2	3	92,444	1	14	4	90,171	1	0	3
514 ILLINOIS CENTRAL									84,094	1	4	4	121,867	1	18	4
526 LINCOLN LAND	119,174	1	11	4	82,696	1	1	4	92,500	1	0	4	92,801	1	5	4
505 PARKLAND	152,990	1	24	5	114,526	1	8	3	89,198	1	6	6	137,085	1	1	5
537 RICHLAND	81,654	1	5	4	70,194	1	2	4					88,350	1	1	6
511 ROCK VALLEY	77,417	1	21	4	58,882	1	8	4	79,275	1	6	6	100,000	1	2	4
522 SOUTHWESTERN ILLINOIS					99,746	1	3	4	80,778	1	10	4				
509 ELGIN	130,000	1	1	4	142,162	2	6	3								
527 MORTON	135,449	1	6	4	95,833	1	6	4	85,000	1	0	4				
515 PRAIRIE STATE	108,180	1	2	4	101,970	1	1	4	78,995	1	3	4	121,540	1	1	4
510 SOUTH SUBURBAN									96,296	1	18	4	101,275	1	2	4
516 WAUBONSEE	170,824	1	10	3	126,277	1	6	4					167,622	1	2	3
508 CITY COLLEGES OF CHICAGO	158,445	1	3	3	133,522	3	2	4	79,413	5	3	6				
502 COLLEGE OF DUPAGE									154,530	1	5	4	149,580	1	3	5
532 COLLEGE OF LAKE COUNTY					136,363	1	2	4	107,203	1	5	5	168,718	1	2	4
512 HARPER	184,283	1	3	3									158,714	1	4	3
525 JOLIET JUNIOR	159,465	1	17	4									172,851	1	22	4
524 MORAIN VALLEY	135,626	1	2	4	116,790	1	8	4	119,600	1	1	4	135,200	1	0	4
535 OAKTON	142,716	1	6	4	131,738	1	17	4	136,714	1	4	4	148,081	2	4	4
504 TRITON	200,545	1	18	3	118,000	1	1	4	193,858	1	5	3	131,020	1	22	4
NUMBER OF PERSONS	29				31				30				25			
AVERAGES	\$ 116,665				\$ 97,433				\$ 92,957				\$ 119,854			

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 2025

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	\$60,450	1	2	4	\$75,000	1	0	4	\$96,210	1	2	4
539 JOHN WOOD	78,470	1	0	4					73,113	1	5	4
531 SHAWNEE	55,000	1	0	4					98,508	1	3	4
533 SOUTHEASTERN ILLINOIS												
534 SPOON RIVER	64,591	1	20	4					91,273	1	2	4
507 DANVILLE AREA									93,244	1	3	4
519 HIGHLAND									102,513	1	1	4
501 KASKASKIA												
523 KISHWAUKEE									101,093	1	2	4
521 REND LAKE									99,216	1	1	3
506 SAUK VALLEY	89,252	1	5	4					111,650	1	3	4
529 ILLINOIS EASTERN	69,512	1	3	5					84,792	1	1	4
513 ILLINOIS VALLEY	90,555	1	2	4					107,141	1	3	4
530 JOHN A. LOGAN									100,000	1	1	4
520 KANKAKEE									105,924	1	2	4
517 LAKE LAND	88,191	1	9	4					124,068	1	3	4
536 LEWIS AND CLARK												
528 MCHENRY COUNTY									86,111	1	1	4
503 BLACK HAWK									105,768	1	7	5
540 HEARTLAND									158,490	1	15	4
514 ILLINOIS CENTRAL									100,977	1	1	4
526 LINCOLN LAND	115,998	1	4	3					80,853	1	1	4
505 PARKLAND	124,226	1	7	5								
537 RICHLAND												
511 ROCK VALLEY	64,000	1	1	4					105,000	1	0	4
522 SOUTHWESTERN ILLINOIS									114,243	1	5	4
509 ELGIN									126,247	1	2	4
527 MORTON									164,800	1	5	4
515 PRAIRIE STATE									143,222	1	2	4
510 SOUTH SUBURBAN									121,598	1	2	5
516 WAUBONSEE									137,915	1	3	4
508 CITY COLLEGES OF CHICAGO									141,038	1	3	4
502 COLLEGE OF DUPAGE									116,312	1	3	4
532 COLLEGE OF LAKE COUNTY	141,283	1	15	5								
512 HARPER												
525 JOLIET JUNIOR												
524 MORAIN VALLEY	172,682	1	8	4								
535 OAKTON	144,891	1	6	3								
504 TRITON												
NUMBER OF PERSONS		14								28		
AVERAGES	\$ 97,079				\$ 87,019				\$ 110,404			

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 2024**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2024. 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 2024

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	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	
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	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	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
540 HEARTLAND	X	X	X	X			X	X	X		X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X		X	X	X	X
526 LINCOLN LAND	X	X	X	X	X		X	X	X	X	X	X
505 PARKLAND	X	X	X	X	X			X	X	X	X	X
537 RICHLAND	X	X	X	X			X	X	X	X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN ILLINOIS	X	X	X	X	X		X	X	X		X	X
509 ELGIN	X	X	X	X	X	X	X	X	X		X	X
527 MORTON	X	X	X	X	X		X	X	X			X
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	21	3	34	34	34	18	38	32

*Usually for select administrators only.

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

Section IX

FISCAL YEAR 2025
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 2025 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 2025 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	13.2%	4.5%
Faculty (9 and 12 Months)	0.0%	8.9%	4.4%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	22.1%	5.0%
Classified	0.0%	15.9%	4.7%

*Weighted



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Table 19

FISCAL YEAR 2025 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	5.0 %	5.0 %	5.0 %	8.1 %
539 JOHN WOOD	3.3	3.3	3.3	3.3
531 SHAWNEE	4.0	5.2	4.0	4.0
533 SOUTHEASTERN ILLINOIS	3.6	3.6	3.6	3.6
534 SPOON RIVER	0.0	0.0	0.0	0.0
507 DANVILLE AREA	3.3	4.8	3.9	4.6
519 HIGHLAND	4.9	4.7	5.0	3.4
501 KASKASKIA	7.9	1.5	7.6	11.1
523 KISHWAUKEE	5.6	4.9	5.8	6.1
521 REND LAKE	7.9	5.2	5.9	5.2
506 SAUK VALLEY	4.5	6.1	5.9	5.4
529 ILLINOIS EASTERN	1.5	0.0	3.8	5.0
513 ILLINOIS VALLEY	4.4	4.2	4.3	5.1
530 JOHN A. LOGAN	4.1	3.8	4.1	6.4
520 KANKAKEE	5.2	4.3	4.0	4.6
517 LAKE LAND	4.1	8.9	4.4	6.9
536 LEWIS AND CLARK	4.8	5.1	5.7	4.0
528 MCHENRY COUNTY	3.2	3.9	3.1	3.3
503 BLACK HAWK	3.3	3.4	3.5	2.3
540 HEARTLAND	13.2	2.8	22.1	15.9
514 ILLINOIS CENTRAL	4.6	4.9	4.3	3.6
526 LINCOLN LAND	4.0	4.0	4.0	4.0
505 PARKLAND	5.5	5.5	5.5	5.5
537 RICHLAND	4.1	0.0	4.1	4.1
511 ROCK VALLEY	9.6	3.7	8.4	6.0
522 SOUTHWESTERN ILLINOIS	5.0	5.0	4.0	3.0
509 ELGIN	4.2	4.2	3.9	4.1
527 MORTON	4.3	0.0	4.3	0.0
515 PRAIRIE STATE	2.0	3.0	3.0	3.0
510 SOUTH SUBURBAN	2.5	3.9	3.2	3.0
516 WAUBONSEE	3.0	4.8	3.9	4.0
508 CITY COLLEGES OF CHICAGO	4.1	5.0	5.9	7.7
502 COLLEGE OF DUPAGE	3.0	3.0	3.0	3.0
532 COLLEGE OF LAKE COUNTY	3.3	4.9	2.8	3.8
512 HARPER	4.0	5.3	4.0	4.0
525 JOLIET JUNIOR	5.0	6.0	5.0	4.5
524 MORAIN VALLEY	4.0	4.9	4.0	4.0
535 OAKTON	3.5	6.7	3.3	3.3
504 TRITON	3.8	3.9	4.7	5.6
TOTALS/AVERAGES	4.5 %	4.4 %	5.0 %	4.7 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2024 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2024 and the average total salaries paid to full-time faculty in fiscal year 2024. The fiscal year 2024 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2023, to June 30, 2024.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2024 for those districts reporting data was \$19,402 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2024. 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 2024 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.



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Table 20

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2024 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2024 AVERAGE TOTAL SALARY ACTUALLY PAID

District/College	FY 2024 Full-Time Average Faculty Contractual Base Salary	FY 2024 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$ 59,382	\$ 84,037	\$ 24,655	41.5 %
539 JOHN WOOD	63,120	53,262	-9,858	-15.6
531 SHAWNEE	74,713	85,203	10,490	14.0
533 SOUTHEASTERN ILLINOIS	62,782	78,612	15,830	25.2
534 SPOON RIVER	62,198	68,567	6,369	10.2
507 DANVILLE AREA	65,327	97,615	32,289	49.4
519 HIGHLAND	95,753	110,997	15,244	15.9
501 KASKASKIA	85,884	105,503	19,619	22.8
523 KISHWAUKEE	69,517	80,317	10,801	15.5
521 REND LAKE	75,814	80,707	4,894	6.5
506 SAUK VALLEY	66,278	85,362	19,085	28.8
529 ILLINOIS EASTERN	62,581	79,173	16,592	26.5
513 ILLINOIS VALLEY	79,135	93,225	14,090	17.8
530 JOHN A. LOGAN	74,088	72,348	-1,740	-2.3
520 KANKAKEE	72,311	88,328	16,017	22.2
517 LAKE LAND	65,193	91,858	26,665	40.9
536 LEWIS AND CLARK	84,262	99,875	15,613	18.5
528 MCHENRY COUNTY	103,729	122,219	18,489	17.8
503 BLACK HAWK	66,818	78,425	11,607	17.4
540 HEARTLAND	74,673	87,310	12,637	16.9
514 ILLINOIS CENTRAL	78,292	103,874	25,582	32.7
526 LINCOLN LAND	91,293	110,306	19,013	20.8
505 PARKLAND	81,678	96,057	14,379	17.6
537 RICHLAND	69,327	86,963	17,636	25.4
511 ROCK VALLEY	70,211	95,358	25,148	35.8
522 SOUTHWESTERN ILLINOIS	67,640	88,919	21,279	31.5
509 ELGIN	102,506	120,916	18,411	18.0
527 MORTON	81,523	104,013	22,490	27.6
515 PRAIRIE STATE	81,333	100,947	19,614	24.1
510 SOUTH SUBURBAN	75,565	88,644	13,079	17.3
516 WAUBONSEE	110,552	127,032	16,480	14.9
508 CITY COLLEGES OF CHICAGO	106,545	124,540	17,995	16.9
502 COLLEGE OF DUPAGE	109,727	142,904	33,177	30.2
532 COLLEGE OF LAKE COUNTY	112,931	133,905	20,974	18.6
512 HARPER	100,467	119,538	19,071	19.0
525 JOLIET JUNIOR	112,182	109,742	-2,440	-2.2
524 MORAIN VALLEY	85,637	132,624	46,988	54.9
535 OAKTON	92,564	114,307	21,742	23.5
504 TRITON	75,890	92,267	16,377	21.6
TOTAL/AVERAGES*	\$ 89,113	\$ 108,515	\$19,402	21.8 %

*Weighted

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



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Table 21

FISCAL YEAR 2024 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District/College	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$ 83,585	\$ 40,824	\$ 32,890
539 JOHN WOOD	70,597	41,433	35,847
531 SHAWNEE	81,858	52,016	39,999
533 SOUTHEASTERN ILLINOIS	95,634	49,270	36,096
534 SPOON RIVER	87,898	47,725	27,942
507 DANVILLE AREA	92,704	44,040	34,438
519 HIGHLAND	97,726	58,761	37,796
501 KASKASKIA	78,135	47,346	41,510
523 KISHWAUKEE	124,120	60,681	42,914
521 REND LAKE	79,965	41,255	42,368
506 SAUK VALLEY	93,456	53,639	38,171
529 ILLINOIS EASTERN	89,605	45,153	33,468
513 ILLINOIS VALLEY	87,527	56,919	41,767
530 JOHN A. LOGAN	97,027	45,918	48,566
520 KANKAKEE	94,126	56,900	37,878
517 LAKE LAND	105,918	55,549	40,972
536 LEWIS AND CLARK	97,724	57,176	37,840
528 MCHENRY COUNTY	103,883	56,366	49,932
503 BLACK HAWK	103,248	57,238	31,180
540 HEARTLAND	103,702	53,783	34,641
514 ILLINOIS CENTRAL	112,714	53,440	44,681
526 LINCOLN LAND	111,755	61,059	41,593
505 PARKLAND	119,197	60,586	40,750
537 RICHLAND	91,735	41,441	39,325
511 ROCK VALLEY	92,873	55,866	47,527
522 SOUTHWESTERN ILLINOIS	108,908	56,693	45,269
509 ELGIN	118,050	71,204	47,273
527 MORTON	111,289	65,969	48,849
515 PRAIRIE STATE	99,207	60,293	51,545
510 SOUTH SUBURBAN	103,568	57,080	43,770
516 WAUBONSEE	143,806	69,742	50,563
508 CITY COLLEGES OF CHICAGO	103,053	73,002	59,621
502 COLLEGE OF DUPAGE	158,835	74,899	47,517
532 COLLEGE OF LAKE COUNTY	140,860	67,344	48,444
512 HARPER	156,323	78,198	44,116
525 JOLIET JUNIOR	129,507	61,359	54,362
524 MORAIN VALLEY	133,118	76,373	47,662
535 OAKTON	130,508	73,536	56,406
504 TRITON	132,567	67,846	45,496
STATE AVERAGE*	\$ 107,683	\$ 63,881	\$ 46,980

*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 2021 TO 2025**

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 2021 TO 2025**

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Faculty (9 Month)	\$82,517	\$84,118	\$85,238	\$89,420	\$93,027
Faculty (12 Month)	\$63,900	\$67,819	\$62,575	\$70,305	\$71,712
Administrators (12 Month)	\$103,673	\$106,319	\$108,904	\$111,503	\$114,668
Other Professionals (9 Month)	\$83,715	\$85,494	\$83,897	\$92,478	\$93,376
Other Professionals (12 Month)	\$60,993	\$62,119	\$63,340	\$65,537	\$67,832

*Weighted