

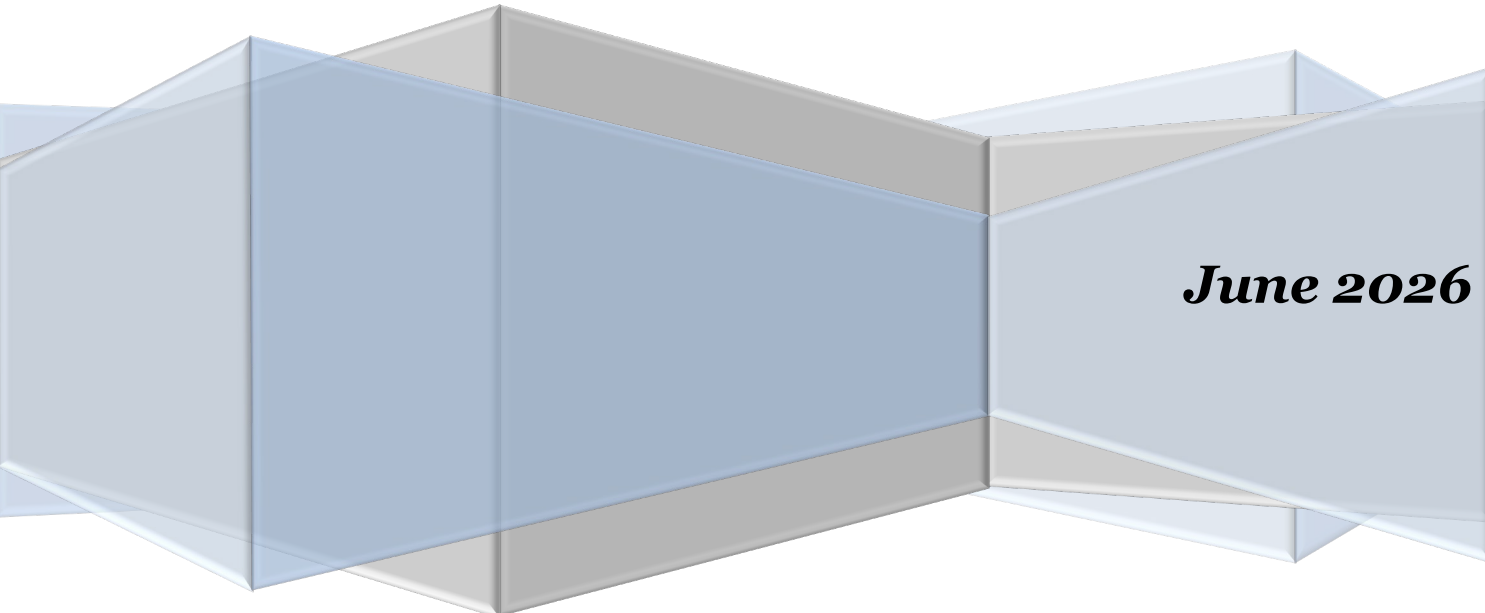


FISCAL YEAR 2026

SALARY REPORT

FOR THE

ILLINOIS PUBLIC COMMUNITY COLLEGES



June 2026

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HIGHLIGHTS OF THE FISCAL YEAR 2026 SALARY REPORT

1. Fiscal Year 2026 Weighted Average Contractual Salaries--The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$95,924
Administrative (12 month)	\$120,098
Other (Nonteaching) Professional (9 month)	\$97,293

2. Fiscal Year 2026 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$945/credit hour
Full-Time Faculty Overload Rate	\$1,069/credit hour
Full-Time Faculty Summer Rate	\$1,260/credit hour

3. Fiscal Year 2026 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)	\$53,458
Master's Degree, Plus Zero Hours (5 Years Experience)	\$60,075
Master's Degree, Maximum Hours (5 Years Experience)	\$69,821
Doctorate, Maximum Hours (Maximum Experience)	\$115,909

4. Fiscal Year 2025 Weighted Average Total Salary Actually Paid--These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2024, and June 30, 2025. *(Tables 20 and 21)*

Faculty (9 and 12 month)	\$112,191
Administrative (12 month)	\$112,757
Other (Nonteaching) Professional (9 and 12 month)	\$66,814
Classified	\$49,202

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**FISCAL YEAR 2026 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 2026 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, 2025. 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 2025 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 2026 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 2026. 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 2026 (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	\$37,721	\$80,335	\$56,277
Average Faculty Salaries	\$64,016	\$124,009	\$95,924*
High Faculty Salaries	\$87,784	\$231,858	\$126,086
Median Faculty Salaries	\$60,080	\$124,076	\$85,337

*Weighted



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Table 2

FISCAL YEAR 2026 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES				HIGH	AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE		
518 CARL SANDBURG	45	\$ 46,210	\$ 56,820	\$ 60,080	\$ 70,540	\$ 102,490	\$ 64,291
539 JOHN WOOD	25	46,994	54,996	62,575	68,461	92,700	64,016
531 SHAWNEE	28	59,985	68,477	78,071	89,021	95,417	78,693
533 SOUTHEASTERN ILLINOIS	31	45,028	57,834	64,031	77,835	87,784	66,568
534 SPOON RIVER	30	48,557	58,170	62,463	68,893	102,414	64,852
507 DANVILLE AREA	57	51,625	61,950	66,471	73,615	95,273	68,503
519 HIGHLAND	48	59,301	84,415	106,861	116,408	126,786	100,641
501 KASKASKIA	64	56,209	75,010	92,091	101,192	130,782	90,197
523 KISHWAUKEE	53	53,535	65,355	69,780	82,771	116,313	74,478
521 REND LAKE	27	69,205	77,005	88,805	95,405	104,505	86,186
506 SAUK VALLEY	47	49,838	63,506	70,766	82,020	92,421	72,114
529 ILLINOIS EASTERN	77	43,888	57,284	71,148	83,013	103,844	70,673
513 ILLINOIS VALLEY	72	46,263	65,672	78,132	100,523	126,132	81,578
530 JOHN A. LOGAN	4	52,202	60,855	76,298	92,398	101,707	76,626
520 KANKAKEE	61	53,061	61,030	72,805	79,915	98,186	72,646
517 LAKE LAND	85	45,016	54,712	65,179	80,073	101,039	67,676
536 LEWIS AND CLARK	77	46,016	70,508	93,839	107,724	121,609	89,694
528 MCHENRY COUNTY	97	80,335	93,898	103,288	127,805	143,977	108,929
503 BLACK HAWK	97	49,727	56,932	63,986	74,833	111,528	67,522
540 HEARTLAND	73	58,334	66,196	75,578	87,703	106,949	78,027
514 ILLINOIS CENTRAL	158	58,950	68,386	80,016	97,084	115,291	82,633
526 LINCOLN LAND	121	54,076	80,413	99,246	111,775	126,789	96,695
505 PARKLAND	145	37,721	73,432	87,788	103,626	129,399	87,914
537 RICHLAND	50	45,812	63,533	69,896	78,094	95,991	70,905
511 ROCK VALLEY	115	66,020	71,148	76,299	84,014	110,368	78,951
522 SOUTHWESTERN ILLINOIS	163	49,961	57,489	66,126	84,734	111,829	71,174
509 ELGIN	149	59,636	87,955	110,814	134,963	138,323	107,734
527 MORTON	65	58,872	66,778	81,497	95,584	153,382	86,922
515 PRAIRIE STATE	74	67,108	81,767	91,029	99,851	147,372	92,490
510 SOUTH SUBURBAN	58	54,566	72,502	83,241	99,394	133,577	87,516
516 WAUBONSEE	89	69,456	98,180	116,228	130,740	150,180	114,262
508 CITY COLLEGES OF CHICAGO	528	58,000	88,063	110,208	150,729	231,858	114,323
502 COLLEGE OF DUPAGE	279	75,191	96,925	122,655	147,797	163,775	124,009
532 COLLEGE OF LAKE COUNTY	217	69,117	93,761	109,867	125,692	164,509	112,260
512 HARPER	204	59,008	77,429	106,435	130,118	153,230	106,106
525 JOLIET JUNIOR	213	69,412	99,215	124,076	141,248	156,263	120,502
524 MORAIN VALLEY	174	62,869	82,382	95,533	104,402	158,007	93,970
535 OAKTON	151	65,426	84,085	98,037	119,199	146,590	101,072
504 TRITON	106	52,256	66,349	76,892	90,873	168,775	81,017
TOTALS/AVERAGES	4,157	\$ 56,277	\$ 72,318	\$ 85,337	\$ 99,745	\$ 126,086	\$ 95,924
Lowest Low/Highest/High		\$ 37,721				\$ 231,858	

* Weighted

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



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Table 3

FISCAL YEAR 2026 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	21	\$38,149	\$52,923	\$63,247	\$69,657	\$84,545	\$61,787
531 SHAWNEE	1	95,444	95,444	95,444	95,444	95,444	95,444
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	16	60,705	69,805	73,905	78,105	92,305	74,330
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	7	50,424	50,424	50,424	50,424	51,504	50,578
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	66	49,475	67,158	74,963	81,495	99,018	74,291
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	--	--	--	--	--	--	--
536 LEWIS AND CLARK	1	86,176	86,176	86,176	86,176	86,176	86,176
528 MCHENRY COUNTY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	3	64,730	64,730	69,767	102,870	102,870	79,122
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	8	71,701	84,988	96,627	96,627	101,684	91,234
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	2	54,080	54,080	54,891	55,702	55,702	54,891
522 SOUTHWESTERN ILLINOIS	11	54,797	57,868	79,914	83,943	108,619	78,444
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	1	138,973	138,973	138,973	138,973	138,973	138,973
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CITY COLLEGES OF CHICAGO	31	58,000	68,989	76,897	88,691	128,036	80,517
502 COLLEGE OF DUPAGE	--	--	--	--	--	--	--
532 COLLEGE OF LAKE COUNTY	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORaine VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	168	\$ 68,555	\$ 74,297	\$ 80,102	\$ 85,676	\$ 95,406	\$ 74,408
Lowest Low/Highest/High		\$ 38,149				\$ 138,973	

-- = Not Applicable

* Weighted

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

Section II

**FISCAL YEAR 2026 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 2026.

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 2026
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	\$1,488	\$945
Full-time Faculty Overload Rates for Academic Year	\$745	\$1,650	\$1,069
Full-time Faculty Overload Rates for Summer Term	\$745	\$2,870	\$1,260



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Table 5

FISCAL YEAR 2026 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD RATES
FOR ACADEMIC YEAR AND SUMMER TERM

DISTRICT/COLLEGE	Part-time Faculty Rate	Full-time Faculty Overload Rate Per Semester Credit Hour	
	Per Semester Credit Hour	for Academic Year	for Summer Term
518 CARL SANDBURG	\$ 1,120	\$ 1,420	\$ 1,420
539 JOHN WOOD	681	1,000	1,000
531 SHAWNEE	600	750	750
533 SOUTHEASTERN ILLINOIS	515	830	875
534 SPOON RIVER	800	796	910
507 DANVILLE AREA	730	745	745
519 HIGHLAND	662	1,566	1,475
501 KASKASKIA	424	795	855
523 KISHWAUKEE	670	800	1,000
521 REND LAKE	578	825	825
506 SAUK VALLEY	932	968	968
529 ILLINOIS EASTERN	635	800	900
513 ILLINOIS VALLEY	840	900	900
530 JOHN A. LOGAN	865	932	980
520 KANKAKEE	913	840	840
517 LAKE LAND	800	900	1,300
536 LEWIS AND CLARK	838	818	818
528 MCHENRY COUNTY	1,187	1,235	1,235
503 BLACK HAWK	900	920	920
540 HEARTLAND	1,133	1,100	1,100
514 ILLINOIS CENTRAL	989	1,025	1,000
526 LINCOLN LAND	942	1,040	1,040
505 PARKLAND	1,444	1,650	1,650
537 RICHLAND	891	780	1,001
511 ROCK VALLEY	391	1,040	1,216
522 SOUTHWESTERN ILLINOIS	1,152	1,284	1,248
509 ELGIN	1,245	1,000	1,125
527 MORTON	1,015	1,220	1,466
515 PRAIRIE STATE	899	1,192	1,304
510 SOUTH SUBURBAN	880	808	875
516 WAUBONSEE	1,121	1,194	1,336
508 CITY COLLEGES OF CHICAGO	960	1,194	2,545
502 COLLEGE OF DUPAGE	1,335	1,435	2,870
532 COLLEGE OF LAKE COUNTY	1,460	1,402	2,380
512 HARPER	1,433	1,220	1,220
525 JOLIET JUNIOR	1,082	1,280	1,280
524 MORAIN VALLEY	1,306	1,464	2,096
535 OAKTON	1,488	1,215	2,386
504 TRITON	1,000	1,300	1,300
AVERAGES	\$ 945	\$ 1,069	\$ 1,260

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

Section III

**SALARIES BASED ON FISCAL YEAR 2026 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2026 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 2026 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 2026 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)	\$38,081	\$70,845	\$53,458
Master's Degree, Plus Zero Hours (5 Years Experience)	\$46,528	\$82,240	\$60,075
Master's Degree, Maximum Hours (5 Years Experience)	\$51,547	\$103,622	\$69,821
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$52,704	\$170,704	\$115,909



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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 2026

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	\$ 51,760	\$ 57,180	\$ 62,910	\$ 67,520
539 JOHN WOOD	42,141	46,528	52,112	98,856
531 SHAWNEE	59,023	66,047	72,702	117,582
533 SOUTHEASTERN ILLINOIS	45,441	50,398	57,627	95,839
534 SPOON RIVER	45,480	49,116	55,328	112,204
507 DANVILLE AREA	53,861	53,861	53,861	56,616
519 HIGHLAND	59,301	71,932	88,358	126,786
501 KASKASKIA	49,770	55,040	65,691	106,554
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	60,105	63,105	80,005	107,505
506 SAUK VALLEY	48,997	52,467	69,710	94,945
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	46,687	53,041	62,131	100,251
530 JOHN A. LOGAN	47,882	55,847	64,350	105,390
520 KANKAKEE	53,328	56,527	68,123	105,037
517 LAKE LAND	46,724	46,794	51,547	52,704
536 LEWIS AND CLARK	38,081	48,000	54,640	125,575
528 MCHENRY COUNTY	55,295	67,815	77,727	143,977
503 BLACK HAWK	50,036	56,199	69,191	102,588
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	56,016	62,085	62,085	67,640
526 LINCOLN LAND	50,709	59,070	59,070	126,789
505 PARKLAND	54,107	63,606	67,504	134,211
537 RICHLAND	45,812	48,815	63,533	97,527
511 ROCK VALLEY	63,917	68,917	78,796	83,772
522 SOUTHWESTERN ILLINOIS	53,021	59,018	63,623	103,585
509 ELGIN	54,712	64,560	87,988	138,323
527 MORTON	54,703	62,459	70,846	162,723
515 PRAIRIE STATE	59,625	68,076	81,183	135,516
510 SOUTH SUBURBAN	40,566	49,383	60,082	170,704
516 WAUBONSEE	70,845	78,218	96,198	150,180
508 CITY COLLEGES OF CHICAGO	N/A	N/A	N/A	N/A
502 COLLEGE OF DUPAGE	64,617	82,240	103,622	163,775
532 COLLEGE OF LAKE COUNTY	N/A	N/A	N/A	N/A
512 HARPER	59,008	64,908	71,399	153,230
525 JOLIET JUNIOR	64,226	72,007	82,390	151,712
524 MORAIN VALLEY	56,899	62,608	68,736	158,007
535 OAKTON	61,435	69,059	79,830	146,590
504 TRITON	53,432	57,634	71,011	76,691
AVERAGES	\$ 53,458	\$ 60,075	\$ 69,821	\$ 115,909

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 2026**

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 2026**

	<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	18	15
Average Weekly Office/Academic Advising Hours	0	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 2026

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	Yes	IEA/NEA
539 JOHN WOOD	30	15	5	32	164	Yes	4	2026	Yes	IFT/AFT-AFL/CIO
531 SHAWNEE	30	15	10	39	153	Yes	5	2027	Yes	IEA/NEA
533 SOUTHEASTERN ILLINOIS	30	15	6	32	163	Yes	3	2028	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	30	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	8	32	155	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	0	32	181	Yes	2	2027	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	5	2030	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	2028	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	40	180	Yes	4	2028	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	2025	Yes	IFT/AFT-AFL/CIO
516 WAUBONSEE	30	15	5	32	158	Yes	3	2028	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	18	5	30	160	Yes	3	2025	No	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	32	160	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	5	2030	Yes	Other Local Group
TOTALS/AVERAGES	30	15	7	34	165	No = 7 Yes = 32	1 = 0 2 = 1 3 = 13 4 = 12 5 = 6 6 = 0 7 = 0	3 =2025 8 =2026 10 =2027 6 =2028 3 =2029 2 =2030 0 =2031	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 2026 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2026 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 \$97,293. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$70,454.

Table 10
**SUMMARY OF
FISCAL YEAR 2026 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)	\$46,800	\$118,518	\$69,458
Lowest Salaries (12 month)	\$29,157	\$49,754	\$39,803
Average Salaries (9 month)	\$55,825	\$127,447	\$97,293*
Average Salaries (12 month)	\$45,799	\$82,306	\$70,454*
Highest Salaries (9 month)	\$55,825	\$164,509	\$111,387
Highest Salaries (12 month)	\$68,510	\$178,120	\$117,857
Median Salaries (9 month)	\$55,825	\$134,145	\$89,635
Median Salaries (12 month)	\$44,181	\$79,409	\$61,406

*Weighted



Illinois Community College Board

Table 11

FISCAL YEAR 2026 CONTRACTUAL BASE SALARIES FOR OTHER (NONTTEACHING)
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	\$ 62,390	\$ 62,390	\$ 62,390	\$ 62,390	\$ 62,390	\$ 62,390
539 JOHN WOOD	--	--	--	--	--	--	--
531 SHAWNEE	1	55,825	55,825	55,825	55,825	55,825	55,825
533 SOUTHEASTERN ILLINOIS	--	--	--	--	--	--	--
534 SPOON RIVER	--	--	--	--	--	--	--
507 DANVILLE AREA	1	94,505	94,505	94,505	94,505	94,505	94,505
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	4	\$46,800	\$47,358	\$66,814	\$89,859	\$94,006	\$68,608
521 REND LAKE	1	59,911	59,911	59,911	59,911	59,911	59,911
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	--	--	--	--	--	--	--
513 ILLINOIS VALLEY	--	--	--	--	--	--	--
530 JOHN A. LOGAN	--	--	--	--	--	--	--
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	61,950	71,928	93,322	116,871	143,516	94,920
536 LEWIS AND CLARK	--	--	--	--	--	--	--
528 MCHENRY COUNTY	5	51,834	80,335	87,550	91,290	92,547	80,711
503 BLACK HAWK	1	85,315	85,315	85,315	85,315	85,315	85,315
540 HEARTLAND	--	--	--	--	--	--	--
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	4	52,314	80,562	113,297	122,286	126,789	101,424
505 PARKLAND	--	--	--	--	--	--	--
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	2	84,306	84,306	87,587	90,867	90,867	87,587
522 SOUTHWESTERN ILLINOIS	3	61,517	61,517	73,937	89,007	89,007	74,820
509 ELGIN	4	77,073	78,422	102,265	129,862	134,963	104,142
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	4	77,687	79,119	87,537	97,187	99,851	88,153
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	4	118,518	119,159	122,731	135,735	145,806	127,447
508 CITY COLLEGES OF CHICAGO	12	73,819	84,807	94,073	113,412	135,936	99,513
502 COLLEGE OF DUPAGE	51	67,672	82,179	88,925	131,819	163,775	105,985
532 COLLEGE OF LAKE COUNTY	7	69,117	83,049	120,417	125,692	164,509	109,779
512 HARPER	8	68,406	94,930	134,145	145,936	153,230	121,457
525 JOLIET JUNIOR	--	--	--	--	--	--	--
524 MORAIN VALLEY	19	49,687	66,145	77,281	83,152	104,402	76,196
535 OAKTON	5	70,506	75,957	84,879	88,196	130,590	90,026
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	149	\$ 69,458	\$ 77,386	\$ 89,635	\$ 100,456	\$ 111,387	\$ 97,293
Lowest Low/Highest/High		\$ 46,800				\$ 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 2026 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	51	\$ 35,570	\$ 42,940	\$ 45,340	\$ 56,320	\$ 68,510	\$ 48,924
539 JOHN WOOD	60	30,851	38,484	44,181	52,054	81,370	45,799
531 SHAWNEE	41	35,500	45,391	52,398	61,000	68,513	53,125
533 SOUTHEASTERN ILLINOIS	39	29,157	44,477	52,627	64,232	83,756	54,144
534 SPOON RIVER	33	42,849	44,154	48,472	56,427	86,875	52,211
507 DANVILLE AREA	46	38,564	44,563	49,087	54,577	99,194	51,237
519 HIGHLAND	38	40,480	48,804	58,457	68,483	100,693	61,057
501 KASKASKIA	64	39,478	47,715	55,655	63,313	112,791	56,652
523 KISHWAUKEE	65	42,400	61,002	67,446	76,576	120,750	69,706
521 REND LAKE	61	35,000	40,685	45,594	55,000	77,526	48,928
506 SAUK VALLEY	43	40,560	54,267	59,384	64,625	101,443	60,422
529 ILLINOIS EASTERN	123	33,218	43,160	50,024	56,430	128,185	51,675
513 ILLINOIS VALLEY	54	39,728	51,542	59,219	66,138	109,409	61,087
530 JOHN A. LOGAN	96	40,000	47,834	57,719	73,569	120,464	62,223
520 KANKAKEE	59	37,523	55,832	61,674	71,991	86,528	63,257
517 LAKE LAND	98	39,146	50,200	54,516	65,994	101,446	58,584
536 LEWIS AND CLARK	46	35,574	56,784	59,630	63,000	116,542	63,583
528 MCHENRY COUNTY	114	49,754	62,739	73,249	80,340	112,412	72,594
503 BLACK HAWK	140	37,440	49,273	55,226	66,190	125,111	60,877
540 HEARTLAND	172	46,966	52,718	62,598	72,949	132,238	63,676
514 ILLINOIS CENTRAL	207	45,424	53,152	60,988	72,872	116,400	64,636
526 LINCOLN LAND	136	47,395	57,154	63,000	74,884	110,615	67,026
505 PARKLAND	171	35,714	54,312	62,491	74,563	133,305	66,815
537 RICHLAND	67	36,046	48,145	53,011	57,365	82,127	53,875
511 ROCK VALLEY	129	43,062	58,757	62,467	69,846	83,534	63,828
522 SOUTHWESTERN ILLINOIS	182	33,807	51,793	60,180	74,236	145,000	67,029
509 ELGIN	232	39,042	66,890	75,683	91,017	141,921	79,698
527 MORTON	62	46,754	56,865	66,326	71,817	103,222	66,705
515 PRAIRIE STATE	68	44,562	55,000	63,934	73,703	101,665	65,177
510 SOUTH SUBURBAN	73	37,178	48,879	56,660	73,548	144,824	63,874
516 WAUBONSEE	186	43,266	59,594	75,307	90,876	140,363	77,078
508 CITY COLLEGES OF CHICAGO	761	41,181	69,512	78,929	91,428	178,120	82,306
502 COLLEGE OF DUPAGE	415	43,930	64,479	74,110	87,406	163,193	77,517
532 COLLEGE OF LAKE COUNTY	347	39,832	56,452	65,660	79,248	141,547	70,531
512 HARPER	307	48,458	67,061	76,967	92,020	143,311	81,458
525 JOLIET JUNIOR	285	37,752	57,762	66,664	81,118	134,072	70,125
524 MORAIN VALLEY	155	47,970	65,231	79,409	93,361	162,701	81,508
535 OAKTON	223	31,189	58,473	73,330	88,409	159,715	76,907
504 TRITON	134	40,000	57,212	67,233	78,408	177,046	73,266
TOTALS/AVERAGES	5,583	\$ 39,803	\$ 53,571	\$ 61,406	\$ 71,932	\$ 117,857	\$ 70,454
Lowest Low/Highest/High		\$ 29,157				\$ 178,120	

* Weighted

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

Section VI

**FISCAL YEAR 2026 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 2026. The weighted average administrative staff salary ranged from a low of \$83,099 to a high of \$162,372. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2026 salaries; and the median fiscal year 2026 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 2026 was \$120,098. The lowest reported administrative salary was \$47,313 and the highest was \$422,760. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2026
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u> Low - High		State Average
Lowest Administrative Salaries	\$47,313	\$101,499	\$72,973
Average Administrative Salaries	\$83,099	\$162,372	\$120,098*
Highest Administrative Salaries	\$159,521	\$422,760	\$265,110
Median Administrative Salaries	\$76,271	\$158,016	\$109,648

*Weighted



Illinois Community College Board

Table 14

FISCAL YEAR 2026 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	32	\$ 51,990	\$ 64,730	\$ 76,960	\$ 115,312	\$ 237,880	\$ 97,145
539 JOHN WOOD	19	57,428	64,696	80,824	91,014	159,521	83,187
531 SHAWNEE	19	55,825	73,691	77,262	99,986	202,182	89,976
533 SOUTHEASTERN ILLINOIS	11	55,419	84,952	94,514	105,086	181,300	100,238
534 SPOON RIVER	21	50,000	69,966	82,800	102,441	205,344	89,254
507 DANVILLE AREA	41	47,313	70,040	91,154	102,114	240,000	92,488
519 HIGHLAND	21	71,219	86,389	98,357	119,610	207,350	106,439
501 KASKASKIA	38	56,780	66,883	84,171	108,109	226,496	91,066
523 KISHWAUKEE	14	85,472	109,824	118,231	144,679	271,032	132,888
521 REND LAKE	43	47,700	63,500	76,271	99,906	185,000	83,099
506 SAUK VALLEY	25	76,960	81,244	93,366	102,211	218,519	101,087
529 ILLINOIS EASTERN	21	50,180	71,597	104,551	146,395	195,965	112,220
513 ILLINOIS VALLEY	24	75,390	85,255	93,686	97,436	220,131	99,535
530 JOHN A. LOGAN	20	77,250	91,025	112,618	122,943	236,900	117,272
520 KANKAKEE	33	78,250	87,454	97,394	114,400	211,120	106,740
517 LAKE LAND	20	71,812	95,257	111,431	128,065	292,183	126,067
536 LEWIS AND CLARK	59	48,030	70,000	90,090	126,696	283,920	103,400
528 MCHENRY COUNTY	51	79,286	102,273	117,446	142,887	343,124	128,392
503 BLACK HAWK	13	92,818	114,273	128,783	152,810	245,193	141,183
540 HEARTLAND	30	81,374	101,213	105,787	125,011	246,458	118,272
514 ILLINOIS CENTRAL	26	84,870	111,428	129,351	155,250	322,803	145,493
526 LINCOLN LAND	64	71,000	90,844	111,131	125,203	422,760	119,514
505 PARKLAND	38	80,134	89,801	114,907	138,333	335,331	124,198
537 RICHLAND	43	54,450	74,725	86,047	108,128	269,784	98,428
511 ROCK VALLEY	57	71,000	83,164	94,002	105,069	275,363	101,242
522 SOUTHWESTERN ILLINOIS	16	80,257	93,873	107,020	128,956	209,688	116,528
509 ELGIN	60	91,575	111,848	127,829	158,975	286,000	139,090
527 MORTON	27	78,000	86,736	105,000	130,635	266,906	117,473
515 PRAIRIE STATE	25	92,555	111,280	118,591	130,000	239,635	130,290
510 SOUTH SUBURBAN	25	62,700	92,155	105,363	116,974	236,839	108,440
516 WAUBONSEE	46	97,850	129,780	135,480	169,373	283,250	147,659
508 CITY COLLEGES OF CHICAGO	414	73,000	94,091	106,090	127,308	298,260	114,314
502 COLLEGE OF DUPAGE	59	100,294	126,371	158,016	182,332	300,000	159,903
532 COLLEGE OF LAKE COUNTY	62	93,000	118,894	135,931	155,407	331,035	144,724
512 HARPER	45	93,967	134,239	150,541	175,044	402,762	162,372
525 JOLIET JUNIOR	45	68,484	116,640	137,223	151,112	325,000	143,734
524 MORAIN VALLEY	32	88,724	127,105	141,507	188,082	267,156	154,409
535 OAKTON	36	101,499	129,375	139,504	162,132	341,107	152,692
504 TRITON	32	52,110	109,582	137,043	173,030	316,008	149,172
TOTALS/AVERAGES	1,707	\$ 72,973	\$ 94,518	\$ 109,648	\$ 131,499	\$ 265,110	\$ 120,098
Lowest Low/Highest/High		\$ 47,313				\$ 422,760	

* 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 2026**

A summary of the fiscal year 2026 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 2026. 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 2026 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$181,300	\$422,760	\$267,889
Chief Campus Administrator	\$154,456	\$232,609	\$200,045
Chief Finance Officer	\$110,819	\$288,394	\$174,610
Chief Academic Officer	\$105,086	\$235,520	\$175,011
Student Services Officer	\$94,002	\$222,041	\$146,052
Dean-Baccalaureate Education	\$89,678	\$169,373	\$123,202
Dean-Occupational/Career Education	\$76,531	\$169,373	\$116,716
Dean-Continuing Education	\$77,262	\$152,673	\$107,780
Director-Data Processing/Info Technology	\$84,952	\$227,954	\$137,245
Director-Research & Planning	\$65,520	\$218,193	\$118,414
Director-Admissions and Records	\$55,419	\$178,320	\$101,314
Director-Counseling	\$64,730	\$141,046	\$96,775
Director-Financial Aid	\$60,525	\$137,917	\$92,242
Director-Job Placement	\$68,959	\$161,303	\$119,688
Director-Student Activities	\$62,700	\$148,723	\$89,157
Director-Library/LRC	\$50,000	\$131,445	\$94,685
Director-Development/Grants	\$69,966	\$238,050	\$114,041
Director-Public Information/Relations	\$62,100	\$190,000	\$114,485
Director-Personnel/Human Resources	\$73,370	\$198,750	\$124,802
Director-Business Services	\$56,395	\$160,744	\$98,708
Director-Physical Facilities/Grounds	\$66,950	\$209,570	\$118,074
Director-Adult Education	\$51,598	\$153,698	\$105,929
Director-Athletics	\$57,845	\$159,166	\$91,583
Controller	\$71,219	\$180,629	\$125,421
Director-Business/Industry Center	\$55,825	\$187,000	\$106,216
Director-Physical Therapy Program	\$76,125	\$102,999	\$89,562
Director-Nursing	\$73,513	\$169,744	\$112,672

*Weighted



Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2026

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	\$237,880	1	7	1					\$178,620	1	0	2	\$175,110	1	7	2
539 JOHN WOOD*									111,100	1	11	2	159,521	1	2	2
531 SHAWNEE	202,182	1	5	1					115,096	1	4	2	126,672	1	2	2
533 SOUTHEASTERN ILLINOIS	181,300	1	1	1					122,732	1	8	2	105,086	1	1	4
534 SPOON RIVER	205,344	1	13	1					110,819	1	3	4	116,695	1	13	2
507 DANVILLE AREA	240,000	1	1	1					146,413	1	14	2	169,744	1	4	2
519 HIGHLAND	207,350	1	5	1					152,461	1	20	2	152,105	1	1	2
501 KASKASKIA	226,496	1	7	1					126,947	1	1	2	130,366	1	5	2
523 KISHWAUKEE	271,032	1	10	1					144,679	1	9	2	168,653	1	4	2
521 REND LAKE	185,000	1	0	1					120,750	1	2	3	126,000	2	2	2
506 SAUK VALLEY	218,519	1	10	1					138,777	1	6	2	143,769	1	6	2
529 ILLINOIS EASTERN	195,965	1	5	1	\$154,456	5	5	2	179,760	1	7	2				
513 ILLINOIS VALLEY	220,131	1	2	1					120,267	1	2	2	136,620	1	1	2
530 JOHN A. LOGAN	236,900	1	5	1					154,577	1	2	2	165,238	1	2	2
520 KANKAKEE	211,120	1	6	1					142,480	1	5	2	138,320	1	1	2
517 LAKE LAND	292,183	1	12	1					186,603	1	2	2	186,603	1	3	2
536 LEWIS AND CLARK	283,920	1	5	1					228,328	1	13	2	185,536	1	3	2
528 MCHENRY COUNTY	343,124	1	10	1					191,861	1	13	2	175,100	1	1	2
503 BLACK HAWK	245,193	1	2	1					191,677	1	10	2	155,000	1	0	2
540 HEARTLAND	246,458	1	7	1					175,003	1	2	2	183,467	1	0	2
514 ILLINOIS CENTRAL	322,803	1	9	1					261,134	1	24	2	190,000	1	0	2
526 LINCOLN LAND	422,760	1	19	1					209,464	1	6	2	185,481	1	3	2
505 PARKLAND	335,331	1	3	1					179,265	1	0	2	161,748	1	5	2
537 RICHLAND	269,784	1	9	1					134,248	1	2	2	211,873	1	4	2
511 ROCK VALLEY	275,363	1	5	1					157,898	1	4	2	148,100	1	4	2
522 SOUTHWESTERN ILLINOIS	209,688	1	7	1					125,016	1	3	4				
509 ELGIN	286,000	1	1	1					211,717	1	6	2	218,318	1	1	2
527 MORTON	266,906	1	2	1					186,035	1	7	4	200,000	1	0	2
515 PRAIRIE STATE	239,635	1	4	1					166,303	1	2	2	187,200	1	1	2
510 SOUTH SUBURBAN	236,839	1	7	1												
516 WAUBONSEE	283,250	1	3	1					210,120	1	0	2	219,500	1	1	2
508 CITY COLLEGES OF CHICAGO	298,260	1	8	1	232,609	7	5	2	201,888	1	7	3	235,520	1	8	3
502 COLLEGE OF DUPAGE	300,000	1	0	1					208,982	1	7	3				
532 COLLEGE OF LAKE COUNTY	331,035	1	7	1									223,790	1	3	2
512 HARPER	402,762	1	6	1					235,435	1	0	2	233,361	1	2	2
525 JOLIET JUNIOR	325,000	1	3	1					231,520	1	3	2	210,251	1	7	2
524 MORAIN VALLEY	267,156	1	2	1					203,232	1	1	2	219,534	1	2	2
535 OAKTON	341,107	1	10	1					210,975	1	2	2	207,846	1	9	2
504 TRITON	316,008	1	11	1					288,394	1	27	2	222,259	1	6	2
NUMBER OF PERSONS	38				12				37				36			
AVERAGES	\$267,889				\$ 200,045				\$ 174,610				\$ 175,011			

*John Wood's current CFO is also acting as the interim president.

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 2026

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	\$158,470	1	2	2	\$90,240	1	2	4	\$97,250	1	6	4	\$77,262	1	4	4				
539 JOHN WOOD	100,577	1	10	5					82,679	1	8	5								
531 SHAWNEE	100,282	1	2	2					76,531	1	3	4								
533 SOUTHEASTERN ILLINOIS	94,514	1	4	4					88,060	2	1	4								
534 SPOON RIVER	106,248	1	13	4					87,048	2	5	4								
507 DANVILLE AREA	140,923	1	18	2	99,910	1	1	4	100,303	1	7	4								
519 HIGHLAND					129,178	1	3	2	99,000	1	0	4								
501 KASKASKIA					129,178	1	3	2	108,106	1	5	4								
523 KISHWAUKEE					148,877	1	8	2	117,085	1	4	4								
521 REND LAKE					102,211	1	0	3	108,753	2	4	4								
506 SAUK VALLEY	102,211	1	0	3	102,211	1	2	3	102,211	1	3	3	84,000	1	0	4				
529 ILLINOIS EASTERN	95,012	1	2	4	98,722	2	2	4	78,197	2	13	4								
513 ILLINOIS VALLEY	120,365	1	7	2	91,957	2	2	4	90,631	2	2	4								
530 JOHN A. LOGAN	117,265	1	1	3	98,610	1	2	4	104,473	1	2	4								
520 KANKAKEE	138,320	1	4	2	109,960	1	5	4	116,747	2	2	4								
517 LAKE LAND	186,603	1	0	2	143,325	1	3	4	132,132	1	2	4	152,673	1	6	3				
536 LEWIS AND CLARK	157,203	1	3	2					131,807	1	2	4								
528 MCHENRY COUNTY	150,716	1	6	3					131,807	1	2	4								
503 BLACK HAWK	133,542	2	5	4					119,479	2	2	4					135,000	1	3	2
540 HEARTLAND	128,136	1	6	3					118,431	1	11	3					105,787	1	3	3
514 ILLINOIS CENTRAL	172,000	1	3	2	136,676	1	4	4									84,870	1	0	4
526 LINCOLN LAND	185,481	1	3	2	131,145	1	5	4									122,555	1	3	3
505 PARKLAND	180,729	1	9	2	122,749	1	3	3									129,792	1	2	3
537 RICHLAND	94,002	1	0	4	101,973	1	8	4												
511 ROCK VALLEY					128,025	1	1	3	140,377	1	7	3								
522 SOUTHWESTERN ILLINOIS													126,409	1	5	2				
509 ELGIN	171,600	1	1	3									124,000	1	0	4				
527 MORTON	135,000	1	0	2									78,375	1	1	4				
515 PRAIRIE STATE	185,000	1	0	2									121,815	1	4	4	169,373	1	12	3
510 SOUTH SUBURBAN	169,373	1	2	3	169,373	1	12	3	169,373	1	12	3	120,200	1	3	4				
516 WAUBONSEE					169,373	1	2	3	138,785	3	4	4								
508 CITY COLLEGES OF CHICAGO					125,738	5	12	4	159,129	1	4	4					160,196	1	2	4
502 COLLEGE OF DUPAGE	211,050	1	1	2	134,846	1	1	4												
532 COLLEGE OF LAKE COUNTY					170,406	1	2	3									149,850	2	4	4
512 HARPER					208,035	1	1	2					150,523	1	3	4				
525 JOLIET JUNIOR					222,041	1	16	2					161,464	1	4	4				
524 MORAIN VALLEY					160,635	2	1	2	138,702	3	2	4	134,943	1	8	4				
535 OAKTON	219,006	1	7	2	141,622	1	3	4												
504 TRITON																				
NUMBER OF PERSONS	40				32				43				10							
AVERAGES	\$ 146,052				\$ 123,202				\$ 116,716				\$ 107,780							

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 2026

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	\$100,145	2	2	3	\$113,900	2	2	4	\$115,875	2	3	4	\$64,730	1	2	4				
539 JOHN WOOD	107,443	1	18	4					69,700	1	7	4								
531 SHAWNEE	95,004	1	4	4					64,000	1	0	4								
533 SOUTHEASTERN ILLINOIS	84,952	1	1	4					55,419	1	4	4								
534 SPOON RIVER	101,494	2	17	4					64,584	1	2	3								
507 DANVILLE AREA	125,000	1	0	2	81,370	1	1	4	72,205	1	7	4	78,531	1	12	4				
519 HIGHLAND	99,398	1	8	4	94,523	1	19	4	86,389	1	16	4								
501 KASKASKIA	89,773	1	2	4	65,520	1	1	4	71,344	1	13	6	85,472	1	6	4				
523 KISHWAUKEE	136,067	1	9	3	99,631	1	13	4									88,200	1	9	4
521 REND LAKE	103,563	1	3	3	98,675	1	3	4					79,352	1	1	4				
506 SAUK VALLEY													71,597	1	5	4				
529 ILLINOIS EASTERN	117,060	1	0	2	87,516	1	2	4					84,867	1	4	4	81,189	1	2	4
513 ILLINOIS VALLEY	109,709	1	3	4	117,775	1	4	3	77,250	1	6	4								
530 JOHN A. LOGAN	138,587	1	3	3	114,400	1	6	2	92,198	1	4	4	92,198	1	3	4				
520 KANKAKEE	137,329	1	17	4	123,662	1	5	4	100,215	1	1	4								
517 LAKE LAND	127,202	1	4	4	117,694	1	3	4	150,716	1	2	3	99,581	1	3	4				
536 LEWIS AND CLARK	132,679	1	4	4	127,869	1	7	4												
528 MCHENRY COUNTY	190,965	1	4	2	119,023	1	12	3	113,598	1	3	4	96,142	1	3	4				
503 BLACK HAWK	156,150	1	11	3	113,560	1	12	3	111,428	1	4	4								
540 HEARTLAND					136,004	1	8	3	82,413	1	2	4								
514 ILLINOIS CENTRAL					134,728	1	9	3	89,626	1	2	5								
526 LINCOLN LAND					182,848	1	1	3	90,009	1	8	6								
505 PARKLAND					170,136	1	1	2	107,274	2	6	2								
537 RICHLAND	153,015	1	7	2	116,199	1	5	4	87,302	1	4	4								
511 ROCK VALLEY					218,193	1	18	2	117,486	1	9	5								
522 SOUTHWESTERN ILLINOIS					91,800	1	1	4	118,591	1	2	4								
509 ELGIN					118,057	1	2	4												
527 MORTON					83,600	1	0	4												
515 PRAIRIE STATE	108,874	2	3	4	169,373	1	15	4	145,873	2	16	4	136,591	1	3	4				
510 SOUTH SUBURBAN	188,689	1	14	3	97,120	6	6	4												
516 WAUBONSEE	110,151	6	3	4																
508 CITY COLLEGES OF CHICAGO	200,559	1	2	2	105,726	1	2	5	121,003	1	3	5	100,000	1	0	5				
502 COLLEGE OF DUPAGE					136,537	1	1	4	178,320	1	6	3								
532 COLLEGE OF LAKE COUNTY					142,874	1	19	4	151,112	1	29	4								
512 HARPER					119,156	1	0	4	129,227	1	10	4	129,227	1	4	4	88,724	1	2	4
525 JOLIET JUNIOR					212,188	1	11	2	141,289	2	6	4	128,547	1	3	4				
524 MORAIN VALLEY	191,475	1	0	3	149,206	1	11	4	100,000	1	0	4	141,046	1	13	4				
535 OAKTON	202,582	1	14	3																
504 TRITON																				
NUMBER OF PERSONS	41				33				39				16							
AVERAGES	\$ 137,245				\$ 118,414				\$ 101,314				\$ 96,775							

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 2026

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	\$60,525	2	2	4					\$65,247	6	1	3				
539 JOHN WOOD	69,694	1	1	4					62,830	1	3	4	\$64,696	1	15	4
531 SHAWNEE									65,697	1	12	4	73,691	1	6	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	70,442	2	11	4									50,000	1	0	6
507 DANVILLE AREA	79,568	1	2	4	\$68,959	1	2	4								
519 HIGHLAND	78,187	1	3	4												
501 KASKASKIA	76,512	1	2	4												
523 KISHWAUKEE													115,113	1	7	4
521 REND LAKE	63,500	1	0	6									58,190	1	3	6
506 SAUK VALLEY	81,244	1	0	4												
529 ILLINOIS EASTERN	63,928	1	3	4												
513 ILLINOIS VALLEY	75,390	1	2	4									79,695	1	1	4
530 JOHN A. LOGAN	90,807	1	3	4					82,553	1	3	4	91,242	1	7	4
520 KANKAKEE	87,700	1	4	4					109,875	1	12	4	87,454	1	5	4
517 LAKE LAND	96,321	1	5	4												
536 LEWIS AND CLARK	115,712	1	22	4					148,723	1	4	4				
528 MCHENRY COUNTY	103,619	1	6	4					96,890	1	1	4	108,212	1	2	3
503 BLACK HAWK																
540 HEARTLAND	103,348	1	12	4					81,374	1	2	3	99,223	1	24	4
514 ILLINOIS CENTRAL													95,734	1	15	4
526 LINCOLN LAND	115,151	1	7	3					81,898	1	3	4				
505 PARKLAND	89,801	1	3	5					87,331	1	1	5	107,552	1	2	5
537 RICHLAND	76,990	1	4	4									76,990	1	3	4
511 ROCK VALLEY	91,903	1	2	4									75,767	1	2	4
522 SOUTHWESTERN ILLINOIS	90,916	1	3	4	96,829	1	4	4	80,257	1	10	4				
509 ELGIN													112,751	1	7	4
527 MORTON	86,700	1	1	4					80,000	1	2	4	78,062	1	3	4
515 PRAIRIE STATE	93,954	1	1	4									120,417	1	1	3
510 SOUTH SUBURBAN	83,600	1	1	4					62,700	1	0	4				
516 WAUBONSEE	128,505	1	4	4					132,500	1	3	4	108,958	1	5	5
508 CITY COLLEGES OF CHICAGO																
502 COLLEGE OF DUPAGE	137,917	1	2	4												
532 COLLEGE OF LAKE COUNTY	101,687	1	3	5	127,812	1	2	4	99,348	1	2	5				
512 HARPER	137,002	1	14	4	161,303	1	2	5					131,141	1	0	4
525 JOLIET JUNIOR	113,087	1	27	4												
524 MORAIN VALLEY	99,250	1	3	4	104,559	1	18	4	133,670	1	14	4	122,046	1	10	4
535 OAKTON	133,903	1	2	4	158,663	1	16	4	123,191	1	8	4	131,445	1	9	4
504 TRITON	108,403	1	4	4					130,293	1	3	4				
NUMBER OF PERSONS	34				6				23				21			
AVERAGES	\$ 92,242				\$ 119,688				\$ 89,157				\$ 94,685			

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 2026

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	\$152,210	1	4	2	\$75,510	2	2	3	\$73,370	1	1	4	\$65,920	1	3	2
539 JOHN WOOD	72,744	2	15	4	91,014	1	6	5	89,610	1	1	4	82,702	1	1	4
531 SHAWNEE					76,114	1	4	3	77,262	1	3	3	87,881	1	16	4
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	69,966	1	2	4	62,100	1	1	4	82,800	1	1	4	75,574	1	3	6
507 DANVILLE AREA	118,430	1	7	3	91,154	1	25	3	115,220	1	14	2				
519 HIGHLAND					90,000	1	0	4	111,398	1	6	4				
501 KASKASKIA									91,032	1	2	4				
523 KISHWAUKEE									131,560	1	3	3				
521 REND LAKE					73,500	1	7	6	76,075	1	7	6				
506 SAUK VALLEY									102,211	1	0	4				
529 ILLINOIS EASTERN									123,375	1	5	2	56,395	3	13	5
513 ILLINOIS VALLEY	94,868	1	2	4	96,255	1	1	4	96,600	1	3	4	87,736	1	2	4
530 JOHN A. LOGAN					128,110	1	4	3	111,935	1	2	3	88,580	1	1	4
520 KANKAKEE					92,239	1	3	4	139,335	1	18	4				
517 LAKE LAND	125,134	1	6	3	112,622	1	11	4	107,986	1	9	4				
536 LEWIS AND CLARK					78,236	1	4	6	119,513	1	12	4				
528 MCHENRY COUNTY	117,446	1	5	4	190,000	1	18	2	162,313	1	2	3				
503 BLACK HAWK					122,298	2	7	4	116,413	1	2	4				
540 HEARTLAND	85,442	1	11	4	105,787	1	4	3	116,430	1	1	3				
514 ILLINOIS CENTRAL	238,050	1	1	2					113,366	1	3	3				
526 LINCOLN LAND	96,066	1	6	4	150,221	1	2	2	159,577	1	6	3	130,375	1	1	3
505 PARKLAND	89,626	1	2	6	87,331	1	1	5	151,012	1	5	3				
537 RICHLAND	135,330	1	6	2	74,725	1	2	4	118,000	1	1	3				
511 ROCK VALLEY	111,210	2	5	4					99,769	3	1	4	80,958	1	2	4
522 SOUTHWESTERN ILLINOIS	98,252	1	4	4					102,679	1	3	4	108,508	1	3	4
509 ELGIN	107,862	1	0	2	140,400	1	1	2	163,500	1	0	2	127,632	1	4	4
527 MORTON									155,000	1	0	4				
515 PRAIRIE STATE	109,868	1	9	4	187,200	1	2	2	160,144	1	2	2				
510 SOUTH SUBURBAN	79,525	2	1	4	97,342	1	2	3	108,158	1	2	4				
516 WAUBONSEE	122,004	1	2	4	142,055	1	3	3					143,507	1	8	4
508 CITY COLLEGES OF CHICAGO					146,316	1	6	3	109,534	6	4	4				
502 COLLEGE OF DUPAGE									131,684	1	4	4	125,067	1	4	4
532 COLLEGE OF LAKE COUNTY					131,397	1	9	4	198,750	1	7	2				
512 HARPER	165,114	1	2	2	130,034	1	1	4	167,097	1	3	3				
525 JOLIET JUNIOR	173,182	1	24	4	141,614	1	19	4	182,348	1	2	2	143,670	1	3	4
524 MORAIN VALLEY	111,180	1	3	4	117,918	1	1	4	196,040	1	1	2				
535 OAKTON					149,356	2	5	4	193,077	1	2	2				
504 TRITON					135,523	1	2	4	189,901	1	14	3	160,744	1	6	3
NUMBER OF PERSONS	24				32				44				17			
AVERAGES	\$ 114,041				\$ 114,485				\$ 124,802				\$ 98,708			

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 2026

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	\$81,805	2	1	4					\$69,635	2	1	4				
539 JOHN WOOD	66,950	1	9	4	\$64,375	1	1	4	57,845	1	1	4				
531 SHAWNEE	84,404	1	16	4	65,857	1	4	4								
533 SOUTHEASTERN ILLINOIS																
534 SPOON RIVER	102,441	1	3	4	73,785	1	15	6	74,700	1	9	4				
507 DANVILLE AREA	100,253	1	7	2	65,490	1	3	4	81,631	1	19	4	\$102,114	1	4	4
519 HIGHLAND	98,357	1	16	4	72,836	1	5	4	90,000	1	0	4	71,219	1	19	4
501 KASKASKIA	84,136	1	3	4	66,883	1	8	4	62,691	1	3	4	96,200	1	0	4
523 KISHWAUKEE					109,824	1	2	4	96,919	1	9	4				
521 REND LAKE	85,933	1	9	4	51,598	1	3	6	59,000	1	0	6	74,000	1	0	4
506 SAUK VALLEY	85,514	1	5	4					87,214	1	7	4				
529 ILLINOIS EASTERN																
513 ILLINOIS VALLEY	93,647	1	11	4	80,911	1	3	4					95,032	1	2	4
530 JOHN A. LOGAN	113,372	1	4	3	87,550	1	1	4	116,961	1	8	4	113,300	1	1	3
520 KANKAKEE	99,965	1	5	4	84,365	1	1	4	85,667	1	3	4	92,607	1	5	4
517 LAKE LAND									80,765	1	12	4	116,285	1	18	4
536 LEWIS AND CLARK					139,629	1	29	4								
528 MCHENRY COUNTY					105,702	1	1	3	109,590	1	8	4	142,887	1	2	3
503 BLACK HAWK																
540 HEARTLAND	119,023	1	4	3	105,787	1	3	3	96,142	1	15	4	94,000	1	0	3
514 ILLINOIS CENTRAL													126,132	1	19	4
526 LINCOLN LAND	124,298	1	12	4	86,252	1	2	4	96,478	1	1	4				
505 PARKLAND	125,561	1	1	5					94,059	1	7	6	144,556	1	2	5
537 RICHLAND	94,817	1	6	4	76,990	1	3	4					96,146	1	2	6
511 ROCK VALLEY	98,771	1	22	4	78,470	1	1	4	98,701	1	7	6	110,605	1	3	4
522 SOUTHWESTERN ILLINOIS					105,531	1	4	4	84,995	1	11	4				
509 ELGIN	135,200	1	2	4	147,849	2	7	3								
527 MORTON	120,845	2	2	4	115,000	1	0	4	78,000	1	1	4				
515 PRAIRIE STATE	112,507	1	3	4	116,449	1	2	4	92,555	1	4	4				
510 SOUTH SUBURBAN									100,630	1	19	4	125,400	1	1	4
516 WAUBONSEE	175,949	1	11	3	130,065	1	7	4	110,079	1	0	5	155,000	1	0	3
508 CITY COLLEGES OF CHICAGO	163,199	1	4	3	137,528	3	3	4	80,299	5	3	6				
502 COLLEGE OF DUPAGE									159,166	1	6	4	154,067	1	4	5
532 COLLEGE OF LAKE COUNTY					139,431	1	3	4	109,615	1	6	5	172,513	1	3	4
512 HARPER	188,891	1	4	3									162,683	1	5	3
525 JOLIET JUNIOR	166,640	1	18	4									180,629	1	23	4
524 MORAIN VALLEY	141,729	1	3	4	122,046	1	9	4	124,982	1	2	4	141,284	1	1	4
535 OAKTON	147,711	1	7	4	153,698	2	10	4	141,499	1	5	4	153,264	2	5	4
504 TRITON	209,570	1	19	3	123,310	1	2	4					136,916	1	23	4
NUMBER OF PERSONS	29				31				32				24			
AVERAGES	\$ 118,074				\$ 105,929				\$ 91,583				\$ 125,421			

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 2026

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	\$71,930	1	1	4	\$76,125	1	1	4	\$116,624	1	3	3
539 JOHN WOOD	80,824	1	1	4					73,513	1	6	5
531 SHAWNEE	55,825	1	1	4					99,986	1	4	4
533 SOUTHEASTERN ILLINOIS	66,852	1	21	4					94,468	1	3	4
534 SPOON RIVER									97,850	1	1	4
507 DANVILLE AREA	116,137	1	9	3					98,839	1	4	4
519 HIGHLAND									109,418	1	2	4
501 KASKASKIA									106,148	1	3	4
523 KISHWAUKEE									102,211	1	2	3
521 REND LAKE									113,325	1	4	4
506 SAUK VALLEY	93,366	1	6	4					87,760	1	2	4
529 ILLINOIS EASTERN	93,725	1	3	4					110,355	1	2	4
513 ILLINOIS VALLEY									104,000	1	2	4
530 JOHN A. LOGAN									111,220	1	3	4
520 KANKAKEE									89,555	1	2	4
517 LAKE LAND	90,836	1	10	4					165,305	1	16	4
536 LEWIS AND CLARK									79,000	1	0	4
528 MCHENRY COUNTY									115,000	1	0	4
503 BLACK HAWK									111,280	1	1	4
540 HEARTLAND									130,034	1	3	4
514 ILLINOIS CENTRAL	137,004	1	1	3	102,999	1	2	4	169,744	1	6	4
526 LINCOLN LAND	120,986	1	5	3					124,334	1	3	5
505 PARKLAND	127,643	1	8	5					151,079	1	4	4
537 RICHLAND	84,566	1	1	3					140,762	1	0	4
511 ROCK VALLEY	79,554	1	2	4								
522 SOUTHWESTERN ILLINOIS	105,000	1	1	4								
509 ELGIN												
527 MORTON												
515 PRAIRIE STATE												
510 SOUTH SUBURBAN												
516 WAUBONSEE												
508 CITY COLLEGES OF CHICAGO												
502 COLLEGE OF DUPAGE												
532 COLLEGE OF LAKE COUNTY												
512 HARPER												
525 JOLIET JUNIOR	187,000	1	9	2								
524 MORAIN VALLEY												
535 OAKTON												
504 TRITON	149,962	1	7	3								
NUMBER OF PERSONS	17								2			
AVERAGES	\$ 106,216				\$ 89,562				\$ 112,672			

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 2025**

Table 17 identifies the type of fringe benefits provided by each Illinois public community college to full-time faculty and staff in fiscal year 2025. 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 2025

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	
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	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	33	33	18	39	32

*Usually for select administrators only.

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

Section IX

FISCAL YEAR 2026
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 2026 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 2026 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	1.1%	10.3%	3.9%
Faculty (9 and 12 Months)	0.0%	14.3%	4.4%
Other (Nonteaching) Professional (9 and 12 Months)	1.1%	7.8%	4.0%
Classified	0.4%	11.9%	4.2%

*Weighted



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Table 19

FISCAL YEAR 2026 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 CARL SANDBURG	4.6 %	5.0 %	4.9 %	5.0 %
539 JOHN WOOD	3.0	3.0	3.0	3.0
531 SHAWNEE	2.3	4.1	1.5	1.4
533 SOUTHEASTERN ILLINOIS	3.6	4.4	4.5	10.8
534 SPOON RIVER	4.7	3.5	4.0	4.6
507 DANVILLE AREA	5.4	5.4	7.0	4.2
519 HIGHLAND	5.1	4.7	4.9	3.0
501 KASKASKIA	5.5	0.8	4.8	5.7
523 KISHWAUKEE	5.5	4.1	5.4	4.0
521 REND LAKE	4.4	5.4	5.1	5.3
506 SAUK VALLEY	3.8	5.4	5.0	4.5
529 ILLINOIS EASTERN	2.3	5.1	3.8	4.2
513 ILLINOIS VALLEY	3.5	3.8	3.9	3.6
530 JOHN A. LOGAN	2.9	4.2	3.0	4.8
520 KANKAKEE	4.7	4.1	7.2	4.7
517 LAKE LAND	4.8	6.7	3.2	4.2
536 LEWIS AND CLARK	5.2	5.8	4.7	5.2
528 MCHENRY COUNTY	3.3	3.5	3.9	3.8
503 BLACK HAWK	3.9	3.4	4.0	11.9
540 HEARTLAND	6.9	4.6	6.3	5.4
514 ILLINOIS CENTRAL	2.7	4.4	3.0	1.8
526 LINCOLN LAND	4.4	3.7	3.4	4.4
505 PARKLAND	10.3	5.2	7.8	8.5
537 RICHLAND	5.1	4.6	5.3	7.8
511 ROCK VALLEY	5.4	2.8	3.7	3.1
522 SOUTHWESTERN ILLINOIS	5.0	5.0	4.7	0.4
509 ELGIN	3.8	3.7	3.8	3.5
527 MORTON	2.2	4.4	4.4	3.4
515 PRAIRIE STATE	4.2	3.1	4.3	4.6
510 SOUTH SUBURBAN	4.3	14.3	3.9	3.1
516 WAUBONSEE	2.9	4.2	4.0	4.0
508 CITY COLLEGES OF CHICAGO	2.8	4.9	4.3	4.5
502 COLLEGE OF DUPAGE	1.1	1.0	1.1	1.1
532 COLLEGE OF LAKE COUNTY	2.0	0.0	3.0	3.1
512 HARPER	4.1	5.9	3.5	4.3
525 JOLIET JUNIOR	5.0	5.3	5.1	4.2
524 MORAIN VALLEY	4.5	4.9	4.5	4.7
535 OAKTON	4.2	7.4	4.4	5.9
504 TRITON	4.3	4.5	4.6	5.2
TOTALS/AVERAGES	3.9 %	4.4 %	4.0 %	4.2 %

--- = Data Not Available

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

Section X

**FISCAL YEAR 2025 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 20 compares the contractual base salaries reported for fiscal year 2025 and the average total salaries paid to full-time faculty in fiscal year 2025. The fiscal year 2025 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2024, to June 30, 2025.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2025 for those districts reporting data was \$19,961 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2025. 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 2025 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 2025 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2025 AVERAGE TOTAL SALARY ACTUALLY PAID

District/College	FY 2025 Full-Time Average Faculty Contractual Base Salary	FY 2025 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 CARL SANDBURG	\$ 61,772	\$ 86,448	\$ 24,677	39.9 %
539 JOHN WOOD	59,268	61,783	2,515	4.2
531 SHAWNEE	76,103	89,542	13,439	17.7
533 SOUTHEASTERN ILLINOIS	65,480	81,125	15,645	23.9
534 SPOON RIVER	62,322	73,987	11,665	18.7
507 DANVILLE AREA	66,828	100,157	33,330	49.9
519 HIGHLAND	98,920	114,589	15,669	15.8
501 KASKASKIA	87,274	107,854	20,579	23.6
523 KISHWAUKEE	72,926	83,938	11,012	15.1
521 REND LAKE	78,887	80,620	1,733	2.2
506 SAUK VALLEY	68,955	87,484	18,530	26.9
529 ILLINOIS EASTERN	62,045	90,290	28,245	45.5
513 ILLINOIS VALLEY	80,834	93,839	13,005	16.1
530 JOHN A. LOGAN	74,576	65,058	-9,518	-12.8
520 KANKAKEE	72,687	90,531	17,844	24.5
517 LAKE LAND	67,666	96,122	28,456	42.1
536 LEWIS AND CLARK	89,094	101,828	12,733	14.3
528 MCHENRY COUNTY	106,490	121,778	15,288	14.4
503 BLACK HAWK	68,242	65,355	-2,888	-4.2
540 HEARTLAND	76,054	89,764	13,710	18.0
514 ILLINOIS CENTRAL	79,980	105,741	25,761	32.2
526 LINCOLN LAND	93,965	113,240	19,275	20.5
505 PARKLAND	84,327	106,817	22,490	26.7
537 RICHLAND	70,927	88,676	17,749	25.0
511 ROCK VALLEY	70,338	96,879	26,541	37.7
522 SOUTHWESTERN ILLINOIS	69,128	92,576	23,448	33.9
509 ELGIN	105,147	124,791	19,644	18.7
527 MORTON	79,698	79,859	161	0.2
515 PRAIRIE STATE	92,416	101,390	8,973	9.7
510 SOUTH SUBURBAN	77,042	95,697	18,655	24.2
516 WAUBONSEE	115,171	129,196	14,025	12.2
508 CITY COLLEGES OF CHICAGO	110,013	130,528	20,515	18.6
502 COLLEGE OF DUPAGE	120,570	146,691	26,121	21.7
532 COLLEGE OF LAKE COUNTY	114,211	141,434	27,223	23.8
512 HARPER	102,820	122,766	19,946	19.4
525 JOLIET JUNIOR	117,076	114,964	-2,112	-1.8
524 MORAIN VALLEY	90,058	138,594	48,536	53.9
535 OAKTON	96,034	119,200	23,165	24.1
504 TRITON	77,674	98,107	20,433	26.3
TOTAL/AVERAGES*	\$ 92,230	\$ 112,191	\$19,961	21.6 %

*Weighted

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



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Table 21

FISCAL YEAR 2025 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District/College	Administrative	Other Professional	Classified
518 CARL SANDBURG	\$ 90,033	\$ 43,524	\$ 31,416
539 JOHN WOOD	83,256	45,957	40,505
531 SHAWNEE	92,913	49,308	40,737
533 SOUTHEASTERN ILLINOIS	102,805	52,906	37,234
534 SPOON RIVER	86,637	54,988	31,164
507 DANVILLE AREA	90,453	49,891	38,308
519 HIGHLAND	92,571	55,263	39,376
501 KASKASKIA	87,954	53,194	48,311
523 KISHWAUKEE	133,609	65,612	48,399
521 REND LAKE	77,094	45,604	40,556
506 SAUK VALLEY	99,992	57,324	37,510
529 ILLINOIS EASTERN	101,282	48,172	36,432
513 ILLINOIS VALLEY	96,213	58,078	39,959
530 JOHN A. LOGAN	109,271	52,824	47,071
520 KANKAKEE	103,670	55,822	41,737
517 LAKE LAND	119,991	59,550	42,522
536 LEWIS AND CLARK	101,972	57,480	39,189
528 MCHENRY COUNTY	119,657	63,991	56,627
503 BLACK HAWK	130,122	58,039	29,283
540 HEARTLAND	115,130	59,197	42,195
514 ILLINOIS CENTRAL	135,023	61,172	49,874
526 LINCOLN LAND	114,536	64,710	43,223
505 PARKLAND	111,544	63,208	40,820
537 RICHLAND	99,027	50,294	38,995
511 ROCK VALLEY	95,865	59,679	48,414
522 SOUTHWESTERN ILLINOIS	113,945	62,658	45,349
509 ELGIN	129,555	75,482	50,832
527 MORTON	102,356	60,578	49,596
515 PRAIRIE STATE	118,548	61,756	49,503
510 SOUTH SUBURBAN	103,976	63,783	45,602
516 WAUBONSEE	134,822	73,265	53,417
508 CITY COLLEGES OF CHICAGO	105,430	76,740	62,424
502 COLLEGE OF DUPAGE	136,936	75,769	50,694
532 COLLEGE OF LAKE COUNTY	137,047	67,180	44,954
512 HARPER	147,551	78,880	49,374
525 JOLIET JUNIOR	137,226	64,976	57,128
524 MORAIN VALLEY	152,729	77,818	51,981
535 OAKTON	137,457	72,685	60,606
504 TRITON	150,010	68,984	45,247
STATE AVERAGE*	\$ 112,757	\$ 66,814	\$ 49,202

*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 2022 TO 2026**

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 2022 TO 2026**

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
Faculty (9 Month)	\$84,118	\$85,238	\$89,420	\$93,027	\$95,924
Faculty (12 Month)	\$67,819	\$62,575	\$70,305	\$71,712	\$74,408
Administrators (12 Month)	\$106,319	\$108,904	\$111,503	\$114,668	\$120,098
Other Professionals (9 Month)	\$85,494	\$83,897	\$92,478	\$93,376	\$97,293
Other Professionals (12 Month)	\$62,119	\$63,340	\$65,537	\$67,832	\$70,454

*Weighted