

Fiscal Year 2016 Salary Report

for the
Illinois Public Community Colleges



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HIGHLIGHTS OF THE FISCAL YEAR 2016 SALARY REPORT

1. Fiscal Year 2016 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	\$74,455
Administrative (12 month)	\$94,435
Other (Nonteaching) Professional (9 month)	\$73,464

2. Fiscal Year 2015 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	\$14,551
Administrative (12 month)	\$14,501
Other (Nonteaching) Professional (9 month)	\$16,724
Classified (12 month)	\$13,767

3. Fiscal Year 2016 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	\$733/credit hour
Full-Time Faculty Overload Rate	\$853/credit hour
Full-Time Faculty Summer Rate	\$961/credit hour

4. Fiscal Year 2016 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)	\$44,001
Master's Degree, Plus Zero Hours (5 Years Experience)	\$49,946
Master's Degree, Maximum Hours (5 Years Experience)	\$57,879
Doctorate, Maximum Hours (Maximum Experience)	\$98,877

5. Fiscal Year 2015 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2014 and June 30, 2015. *(Tables 23 and 24)*

Faculty (9 and 12 month)	\$86,837
Administrative (12 month)	\$90,077
Other (Nonteaching) Professional (9 and 12 month)	\$54,311
Classified	\$39,518

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**FISCAL YEAR 2016 SALARY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES**

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2016 Salary Report* reflect the census date of October 1, 2015. 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; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2015 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

EMPLOYEE GROUPS

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

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

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

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

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional 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 2016 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 2016. 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 2016
(9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	- High	
Low Faculty Salaries	\$18,700	\$59,129	\$42,512
Average Faculty Salaries	\$53,180	\$98,394	\$74,455*
High Faculty Salaries	\$69,903	\$156,362	\$105,628
Median Faculty Salaries	\$49,586	\$100,483	\$69,171

*Weighted

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Table 2

FISCAL YEAR 2016 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	36	48,491	58,645	64,614	69,409	83,069	64,262
533 SOUTHEASTERN	39	40,588	49,927	57,650	65,373	70,581	57,116
534 SPOON RIVER	34	41,473	46,719	49,586	55,858	78,669	53,890
539 WOOD	49	40,196	48,999	53,524	60,993	77,265	55,191
507 DANVILLE	66	43,000	47,674	51,352	56,529	69,903	53,180
519 HIGHLAND	48	48,851	64,682	77,196	88,932	103,230	76,610
501 KASKASKIA	70	59,129	68,172	78,414	88,744	99,106	78,973
523 KISHWAUKEE	73	43,000	46,906	57,321	62,962	93,340	57,443
521 REND LAKE	50	22,500	54,609	62,727	72,204	91,304	62,945
506 SAUK VALLEY	44	34,768	45,762	54,563	63,069	87,844	54,787
529 ILLINOIS EASTERN	85	24,680	50,137	56,113	64,772	87,705	57,166
513 ILLINOIS VALLEY	73	42,543	59,633	71,439	79,817	109,679	70,201
520 KANKAKEE	73	44,430	55,430	61,170	69,154	105,569	62,780
517 LAKE LAND	103	36,067	44,559	56,106	63,358	84,519	54,671
536 LEWIS AND CLARK	108	32,346	55,961	68,383	79,097	106,700	67,388
530 LOGAN	89	46,653	58,029	67,397	79,359	96,088	69,025
528 MCHENRY	97	52,752	75,360	90,903	110,685	119,163	90,850
503 BLACK HAWK	126	41,898	49,273	59,939	70,013	86,983	61,214
540 HEARTLAND	85	42,862	52,309	62,425	70,401	103,861	63,413
514 ILLINOIS CENTRAL	178	47,413	56,853	65,033	71,500	100,040	65,425
526 LINCOLN LAND	124	22,468	67,313	81,466	92,150	106,675	80,154
505 PARKLAND	176	25,060	62,286	72,604	80,272	102,849	71,541
537 RICHLAND	67	39,679	48,518	58,882	68,828	101,050	59,865
511 ROCK VALLEY	158	45,391	55,022	62,549	74,793	98,580	65,543
522 SOUTHWESTERN	146	47,260	57,716	66,990	74,974	126,079	67,909
509 ELGIN	135	56,001	76,019	95,413	112,431	121,256	95,248
527 MORTON	57	50,235	64,339	75,168	89,061	138,840	79,162
515 PRAIRIE STATE	76	49,064	61,016	68,502	77,021	106,956	69,550
510 SOUTH SUBURBAN	86	18,700	49,219	65,262	85,005	109,735	68,482
516 WAUBONSEE	108	45,394	58,511	71,165	89,089	113,738	74,158
508 CHICAGO	572	50,000	66,124	75,276	85,227	130,960	76,444
502 DUPAGE	284	55,824	73,976	100,483	124,352	130,897	98,394
512 HARPER	210	33,500	60,381	81,221	99,693	125,359	80,887
525 JOLIET	219	51,436	75,468	89,458	102,097	124,075	88,324
532 LAKE COUNTY	209	49,044	72,221	88,791	112,891	126,423	91,047
524 MORAIN VALLEY	196	47,555	58,251	64,335	73,230	112,655	66,409
535 OAKTON	155	54,255	68,640	84,378	105,476	156,362	90,394
504 TRITON	106	40,940	53,508	60,691	72,490	126,741	66,916
TOTALS/AVERAGES	4,610	\$ 42,512	\$ 58,373	\$ 69,171	\$ 80,561	\$ 105,628	\$ 74,455
Lowest Low/Highest/High		\$ 18,700				\$ 156,362	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2016 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES				AVERAGE*	
		LOW	25TH %TILE	MEDIAN	75TH %TILE		HIGH
518 SANDBURG	46	40,080	50,340	55,150	62,100	85,840	56,285
531 SHAWNEE	2	62,322	62,322	62,473	62,624	62,624	62,473
533 SOUTHEASTERN	4	52,442	53,520	56,214	68,516	79,201	61,018
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	2	65,528	65,528	69,318	73,108	73,108	69,318
507 DANVILLE	--	--	--	--	--	--	--
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	--	--	--	--	--	--	--
521 REND LAKE	16	43,450	47,572	51,389	58,470	81,010	55,115
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	14	45,424	45,424	45,424	45,424	45,424	45,424
513 ILLINOIS VALLEY	1	60,508	60,508	60,508	60,508	60,508	60,508
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	1	28,848	28,848	28,848	28,848	28,848	28,848
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	3	62,863	62,863	68,049	75,995	75,995	68,969
528 MCHENRY	--	--	--	--	--	--	--
503 BLACK HAWK	--	--	--	--	--	--	--
540 HEARTLAND	6	52,712	59,790	67,275	84,732	95,788	71,262
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	--	--	--	--	--	--	--
505 PARKLAND	1	67,769	67,769	67,769	67,769	67,769	67,769
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	--	--	--	--	--	--	--
522 SOUTHWESTERN	4	46,572	58,258	87,810	116,073	126,470	87,165
509 ELGIN	--	--	--	--	--	--	--
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	--	--	--	--	--	--	--
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	--	--	--	--	--	--	--
508 CHICAGO	19	44,126	47,988	61,500	69,732	76,713	60,661
502 DUPAGE	--	--	--	--	--	--	--
512 HARPER	--	--	--	--	--	--	--
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	--	--	--	--	--	--	--
524 MORAIN VALLEY	--	--	--	--	--	--	--
535 OAKTON	--	--	--	--	--	--	--
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	119	\$ 51,742	\$ 54,671	\$ 60,133	\$ 67,223	\$ 73,792	\$ 58,045
Lowest Low/Highest/High		\$ 28,848				\$ 126,470	

-- = Not Applicable

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section II

**FISCAL YEAR 2016 PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 2016.

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

Table 4

**STATE SUMMARY OF FISCAL YEAR 2016
PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME
FACULTY OVERLOAD AND SUMMER TERM SALARY RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Lowest	Highest	Average
Part-time Faculty Rates	\$425	\$1,229	\$733
Overload Rates (Full-time Faculty)	\$505	\$1,265	\$853
Summer Term Rates (Full-time Faculty)	\$575	\$2,112	\$961

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Table 5

FISCAL YEAR 2016 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
518 SANDBURG	\$ 771	\$ 898	\$ 1,023
531 SHAWNEE	490	650	650
533 SOUTHEASTERN	425	750	875
534 SPOON RIVER	650	694	793
539 WOOD	626	818	818
507 DANVILLE	605	620	620
519 HIGHLAND	574	1,265	1,086
501 KASKASKIA	485	901	840
523 KISHWAUKEE	568	800	1,000
521 REND LAKE	460	775	775
506 SAUK VALLEY	706	786	786
529 ILLINOIS EASTERN	444	505	575
513 ILLINOIS VALLEY	689	640	640
520 KANKAKEE	766	750	703
517 LAKE LAND	608	725	725
536 LEWIS AND CLARK	718	718	718
530 LOGAN	714	786	881
528 MCHENRY	784	820	925
503 BLACK HAWK	653	840	840
540 HEARTLAND	833	900	900
514 ILLINOIS CENTRAL	682	850	825
526 LINCOLN LAND	728	864	864
505 PARKLAND	1,084	1,189	1,189
537 RICHLAND	694	715	961
511 ROCK VALLEY	615	888	1,054
522 SOUTHWESTERN	657	1,094	1,115
509 ELGIN	976	918	1,038
527 MORTON	803	870	1,045
515 PRAIRIE STATE	736	953	1,080
510 SOUTH SUBURBAN	703	726	799
516 WAUBONSEE	750	982	1,097
508 CHICAGO	845	732	1,860
502 DUPAGE	1,006	1,056	2,112
512 HARPER	1,041	921	921
525 JOLIET	798	1,039	1,039
532 LAKE COUNTY	1,004	1,034	1,034
524 MORAIN VALLEY	897	1,134	1,635
535 OAKTON	1,229	740	740
504 TRITON	772	911	908
AVERAGES	\$ 733	\$ 853	\$ 961

SOURCE OF DATA: Salary Submission (C2)

Section III

**SALARIES BASED ON FISCAL YEAR 2016 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

A summary of fiscal year 2016 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 2016 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 2016 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Base Salary Schedule Categories	District Range		State Average
	Low	High	
Master's Degree, Plus Zero Hours (No Experience)	\$33,171	\$52,936	\$44,001
Master's Degree, Plus Zero Hours (5 Years Experience)	\$38,345	\$67,374	\$49,946
Master's Degree, Maximum Hours (5 Years Experience)	\$39,486	\$84,891	\$57,879
Doctorate, Maximum Hours (Maximum Experience/Highest Salary)	\$50,000	\$138,840	\$98,877

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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 2016

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 SANDBURG	\$ 40,840	\$ 44,860	\$ 49,350	\$ 103,860
531 SHAWNEE	44,235	48,491	54,807	88,586
533 SOUTHEASTERN	39,510	43,821	50,106	80,099
534 SPOON RIVER	39,661	42,727	48,131	95,469
539 WOOD	37,828	41,820	46,839	88,855
507 DANVILLE	47,400	47,400	49,500	50,000
519 HIGHLAND	50,258	60,963	74,884	103,230
501 KASKASKIA	48,794	55,253	65,695	104,465
523 KISHWAUKEE	N/A	N/A	N/A	N/A
521 REND LAKE	44,809	47,809	63,854	92,354
506 SAUK VALLEY	34,455	39,486	39,486	81,240
529 ILLINOIS EASTERN	N/A	N/A	N/A	N/A
513 ILLINOIS VALLEY	39,941	46,792	54,989	96,489
520 KANKAKEE	43,248	44,841	54,053	98,437
517 LAKE LAND	37,319	48,119	41,995	54,933
536 LEWIS & CLARK	41,680	47,201	53,201	101,180
530 LOGAN	40,965	48,075	56,272	92,993
528 MCHENRY	52,752	64,056	76,773	121,989
503 BLACK HAWK	40,233	44,826	49,943	86,893
540 HEARTLAND	N/A	N/A	N/A	N/A
514 ILLINOIS CENTRAL	44,161	49,557	49,557	55,004
526 LINCOLN LAND	42,667	49,700	57,533	106,675
505 PARKLAND	44,004	52,757	53,608	95,252
537 RICHLAND	39,154	42,388	55,170	92,841
511 ROCK VALLEY	48,270	56,270	63,990	107,223
522 SOUTHWESTERN	47,999	47,999	47,999	53,779
509 ELGIN	47,962	56,595	77,133	121,256
527 MORTON	44,632	51,742	58,689	138,840
515 PRAIRIE STATE	45,694	54,296	64,747	104,868
510 SOUTH SUBURBAN	33,171	38,345	46,875	109,735
516 WAUBONSEE	45,828	48,190	55,221	115,961
508 CHICAGO	N/A	N/A	N/A	N/A
502 DUPAGE	52,936	67,374	84,891	130,897
512 HARPER	43,538	49,193	61,708	125,359
525 JOLIET	50,011	55,960	64,030	116,819
532 LAKE COUNTY	46,532	58,165	71,783	126,423
524 MORAIN VALLEY	46,852	51,606	56,702	116,176
535 OAKTON	47,305	54,255	66,028	137,341
504 TRITON	45,390	47,175	60,233	65,178
AVERAGES	\$ 44,001	\$ 49,946	\$ 57,879	\$ 98,877

N/A = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

**INSTITUTIONAL POLICIES RELATED TO
FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2016**

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-nine public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

**SUMMARY OF
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 2016**

	Range		State Average
	Low	- High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	30	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	15	15
Average Weekly Office/Academic Advising Hours	0	10.5	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

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Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2016

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 SANDBURG	30	15	5	32	160	Y	5	2019	Y	IEA/NEA
531 SHAWNEE	30	15	10	39	154	Y	4	2019	Y	IEA/NEA
533 SOUTHEASTERN	30	15	5	34	154	Y	3	2017	Y	IEA/NEA
534 SPOON RIVER	30	15	8	32	158	Y	4	2018	Y	IEA/NEA
539 WOOD	30	15	0	32	164	Y	3	2018	Y	IFT/AFT-AFL/CIO
507 DANVILLE	30	15	10	35	150	Y	4	2018	Y	IEA/NEA
519 HIGHLAND	30	15	5	32	164	Y	1	2016	Y	IFT/AFT-AFL/CIO
501 KASKASKIA	30	15	10.5	30	150	Y	4	2016	Y	IFT/AFT-AFL/CIO
523 KISHWAUKEE	30	15	10	34	152	Y	3	2017	N	IFT/AFT-AFL/CIO
521 REND LAKE	30	15	5	36	166	Y	4	2017	Y	IFT/AFT-AFL/CIO
506 SAUK VALLEY	30	15	6	32	160	Y	3	2017	Y	IEA/NEA
529 ILLINOIS EASTERN	30	15	5	36	153	Y	2	2016	N	IEA/NEA
513 ILLINOIS VALLEY	30	15	5	32	168	Y	4	2018	Y	IFT/AFT-AFL/CIO
520 KANKAKEE	30	15	7.5	34	170	Y	4	2018	Y	IFT/AFT-AFL/CIO
517 LAKE LAND	30	15	5	32	160	Y	3	2016	Y	IFT/AFT-AFL/CIO
536 LEWIS & CLARK	30	15	10	32	180	Y	5	2019	Y	IEA/NEA
530 LOGAN	30	15	10	37	150	Y	2	2016	Y	IEA/NEA
528 MCHENRY	30	15	5	32	180	Y	3	2016	Y	IEA/NEA
503 BLACK HAWK	30	15	5	40	176	Y	3	2017	Y	IFT/AFT-AFL/CIO
540 HEARTLAND	30	15	5	32	154	Y	3	2018	N	IFT/AFT-AFL/CIO
514 ILLINOIS CENTRAL	30	15	5	32	160	Y	4	2018	Y	other
526 LINCOLN LAND	30	15	6	33	168	Y	3	2018	Y	IFT/AFT-AFL/CIO
505 PARKLAND	30	15	5	35	175	Y	3	2018	Y	other
537 RICHLAND	30	15	5	32	150	Y	4	2018	Y	IFT/AFT-AFL/CIO
511 ROCK VALLEY	30	15	5	32	170	Y	5	2020	Y	IFT/AFT-AFL/CIO
522 SOUTHWESTERN	30	15	10	40	184	Y	5	2019	Y	IFT/AFT-AFL/CIO
509 ELGIN	30	15	10	32	168	Y	3	2016	Y	IFT/AFT-AFL/CIO
527 MORTON	30	15	6	36	154	Y	5	2019	Y	IFT/AFT-AFL/CIO
515 PRAIRIE STATE	30	15	5	32	153	Y	2	2017	Y	IFT/AFT-AFL/CIO
510 SOUTH SUBURBAN	30	15	5	36	173	Y	4	2016	Y	other
516 WAUBONSEE	30	15	5	32	158	Y	3	2016	Y	IFT/AFT-AFL/CIO
508 CHICAGO	30	15	7	36	175	Y	5	2018	N	IFT/AFT-AFL/CIO
502 DUPAGE	30	15	10	32	168	Y	6	2017	Y	IEA/NEA
512 HARPER	30	15	10	34	160	Y	2	2017	Y	IFT/AFT-AFL/CIO
525 JOLIET	30	15	5	39	172	Y	4	2019	Y	IFT/AFT-AFL/CIO
532 LAKE COUNTY	30	15	10	30	160	Y	4	2018	Y	IFT/AFT-AFL/CIO
524 MORAIN VALLEY	30	15	4	34	170	Y	3	2018	Y	IFT/AFT-AFL/CIO
535 OAKTON	30	15	10	34	153	Y	4	2016	Y	IEA/NEA
504 TRITON	30	15	10	32	150	Y	3	2018	Y	IFT/AFT-AFL/CIO

TOTALS/AVERAGES

- Not Applicable / Not Specified in Contract

SOURCE OF DATA: Salary Submission (C2)

N = 0	1 = 1	10 = 2016	N = 4	IEA/NEA = 12
Y = 39	2 = 4	8 = 2017	Y = 35	IFT/AFT-AFL/CIO = 24
	3 = 14	14 = 2018		Local Fac. Assoc./
	4 = 13	6 = 2019		Teachers' Union = 3
	5 = 6	1 = 2020		
	6 = 1	0 = 2021		
	7 = 0	0 = 2022		

Section V

**FISCAL YEAR 2016 CONTRACTUAL BASE SALARIES
FOR OTHER (NONTEACHING) PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 10 summarizes the range of fiscal year 2016 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 \$73,464. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was \$56,447.

Table 10

**SUMMARY OF
FISCAL YEAR 2016 ACADEMIC YEAR CONTRACTUAL BASE SALARIES
PAID TO OTHER (NONTEACHING) PROFESSIONALS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Lowest Salaries (9 month)	\$22,097	\$76,488	\$49,247
Lowest Salaries (12 month)	\$19,317	\$43,736	\$29,999
Average Salaries (9 month)	\$24,839	\$111,273	\$73,464*
Average Salaries (12 month)	\$35,214	\$71,466	\$56,447*
Highest Salaries (9 month)	\$26,902	\$130,897	\$79,080
Highest Salaries (12 month)	\$63,403	\$165,013	\$95,329
Median Salaries (9 month)	\$25,179	\$112,177	\$61,975
Median Salaries (12 month)	\$33,501	\$67,650	\$48,512

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2016 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	--	--	--	--	--	--	--
531 SHAWNEE	--	--	--	--	--	--	--
533 SOUTHEASTERN	1	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107	\$ 36,107
534 SPOON RIVER	--	--	--	--	--	--	--
539 WOOD	--	--	--	--	--	--	--
507 DANVILLE	3	46,700	46,700	54,109	67,816	67,816	56,208
519 HIGHLAND	--	--	--	--	--	--	--
501 KASKASKIA	--	--	--	--	--	--	--
523 KISHWAUKEE	1	62,169	62,169	62,169	62,169	62,169	62,169
521 REND LAKE	--	--	--	--	--	--	--
506 SAUK VALLEY	--	--	--	--	--	--	--
529 ILLINOIS EASTERN	1	30,959	30,959	30,959	30,959	30,959	30,959
513 ILLINOIS VALLEY	4	62,788	65,405	70,910	78,253	82,706	71,829
520 KANKAKEE	--	--	--	--	--	--	--
517 LAKE LAND	12	37,941	40,353	49,740	57,460	68,052	50,489
536 LEWIS AND CLARK	--	--	--	--	--	--	--
530 LOGAN	1	40,455	40,455	40,455	40,455	40,455	40,455
528 MCHENRY	7	61,230	69,708	77,244	96,555	113,511	83,636
503 BLACK HAWK	2	32,947	32,947	48,754	64,561	64,561	48,754
540 HEARTLAND	4	22,097	23,399	25,179	26,280	26,902	24,839
514 ILLINOIS CENTRAL	--	--	--	--	--	--	--
526 LINCOLN LAND	3	60,972	60,972	75,394	89,055	89,055	75,140
505 PARKLAND	2	24,374	24,374	42,042	59,710	59,710	42,042
537 RICHLAND	--	--	--	--	--	--	--
511 ROCK VALLEY	4	62,626	63,708	66,063	69,184	71,031	66,446
522 SOUTHWESTERN	3	49,425	49,425	53,473	64,372	64,372	55,757
509 ELGIN	4	73,861	74,356	82,281	93,717	97,723	84,036
527 MORTON	--	--	--	--	--	--	--
515 PRAIRIE STATE	3	55,280	55,280	57,021	65,611	65,611	59,304
510 SOUTH SUBURBAN	--	--	--	--	--	--	--
516 WAUBONSEE	11	49,200	50,779	64,292	71,810	82,266	63,730
508 CHICAGO	15	52,531	62,065	75,276	88,844	119,599	75,331
502 DUPAGE	20	67,374	104,598	112,177	124,352	130,897	111,273
512 HARPER	19	47,714	76,411	83,739	94,616	123,445	84,670
525 JOLIET	--	--	--	--	--	--	--
532 LAKE COUNTY	23	38,965	62,625	76,410	112,891	119,945	81,800
524 MORAIN VALLEY	21	40,485	49,726	51,229	60,979	102,515	56,438
535 OAKTON	3	76,488	76,488	90,391	99,444	99,444	88,774
504 TRITON	--	--	--	--	--	--	--
TOTALS/AVERAGES	167	\$ 49,247	\$ 54,739	\$ 61,975	\$ 71,965	\$ 79,080	\$ 73,464
Lowest Low/Highest High		\$ 22,097				\$ 130,897	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2016 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	60	\$ 22,560	\$ 30,345	\$ 35,020	\$ 38,050	\$ 76,840	\$ 36,991
531 SHAWNEE	34	27,967	41,800	43,971	48,288	63,403	45,447
533 SOUTHEASTERN	10	20,862	34,382	44,088	50,207	66,585	42,693
534 SPOON RIVER	32	30,000	32,865	37,945	43,830	63,868	39,846
539 WOOD	61	22,880	30,914	33,501	38,535	66,203	35,214
507 DANVILLE	44	31,084	36,631	43,717	54,805	96,556	47,924
519 HIGHLAND	26	27,747	39,461	46,435	52,049	66,539	46,635
501 KASKASKIA	45	29,000	37,787	44,563	50,648	84,923	44,871
523 KISHWAUKEE	59	22,126	41,635	47,542	54,927	81,370	48,502
521 REND LAKE	59	24,581	31,352	38,873	47,614	65,693	39,765
506 SAUK VALLEY	34	26,798	41,017	43,870	47,587	67,580	45,104
529 ILLINOIS EASTERN	108	20,446	31,491	36,487	44,702	74,503	39,012
513 ILLINOIS VALLEY	33	26,125	42,945	49,893	55,678	77,322	50,767
520 KANKAKEE	36	34,070	41,974	46,357	53,794	69,493	48,364
517 LAKE LAND	85	21,798	35,392	44,511	56,524	95,685	47,870
536 LEWIS AND CLARK	87	26,359	32,385	36,547	51,023	83,564	41,485
530 LOGAN	63	25,653	39,517	45,253	53,900	72,273	47,055
528 MCHENRY	119	34,112	42,046	47,508	55,403	104,692	51,593
503 BLACK HAWK	139	23,281	40,849	47,997	60,789	91,297	50,713
540 HEARTLAND	86	28,230	35,100	38,565	46,081	83,554	41,560
514 ILLINOIS CENTRAL	160	29,723	40,363	47,193	53,801	107,343	48,990
526 LINCOLN LAND	123	31,340	42,354	49,742	57,156	71,253	50,561
505 PARKLAND	140	19,317	42,940	53,478	69,647	111,054	57,538
537 RICHLAND	36	28,858	38,581	41,867	51,819	126,855	47,151
511 ROCK VALLEY	118	35,000	41,899	48,558	54,481	84,782	49,297
522 SOUTHWESTERN	122	31,827	42,436	53,409	73,871	147,196	61,154
509 ELGIN	176	35,081	58,155	66,028	82,346	141,488	71,466
527 MORTON	17	34,789	45,605	58,917	63,550	72,450	54,356
515 PRAIRIE STATE	80	31,308	43,130	50,835	57,947	79,304	50,814
510 SOUTH SUBURBAN	94	25,250	38,637	41,228	55,093	93,540	48,307
516 WAUBONSEE	167	35,174	43,556	50,332	67,846	101,156	56,211
508 CHICAGO	790	30,642	51,748	56,427	69,803	154,168	60,956
502 DUPAGE	310	36,057	57,431	67,325	80,126	120,060	70,739
512 HARPER	215	39,683	58,500	67,650	79,141	138,443	71,262
525 JOLIET	159	38,210	49,741	55,560	64,535	88,178	57,927
532 LAKE COUNTY	189	34,981	45,037	50,446	65,092	111,303	56,353
524 MORAIN VALLEY	153	43,736	53,385	59,834	75,296	122,521	65,104
535 OAKTON	158	42,412	51,139	60,945	74,073	129,779	65,542
504 TRITON	97	40,888	51,162	59,566	73,968	165,013	66,705
TOTALS/AVERAGES	4,524	\$ 29,999	\$ 41,941	\$ 48,512	\$ 58,308	\$ 95,329	\$ 56,447
Lowest Low/Highest High		\$ 19,317				\$ 165,013	

* Weighted

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section VI

**FISCAL YEAR 2016 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 2016. The weighted average administrative staff salary ranged from a low of \$65,917 to a high of \$144,572. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2016 salaries; and the median fiscal year 2016 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 2016 was \$94,435. The lowest reported administrative salary was \$30,000 and the highest was \$314,034. Administrative salaries are based on 12 months.

Table 13

**SUMMARY OF FISCAL YEAR 2016
CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	<u>District Range</u>		State Average
	Low	High	
Lowest Administrative Salaries	\$30,000	\$96,204	\$55,246
Average Administrative Salaries	\$65,917	\$144,572	\$94,435*
Highest Administrative Salaries	\$119,670	\$314,034	\$208,038
Median Administrative Salaries	\$61,611	\$133,924	\$86,768

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2016 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE*
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
518 SANDBURG	22	\$ 49,200	\$ 56,310	\$ 69,270	\$ 85,030	\$ 187,310	\$ 77,846
531 SHAWNEE	20	49,187	52,775	64,523	80,780	134,363	69,824
533 SOUTHEASTERN	16	42,932	48,395	66,005	83,907	159,894	72,014
534 SPOON RIVER	19	41,427	55,000	62,664	79,751	119,670	70,828
539 WOOD	18	41,574	46,253	62,268	73,345	172,500	65,917
507 DANVILLE	20	32,779	73,268	84,752	89,287	187,728	86,316
519 HIGHLAND	18	47,519	63,411	76,947	97,118	137,000	80,970
501 KASKASKIA	36	31,200	48,469	64,496	84,355	160,000	69,576
523 KISHWAUKEE	21	62,154	82,200	92,159	102,095	182,684	96,558
521 REND LAKE	28	30,000	53,312	63,148	84,625	175,049	71,441
506 SAUK VALLEY	17	58,000	68,187	76,508	86,312	170,000	83,789
529 ILLINOIS EASTERN	29	38,057	46,865	72,740	95,095	189,605	78,845
513 ILLINOIS VALLEY	17	60,500	73,302	79,481	111,503	187,670	93,160
520 KANKAKEE	77	40,923	50,313	61,611	75,933	206,168	67,457
517 LAKE LAND	22	50,568	67,248	81,272	125,754	210,000	94,648
536 LEWIS & CLARK	75	35,903	50,806	72,183	92,344	302,481	81,412
530 LOGAN	49	44,246	61,431	72,578	87,050	182,535	79,030
528 MC HENRY	53	52,478	72,342	85,510	102,801	228,888	90,378
503 BLACK HAWK	9	72,712	99,148	102,603	138,000	189,000	117,570
540 HEARTLAND	66	47,066	59,207	64,811	82,707	203,680	74,180
514 ILLINOIS CENTRAL	32	62,540	77,111	90,805	104,743	176,459	95,710
526 LINCOLN LAND	55	57,797	72,030	82,077	110,416	238,131	92,059
505 PARKLAND	43	59,664	81,048	93,129	112,482	231,719	97,799
537 RICHLAND	37	39,257	53,159	69,735	83,823	276,557	78,223
511 ROCK VALLEY	36	37,691	66,911	78,842	96,158	160,000	83,410
522 SOUTHWESTERN	21	63,654	84,919	101,930	113,443	178,663	105,064
509 ELGIN	45	77,340	100,887	120,062	139,831	279,191	124,547
527 MORTON	24	65,689	78,164	89,422	98,792	173,157	90,872
515 PRAIRIE STATE	29	74,175	81,600	90,950	103,706	204,167	99,919
510 SOUTH SUBURBAN	27	42,420	76,507	81,972	113,785	199,728	92,481
516 WAUBONSEE	36	82,657	94,221	105,898	124,435	258,750	116,478
508 CHICAGO	249	38,000	78,000	91,000	110,000	271,739	97,399
502 DUPAGE	44	96,204	110,098	133,924	168,080	314,034	144,572
512 HARPER	50	83,232	100,533	119,503	148,978	284,822	127,051
525 JOLIET	33	63,806	86,345	99,778	116,225	201,813	105,142
532 LAKE COUNTY	58	66,274	85,640	104,662	118,618	262,646	108,036
524 MORAIN VALLEY	27	74,311	95,000	115,025	138,754	227,284	121,745
535 OAKTON	30	90,433	111,613	126,554	146,575	265,000	135,688
504 TRITON	45	51,020	73,922	113,168	118,826	223,392	110,820
TOTALS/AVERAGES	1,553	\$ 55,246	\$ 72,717	\$ 86,768	\$ 105,781	\$ 208,038	\$ 94,435
Lowest Low/Highest High		\$ 30,000				\$ 314,034	

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016

A summary of the fiscal year 2016 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 2016. 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 2016 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range		State* Average
	Low	High	
District Executive Officer	\$112,817	\$314,034	\$208,775
Chief Campus Administrator	\$130,226	\$185,822	\$167,290
Chief Finance Officer	\$73,224	\$212,190	\$137,135
Chief Academic Officer	\$78,925	\$229,679	\$138,091
Student Services Officer	\$52,822	\$168,282	\$109,065
Dean-Baccalaureate Education	\$65,000	\$169,882	\$106,352
Dean-Occupational/Career Education	\$65,874	\$153,526	\$99,529
Dean-Continuing Education	\$50,150	\$144,217	\$96,454
Director-Data Processing/Info Technology	\$49,200	\$209,802	\$111,672
Director-Research & Planning	\$51,000	\$154,527	\$90,736
Director-Admissions and Records	\$42,312	\$148,978	\$76,298
Director-Counseling	\$58,257	\$133,754	\$88,287
Director-Financial Aid	\$35,842	\$126,576	\$73,613
Director-Job Placement	\$74,311	\$121,638	\$95,156
Director-Student Activities	\$42,916	\$138,936	\$80,996
Director-Library/LRC	\$45,593	\$147,802	\$81,439
Director-Development/Grants	\$42,420	\$193,786	\$90,476
Director-Public Information/Relations	\$45,249	\$181,310	\$90,011
Director-Personnel/Human Resources	\$50,940	\$153,027	\$99,365
Director-Business Services	\$40,000	\$166,357	\$81,416
Director-Physical Facilities/Grounds	\$56,310	\$161,070	\$96,634
Director-Adult Education	\$48,377	\$130,439	\$81,960
Director-Athletics	\$41,427	\$133,254	\$80,588
Controller	\$47,519	\$158,383	\$97,570
Director-Business/Industry Center	\$50,000	\$158,492	\$82,791
Director-Physical Therapy Program	\$52,000	\$87,035	\$74,965
Director-Nursing	\$79,583	\$133,000	\$98,434

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$187,310	1	5	1					\$86,480	1	6	4	\$113,170	1	5	2
SHAWNEE	134,363	1	11	1					90,467	1	9	2	91,065	1	3	2
SOUTHEASTERN	159,894	1	6	1					84,275	1	2	4	115,115	1	9	2
SPOON RIVER	112,817	1	3	1					119,670	1	12	2	111,077	1	6	2
WOOD	172,500	1	1	1					73,224	1	0	4				
DANVILLE	187,728	1	16	1					102,728	1	4	3	145,963	1	46	2
HIGHLAND	137,000	1	0	1					110,755	1	10	2	127,000	1	0	2
KASKASKIA	160,000	1	0	1					104,126	1	4	2	120,780	1	4	2
KISHWAUKEE	182,684	1	7	1					133,352	1	7	2	121,353	1	1	2
REND LAKE	175,049	1	3	1					109,273	1	3	2				
SAUK VALLEY	170,000	1	0	1					86,312	1	3	3	111,240	1	1	3
ILLINOIS EASTERN	189,605	1	20	1	\$130,226	4	4	2	114,231	1	14	3	78,925	6	5	4
ILLINOIS VALLEY	187,670	1	7	1					125,382	1	7	2	112,750	1	1	2
KANKAKEE	206,168	1	6	1					144,146	1	14	2	121,840	1	1	2
LAKE LAND	210,000	1	2	1					153,516	1	20	2	136,435	1	7	2
LEWIS & CLARK	302,481	1	5	1					157,376	1	3	2	217,290	1	24	2
LOGAN	182,535	1	3	1					137,179	1	8	2	128,200	1	1	2
MC HENRY	228,888	1	5	1					142,837	1	3	2	153,102	1	6	2
BLACK HAWK	189,000	1	1	1					138,000	1	0	2	138,240	1	1	2
HEARTLAND	203,680	1	2	1					133,500	1	1	2	140,757	1	3	2
ILLINOIS CENTRAL	176,459	1	0	1					167,199	1	14	2	144,000	1	0	2
LINCOLN LAND	238,131	1	9	1					123,480	1	1	2	158,560	1	14	2
PARKLAND	231,719	1	17	1					130,286	1	6	2	121,856	1	0	2
RICHLAND	276,557	1	14	1					150,040	1	17	2	109,895	1	2	2
ROCK VALLEY	160,000	1	1	1					141,487	1	13	2	126,000	1	1	2
SOUTHWESTERN	178,663	1	7	1					101,930	1	5	2	171,075	1	14	2
ELGIN	279,191	1	9	1					195,116	1	7	2	182,297	1	5	2
MORTON*									89,536	1	2	4	173,157	1	1	2
PRAIRIE STATE	204,167	1	2	1					148,135	1	2	2	146,033	1	2	2
SOUTH SUBURBAN	199,728	1	3	1												
WAUBONSEE	258,750	1	14	1					200,000	1	10	2	200,000	1	14	2
CHICAGO	271,739	1	5	1	185,822	8	3	2	194,973	1	1	3				
DUPAGE	314,034	1	7	1									229,679	1	11	2
HARPER	284,822	1	6	1					203,635	1	5	2	209,290	1	5	2
JOLIET	201,813	1	4	1					152,041	1	3	2	138,125	1	0	2
LAKE COUNTY	262,646	1	6	1					186,620	1	6	2	196,077	1	8	2
MORAIN VALLEY	227,284	1	3	1					164,726	1	19	2	160,761	1	3	2
OAKTON	265,000	1	0	1					165,772	1	3	2	179,869	1	9	2
TRITON	223,392	1	1	1					212,190	1	17	2	198,044	1	4	2
NUMBER OF PERSONS	38				12				37				40			
AVERAGES	\$ 208,775				\$ 167,290				\$ 137,135				\$ 138,091			

*Morton's CAO serving as Interim President at time of submission.

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)**

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$148,410	1	16	2	\$80,440	1	9	4	\$68,610	1	0	4	\$50,150	1	4	4
SHAWNEE	88,305	1	1	2	65,000	1	0	4								
SOUTHEASTERN	75,868	1	4	4	84,779	1	3	4	77,183	1	16	4				
SPOON RIVER	79,751	1	3	4	74,926	1	3	4	72,000	1	0	4				
WOOD	74,825	1	1	4					75,850	1	1	4				
DANVILLE	84,528	1	3	4	86,241	2	13	4	106,770	1	37	4				
HIGHLAND	97,118	1	8	2					93,325	1	9	4				
KASKASKIA	103,052	1	3	2	84,239	1	8	4	84,466	1	3	4				
KISHWAUKEE	105,581	2	4	4	94,984	2	6	4	85,166	2	4	4	92,159	1	2	4
REND LAKE	96,683	1	6	2					84,625	2	3	4				
SAUK VALLEY	82,400	1	1	3					76,220	1	1	3				
ILLINOIS EASTERN	52,822	4	7	4												
ILLINOIS VALLEY					84,148	3	6	3					89,517	1	18	4
KANKAKEE	104,360	1	5	4												
LAKE LAND	147,489	1	10	2	138,381	1	19	3								
LEWIS & CLARK	153,707	1	5	2	108,091	1	7	4	112,902	1	6	4				
LOGAN									90,419	1	2	3	104,469	1	0	3
MC HENRY	114,240	1	5	3	108,349	1	6	4	110,220	1	11	4	88,080	2	11	4
BLACK HAWK	99,148	1	1	4					112,802	2	3	4	102,603	1	4	4
HEARTLAND	90,768	1	5	3									82,307	1	2	3
ILLINOIS CENTRAL	94,556	1	2	3					97,553	1	0	4	107,536	1	2	4
LINCOLN LAND	127,642	1	5	2												
PARKLAND	120,746	1	0	2					102,760	1	0	3	88,825	3	6	4
RICHLAND	109,895	1	2	2	75,888	1	1	4	76,458	1	3	4	77,506	1	4	4
ROCK VALLEY	98,747	1	10	3												
SOUTHWESTERN	113,383	1	6	2	105,000	1	0	4	136,982	1	12	4	82,116	1	12	4
ELGIN	123,220	1	2	3	154,101	1	13	3	121,388	1	1	3	129,572	1	9	3
MORTON					103,488	1	5	4	99,089	1	1	4				
PRAIRIE STATE	144,813	1	3	2	89,760	1	1	4	98,494	1	5	4	87,720	1	1	4
SOUTH SUBURBAN													77,954	1	12	4
WAUBONSEE	161,844	1	16	2	102,102	3	6	4	98,598	2	6	4	111,248	1	13	4
CHICAGO	99,754	7	6	4					110,136	7	2	4				
DUPAGE					169,882	1	12	4	153,526	1	0	4	144,217	1	5	4
HARPER					118,593	4	2	4	109,242	1	2	4	125,005	1	9	4
JOLIET	152,041	1	3	2	113,789	1	7	4	107,437	1	2	4				
LAKE COUNTY	168,282	1	2	3												
MORAIN VALLEY	157,807	1	5	2	115,025	1	3	4	111,998	1	1	4				
OAKTON	157,663	2	7	2	135,155	4	7	4								
TRITON	149,176	1	10	3	115,000	1	0	4	65,874	1	0	4	118,826	1	8	4
NUMBER OF PERSONS	44				35				38				21			
AVERAGES	\$ 109,065				\$ 106,352				\$ 99,529				\$ 96,454			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)**

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$49,200	1	2	4	\$84,160	1	1	4	\$57,700	1	3	4	\$69,849	1	14	4
SHAWNEE	80,038	1	14	4	51,000	1	0	4	81,522	1	26	4				
SOUTHEASTERN	83,538	1	20	6					47,984	1	1	4				
SPOON RIVER	72,934	2	7	4					54,917	1	3	4				
WOOD	68,647	1	8	4					42,312	2	1	4				
DANVILLE	85,120	1	19	6												
HIGHLAND	79,727	1	7	4	65,476	1	9	4	55,065	1	6	4				
KASKASKIA	93,541	1	19	4	71,301	1	3	4	71,363	1	4	4				
KISHWAUKEE	92,220	1	11	4	87,811	2	3	2	80,000	1	0	4				
REND LAKE	107,668	1	16	2					51,875	1	3	4				
SAUK VALLEY	85,035	1	4	3	87,550	1	3	3	61,383	1	1	4				
ILLINOIS EASTERN	95,095	1	19	4					42,563	1	3	4				
ILLINOIS VALLEY	113,972	1	22	3					60,500	1	0	3	79,481	1	1	3
KANKAKEE	96,734	1	7	4	72,400	1	1	4	61,611	1	2	4	70,878	1	4	4
LAKE LAND	125,754	1	14	5					100,321	1	21	4				
LEWIS & CLARK	201,966	1	6	2					57,945	1	5	4	77,171	1	15	4
LOGAN																
MC HENRY	160,875	1	5	2	85,382	1	2	4	93,389	1	3	4	94,923	1	3	4
BLACK HAWK					92,822	1	13	4								
HEARTLAND	121,500	1	1	3	82,707	1	2	3					58,257	1	3	4
ILLINOIS CENTRAL	102,483	1	11	4	84,050	1	2	3	78,753	1	1	4	66,356	1	0	4
LINCOLN LAND	136,522	1	8	2	91,097	1	11	4	72,030	1	1	4	82,077	1	1	4
PARKLAND	128,125	1	1	3	94,406	1	1	5	91,821	1	0	5				
RICHLAND	74,728	1	4	4	69,735	1	2	4	53,159	1	12	4	66,657	1	3	4
ROCK VALLEY	94,784	1	3	4	91,316	1	5	2					84,459	1	4	3
SOUTHWESTERN	130,809	1	4	2	85,416	1	2	4	96,092	1	13	4				
ELGIN	174,585	1	10	2	154,527	1	8	2								
MORTON	98,494	1	3	4	78,406	1	10	4	75,726	1	3	4				
PRAIRIE STATE	97,500	1	0	4	86,237	1	3	4	96,141	1	4	4	83,640	1	1	4
SOUTH SUBURBAN	95,386	4	6	3	75,085	1	8	4	72,665	1	9	4				
WAUBONSEE	135,091	1	4	3	94,130	1	5	4	94,650	2	6	4	107,171	1	9	4
CHICAGO	87,459	6	4	4					71,613	8	3	4				
DUPAGE	209,802	1	9	2	128,856	1	3	4	127,745	1	8	4	133,754	1	11	4
HARPER	123,255	2	6	4	107,592	1	2	4	148,978	1	3	3	100,533	1	13	4
JOLIET	154,250	1	3	4	99,778	1	9	4	96,422	1	11	4				
LAKE COUNTY	129,537	1	0	4	110,372	1	4	4					117,217	1	2	4
MORAIN VALLEY	137,484	1	1	4	83,689	1	0	4	107,084	1	4	4	97,325	1	1	4
OAKTON	159,746	3	11	2	102,898	2	1	4	114,313	1	14	4	111,132	1	1	4
TRITON	149,176	1	4	3	113,168	1	3	4	72,329	1	4	4				
NUMBER OF PERSONS	49				30				41				17			
AVERAGES	\$ 111,672				\$ 90,736				\$ 76,298				\$ 88,287			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)**

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Student Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$95,050	1	21	4					\$58,645	4	4	4				
SHAWNEE	69,634	1	23	4									\$58,943	1	10	4
SOUTHEASTERN	50,098	1	6	4												
SPOON RIVER	59,329	1	10	6									60,751	1	14	6
WOOD	73,903	1	9	4									46,253	1	5	4
DANVILLE	73,612	1	29	4												
HIGHLAND	66,178	1	9	4												
KASKASKIA	56,025	1	1	4									56,025	1	1	4
KISHWAUKEE	82,200	1	1	4									67,981	1	16	4
REND LAKE	58,436	1	3	6												
SAUK VALLEY	58,000	1	0	4									68,187	1	3	4
ILLINOIS EASTERN	35,842	1	4	4									45,593	4	10	4
ILLINOIS VALLEY	73,302	1	5	3									79,032	1	15	3
KANKAKEE	61,611	1	2	4					42,916	1	2	6	62,527	1	7	4
LAKE LAND	70,321	1	10	6												
LEWIS & CLARK	78,576	1	12	4	\$81,532	1	1	4	121,805	1	3	2	99,345	1	2	4
LOGAN	79,026	1	8	4	99,031	1	13	4	63,586	1	9	4	82,049	1	17	4
MC HENRY	69,041	1	2	4					80,726	1	3	4	86,799	1	4	4
BLACK HAWK																
HEARTLAND	62,002	1	2	4					62,653	1	8	4	68,767	1	14	4
ILLINOIS CENTRAL									76,803	1	1	4	62,540	1	5	6
LINCOLN LAND													95,837	1	5	4
PARKLAND					85,912	1	21	5	81,048	1	17	5	96,434	1	16	5
RICHLAND	59,427	1	7	4									62,614	1	4	4
ROCK VALLEY	59,500	1	1	4									93,036	1	16	4
SOUTHWESTERN	85,027	1	3	4					82,318	1	25	4	103,017	1	9	4
ELGIN													96,643	1	2	4
MORTON	78,355	1	2	4					65,689	1	2	4	77,973	1	7	4
PRAIRIE STATE	75,932	1	2	4									81,600	1	2	4
SOUTH SUBURBAN	91,944	1	20	4												
WAUBONSEE	107,171	1	8	4												
CHICAGO	63,877	5	2	6												
DUPAGE													147,802	1	16	4
HARPER	101,791	1	4	4	98,909	1	15	4	88,434	1	2	4	125,126	1	8	4
JOLIET																
LAKE COUNTY	99,046	1	3	4	104,760	1	11	4	110,261	1	1	4	116,111	1	2	4
MORAIN VALLEY	76,000	1	0	4	74,311	1	8	4	95,000	1	4	4				
OAKTON	126,576	1	16	4	121,638	1	6	4	138,936	1	30	4	146,575	1	25	4
TRITON	97,736	1	4	4					113,168	1	3	4	118,826	1	9	4
NUMBER OF PERSONS	36				7				18				30			
AVERAGES	\$ 73,613				\$ 95,156				\$ 80,996				\$ 81,439			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016**

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$69,930	1	1	4	\$85,030	1	23	4	\$59,120	1	2	4	\$56,310	1	2	4
SHAWNEE													60,834	1	6	4
SOUTHEASTERN																
SPOON RIVER	55,000	1	0	4	50,957	1	3	4	67,988	1	11	4	72,000	1	9	4
WOOD	63,383	1	16	4	61,153	1	6	4	64,575	1	1	4	53,300	1	1	4
DANVILLE	78,512	1	7	4					88,183	1	4	4				
HIGHLAND					58,386	1	7	4	88,237	1	20	3				
KASKASKIA					64,146	1	30	4	50,940	1	1	4				
KISHWAUKEE	93,447	1	6	4	64,924	1	8	4	91,402	1	2	4				
REND LAKE					61,354	1	9	6					40,000	1	2	4
SAUK VALLEY									82,384	1	11	4				
ILLINOIS EASTERN	69,444	1	3	3	45,249	3	9	4	76,108	1	14	3	45,550	6	10	4
ILLINOIS VALLEY									72,440	1	9	3				
KANKAKEE	83,035	1	5	4	78,371	1	12	4	87,165	1	8	4	59,733	1	7	6
LAKE LAND	56,908	1	5	6					83,517	1	10	6				
LEWIS & CLARK	69,222	1	0	4	137,207	1	6	2	75,000	1	1	4				
LOGAN					86,151	1	11	4	111,404	1	11	4	62,738	1	4	4
MC HENRY	81,680	1	2	4	103,368	1	3	3	103,228	1	7	3	88,542	1	6	4
BLACK HAWK									72,712	1	1	4				
HEARTLAND	56,055	1	1	3	70,642	1	4	3	86,111	1	17	3	66,483	1	17	3
ILLINOIS CENTRAL					120,130	1	15	2	117,034	1	2	3	67,170	1	4	4
LINCOLN LAND					99,660	1	11	4	114,514	1	15	3	110,416	1	2	3
PARKLAND					71,770	1	5	5	101,747	1	4	3				
RICHLAND					105,392	1	9	4	81,920	1	6	4	75,491	1	9	4
ROCK VALLEY	81,624	2	2	4	76,085	1	8	4	100,411	1	5	2	63,588	1	12	4
SOUTHWESTERN	63,654	1	1	4	125,981	1	9	2	93,745	1	5	4				
ELGIN	145,235	1	0	2	103,495	1	0	2					109,148	1	2	3
MORTON									100,000	1	0	4				
PRAIRIE STATE	76,169	1	2	4	103,706	1	1	4	106,756	1	3	4				
SOUTH SUBURBAN	42,420	1	1	4	62,505	1	12	4	76,507	1	7	4				
WAUBONSEE									146,379	1	24	3	92,888	1	6	4
CHICAGO	100,000	1	1	4					150,408	1	3	3	107,410	7	2	4
DUPAGE	193,786	1	6	2	181,310	1	6	2					100,987	2	3	4
HARPER	163,200	1	1	2	155,277	1	5	2	153,027	1	4	3				
JOLIET	118,231	1	12	4	79,628	1	4	4	122,674	1	1	4	102,972	1	3	4
LAKE COUNTY	109,477	1	16	4	132,074	1	24	4	133,812	1	1	4				
MORAIN VALLEY	118,092	1	27	4	112,726	1	16	4	130,713	1	17	4				
OAKTON	99,191	1	11	4					144,200	1	0	2	111,613	1	16	4
TRITON	92,592	1	1	4	113,168	1	3	4	144,032	1	2	3	166,357	1	9	3
NUMBER OF PERSONS	25				30				34				33			
AVERAGES	\$ 90,476				\$ 90,011				\$ 99,365				\$ 81,416			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

**Table 16
(Continued)**

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	\$56,310	1	1	4	\$56,310	1	1	4	\$74,350	1	2	4				
SHAWNEE	64,045	1	6	4	78,522	1	20	4								
SOUTHEASTERN	62,672	1	10	4												
SPOON RIVER	62,024	1	23	4	55,235	1	5	6	41,427	1	4	6				
WOOD	60,556	1	8	4												
DANVILLE	90,390	1	11	4									\$72,924	1	18	6
HIGHLAND	75,448	1	6	4	64,975	1	9	4	78,445	1	21	4	47,519	1	9	4
KASKASKIA	67,438	1	1	4									80,520	1	4	4
KISHWAUKEE													96,248	1	7	4
REND LAKE	118,382	1	20	4	54,749	1	7	6					73,544	1	3	4
SAUK VALLEY	75,393	1	3	4					76,508	1	22	5				
ILLINOIS EASTERN					48,377	1	2	4								
ILLINOIS VALLEY	69,700	1	1	3									76,609	1	2	3
KANKAKEE	109,752	1	7	4	64,675	1	1	4	93,109	1	7	4	73,134	1	4	4
LAKE LAND									50,568	1	2	6	82,484	1	8	5
LEWIS & CLARK	62,280	1	0	4	97,202	1	19	4	82,160	1	1	4				
LOGAN	72,578	1	1	4	53,794	1	0	4	113,711	1	15	4				
MC HENRY									77,869	1	1	4	102,801	1	2	4
BLACK HAWK																
HEARTLAND	100,855	1	9	3	59,400	1	3	3	62,081	1	9	4	117,455	1	24	3
ILLINOIS CENTRAL	98,093	1	4	4					83,555	1	4	4	88,903	1	9	4
LINCOLN LAND	84,707	1	2	4	69,497	1	8	4	69,396	1	15	4	64,982	1	2	4
PARKLAND	120,749	1	15	5	84,624	1	2	3	87,246	1	15	6	80,970	1	7	4
RICHLAND	85,371	1	1	4	59,236	1	1	4					70,494	1	7	4
ROCK VALLEY	78,482	1	3	4					72,002	1	4	6				
SOUTHWESTERN	84,919	1	5	4					67,465	1	1	4	79,568	1	0	4
ELGIN	119,352	1	6	3	130,439	1	7	3					120,062	1	9	3
MORTON	105,680	1	16	4	89,308	1	0	4	84,866	2	1	4				
PRAIRIE STATE	104,135	1	3	4	90,950	1	5	4	75,000	1	0	4	91,928	1	2	4
SOUTH SUBURBAN	115,983	1	2	4					79,349	1	9	4	113,785	1	14	4
WAUBONSEE	91,196	1	1	4	102,885	1	7	4					124,700	1	6	3
CHICAGO	154,168	1	5	3	94,793	6	4	4	66,310	6	4	6				
DUPAGE	161,070	1	3	4					116,639	1	9	4				
HARPER	122,420	1	4	4	83,232	1	2	4	97,603	1	8	4	158,383	1	4	3
JOLIET	102,972	1	8	4	82,986	1	5	4	92,661	1	20	4	122,674	1	13	4
LAKE COUNTY									85,640	1	1	4	121,990	1	4	3
MORAIN VALLEY	146,138	1	13	4	84,263	1	2	4	133,254	1	32	4	138,754	1	15	4
OAKTON	111,342	1	6	4	99,734	1	8	4	120,610	1	6	4	138,000	1	2	4
TRITON	154,320	1	6	3	115,726	1	4	4					100,822	1	6	4
NUMBER OF PERSONS	33				28				31				25			
AVERAGES	\$ 96,634				\$ 81,960				\$ 80,588				\$ 97,570			

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2016

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
SANDBURG												
SHAWNEE	\$53,288	1	28	4	\$52,000	1	1	4				
SOUTHEASTERN												
SPOON RIVER	50,000	1	14	4								
WOOD												
DANVILLE	73,765	1	3	4								
HIGHLAND												
KASKASKIA	64,845	1	1	4	85,859	1	7	4	\$92,203	1	3	4
KISHWAUKEE	82,675	1	1	4								
REND LAKE	62,459	1	16	6								
SAUK VALLEY												
ILLINOIS EASTERN												
ILLINOIS VALLEY	91,571	1	12	3								
KANKAKEE	66,917	1	25	6								
LAKE LAND	58,017	1	0	4								
LEWIS & CLARK	78,271	1	0	4					101,609	1	4	4
LOGAN	68,225	1	1	4					93,283	1	16	4
MC HENRY	81,872	1	1	4					90,000	1	0	4
BLACK HAWK												
HEARTLAND									79,583	1	2	3
ILLINOIS CENTRAL	97,823	1	17	4								
LINCOLN LAND	76,036	1	10	4					117,897	1	6	4
PARKLAND	92,319	1	20	5								
RICHLAND									83,823	1	7	4
ROCK VALLEY												
SOUTHWESTERN	105,736	1	19	4					113,443	1	25	4
ELGIN												
MORTON	70,945	1	0	4	87,035	1	11	4	90,200	1	1	4
PRAIRIE STATE												
SOUTH SUBURBAN												
WAUBONSEE												
CHICAGO	85,000	1	0	4					133,000	1	1	4
DUPAGE												
HARPER	158,492	1	4	2					106,121	1	10	4
JOLIET	75,083	1	0	4								
LAKE COUNTY	104,563	1	4	4					90,000	1	0	5
MORAIN VALLEY									88,481	1	2	4
OAKTON	123,500	1	2	4								
TRITON												
NUMBER OF PERSONS	22				3				13			
AVERAGES	\$ 82,791				\$ 74,965				\$ 98,434			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

**SUMMARY OF FISCAL YEAR 2016
MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL
STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2016 salary is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2016*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Accountant I	40	\$ 2,512	\$ 3,722	\$ 5,705
Accountant II	24	2,791	4,079	5,472
Account Clerk I	33	2,013	3,107	5,677
Account Clerk II	40	1,975	2,954	4,363
Admissions/Records Assistant	113	1,965	2,924	5,401
Admissions/Records Supervisor	40	3,500	4,943	10,005
Audio/Visual Services Manager	19	2,656	5,218	8,408
Bookstore Manager	23	2,664	4,503	7,907
Clerk Typist	368	1,975	3,112	4,024
Computer Operator I	18	3,217	4,110	5,129
Computer Operator II	5	5,407	5,407	5,407
Computer Programmer I	4	2,763	3,970	4,725
Computer Programmer II	9	2,816	5,411	7,880
Computer Systems Analyst	26	2,453	4,652	7,103
Building Custodian	872	1,884	2,858	4,369
Building Services Supervisor	75	2,233	4,123	6,604
Data Entry Operator	16	2,012	2,639	2,996
Library Assistant	126	1,728	3,050	4,428
Programmer/Analyst	73	3,180	5,302	7,316
Purchasing Assistant	25	2,118	3,303	4,543
Purchasing Supervisor	15	3,202	5,455	7,840
Telephone Operator	56	1,575	2,908	4,270
Secretary-General	347	1,851	2,980	4,563
Secretary-Administrative	274	2,077	3,202	5,996
Secretary-Executive	157	2,026	4,027	5,536
Security Officer/Guard	131	1,823	3,576	7,477
Security Supervisor	23	2,772	4,850	7,735
Shipping/Receiving Assistant	58	1,737	3,014	4,832
Administrator, Local Area Network	40	2,992	5,412	9,976
Telecommunications, Technician	16	2,050	4,275	6,673
Coordinator, Telecommunications	16	2,534	5,296	8,430
Program Administrative Assistant	92	2,142	3,009	4,703
Accountant III	12	3,112	4,928	8,396
Computer Programmer III	7	3,750	6,859	11,183
Account Technician I	43	2,982	3,731	6,005
Account Technician II	27	2,892	4,248	7,087
Account Technician III	40	3,105	4,535	5,224
Accountant IV	8	3,054	5,169	7,745
Accountant V	--	--	--	--
Administrative Aide	6	1,724	3,165	4,406
Administrative Assistant I	230	2,105	3,816	5,549
Administrative Assistant II	126	2,277	3,750	5,888
Admissions & Records Officer	29	3,125	4,777	8,360
Admissions Representative	64	2,258	3,441	6,451
Applications Programmer I, II, or III	47	3,881	5,393	7,397
Audio Visual Aids Technician I, II, or III	44	1,709	3,685	6,042
Benefits Manager	16	2,894	5,313	8,333
Budget Analyst	9	4,045	6,407	8,541
Building & Grounds Supervisor	28	3,612	4,609	6,141
Building Maintenance Coordinator	28	3,149	5,474	8,807
Building Mechanic	156	2,843	3,957	8,133
Business Manager	73	3,359	4,295	6,375
Cashier I	12	1,991	2,473	3,015
Cashier II	14	2,281	2,849	3,325
Cashier III	--	--	--	--
Cashier IV	5	2,349	3,767	4,421
Chief Accountant	9	5,228	7,398	10,166
Child Care Assistant	53	1,699	2,962	4,815
Child Care Development Supervisor	34	2,020	3,965	6,558

Illinois Community College Board

Table 17
 (Continued)
 LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED
 AND OTHER (NON-TEACHING) PROFESSIONAL STAFF
 AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2016*

	<u>Number of Employees</u>	<u>Low Salary</u>	<u>Average Salary</u>	<u>High Salary</u>
Data Processing Equipment Technician I	4	\$ 2,477	\$ 2,962	\$ 3,819
Data Processing Equipment Technician II	16	2,431	3,203	4,885
Data Processing Equipment Technician III	13	2,427	3,184	4,482
Financial Aid Adviser I	116	2,080	3,254	4,573
Financial Aid Adviser II	74	2,450	3,895	5,869
Financial Aid Adviser III	22	2,633	3,868	5,415
Financial Aid Adviser IV	23	2,829	4,228	8,338
Grounds Worker	103	1,862	3,201	5,203
Grounds-Assistant Superintendent of Grounds	1	2,616	2,616	2,616
Grounds-Superintendent of Grounds	3	5,823	6,507	7,191
Human Resources Manager (asst., rep, officer, asst. mgr, mgr)	88	1,965	4,482	8,368
Kitchen Helper	6	1,610	2,633	4,234
Microcomputer Support Specialist I	42	2,176	3,703	5,560
Microcomputer Support Specialist II	53	2,586	3,796	6,667
Microcomputer Support Specialist III	17	3,851	4,914	6,108
Painter	15	2,605	3,748	6,441
Payroll Clerk	9	1,699	3,441	5,057
Payroll Manager	15	3,373	4,678	6,862
Payroll Specialist	27	2,189	3,590	6,986
Program Advisor/Student Advisor	294	2,537	3,799	5,557
Program Coordinator- ESL	27	2,068	3,881	5,757
Program Coordinator- Literacy	25	2,664	4,047	6,496
Research Associate	31	2,744	4,453	6,149
Statistical Clerk	2	3,087	3,915	4,742
Training Assistant-Family Literacy Case Manager	4	2,436	2,820	3,205
Web Designer/Webmaster	23	0	4,418	7,457
Web Specialist	32	2,666	4,850	7,260

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

Section IX

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2015**

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2015. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

**SUMMARY OF
AVERAGE FISCAL YEAR 2015 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	District Range		State Average
	Low	High	
Administrative	\$3,200	\$31,254	\$14,501
9-Month Teaching Faculty	\$3,277	\$29,711	\$14,551
12-Month Teaching Faculty	\$7,871	\$24,009	\$11,244
9-Month Other Professional (Nonteaching)	\$1,317	\$33,629	\$16,724
12-Month Other Professional (Nonteaching)	\$1,637	\$20,554	\$12,766
Classified	\$2,413	\$24,818	\$13,767

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2015

District	Health Insurance	Family Health Insurance	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp	Unemployment Insurance	Disability	Free or Reduced Tuition for Family	Other
518 SANDBURG	X		X	X	X		X	X	X		X	X
531 SHAWNEE	X			X			X	X	X		X	
533 SOUTHEASTERN	X	X		X	X		X	X	X		X	
534 SPOON RIVER	X	X		X			X	X			X	X
539 WOOD	X	X	X	X	X		X	X	X	X	X	X
507 DANVILLE	X						X	X	X		X	X
519 HIGHLAND	X	X		X	X		X	X	X		X	X
501 KASKASKIA	X	X	X	X	X		X	X			X	
523 KISHWAUKEE	X	X	X	X			X	X	X		X	X
521 REND LAKE	X			X		X	X	X	X		X	X
506 SAUK VALLEY	X	X		X	X		X	X	X		X	X
529 ILLINOIS EASTERN	X		X	X	X		X	X			X	
513 ILLINOIS VALLEY	X	X	X	X	X		X	X			X	
520 KANKAKEE	X	X	X	X			X	X		X	X	X
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
530 LOGAN	X	X		X	X		X	X	X		X	
528 MCHENRY	X	X	X	X		X	X		X		X	X
503 BLACK HAWK	X	X	X	X			X			X	X	
540 HEARTLAND	X	X	X	X	X		X			X	X	X
514 ILLINOIS CENTRAL	X	X	X	X	X		X	X	X	X	X	X
526 LINCOLN LAND	X		X	X			X	X	X		X	X
505 PARKLAND	X	X	X	X	X		X	X	X	X	X	X
537 RICHLAND	X	X	X	X	X		X			X	X	
511 ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
522 SOUTHWESTERN	X	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	
515 PRAIRIE STATE	X	X	X	X		X	X			X	X	
510 SOUTH SUBURBAN	X				X		X				X	X
516 WAUBONSEE	X	X	X	X			X	X		X	X	X
508 CHICAGO	X	X	X	X			X	X	X		X	X
502 DUPAGE	X	X		X		X	X	X	X		X	X
512 HARPER	X	X	X	X	X		X			X	X	X
525 JOLIET	X	X		X				X	X		X	
532 LAKE COUNTY	X	X	X	X	X		X	X	X	X	X	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	30	27	37	20	6	38	32	26	13	39	28

*Usually for select administrators only.

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2015 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative			9 Mos. Faculty			12 Mos. Faculty		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	29	\$ 281,816	\$ 9,718				51	\$563,628	\$ 11,052
531 SHAWNEE	18	191,959	10,664	36	\$317,672	\$8,824	2	23,831	11,916
533 SOUTHEASTERN	18	186,724	10,374	44	417,586	9,491	5	48,600	9,720
534 SPOON RIVER	7	142,937	20,420	34	528,343	15,540			
539 WOOD	23	263,502	11,457	50	598,372	11,967	2	25,529	12,764
507 DANVILLE	18	267,750	14,875	66	868,181	13,154			
519 HIGHLAND	19	410,272	21,593	47	841,144	17,897			
501 KASKASKIA	35	542,560	15,502	69	1,696,861	24,592			
523 KISHWAUKEE	21	321,856	15,326	73	810,528	11,103			
521 REND LAKE	31	387,696	12,506	48	621,313	12,944	17	202,688	11,923
506 SAUK VALLEY	18	263,614	14,645	47	679,965	14,467			
529 ILLINOIS EASTERN	29	320,613	11,056	79	856,009	10,836	14	118,593	8,471
513 ILLINOIS VALLEY	16	262,987	16,437	80	1,320,493	16,506	1	24,009	24,009
520 KANKAKEE	76	790,672	10,404	71	743,897	10,477			
517 LAKE LAND	22	274,352	12,471	112	1,633,994	14,589			
536 LEWIS AND CLARK	67	712,969	10,641	107	1,041,456	9,733			
530 LOGAN	47	379,231	8,069	88	830,738	9,440	3	28,001	9,334
528 MC HENRY	56	786,927	14,052	367	1,478,885	4,030			
503 BLACK HAWK	13	169,773	13,059	135	2,041,924	15,125			
540 HEARTLAND	68	838,567	12,332	83	1,025,995	12,361	7	55,097	7,871
514 ILLINOIS CENTRAL	35	633,968	18,113	181	2,854,975	15,773			
526 LINCOLN LAND	54	643,247	11,912	121	1,484,711	12,270			
505 PARKLAND	43	1,083,818	25,205	176	4,155,422	23,610	1	8,204	8,204
537 RICHLAND	40	572,283	14,307	68	969,437	14,256			
511 ROCK VALLEY	46	336,637	7,318	163	2,029,425	12,450			
522 SOUTHWESTERN	25	299,142	11,966	147	2,145,744	14,597	2	22,907	11,453
509 ELGIN	47	927,500	19,734	135	2,926,477	21,678			
527 MORTON	26	83,197	3,200	55	180,213	3,277			
515 PRAIRIE STATE	32	429,949	13,436	82	1,064,912	12,987			
510 SOUTH SUBURBAN	27	319,678	11,840	86	946,650	11,008			
516 WAUBONSEE	36	706,813	19,634	108	2,084,397	19,300			
508 CHICAGO	237	2,636,978	11,126	562	5,584,873	9,937	19	273,114	14,374
502 DUPAGE	44	1,375,194	31,254	274	8,140,704	29,711			
512 HARPER	51	1,156,083	22,668	208	3,163,292	15,208			
525 JOLIET	33	664,748	20,144	219	4,550,761	20,780			
532 LAKE COUNTY	56	1,281,573	22,885	203	1,943,424	9,574			
524 MORAIN VALLEY	27	570,738	21,138	196	4,141,517	21,130			
535 OAKTON	30	483,188	16,106	155	2,237,053	14,433			
504 TRITON	53	808,393	15,253	104	2,035,537	19,572			
TOTALS/AVERAGES	1,573	\$ 22,809,904	\$ 14,501	4,879	\$ 70,992,880	\$ 14,551	124	\$ 1,394,201	\$ 11,244

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 2015 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
518 SANDBURG	4	\$ 54,427	\$ 13,607	64	\$ 564,243	\$ 8,816	53	\$ 431,049	\$ 8,133
531 SHAWNEE				37	281,409	7,606	23	148,852	6,472
533 SOUTHEASTERN				23	220,678	9,595	18	156,840	8,713
534 SPOON RIVER				46	776,853	16,888	20	321,252	16,063
539 WOOD				44	451,342	10,258	68	715,264	10,519
507 DANVILLE	3	39,848	13,283	43	544,268	12,657	58	720,104	12,416
519 HIGHLAND				31	439,124	14,165	54	732,951	13,573
501 KASKASKIA				45	633,368	14,075	40	590,269	14,757
523 KISHWAUKEE	1	14,317	14,317	53	532,934	10,055	95	1,064,074	11,201
521 REND LAKE				55	641,868	11,670	47	521,158	11,088
506 SAUK VALLEY				34	531,226	15,624	51	628,709	12,328
529 ILLINOIS EASTERN				65	614,498	9,454	103	945,272	9,177
513 ILLINOIS VALLEY	4	99,355	24,839	36	536,887	14,914	56	933,781	16,675
520 KANKAKEE				34	307,789	9,053	51	498,817	9,781
517 LAKE LAND	7	91,497	13,071	54	725,915	13,443	85	1,105,569	13,007
536 LEWIS AND CLARK				88	840,606	9,552	87	807,161	9,278
530 LOGAN	1	1,317	1,317	67	479,811	7,161	111	826,388	7,445
528 MC HENRY				135	1,773,177	13,135	121	352,001	2,909
503 BLACK HAWK	1	19,711	19,711	3	41,619	13,873	219	3,082,206	14,074
540 HEARTLAND	4	33,236	8,309	89	925,013	10,393	53	531,541	10,029
514 ILLINOIS CENTRAL				142	2,175,379	15,320	150	2,250,675	15,004
526 LINCOLN LAND	3	40,923	13,641	113	1,231,509	10,898	122	1,353,909	11,098
505 PARKLAND	2	37,646	18,823	151	3,091,526	20,474	110	1,996,318	18,148
537 RICHLAND				36	425,824	11,828	46	585,216	12,722
511 ROCK VALLEY				133	1,002,756	7,540	130	1,763,511	13,565
522 SOUTHWESTERN	3	23,156	7,719	122	1,147,778	9,408	164	2,013,196	12,276
509 ELGIN	4	75,807	18,952	197	3,194,781	16,217	115	1,727,862	15,025
527 MORTON				18	29,458	1,637	82	197,844	2,413
515 PRAIRIE STATE	4	29,218	7,305	95	865,845	9,114	76	597,025	7,856
510 SOUTH SUBURBAN				61	768,654	12,601	114	1,315,934	11,543
516 WAUBONSEE	11	174,785	15,890				252	4,416,275	17,525
508 CHICAGO	15	163,397	10,893	766	7,787,134	10,166	661	6,254,336	9,462
502 DUPAGE	20	672,587	33,629				549	13,624,970	24,818
512 HARPER	20	267,775	13,389	226	2,950,125	13,054	235	2,581,565	10,985
525 JOLIET				159	3,140,975	19,755	172	3,384,249	19,676
532 LAKE COUNTY	20	199,343	9,967	193	2,966,395	15,370	184	2,481,284	13,485
524 MORAIN VALLEY	21	429,760	20,465	153	3,144,763	20,554	200	4,085,651	20,428
535 OAKTON	9	157,488	17,499				313	4,392,716	14,034
504 TRITON				106	1,666,681	15,723	192	2,552,516	13,294
TOTALS/AVERAGES	157	\$ 2,625,594	\$ 16,724	3,717	\$ 47,452,209	\$ 12,766	5,280	\$ 72,688,310	\$ 13,767

SOURCE OF DATA: Salary Submission (C2)

Section X

**FISCAL YEAR 2016
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY,
OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 21 summarizes fiscal year 2016 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

**SUMMARY OF FISCAL YEAR 2016 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL,
AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	6.2%	2.9%
Faculty (9 and 12 Months)	1.0%	7.7%	3.4%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	5.0%	2.8%
Classified	0.6%	5.8%	3.0%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2016 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
518 SANDBURG	3.9 %	3.9 %	3.9 %	3.9 %
531 SHAWNEE	3.0	4.0	3.0	3.0
533 SOUTHEASTERN	2.7	3.4	2.8	2.9
534 SPOON RIVER	6.2	3.0	3.5	5.1
539 WOOD	2.5	2.5	2.5	2.5
507 DANVILLE	3.2	3.0	4.1	3.3
519 HIGHLAND	2.1	3.9	2.1	1.7
501 KASKASKIA	3.8	7.7	3.8	3.8
523 KISHWAUKEE	3.0	4.6	3.0	3.0
521 REND LAKE	3.6	3.4	2.8	3.1
506 SAUK VALLEY	3.0	3.0	3.0	3.0
529 ILLINOIS EASTERN	3.0	2.5	3.0	3.0
513 ILLINOIS VALLEY	3.3	3.0	2.6	2.3
520 KANKAKEE	3.9	3.8	5.0	5.8
517 LAKE LAND	2.0	2.2	2.0	2.0
536 LEWIS & CLARK	5.9	5.0	4.3	4.3
530 LOGAN	2.3	2.6	0.6	3.0
528 MC HENRY	4.1	3.4	2.9	4.1
503 BLACK HAWK	5.8	2.8	2.8	4.4
540 HEARTLAND	1.0	1.0	1.0	1.0
514 ILLINOIS CENTRAL	2.5	4.2	2.5	2.5
526 LINCOLN LAND	2.9	2.9	2.9	2.9
505 PARKLAND	3.7	3.1	2.9	2.9
537 RICHLAND	2.0	3.2	2.0	2.0
511 ROCK VALLEY	1.6	3.1	2.2	2.8
522 SOUTHWESTERN	3.0	4.0	2.5	3.3
509 ELGIN	3.8	5.1	3.8	3.9
527 MORTON	3.4	3.5	2.9	3.5
515 PRAIRIE STATE	2.0	6.6	2.0	2.0
510 SOUTH SUBURBAN	0.0	3.2	0.0	0.6
516 WAUBONSEE	3.5	3.5	3.5	3.5
508 CHICAGO	2.5	2.5	2.5	3.5
502 DUPAGE	3.0	3.0	3.0	3.0
512 HARPER	2.0	5.3	2.7	2.5
525 JOLIET	2.0	2.0	2.0	2.0
532 LAKE COUNTY	3.6	4.4	3.6	3.4
524 MORAIN VALLEY	2.8	2.8	2.8	3.0
535 OAKTON	2.9	2.9	2.9	3.0
504 TRITON	3.0	4.0	4.0	3.0
TOTALS/AVERAGES	2.9 %	3.4 %	2.8 %	3.0 %

--- = Data Not Available

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

Section XI

**FISCAL YEAR 2015 AVERAGE TOTAL SALARY ACTUALLY PAID
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 23 compares the contractual base salaries reported for fiscal year 2015 and the average total salaries paid to full-time faculty in fiscal year 2015. The fiscal year 2015 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2014 to June 30, 2015.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2015 for those districts reporting data was \$14,926 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2015. 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 24 contains the fiscal year 2015 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

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Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2015 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2015 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2015 Full-Time Average Faculty Contractual Base Salary	FY 2015 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
518 SANDBURG	\$54,159	\$52,240	-\$1,919	-3.5 %
531 SHAWNEE	60,254	70,652	10,398	17.3
533 SOUTHEASTERN	53,598	64,296	10,698	20.0
534 SPOON RIVER	52,022	60,708	8,686	16.7
539 WOOD	55,718	69,438	13,719	24.6
507 DANVILLE	51,846	66,154	14,308	27.6
519 HIGHLAND	75,991	84,310	8,319	10.9
501 KASKASKIA	74,872	99,798	24,926	33.3
523 KISHWAUKEE	56,017	64,454	8,437	15.1
521 REND LAKE	55,169	62,416	7,248	13.1
506 SAUK VALLEY	52,730	64,803	12,073	22.9
529 ILLINOIS EASTERN	53,737	64,149	10,413	19.4
513 ILLINOIS VALLEY	68,362	75,937	7,575	11.1
520 KANKAKEE	60,844	76,447	15,603	25.6
517 LAKE LAND	54,192	79,950	25,757	47.5
536 LEWIS AND CLARK	65,220	77,082	11,862	18.2
530 LOGAN	67,238	78,964	11,725	17.4
528 MCHENRY	90,418	97,937	7,519	8.3
503 BLACK HAWK	58,733	74,242	15,509	26.4
540 HEARTLAND	62,191	69,204	7,013	11.3
514 ILLINOIS CENTRAL	62,630	81,524	18,895	30.2
526 LINCOLN LAND	78,632	93,149	14,517	18.5
505 PARKLAND	70,692	80,936	10,244	14.5
537 RICHLAND	59,131	71,301	12,169	20.6
511 ROCK VALLEY	64,332	77,897	13,565	21.1
522 SOUTHWESTERN	64,667	88,948	24,281	37.5
509 ELGIN	91,797	108,111	16,313	17.8
527 MORTON	75,433	96,547	21,114	28.0
515 PRAIRIE STATE	67,255	81,909	14,654	21.8
510 SOUTH SUBURBAN	64,179	78,214	14,035	21.9
516 WAUBONSEE	72,334	86,116	13,782	19.1
508 CHICAGO	73,608	81,859	8,251	11.2
502 DUPAGE	98,681	110,989	12,308	12.5
512 HARPER	78,811	99,854	21,044	26.7
525 JOLIET	84,805	110,193	25,388	29.9
532 LAKE COUNTY	87,746	108,726	20,980	23.9
524 MORAIN VALLEY	64,775	93,342	28,567	44.1
535 OAKTON	89,403	104,161	14,759	16.5
504 TRITON	67,373	81,280	13,907	20.6
TOTAL/AVERAGES*	\$71,911	\$86,837	\$14,926	20.8 %

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2015 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
518 SANDBURG	\$75,327	\$35,376	\$27,557
531 SHAWNEE	66,941	41,710	27,640
533 SOUTHEASTERN	72,452	38,500	28,746
534 SPOON RIVER	67,032	38,344	25,134
539 WOOD	60,615	34,051	24,517
507 DANVILLE	83,092	45,871	30,849
519 HIGHLAND	80,148	44,699	31,935
501 KASKASKIA	64,935	44,947	35,391
523 KISHWAUKEE	94,311	47,953	34,936
521 REND LAKE	70,670	39,272	34,359
506 SAUK VALLEY	76,595	43,414	27,411
529 ILLINOIS EASTERN	71,370	36,517	25,792
513 ILLINOIS VALLEY	92,774	51,851	36,896
520 KANKAKEE	64,648	46,202	35,357
517 LAKE LAND	87,750	48,293	32,228
536 LEWIS & CLARK	75,958	37,023	33,610
530 LOGAN	78,474	45,882	36,306
528 MCHENRY	81,942	49,985	44,170
503 BLACK HAWK	106,644	49,262	32,970
540 HEARTLAND	73,499	38,849	31,257
514 ILLINOIS CENTRAL	94,634	46,750	36,159
526 LINCOLN LAND	91,428	49,321	34,478
505 PARKLAND	93,591	57,951	38,283
537 RICHLAND	77,802	45,246	33,473
511 ROCK VALLEY	81,053	48,713	37,583
522 SOUTHWESTERN	100,325	56,385	43,491
509 ELGIN	119,057	69,861	45,940
527 MORTON	85,099	49,718	46,790
515 PRAIRIE STATE	102,989	50,527	37,991
510 SOUTH SUBURBAN	94,179	52,486	36,819
516 WAUBONSEE	106,174	52,274	37,839
508 CHICAGO	85,959	53,201	42,852
502 DUPAGE	145,159	71,739	44,527
512 HARPER	132,979	68,881	44,314
525 JOLIET	99,240	54,365	46,557
532 LAKE COUNTY	107,029	61,620	41,474
524 MORAIN VALLEY	115,364	63,263	40,900
535 OAKTON	127,142	64,097	46,096
504 TRITON	106,645	62,653	38,838
STATE AVERAGE*	\$90,077	\$54,311	\$39,518

*Weighted

SOURCE OF DATA: Salary Submission (C1)

Section XII

**STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FOR FISCAL YEARS 2012 TO 2016**

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data is problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 25

**STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 2012 TO 2016**

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Faculty (9 Month)	\$69,576	\$70,246	\$71,753	\$72,386	\$74,455
Faculty (12 Month)	\$52,941	\$54,216	\$56,803	\$57,218	\$58,045
Administrators (12 Month)	\$89,092	\$89,988	\$91,198	\$92,914	\$94,435
Other Professionals (9 Month)	\$66,577	\$70,596	\$69,805	\$71,386	\$73,464
Other Professionals (12 Month)	\$53,300	\$53,715	\$54,745	\$55,371	\$56,447

SOURCE OF DATA: ICCB Salary Reports