# Fiscal Year 2010 Salary Report

## for the

## Illinois Public Community Colleges

Illinois Community College Board
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# HIGHLIGHTS OF THE FISCAL YEAR 2010 SALARY REPORT

1. Fiscal Year 2010 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

| | |
|---|---|
| Faculty (9 month) | $66,582 |
| Administrative (12 month) | $87,248 |
| Other (Nonteaching) Professional (9 month) | $64,990 |

2. Fiscal Year 2009 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

| | |
|---|---|
| Full-Time Faculty (9 month) | $11,592 |
| Administrative (12 month) | $11,596 |
| Other (Nonteaching) Professional (9 month) | $ 9,873 |
| Classified (12 month) | $ 9,676 |

3. Fiscal Year 2010 Average Salary Rates. *(Table 5)*

| | |
|---|---|
| Part-Time Faculty Rate | $625/credit hour |
| Full-Time Faculty Overload Rate | $733/credit hour |
| Full-Time Faculty Summer Rate | $820/credit hour |

4. Fiscal Year 2010 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

| | |
|---|---|
| Master's Degree, Plus Zero Hours (No Experience) | $39,716 |
| Master's Degree, Plus Zero Hours (5 Years Experience) | $45,722 |
| Master's Degree, Maximum Hours (5 Years Experience) | $53,583 |
| Doctorate Degree, Maximum Hours (Maximum Experience) | $93,720 |

5. Fiscal Year 2009 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2008 and June 30, 2009. *(Tables 23 and 24)*

| | |
|---|---|
| Faculty (9 and 12 month) | $77,662 |
| Administrative (12 month) | $84,084 |
| Other (Nonteaching) Professional (9 and 12 month) | $50,914 |
| Classified | $36,781 |

# FISCAL YEAR 2010 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 2010 Salary Report* reflect the census date of October 1, 2009. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

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

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

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

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2009 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

# EMPLOYEE GROUPS

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

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

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

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

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

Section I

## FISCAL YEAR 2010 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 2010. 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 2010 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range Low | District Range High | State Average |
|---|---|---|---|
| Low Faculty Salaries | $20,210 | $53,620 | $40,046 |
| Average Faculty Salaries | $47,842 | $95,362 | $66,582* |
| High Faculty Salaries | $65,874 | $128,717 | $95,488 |
| Median Faculty Salaries | $45,127 | $96,912 | $61,010 |

*Weighted

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Table 2

FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | | RANGE OF SALARIES | | | | | |
|---|---|---|---|---|---|---|---|---|
| | DISTRICT/COLLEGE | NUMBER OF STAFF | LOW | 25TH %TILE | MEDIAN | 75TH %TILE | HIGH | AVERAGE* |
| 518 | SANDBURG | 57 | $36,950 | $42,150 | $45,690 | $50,110 | $92,030 | $49,074 |
| 531 | SHAWNEE | 46 | 41,226 | 47,133 | 53,657 | 56,869 | 75,108 | 53,749 |
| 533 | SOUTHEASTERN | 45 | 39,065 | 47,436 | 51,970 | 57,028 | 66,397 | 52,000 |
| 534 | SPOON RIVER | 36 | 35,138 | 40,205 | 45,127 | 53,704 | 65,874 | 47,842 |
| 539 | WOOD | 49 | 39,307 | 47,091 | 51,031 | 58,551 | 75,656 | 52,933 |
| 507 | DANVILLE | 51 | 37,440 | 44,740 | 47,704 | 51,736 | 73,700 | 48,979 |
| 519 | HIGHLAND | 46 | 48,037 | 63,441 | 68,383 | 80,759 | 91,444 | 70,665 |
| 501 | KASKASKIA | 71 | 41,295 | 53,734 | 59,996 | 68,530 | 76,120 | 59,827 |
| 523 | KISHWAUKEE | 66 | 39,000 | 45,062 | 49,306 | 55,039 | 88,685 | 51,728 |
| 521 | REND LAKE | 54 | 39,060 | 45,500 | 51,600 | 61,730 | 77,080 | 53,385 |
| 506 | SAUK VALLEY | 43 | 37,416 | 45,892 | 53,287 | 58,732 | 75,412 | 53,263 |
| 529 | ILLINOIS EASTERN | 102 | 35,043 | 45,102 | 52,461 | 58,960 | 76,919 | 53,239 |
| 513 | ILLINOIS VALLEY | 81 | 31,754 | 54,130 | 59,619 | 66,341 | 92,725 | 61,050 |
| 520 | KANKAKEE | 67 | 38,170 | 51,450 | 55,215 | 62,974 | 97,562 | 58,504 |
| 517 | LAKE LAND | 105 | 35,075 | 45,584 | 52,560 | 60,608 | 82,140 | 54,208 |
| 536 | LEWIS AND CLARK | 102 | 41,393 | 54,294 | 61,793 | 68,849 | 101,017 | 63,181 |
| 530 | LOGAN | 102 | 43,750 | 52,067 | 63,123 | 71,642 | 87,764 | 62,898 |
| 528 | MCHENRY | 93 | 43,950 | 59,772 | 76,033 | 90,097 | 105,919 | 76,331 |
| 503 | BLACK HAWK | 133 | 38,393 | 48,527 | 57,236 | 74,296 | 92,705 | 60,629 |
| 540 | HEARTLAND | 83 | 39,653 | 48,826 | 52,763 | 61,996 | 90,574 | 55,263 |
| 514 | ILLINOIS CENTRAL | 196 | 38,635 | 49,485 | 54,221 | 60,897 | 90,297 | 56,794 |
| 526 | LINCOLN LAND | 125 | 40,382 | 60,284 | 72,274 | 81,796 | 94,689 | 71,458 |
| 505 | PARKLAND | 169 | 37,451 | 54,269 | 59,030 | 67,510 | 95,142 | 60,829 |
| 537 | RICHLAND | 72 | 34,174 | 40,548 | 49,916 | 57,301 | 80,198 | 50,766 |
| 511 | ROCK VALLEY | 154 | 41,188 | 54,071 | 62,569 | 72,516 | 96,377 | 63,444 |
| 522 | SOUTHWESTERN | 151 | 44,559 | 52,793 | 58,257 | 64,750 | 116,481 | 60,993 |
| 509 | ELGIN | 131 | 46,886 | 67,334 | 80,411 | 105,177 | 113,432 | 82,923 |
| 527 | MORTON | 52 | 43,243 | 58,115 | 66,709 | 79,261 | 109,164 | 70,501 |
| 515 | PRAIRIE STATE | 79 | 38,320 | 51,216 | 62,416 | 72,264 | 109,641 | 64,295 |
| 510 | SOUTH SUBURBAN | 110 | 20,210 | 52,562 | 65,772 | 86,270 | 111,502 | 68,363 |
| 516 | WAUBONSEE | 103 | 42,784 | 56,415 | 67,738 | 85,620 | 107,557 | 69,858 |
| 508 | CHICAGO | 552 | 46,915 | 55,482 | 62,985 | 76,326 | 117,461 | 67,962 |
| 502 | DUPAGE | 273 | 53,620 | 83,067 | 96,912 | 113,569 | 119,547 | 95,362 |
| 512 | HARPER | 200 | 42,684 | 53,214 | 68,886 | 84,798 | 113,153 | 71,004 |
| 525 | JOLIET | 213 | 42,308 | 56,647 | 70,333 | 84,332 | 104,923 | 71,195 |
| 532 | LAKE COUNTY | 201 | 32,755 | 63,107 | 79,629 | 97,159 | 113,332 | 79,972 |
| 524 | MORAINE VALLEY | 182 | 42,205 | 48,580 | 52,219 | 59,439 | 105,720 | 56,429 |
| 535 | OAKTON | 143 | 49,619 | 68,149 | 81,590 | 106,540 | 128,717 | 87,284 |
| 504 | TRITON | 115 | 42,739 | 49,206 | 58,987 | 83,052 | 111,877 | 66,580 |
| | TOTALS/AVERAGES | 4,653 | $40,046 | $52,735 | $61,010 | $71,978 | $95,488 | $66,582 |
| | Lowest Low/Highest/High | | $20,210 | | | | $128,717 | |

* Weighted
SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | DISTRICT/COLLEGE | NUMBER OF STAFF | RANGE OF SALARIES LOW | 25TH %TILE | MEDIAN | 75TH %TILE | HIGH | AVERAGE* |
|---|---|---|---|---|---|---|---|---|
| 518 | SANDBURG | 1 | $51,074 | $51,074 | $51,074 | $51,074 | $51,074 | $51,074 |
| 531 | SHAWNEE | 2 | 40,460 | 40,460 | 41,230 | 42,000 | 42,000 | 41,230 |
| 533 | SOUTHEASTERN | -- | -- | -- | -- | -- | -- | -- |
| 534 | SPOON RIVER | 3 | 52,051 | 52,051 | 54,824 | 61,168 | 61,168 | 56,014 |
| 539 | WOOD | -- | -- | -- | -- | -- | -- | -- |
| 507 | DANVILLE | -- | -- | -- | -- | -- | -- | -- |
| 519 | HIGHLAND | -- | -- | -- | -- | -- | -- | -- |
| 501 | KASKASKIA | -- | -- | -- | -- | -- | -- | -- |
| 523 | KISHWAUKEE | 11 | 40,500 | 41,464 | 50,478 | 57,822 | 62,531 | 50,411 |
| 521 | REND LAKE | 1 | 80,174 | 80,174 | 80,174 | 80,174 | 80,174 | 80,174 |
| 506 | SAUK VALLEY | 12 | 42,612 | 42,612 | 42,612 | 42,612 | 62,610 | 44,279 |
| 529 | ILLINOIS EASTERN | 4 | 51,998 | 53,064 | 56,875 | 63,606 | 67,592 | 58,335 |
| 513 | ILLINOIS VALLEY | -- | -- | -- | -- | -- | -- | -- |
| 520 | KANKAKEE | 1 | 35,380 | 35,380 | 35,380 | 35,380 | 35,380 | 35,380 |
| 517 | LAKE LAND | -- | -- | -- | -- | -- | -- | -- |
| 536 | LEWIS AND CLARK | 3 | 50,886 | 50,886 | 52,026 | 54,435 | 54,435 | 52,449 |
| 530 | LOGAN | -- | -- | -- | -- | -- | -- | -- |
| 528 | MCHENRY | 1 | 74,296 | 74,296 | 74,296 | 74,296 | 74,296 | 74,296 |
| 503 | BLACK HAWK | 6 | 48,304 | 50,999 | 64,565 | 71,861 | 79,671 | 63,328 |
| 540 | HEARTLAND | -- | -- | -- | -- | -- | -- | -- |
| 514 | ILLINOIS CENTRAL | -- | -- | -- | -- | -- | -- | -- |
| 526 | LINCOLN LAND | -- | -- | -- | -- | -- | -- | -- |
| 505 | PARKLAND | 1 | 52,586 | 52,586 | 52,586 | 52,586 | 52,586 | 52,586 |
| 537 | RICHLAND | -- | -- | -- | -- | -- | -- | -- |
| 511 | ROCK VALLEY | 5 | 36,750 | 49,062 | 78,115 | 89,066 | 94,198 | 69,438 |
| 522 | SOUTHWESTERN | -- | -- | -- | -- | -- | -- | -- |
| 509 | ELGIN | -- | -- | -- | -- | -- | -- | -- |
| 527 | MORTON | -- | -- | -- | -- | -- | -- | -- |
| 515 | PRAIRIE STATE | -- | -- | -- | -- | -- | -- | -- |
| 510 | SOUTH SUBURBAN | -- | -- | -- | -- | -- | -- | -- |
| 516 | WAUBONSEE | 16 | 42,836 | 52,848 | 59,538 | 65,232 | 76,479 | 58,860 |
| 508 | CHICAGO | -- | -- | -- | -- | -- | -- | -- |
| 502 | DUPAGE | -- | -- | -- | -- | -- | -- | -- |
| 512 | HARPER | -- | -- | -- | -- | -- | -- | -- |
| 525 | JOLIET | -- | -- | -- | -- | -- | -- | -- |
| 532 | LAKE COUNTY | -- | -- | -- | -- | -- | -- | -- |
| 524 | MORAINE VALLEY | -- | -- | -- | -- | -- | -- | -- |
| 535 | OAKTON | -- | -- | -- | -- | -- | -- | -- |
| 504 | TRITON | | | | | | | |
| | TOTALS/AVERAGES | 67 | $49,993 | $51,925 | $56,698 | $60,094 | $63,871 | $55,067 |
| | Lowest Low/Highest/High | | $35,380 | | | | $94,198 | |

-- = Not Applicable
* Weighted
SOURCE OF DATA: Salary Submission (C1)

Section II

# FISCAL YEAR 2010 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 2010.

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

Table 4

## STATE SUMMARY OF FISCAL YEAR 2010 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 | $335 | $943 | $625 |
| Overload Rates (Full-time Faculty) | $390 | $1,148 | $733 |
| Summer Term Rates (Full-time Faculty) | $460 | $1,735 | $820 |

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Table 5

FISCAL YEAR 2010 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| DISTRICT/COLLEGE | Part-time Faculty Rate Per Course Credit Hour | Full-time Faculty Rate Per Course Credit Hour: Overload Rate for Academic Year | Full-time Faculty Rate Per Course Credit Hour: Rate for Summer Term |
|---|---|---|---|
| 518 SANDBURG | $606 | $709 | $809 |
| 531 SHAWNEE | 450 | 600 | 600 |
| 533 SOUTHEASTERN | 412 | 725 | 875 |
| 534 SPOON RIVER | 530 | 550 | 1,000 |
| 539 WOOD | 651 | 684 | 684 |
| 507 DANVILLE | 500 | 515 | 530 |
| 519 HIGHLAND | 519 | 1,148 | 1,113 |
| 501 KASKASKIA | 468 | 578 | 555 |
| 523 KISHWAUKEE | 510 | 800 | 1,000 |
| 521 REND LAKE | 410 | 740 | 740 |
| 506 SAUK VALLEY | 574 | 650 | 650 |
| 529 ILLINOIS EASTERN | 335 | 390 | 460 |
| 513 ILLINOIS VALLEY | 580 | 620 | 620 |
| 520 KANKAKEE | 625 | 636 | 650 |
| 517 LAKE LAND | 578 | 680 | 680 |
| 536 LEWIS AND CLARK | 652 | 652 | 652 |
| 530 LOGAN | 664 | 640 | 722 |
| 528 MCHENRY | 519 | 615 | 615 |
| 503 BLACK HAWK | 504 | 810 | 810 |
| 540 HEARTLAND | 717 | 825 | 825 |
| 514 ILLINOIS CENTRAL | 567 | 720 | 720 |
| 526 LINCOLN LAND | 622 | 783 | 783 |
| 505 PARKLAND | 943 | 930 | 950 |
| 537 RICHLAND | 576 | 582 | 849 |
| 511 ROCK VALLEY | 792 | 798 | 947 |
| 522 SOUTHWESTERN | 637 | 1,013 | 1,013 |
| 509 ELGIN | 826 | 850 | 960 |
| 527 MORTON | 620 | 689 | 804 |
| 515 PRAIRIE STATE | 590 | 530 | 840 |
| 510 SOUTH SUBURBAN | 541 | 753 | 850 |
| 516 WAUBONSEE | 625 | 883 | 986 |
| 508 CHICAGO | 866 | 776 | 1,735 |
| 502 DUPAGE | 848 | 848 | 645 |
| 512 HARPER | 860 | 799 | 801 |
| 525 JOLIET | 622 | 917 | 942 |
| 532 LAKE COUNTY | 858 | 884 | 884 |
| 524 MORAINE VALLEY | 704 | 885 | 1,239 |
| 535 OAKTON | 833 | 700 | 700 |
| 504 TRITON | 631 | 671 | 732 |
| AVERAGES | $625 | $733 | $820 |

SOURCE OF DATA: Salary Submission (C2)

Section III

# SALARIES BASED ON FISCAL YEAR 2010 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 2010 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate degree with maximum hours.

Table 7 provides the fiscal year 2010 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 2010 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Base Salary Schedule Categories | District Range Low | District Range High | State Average |
|---|---|---|---|
| Master's Degree, Plus Zero Hours (No Experience) | $30,957 | $48,346 | $39,716 |
| Master's Degree, Plus Zero Hours (5 Years Experience) | $35,474 | $61,531 | $45,722 |
| Master's Degree, Maximum Hours (5 Years Experience) | $35,474 | $77,530 | $55,583 |
| Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary) | $48,984 | $122,715 | $93,720 |

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2010

| District/College | Base Salary Master's Degree 0 Hours 0 Years Exp. | Base Salary Master's Degree 0 Hours 5 Years Exp. | Base Salary Master's Degree Max. Hours 5 Years Exp. | Highest Salary Doctorate Degree Max. Hours Max. Exp. |
|---|---|---|---|---|
| 518 SANDBURG | $36,240 | $40,130 | $44,130 | $91,350 |
| 531 SHAWNEE | 39,854 | 45,368 | 51,423 | 81,295 |
| 533 SOUTHEASTERN | N/A | N/A | N/A | N/A |
| 534 SPOON RIVER | 36,193 | 39,076 | 45,798 | 82,976 |
| 539 WOOD | 35,689 | 39,403 | 44,132 | 81,538 |
| 507 DANVILLE | 41,000 | 41,000 | 43,000 | 56,677 |
| 519 HIGHLAND | 44,520 | 54,003 | 66,335 | 91,444 |
| 501 KASKASKIA | 39,219 | 44,410 | 52,804 | 74,620 |
| 523 KISHWAUKEE | N/A | N/A | N/A | N/A |
| 521 REND LAKE | 39,060 | 42,060 | 54,580 | 77,080 |
| 506 SAUK VALLEY | 30,957 | 35,474 | 35,474 | 79,391 |
| 529 ILLINOIS EASTERN | 35,931 | N/A | N/A | 84,221 |
| 513 ILLINOIS VALLEY | 36,335 | 42,736 | 50,538 | 94,875 |
| 520 KANKAKEE | 35,650 | 42,259 | 51,021 | 103,048 |
| 517 LAKE LAND | 35,075 | 38,075 | 39,650 | 49,650 |
| 536 LEWIS & CLARK | 42,569 | 47,273 | 52,385 | 93,267 |
| 530 LOGAN | 38,247 | 45,157 | 53,214 | 88,915 |
| 528 MCHENRY | 43,622 | 54,091 | 71,103 | 105,919 |
| 503 BLACK HAWK | 37,509 | 42,154 | 46,298 | 80,753 |
| 540 HEARTLAND | N/A | N/A | N/A | N/A |
| 514 ILLINOIS CENTRAL | 37,936 | 43,354 | 43,354 | 48,984 |
| 526 LINCOLN LAND | 38,829 | 45,228 | 52,356 | 94,689 |
| 505 PARKLAND | 37,690 | 40,475 | 43,926 | 88,090 |
| 537 RICHLAND | 34,174 | 36,254 | 46,723 | 80,185 |
| 511 ROCK VALLEY | 40,098 | 45,098 | 55,226 | 96,377 |
| 522 SOUTHWESTERN | 44,808 | 50,027 | 54,266 | 87,684 |
| 509 ELGIN | 44,867 | 52,943 | 72,156 | 113,432 |
| 527 MORTON | 41,984 | 48,671 | 55,206 | 112,658 |
| 515 PRAIRIE STATE | 40,127 | 49,360 | 58,861 | 98,975 |
| 510 SOUTH SUBURBAN | 33,171 | 38,345 | 46,875 | 111,502 |
| 516 WAUBONSEE | 41,072 | 47,340 | 54,247 | 104,057 |
| 508 CHICAGO | 45,882 | 52,231 | 56,731 | 116,441 |
| 502 DUPAGE | 48,346 | 61,531 | 77,530 | 119,547 |
| 512 HARPER | 41,360 | 46,915 | 58,848 | 113,153 |
| 525 JOLIET | 42,308 | 49,639 | 56,962 | 102,437 |
| 532 LAKE COUNTY | 44,005 | 53,488 | 66,011 | 113,332 |
| 524 MORAINE VALLEY | 41,581 | 45,771 | 50,324 | 120,775 |
| 535 OAKTON | 40,608 | 49,609 | 60,678 | 122,715 |
| 504 TRITON | 43,248 | 51,316 | 63,227 | 111,877 |
| AVERAGES | $39,716 | $45,722 | $53,583 | $93,720 |

N/A = Not Applicable
SOURCE OF DATA: Salary Submission (C2)

Section IV

# INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC 10

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

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

Table 8

## SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 2010

| | Range | | State Average |
|---|---|---|---|
| | Low | High | |
| Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours) | 30 | 32 | 30 |
| Average Weekly Class Contact Hours Required for Full-time Teaching Faculty | 15 | 20 | 15 |
| Average Weekly Office/Academic Advising Hours | 4 | 10 | 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 2010

| 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 | 161 | Y | 4 | 2012 | Y | IEA/NEA |
| 531 SHAWNEE | 30 | 15 | 10 | 39 | 154 | Y | 5 | 2010 | Y | IEA/NEA |
| 533 SOUTHEASTERN* | 30 | 15 | 5 | 40 | 160 | Y | ---- | ---- | Y | IEA/NEA |
| 534 SPOON RIVER | 30 | 15 | 8 | 32 | 158 | Y | 6 | 2012 | Y | IEA/NEA |
| 539 WOOD | 30 | 15 | 5 | 30 | 170 | Y | 3 | 2010 | Y | IFT/AFT-AFL/CIO |
| 507 DANVILLE | 30 | 15 | 10 | 35 | 150 | Y | 5 | 2011 | Y | IEA/NEA |
| 519 HIGHLAND | 30 | 15 | 5 | 32 | 152 | Y | 1 | 2010 | Y | IFT/AFT-AFL/CIO |
| 501 KASKASKIA | 30 | 20 | 5 | 32 | 150 | Y | 4 | 2012 | Y | IFT/AFT-AFL/CIO |
| 523 KISHWAUKEE | 30 | 15 | 5 | 34 | 160 | Y | 4 | 2011 | N | IFT/AFT-AFL/CIO |
| 521 REND LAKE | 32 | 18 | 5 | 36 | 166 | Y | 3 | 2,011 | Y | IFT/AFT-AFL/CIO |
| 506 SAUK VALLEY | 30 | 15 | 6 | 32 | 150 | Y | 3 | 2010 | Y | IEA/NEA |
| 529 ILLINOIS EASTERN | 30 | 15 | 5 | 39 | 153 | Y | 5 | 2012 | N | IEA/NEA |
| 513 ILLINOIS VALLEY | 30 | 15 | 7.5 | 32 | 168 | Y | 3 | 2011 | Y | IFT/AFT-AFL/CIO |
| 520 KANKAKEE | 30 | 15 | 7.5 | 40 | 190 | Y | 4 | 2010 | Y | IFT/AFT-AFL/CIO |
| 517 LAKE LAND | 30 | 15 | 5 | 32 | 153 | Y | 3 | 2010 | Y | IFT/AFT-AFL/CIO |
| 536 LEWIS & CLARK | 30 | 15 | 10 | 32 | 180 | Y | 5 | 2010 | Y | IEA/NEA |
| 530 LOGAN | 30 | 15 | 10 | 37 | ---- | Y | 4 | 2012 | Y | IEA/NEA |
| 528 MCHENRY | 30 | 15 | 5 | 30 | 150 | Y | 5 | 2013 | Y | IEA/NEA |
| 503 BLACK HAWK | 30 | 15 | 5 | 40 | 176 | Y | 5 | 2010 | Y | IFT/AFT-AFL/CIO |
| 540 HEARTLAND | 30 | 15 | 5 | 32 | 154 | Y | 2 | 2011 | N | IFT/AFT-AFL/CIO |
| 514 ILLINOIS CENTRAL | 30 | ---- | ---- | 32 | ---- | Y | 4 | 2010 | Y | ICC Faculty Forum |
| 526 LINCOLN LAND | 30 | 15 | 6 | 33 | 165 | Y | 3 | 2012 | Y | IFT/AFT-AFL/CIO |
| 505 PARKLAND | 30 | 15 | 5 | 34 | 175 | N | ---- | ---- | Y | Academic Employees |
| 537 RICHLAND | 30 | 15 | 5 | 32 | 150 | Y | 5 | 2014 | Y | IFT/AFT-AFL/CIO |
| 511 ROCK VALLEY | 30 | 15 | 5 | 34 | 160 | Y | 3 | 2011 | Y | IFT/AFT-AFL/CIO |
| 522 SOUTHWESTERN | 30 | 15 | 10 | 36 | ---- | Y | 5 | 2011 | Y | IFT/AFT-AFL/CIO |
| 509 ELGIN | 30 | 15 | 10 | 32 | 168 | Y | 4 | 2010 | Y | IFT/AFT-AFL/CIO |
| 527 MORTON | 30 | 15 | 6 | 36 | 150 | Y | 5 | 2014 | Y | IFT/AFT-AFL/CIO |
| 515 PRAIRIE STATE | 30 | 15 | 10 | 33 | 155 | Y | 3 | 2012 | Y | IFT/AFT-AFL/CIO |
| 510 SOUTH SUBURBAN | 30 | 15 | 5 | 36 | 180 | Y | 5 | 2010 | Y | IFT/AFT-AFL/CIO |
| 516 WAUBONSEE | 30 | 15 | 5 | 32 | 177 | Y | 2 | 2010 | Y | IFT/AFT-AFL/CIO |
| 508 CHICAGO | 30 | 15 | 4 | 36 | 175 | Y | 5 | 2013 | Y | IFT/AFT-AFL/CIO |
| 502 DUPAGE | 30 | 15 | 10 | 32 | 168 | Y | 4 | 2011 | Y | IEA/NEA |
| 512 HARPER | 30 | 15 | 10 | 32 | 180 | Y | 2 | 2012 | Y | IFT/AFT-AFL/CIO |
| 525 JOLIET | 30 | 15 | 5 | 30 | 150 | Y | 4 | 2011 | Y | IFT/AFT-AFL/CIO |
| 532 LAKE COUNTY | 30 | 15 | 10 | 30 | 160 | Y | 3 | 2010 | Y | IFT/AFT-AFL/CIO |
| 524 MORAINE VALLEY | 30 | 15 | 4 | 34 | 170 | Y | 5 | 2011 | Y | IFT/AFT-AFL/CIO |
| 535 OAKTON | 30 | 15 | 10 | 34 | 153 | Y | 4 | 2012 | Y | IEA/NEA |
| 504 TRITON | 30 | 15 | 10 | 32 | 150 | Y | 3 | 2012 | Y | IFT/AFT-AFL/CIO |
| TOTALS/AVERAGES | 30 | 15 | 7 | 34 | 162 | N = 1 | 1 = 1 | 0 =2009 | N = 3 | IEA/NEA = 12 |
| * previous year information | | | | | | Y = 37 | 2 = 3 | 13 =2010 | Y = 36 | IFT/AFT-AFL/CIO = 25 |
| – Not Applicable / Not Specified in Contract | | | | | | | 3 = 10 | 10 =2011 | | Local Fac Assoc./ |
| SOURCE OF DATA: Salary Submission (C2) | | | | | | | 4 = 10 | 10 =2012 | | Teachers' Union = 2 |
| | | | | | | | 5 = 12 | 2 =2013 | | |
| | | | | | | | 6 = 1 | 2 =2014 | | |
| | | | | | | | 7 = 0 | 0 =2015 | | |

Section V

# FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 2010 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include a relatively diverse group of professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $64,990. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $51,845.

Table 10

## SUMMARY OF FISCAL YEAR 2010 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range Low | District Range High | State Average |
|---|---|---|---|
| Lowest Salaries (9 month) | $17,098 | $59,960 | $39,344 |
| Lowest Salaries (12 month) | $ 9,358 | $37,809 | $27,028 |
| Average Salaries (9 month) | $23,412 | $94,809 | $64,990* |
| Average Salaries (12 month) | $32,910 | $65,763 | $51,845* |
| Highest Salaries (9 month) | $28,024 | $128,717 | $74,738 |
| Highest Salaries (12 month) | $58,427 | $399,150 | $94,862 |
| Median Salaries (9 month) | $22,498 | $95,637 | $55,801 |
| Median Salaries (12 month) | $28,575 | $63,211 | $44,725 |

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

| | | | RANGE OF SALARIES | | | | | |
|---|---|---|---|---|---|---|---|---|
| | DISTRICT/COLLEGE | NUMBER OF STAFF | LOW | 25TH %TILE | MEDIAN | 75TH %TILE | HIGH | AVERAGE* |
| 518 | SANDBURG | -- | -- | -- | -- | -- | -- | -- |
| 531 | SHAWNEE | -- | -- | -- | -- | -- | -- | -- |
| 533 | SOUTHEASTERN | 4 | $17,098 | $19,043 | $26,572 | $34,565 | $36,972 | $26,804 |
| 534 | SPOON RIVER | -- | -- | -- | -- | -- | -- | -- |
| 539 | WOOD | -- | -- | -- | -- | -- | -- | -- |
| 507 | DANVILLE | 4 | 32,137 | 41,726 | 53,377 | 56,058 | 56,677 | 48,892 |
| 519 | HIGHLAND | -- | -- | -- | -- | -- | -- | -- |
| 501 | KASKASKIA | -- | -- | -- | -- | -- | -- | -- |
| 523 | KISHWAUKEE | 5 | 17,438 | 19,268 | 27,791 | 45,140 | 46,343 | 31,196 |
| 521 | REND LAKE | -- | -- | -- | -- | -- | -- | -- |
| 506 | SAUK VALLEY | 1 | 37,130 | 37,130 | 37,130 | 37,130 | 37,130 | 37,130 |
| 529 | ILLINOIS EASTERN | 2 | 25,930 | 25,930 | 29,714 | 33,498 | 33,498 | 29,714 |
| 513 | ILLINOIS VALLEY | 1 | 32,046 | 32,046 | 32,046 | 32,046 | 32,046 | 32,046 |
| 520 | KANKAKEE | -- | -- | -- | -- | -- | -- | -- |
| 517 | LAKE LAND | 12 | 38,659 | 43,678 | 48,693 | 54,610 | 58,396 | 48,651 |
| 536 | LEWIS AND CLARK | -- | -- | -- | -- | -- | -- | -- |
| 530 | LOGAN | 3 | 34,731 | 34,731 | 59,635 | 61,905 | 61,905 | 52,090 |
| 528 | MCHENRY | 12 | 37,700 | 39,050 | 43,950 | 70,540 | 90,097 | 54,628 |
| 503 | BLACK HAWK | 7 | 34,019 | 38,360 | 57,808 | 78,852 | 80,753 | 56,991 |
| 540 | HEARTLAND | 7 | 20,127 | 20,236 | 22,498 | 28,024 | 28,024 | 23,412 |
| 514 | ILLINOIS CENTRAL | -- | -- | -- | -- | -- | -- | -- |
| 526 | LINCOLN LAND | 3 | 40,382 | 40,382 | 56,262 | 64,406 | 64,406 | 53,683 |
| 505 | PARKLAND | 2 | 51,234 | 51,234 | 51,489 | 51,744 | 51,744 | 51,489 |
| 537 | RICHLAND | -- | -- | -- | -- | -- | -- | -- |
| 511 | ROCK VALLEY | -- | -- | -- | -- | -- | -- | -- |
| 522 | SOUTHWESTERN | 2 | 54,135 | 54,135 | 67,634 | 81,133 | 81,133 | 67,634 |
| 509 | ELGIN | 10 | 48,905 | 65,365 | 85,915 | 109,596 | 113,432 | 84,305 |
| 527 | MORTON | -- | -- | -- | -- | -- | -- | -- |
| 515 | PRAIRIE STATE | 5 | 43,811 | 43,811 | 47,507 | 51,879 | 53,075 | 48,017 |
| 510 | SOUTH SUBURBAN | 15 | 30,033 | 42,276 | 64,101 | 74,234 | 110,651 | 63,730 |
| 516 | WAUBONSEE | 8 | 48,328 | 52,686 | 58,473 | 61,221 | 64,162 | 57,156 |
| 508 | CHICAGO | 19 | 51,107 | 55,809 | 64,355 | 71,860 | 94,886 | 65,524 |
| 502 | DUPAGE | 23 | 50,983 | 80,298 | 95,637 | 102,450 | 119,547 | 92,874 |
| 512 | HARPER | 19 | 44,050 | 46,915 | 63,473 | 73,365 | 99,262 | 63,692 |
| 525 | JOLIET | -- | -- | -- | -- | -- | -- | -- |
| 532 | LAKE COUNTY | 20 | 44,005 | 60,793 | 86,196 | 104,965 | 113,332 | 81,876 |
| 524 | MORAINE VALLEY | 19 | 35,402 | 39,146 | 44,956 | 56,442 | 108,576 | 52,117 |
| 535 | OAKTON | 13 | 59,960 | 78,676 | 81,590 | 122,715 | 128,717 | 94,809 |
| 504 | TRITON | 8 | 54,250 | 64,379 | 88,232 | 100,807 | 103,676 | 83,095 |
| | TOTALS/AVERAGES | 224 | $39,344 | $45,084 | $55,801 | $66,367 | $74,738 | $64,990 |
| | Lowest Low/Highest High | | $17,098 | | | | $128,717 | |

* Weighted
-- Not Applicable
SOURCE OF DATA: Salary Submission (C1)

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Table 12

FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING)
PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

| | | | RANGE OF SALARIES | | | | | |
|---|---|---|---|---|---|---|---|---|
| | DISTRICT/COLLEGE | NUMBER OF STAFF | LOW | 25TH %TILE | MEDIAN | 75TH %TILE | HIGH | AVERAGE* |
| 518 | SANDBURG | 74 | $20,070 | $26,410 | $33,070 | $41,000 | $69,840 | $35,541 |
| 531 | SHAWNEE | 38 | 9,358 | 38,688 | 40,940 | 47,685 | 80,000 | 43,530 |
| 533 | SOUTHEASTERN | 25 | 15,142 | 19,322 | 28,575 | 45,692 | 65,520 | 32,910 |
| 534 | SPOON RIVER | 45 | 27,810 | 31,846 | 36,498 | 41,126 | 58,427 | 38,084 |
| 539 | WOOD | 44 | 22,822 | 27,563 | 34,113 | 41,650 | 60,683 | 35,522 |
| 507 | DANVILLE | 30 | 26,098 | 27,423 | 35,175 | 41,762 | 82,736 | 37,918 |
| 519 | HIGHLAND | 29 | 30,222 | 35,776 | 39,478 | 43,801 | 61,773 | 40,303 |
| 501 | KASKASKIA | 42 | 28,683 | 31,634 | 36,275 | 41,425 | 67,775 | 38,777 |
| 523 | KISHWAUKEE | 43 | 32,842 | 39,330 | 47,831 | 53,958 | 71,948 | 47,449 |
| 521 | REND LAKE | 55 | 17,128 | 31,638 | 37,626 | 42,515 | 83,691 | 38,532 |
| 506 | SAUK VALLEY | 27 | 30,431 | 37,300 | 42,682 | 51,500 | 72,284 | 45,153 |
| 529 | ILLINOIS EASTERN | 105 | 18,741 | 28,000 | 36,685 | 42,876 | 93,186 | 37,025 |
| 513 | ILLINOIS VALLEY | 64 | 20,280 | 33,717 | 41,494 | 48,937 | 88,421 | 42,459 |
| 520 | KANKAKEE | 39 | 25,957 | 37,034 | 40,635 | 48,194 | 65,291 | 42,917 |
| 517 | LAKE LAND | 88 | 20,748 | 33,926 | 39,953 | 49,299 | 96,175 | 43,378 |
| 536 | LEWIS AND CLARK | 66 | 25,270 | 30,632 | 38,327 | 47,611 | 68,414 | 40,161 |
| 530 | LOGAN | 72 | 32,000 | 38,588 | 41,498 | 49,471 | 96,078 | 44,982 |
| 528 | MCHENRY | 113 | 28,724 | 35,755 | 41,962 | 51,750 | 92,103 | 45,631 |
| 503 | BLACK HAWK | 136 | 26,559 | 41,901 | 47,383 | 57,950 | 115,283 | 50,978 |
| 540 | HEARTLAND | 66 | 29,529 | 35,819 | 39,057 | 43,725 | 60,000 | 40,393 |
| 514 | ILLINOIS CENTRAL | 156 | 28,558 | 37,980 | 43,281 | 49,824 | 87,124 | 45,685 |
| 526 | LINCOLN LAND | 95 | 27,528 | 40,043 | 46,125 | 53,282 | 72,756 | 47,143 |
| 505 | PARKLAND | 134 | 18,105 | 37,897 | 46,338 | 58,622 | 89,661 | 49,028 |
| 537 | RICHLAND | 23 | 21,715 | 32,311 | 39,370 | 44,994 | 100,661 | 41,291 |
| 511 | ROCK VALLEY | 114 | 35,535 | 42,589 | 47,369 | 55,182 | 84,782 | 49,923 |
| 522 | SOUTHWESTERN | 111 | 28,134 | 47,436 | 57,750 | 76,578 | 144,488 | 62,939 |
| 509 | ELGIN | 152 | 31,319 | 52,806 | 61,708 | 74,826 | 117,689 | 63,554 |
| 527 | MORTON | 31 | 28,462 | 41,307 | 46,035 | 55,282 | 87,947 | 47,799 |
| 515 | PRAIRIE STATE | 66 | 26,127 | 39,363 | 43,024 | 46,478 | 66,515 | 42,977 |
| 510 | SOUTH SUBURBAN | 68 | 22,373 | 31,488 | 40,161 | 50,119 | 81,895 | 42,478 |
| 516 | WAUBONSEE | 139 | 30,597 | 37,462 | 48,920 | 56,978 | 84,581 | 49,887 |
| 508 | CHICAGO | 527 | 26,000 | 47,994 | 59,349 | 72,100 | 119,632 | 61,274 |
| 502 | DUPAGE | 252 | 37,586 | 54,538 | 63,211 | 75,088 | 108,222 | 65,763 |
| 512 | HARPER | 176 | 36,855 | 53,943 | 62,549 | 73,719 | 119,364 | 64,896 |
| 525 | JOLIET | 162 | 31,886 | 44,658 | 49,603 | 58,207 | 75,653 | 51,643 |
| 532 | LAKE COUNTY | 151 | 29,065 | 38,017 | 42,994 | 54,065 | 93,756 | 47,393 |
| 524 | MORAINE VALLEY | 150 | 31,345 | 46,919 | 55,988 | 65,866 | 108,392 | 58,088 |
| 535 | OAKTON | 135 | 36,667 | 47,936 | 57,137 | 66,916 | 107,726 | 60,034 |
| 504 | TRITON | 65 | 37,809 | 44,558 | 54,108 | 63,349 | 399,150 | 60,642 |
| | TOTALS/AVERAGES | 3,908 | $27,028 | $37,988 | $44,725 | $53,421 | $94,862 | $51,845 |
| | Lowest Low/Highest High | | $9,358 | | | | $399,150 | |

* Weighted
-- Not Applicable
SOURCE OF DATA: Salary Submission (C1)

Section VI

# FISCAL YEAR 2010 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 2010. The weighted average administrative staff salary ranged from a low of $62,209 to a high of $130,932. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2010 salaries; and the median fiscal year 2010 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 2010 was $87,248. The lowest reported administrative salary was $28,086 and the highest was $324,423. Administrative salaries are based on 12 months.

Table 13

## SUMMARY OF FISCAL YEAR 2010 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range Low | District Range High | State Average |
|---|---|---|---|
| Lowest Administrative Salaries | $28,086 | $90,000 | $51,750 |
| Average Administrative Salaries | $62,209 | $130,932 | $87,248* |
| Highest Administrative Salaries | $117,185 | $324,423 | $184,235 |
| Median Administrative Salaries | $55,467 | $129,327 | $79,186 |

*Weighted

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Table 14

FISCAL YEAR 2010 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

| | | | RANGE OF SALARIES | | | | | |
|---|---|---|---|---|---|---|---|---|
| | DISTRICT/COLLEGE | NUMBER OF STAFF | LOW | 25TH %TILE | MEDIAN | 75TH %TILE | HIGH | AVERAGE* |
| 518 | SANDBURG | 20 | $44,620 | $63,460 | $74,130 | $99,945 | $170,540 | $82,016 |
| 531 | SHAWNEE | 18 | 45,581 | 57,111 | 62,468 | 79,672 | 142,300 | 70,651 |
| 533 | SOUTHEASTERN | 20 | 36,071 | 45,856 | 58,033 | 71,701 | 120,000 | 62,671 |
| 534 | SPOON RIVER | 16 | 45,000 | 53,375 | 64,375 | 87,410 | 142,255 | 72,536 |
| 539 | WOOD | 26 | 42,000 | 55,000 | 62,773 | 74,004 | 168,000 | 71,382 |
| 507 | DANVILLE | 31 | 28,086 | 47,093 | 67,275 | 79,697 | 158,158 | 69,121 |
| 519 | HIGHLAND | 22 | 34,649 | 51,694 | 65,000 | 84,188 | 135,092 | 70,502 |
| 501 | KASKASKIA | 32 | 30,368 | 48,474 | 57,868 | 67,494 | 167,028 | 62,464 |
| 523 | KISHWAUKEE | 18 | 51,916 | 75,000 | 83,867 | 100,000 | 159,080 | 89,603 |
| 521 | REND LAKE | 19 | 41,760 | 62,478 | 76,257 | 96,000 | 140,000 | 79,858 |
| 506 | SAUK VALLEY | 15 | 61,891 | 64,689 | 73,130 | 89,344 | 152,799 | 82,347 |
| 529 | ILLINOIS EASTERN | 31 | 37,014 | 51,000 | 68,000 | 95,672 | 158,802 | 72,996 |
| 513 | ILLINOIS VALLEY | 19 | 54,394 | 63,500 | 71,289 | 87,000 | 158,000 | 79,454 |
| 520 | KANKAKEE | 70 | 33,000 | 46,317 | 55,467 | 71,751 | 170,000 | 62,209 |
| 517 | LAKE LAND | 23 | 43,500 | 57,393 | 62,751 | 109,608 | 184,739 | 83,682 |
| 536 | LEWIS & CLARK | 55 | 34,420 | 53,818 | 70,450 | 95,400 | 261,860 | 81,703 |
| 530 | LOGAN | 52 | 44,886 | 56,715 | 65,501 | 78,965 | 151,152 | 71,686 |
| 528 | MC HENRY | 42 | 51,261 | 68,414 | 75,102 | 92,000 | 188,564 | 84,465 |
| 503 | BLACK HAWK | 6 | 77,086 | 93,974 | 98,238 | 135,905 | 165,000 | 111,407 |
| 540 | HEARTLAND | 48 | 42,106 | 52,711 | 65,354 | 83,601 | 198,739 | 71,909 |
| 514 | ILLINOIS CENTRAL | 28 | 54,020 | 76,973 | 85,005 | 97,248 | 216,320 | 90,312 |
| 526 | LINCOLN LAND | 57 | 48,564 | 62,129 | 77,288 | 95,349 | 198,276 | 81,922 |
| 505 | PARKLAND | 42 | 45,013 | 68,208 | 77,004 | 93,225 | 186,444 | 82,704 |
| 537 | RICHLAND | 45 | 35,718 | 45,945 | 56,490 | 73,681 | 161,000 | 64,232 |
| 511 | ROCK VALLEY | 34 | 35,000 | 67,798 | 75,331 | 96,266 | 169,615 | 84,325 |
| 522 | SOUTHWESTERN | 22 | 65,728 | 89,949 | 104,129 | 119,121 | 156,000 | 105,824 |
| 509 | ELGIN | 34 | 83,820 | 96,468 | 108,582 | 123,212 | 205,492 | 113,836 |
| 527 | MORTON | 17 | 47,896 | 59,000 | 67,394 | 83,500 | 117,185 | 72,329 |
| 515 | PRAIRIE STATE | 27 | 50,000 | 62,383 | 75,753 | 97,114 | 190,000 | 84,279 |
| 510 | SOUTH SUBURBAN | 26 | 55,522 | 68,050 | 80,090 | 97,336 | 131,153 | 83,244 |
| 516 | WAUBONSEE | 33 | 69,530 | 78,280 | 85,223 | 103,425 | 206,000 | 97,874 |
| 508 | CHICAGO | 101 | 61,034 | 89,607 | 105,965 | 128,239 | 288,000 | 112,036 |
| 502 | DUPAGE | 46 | 90,000 | 106,788 | 129,327 | 149,341 | 256,470 | 130,932 |
| 512 | HARPER | 47 | 75,096 | 87,028 | 107,592 | 125,623 | 240,000 | 111,862 |
| 525 | JOLIET | 36 | 69,603 | 79,928 | 87,200 | 101,912 | 214,622 | 96,764 |
| 532 | LAKE COUNTY | 59 | 50,421 | 72,030 | 80,818 | 108,202 | 225,000 | 89,967 |
| 524 | MORAINE VALLEY | 24 | 61,189 | 91,963 | 101,880 | 121,396 | 324,423 | 114,820 |
| 535 | OAKTON | 30 | 81,990 | 102,853 | 118,081 | 133,428 | 221,540 | 121,451 |
| 504 | TRITON | 36 | 58,500 | 64,500 | 87,768 | 108,732 | 185,500 | 91,215 |
| | TOTALS/AVERAGES | 1,327 | $51,750 | $67,640 | $79,186 | $98,351 | $184,235 | $87,248 |
| | Lowest Low/Highest High | | $28,086 | | | | $324,423 | |

* Weighted

SOURCE OF DATA: Salary Submission (C1)

Section VII

# SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010

A summary of the fiscal year 2010 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 2010. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

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

Table 15

## SUMMARY OF FISCAL YEAR 2010 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Administrative Position | District Range Low | District Range High | State* Average |
|---|---|---|---|
| District Executive Officer | $71,527 | $324,423 | $174,375 |
| Chief Campus Administrator | $111,769 | $156,980 | $143,069 |
| Chief Finance Officer | $68,550 | $175,100 | $120,720 |
| Chief Academic Officer | $69,005 | $182,900 | $122,513 |
| Student Services Officer | $58,333 | $167,878 | $101,088 |
| Dean-Baccalaureate Education | $65,978 | $154,917 | $95,130 |
| Dean-Occupational/Career Education | $57,202 | $137,611 | $94,585 |
| Dean-Continuing Education | $38,813 | $164,578 | $91,600 |
| Director-Data Processing/Info Technology | $61,740 | $173,880 | $105,073 |
| Director-Research & Planning | $46,501 | $156,500 | $88,068 |
| Director-Admissions and Records | $42,000 | $117,638 | $70,958 |
| Director-Counseling | $44,620 | $117,870 | $78,772 |
| Director-Financial Aid | $38,376 | $128,160 | $67,221 |
| Director-Job Placement | $38,292 | $85,131 | $63,559 |
| Director-Student Activities | $39,052 | $154,020 | $71,064 |
| Director-Library/LRC | $40,187 | $122,852 | $76,581 |
| Director-Development/Grants | $55,241 | $159,650 | $85,326 |
| Director-Public Information/Relations | $38,102 | $149,816 | $79,132 |
| Director-Personnel/Human Resources | $52,387 | $157,549 | $87,589 |
| Director-Business Services | $45,694 | $139,209 | $81,309 |
| Director-Physical Facilities/Grounds | $50,887 | $128,398 | $83,132 |
| Director-Adult Education | $45,945 | $109,219 | $77,152 |
| Director-Athletics | $39,520 | $100,402 | $71,553 |
| Controller | $42,182 | $142,498 | $86,485 |
| Director-Business/Industry Center | $50,619 | $104,790 | $79,437 |

*Weighted

**Illinois Community College Board**

**Table 16**

**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010**

| | District Executive Officer | | | | Chief Campus Administrator | | | | Chief Finance Officer | | | | Chief Academic Officer | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT/COLLEGE | 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 | $170,540 | 1 | 3 | 1 | | | | | $68,550 | 1 | 3 | 4 | $114,210 | 1 | 2 | 2 |
| SHAWNEE | 142,300 | 1 | 2 | 1 | | | | | 79,672 | 1 | 3 | 2 | 99,343 | 1 | 5 | 2 |
| SOUTHEASTERN | 130,435 | 1 | 1 | 1 | | | | | 87,312 | 1 | 2 | 4 | | | | |
| SPOON RIVER | 142,255 | 1 | 4 | 1 | | | | | 104,504 | 1 | 6 | 2 | 97,000 | 1 | 0 | 2 |
| WOOD | 168,000 | 1 | 1 | 1 | | | | | 113,651 | 1 | 12 | 2 | 113,651 | 1 | 0 | 2 |
| DANVILLE | 158,158 | 1 | 10 | 1 | | | | | 98,165 | 1 | 4 | 3 | 125,377 | 1 | 12 | 2 |
| HIGHLAND | 135,092 | 1 | 3 | 1 | | | | | 98,884 | 1 | 4 | 2 | 105,905 | 1 | 6 | 2 |
| KASKASKIA | 167,028 | 1 | 8 | 1 | | | | | 105,060 | 1 | 1 | 2 | 102,752 | 1 | 2 | 2 |
| KISHWAUKEE | 159,080 | 1 | 1 | 1 | | | | | 115,000 | 1 | 1 | 2 | 127,305 | 1 | 2 | 2 |
| REND LAKE | 140,000 | 1 | 0 | 1 | | | | | 103,643 | 1 | 2 | 2 | | | | |
| SAUK VALLEY | 152,799 | 1 | 4 | 1 | | | | | 77,440 | 1 | 3 | 3 | 114,093 | 1 | 2 | 2 |
| ILLINOIS EASTERN | 158,802 | 1 | 14 | 1 | $111,769 | 4 | 3 | 2 | 95,672 | 1 | 8 | 3 | 69,005 | 4 | 2 | 4 |
| ILLINOIS VALLEY | 158,000 | 1 | 1 | 1 | | | | | 98,325 | 1 | 1 | 2 | 122,100 | 1 | 1 | 2 |
| KANKAKEE | 170,000 | 1 | 0 | 1 | | | | | 118,677 | 1 | 8 | 2 | 133,203 | 1 | 4 | 2 |
| LAKE LAND | 184,739 | 1 | 2 | 1 | | | | | 119,254 | 1 | 14 | 2 | 119,008 | 1 | 1 | 2 |
| LEWIS & CLARK | 261,860 | 1 | 17 | 1 | | | | | | | | | 182,900 | 1 | 18 | 2 |
| LOGAN | 151,152 | 1 | 9 | 1 | | | | | 106,742 | 1 | 2 | 2 | 132,004 | 1 | 9 | 2 |
| MC HENRY | 188,564 | 1 | 0 | 1 | | | | | 141,437 | 1 | 9 | 2 | 129,000 | 1 | 0 | 2 |
| BLACK HAWK | 165,000 | 1 | 1 | 1 | | | | | | | | | 135,905 | 1 | 0 | 2 |
| HEARTLAND | 198,739 | 1 | 18 | 1 | | | | | 128,137 | 1 | 13 | 2 | 130,328 | 1 | 8 | 2 |
| ILLINOIS CENTRAL | 216,320 | 1 | 9 | 1 | | | | | 140,150 | 1 | 8 | 2 | | | | |
| LINCOLN LAND | 198,276 | 1 | 3 | 1 | | | | | 129,967 | 1 | 10 | 2 | 132,024 | 1 | 8 | 2 |
| PARKLAND | 186,444 | 1 | 11 | 1 | | | | | 108,958 | 1 | 1 | 2 | 109,403 | 2 | 6 | 2 |
| RICHLAND | 161,000 | 1 | 8 | 1 | | | | | 123,516 | 1 | 11 | 2 | | | | |
| ROCK VALLEY | 169,615 | 1 | 5 | 1 | | | | | 132,385 | 1 | 7 | 2 | 121,680 | 1 | 1 | 2 |
| SOUTHWESTERN | 156,000 | 1 | 1 | 1 | | | | | | | | | 149,375 | 1 | 8 | 2 |
| ELGIN | 205,492 | 1 | 3 | 1 | | | | | 147,543 | 1 | 1 | 2 | 119,530 | 1 | 1 | 2 |
| MORTON | 117,185 | 1 | 1 | 1 | | | | | 105,574 | 1 | 1 | 2 | 105,600 | 1 | 0 | 2 |
| PRAIRIE STATE | 190,000 | 1 | 1 | 1 | | | | | 127,026 | 1 | 2 | 2 | 130,000 | 1 | 0 | 2 |
| SOUTH SUBURBAN | 194,500 | 1 | 9 | 1 | | | | | 123,443 | 1 | 9 | 2 | 131,153 | 1 | 6 | 2 |
| WAUBONSEE | 206,000 | 1 | 8 | 1 | | | | | 157,899 | 1 | 4 | 2 | 167,633 | 1 | 8 | 2 |
| CHICAGO | 288,000 | 1 | 33 | 1 | 156,980 | 9 | 21 | 2 | 159,367 | 2 | 13 | 2 | 151,127 | 1 | 15 | 2 |
| DUPAGE | 256,470 | 1 | 1 | 1 | | | | | 175,100 | 1 | 0 | 2 | 173,555 | 1 | 5 | 2 |
| HARPER | 240,000 | 1 | 0 | 1 | | | | | | | | | 168,522 | 1 | 8 | 2 |
| JOLIET | 214,622 | 1 | 3 | 1 | | | | | 137,387 | 1 | 6 | 2 | 137,387 | 1 | 3 | 2 |
| LAKE COUNTY | 225,000 | 1 | 0 | 1 | | | | | 121,573 | 1 | 2 | 2 | 132,041 | 1 | 2 | 2 |
| MORAINE VALLEY | 324,423 | 1 | 18 | 1 | | | | | 133,707 | 1 | 13 | 2 | | | | |
| OAKTON | 221,540 | 1 | 14 | 1 | | | | | 151,748 | 1 | 1 | 2 | 136,974 | 1 | 3 | 2 |
| TRITON | 185,500 | 1 | 8 | 1 | | | | | 151,101 | 1 | 11 | 2 | 120,000 | 1 | 1 | 2 |
| NUMBER OF PERSONS | 39 | | | | 13 | | | | 36 | | | | 38 | | | |
| AVERAGES | $186,126 | | | | $143,069 | | | | $120,720 | | | | $122,513 | | | |

SOURCE OF DATA: Salary Submission (C1)

**Illinois Community College Board**

**Table 16**
**(Continued)**
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010**

| | Student Services Officer | | | | Dean Baccalaureate Education | | | | Dean Occup/Career Education | | | | Dean Continuing Education | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT/COLLEGE | 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 | $122,250 | 1 | 10 | 2 | | | | | $71,580 | 2 | 2 | 4 | $80,720 | 2 | 14 | 4 |
| SHAWNEE | 84,193 | 2 | 5 | 2 | $82,839 | 1 | 20 | 4 | | | | | | | | |
| SOUTHEASTERN | | | | | 66,931 | 1 | 25 | 4 | 57,202 | 1 | 2 | 4 | 67,633 | 1 | 9 | 4 |
| SPOON RIVER | 73,748 | 1 | 0 | 4 | | | | | 73,806 | 1 | 0 | 4 | | | | |
| WOOD | 113,651 | 1 | 21 | 2 | 74,210 | 1 | 0 | 3 | 72,765 | 1 | 1 | 3 | | | | |
| DANVILLE | 81,065 | 1 | 6 | 4 | 77,615 | 2 | 6 | 4 | 91,488 | 1 | 7 | 4 | 38,813 | 1 | 1 | 6 |
| HIGHLAND | 86,573 | 1 | 13 | 3 | | | | | 83,570 | 1 | 3 | 4 | | | | |
| KASKASKIA | 91,052 | 1 | 2 | 2 | 65,978 | 1 | 2 | 4 | 76,912 | 1 | 2 | 4 | 61,651 | 1 | 2 | 4 |
| KISHWAUKEE | 100,000 | 1 | 0 | 2 | 85,369 | 2 | 1 | 4 | 81,233 | 2 | 22 | 4 | 109,241 | 1 | 0 | 2 |
| REND LAKE | 75,000 | 1 | 0 | 3 | 96,000 | 2 | 1 | 2 | | | | | 77,500 | 1 | 1 | 5 |
| SAUK VALLEY | 74,840 | 1 | 2 | 3 | | | | | 73,130 | 1 | 1 | 3 | | | | |
| ILLINOIS EASTERN | 58,333 | 3 | 12 | 4 | | | | | | | | | | | | |
| ILLINOIS VALLEY | | | | | | | | | 81,523 | 1 | 2 | 3 | | | | |
| KANKAKEE | 95,562 | 1 | 2 | 4 | 103,920 | 1 | 8 | 4 | | | | | 74,404 | 1 | 12 | 4 |
| LAKE LAND | 119,125 | 1 | 4 | 2 | 104,188 | 1 | 13 | 3 | 104,188 | 1 | 21 | 3 | | | | |
| LEWIS & CLARK | 129,380 | 1 | 15 | 2 | 83,415 | 1 | 0 | 3 | 79,500 | 1 | 1 | 3 | | | | |
| LOGAN | 110,250 | 1 | 1 | 2 | 103,509 | 1 | 9 | 3 | | | | | 100,676 | 1 | 12 | 3 |
| MC HENRY | 101,855 | 1 | 3 | 2 | | | | | 96,000 | 1 | 0 | 3 | 88,836 | 1 | 2 | 4 |
| BLACK HAWK | 97,811 | 1 | 0 | 2 | 96,319 | 2 | 2 | 4 | | | | | | | | |
| HEARTLAND | 100,889 | 1 | 3 | 3 | | | | | | | | | 109,123 | 1 | 4 | 2 |
| ILLINOIS CENTRAL | 81,231 | 1 | 1 | 4 | | | | | | | | | | | | |
| LINCOLN LAND | 126,797 | 1 | 11 | 2 | | | | | | | | | | | | |
| PARKLAND | 117,404 | 1 | 4 | 2 | 77,021 | 2 | 1 | 3 | 112,416 | 1 | 12 | 3 | | | | |
| RICHLAND | 69,245 | 1 | 2 | 4 | 78,753 | 2 | 4 | 4 | 68,873 | 2 | 1 | 4 | | | | |
| ROCK VALLEY | 90,872 | 1 | 4 | 3 | | | | | 115,709 | 1 | 6 | 3 | | | | |
| SOUTHWESTERN | 99,000 | 1 | 0 | 3 | 119,121 | 1 | 4 | 4 | 119,606 | 1 | 6 | 4 | 71,698 | 1 | 6 | 4 |
| ELGIN | 123,212 | 1 | 4 | 3 | 128,180 | 1 | 4 | 3 | 104,145 | 1 | 1 | 3 | 134,396 | 1 | 4 | 3 |
| MORTON | | | | | | | | | | | | | 67,394 | 1 | 14 | 4 |
| PRAIRIE STATE | 107,568 | 1 | 24 | 2 | 101,335 | 1 | 11 | 4 | 85,693 | 1 | 3 | 4 | 103,930 | 1 | 11 | 4 |
| SOUTH SUBURBAN | 97,336 | 1 | 3 | 2 | | | | | 106,670 | 1 | 8 | 4 | | | | |
| WAUBONSEE | 104,615 | 1 | 10 | 3 | 82,286 | 6 | 3 | 4 | | | | | 85,223 | 1 | 7 | 4 |
| CHICAGO | 100,196 | 7 | 14 | 4 | 101,900 | 14 | 11 | 3 | 111,751 | 6 | 16 | 3 | 89,766 | 4 | 12 | 4 |
| DUPAGE | | | | | 154,917 | 1 | 9 | 4 | 134,118 | 1 | 8 | 4 | 126,156 | 1 | 5 | 4 |
| HARPER | 167,878 | 1 | 23 | 2 | | | | | 137,611 | 1 | 14 | 4 | 107,592 | 1 | 19 | 4 |
| JOLIET | 132,169 | 1 | 2 | 2 | 99,940 | 1 | 1 | 4 | 99,940 | 1 | 2 | 4 | | | | |
| LAKE COUNTY | 152,202 | 1 | 12 | 2 | | | | | | | | | | | | |
| MORAINE VALLEY | | | | | 134,069 | 1 | 27 | 4 | 101,430 | 1 | 2 | 4 | | | | |
| OAKTON | 133,428 | 1 | 5 | 2 | | | | | | | | | 164,578 | 1 | 6 | 2 |
| TRITON | 126,000 | 1 | 1 | 4 | 106,080 | 1 | 3 | 4 | | | | | 89,040 | 1 | 2 | 4 |
| NUMBER OF PERSONS | 43 | | | | 47 | | | | 33 | | | | 24 | | | |
| AVERAGES | $101,088 | | | | $95,130 | | | | $94,585 | | | | $91,600 | | | |

SOURCE OF DATA: Salary Submission (C1)

**Illinois Community College Board**

**Table 16**
**(Continued)**
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010**

| | Director Data Processing | | | | Director Research/Planning | | | | Director Admissions/Records | | | | Director of Counseling | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT/COLLEGE | 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 | $114,210 | 1 | 2 | 2 | | | | | $102,210 | 1 | 4 | 4 | $44,620 | 1 | 4 | 4 |
| SHAWNEE | 69,933 | 1 | 8 | 4 | 60,000 | 1 | 4 | 4 | 68,518 | 1 | 20 | 4 | 60,419 | 1 | 8 | 4 |
| SOUTHEASTERN | 67,633 | 1 | 14 | 6 | | | | | 45,783 | 1 | 3 | 6 | 76,497 | 1 | 15 | 4 |
| SPOON RIVER | 70,040 | 1 | 1 | 4 | | | | | | | | | | | | |
| WOOD | 61,740 | 1 | 2 | 4 | | | | | 42,000 | 1 | 0 | 4 | | | | |
| DANVILLE | 72,937 | 1 | 13 | 6 | 46,501 | 1 | 0 | 5 | 64,557 | 1 | 18 | 4 | 69,735 | 1 | 5 | 6 |
| HIGHLAND | 65,000 | 2 | 1 | 4 | 58,406 | 1 | 3 | 4 | | | | | | | | |
| KASKASKIA | 73,300 | 1 | 13 | 4 | 61,651 | 1 | 0 | 4 | 48,672 | 1 | 2 | 4 | 48,672 | 1 | 2 | 4 |
| KISHWAUKEE | 80,314 | 1 | 5 | 2 | 75,000 | 1 | 10 | 2 | 73,240 | 1 | 4 | 4 | | | | |
| REND LAKE | 96,263 | 2 | 6 | 2 | | | | | | | | | | | | |
| SAUK VALLEY | 109,984 | 1 | 7 | 3 | 89,344 | 1 | 2 | 3 | | | | | | | | |
| ILLINOIS EASTERN | 79,646 | 1 | 13 | 4 | | | | | 46,803 | 3 | 3 | 4 | | | | |
| ILLINOIS VALLEY | 97,448 | 1 | 16 | 3 | 87,000 | 1 | 0 | 2 | 54,394 | 1 | 7 | 3 | 66,272 | 1 | 5 | 3 |
| KANKAKEE | 80,493 | 1 | 1 | 4 | 68,595 | 1 | 3 | 4 | 62,873 | 1 | 5 | 6 | 71,751 | 1 | 6 | 4 |
| LAKE LAND | 109,608 | 1 | 8 | 5 | 56,856 | 1 | 1 | 6 | 87,221 | 1 | 15 | 4 | | | | |
| LEWIS & CLARK | | | | | | | | | 66,140 | 1 | 8 | 4 | 83,639 | 1 | 17 | 4 |
| LOGAN | 97,126 | 1 | 28 | 4 | | | | | | | | | | | | |
| MC HENRY | 96,960 | 1 | 1 | 2 | 75,000 | 1 | 0 | 4 | 75,204 | 1 | 5 | 4 | | | | |
| BLACK HAWK | | | | | | | | | | | | | | | | |
| HEARTLAND | 108,367 | 1 | 12 | 3 | 77,800 | 1 | 6 | 3 | 69,791 | 1 | 11 | 4 | 48,800 | 1 | 0 | 4 |
| ILLINOIS CENTRAL | 90,747 | 1 | 5 | 4 | 127,324 | 1 | 6 | 2 | 57,097 | 1 | 1 | 6 | 92,985 | 1 | 15 | 6 |
| LINCOLN LAND | 113,674 | 1 | 2 | 2 | 75,851 | 1 | 5 | 4 | 81,196 | 1 | 2 | 3 | 62,129 | 1 | 3 | 4 |
| PARKLAND | | | | | 75,666 | 1 | 1 | 3 | 93,680 | 1 | 15 | 4 | | | | |
| RICHLAND | 88,864 | 1 | 28 | 4 | | | | | 43,788 | 1 | 5 | 6 | | | | |
| ROCK VALLEY | 99,133 | 1 | 2 | 4 | 58,371 | 1 | 3 | | 68,393 | 1 | 3 | 4 | | | | |
| SOUTHWESTERN | 143,827 | 1 | 9 | 2 | 112,493 | 1 | 29 | 2 | 78,256 | 1 | 7 | 4 | 103,425 | 1 | 7 | 4 |
| ELGIN | 145,221 | 1 | 2 | 2 | 116,850 | 1 | 2 | 2 | | | | | 117,870 | 1 | 12 | 4 |
| MORTON | | | | | 59,786 | 1 | 3 | 4 | 50,000 | 1 | 0 | 4 | | | | |
| PRAIRIE STATE | 90,203 | 1 | 3 | 4 | 60,922 | 1 | 11 | 4 | 59,423 | 1 | 0 | 4 | | | | |
| SOUTH SUBURBAN | 80,683 | 1 | 2 | 6 | 66,698 | 1 | 2 | 4 | 64,547 | 1 | 3 | 4 | 100,498 | 1 | 9 | 4 |
| WAUBONSEE | 129,101 | 1 | 9 | 3 | | | | | 75,753 | 1 | 3 | 4 | 79,277 | 1 | 3 | 4 |
| CHICAGO | 173,880 | 1 | 2 | 2 | | | | | 70,168 | 6 | 10 | 4 | | | | |
| DUPAGE | 172,834 | 1 | 3 | 2 | 156,500 | 1 | 18 | 4 | 101,495 | 1 | 2 | 4 | 97,145 | 1 | 5 | 4 |
| HARPER | 119,086 | 3 | 7 | 4 | 100,000 | 1 | 0 | 4 | 117,638 | 1 | 15 | 4 | 86,529 | 1 | 7 | 4 |
| JOLIET | 142,134 | 1 | 1 | 2 | 132,169 | 1 | 3 | 2 | 84,516 | 1 | 5 | 4 | | | | |
| LAKE COUNTY | | | | | | | | | 112,131 | 1 | 10 | 3 | 92,610 | 1 | 1 | 4 |
| MORAINE VALLEY | 165,318 | 1 | 8 | 4 | 97,241 | 1 | 23 | 4 | 103,858 | 1 | 11 | 4 | 93,794 | 1 | 3 | 4 |
| OAKTON | 128,797 | 3 | 5 | 4 | 150,665 | 1 | 24 | 4 | 95,072 | 1 | 8 | 4 | | | | |
| TRITON | 111,384 | 1 | 3 | 3 | 143,069 | 1 | 4 | 2 | 58,500 | 1 | 1 | 4 | | | | |
| NUMBER OF PERSONS | 40 | | | | 26 | | | | 39 | | | | 19 | | | |
| AVERAGES | $105,073 | | | | $88,068 | | | | $70,958 | | | | $78,772 | | | |

SOURCE OF DATA: Salary Submission (C1)

**Illinois Community College Board**

**Table 16**
**(Continued)**
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010**

| | Director Financial Aid | | | | Director Job Placement | | | | Director Student Activities | | | | Director Library/LRC | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT/COLLEGE | 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 | $75,350 | 1 | 15 | 4 | | | | | | | | | $88,810 | 1 | 4 | 4 |
| SHAWNEE | 57,260 | 1 | 17 | 4 | | | | | | | | | 50,596 | 1 | 4 | 4 |
| SOUTHEASTERN | 39,640 | 1 | 2 | 4 | | | | | | | | | 71,523 | 1 | 25 | 4 |
| SPOON RIVER | | | | | | | | | | | | | | | | |
| WOOD | 51,597 | 1 | 3 | 4 | | | | | | | | | 55,319 | 1 | 18 | 4 |
| DANVILLE | 63,076 | 1 | 23 | 4 | $42,435 | 1 | 1 | 6 | | | | | | | | |
| HIGHLAND | 59,040 | 1 | 3 | 4 | | | | | | | | | 49,920 | 1 | 2 | 4 |
| KASKASKIA | 45,968 | 1 | 2 | 4 | | | | | | | | | 59,741 | 1 | 1 | 4 |
| KISHWAUKEE | | | | | | | | | | | | | 57,384 | 1 | 10 | 4 |
| REND LAKE | 76,257 | 1 | 29 | 4 | | | | | | | | | 77,304 | 1 | 10 | 3 |
| SAUK VALLEY | | | | | | | | | | | | | | | | |
| ILLINOIS EASTERN | 38,376 | 4 | . | 4 | | | | | | | | | 40,187 | 4 | 6 | 4 |
| ILLINOIS VALLEY | 62,000 | 1 | 0 | 3 | | | | | | | | | | | | |
| KANKAKEE | 60,580 | 1 | 2 | 4 | 42,595 | 1 | 1 | 6 | 39,052 | 1 | 2 | 6 | 73,018 | 1 | 9 | 4 |
| LAKE LAND | 60,213 | 1 | 4 | 6 | | | | | | | | | | | | |
| LEWIS & CLARK | 66,140 | 1 | 6 | 4 | 38,292 | 1 | 0 | 6 | 154,020 | 1 | 17 | 2 | 103,390 | 1 | 0 | 3 |
| LOGAN | 66,150 | 1 | 2 | 4 | 83,645 | 1 | 7 | 4 | 51,266 | 1 | 3 | 4 | 63,394 | 1 | 11 | 4 |
| MC HENRY | 62,000 | 1 | 6 | 4 | | | | | 69,435 | 1 | 2 | 4 | | | | |
| BLACK HAWK | | | | | | | | | | | | | | | | |
| HEARTLAND | 78,428 | 1 | 6 | 4 | | | | | 54,184 | 1 | 2 | 4 | 54,813 | 1 | 8 | 4 |
| ILLINOIS CENTRAL | 57,912 | 1 | 1 | 6 | | | | | | | | | | | | |
| LINCOLN LAND | 89,111 | 1 | 24 | 3 | | | | | 48,564 | 1 | 4 | 4 | 89,111 | 1 | 8 | 4 |
| PARKLAND | 72,900 | 1 | 3 | 4 | 72,302 | 1 | 15 | 4 | 68,208 | 1 | 11 | 4 | 81,156 | 1 | 10 | 5 |
| RICHLAND | 49,027 | 1 | 1 | 4 | 69,465 | 1 | 3 | 4 | 45,355 | 1 | 1 | 4 | 56,337 | 1 | 5 | 4 |
| ROCK VALLEY | 60,080 | 1 | 3 | 4 | | | | | | | | | 86,063 | 1 | 10 | 4 |
| SOUTHWESTERN | 79,131 | 1 | 5 | 4 | | | | | 65,728 | 1 | 19 | 4 | 89,949 | 1 | 3 | 4 |
| ELGIN | 90,789 | 1 | 1 | 3 | | | | | | | | | 121,672 | 1 | 6 | 3 |
| MORTON | 60,000 | 1 | 0 | 4 | | | | | 47,896 | 1 | 0 | 4 | 59,000 | 1 | 1 | 4 |
| PRAIRIE STATE | 60,691 | 1 | 14 | 4 | | | | | 62,150 | 1 | 4 | 4 | 82,874 | 1 | 3 | 4 |
| SOUTH SUBURBAN | 81,673 | 1 | 14 | 4 | | | | | | | | | | | | |
| WAUBONSEE | 83,554 | 1 | 2 | 6 | | | | | | | | | | | | |
| CHICAGO | 67,408 | 4 | 11 | 4 | | | | | | | | | | | | |
| DUPAGE | 128,160 | 1 | 5 | 4 | | | | | | | | | 113,500 | 1 | 2 | 4 |
| HARPER | 100,039 | 1 | 3 | 4 | 85,131 | 1 | 9 | 4 | 86,059 | 1 | 28 | 4 | 107,697 | 1 | 2 | 4 |
| JOLIET | 69,794 | 1 | 1 | 4 | | | | | | | | | | | | |
| LAKE COUNTY | 80,818 | 1 | 1 | 4 | 76,981 | 1 | 5 | 4 | 91,729 | 1 | 9 | 4 | 116,843 | 1 | 8 | 4 |
| MORAINE VALLEY | 84,188 | 1 | 19 | 4 | 61,189 | 1 | 2 | 4 | 66,150 | 1 | 1 | 4 | 115,382 | 1 | 7 | 4 |
| OAKTON | 102,853 | 1 | 10 | 4 | | | | | 116,160 | 1 | 24 | 4 | 122,852 | 1 | 19 | 4 |
| TRITON | 58,500 | 1 | 2 | 4 | | | | | | | | | 89,040 | 1 | 3 | 4 |
| NUMBER OF PERSONS | 41 | | | | 9 | | | | 15 | | | | 30 | | | |
| AVERAGES | $67,221 | | | | $63,559 | | | | $71,064 | | | | $76,581 | | | |

SOURCE OF DATA: Salary Submission (C1)

**Illinois Community College Board**

**Table 16**
**(Continued)**
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010**

| | Director Development/Grants | | | | Director Public Info/Relations | | | | Director Personnel/Human Res. | | | | Director Business Services | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT/COLLEGE | 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 | $61,050 | 1 | 6 | 4 | $67,400 | 1 | 17 | 4 | $74,130 | 1 | 2 | 4 | $63,160 | 1 | 1 | 4 |
| SHAWNEE | | | | | | | | | | | | | | | | |
| SOUTHEASTERN | 58,864 | 1 | 3 | 4 | | | | | | | | | | | | |
| SPOON RIVER | | | | | | | | | | | | | 58,710 | 1 | 3 | 4 |
| WOOD | 57,006 | 1 | 10 | 4 | 55,000 | 1 | 0 | 4 | 55,319 | 1 | 12 | 4 | 59,242 | 1 | 5 | 4 |
| DANVILLE | 67,275 | 1 | 1 | 4 | | | | | 103,986 | 1 | 23 | 4 | | | | |
| HIGHLAND | | | | | | | | | 78,972 | 1 | 14 | 3 | | | | |
| KASKASKIA | | | | | 51,472 | 1 | 24 | 4 | 61,464 | 1 | 10 | 4 | 59,622 | 1 | 25 | 4 |
| KISHWAUKEE | 84,734 | 1 | 0 | 2 | 51,916 | 1 | 2 | 2 | 78,431 | 1 | 7 | 4 | | | | |
| REND LAKE | | | | | | | | | | | | | | | | |
| SAUK VALLEY | 68,758 | 1 | 0 | 4 | | | | | 69,713 | 1 | 5 | 4 | | | | |
| ILLINOIS EASTERN | | | | | 38,102 | 3 | 3 | 4 | 52,387 | 1 | 8 | 4 | 45,694 | 5 | 17 | 4 |
| ILLINOIS VALLEY | | | | | | | | | 55,545 | 1 | 3 | 3 | | | | |
| KANKAKEE | | | | | 65,000 | 1 | 6 | 4 | 72,420 | 1 | 2 | 4 | 49,277 | 1 | 1 | 6 |
| LAKE LAND | 55,241 | 1 | 3 | 6 | 62,570 | 1 | 11 | 5 | 62,580 | 1 | 4 | 6 | | | | |
| LEWIS & CLARK | | | | | 74,000 | 1 | 0 | 3 | 70,000 | 1 | 0 | 4 | | | | |
| LOGAN | | | | | 62,430 | 1 | 5 | 4 | 76,748 | 1 | 5 | 4 | 54,904 | 1 | 6 | 4 |
| MC HENRY | 76,391 | 1 | 8 | 4 | 68,414 | 1 | 2 | 4 | 80,800 | 1 | 1 | 2 | 62,225 | 1 | 0 | 4 |
| BLACK HAWK | | | | | | | | | 77,086 | 1 | 1 | 4 | | | | |
| HEARTLAND | | | | | 71,691 | 1 | 11 | 3 | 71,652 | 1 | 11 | 3 | 55,110 | 1 | 11 | 3 |
| ILLINOIS CENTRAL | 85,922 | 1 | 8 | 3 | 102,587 | 1 | 9 | 2 | 97,221 | 1 | 2 | 3 | | | | |
| LINCOLN LAND | 60,839 | 1 | 2 | 4 | 77,552 | 1 | 5 | 4 | 95,349 | 1 | 9 | 3 | 96,217 | 1 | 15 | 3 |
| PARKLAND | 63,055 | 1 | 1 | 3 | 74,096 | 1 | 4 | 3 | | | | | | | | |
| RICHLAND | 82,902 | 1 | 3 | 3 | 86,694 | 1 | 3 | 3 | 62,925 | 1 | 3 | 4 | 60,268 | 1 | 3 | 4 |
| ROCK VALLEY | 125,025 | 1 | 9 | 2 | 56,873 | 1 | 2 | | 88,353 | 1 | 3 | 4 | 81,436 | 1 | 5 | 4 |
| SOUTHWESTERN | 114,602 | 1 | 0 | 4 | 110,000 | 1 | 3 | 2 | 130,123 | 1 | 26 | 2 | 93,487 | 1 | 22 | 6 |
| ELGIN | 108,665 | 1 | 1 | 2 | 117,502 | 1 | 2 | 2 | 137,125 | 1 | 2 | 2 | | | | |
| MORTON | | | | | | | | | 75,000 | 1 | 1 | 4 | | | | |
| PRAIRIE STATE | 68,585 | 1 | 12 | 4 | 68,633 | 1 | 2 | 4 | 91,895 | 1 | 3 | 4 | | | | |
| SOUTH SUBURBAN | | | | | 55,522 | 1 | 6 | 6 | 56,892 | 1 | 1 | 4 | | | | |
| WAUBONSEE | 80,488 | 1 | 5 | 4 | 75,753 | 1 | 2 | 4 | 103,425 | 1 | 18 | 4 | | | | |
| CHICAGO | 155,785 | 1 | 6 | 2 | 105,886 | 1 | 9 | 4 | 157,549 | 1 | 5 | 2 | 122,304 | 7 | 25 | 4 |
| DUPAGE | 159,650 | 1 | 0 | 2 | 132,000 | 1 | 0 | 2 | | | | | 139,209 | 1 | 15 | 4 |
| HARPER | | | | | 135,066 | 1 | 7 | 3 | 125,623 | 1 | 3 | 2 | | | | |
| JOLIET | 86,902 | 1 | 6 | 4 | 69,603 | 1 | 2 | 6 | 103,884 | 1 | 1 | 4 | 99,367 | 1 | 5 | 4 |
| LAKE COUNTY | 77,904 | 1 | 10 | 6 | 108,202 | 1 | 18 | 4 | 96,378 | 1 | 2 | 4 | 66,979 | 1 | 10 | 4 |
| MORAINE VALLEY | 97,241 | 1 | 26 | 4 | 92,822 | 1 | 10 | 4 | 97,848 | 1 | 10 | 4 | | | | |
| OAKTON | 81,990 | 1 | 5 | 4 | 149,816 | 1 | 5 | 4 | 124,602 | 1 | 13 | 3 | 92,853 | 1 | 10 | 4 |
| TRITON | 68,952 | 1 | 3 | 4 | 90,286 | 1 | 4 | 4 | 105,000 | 1 | 0 | 3 | | | | |
| NUMBER OF PERSONS | 24 | | | | 31 | | | | 33 | | | | 28 | | | |
| AVERAGES | $85,326 | | | | $79,132 | | | | $87,589 | | | | $81,309 | | | |

SOURCE OF DATA: Salary Submission (C1)

**Illinois Community College Board**

**Table 16**
**(Continued)**
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2010**

| | Director Physical Facilities | | | | Director Adult Education | | | | Director Athletics | | | | Controller | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DISTRICT/COLLEGE | 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 | | | | | $74,130 | 1 | 3 | 4 | | | | | | | | |
| SHAWNEE | 53,629 | 1 | 0 | 4 | 68,518 | 1 | 14 | 4 | | | | | | | | |
| SOUTHEASTERN | $53,850 | 1 | 4 | 4 | 49,548 | 1 | 13 | 6 | | | | | $55,742 | 1 | 7 | 6 |
| SPOON RIVER | 50,887 | 1 | 17 | 4 | 54,425 | 1 | 2 | 6 | $45,000 | 1 | 2 | 6 | | | | |
| WOOD | 54,464 | 1 | 2 | 4 | | | | | 58,488 | 1 | 7 | 4 | | | | |
| DANVILLE | 77,453 | 1 | 5 | 4 | 62,022 | 1 | 19 | 5 | 42,346 | 1 | 2 | 6 | 62,487 | 1 | 4 | 6 |
| HIGHLAND | 64,500 | 1 | 0 | 4 | 58,406 | 1 | 3 | 4 | 70,124 | 1 | 15 | 4 | 42,182 | 1 | 3 | 4 |
| KASKASKIA | 55,000 | 1 | 0 | 4 | 49,920 | 1 | 1 | 4 | 39,520 | 1 | 0 | 4 | 56,113 | 1 | 3 | 4 |
| KISHWAUKEE | | | | | | | | | | | | | 83,000 | 1 | 1 | 4 |
| REND LAKE | 99,071 | 1 | 14 | 4 | | | | | 62,478 | 1 | 4 | 4 | 73,666 | 1 | 6 | 4 |
| SAUK VALLEY | 64,689 | 1 | 5 | 4 | 61,891 | 1 | 2 | 4 | 65,681 | 1 | 16 | 5 | | | | |
| ILLINOIS EASTERN | | | | | 58,490 | 1 | 1 | 4 | | | | | | | | |
| ILLINOIS VALLEY | 61,618 | 1 | 4 | 3 | | | | | | | | | 63,500 | 1 | 0 | 3 |
| KANKAKEE | 91,475 | 1 | 1 | 4 | 84,243 | 1 | 5 | 4 | 77,435 | 1 | 1 | 4 | 66,363 | 1 | 3 | 4 |
| LAKE LAND | 59,747 | 1 | 7 | 5 | | | | | 62,580 | 1 | 4 | 6 | 70,816 | 1 | 2 | 5 |
| LEWIS & CLARK | 95,400 | 1 | 0 | 3 | 74,252 | 1 | 13 | 4 | 71,200 | 1 | 0 | 6 | | | | |
| LOGAN | 78,744 | 1 | 14 | 4 | 79,186 | 1 | 13 | 4 | 92,327 | 1 | 9 | 4 | | | | |
| MC HENRY | 71,962 | 1 | 1 | 2 | 69,435 | 1 | 2 | 4 | 85,733 | 1 | 19 | 4 | 90,201 | 1 | 5 | 2 |
| BLACK HAWK | | | | | | | | | | | | | | | | |
| HEARTLAND | 87,791 | 1 | 3 | 3 | 62,488 | 1 | 3 | 3 | 53,681 | 1 | 3 | 4 | 87,840 | 1 | 18 | 3 |
| ILLINOIS CENTRAL | 84,088 | 1 | 3 | 4 | | | | | | | | | 72,305 | 1 | 3 | 3 |
| LINCOLN LAND | 60,071 | 1 | 0 | 4 | 59,544 | 1 | 2 | 4 | 57,782 | 1 | 9 | 4 | 76,614 | 1 | 11 | 4 |
| PARKLAND | 101,619 | 1 | 9 | 4 | 58,782 | 1 | 1 | 3 | 73,424 | 1 | 1 | 4 | 65,521 | 1 | 1 | 4 |
| RICHLAND | 88,533 | 1 | 21 | 4 | 45,945 | 1 | 5 | 4 | | | | | | | | |
| ROCK VALLEY | 71,324 | 1 | 0 | 4 | 71,301 | 1 | 18 | 4 | | | | | 70,304 | 1 | 2 | 4 |
| SOUTHWESTERN | 97,400 | 1 | 27 | 4 | 104,832 | 1 | 6 | 4 | 89,375 | 1 | 30 | 4 | 108,384 | 1 | 7 | 4 |
| ELGIN | 99,277 | 1 | 0 | 3 | 108,499 | 1 | 1 | 3 | | | | | 99,868 | 1 | 3 | 3 |
| MORTON | 89,215 | 1 | 8 | 4 | 54,000 | 1 | 2 | 4 | | | | | | | | |
| PRAIRIE STATE | 90,134 | 1 | 10 | 4 | | | | | | | | | 84,974 | 1 | 2 | 4 |
| SOUTH SUBURBAN | 86,167 | 1 | 10 | 4 | 97,336 | 1 | 3 | 2 | 70,485 | 1 | 3 | 6 | 92,989 | 1 | 8 | 4 |
| WAUBONSEE | 99,117 | 1 | 10 | 4 | 69,530 | 1 | 1 | 4 | | | | | 100,000 | 1 | 0 | 3 |
| CHICAGO | | | | | 103,494 | 6 | 17 | 3 | | | | | 103,984 | 1 | 4 | 4 |
| DUPAGE | 113,227 | 1 | 2 | 4 | | | | | 96,778 | 1 | 3 | 4 | 137,743 | 1 | 9 | 4 |
| HARPER | 128,398 | 1 | 7 | 4 | | | | | 84,007 | 1 | 19 | 4 | 142,498 | 1 | 3 | 2 |
| JOLIET | 90,333 | 1 | 2 | 4 | 109,219 | 1 | 10 | 4 | 81,177 | 1 | 14 | 4 | 107,829 | 1 | 7 | 4 |
| LAKE COUNTY | 98,784 | 1 | 7 | 4 | 78,719 | 1 | 1 | 5 | 78,585 | 1 | 5 | 4 | 112,350 | 1 | 26 | 4 |
| MORAINE VALLEY | 120,335 | 1 | 7 | 4 | 71,766 | 1 | 3 | 4 | 87,114 | 1 | 26 | 4 | 114,253 | 1 | 7 | 4 |
| OAKTON | | | | | 82,574 | 1 | 2 | 4 | 100,402 | 1 | 0 | 4 | 104,743 | 1 | 1 | 4 |
| TRITON | 105,056 | 1 | 0 | 4 | 83,200 | 1 | 2 | 4 | | | | | 75,309 | 1 | 7 | 4 |
| NUMBER OF PERSONS | 33 | | | | 34 | | | | 23 | | | | 28 | | | |
| AVERAGES | $83,132 | | | | $77,152 | | | | $71,553 | | | | $86,485 | | | |

SOURCE OF DATA: Salary Submission (C1)

**Illinois Community College Board**

**Table 16**
**(Continued)**
**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES**
**DURING FISCAL YEAR 2010**

| | Director Business/Industry Center | | | |
|---|---|---|---|---|
| DISTRICT/COLLEGE | Annual Salary | # | Yrs. in Position | Admin. Level |
| SANDBURG | | | | |
| SHAWNEE | | | | |
| SOUTHEASTERN | | | | |
| SPOON RIVER | | | | |
| WOOD | 65,200 | 1 | 3 | 4 |
| DANVILLE | 79,697 | 1 | 22 | 4 |
| HIGHLAND | | | | |
| KASKASKIA | 50,619 | 1 | 3 | 4 |
| KISHWAUKEE | 85,000 | 1 | 0 | 4 |
| REND LAKE | 52,162 | 1 | 10 | 4 |
| SAUK VALLEY | | | | |
| ILLINOIS EASTERN | | | | |
| ILLINOIS VALLEY | 77,453 | 1 | 20 | 3 |
| KANKAKEE | 55,338 | 1 | 19 | 6 |
| LAKE LAND | 86,809 | 1 | 22 | 4 |
| LEWIS & CLARK | 78,474 | 1 | 0 | 3 |
| LOGAN | 76,619 | 1 | 12 | 4 |
| MC HENRY | 64,000 | 1 | 0 | 2 |
| BLACK HAWK | | | | |
| HEARTLAND | 84,608 | 1 | 6 | 3 |
| ILLINOIS CENTRAL | 83,537 | 1 | 11 | 5 |
| LINCOLN LAND | 65,147 | 1 | 4 | 4 |
| PARKLAND | 84,147 | 2 | 7 | 4 |
| RICHLAND | 77,241 | 1 | 3 | 4 |
| ROCK VALLEY | | | | |
| SOUTHWESTERN | 92,323 | 1 | 13 | 4 |
| ELGIN | | | | |
| MORTON | 54,500 | 1 | 1 | 4 |
| PRAIRIE STATE | | | | |
| SOUTH SUBURBAN | 91,285 | 1 | 3 | 4 |
| WAUBONSEE | | | | |
| CHICAGO | 104,700 | 1 | 14 | 2 |
| DUPAGE | | | | |
| HARPER | 104,146 | 1 | 9 | 2 |
| JOLIET | | | | |
| LAKE COUNTY | 86,148 | 1 | 8 | 4 |
| MORAINE VALLEY | 104,790 | 1 | 1 | 4 |
| OAKTON | 97,838 | 1 | 4 | 4 |
| TRITON | | | | |
| NUMBER OF PERSONS | 25 | | | |
| AVERAGES | $79,437 | | | |

SOURCE OF DATA: Salary Submission (C1)

Section VIII

# SUMMARY OF FISCAL YEAR 2010 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 in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2010 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

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 2010*

| | Number of Employees | Low Salary | Average Salary | High Salary |
|---|---|---|---|---|
| Accountant I | 32 | $2,314 | $3,774 | $5,693 |
| Accountant II | 20 | 2,285 | 4,067 | 6,698 |
| Account Clerk I | 49 | 1,810 | 2,810 | 4,222 |
| Account Clerk II | 45 | 1,955 | 2,884 | 4,598 |
| Admissions/Records Assistant | 139 | 1,661 | 2,602 | 4,088 |
| Admissions/Records Supervisor | 74 | 1,875 | 4,224 | 7,566 |
| Audio/Visual Services Manager | 18 | 2,222 | 4,706 | 8,189 |
| Bookstore Manager | 24 | 2,269 | 4,509 | 7,795 |
| Clerk Typist | 371 | 1,650 | 2,689 | 3,501 |
| Computer Operator I | 12 | 2,443 | 3,536 | 4,237 |
| Computer Operator II | 6 | 3,288 | 4,946 | 7,240 |
| Computer Programmer I | 11 | 3,315 | 3,766 | 4,339 |
| Computer Programmer II | 17 | 2,285 | 4,143 | 6,541 |
| Computer Systems Analyst | 46 | 2,045 | 4,929 | 7,823 |
| Building Custodian | 869 | 1,797 | 2,632 | 4,385 |
| Building Services Supervisor | 104 | 2,474 | 3,804 | 6,512 |
| Data Entry Operator | 43 | 1,654 | 2,872 | 4,408 |
| Library Assistant | 158 | 1,593 | 2,667 | 3,802 |
| Programmer/Analyst | 48 | 3,206 | 5,201 | 7,472 |
| Purchasing Assistant | 22 | 1,650 | 2,840 | 4,000 |
| Purchasing Supervisor | 11 | 2,611 | 4,829 | 6,650 |
| Telephone Operator | 64 | 1,562 | 2,564 | 4,032 |
| Secretary-General | 498 | 1,735 | 2,737 | 3,989 |
| Secretary-Administrative | 348 | 2,035 | 3,058 | 4,977 |
| Secretary-Executive | 155 | 2,237 | 4,030 | 5,906 |
| Security Officer/Guard | 167 | 1,761 | 3,028 | 4,364 |
| Security Supervisor | 51 | 2,780 | 4,908 | 7,649 |
| Shipping/Receiving Assistant | 56 | 1,562 | 2,958 | 4,656 |
| Administrator, Local Area Network | 40 | 3,433 | 5,565 | 8,977 |
| Telecommunications, Technician | 44 | 2,479 | 4,120 | 6,815 |
| Coordinator, Telecommunications | 15 | 2,148 | 4,779 | 7,252 |
| Program Administrative Assistant | 79 | 2,177 | 3,018 | 3,681 |
| Accountant III | 12 | 3,055 | 4,328 | 5,834 |
| Computer Programmer III | 5 | 4,041 | 6,151 | 9,245 |
| Account Technician I | 46 | 2,530 | 3,002 | 4,358 |
| Account Technician II | 28 | 2,387 | 3,432 | 4,127 |
| Account Technician III | 39 | 3,498 | 4,020 | 4,874 |
| Accountant IV | 2 | 4,009 | 4,781 | 5,554 |
| Accountant V | 2 | 3,543 | 5,226 | 6,909 |
| Administrative Aide | 1 | 3,428 | 3,428 | 3,428 |
| Administrative Assistant I | 192 | 1,827 | 3,280 | 3,994 |
| Administrative Assistant II | 115 | 2,529 | 3,540 | 5,950 |
| Admissions & Records Officer | 31 | 2,934 | 4,291 | 6,167 |
| Admissions Representative | 53 | 1,539 | 3,250 | 5,327 |
| Applications Programmer I, II, or III | 22 | 2,447 | 4,386 | 6,776 |
| Audio Visual Aids Technician I, II, or III | 29 | 1,650 | 3,349 | 4,955 |
| Benefits Manager | 12 | 2,769 | 4,694 | 9,019 |
| Budget Analyst | 7 | 3,088 | 5,295 | 7,087 |
| Building & Grounds Supervisor | 23 | 2,806 | 4,492 | 6,562 |
| Building Maintenance Coordinator | 19 | 2,513 | 5,420 | 8,007 |
| Building Mechanic | 109 | 2,735 | 3,489 | 5,361 |
| Business Manager | 4 | 3,137 | 5,725 | 7,251 |
| Cashier I | 12 | 1,476 | 2,318 | 2,921 |
| Cashier II | 14 | 1,625 | 2,244 | 2,981 |
| Cashier III | 7 | 2,184 | 3,089 | 4,937 |
| Cashier IV | 2 | 3,250 | 3,445 | 3,640 |
| Chief Accountant | 9 | 3,515 | 5,118 | 6,909 |
| Child Care Assistant | 51 | 1,525 | 2,516 | 3,874 |
| Child Care Development Supervisor | 34 | 1,983 | 3,659 | 5,914 |

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 2010*

| | Number of Employees | Low Salary | Average Salary | High Salary |
|---|---|---|---|---|
| Data Processing Equipment Technician I | 5 | $2,363 | $3,731 | $5,099 |
| Data Processing Equipment Technician II | 11 | 1,892 | 2,948 | 4,053 |
| Data Processing Equipment Technician III | 12 | 2,566 | 3,758 | 5,037 |
| Financial Aid Adviser I | 107 | 1,839 | 3,147 | 4,530 |
| Financial Aid Adviser II | 45 | 2,417 | 3,574 | 5,120 |
| Financial Aid Adviser III | 17 | 2,321 | 3,317 | 4,566 |
| Financial Aid Adviser IV | 15 | 3,423 | 4,658 | 6,287 |
| Grounds Worker | 94 | 1,779 | 2,879 | 4,238 |
| Grounds-Assistant Superintendent of Grounds | 7 | 2,103 | 3,717 | 4,792 |
| Grounds-Superintendent of Grounds | 8 | 3,016 | 4,123 | 4,623 |
| Human Resources Manager (asst., rep, officer, asst. mgr, mgr) | 83 | 2,000 | 4,048 | 6,617 |
| Kitchen Helper | 20 | 1,508 | 1,993 | 2,505 |
| Microcomputer Support Specialist I | 46 | 2,080 | 3,368 | 5,398 |
| Microcomputer Support Specialist II | 20 | 2,155 | 3,728 | 6,257 |
| Microcomputer Support Specialist III | 11 | 3,522 | 4,454 | 6,332 |
| Painter | 14 | 2,776 | 3,511 | 4,328 |
| Payroll Clerk | 15 | 1,539 | 2,902 | 4,106 |
| Payroll Manager | 8 | 3,018 | 4,381 | 5,708 |
| Payroll Specialist | 22 | 1,925 | 3,320 | 5,669 |
| Program Advisor/Student Advisor | 118 | 2,282 | 3,502 | 5,021 |
| Program Coordinator- ESL | 13 | 2,670 | 4,123 | 5,518 |
| Program Coordinator- Literacy | 28 | 1,728 | 3,658 | 5,576 |
| Research Associate | 23 | 2,344 | 3,890 | 6,958 |
| Statistical Clerk | 3 | 2,817 | 3,205 | 3,593 |
| Training Assistant-Family Literacy Case Manager | 2 | 1,888 | 2,595 | 3,303 |
| Web Designer/Webmaster | 21 | 2,417 | 4,355 | 6,747 |
| Web Specialist | 23 | 2,106 | 4,115 | 6,190 |

*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 2009

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2009. 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 2008 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range Low | District Range High | State Average |
|---|---|---|---|
| Administrative | $6,237 | $22,245 | $11,596 |
| 9-Month Teaching Faculty | $4,029 | $59,667 | $11,592 |
| 12-Month Teaching Faculty | $5,944 | $14,191 | $9,815 |
| 9-Month Other Professional (Nonteaching) | $2,832 | $20,835 | $9,873 |
| 12-Month Other Professional (Nonteaching) | $4,945 | $15,439 | $10,487 |
| Classified | $5,055 | $15,825 | $9,676 |

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2009

| | District | Health Insurance | Family Health Insurance | Dental Insurance | Life Insurance | Employee SURS Paid by College* | Social Security* | Medicare | Worker's Comp | Unemploy-ment Insurance | Disability | Free or Reduced Tuition for Family | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 518 | SANDBURG | X | | 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 | |
| 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 | X | | X | |
| 523 | KISHWAUKEE | X | X | X | X | | | X | X | X | | X | X |
| 521 | REND LAKE | 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 | | X | |
| 513 | ILLINOIS VALLEY | 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 |
| 536 | LEWIS AND CLARK | X | | X | X | | | X | X | X | X | | |
| 530 | LOGAN | X | X | | X | X | | X | X | X | | X | |
| 528 | MCHENRY | X | X | X | X | X | | X | X | | | X | X |
| 503 | BLACK HAWK | 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 | 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 |
| 522 | SOUTHWESTERN | X | X | X | X | X | | X | X | X | | X | X |
| 509 | ELGIN | X | X | X | X | | | X | X | X | | X | X |
| 527 | MORTON | X | X | X | X | | | X | | | X | | |
| 515 | PRAIRIE STATE | X | X | | X | X | | | X | X | X | X | |
| 510 | SOUTH SUBURBAN | X | | | | X | | X | X | | | X | X |
| 516 | WAUBONSEE | X | X | X | X | | | X | X | X | X | X | X |
| 508 | CHICAGO | X | X | X | X | | | X | X | X | | X | X |
| 502 | DUPAGE | X | 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 |
| 524 | MORAINE 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 |
| | TOTALS | 39 | 28 | 25 | 37 | 20 | 3 | 36 | 33 | 31 | 14 | 37 | 28 |

*Usually for select administrators only.
SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2009 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | Administrative | | | 9 Mos. Faculty | | | 12 Mos. Faculty | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | District | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee |
| 518 | SANDBURG | 21 | $226,338 | $10,778 | 64 | $547,900 | $8,561 | | | |
| 531 | SHAWNEE | 17 | 106,024 | 6,237 | 45 | 241,408 | 5,365 | 1 | $6,138 | $6,138 |
| 533 | SOUTHEASTERN | 23 | 155,063 | 6,742 | 43 | 267,758 | 6,227 | 1 | 5,944 | 5,944 |
| 534 | SPOON RIVER | 11 | 135,135 | 12,285 | 31 | 319,570 | 10,309 | | | |
| 539 | WOOD | 6 | 45,116 | 7,519 | 55 | 534,291 | 9,714 | 2 | 15,275 | 7,638 |
| 507 | DANVILLE | 20 | 185,429 | 9,271 | 51 | 3,042,998 | 59,667 | | | |
| 519 | HIGHLAND | 16 | 269,236 | 16,827 | 46 | 665,796 | 14,474 | | | |
| 501 | KASKASKIA | 32 | 432,731 | 13,523 | 68 | 1,365,768 | 20,085 | | | |
| 523 | KISHWAUKEE | 18 | 140,533 | 7,807 | 72 | 582,187 | 8,086 | | | |
| 521 | REND LAKE | 23 | 240,041 | 10,437 | 52 | 531,682 | 10,225 | 10 | 79,309 | 7,931 |
| 506 | SAUK VALLEY | 16 | 283,172 | 17,698 | 43 | 671,622 | 15,619 | 1 | 11,594 | 11,594 |
| 529 | ILLINOIS EASTERN | 31 | 243,040 | 7,840 | 94 | 737,545 | 7,846 | 11 | 98,885 | 8,990 |
| 513 | ILLINOIS VALLEY | 20 | 243,445 | 12,172 | 89 | 1,007,581 | 11,321 | | | |
| 520 | KANKAKEE | 68 | 603,679 | 8,878 | 61 | 544,834 | 8,932 | | | |
| 517 | LAKE LAND | 21 | 215,099 | 10,243 | 116 | 1,190,363 | 10,262 | | | |
| 536 | LEWIS AND CLARK | 47 | 359,077 | 7,640 | 96 | 707,437 | 7,369 | | | |
| 530 | LOGAN | 53 | 454,206 | 8,570 | 111 | 952,200 | 8,578 | 3 | 20,383 | 6,794 |
| 528 | MC HENRY | 35 | 361,214 | 10,320 | 82 | 847,374 | 10,334 | | | |
| 503 | BLACK HAWK | 7 | 108,001 | 15,429 | 128 | 1,489,776 | 11,639 | 1 | 12,645 | 12,645 |
| 540 | HEARTLAND | 49 | 467,892 | 9,549 | 79 | 677,251 | 8,573 | 6 | 43,095 | 7,183 |
| 514 | ILLINOIS CENTRAL | 26 | 443,418 | 17,055 | 193 | 2,624,115 | 13,596 | | | |
| 526 | LINCOLN LAND | 58 | 504,552 | 8,699 | 121 | 1,004,303 | 8,300 | | | |
| 505 | PARKLAND | 40 | 764,792 | 19,120 | 164 | 2,748,599 | 16,760 | | | |
| 537 | RICHLAND | 50 | 397,776 | 7,956 | 73 | 719,239 | 9,853 | 0 | 0 | ERR |
| 511 | ROCK VALLEY | 34 | 444,892 | 13,085 | 154 | 1,337,250 | 8,683 | | | |
| 522 | SOUTHWESTERN | 22 | 233,132 | 10,597 | 152 | 1,415,411 | 9,312 | 2 | 28,382 | 14,191 |
| 509 | ELGIN | 33 | 507,941 | 15,392 | 135 | 2,024,813 | 14,999 | | | |
| 527 | MORTON | 14 | 102,925 | 7,352 | 55 | 565,929 | 10,290 | | | |
| 515 | PRAIRIE STATE | 27 | 181,936 | 6,738 | 81 | 621,598 | 7,674 | | | |
| 510 | SOUTH SUBURBAN | 26 | 305,993 | 11,769 | 110 | 1,040,371 | 9,458 | | | |
| 516 | WAUBONSEE | 34 | 462,858 | 13,613 | 102 | 1,383,571 | 13,564 | | | |
| 508 | CHICAGO | 100 | 1,121,696 | 11,217 | 552 | 6,882,939 | 12,469 | 16 | 208,339 | 13,021 |
| 502 | DUPAGE | 43 | 311,365 | 7,241 | 281 | 1,927,990 | 6,861 | | | |
| 512 | HARPER | 47 | 1,045,512 | 22,245 | 200 | 2,905,091 | 14,525 | | | |
| 525 | JOLIET | 36 | 597,351 | 16,593 | 213 | 3,447,888 | 16,187 | | | |
| 532 | LAKE COUNTY | 59 | 920,043 | 15,594 | 191 | 769,484 | 4,029 | | | |
| 524 | MORAINE VALLEY | 24 | 332,922 | 13,872 | 183 | 2,515,894 | 13,748 | | | |
| 535 | OAKTON | 35 | 563,700 | 16,106 | 140 | 1,700,851 | 12,149 | | | |
| 504 | TRITON | 35 | 291,307 | 8,323 | 113 | 1,215,843 | 10,760 | | | |
| | TOTALS/AVERAGES | 1,277 | $14,808,581 | $11,596 | 4,639 | $53,776,519 | $11,592 | 54 | $529,989 | $9,815 |

SOURCE OF DATA: Salary Submission (C2)

Table 20
(Continued)
FISCAL YEAR 2009 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 | 5 | $47,217 | $9,443 | 78 | $567,956 | $7,281 | 59 | $407,836 | $6,912 |
| 531 SHAWNEE | | | | 39 | 192,866 | 4,945 | 36 | 181,997 | 5,055 |
| 533 SOUTHEASTERN | 1 | 8,441 | 8,441 | 18 | 118,098 | 6,561 | 29 | 163,177 | 5,627 |
| 534 SPOON RIVER | | | | 53 | 577,132 | 10,889 | 24 | 248,535 | 10,356 |
| 539 WOOD | | | | 63 | 656,652 | 10,423 | 76 | 714,418 | 9,400 |
| 507 DANVILLE | 3 | 25,523 | 8,508 | 41 | 337,614 | 8,234 | 67 | 576,418 | 8,603 |
| 519 HIGHLAND | | | | 42 | 485,658 | 11,563 | 64 | 698,639 | 10,916 |
| 501 KASKASKIA | | | | 40 | 434,917 | 10,873 | 42 | 387,589 | 9,228 |
| 523 KISHWAUKEE | 12 | 83,595 | 6,966 | 63 | 494,721 | 7,853 | 68 | 577,053 | 8,486 |
| 521 REND LAKE | | | | 62 | 608,391 | 9,813 | 54 | 502,139 | 9,299 |
| 506 SAUK VALLEY | 2 | 13,009 | | 29 | 435,167 | 15,006 | 47 | 606,223 | 12,898 |
| 529 ILLINOIS EASTERN | | | | 56 | 394,396 | 7,043 | 115 | 830,304 | 7,220 |
| 513 ILLINOIS VALLEY | | | | 67 | 695,280 | 10,377 | 62 | 539,535 | 8,702 |
| 520 KANKAKEE | | | | 35 | 281,751 | 8,050 | 57 | 468,902 | 8,226 |
| 517 LAKE LAND | 9 | 74,948 | 8,328 | 61 | 583,516 | 9,566 | 79 | 776,900 | 9,834 |
| 536 LEWIS AND CLARK | | | | 57 | 406,117 | 7,125 | 82 | 558,416 | 6,810 |
| 530 LOGAN | 3 | 8,497 | 2,832 | 80 | 528,717 | 6,609 | 140 | 951,800 | 6,799 |
| 528 MC HENRY | 5 | 46,649 | 9,330 | 111 | 1,265,016 | 11,397 | 48 | 433,776 | 9,037 |
| 503 BLACK HAWK | 4 | 35,372 | 8,843 | 2 | 25,987 | 12,994 | 220 | 2,965,376 | 13,479 |
| 540 HEARTLAND | 7 | 36,428 | 5,204 | 70 | 553,318 | 7,905 | 52 | 381,092 | 7,329 |
| 514 ILLINOIS CENTRAL | | | | 122 | 1,600,149 | 13,116 | 173 | 2,215,392 | 12,806 |
| 526 LINCOLN LAND | 3 | 26,182 | 8,727 | 104 | 795,081 | 7,645 | 132 | 1,028,946 | 7,795 |
| 505 PARKLAND | 2 | 41,670 | 20,835 | 136 | 2,099,689 | 15,439 | 106 | 1,677,405 | 15,825 |
| 537 RICHLAND | | | | 26 | 194,075 | 7,464 | 61 | 477,703 | 7,831 |
| 511 ROCK VALLEY | | | | 115 | 1,513,741 | 13,163 | 128 | 1,614,151 | 12,611 |
| 522 SOUTHWESTERN | 3 | 23,608 | 7,869 | 131 | 919,442 | 7,019 | 185 | 1,172,077 | 6,336 |
| 509 ELGIN | 13 | 161,009 | 12,385 | 180 | 1,998,328 | 11,102 | 117 | 1,449,490 | 12,389 |
| 527 MORTON | | | | 31 | 244,565 | 7,889 | 60 | 463,443 | 7,724 |
| 515 PRAIRIE STATE | | | | 68 | 389,896 | 5,734 | 77 | 472,656 | 6,138 |
| 510 SOUTH SUBURBAN | 18 | 170,440 | 9,469 | 89 | 872,864 | 9,807 | 105 | 1,013,877 | 9,656 |
| 516 WAUBONSEE | 9 | 139,603 | 15,511 | | | | 211 | 2,650,908 | 12,564 |
| 508 CHICAGO | 18 | 221,342 | 12,297 | 445 | 4,173,115 | 9,378 | 801 | 7,632,592 | 9,529 |
| 502 DUPAGE | 23 | 176,125 | 7,658 | | | | 522 | 3,191,409 | 6,114 |
| 512 HARPER | 25 | 325,244 | 13,010 | 191 | 2,632,100 | 13,781 | 262 | 3,066,997 | 11,706 |
| 525 JOLIET | | | | 175 | 2,618,822 | 14,965 | 142 | 2,110,826 | 14,865 |
| 532 LAKE COUNTY | 20 | 78,696 | 3,935 | 144 | 1,661,195 | 11,536 | 229 | 2,099,573 | 9,168 |
| 524 MORAINE VALLEY | 19 | 255,218 | 13,433 | 141 | 1,902,119 | 13,490 | 186 | 2,478,225 | 13,324 |
| 535 OAKTON | 14 | 179,686 | 12,835 | | | | 309 | 3,159,768 | 10,226 |
| 504 TRITON | 9 | 62,582 | 6,954 | 61 | 572,885 | 9,392 | 171 | 1,286,740 | 7,525 |
| TOTALS/AVERAGES | 227 | $2,241,084 | $9,873 | 3,226 | $33,831,337 | $10,487 | 5,398 | $52,232,302 | $9,676 |

SOURCE OF DATA: Salary Submission (C2)

Section X

# FISCAL YEAR 2010
# 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 2010 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 2010 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Mean Percentage Salary Increases | | |
|---|---|---|---|
| | Low | High | State Average* |
| Administrative | 0.0% | 7.9% | 3.8% |
| Faculty (9 and 12 Months) | 1.4% | 10.3% | 4.9% |
| Other (Nonteaching) Professional (9 and 12 Months) | 0.0% | 10.0% | 4.4% |
| Classified | 0.0% | 8.4% | 4.1% |

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2010 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| District | Administrative | Teaching Faculty | Other Professional | Classified |
|---|---|---|---|---|
| 518 SANDBURG | 4.0 % | 4.0 % | 4.0 % | 4.0 % |
| 531 SHAWNEE | 4.5 | 4.5 | 4.5 | 4.5 |
| 533 SOUTHEASTERN | --- | --- | --- | --- |
| 534 SPOON RIVER | 5.0 | 4.0 | 4.0 | 4.0 |
| 539 WOOD | 5.0 | 5.0 | 5.0 | 5.0 |
| 507 DANVILLE | 3.5 | 3.5 | 3.5 | 3.5 |
| 519 HIGHLAND | 0.0 | 1.4 | 0.7 | 0.0 |
| 501 KASKASKIA | 7.7 | 5.8 | 4.5 | 8.4 |
| 523 KISHWAUKEE | 3.9 | 5.2 | 3.6 | 4.0 |
| 521 REND LAKE | 4.5 | 4.8 | 4.5 | 3.0 |
| 506 SAUK VALLEY | 3.1 | 5.0 | 5.0 | 3.0 |
| 529 ILLINOIS EASTERN | 0.0 | 3.7 | 0.0 | 0.0 |
| 513 ILLINOIS VALLEY | 3.5 | 3.6 | 4.0 | 4.0 |
| 520 KANKAKEE | 6.2 | 5.2 | 5.7 | 5.8 |
| 517 LAKE LAND | 3.5 | 5.0 | 3.5 | 3.5 |
| 536 LEWIS & CLARK | 7.9 | 6.8 | 6.2 | 5.7 |
| 530 LOGAN | 4.9 | 5.2 | 4.7 | 4.0 |
| 528 MC HENRY | 4.9 | 10.3 | 5.8 | 6.2 |
| 503 BLACK HAWK | 3.8 | 3.7 | 2.4 | 3.2 |
| 540 HEARTLAND | 3.8 | 3.8 | 3.8 | 3.8 |
| 514 ILLINOIS CENTRAL | 4.0 | 5.8 | 4.6 | 8.2 |
| 526 LINCOLN LAND | 3.5 | 3.5 | 3.5 | 3.5 |
| 505 PARKLAND | 4.5 | 5.3 | 5.3 | 5.1 |
| 537 RICHLAND | 4.1 | 4.1 | 4.1 | 4.1 |
| 511 ROCK VALLEY | 3.5 | 4.6 | 3.5 | 3.5 |
| 522 SOUTHWESTERN | 5.0 | 5.0 | 5.0 | 5.0 |
| 509 ELGIN | 5.4 | 6.2 | 5.7 | 4.8 |
| 527 MORTON | 1.4 | 4.2 | 4.3 | 3.7 |
| 515 PRAIRIE STATE | 5.9 | 4.2 | 10.0 | 8.0 |
| 510 SOUTH SUBURBAN | 3.4 | 4.8 | 4.4 | 5.0 |
| 516 WAUBONSEE | 3.0 | 5.0 | 5.0 | 3.0 |
| 508 CHICAGO | 0.0 | 3.0 | 4.0 | 3.0 |
| 502 DUPAGE | 1.3 | 8.5 | 7.5 | 5.5 |
| 512 HARPER | 4.3 | 4.3 | 4.3 | 4.3 |
| 525 JOLIET | 4.0 | 4.0 | 4.0 | 4.0 |
| 532 LAKE COUNTY | 2.9 | 6.6 | 3.3 | 2.9 |
| 524 MORAINE VALLEY | 5.0 | 5.0 | 5.0 | 5.0 |
| 535 OAKTON | 3.4 | 4.7 | 4.7 | 4.5 |
| 504 TRITON | 3.0 | 4.0 | 4.0 | 4.0 |
| TOTALS/AVERAGES | 3.8 % | 4.9 % | 4.4 % | 4.1 % |

--- = Data Not Available
SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

Section XI

# FISCAL YEAR 2009 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 2009 and the average total salaries paid to full-time faculty in fiscal year 2009. The fiscal year 2009 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2008 to June 30, 2009.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2009 for those districts reporting data was $13,463 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2009. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 2009 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2009 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2008 AVERAGE TOTAL SALARY ACTUALLY PAID

| District | FY 2009 Full-Time Average Faculty Contractual Base Salary | FY 2009 Full-Time Average Faculty Total Salary | Dollar Difference | Percent Difference |
|---|---|---|---|---|
| 518 SANDBURG | $47,889 | $62,269 | $14,379 | 30.0 % |
| 531 SHAWNEE | 51,591 | 59,365 | 7,774 | 15.1 |
| 533 SOUTHEASTERN | 49,287 | 56,299 | 7,012 | 14.2 |
| 534 SPOON RIVER | 47,568 | 50,183 | 2,615 | 5.5 |
| 539 WOOD | 49,489 | 55,597 | 6,108 | 12.3 |
| 507 DANVILLE | 48,283 | 60,735 | 12,451 | 25.8 |
| 519 HIGHLAND | 69,198 | 81,813 | 12,615 | 18.2 |
| 501 KASKASKIA | 56,978 | 73,897 | 16,919 | 29.7 |
| 523 KISHWAUKEE | 50,383 | 56,202 | 5,819 | 11.6 |
| 521 REND LAKE | 47,947 | 55,572 | 7,624 | 15.9 |
| 506 SAUK VALLEY | 51,910 | 58,700 | 6,790 | 13.1 |
| 529 ILLINOIS EASTERN | 49,869 | 61,556 | 11,687 | 23.4 |
| 513 ILLINOIS VALLEY | 59,008 | 63,813 | 4,805 | 8.1 |
| 520 KANKAKEE | 56,593 | 65,073 | 8,480 | 15.0 |
| 517 LAKE LAND | 52,748 | 72,749 | 20,001 | 37.9 |
| 536 LEWIS AND CLARK | 60,932 | 72,794 | 11,863 | 19.5 |
| 530 LOGAN | 58,134 | 67,942 | 9,808 | 16.9 |
| 528 MCHENRY | 76,291 | 81,258 | 4,967 | 6.5 |
| 503 BLACK HAWK | 59,238 | 65,765 | 6,527 | 11.0 |
| 540 HEARTLAND | 52,699 | 57,521 | 4,822 | 9.1 |
| 514 ILLINOIS CENTRAL | 54,433 | 70,836 | 16,403 | 30.1 |
| 526 LINCOLN LAND | 68,726 | 80,472 | 11,745 | 17.1 |
| 505 PARKLAND | 58,162 | 65,577 | 7,415 | 12.7 |
| 537 RICHLAND | 48,932 | 60,968 | 12,036 | 24.6 |
| 511 ROCK VALLEY | 59,188 | 70,919 | 11,731 | 19.8 |
| 522 SOUTHWESTERN | 58,470 | 76,657 | 18,187 | 31.1 |
| 509 ELGIN | 82,563 | 104,213 | 21,650 | 26.2 |
| 527 MORTON | 69,143 | 84,857 | 15,714 | 22.7 |
| 515 PRAIRIE STATE | 64,652 | 74,115 | 9,462 | 14.6 |
| 510 SOUTH SUBURBAN | 65,131 | 82,053 | 16,922 | 26.0 |
| 516 WAUBONSEE | 67,993 | 77,762 | 9,770 | 14.4 |
| 508 CHICAGO | 65,357 | 76,175 | 10,818 | 16.6 |
| 502 DUPAGE | 92,598 | 114,221 | 21,623 | 23.4 |
| 512 HARPER | 69,242 | 84,939 | 15,697 | 22.7 |
| 525 JOLIET | 70,246 | 88,091 | 17,845 | 25.4 |
| 532 LAKE COUNTY | 77,992 | 98,736 | 20,744 | 26.6 |
| 524 MORAINE VALLEY | 53,751 | 73,042 | 19,291 | 35.9 |
| 535 OAKTON | 79,516 | 99,180 | 19,664 | 24.7 |
| 504 TRITON | 65,310 | 80,595 | 15,285 | 23.4 |
| TOTAL/AVERAGES* | $64,199 | $77,662 | $13,463 | 21.0 % |

*Weighted

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

Illinois Community College Board

Table 24

FISCAL YEAR 2009 AVERAGE TOTAL SALARY ACTUALLY PAID FOR
ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

| District | Administrative | Other Professional | Classified |
|---|---|---|---|
| 518 SANDBURG | $82,824 | $36,483 | $26,387 |
| 531 SHAWNEE | 71,964 | 41,769 | 25,195 |
| 533 SOUTHEASTERN | 62,752 | 31,799 | 25,596 |
| 534 SPOON RIVER | 66,336 | 34,336 | 23,675 |
| 539 WOOD | 68,234 | 33,455 | 25,792 |
| 507 DANVILLE | 67,323 | 36,067 | 26,588 |
| 519 HIGHLAND | 75,949 | 42,550 | 31,842 |
| 501 KASKASKIA | 60,913 | 32,511 | 30,883 |
| 523 KISHWAUKEE | 73,258 | 45,446 | 29,843 |
| 521 REND LAKE | 78,432 | 36,211 | 34,289 |
| 506 SAUK VALLEY | 82,299 | 45,119 | 26,996 |
| 529 ILLINOIS EASTERN | 69,550 | 35,051 | 26,708 |
| 513 ILLINOIS VALLEY | 68,354 | 39,913 | 31,704 |
| 520 KANKAKEE | 55,104 | 38,269 | 32,568 |
| 517 LAKE LAND | 83,680 | 45,250 | 33,023 |
| 536 LEWIS & CLARK | 81,965 | 36,812 | 31,364 |
| 530 LOGAN | 71,274 | 42,638 | 30,697 |
| 528 MCHENRY | 75,774 | 44,509 | 36,012 |
| 503 BLACK HAWK | 93,768 | 47,307 | 29,967 |
| 540 HEARTLAND | 70,478 | 33,565 | 27,542 |
| 514 ILLINOIS CENTRAL | 92,506 | 43,205 | 31,894 |
| 526 LINCOLN LAND | 80,427 | 45,809 | 31,708 |
| 505 PARKLAND | 80,876 | 47,926 | 34,331 |
| 537 RICHLAND | 61,034 | 39,668 | 28,197 |
| 511 ROCK VALLEY | 80,852 | 47,910 | 34,534 |
| 522 SOUTHWESTERN | 102,217 | 60,764 | 39,988 |
| 509 ELGIN | 114,194 | 61,495 | 44,957 |
| 527 MORTON | 59,390 | 47,557 | 36,625 |
| 515 PRAIRIE STATE | 79,168 | 40,178 | 34,132 |
| 510 SOUTH SUBURBAN | 85,880 | 51,044 | 34,308 |
| 516 WAUBONSEE | 96,329 | 48,221 | 35,455 |
| 508 CHICAGO | 108,112 | 57,947 | 41,435 |
| 502 DUPAGE | 109,396 | 67,170 | 43,581 |
| 512 HARPER | 110,665 | 61,258 | 40,117 |
| 525 JOLIET | 92,516 | 50,591 | 45,759 |
| 532 LAKE COUNTY | 97,995 | 58,760 | 41,838 |
| 524 MORAINE VALLEY | 113,352 | 54,493 | 35,594 |
| 535 OAKTON | 117,047 | 63,921 | 45,881 |
| 504 TRITON | 85,533 | 59,067 | 37,459 |
| STATE AVERAGE* | $84,084 | $50,914 | $36,781 |

*Weighted
SOURCE OF DATA: Salary Submission (C1)

Section XII

# STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 2006 TO 2010

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

Table 25

## STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS IN ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEARS 2006 TO 2010

| | FY 2006 | FY 2007 | FY 2008 | FY 2009 | FY 2010 |
|---|---|---|---|---|---|
| Faculty (9 Month) | $60,299 | $61,770 | $62,945 | $64,537 | $66,582 |
| Faculty (12 Month) | $50,350 | $51,310 | $52,217 | $51,625 | $55,067 |
| Administrators (12 Month) | $77,516 | $79,898 | $82,163 | $84,979 | $87,248 |
| Other Professionals (9 Month) | $58,839 | $61,196 | $62,100 | $64,678 | $64,990 |
| Other Professionals (12 Month) | $45,134 | $46,741 | $48,378 | $50,217 | $51,845 |

SOURCE OF DATA: ICCB Salary Reports