

BACKGROUND- THE SURVEY

This report is based on rates, wages, benefits and staff characteristics from 4-C's March 2004 child care survey. Programs reported the information so that wage, retention and education experience was available for each individual staff person.

"Madison Accredited" refers to programs accredited by the City of Madison Day Care Unit.

WAGES

In 2004, wages in full day centers increased little if at all for staff without degrees though staff with 4-year college degrees in Early Childhood Education saw significant increases.

TURNOVER AND EDUCATIONAL BACKGROUND

In 2003 staff turnover decreased to 28% (with a range of 0-100%) for full day centers. In addition, 6% of the Directors were replaced during the same period. 45% (6% less than in 2001) of the Directors have been Directors for 3 years or less.

2003 saw an increase in the percentage of staff with baccalaureate degrees including those in Early Childhood Education and related fields. One possible solution to the loss of skilled ECE degreed teachers could be closer collaboration between the public schools and child care programs similar to what is being proposed in Madison.

2004 WAGE CHARTS

In some cases (most commonly for the Director Administrator and for teaching positions in part day preschools) positions were paid on the basis of a yearly/monthly salary as opposed to an hourly wage. In these cases, dividing the annual salary by 2080 hours created an hourly wage. In the case of Administrators, this is probably less than the actual number of hours worked.

Full-day Programs:

	2004 Average	2004 Range	2004 Starting	2003 Average	% Change
Director/Administrator	\$16.92	\$10-33.18	\$15.33	\$16.85	0%
Program Coordinator	\$14.85	\$9.18-\$22	\$13.79	\$13.09	13%
Lead Teacher	\$11.48	\$7.75-\$19.23	\$11.49	\$11.32	1%
Teacher	\$10.91	\$7-\$27.76	\$9.95	\$10.45	4%
Assistant Teacher	\$8.87	\$6.50-\$13.48	\$8.61	\$8.75	1%
Substitute Teacher	\$9.48	\$7-\$11.25	N/A	\$9.07	5%

Full-day Programs-12 year wage changes:

	2004 Average	1991 Average	% Change
Director/Administrator	\$16.92	\$9.73	74%
Program Coordinator	\$14.85	\$7.80	90%
Lead Teacher	\$11.48	\$6.50	77%
Teacher	\$10.91	\$5.97	83%
Assistant Teacher	\$8.87	\$5.15	72%

Part-day Preschools:

March 2004	2004 Average	2004 Range	2003 Average	% Change
Director/Administrator	\$16.18	\$12-\$28.67	\$15.78	3%
Lead Teacher	\$13.83	\$10.35-\$19.61	\$14.40	-4%
Teacher	\$13.60	\$8.35-\$30	\$13.11	4%
Assistant Teacher	\$9.36	\$7.64-\$15.50	\$8.82	6%

HOW TO READ THE CHARTS:

Range- The highest and lowest wage reported in the survey for this position.

2004 Average- the average wage for this position. This is the average of the wages paid to individual teachers in this category. 2003 Average are last year's figures.

2003-2004 Difference- The difference between the 2003 and 2004 averages. These represent changes in the average market rate for each position between March 2003 and March 2004. A number of factors, especially staff turnover as higher paid experienced staff are replaced with newer ones, can affect this number in addition to the normal process of centers raising staff salaries.

2004 Median- is the wage reported that falls at the 50th percentile of all wages that were reported. Half of the staff earn a higher average wage and half earn lower.

Average Starting 2004- average starting is the salary reported for staff that has been working less than a year.

2003-2004 Difference Starting- the difference between the average starting wage in 2003 and 2004.

STAFF WITH AND WITHOUT BA DEGREE CHART:

About half the full day programs in Dane County have salary charts that use education levels as a factor in determining pay rates. We use the data submitted by individual staff person to determine what the average pay would be for a person with an ECE (Early Childhood Education degree or equivalent) degree and what they would pay someone without a degree. NA means there were not enough responses in a category to report.

Chart explanation:

2004 Hourly Average- This is the same average wage as reported on the above Part One chart.

Difference Madison and Outside Column- Average yearly difference in child care wages between programs in the City of Madison and outside the City. Yearly wage is based on 2080 hours.

Dif. with and w/o degree- difference in hourly wage between those with and without a 4 year ECE college degree,

**PART ONE: AVERAGE HOURLY WAGES FULL DAY CENTERS
BY LOCATION AND TYPE OF PROGRAM**

Averages are based on individual staff wages paid in March 2004 at centers where children can attend 8 hours a day. Substitute teacher wages ranged from \$7-\$11.25 and averaged \$9.48 (a 41 cent increase). Change numbers are positive unless identified as negative (-)

Location:	Dane	Madison	Outside Madison	Madison Accredited	Dane For Profit	Dane Non-Profit
Directors						
Range	\$10-\$33.18	\$10.20-\$33.18	\$10-\$26.45	\$14-\$30.89	\$10-\$26.45	\$10.50-\$33.18
2004 Average	\$16.92	\$18.48	\$15.15	\$20.20	\$14.89	\$19.83
2003 Average	\$16.85	\$18.60	\$13.96	\$20.32	\$14.98	\$18.58
2004-2003 Difference	0%	-1%	9%	-1%	-1%	7%
2004 Median	\$16.00	\$17.30	\$15.00	\$18.69	\$15.00	\$18.50
Average Starting 2004	\$15.33	\$17.47	NA	NA	\$13.75	NA
2004-2003 Difference Starting	3%	-3%			-2%	
Program Coordinators						
Range	\$9.18-\$22	\$9.18-\$22	\$10.10-\$20	\$12-\$22	\$10-\$20.79	\$9.18-\$22
2004 Average	\$14.85	\$15.18	\$14.17	\$15.73	\$13.59	\$15.44
2003 Average	\$13.09	\$13.25	\$12.77	\$14.74	\$11.97	\$14.65
2004-2003 Difference	13%	15%	11%	7%	14%	5%
2004 Median	\$14.77	\$14.96	\$13.10	\$16.48	\$12.75	\$15.41
Average Starting 2004	\$13.79	\$13.36	NA	\$14.70	NA	\$13.50
2004-2003 Difference Starting	16%	12%	NA	NA	NA	NA
Lead Teachers						
Range	\$7.75-\$19.23	\$7.75-\$19.23	\$7.75-\$17	\$8.50-\$19.23	\$7.75-\$17.00	\$8-\$19.23
2004 Average	\$11.48	\$11.57	\$11.36	\$13.13	\$10.42	\$13.00
2003 Average	\$11.32	\$11.67	\$10.55	\$13.13	\$10.20	\$12.59
2004-2003 Difference	1%	-1%	8%	0%	2%	3%
2004 Median	\$10.56	\$10.56	\$11.93	\$13.66	\$10.10	\$13.53
Average Starting 2004	\$11.49	\$11.18	\$10.93	\$12.28	\$10.98	\$12.45
2004-2003 Difference Starting	9%	-1%	14%	4%	12%	2%
Teachers						
Range	\$7-\$27.76	\$7-\$27.76	\$7-\$12.85	\$7.75-\$27.76	\$7-\$16.85	\$7-\$27.76
2004 Average	\$10.91	\$11.43	\$10.12	\$12.68	\$10.08	\$12.19
2003 Average	\$10.45	\$10.72	\$10.04	\$11.66	\$9.75	\$11.37
2004-2003 Difference	4%	7%	1%	9%	3%	7%
2004 Median	\$10.37	\$10.30	\$10.00	\$11.14	\$9.89	\$11.85
Average Starting 2004	\$9.95	\$10.10	\$9.78	\$11.14	\$9.71	\$10.58
2004-2003 Difference Starting	10%	7%	3%	10%	3%	7%
Assistant Teachers						
Range	\$6.50-\$13.48	\$6.50-\$13.48	\$6.50-\$12.50	\$7-\$13.48	\$6.50-\$12.50	\$7-\$13.48
2004 Average	\$8.87	\$9.11	\$8.56	\$9.81	\$8.48	\$9.45
2003 Average	\$8.75	\$9.05	\$8.31	\$9.58	\$8.31	\$9.21
2004-2003 Difference	1%	1%	3%	2%	2%	3%
2004 Median	\$8.63	\$9.00	\$8.50	\$9.70	\$8.30	\$9.47
Average Starting 2004	\$8.61	\$8.72	\$8.49	\$9.30	\$8.39	\$8.95
2004-2003 Difference Starting	4%	5%	4%	4%	0%	5%

MARCH 2004 WAGES IN FULL DAY CENTERS FOR STAFF WITH AND WITHOUT ECE DEGREES

This chart was produced by averaging wages reported for each individual staff person.

	Dane	Madison	Outside Madison	Difference Madison & Outside	Madison Accredited
Directors					
2004 Average All Staff	\$16.92	\$18.48	\$15.15	\$6,926.40	\$20.20
Degreed Staff-Range	\$10.50-\$30	\$12-\$30	\$10.50-\$26.45		\$15.40-\$30
2004 Degreed staff average	\$18.61	\$19.71	\$16.90	\$5,844.80	\$20.99
2003 Degreed staff average	\$17.72	\$19.41	\$15.76	\$7,592.00	\$20.32
% change 2004-2003	5%	2%	7%		3%
Without Degree Range	\$10-\$33.18	\$10-\$33.18	\$10-\$23.20		\$14-29.87
2004 Without degree average	\$15.64	\$17.28	\$14.13	\$6,552.00	19.27
Dif. with & w/o degree	\$2.97	\$2.43	\$2.77		\$1.72
%difference	16%	12%	16%		8%
Program Coordinators					
2004 Average All Staff	\$14.85	\$15.18	\$14.17	\$2,100.80	\$15.73
Degreed Staff-Range	\$9.18-\$22	\$9.18-\$22	\$13.48-\$20		\$13.34-\$22
2004 Degreed staff average	\$16.19	\$16.09	\$16.69	(\$1,248.00)	\$17.41
2003 Degreed staff average	\$14.27	\$14.62	\$14.88	(\$540.80)	\$15.47
% change 2004-2003	13%	10%	12%		13%
Without Degree Range	\$10.10-\$18.45	\$12.24-\$18.45	\$10.10-\$18.22		\$12.24-\$18.45
2004 Without degree average	\$13.92	\$14.31	\$13.43	\$1,830.40	\$15.10
Dif. with & w/o degree	\$2.27	\$1.78	\$3.26		\$2.31
%difference	14%	11%	20%		13%
Lead Teachers					
2004 Average All Staff	\$11.48	\$11.57	\$11.38	\$395.20	\$13.13
Degreed Staff-Range	\$9-\$19.23	\$9-\$19.23	\$10-\$17		\$10.40-\$19.23
2004 Degreed staff average	\$13.13	\$12.99	\$13.34	(\$728.00)	\$14.84
2003 Degreed staff average	\$12.81	\$13.94	\$12.41	\$3,182.40	\$15.28
% change 2004-2003	2%	-7%	7%		-3%
Without Degree Range	\$7.75-\$16.08	\$7.95-\$16.08	\$7.75-\$14.07		\$8.50-\$16.08
2004 Without degree average	\$10.62	\$10.78	\$10.35	\$894.40	\$11.95
Dif. with & w/o degree	\$2.19	\$3.16	\$2.06		\$3.33
%difference	17%	24%	15%		22%
Teachers					
2004 Average All Staff	\$10.91	\$11.43	\$10.12	\$2,724.80	\$12.68
Degreed Staff-Range	\$8-\$27.76	\$8.42-\$27.76	\$8-\$15		\$8.42-\$27.76
2004 Degreed staff average	\$12.83	\$13.31	\$11.47	\$3,827.20	\$14.04
2003 Degreed staff average	\$12.37	\$12.53	\$12.66	(\$270.40)	\$13.29
% change 2004-2003	4%	6%	-9%		6%
Without Degree Range	\$7-\$20.24	\$7-\$20.24	\$7-\$16.85		\$7.75-\$20.24
2004 Without degree average	\$10.38	\$10.75	\$9.90	\$1,768.00	\$11.71
Dif. with & w/o degree	\$2.45	\$2.56	\$1.57		\$2.33
%difference	19%	19%	14%		17%

BA Wage Chart continued from preceding page:

	Dane	Madison	Outside Madison	Difference Madison & Outside	Madison Accredited
Assistant Teachers					
2004 Average All Staff	\$8.87	\$9.11	\$8.56	\$1,144.00	\$9.81
Degreed Staff-Range	\$9.25-\$13.36	\$9.25-\$13.36	\$9.85-\$12.50		\$9.92-\$13.36
2004 Degreed staff average	\$10.62	\$10.57	10.77	(\$416.00)	\$10.77
2003 Degreed staff average	\$10.77	\$10.77	NA	NA	\$10.77
% change 2004-2003	-1%	-2%			0%
Without Degree Range	\$6.50-\$13.48	\$6.50-\$13.48	\$6.50-\$12		\$6.98-\$13.48
2004 Without degree average	\$8.81	\$9.02	\$8.55	\$977.60	\$9.71
Dif. with & w/o degree	\$1.81	\$1.55	\$2.22		\$1.06
%difference	21%	17%	26%		11%

2004 MARKET ANALYSIS OF WAGES IN FULL DAY CENTERS

This chart analyzes how many staff are at which average wage level, indicating the approximate availability of jobs within the marketplace at various wage levels. With the increased number of staff earning more than \$13 an hour additional categories were created to provide more information about higher wages.

Wages	Lead Teachers					Teachers					Assistants				
	2000	2001	2002	2003	2004	2000	2001	2002	2003	2004	2000	2001	2002	2003	2004
Middle 50%	\$8.38-	\$8.38-	\$8.35-	\$9.45-	\$9.50-	\$7.86-	\$8.40-	\$8.60-	\$9-	\$9.25-	\$7-	\$7.10-	\$7.10-	\$7.75-	\$8-
	\$11.53	\$11.70	\$12	\$13	\$13	\$9.45	\$10.33	\$10.75	\$12.50	\$12.10	\$8	\$8.35	\$9.06	\$9.43	\$9.70
<\$7	0%	0%	0%	0%	0%	4%	0%	1%	0%	0%	19%	15%	10%	2%	3%
\$7-\$7.99	11%	5%	5%	2%	1%	23%	14%	12%	5%	4%	55%	41%	36%	23%	22%
\$8-\$8.99	33%	34%	32%	10%	5%	37%	27%	22%	13%	12%	21%	34%	28%	38%	31%
\$9-\$9.99	13%	18%	12%	21%	24%	20%	12%	18%	27%	24%	1%	8%	15%	20%	22%
\$10-\$10.99	9%	4%	11%	23%	24%	11%	32%	27%	14%	21%	1%	1%	0%	8%	15%
\$11-\$11.99	12%	14%	8%	9%	9%	1%	4%	3%	10%	12%	3%	<1%	8%	3%	4%
\$12-\$12.99	15%	16%	20%	9%	6%	3%	7%	11%	12%	11%			0%	5%	2%
\$13-up	7%	9%	12%	25%	31%	1%	3%	6%	19%	17%			1%	1%	1%
2004 only															
\$13-\$13.99					13%					8%					1%
\$14-\$14.99					8%					4%					
\$15-\$15.99					7%					2%					
\$16-19.99					3%					2%					
\$20-\$27.76					0%					1%					

DANE COUNTY SELF SUFFICIENCY STANDARDS

In 2004 The Wisconsin Women's Network again commissioned a study to determine at what level various types of families would be able to be self sufficient and not need to rely on government programs. The following chart shows these estimated wage levels and what percentage of the child care workforce wages provide self-sufficiency. The complete self-sufficiency study can be found at www.wiwomensnetwork.org or purchased by calling 680-255-9809 (email: wiwomen@execpc.com).

Family type	Estimated hourly wage To Be Self Sufficient	Percent of staff at that wage level or higher		
		% Lead Teachers	% Teachers	% Assistants
Single person	\$7.40	100%	97%	85%
Single person with child	\$16.75	3%	3%	0%
Two adults working with Infant and preschooler	\$13.15 (each)	24%	14%	1%

FULL DAY STAFF EDUCATIONAL BACKGROUND MARCH 2004

There are major differences in the percentage of staff holding college degrees by type of program. 87% of the Madison accredited programs have one or more staff with an ECE college 4 year degree. There are many other programs that have no one on staff with a college degree in early childhood education. At these centers there is no one with advanced training who can provide support and advice to the many staff who have just 80 hours of training. The clustering of degreed and especially ECE degreed staff is another example of how the child care system in Dane County is becoming stratified into two systems with drastically different levels of quality.

Education	Dane		Madison		Outside Madison		Profit		Non-Profit		Madison Accredited	
High School	23	1%	12	1%	11	2%	19	2%	4	1%	1	0%
High School Deg.	674	41%	313	33%	361	53%	533	54%	141	22%	92	21%
Some College	246	15%	149	16%	97	14%	130	13%	116	18%	72	16%
Associate Degree	184	11%	128	14%	56	8%	81	8%	103	16%	61	14%
BA/BS Degree	476	29%	321	34%	155	23%	221	22%	255	40%	197	44%
Graduate School	8	0%	6	1%	2	0%	1	0%	7	1%	4	1%
Master's Degree	22	1%	18	2%	4	1%	8	1%	14	2%	15	3%
PHD	2	0%	1	0%	1	0%	1	0%	1	0%	1	0%
Total	1635		948		687		994		641		443	
With Degree	508	31%	346	36%	162	24%	231	23%	277	43%	217	49%
Child Care Training						-4%						
None	19	1%	12	1%	7	1%	6	1%	13	2%	0	0%
40 Hour Course	61	4%	15	2%	46	7%	51	5%	10	2%	13	3%
80 Hour Course	952	58%	499	53%	453	66%	697	70%	255	40%	182	41%
Associate ECE	158	10%	114	12%	44	6%	61	6%	97	15%	58	13%
ECE Degree	343	21%	235	25%	108	16%	139	14%	204	32%	143	32%
Some Graduate	3	0%	2	0%	1	0%	3	0%	0	0%	2	0%
Master's Degree	14	1%	10	1%	4	1%	5	1%	9	1%	9	2%
PHD	1	0%	0	0%	1	0%	1	0%	0	0%	0	0%
CDA	84	5%	61	6%	23	3%	31	3%	53	8%	36	8%
Total	1635		948		687		994		641		443	
With < 80 hrs	80	6%	27	3%	53	8%	57	6%	23	4%	13	3%
ECE Degree or higher	361	22%	247	31%	114	17%	148	15%	213	33%	154	35%

STAFF RETENTION IN FULL DAY CENTERS IN MARCH 2004

Length of Employment	Dane		Madison		Outside Madison		For Profit		Non Profit		Madison Accredited	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<1 year	122	7%	74	8%	48	7%	80	8%	42	7%	30	7%
1 Year	458	27%	233	24%	225	32%	321	31%	137	21%	101	23%
2 Years	316	19%	187	19%	129	18%	227	22%	89	14%	80	18%
3 Years	203	12%	118	12%	85	12%	143	14%	60	9%	46	10%
4 Years	136	8%	82	8%	54	8%	70	7%	66	10%	43	10%
5 Years	98	6%	54	6%	44	6%	66	6%	32	5%	23	5%
6 Years	61	4%	32	3%	29	4%	34	3%	27	4%	19	4%
7 Years	45	3%	31	3%	14	2%	17	2%	28	4%	17	4%
8 Years	33	2%	28	3%	5	1%	7	1%	26	4%	15	3%
9 Years	30	2%	29	3%	1	0%	6	1%	24	4%	11	2%
10 or more years	175	10%	109	11%	66	9%	63	6%	112	17%	59	13%
TOTAL	1677		977		700		1034		643		444	

At Centers 3 years or less	2003		2004		2003		2004		2003		2004	
	%	%	%	%	%	%	%	%	%	%	%	%
Average number of years at center	3.22	3.43	3.48	3.66	2.8	3.11	2.46	2.82	4.16	4.42	3.91	3.93

Turnover rate	2002	2003	2002	2003	2002	2003	2002	2003	2002	2003	2002	2003
	%	%	%	%	%	%	%	%	%	%	%	%
Turnover range	0-250%	0-100%	0-250%	0-100%	0-100%	0-100%	0-250%	0-100%	0-100%	0-100%	0-100%	0-69%

Turnover rates are determined by dividing the number of paid, full time, year round teaching staff employed on January 1, 2003 by the number of paid, full time, year round teaching staff that left during 2003. The 2003 rate is 5% less than the 2002 rate with all categories of programs showing a reduction in turnover rates. The following chart shows Dane County full day center turnover rates since 1992.

Year	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992
Turnover rate	28%	33%	39%	36%	32%	35%	28%	28%	30%	33%	31%	43%
Change	5%	-6%	3%	4%	-3%	7%	0%	-2%	-3%	2%	-12%	4%

2004 FULL DAY DIRECTOR RETENTION

The percentage of Directors on the job at their centers for less than a year increased.

	Dane	Madison	Outside Madison	For Profit	Non Profit	City Accredited
Average Years as Director	6.81	7	6.4	5.58	9.31	8.81
% 1st year in job	16%	16%	16%	19%	10%	7%

BENEFITS - FULL DAY CENTERS 2004

The following tables list benefits offered in March 2004 at full day centers. A more detailed analysis of center benefits is impossible under the current reporting system due to the adoption of Cafeteria and other flexible benefit plans. Basically more centers offered leave benefits than in 2003 but in many cases the amount of time off was reduced.

Dane County:									
Type of leave	# Centers with leave	% with Leave	% Change since 203	2004 Av. Days	2004 Median	2004 Range	2004 Av. Days	Change	
Paid vacation	123	94%	6%	7.75	5	1-24	7.75	-3%	
Paid sick leave	102	78%	5%	7.75	6	1-26	7.75	-3%	
Paid personal leave	80	62%	2%	3.5	2.75	1-27	3.5	-12%	
Paid holidays	120	92%	1%	7.4	7	1-21	7.4	2%	
Maternity Leave	60	45%	10%	NA	NA	NA	NA	NA	
Total	131	97%	2%	20	19	5-53	20	-4.00%	

	2004 Av. Days	2004 Median	2004 Range	2004 Change	City Accredited	2004 Av. Days	2004 Median	2004 Range	2004 Av. Days	Change
Madison										
Paid vacation	8.3	7	1-24	-5%		10	10	1-24	10	-9%
Paid sick leave	9.3	8	1-26	0%		11.75	12	6-26	12	-2%
Paid personal leave	3.5	3	1-12	-12%		3.8	3	1-14	3.8	-15%
Paid holidays	7.75	8	1-25	-3%		7.76	9	1.5-21	7.76	-6%
Total	24	22	5-53	2%		28.75	28	9-48.5	28	-5%

The average days listed above relate to benefits provided during the first year. High end figures in the range of days offered often relate to flexible benefit packages where all types of personal leave are grouped under one category. Maternity leave relates to the unpaid days a person can take beyond what is mandated by law. Some programs allow unused sick, vacation, or other paid leave to be used for maternity leave.

OTHER BENEFITS

Only 10% reported cafeteria or other formal flexible benefit plans however many centers offer multiple health care options with one flat maximum amount that will be paid towards any policy, rendering obsolete the old categories related to percentage of health care cost paid by employers. Few of the programs provide an employer contribution to retirement/pension plans beyond the employee's pre-tax allowable deductions. The following are the benefits reported by full day centers in March 2004. The first number in each column is the number of centers reporting offering the benefit; the second number is what percentage of all programs in that category offers the benefit. The percent change is the change in the number of programs offering the benefit between 2003 and 2004.

Benefit	2003-2004			Madison		Outside Madison		Madison Accredited		For Profit		Non-Profit	
	Dane		Change										
Paid prep. Time	118	89%	6%	60	88%	58	87%	34	100%	71	83%	47	96%
Preschool care	102	77%	-1%	49	72%	53	79%	21	62%	73	85%	29	59%
Retirement	64	48%	0%	40	59%	24	36%	24	71%	32	37%	32	65%
Health	119	91%	0%	67	99%	52	78%	34	100%	72	84%	47	96%
Health family	111	85%	6%	65	96%	46	69%	33	97%	66	77%	45	92%
Dental	105	82%	4%	58	85%	47	70%	29	85%	62	72%	43	88%
Term Life	70	53%	0%	43	63%	27	40%	22	65%	40	47%	30	61%
Bonus	30	23%	-4%	13	19%	17	25%	8	24%	20	23%	10	20%
Disability Ins.	59	45%	-6%	31	46%	28	42%	18	53%	41	48%	18	37%

MARCH 2004 AVERAGE RATES FULL DAY CENTERS IN DANE COUNTY

Parents have few options for part-time care especially for infant toddler care. Less than 10 centers offer hourly or half day rates at the infant toddler level with less than a quarter offering daily rates. Few offer hourly rates at the preschool level but half have a daily option.

Definitions: City Accredited are programs accredited by the City of Madison; "Accredited Dane" includes all programs accredited by the City of Madison or NAEYC.

Location /Type:	All of Dane Cty.	Change	Madison	Change	Outside Madison	Change	City-Accredited	Change	Accredited Dane	Non-Accredited Dane	Difference Between Accredited+ Non-Accredited	
Infants (Age 0-1):												
#Centers	88	0	45	-1	43	1	14	2	25	63		
Range	\$100-323		\$100-323		\$160-285		\$222-323		\$175-323	\$100-250		
Average	\$215	4%	\$230	4%	\$200	6%	\$251	0%	\$244	\$204	20%	\$40
Daily	\$50	-4%	\$55	-4%	\$46	0%	\$60	-2%	\$55	\$48	15%	\$7
Median	\$210	1%	\$226	3%	\$195	3%	\$232	3%	\$238	\$205	16%	\$33
Toddlers (age 1-2):												
#Centers	97	0	53	0	44	0	22	3	33	64		
Range	\$100-323		\$100-323		\$160-285		\$208-323		\$175-323	\$100-241		
Average	\$216	5%	\$230	4%	\$198	6%	\$249	2%	\$243	\$202	20%	\$41
Daily	\$49	-6%	\$54	-4%	\$46	0%	\$56	-5%	\$56	\$48	17%	\$8
Median	\$210	2%	\$228	4%	\$195	5%	\$231	0%	\$230	\$205	12%	\$25
Two Year Olds:												
#Centers	120	2	63	2	57	-1	31	5	44	76		
Range	\$100-247		\$100-232		\$138-240		\$170-\$245		\$170-247	\$100-220		
Average	\$186	5%	\$199	4%	\$171	5%	\$209	4%	\$208	\$173	20%	\$35
Daily	\$44	1%	\$49	2%	\$39	0%	\$48	-2%	\$47	\$42	12%	\$5
Median	\$185	6%	\$201	5%	\$170	6%	\$207	5%	\$207	\$173	20%	\$34
Preschool (age 3-5):												
#Centers	127	-2	65	-1	62	-1	31	0	48	79		
Range	\$100-240		\$100-232		\$120-240		\$165-235		\$132-240	\$100-210		
Average	\$176	5%	\$188	9%	\$162	7%	\$199	5%	\$194	\$164	18%	\$30
Daily	\$41	2%	\$46	7%	\$37	0%	\$45	5%	\$44	\$40	10%	\$4
Median	\$175	6%	\$190	8%	\$160	6%	\$201	4%	\$193	\$165	17%	\$28
After School:												
#Centers	49		17		32		6	-1	13	36		
Range	\$40-105		\$46-105		\$40-92		\$46-85		\$46-97	\$40-100		
Average	\$73	4%	\$81	3%	\$68	1%	\$64	5%	\$73	\$73	0%	\$0
Median	\$75	12%	\$85	0%	\$70	8%	\$64	2%	\$75	\$73	3%	\$2
Daily												
Summer	\$39		\$44		\$34		\$42		\$41	\$38	8%	\$3

COMPARISON BETWEEN FOR PROFIT AND NON-PROFIT FULL DAY CENTERS

RATES:

Location /Type:	All of Dane Cty.		For Profit		Non-Profit	
Infants (Age 0-1):		Change		Change		Change
#Centers	88	0	67	-4	21	4
Range	\$100-323		\$100-285		\$180-323	
Average	\$215	4%	\$208	6%	\$238	3%
Daily	\$50	-4%	\$49	0%	\$51	-9%
Median	\$210	1%	\$205	2%	\$226	0%
Toddlers (age 1-2):						
#Centers	97	0	68	-4	29	4
Range	\$100-323		\$100-285		\$180-323	
Average	\$216	5%	\$205	5%	\$240	6%
Daily	\$49	-6%	\$49	0%	\$50	-9%
Median	\$210	2%	\$205	2%	\$229	2%
Two Year Olds:						
#Centers	120	2	80	5	40	-3
Range	\$100-247		\$100-247		\$146-244	
Average	\$186	5%	\$177	6%	\$204	6%
Daily	\$44	1%	\$43	0%	\$46	0%
Median	\$185	6%	\$175	4%	\$204	5%
Preschool (age 3-5):						
#Centers	127	-2	82	5	45	-7
Range	\$100-240		\$100-240		\$120-235	
Average	\$176	5%	\$168	6%	\$190	6%
Daily	\$41	2%	\$40	0%	\$44	5%
Median	\$175	6%	\$168	6%	\$193	5%
After School:						
#Centers	49		39		10	
Range	\$40-105		\$40-100		\$46-105	
Average	\$73	4%	\$71	3%	\$78	13%
Daily Summer	\$39		\$39		\$40	
Median	\$75	12%	\$70	8%	\$80	14%

WAGES AT MONTESSORI PROGRAMS

Since there was a 100% return from Montessori Programs it was possible to analyze wages.

	Directors	Teachers	Assistants
Number		6	22
Range	\$12-\$23.88	\$8.39-\$21.41	\$8.50-\$13.05
2004 Average	\$17.45	\$12.56	\$10.46
2004 Median			

PART TWO- PART DAY PROGRAMS

AVERAGE HOURLY WAGES PART DAY CENTERS BY LOCATION AND TYPE OF PROGRAM MARCH 2004 BASED ON DATA BY INDIVIDUAL STAFF

Averages are based on wages paid in March 2004 at part day preschools including Headstart part day programs but excluding preschools that pay by the session or class as opposed to an hourly wage. There are also 9 Program or Site Coordinators mostly at Headstart.

Location:	Dane	Madison	Outside Madison	Madison Accredited
Total staff reported this chart	204	107	97	70
# Directors	26	16	10	8
Range	\$12-\$28.67	\$12-\$28.67	\$12-\$21.18	\$13-\$28.67
2003 Average	\$15.78	\$15.92	\$15.57	\$18.11
2004 Average	\$16.18	\$16.85	\$15.12	\$18.13
Difference	3%	6%	-3%	0%
Number with 4 year ECE Degree	16	11	5	6
With ECE Degree 2003	\$15.88	\$16.17	\$15.48	\$16.14
With ECE Degree 2004	\$16.38	\$16.86	\$15.30	\$17.75
Difference	3%	4%	-1%	10%
Lead Teachers	24	17	7	7
Range	\$10.35-\$19.61	\$10.35-\$19.61	\$10.35-\$17.79	\$10.35-\$19.61
2003 Average	\$14.40	\$14.79	\$13.37	\$11.51
2004 Average	\$13.83	\$13.99	\$13.44	\$13.43
Difference	-4%	-5%	1%	17%
Average Starting 2003	\$15.63	\$15.63	NA	\$11.51
Number with 4 year ECE Degree	17	13	4	4
With ECE Degree 2003	\$14.92	\$15.11	\$13.80	\$11.57
With ECE Degree 2004	\$14.36	\$14.60	\$13.60	\$14.68
Difference	-4%	-3%	-1%	27%
#Teachers	92	37	55	44
Range	\$8.35-\$30	\$8.35-\$21.68	\$9.25-\$30	\$9.50-\$21.68
2003 Average	\$13.11	\$13.51	\$12.10	\$14.18
2004 Average	\$13.60	\$13.77	\$13.24	\$14.60
Difference	4%	2%	9%	3%
Average Starting 2004	\$11.51	\$11.68	\$10.75	\$12.26
Number with 4 year ECE Degree	48	38	10	26
With ECE Degree 2003	\$14.43	\$14.93	\$12.28	\$15.61
With ECE Degree 2004	\$14.89	\$14.93	\$14.84	\$15.63
Difference	3%	0%	21%	0%
#Assistant Teachers	62	37	25	11
Range	\$7.64-\$15.50	\$8.35-\$15.50	\$7.64-\$13.69	\$8.71-\$10.50
2003 Average	\$8.82	\$8.76	\$8.99	\$9.02
2004 Average	\$9.36	\$9.54	\$9.11	\$9.23
Difference	6%	9%	1%	2%
Average Starting 2004	\$8.95	\$8.95	\$8.98	\$9.04
Number with 4 year ECE Degree	5	2	3	0
With ECE Degree 2003	\$9.19	NA	NA	NA
With ECE Degree 2004	\$10.29	NA	NA	NA
Difference	12%	NA	NA	NA

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

The 2003 staff turnover rate decreased for part day preschools. Turnover is defined as the number of teaching staff on the job in January 2003 compared to the number who left the center during the year. 49% (down 2% this year as retention has increased) of part day teachers have been at their present center 3 years or less. The average length of employment for administrators is 8.38 years for part day preschools.

PART DAY STAFF BACKGROUND MARCH 2004

Part Day Educational Background 2004

Education	Preschools		Madison Accredited	
	Dane			
High School	0	0%	0	0%
High School Deg.	71	33%	12	17%
Some College	15	7%	5	7%
Associate Degree	10	5%	5	7%
BA/BS Degree	115	53%	47	66%
Graduate School	1	0%	0	0%
Master's Degree	5	2%	2	3%
PHD	0	0%	0	0%
Total	217	100%	71	100%
Child Care Training				
None	5	2%	0	0%
40 Hour Course	20	9%	7	10%
80 Hour Course	79	36%	15	21%
CDA	18	8%	7	10%
Associate ECE	7	3%	5	7%
ECE Degree	83	38%	36	51%
Graduate ECE	5	2%	1	1%
Total	217	100%	71	100%
	2003	2004	2003	2004
With less than 80 hrs	11%	12%	3%	10%
% Staff with College degree	43%	56%	75%	69%
% Staff with College ECE degree		40%		52%

Part Day Retention 2003

Length of Employment	Part-Day Preschools		Madison Accredited Preschools	
	Dane			
<1 year	44	20%	16	22%
1 Year	24	11%	7	10%
2 Years	24	11%	6	8%
3 Years	15	7%	5	7%
4 Years	18	8%	3	4%
5 Years	17	8%	5	7%
6 Years	6	3%	1	1%
7 Years	9	4%	2	3%
8 Years	5	2%	3	4%
9 Years	3	1%	2	3%
10-19 years	45	21%	17	24%
20 or more	9	4%	5	7%
TOTAL	219	100%	72	100%
At Centers 3 years or less	2003	2004	2003	2004
	51%	49%	41%	47%
Average number of years at center	3.98	4.16	4.94	4.32
Year 2003		change		change
Turnover rate	20%	-10%	22%	3%
2002 Turnover	30%		18%	

BENEFITS—PART DAY PRESCHOOLS:

The following tables list benefits offered in March 2004 at part-day preschools and Head Start programs. Detailed analysis of benefits is impossible under the current reporting system due to the adoption of cafeteria and other flexible benefit plans. Benefits also vary greatly depending on the number of hours staff work. Part day program staff can work as much as full time to as little as one 2-hour class a week. Full time or year round staff usually qualify for different benefits than part time teachers. The benefits listed are based on the maximum benefits available during the first year of employment through each program.

High end figures in the range of days offered quite often relate to flexible benefit packages where all types of personal leave are grouped under one category like vacation.

OTHER BENEFITS

Many programs offer multiple health care options with one flat maximum amount that will be paid towards any policy, rendering obsolete the old categories related to percentage of health care cost paid by employers. Almost no programs contribute to retirement/pension plans beyond the employee's pre-tax allowable deductions. One major variable is the size of the part day program and the hours that it is open. Smaller part day preschools that are only open a few hours a week often don't offer any benefits. When Health Dental, Life and Disability Insurance are offered, in most cases the majority of the cost is paid by the employee.

In the past year, the amount of benefits offered has overall declined at programs in Dane County with the exception of accredited part day preschools some of which have actually increased benefits for their employees during a period in which most non-accredited programs were reducing them.

Type of leave	Part Day Preschools					Benefit	Part Day Preschools		Madison	
	# Centers with leave	% with Leave v.	2004 Days	2004 Median	2004 Range		Dane		Accredited	
Vacation	25	60%	6.6	7.5	0-25	Cafeteria Plan	4	8%	2	20%
Sick leave	33	79%	7.25	7.5	0-22	Paid prep. Time	47	98%	10	100%
Personal leave	32	76%	2.8	1	0-22	Preschool Tuition-	13	27%	5	50%
Holidays	30	71%	7.17	9	0-21	Retirement	22	46%	6	60%
						Health	26	54%	9	90%
						Dental	18	38%	5	50%
Total	39	93%	20.39	24.5	0-38	Term Life	21	44%	6	60%
						Disability	10	21%	4	40%

PARENT FEES

The following are average fees charged in 2004 by part day preschools that are not Headstart programs.

Fee	% charging this fee	Average	Median	Range
Registration Fees	82%	\$43	\$40	\$15-\$90
Late Pick up	40%	\$40/hour	\$45/hout	\$5-\$105/hour
Late Payment	33%	\$11.66	\$10	\$5-\$35

MONTHLY RATES PART DAY PRESCHOOLS MARCH 2004

Monthly Rates Schedule	2 year Old 2 days/wk	2 year Old 3 days/wk	Preschool 2 days/wk	Preschool 3 days/wk	Preschool 4 days/wk	Preschool 5 days/wk	Registration Fee need
Dane							
# Part Day Programs	8	8	34	25	6	8	30
Range	\$115-\$192	\$160-\$287	\$50-\$195	\$65-\$272	\$180-\$290	\$281-\$598	\$15-\$90
2004 Average	\$156	\$220	\$113	\$151	\$250	\$365	
Change from 2003	0%	-5%	6%	7%	-2%	20%	-100%

Madison

# Part Day Programs	7	6	19	20	5	8	20
Range	\$115-\$192	\$179-\$287	\$80-\$195	\$100-\$272	\$228-\$290	\$281-\$598	\$15-\$90
2004 Average	\$158	\$237	\$131	\$177	\$264	\$365	
Change from 2003	-1%	-4%	8%	9%	4%	20%	-100%

Madison Accredited

# Part Day Programs	5	4	7	7	2	4	7
Range	\$115-\$192	\$179-\$287	\$125-\$195	\$170-\$272	NA	\$337-\$598	\$30-\$50
2004 Average	\$158	\$243	\$165	\$220	NA	\$411	
Change from 2003	-13%	-7%	4%	7%	NA	NA	-100%

Outside Madison

# Part Day Programs	1	1	15	15	0	0	10
Range	NA	NA	\$50-\$125	\$65-\$175	NA	NA	\$20-\$50
2004 Average	NA	NA	\$90	\$115	NA	NA	
Change from 2003	NA	NA	8%	7%	NA	NA	-100%

School Age Rates Part Day Programs

Dane County

	Summer Weekly	Monthly After School	Weekly After School	Weekly Before School
# Part Day Programs	46	51	61	24
Range	\$120-\$195	\$206-\$325	\$37.50-\$85	\$20-\$45
2004 Average	\$143	\$247	\$56.72	\$27.50

Madison Accredited

# Part Day Programs	20	24	25	16
Range	\$135-\$165	\$242-\$325	\$55-\$75	\$20-\$40
2004 Average	\$142	\$249	\$58.00	\$27.50

Outside Madison

# Part Day Programs	21	22	29	7
Range	\$120-\$168	\$206-\$252	\$37.50-\$85	\$22-\$30
2004 Average	\$142	\$242	\$55.00	\$25.00