



DANE COUNTY PART DAY PRESCHOOL 2005 Rates, Wages and Benefits Report

BACKGROUND- THE SURVEY

This report is based on rates, wages, benefits and staff characteristics from the March 2005 4-C child care survey. Programs reported the information so that wage, retention and education experience was available for each individual staff person.

Covered in this report is data from part day preschool programs that serve children mainly ages 2-5 and offer programs for less than 40 hours a week. Some data from full day child care centers and school age programs is included for comparison purposes.

There are 52 part day preschool programs in Dane County. 29 are in the City of Madison and 23 outside. 13 are accredited: 10 by the City of Madison and 12 by NAEYC. 13 are Head Start programs run with government funds. 14 have a religious orientation.

HOW TO READ THE CHARTS

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

2005 Average- The average hourly wage for this position. This is the average of the wages paid to individual teachers in this category.

2004 Average - are last year's figures.

Difference- The difference between the 2005 and 2004 averages. These represent changes in the average market rate for each position between March 2005 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.

Average Starting 2004- Average starting is the salary reported for staff who have been working less than a year.

Number with 4 year ECE degree- the number employed in that category with BA degrees or higher in Early Childhood Education (ECE) or an accepted related field.

Average with ECE degree 2004- Average hourly wage paid to teachers it ha 4 year or higher ECE degree in March 2004

Average with ECE degree 2005- is the same for March 2005

Difference- The difference between the 2005 and 2004 averages

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

**AVERAGE HOURLY WAGES PART DAY PRESCHOOLS
BY LOCATION AND TYPE OF PROGRAM BASED ON DATA BY INDIVIDUAL STAFF**

Averages are based on wages paid in March 2005 at part day preschools including Head Start part day programs but excluding preschools that pay by the session or class as opposed to an hourly wage. There are also ten Program or Site Coordinators (mostly at Head Start).

Location:	Dane	Madison	Outside Madison	Madison Accredited
Total staff reported this chart	173	115	58	93
# Directors	19	11	8	5
Range	\$12-\$23.70	\$13.06-\$23.70	\$12-\$21.18	\$13.06-\$23.70
2004 Average	\$16.18	\$16.85	\$15.12	\$18.13
2005 Average	\$16.30	\$16.53	\$15.12	\$17.67
Difference	1%	-2%	0%	-3%
Number with 4 year ECE Degree	16	12	4	5
With ECE Degree 2004	\$16.38	\$16.86	\$15.30	\$17.75
With ECE Degree 2005	\$15.99	\$15.65	\$16.49	\$17.67
Difference	-2%	-7%	8%	0%
Lead Teachers	10	4	6	4
Range	\$11.15-\$20.10	\$12.36-\$20.10	\$11.15-\$17.79	\$12.36-\$20.10
2004 Average	\$13.83	\$13.99	\$13.44	\$13.43
2005 Average	\$13.69	\$15.04	\$13.44	\$15.04
Difference	-1%	8%	0%	12%
Average Starting 2005	NA	NA	NA	NA
Number with 4 year ECE Degree	8	3	5	3
With ECE Degree 2004	\$14.36	\$14.60	\$13.60	\$14.68
With ECE Degree 2005	\$13.34	\$15.94	\$13.60	\$15.94
Difference	-7%	9%	0%	9%
#Teachers	93	68	25	57
Range	\$9-\$24	\$9.23-\$23	\$9-\$24	\$10-\$23
2004 Average	\$13.60	\$13.77	\$13.24	\$14.60
2005 Average	\$13.66	\$13.99	\$13.24	\$14.35
Difference	0%	2%	0%	-2%
Average Starting 2005	\$13.74	\$13.74	\$13.74	\$14.06
Number with 4 year ECE Degree	50	41	9	38
With ECE Degree 2004	\$14.89	\$14.93	\$14.84	\$15.63
With ECE Degree 2005	\$15.13	\$15.21	\$14.76	\$15.41
Difference	2%	2%	-1%	-1%
#Assistant Teachers	51	32	19	27
Range	\$6.50-\$14.65	\$6.50-\$10.50	\$7.50-\$14.65	\$8.68-\$10.25
2004 Average	\$9.36	\$9.54	\$9.11	\$9.23
2005 Average	\$9.05	\$8.88	\$9.32	\$9.20
Difference	-3%	-7%	2%	0%
Average Starting 2005	\$8.74	\$9.03	\$8.34	\$9.13
Number with 4 year ECE Degree	3	3	0	3
With ECE Degree 2004	\$10.29	\$10.29	NA	\$10.29
With ECE Degree 2005	\$9.49	\$9.49	NA	\$9.49
Difference	-8%	-8%	NA	-8%

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

The 2004 staff turnover rate again decreased (this year by 8%) for part day preschools with 58% of the non-Head Start programs losing no staff in 2004. Turnover is defined as the number of teaching staff on the job in January 2004 compared to the number who left the center during the year. However, 47% of part day teachers have been at their present center 3 years or less. The average length of employment for administrators is 9.4 years for part day preschools, a slight drop from last year. 70% of the preschool directors have BA or Masters degree in Early Childhood Education. 29 teaching staffpersons have DPI teaching licenses with 7 in the process of completing coursework to obtain one

Part Day Educational Background 2005

Education	Preschools		Madison Accredited	
	Dane			
High School	0	0%	0	0%
High School Deg.	48	25%	26	25%
Some College	21	10%	5	5%
Associate Degree	10	5%	8	8%
BA/BS Degree	103	54%	58	57%
Graduate School	3	2%	1	1%
Master's Degree	7	4%	4	4%
PHD	0	0%	0	0%
Total	192	100%	102	100%
Child Care Training				
None	4	2%	3	3%
40 Hour Course	11	6%	8	8%
80 Hour Course	65	34%	18	18%
CDA	20	11%	14	14%
Associate ECE	11	6%	9	9%
ECE Degree	74	39%	46	46%
Graduate ECE	5	3%	3	3%
Total	190	100%	101	100%
	2004	2005	2004	2005
With less than 80 hrs % Staff with	12%	8%	10%	11%
College degree % Staff with	56%	60%	69%	62%
College ECE degree	40%	42%	52%	49%

Part Day Retention 2005

Length of Employment	Part-Day Preschools		Madison Accredited Preschools	
	Dane			
<1 year	27	14%	15	15%
1 Year	26	14%	12	12%
2 Years	20	10%	9	9%
3 Years	17	9%	10	10%
4 Years	14	7%	6	6%
5 Years	12	6%	4	4%
6 Years	5	3%	3	3%
7 Years	4	2%	1	1%
8 Years	2	1%	1	1%
9 Years	8	4%	6	6%
10-19 years	46	24%	30	29%
20 or more	10	5%	5	5%
TOTAL	191	100%	102	100%
At Centers 3 years or less	2004	2005	2004	2005
	49%	47%	47%	45%
Average number of years at center	7.73		8.18	
Year 2004	change		change	
Turnover rate	14%	-6%	14%	-8%
2003 Turnover	20%		22%	

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 preschool staff at that wage level or higher		
		% Lead Teachers	% Teachers	% Assistants
Single person	\$7.40	100%	100%	90%
Single person with child	\$16.75	20%	14%	0%
Two adults working with Infant and preschooler	\$13.15 (each)	40%	55%	2%

BENEFITS—PART DAY PRESCHOOLS

The following tables list benefits offered in March 2005 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 at 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.

Less than half of the programs are able to offer health care. Of those that do have health care, some 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 employees' 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.

Head Start programs have better leave policies than most part day preschools. When Head Start programs are not included in the analysis the average number of days off declines by about one per category and drops to 18 days a year for the average total leave per program.

In the past year, the amount of benefits offered has overall declined at programs in Dane County.

Type of leave	Part Day Preschools		Madison			Benefit	Part Day Preschools		Madison	
	# Centers with leave	% with Leave	2005 Av. Days	2005 Range	2005 Accredited Av. Days		Dane		Accredited	
Vacation	23	44%	10	0-20	10	Cafeteria Plan	4	8%	2	20%
Sick leave	39	75%	9	0-22	10	Paid prep. Time	44	85%	10	100%
Personal leave	32	62%	2.5	0-7	3	Preschool Tuition-	12	23%	3	30%
Holidays	33	63%	9	0-20	10	Retirement	25	48%	3	30%
Total	45	87%	23.5	0-38	29	Health	25	48%	9	90%
						Term Life	4	8%	4	40%
						Disabilty	3	6%	3	30%
						Bonus	8	15%	3	30%

PARENT FEES

The following are average fees charged in March 2005 by part day preschools who are not Head Start programs. Seven programs also required Security Deposits and nine had other fees not listed in the chart.

Fee	% charging this fee	Average	Median	Range
Registration Fees	92%	\$43	\$40	\$10-\$80
Late Pick up	41%	\$35/hour	\$45/hour	\$10-\$60/hour
Late Payment	54%	\$10.00	\$10	\$5-\$25

MONTHLY RATES PART DAY PRESCHOOLS MARCH 2005

An influence on the rate changes this year has been both several centers shifting to full day programming and the creation of several new part day programs.

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
Dane							
# Part Day Preschools	6	6	35	33	6	7	36
Range	\$150-\$206	\$185-\$308	\$50-\$195	\$65-\$272	\$180-\$290	\$317-\$458	\$15-\$90
2005 Average	\$176	\$245	\$115	\$162	\$256	\$367	45
Change from 2004	13%	11%	2%	7%	2%	1%	25%

Madison							
# Part Day Preschools	5	5	18	19	4	7	19
Range	\$115-\$192	\$179-\$287	\$80-\$195	\$100-\$272	\$228-\$290	\$281-\$598	\$15-\$90
2005 Average	\$181	\$258	\$135	\$184	\$271	\$367	\$44.50
Change from 2004	15%	9%	3%	4%	3%	1%	15%

Madison Accredited							
# Part Day Preschools	3	3	7	7	2	4	7
Range	\$115-\$192	\$179-\$287	\$125-\$195	\$170-\$272	NA	\$337-\$598	\$30-\$50
2005 Average	\$190	\$273	\$158	\$218	NA	\$386	\$44.00
Change from 2004	20%	12%	-4%	-1%	NA	-6%	

Outside Madison							
# Part Day Preschools	1	1	17	14	2	0	17
Range	NA	NA	\$50-\$130	\$65-\$185	NA	NA	\$25-\$75
2005 Average	NA	NA	\$95	\$132	NA	NA	\$46.00
Change from 2004	NA	NA	6%	15%	NA	NA	

Dane Religious							
# Part Day Preschools	1	2	10	9	1	1	10
Range	NA	NA	\$80-\$155	\$120-\$215	NA	NA	\$30-\$80
2005 Average	NA	NA	\$113	\$152	NA	NA	\$46

School Age Rates Part Day Programs Dane County	Summer Weekly	Weekly After School
# Part Day Programs	21	65
Range	\$135-\$230	\$30-\$90
2005 Average	\$167	\$60.40
Change from 2004	17%	6%

Madison Accredited		
# Part Day Programs	8	25
Range	\$165-\$183	\$55-\$75
2005 Average	\$170	\$61.82
Change from 2004	20%	7%

Outside Madison		
# Part Day Programs	21	29
Range	\$135-\$230	\$30-\$90
2005 Average	\$166	\$58.47
Change from 2004	17%	6%

AVERAGE RATES FULL DAY CENTERS IN DANE COUNTY

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

Slow rate growth in Infant and Toddler rates outside Madison may be related to a large increase almost 20% in the number of programs offering infant toddler care.

Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited
Infants (Age 0-1):				
#Centers	109	51	58	22
Range	\$95-333	\$150-333	\$95-300	\$222-333
Average 05	\$218	\$239.86	\$200	\$251
%change	1.4%	4.3%	0.0%	0.0%
Toddlers (age 1-2):				
#Centers	104	49	55	21
Range	\$127-333	\$150-333	\$127-300	\$208-333
Average 05	\$219	\$240	\$201	\$249
%change	1.4%	4.2%	1.5%	0.0%
Two Year Olds:				
#Centers	114	54	60	24
Range	\$117-333	\$100-333	\$117-250	\$181-\$333
Average 05	\$212.49	\$229	\$197	\$231
%change	14.2%	15.1%	15.2%	10.5%
Preschool (age 3-5):				
#Centers	127	64	62	32
Range	\$92-258	\$100-232	\$120-240	\$166-244
Average 05	\$178	\$192	\$170	\$200
%change	1.1%	2.1%	4.9%	0.5%
After School:				
#Centers	49	17	32	6
Range	\$40-105	\$46-105	\$40-92	\$46-85
Average	\$73	\$81	\$68	\$64
Median	\$75	\$85	\$70	\$64
Daily				
Summer	\$39	\$44	\$34	\$42