



4-C DANE COUNTY GROUP CENTER 2006 RATES, WAGES AND BENEFITS

BACKGROUND- THE SURVEY

This report is based on rates, wages, benefits and staff characteristics from 4-C's March 2006 child care survey. Programs reported the information so that wage, retention and education experience was available for each individual staff person. Data as in 2005 was available from non-profit programs and independent for profit programs but not group chains. As such results including a second year reduction in turnover rates are limited to the programs returning data and should not be interpreted as reflecting conditions in the child care field through out Dane County. "Madison Accredited" refers to programs accredited by the City of Madison Day Care Unit.

WAGES

In 2006, wages in full day centers increased 2-3% for staff for most staff.

TURNOVER AND EDUCATIONAL BACKGROUND

In 2005 staff turnover decreased to 22% for full day centers. 5.6% of the Directors were in their first year at the centers they administered. The number of staff with ECE BA degrees increased 6% to 28%.

2006 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, an hourly wage was created by dividing the annual salary by 2080 hours. In the case of Administrators, this is probably less than the actual number of hours worked.

Full-day Programs:

	2006 Average	2006 Range	2006 Starting	2005 Average	% Change
Director/Administrator	\$17.25	\$9-\$33.18	n/a	\$16.86	2%
Program Coordinator	\$15.16	\$8.28-\$21.77	n/a	\$15.10	0%
Lead Teacher	\$13.19	\$7.35-\$28.26	\$12.60	\$12.82	3%
Teacher	\$11.73	\$7-\$26.83	\$10.48	\$11.51	2%
Assistant Teacher	\$9.58	\$6.15-\$15	\$8.91	\$9.38	2%
Substitute Teacher	\$9.48	\$7-\$11.25	N/A	\$9.07	5%

Full-day Programs-15 year wage changes:

	2006 Average	1991 Average	% Change
Director/Administrator	\$17.25	\$9.73	77%
Program Coordinator	\$15.16	\$7.80	94%
Lead Teacher	\$13.19	\$6.50	103%
Teacher	\$11.73	\$5.97	96%
Assistant Teacher	\$9.58	\$5.15	86%

How to Read the Charts:

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

2006 Average- The average wage for this position. This is the average of the wages paid to individual teachers in this category. 2005 Average numbers are last year's figures.

2005-2006 Difference- The difference between the 2005 and 2006 averages. These represent changes in the average market rate for each position between March 2005 and March 2006. A number of factors, especially staff turnover as higher paid experienced staff is replaced with newer staff, can affect this number in addition to the normal process of centers raising staff salaries.

2006 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 2006- Average starting is the salary reported for staff who have been working less than a year.

2005-2006 Difference Starting- the difference between the average starting wage in 2005 and 2006.

STAFF WITH AND WITHOUT BA DEGREES 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 (4 year 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:

2006 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 2006 at centers where children can attend eight hours a day. Because of a drop in wages reported from multiple site chains we have excluded all for-profit chain center data from the computations. Substitute teacher wages ranged from \$8.10-\$12 and averaged \$9.91 (a 43 cent increase). Change numbers are positive unless identified as negative (-).

Location:	Dane	Madison	Outside Madison	Madison Accredited	Dane For Profit (not chain)	Dane Non-Profit
Directors						
Range	\$9.54-\$33.18	\$11-\$33.18	\$9.54-\$28.85	\$12.99-\$31.18	\$9.54-\$28.85	\$12.62-\$33.18
2006 Average	\$17.25	\$19.46	\$15.57	\$21.68	\$15.58	\$19.53
2005 Average	\$16.86	\$19.49	\$14.58	\$21.52	\$14.84	\$20.04
2005-2006 Difference	2%	0%	7%	1%	5%	-3%
2006 Median	\$16.00	\$17.54	\$15.00	\$20.70	\$15.00	\$18.37
Average Starting 2006	na	na	na	na	na	na
Program Coordinators						
Range	\$8.28-\$21.77	\$9.03-\$21.77	\$8.28-\$19.33	\$9.03-\$21.77	\$10.04-\$17	\$8.28-\$21.77
2006 Average	\$15.16	\$15.43	\$14.64	\$16.13	\$14.35	\$16.03
2005 Average	\$15.10	\$15.18	\$14.17	\$15.73	\$13.59	\$15.44
2005-2006 Difference	0%	2%	3%	3%	6%	4%
2006 Median	\$15.50	\$15.45	\$13.86	\$15.74	\$14.11	\$15.83
Average Starting 2006	na	na	na	na	na	na
Lead Teachers						
Range	\$7.35-\$28.26	\$8-\$28.26	\$7.35-\$18.27	\$10.57-\$28.26	\$7.35-\$18.10	\$8-\$28.26
2006 Average	\$13.19	\$13.19	\$13.18	\$14.76	\$11.91	\$13.68
2005 Average	\$12.82	\$12.90	\$12.50	\$14.60	\$12.25	\$13.39
2005-2006 Difference	3%	2%	5%	1%	-3%	2%
2006 Median	\$13.00	\$13.00	\$13.56	\$14.30	\$13.00	\$14.14
Average Starting 2006	\$12.60	\$12.96	NA	NA	\$12.00	\$13.06
2005-2006 Difference Starting	6%	4%	NA	NA	0%	0%
Teachers						
Range	\$7-\$26.83	\$7-\$26.83	\$7-\$19.96	\$8.75-\$26.83	\$7-\$17.	\$7-\$26.83
2006 Average	\$11.73	\$12.60	\$10.80	\$13.76	\$10.83	\$12.92
2005 Average	\$11.51	\$12.47	\$10.53	\$13.37	\$10.58	\$12.70
2005-2006 Difference	2%	1%	3%	3%	2%	2%
2006 Median	\$11.03	\$12.00	\$10.37	\$13.36	\$10.50	\$12.74
Average Starting 2006	\$10.48	\$11.04	\$10.08	\$12.84	\$10.22	\$10.91
2005-2006 Difference Starting	2%	1%	3%	12%	-1%	0%
Assistant Teachers						
Range	\$6.15-\$15	\$7-\$15	\$6.15-\$12.48	\$7-\$14.85	\$6.15-\$15	\$7-\$14.85
2006 Average	\$9.58	\$9.69	\$9.43	\$10.16	\$9.12	\$9.97
2005 Average	\$9.38	\$9.58	\$9.12	\$10.11	\$8.90	\$9.77
2005-2006 Difference	2%	1%	3%	0%	2%	2%
2006 Median	\$9.33	\$9.66	\$9.00	\$10.00	\$8.75	\$10.00
Average Starting 2006	\$8.91	\$9.03	\$8.78	\$9.43	\$8.96	\$9.52
2005-2006 Difference Starting	0%	0%	0%	2%	1%	6%

COMPARISON BETWEEN ACCREDITED AND NON ACCREDITED CENTER WAGES IN DANE COUNTY MARCH 2006

Averages are based on individual staff wages paid in March 2006 at centers where children can attend eight hours a day. Because of a drop in wages reported from multiple site chains we have excluded all for profit chain center data from the computations. Accredited programs are programs meeting either NAEYC or City of Madison higher Quality Standards.

Location:	Dane	Madison Accredited	Dane Accredited	Dane Not-Accredited	% Difference	Cost Difference per hour
Directors						
Range	\$9.54-\$33.18	\$12.99-\$31.18	\$12.99-\$31.18	\$9.54-\$33.18		
2006 Average	\$17.25	\$21.68	\$19.97	\$15.67	-22%	\$4.30
2006 Median	\$16.00	\$20.70	\$18.01	\$15.00	-17%	\$3.01
Weekly Rates 3 Year Olds	\$187.00	\$207.00	\$203.39	\$179.09	-12%	\$24.30
Program Coordinators						
Range	\$8.28-\$21.77	\$9.03-\$21.77	\$9.03-\$21.77	\$8.28-\$18.17		
2006 Average	\$15.16	\$16.13	\$16.13	\$14.05	-13%	\$2.08
2006 Median	\$15.50	\$15.74	\$15.91	\$14.72	-7%	\$1.19
Weekly Rates 3 Year Olds	\$187.00	\$207.00	\$203.39	\$179.09	-12%	\$24.30
Lead Teachers						
Range	\$7.35-\$28.26	\$10.57-\$28.26	\$10.20-\$28.26	\$7.35-\$18.10		
2006 Average	\$13.19	\$14.76	\$14.42	\$11.36	-21%	\$3.06
2006 Median	\$13.00	\$14.30	\$14.26	\$10.56	-26%	\$3.70
Weekly Rates 3 Year Olds	\$187.00	\$207.00	\$203.39	\$179.09	-12%	\$24.30
Teachers						
Range	\$7-\$26.83	\$8.75-\$26.83	\$8.25-\$26.83	\$7-\$19.96		
2006 Average	\$11.73	\$13.76	\$13.00	\$10.50	-19%	\$2.50
2006 Median	\$11.03	\$13.36	\$12.70	\$10.25	-19%	\$2.45
Weekly Rates 3 Year Olds	\$187.00	\$207.00	\$203.39	\$179.09	-12%	\$24.30
Assistant Teachers						
Range	\$6.15-\$15	\$7-\$14.85	\$7-\$15	\$6.15-\$11.75		
2006 Average	\$9.58	\$10.16	\$10.13	\$8.78	-13%	\$1.35
2006 Median	\$9.33	\$10.00	\$10.03	\$8.50	-15%	\$1.53
Weekly Rates 3 Year Olds	\$187.00	\$207.00	\$203.39	\$179.09	-12%	\$24.30

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

This chart was produced by averaging wages reported for each individual staff person. The Difference between Madison and outside wages is an annualized amount.

	Dane	Madison	Outside Madison	Difference Madison & Outside	Madison Accredited
Directors # with ECE	43	24	19		17
2006 Average All Staff	\$17.25	\$19.46	\$15.57	\$8,091.20	\$21.68
Degreed Staff-Range	\$12-\$31.18	\$12.99-\$31.18	\$12-\$26.45		\$12.99-\$31.18
2006 Degreed staff average	\$18.96	\$20.33	\$17.75	\$5,366.40	\$21.51
2005 Degreed staff average	\$19.22	\$20.55	\$16.95	\$7,488.00	\$22.49
% change 2005-2006	-1%	-1%	5%		-4%
Without Degree Range	\$9.54-\$28.85	\$11-\$24.31	\$9.54-\$28.85		\$15.38-\$24.31
2006 Without degree average	\$14.41	\$15.05	\$14.18	\$1,809.60	19.24
Dif. with & w/o degree	\$4.55	\$5.28	\$3.57		\$2.27
%difference	24%	26%	20%		11%
Program Coordinators w/ECE	22	13	9		9
2006 Average All Staff	\$15.16	\$15.42	\$14.64	\$1,622.40	\$16.13
Degreed Staff-Range	\$13.62-\$21.77	\$13.62-\$21.77	\$14.72-\$19.33		\$13.62-\$21.77
2006 Degreed staff average	\$16.45	\$17.28	\$17.38	(\$208.00)	\$17.16
2005 Degreed staff average	\$16.76	\$16.52	\$17.54	(\$2,121.60)	\$16.95
% change 2005-2006	-2%	5%	-1%		1%
Without Degree Range	\$9.03-\$18.04	\$9.03-\$18.04	\$10.75-\$17		\$9.03-\$18.04
2006 Without degree average	\$14.18	\$14.03	\$14.40	(\$769.60)	\$13.47
Dif. with & w/o degree	\$2.27	\$3.25	\$2.98		\$3.69
%difference	14%	19%	17%		22%
Lead Teachers # with ECE	83	51	32		33
2006 Average All Staff	\$13.19	\$13.19	\$13.18	\$20.80	\$14.76
Degreed Staff-Range	\$10.29-\$28.26	\$10.29-\$28.26	\$11-\$18.27		\$13-\$28.26
2006 Degreed staff average	\$14.36	\$14.64	\$14.60	\$83.20	\$16.27
2005 Degreed staff average	\$14.27	\$14.29	\$14.21	\$166.40	\$15.89
% change 2005-2006	1%	2%	3%		2%
Without Degree Range	\$7.35-\$18.10	\$11.81-\$16.78	\$7.35-\$18.10		\$10.57-\$16.78
2006 Without degree average	\$11.92	\$11.81	\$10.34	\$3,057.60	\$13.68
Dif. with & w/o degree	\$2.35	\$2.48	\$3.87		\$2.21
%difference	16%	17%	27%		14%
Teachers # with ECE Degrees	234	125	109		94
2006 Average All Staff	\$11.73	\$12.60	\$10.80	\$3,744.00	\$13.76
Degreed Staff-Range	\$8.55-\$26.83	\$10-\$26.83	\$8.55-\$17		\$10.26-\$26.83
2006 Degreed staff average	\$13.23	\$14.27	\$12.13	\$4,451.20	\$14.69
2005 Degreed staff average	\$13.50	\$14.09	\$11.75	\$4,867.20	\$14.50
% change 2005-2006	-2%	1%	3%		1%
Without Degree Range	\$7-\$19.96	\$7-\$18.84	\$7-\$19.96		\$8.25-\$16.15
2006 Without degree average	\$10.80	\$11.38	\$10.34	\$2,163.20	\$11.79
Dif. with & w/o degree	\$2.43	\$2.89	\$1.79		\$2.90
%difference	18%	20%	15%		20%

BA Wage Chart continued from preceding page:

	Dane	Madison	Outside Madison	Difference Madison & Outside	Madison Accredited
Assistant Teachers	25	12	13		10
2006 Average All Staff	\$9.58	\$9.69	\$9.43	\$540.80	\$10.16
Degreed Staff-Range	\$8.67-\$15	\$8.67-\$15	\$9-\$12		\$8.67-\$12.19
2006 Degreed staff average	\$10.45	\$10.85	10.76	\$187.20	\$10.53
2005 Degreed staff average	\$10.32	\$10.21	10.51	(\$624.00)	\$10.30
% change 2005-2006	1%	6%	2%		2%
Without Degree Range	\$615.-\$14.85	\$7-\$14.85	\$6.15-\$11.76		\$7-\$14.85
2006 Without degree average	\$9.43	\$9.57	\$9.23	\$707.20	\$9.95
Dif. with & w/o degree	\$1.02	\$1.28	\$1.53		\$0.58
%difference	11%	13%	17%		6%

2006 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 a hour additional categories were created to provide more information about higher wages. Note 2001 though 2004 included data from for profit chain centers. 2005 on does not include this data. Some of the larger shifts between 2003 and 2005 are due to this change.

Wages	Lead Teachers				Teachers				Assistants			
	2001	2003	2005	2006	2001	2003	2005	2006	2001	2003	2005	2006
Middle 50%	\$8.38-	\$9.45-	\$10.56-	10.6	\$8.40-	\$9-	\$9.80-	10.00	\$7.10-	\$7.75-	\$8.50-	8.50
	\$11.70	\$13	\$14.13	16.4	\$10.33	\$12.50	\$12.75	13.07	\$8.35	\$9.43	\$10.29	10.51
<\$7	0%	0%	0%	0	0%	0%	0%	0%	15%	2%	3%	1%
\$7-\$7.99	5%	2%	1%	1%	14%	5%	3%	2%	41%	23%	7%	7%
\$8-\$8.99	34%	10%	4%	2%	27%	13%	6%	5%	34%	38%	30%	24%
\$9-\$9.99	18%	21%	14%	16%	12%	27%	19%	18%	8%	20%	22%	25%
\$10-\$10.99	4%	23%	8%	8%	32%	14%	25%	20%	1%	8%	26%	29%
\$11-\$11.99	14%	9%	6%	7%	4%	10%	12%	16%	<1%	3%	7%	8%
\$12-\$12.99	16%	9%	8%	4%	7%	12%	12%	11%		5%	3%	3%
\$13-up	9%	25%	56%	62%	3%	19%	24%	28%		1%	2%	2%
2005 on												0%
\$13-\$13.99			28%	19%			12%	12%			1%	2%
\$14-\$14.99			11%	18%			3%	6%			1%	0%
\$15-\$15.99			5%	9%			3%	3%				0%
\$16-19.99			10%	15%			4%	5%				0%
\$20-\$28.26			2%	1%			2%	2%				0%

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%

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FULL DAY STAFF EDUCATIONAL BACKGROUND

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 non-accredited 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	8	1%	3	0%	5	1%	4	1%	4	1%	3	1%
High School Deg.	432	35%	192	27%	240	45%	293	47%	139	22%	84	19%
Some College	181	15%	102	14%	79	15%	72	12%	109	18%	63	14%
Associate Degree	160	13%	99	14%	61	11%	83	13%	77	12%	63	14%
BA/BS Degree	419	34%	277	39%	142	26%	163	26%	256	41%	196	45%
Graduate School	10	1%	8	1%	2	0%	2	0%	8	1%	6	1%
Master's Degree	32	3%	25	4%	7	1%	7	1%	25	4%	20	5%
PHD	1	0%	0	0%	1	0%	1	0%	0	0%	1	0%
Total	1243	100%	706	100%	537	100%	625	100%	618	100%	436	100%
With Degree	461	37%	310	44%	152	28%	255	41%	289	47%	223	51%
Child Care Training												
None	15	1%	3	0%	12	2%	11	2%	4	1%	2	0%
40 Hour Course	72	6%	29	4%	43	8%	45	7%	27	4%	21	5%
80 Hour Course	594	48%	301	43%	293	55%	370	59%	224	36%	154	35%
Associate ECE	140	11%	87	12%	53	10%	67	11%	73	12%	60	14%
ECE Degree	319	26%	206	29%	113	21%	114	18%	205	33%	143	33%
Some Graduate	9	1%	9	1%	0	0%	0	0%	9	1%	7	2%
Master's Degree	23	2%	21	3%	2	0%	1	0%	22	4%	17	4%
PHD	1	0%	0	0%	1	0%	1	0%	0	0%	1	0%
CDA	67	5%	47	7%	20	4%	15	2%	52	8%	29	7%
Total	1240	100%	703	100%	537	100%	624	100%	616	100%	434	100%
With < 80 hrs	87	7%	32	5%	55	10%	56	9%	31	5%	23	5%
ECE Degree or higher	352	28%	236	34%	116	22%	116	19%	236	38%	168	39%

STAFF RETENTION IN FULL DAY CENTERS

Note: Data for this section is restricted to non-profit programs, and independent for-profit centers. National and local chains are not included in the data analysis and may have different retention records than what is shown.

Length of Employment	Dane		Madison		Outside Madison		For Profit		Non Profit		Madison Accredited	
<1 year	59	5%	34	5%	25	5%	33	5%	26	4%	29	5%
1 Year	212	17%	105	15%	107	20%	116	19%	96	16%	99	15%
2 Years	219	18%	119	17%	100	19%	137	22%	82	13%	99	15%
3 Years	166	14%	84	12%	82	16%	103	17%	63	10%	73	11%
4 Years	111	9%	65	9%	46	9%	62	10%	49	8%	57	9%
5 Years	89	7%	45	6%	44	8%	48	8%	41	7%	46	7%
6 Years	65	5%	46	7%	19	4%	29	5%	36	6%	43	7%
7 Years	53	4%	31	4%	22	4%	24	4%	29	5%	29	5%
8 Years	40	3%	25	4%	15	3%	16	3%	24	4%	23	4%
9 Years	33	3%	22	3%	11	2%	8	1%	25	4%	20	3%
10 or more years	182	15%	130	18%	52	10%	38	6%	144	23%	125	19%
TOTAL	1229	100%	706	100%	523	100%	614	100%	615	100%	643	100%
At Centers 3 years or less	2004	2006	2004	2006	2004	2006	2004	2006	2004	2006	2004	2006
	66%	53%	63%	48%	70%	60%	75%	63%	51%	43%	58%	47%
Average number of years at center	3.43	4.28	3.66	4.66	3.11	3.78	2.82	3.46	4.42	5.10	3.93	4.76
Turnover rate	2003	2005	2003	2005	2003	2005	2003	2005	2003	2005	2003	2005
	28%	22%	25%	20%	33%	25%	33%	24%	22%	20%	22%	20%

Turnover rates are determined by dividing the number of paid, full time, year round teaching staff employed on January 1, 2005 by the number of paid, full time, year round teaching staff who left during 2005. The 2006 rate is 5% less than the 2003 rate with all categories of programs showing a reduction in turnover rates. The following chart shows Dane County full day center turnover rates since 1993. A major decrease occurred with the loss of data from change centers so one factor in the better retention seen over the past few years is the lack of chain center retention data since the non-profit and independent for profit programs have tended to have better retention.

Year	2005	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993
Turnover rate	22%	28%	33%	39%	36%	32%	35%	28%	28%	30%	33%	31%
Change	-6%	-5%	-6%	3%	4%	-3%	7%	0%	-2%	-3%	2%	-12%

2005 Full Day Director Retention

Retention for Directors improved across most categories.

	Dane	Madison	Outside Madison	Non-chain For Profit	Non Profit	City Accredited
Average Years as Director	7.28	7.79	6.86	6.70	8.16	8.52
% 1st year in job	5.6%	6%	5%	5%	7%	0%

BENEFITS - FULL DAY CENTERS 2005

The following tables list benefits offered in March 2005 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 2005.

Dane County:									
Type of leave	# Centers with leave	% with Leave	% Change since 203	2005 Av. Days	2005 Median	2005 Range	2005 Change Av. Days		
Paid vacation	126	95%	1%	8.33	8	5-22	8%		
Paid sick leave	109	83%	4%	7.75	5	2-24	0%		
Paid personal leave	83	63%	1%	3.2	2.75	1-27	-8%		
Paid holidays	125	95%	3%	8	7	3-20	9%		
Maternity Leave	49	37%	-8%	NA	NA	NA	NA		
Total	131	99%	2%	22	19	4-53	10%		
Madison									
	2005 Av. Days	2005 Median	2005 Range	Change	City Accredited	2005 Av. Days	2005 Median	2005 Range	Change Av. Days
Paid vacation	9	10	5-24	9%		11	10	5-22	9%
Paid sick leave	9.25	8	3-26	-2%		11.5	12	5-22	-2%
Paid personal leave	2.5	2	1-6	-23%		3	2	1-14	-21%
Paid holidays	9	9	1-25	17%		9.8	9.5	5-20	27%
Total	25	23	5-53	5%		30.4	31	9-53	7%

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 2005. 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 offer the benefit. The percent change is the change in the number of programs offering the benefit between 2004 and 2005.

Benefit	2004-2005			Madison		Outside Madison		Madison Accredited		For Profit		Non-Profit	
	Dane		Change										
Paid prep. Time	118	89%	0%	65	96%	53	83%	36	100%	69	84%	49	98%
Preschool care	106	80%	-3%	51	75%	55	86%	23	64%	74	90%	32	64%
Retirement	66	50%	2%	41	60%	25	40%	26	72%	32	39%	34	68%
Health	119	90%	1%	67	99%	52	84%	36	100%	70	85%	49	98%
Health family	112	85%	0%	65	96%	47	76%	35	97%	66	80%	46	92%
Dental	102	77%	5%	58	85%	44	71%	31	86%	58	71%	44	88%
Term Life	68	52%	1%	43	63%	25	40%	25	69%	39	48%	29	58%
Bonus	32	24%	1%	14	21%	18	30%	6	17%	20	24%	12	24%
Disability Ins.	59	45%	0%	34	50%	25	40%	17	47%	38	46%	21	42%

WEEKLY 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. Note: For the first time 2 year old and preschool rates dropped in a number of programs possibly due to tight market in those age ranges. One factor in the drop in the two year old rates might also be an increase in programs offering services for older 2 year olds.

Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited	Accredited Dane	Non-Accredited Dane	Difference Between Accredited+ Non-Accredited	
Infants (Age 0-1):								
#Centers	102	48	54	19	29	73		
Range	\$100-343	\$100-343	\$160-315	\$185-343	\$185-343	\$100-270		
Average 06	\$228	\$253.00	\$214	\$274	\$263	\$215	22%	\$48
%change	4.6%	5.5%	7.0%	9.2%	11.9%	3.4%		
Toddlers (age 1-2):								
#Centers	111	55	56	25	35	76		
Range	\$100-343	\$100-343	\$160-315	\$185-343	\$185-343	\$100-270		
Average 06	\$226	\$250	\$210	\$262	\$257	\$212	21%	\$45
%change	3.2%	4.3%	4.5%	5.2%	14.7%	3.4%		
Two Year Olds:								
#Centers	131	65	66	32	43	88		
Range	\$100-294	\$100-294	\$130-263	\$164-\$294	\$164-\$294	\$100-230		
Average 06	\$201.00	\$218	\$188	\$230	\$222	\$190	17%	\$32
%change	-5.4%	-4.8%	-4.6%	-0.4%	8.3%	0.5%		
Preschool (age 3-5):								
#Centers	135	67	68	33	46	89		
Range	\$100-244	\$100-244	\$120-240	\$157-244	\$137-244	\$100-240		
Average 06	\$183	\$200	\$174	\$208	\$203	\$173	17%	\$30
%change	2.8%	4.2%	2.4%	4.0%	4.6%	0.6%		
After School:								
#Centers	49	22	27	3	22	27		
Range	\$40-125	\$49-125	\$40-119	na	\$49-125	\$40-119		
Average 06	\$88	\$97	\$84	na	\$91	\$88	3%	\$3
%change	21%	20%	24%					

AVERAGE DAILY 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.

Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited	Accredited Dane
Infants (Age 0-1):					
#Centers	57	24	33	13	15
Range	\$26-87	\$50-87	\$26-77	\$59-87	\$51-87
Average 06	\$59	\$71.00	\$53	\$72	\$69
%change	18.0%	22.4%	26.2%	26.3%	23.2%
Toddlers (age 1-2):					
#Centers	64	27	37	15	17
Range	\$23-87	\$41-87	\$25-60	\$41-87	\$41-87
Average 06	\$58	\$68	\$53	\$68	\$66
%change	20.8%	21.4%	26.2%	25.9%	17.9%
Two Year Olds:					
#Centers	87	36	51	19	21
Range	\$23-71	\$40-71	\$23.50-58	\$40-\$71	\$40-\$71
Average 06	\$50.00	\$57	\$47	\$57	55
%change	11.1%	7.5%	20.5%	14.0%	12.2%
Preschool (age 3-5):					
#Centers	91	36	55	19	21
Range	\$21-68	\$38-68	\$21-65	\$38-68	\$38-68
Average 06	\$46	\$54	\$43	\$53	\$51
%change	7.0%	10.2%	16.2%	10.4%	8.5%
After School full day rate:					
#Centers	48	14	34	1	4
Range	\$20-65	\$20-60	\$20-61	na	\$22-47
Average 06	\$44	\$45	\$42	na	\$36
%change	29.4%	-6.3%	40.0%		

WAGES AT MONTESSORI PROGRAMS 2006

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

	Directors	Teachers	Lead Teachers	Assistants
Number		7	26	10
Range	\$16.34-\$21.83	\$8.39-\$22.94	\$11-\$28.26	\$8.50-\$15
2006 Average	\$18.74	\$14.35	\$16.82	\$11.01

PART TWO- PART DAY PROGRAMS

Average Hourly Wages Part Day Centers By Location and Type of Program March 2006 Based on Data by Individual Staff

Averages are based on wages paid in March 2006 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. Very few programs reported wages for lead teachers and since the education and training demographics were similar to regular teachers the Lead teacher data was combined with the Teacher wage data for this report.

Location:	Dane	Madison	Outside Madison	Madison Accredited
Total staff reported this chart	222	147	75	110
# Directors	29	16	13	9
Range	\$12-\$32.50	\$12-\$32.50	\$12-\$21.18	\$12-\$32.50
2005 Average	\$16.30	\$16.53	\$15.12	\$17.67
2006 Average	\$16.85	\$17.93	\$15.52	\$18.09
Difference	3%	8%	3%	2%
Number with 4 year ECE Degree	16	10	6	5
With ECE Degree 2004	\$15.99	\$15.65	\$16.49	\$17.67
With ECE Degree 2006	\$18.53	\$19.77	\$16.49	\$22.09
Difference	16%	26%	0%	25%
#Teachers	121	82	39	63
Range	\$9-\$22.10	\$9.23-\$22.10	\$9-\$19.76	\$11-\$22.10
2005 Average	\$13.66	\$13.99	\$13.24	\$14.35
2006 Average	\$14.36	\$15.09	\$12.90	\$15.49
Difference	5%	8%	-3%	8%
Average Starting 2005	\$12.94	\$13.78	NA	\$13.78
Number with 4 year ECE Degree	63	53	10	44
With ECE Degree 2005	\$15.13	\$15.21	\$14.76	\$15.41
With ECE Degree 2006	\$15.93	\$16.13	\$14.87	\$16.27
Difference	5%	6%	1%	6%
# Public School Certified	29	24	5	24
Public School Certified Average	\$16.54	\$17.04	\$14.14	\$17.04
#Assistant Teachers	72	49	23	38
Range	\$7-\$14.65	\$7-\$14.65	\$7.50-\$14.65	\$8.25-\$14.65
2005 Average	\$9.05	\$8.88	\$9.32	\$9.20
2006 Average	\$9.13	\$9.49	\$9.51	\$9.70
Difference	1%	7%	2%	5%
Average Starting 2005	\$9.13	\$9.15	\$8.98	\$9.13
Number with 4 year ECE Degree	4	4	0	2
With ECE Degree 2005	\$9.49	\$9.49	NA	NA
With ECE Degree 2006	\$9.56	\$9.56	NA	NA

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

The 2005 staff turnover rate increased for part day preschools. Turnover is defined as the number of teaching staff on the job in January 2005 compared to the number who left the center during the year. However the number of part day teachers at their present center 3 years or less has increased. 29 teaching staff have DPI teaching licenses .

PART DAY STAFF BACKGROUND

Part Day Preschool Educational Background 2006					Part Day Retention 2006				
Education	Preschools		Madison		Length of Employment	Part-Day		Madison	
	Dane	%	Accredited	%		Dane	%	Preschools	Accredited
High School	0	0%	0	0%	<1 year	6	3%	5	4%
High School Deg.	67	30%	34	28%	1 Year	34	15%	24	20%
Some College	18	8%	6	5%	2 Years	32	14%	12	10%
Associate Degree	22	10%	15	12%	3 Years	27	12%	14	12%
BA/BS Degree	110	48%	62	51%	4 Years	13	6%	8	7%
Graduate School	2	1%	0	0%	5 Years	15	7%	4	3%
Master's Degree	8	4%	4	3%	6 Years	12	5%	5	4%
PHD	0	0%	0	0%	7 Years	11	5%	4	3%
Total	227	100%	121	100%	8 Years	8	4%	4	3%
Child Care Training					9 Years	7	3%	1	1%
None	5	2%	0	0%	10-19 years	44	19%	29	24%
40 Hour Course	5	2%	6	5%	20 or more	18	8%	11	9%
80 Hour Course	102	45%	38	31%	TOTAL	227	100%	121	100%
CDA	14	6%	8	7%	at centers	2004	2005	2004	2005
Associate ECE	16	7%	12	10%	3 years or less	47%	44%	47%	45%
ECE Degree	80	35%	55	45%	Average Years	7.73	7.38	8.18	7.7
Graduate ECE	5	2%	2	2%					
Total	227	100%	121	100%	Turnover rate	2004	2005	2004	2005
With less than 80 Hours	2005	2006%	2005	2006%		14%	18%	22%	24%
	8%	4%	11%	5%					
% staff with College Degrees	59%	53%	62%	55%					
% staff with ECE Degrees	42%	37%	49%	47%					

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.

Other Benefits

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	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%
						Disability	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

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. Note in coop programs the rates used were for non-participating families.

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	7	8	43	50	11	18	36
Range	\$155-\$195	\$190-\$390	\$65-\$295	\$70-\$385	\$180-\$290	\$317-\$510	\$25-\$125
2006 Average	\$174	\$248	\$130	\$176	\$275	\$349	55
2005 Average	\$176	\$245	\$115	\$162	\$256	\$367	45
Change from 2005	-1%	1%	13%	9%	7%	-5%	22%
						Median Fee	\$50
Madison							
# Part Day Preschools	5	7	23	25	9	14	19
Range	\$155-\$195	\$190-\$390	\$95-\$295	\$125-\$385	\$240-\$290	\$240-\$510	\$25-\$125
2006 Average	\$175	\$248	\$161	\$219	\$275	\$385	55
2005 Average	\$181	\$258	\$135	\$184	\$271	\$367	\$44.50
Change from 2005	-3%	-4%	19%	19%	1%	5%	24%
Madison Accredited							
# Part Day Preschools	2	4	7	8	2	7	10
Range	NA	\$202-\$390	\$115-\$229	\$150-\$360	NA	\$240-\$510	\$40-\$65
2006 Average	NA	\$265	\$170	\$232	NA	\$383	\$50.00
2005 Average	\$190	\$273	\$158	\$218	NA	\$386	\$44.00
Change from 2005	NA	-3%	8%	6%	NA	-1%	14%
Outside Madison							
# Part Day Preschools	2	1	20	25	2	4	17
Range	NA	NA	\$65-\$190	\$70-\$300	NA	NA	\$25-\$75
2006 Average	NA	NA	\$112	\$150	NA	NA	\$50.00
2005 Average	NA	NA	\$95	\$132	NA	NA	\$46.00
Change from 2005	NA	NA	18%	14%	NA	NA	9%
Dane Religious							
# Part Day Preschools	3	3	18	20	2	5	20
Range	NA	NA	\$80-\$165	\$110-\$240	NA	\$220-240	\$25-\$75
2006 Average	NA	NA	\$117	\$164	NA	\$317	\$50.00
2005 Average	NA	NA	\$113	\$152	NA	NA	\$46.00
Change from 2005	NA	NA	4%	8%	NA	NA	9%

**On Site School Age Programs
Rates 2006 School Year**

**On Site School Age Programs
Dane County**

	Weekly Before School	Weekly After School	Weekly Summer
Number	18	60	55
Minimum	\$17.30	\$40.00	\$120.00
Maximum	\$50.00	\$80.00	\$189.00
Mean	\$25.84	\$60.30	\$181.13
%Change		0%	8%
		\$60.40	\$167.00

Madison

Number	13	29	27
Minimum	\$17.30	\$57.69	\$125.00
Maximum	\$28.84	\$80.00	\$189.00
Mean	\$25.81	\$63.21	\$181.96

Outside Madison

Number	5	31	28
Minimum	\$18.50	\$40.00	\$120.00
Maximum	\$50.00	\$76.40	\$189.00
Mean	\$25.92	\$57.58	\$180.32
		-2%	9%