



DANE COUNTY GROUP CENTER RATES AND WAGES MARCH 2007

BACKGROUND - THE SURVEY

This report is based on rates, wages, benefits and staff characteristics from 4-C's March 2007 child care survey. Programs reported the information so that wage, retention and education experience was available for each individual staff person. Data (as in 2006) 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

Between 2006 and 2007, wages in full day centers increased 5-8% for most staff. There was, however, a significant spread in wages by category; much of the change can be attributed to new programs starting with higher wage levels. The few places where wages declined were categories with few people employed and where high wage staff left.

TURNOVER AND EDUCATIONAL BACKGROUND

In 2007 staff turnover increased to 30% for full day centers. 5.6% of the Directors were in their first year at the centers they administered.

2007 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 2,080 hours. In the case of Administrators, this is probably less than the actual number of hours worked.

Full-day Programs:

	2007 Average	2007 Range	2007 Starting	2006 Average	% Change
Director/Administrator	\$18.81	\$9-\$35.90	\$16.75	\$17.25	9%
Program Coordinator	\$16.32	\$10-\$26.85	\$16.96	\$15.16	8%
Lead Teacher	\$14.29	\$8.50-\$30	\$13.51	\$13.19	8%
Teacher	\$12.36	\$7.50-\$29.58	\$11.05	\$11.73	5%
Assistant Teacher	\$9.81	\$6.50-\$14.80	\$9.35	\$9.58	2%
Substitute Teacher	\$10.04	\$7.80-\$15	N/A	\$9.48	6%

Full-day Programs-16 year wage changes:

	2007 Average	1991 Average	% Change
Director/Administrator	\$18.81	\$9.73	93%
Program Coordinator	\$16.32	\$7.80	109%
Lead Teacher	\$14.29	\$6.50	120%
Teacher	\$12.36	\$5.97	107%
Assistant Teacher	\$9.81	\$5.15	90%

How to Read the Charts:

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

2007 Average- The average wage for this position. This is the average of the wages paid to individual teachers in this category. 2006 Average are last year's figures.

2007-2006 Difference- The difference between the 2007 and 2006 averages. These represent changes in the average market rate for each position between March 2007 and March 2006. 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.

2007 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 2007- Average starting is the salary reported for staff who have been working less than a year.

2007-2006 Difference Starting- the difference between the average starting wage in 2007 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 a 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:

2007 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 - FULL DAY CENTERS

AVERAGE HOURLY WAGES BY LOCATION AND TYPE OF PROGRAM

Averages are based on individual staff wages paid in March 2007 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 \$7.80-\$15 and averaged \$10.04 (a 13 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-\$35.90	\$11.66-\$35.90	\$9-\$25	\$11-\$35.90	\$9-\$31	\$15.40-\$35.90
2007 Average	\$18.81	\$21.07	\$16.06	\$21.77	\$16.38	\$21.96
2006 Average	\$17.25	\$19.46	\$15.57	\$21.68	\$15.58	\$19.53
2006-2007 Difference	9%	8%	3%	0%	5%	12%
2007 Median	\$18.43	\$20.00	\$16.55	\$20.76	\$16.50	\$20.67
Average Starting 2007	\$16.75	na	na	na	\$15.90	na
Program Coordinators						
Range	\$10-\$26.85	\$10-\$26.85	\$10-\$19.82	\$10-\$26.85	\$10-\$17.50	\$11.43-\$26.55
2007 Average	\$16.32	\$17.14	\$14.49	\$16.93	\$13.67	\$17.54
2006 Average	\$15.16	\$15.43	\$14.64	\$16.13	\$14.35	\$16.03
2006-2007 Difference	8%	11%	-1%	5%	-5%	9%
2007 Median	\$16.00	\$16.22	\$13.18	\$16.48	\$13.60	\$17.00
Average Starting 2007	\$16.96	\$16.89	na	\$18.87	\$14.33	\$18.27
Lead Teachers						
Range	\$8.50-\$30	\$8.50-\$30	\$9.29-\$19.82	\$9.29-\$30	\$8.50-\$30	\$8.60-\$28.26
2007 Average	\$14.29	\$14.53	\$13.25	\$14.34	\$12.96	\$15.00
2006 Average	\$13.19	\$13.19	\$13.18	\$14.76	\$11.91	\$13.68
2006-2007 Difference	8%	10%	1%	-3%	9%	10%
2007 Median	\$14.00	\$14.00	\$13.50	\$14.00	\$13.00	\$14.92
Average Starting 2007	\$13.51	\$13.32	\$14.16	\$13.68	\$12.95	\$13.20
2006-2007 Difference Starting	7%	5%	NA	NA	8%	1%
Teachers						
Range	\$7.5-\$29.56	\$7.5-\$29.56	\$8-16.50	\$7.86-\$29.56	\$7.50-\$16.50	\$8-\$29.56
2007 Average	\$12.36	\$13.10	\$11.29	\$13.66	\$11.02	\$13.66
2006 Average	\$11.73	\$12.60	\$10.80	\$13.76	\$10.83	\$12.92
2006-2007 Difference	5%	4%	5%	-1%	2%	6%
2007 Median	\$11.90	\$12.52	\$11.00	\$13.30	\$10.85	\$13.25
Average Starting 2007	\$11.05	\$10.80	\$11.29	\$11.53	\$10.82	\$11.47
2006-2007 Difference Starting	5%	-7%	15%	0%	5%	5%
Assistant Teachers						
Range	\$6.50-\$14.80	\$7-\$14.80	\$6.50-\$13.87	\$7.65-\$14.80	\$6.50-\$12.75	\$7.65-\$14.80
2007 Average	\$9.81	\$9.96	\$9.54	\$10.00	\$9.06	\$10.08
2006 Average	\$9.58	\$9.69	\$9.43	\$10.16	\$9.12	\$9.97
2006-2007 Difference	2%	3%	1%	-2%	-1%	1%
2007 Median	\$9.96	\$9.81	\$9.50	\$10.00	\$8.62	\$10.03
Average Starting 2007	\$9.35	\$9.41	\$9.21	\$9.49	\$9.02	\$9.00
2006-2007 Difference Starting	5%	4%	5%	3%	1%	0%

COMPARISON BETWEEN ACCREDITED AND NON ACCREDITED CENTER WAGES IN DANE COUNTY MARCH 2007

Averages are based on individual staff wages paid in March 2007 at centers where children can attend eight hours a day. Accredited programs are programs meeting either NAEYC or City of Madison higher Quality Standards. The gap narrowed slightly between accredited and non-accredited programs in 2007.

Location:	Dane	Madison Accredited	Dane Accredited	Dane Not-Accredited	% Difference	Cost Difference per hour
Directors						
Range	\$9-\$35.90	\$11-\$35.90	\$11-\$35.90	\$9-\$31		
2007 Average	\$18.81	\$21.77	\$20.79	\$16.55	-20%	\$4.24
2007 Median	\$18.43	\$20.76	\$20.00	\$16.00	-20%	\$4.00
Weekly Rates 3 Year Olds	\$193.00	\$215.00	\$212.50	\$185.00	-13%	\$27.50
Program Coordinators						
Range	\$10-\$26.85	\$10-\$26.85	\$10-\$26.85	\$10.50-\$17.50		
2007 Average	\$16.32	\$16.93	\$17.27	\$13.96	-19%	\$3.31
2007 Median	\$16.00	\$16.48	\$17.00	\$13.62	-20%	\$3.38
Weekly Rates 3 Year Olds	\$193.00	\$215.00	\$212.50	\$185.00	-13%	\$27.50
Lead Teachers						
Range	\$8.50-\$30	\$9.29-\$30	\$9.29-\$30	\$8.50-\$18.60		
2007 Average	\$14.29	\$14.34	\$14.51	\$12.08	-17%	\$2.43
2007 Median	\$14.00	\$14.00	\$14.00	\$11.46	-18%	\$2.54
Weekly Rates 3 Year Olds	\$193.00	\$215.00	\$212.50	\$185.00	-13%	\$27.50
Teachers						
Range	\$7.5-\$29.56	\$7.86-\$29.56	\$7.86-\$29.56	\$7.50-\$16.80		
2007 Average	\$12.36	\$13.66	\$13.29	\$10.96	-18%	\$2.33
2007 Median	\$11.90	\$13.30	\$13.00	\$10.69	-18%	\$2.31
Weekly Rates 3 Year Olds	\$193.00	\$215.00	\$212.50	\$185.00	-13%	\$27.50
Assistant Teachers						
Range	\$6.50-\$14.80	\$7.65-\$14.80	\$6.50-\$14.80	\$6.85-\$11.50		
2007 Average	\$9.81	\$10	\$10.05	\$8.99	-11%	\$1.06
2007 Median	\$9.96	\$10	\$10.00	\$8.50	-15%	\$1.50
Weekly Rates 3 Year Olds	\$193.00	\$215.00	\$212.50	\$185.00	-13%	\$27.50

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	2007 Madison Accredited
Directors # with ECE	30	24	6		17
2007 Average All Staff	\$18.81	\$21.07	\$16.06	\$10,420.80	\$21.77
Degreed Staff-Range	\$11.66-\$35.90	\$11.66-\$35.90	\$15-\$25		\$18-\$35.90
2007 Degreed staff average	\$20.94	\$21.57	\$18.41	\$6,572.80	\$23.47
2006 Degreed staff average	\$18.96	\$20.33	\$17.75	\$5,366.40	\$21.51
% change 2006-2007	10%	6%	4%		9%
Without Degree Range	\$9-\$31	\$11-\$24.31	\$9.54-\$28.85		\$15.38-\$24.31
2007 Without degree average	\$16.81	\$15.05	\$15.42	(\$769.60)	19.24
Dif. with & w/o degree	\$4.13	\$6.52	\$2.99		\$4.23
%difference	20%	30%	16%		18%
Program Coordinators w/ECE	20	19	1		16
2007 Average All Staff	\$16.32	\$17.14	\$14.49	\$5,512.00	\$16.93
Degreed Staff-Range	\$13.37-\$21.65	\$13.37-\$21.65	NA		\$13.37-\$21.65
2007 Degreed staff average	\$16.90	\$16.88	NA	NA	\$17.30
2006 Degreed staff average	\$16.45	\$17.28	\$17.38	(\$208.00)	\$17.16
% change 2006-2007	3%	-2%	NA		1%
Without Degree Range	\$10-\$26.85	\$9.03-\$18.04	\$10-\$19.82		\$9.03-\$18.04
2007 Without degree average	\$15.55	\$14.03	\$13.95	\$166.40	\$13.47
Dif. with & w/o degree	\$1.35	\$2.85	NA		\$3.83
%difference	8%	17%	NA		22%
Lead Teachers # with ECE	39	30	9		28
2007 Average All Staff	\$14.29	\$14.53	\$13.25	\$2,662.40	\$14.34
Degreed Staff-Range	\$10.61-\$23.86	\$11.33-\$23.86	\$10.61-\$17.47		\$10.61-\$19.01
2007 Degreed staff average	\$15.42	\$15.69	\$14.51	\$2,454.40	\$15.57
2006 Degreed staff average	\$14.36	\$14.64	\$14.60	\$83.20	\$16.27
% change 2006-2007	7%	7%	-1%		-4%
Without Degree Range	\$8.50-\$30	\$11.81-\$16.78	\$8.50-\$19.82		\$10.57-\$16.78
2007 Without degree average	\$13.66	\$11.81	\$12.31	(\$1,040.00)	\$13.68
Dif. with & w/o degree	\$0.70	\$2.83	\$2.29		\$2.59
%difference	5%	18%	16%		17%
Teachers # with ECE Degrees	155	115	40		115
2007 Average All Staff	\$12.36	\$13.10	\$11.29	\$3,764.80	\$13.66
Degreed Staff-Range	\$9.50-\$29.56	\$9.50-\$29.56	\$9.70-\$16.50		\$9.5-\$29.56
2007 Degreed staff average	\$13.50	\$14.50	\$12.67	\$3,806.40	\$14.58
2006 Degreed staff average	\$13.23	\$14.27	\$12.13	\$4,451.20	\$14.69
% change 2006-2007	2%	2%	4%		-1%
Without Degree Range	\$7.50-\$21.90	\$7-\$18.84	\$8-\$16		\$8.25-\$16.15
2007 Without degree average	\$11.54	\$11.38	\$11.00	\$790.40	\$11.79
Dif. with & w/o degree	\$1.96	\$3.12	\$1.67		\$2.79
%difference	15%	22%	13%		19%

BA Wage Chart continued from preceding page:

	Dane	Madison	Outside Madison	Difference Madison & Outside	Madison Accredited
Assistant Teachers	21	20	1		19
2007 Average All Staff	\$9.81	\$9.96	\$9.44	\$1,081.60	\$10.00
Degreed Staff-Range	\$8.20-\$14.80	\$8.20-\$14.80	NA		\$8.20-\$14.80
2007 Degreed staff average	\$10.54	\$10.54	NA NA		\$10.51
2006 Degreed staff average	\$10.45	\$10.85	10.76	\$187.20	\$10.53
% change 2006-2007	1%	-3%	NA		0%
Without Degree Range	\$6.50-\$14.61	\$7-\$14.61	\$6.50-\$13.87		\$7.65-\$14.61
2007 Without degree average	\$9.79	\$9.57	\$9.44	\$270.40	\$10.06
Dif. with & w/o degree	\$0.75	\$0.97	NA		\$0.45
%difference	8%	10%	NA		4%

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. Note 2001 through 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	2007	2001	2003	2005	2006	2007	2001	2005	2007
Middle 50%	\$8.38- \$11.70	\$9.45- \$13	\$10.56- \$14.13	\$10.56 \$16.44	\$13 \$15.69	\$8.40- \$10.33	\$9- \$12.50	\$9.80- \$12.75	\$10.00 \$13.07	\$13.00 \$15.54	\$7.10- \$8.35	\$8.50- \$10.29	\$8.50- \$10.51
<\$7	0%	0%	0%	0	0%	0%	0%	0%	0%	0.4%	15%	3%	2%
\$7-\$7.99	5%	2%	1%	1%	0%	14%	5%	3%	2%	4%	41%	7%	4%
\$8-\$8.99	34%	10%	4%	2%	1%	27%	13%	6%	5%	4%	34%	30%	24%
\$9-\$9.99	18%	21%	14%	16%	4%	12%	27%	19%	18%	9%	8%	22%	24%
\$10-\$10.99	4%	23%	8%	8%	4%	32%	14%	25%	20%	16%	1%	26%	24%
\$11-\$11.99	14%	9%	6%	7%	7%	4%	10%	12%	16%	17%	<1%	7%	14%
\$12-\$12.99	16%	9%	8%	4%	5%	7%	12%	12%	11%	14%		3%	3%
\$13-up	9%	25%	56%	62%	79%	3%	19%	24%	28%	36%		2%	5%
2005 on													
\$13-\$13.99			28%	19%	26%			12%	12%	10%		1%	4%
\$14-\$14.99			11%	18%	20%			3%	6%	11%		1%	1%
\$15-\$15.99			5%	9%	12%			3%	3%	6%			0%
\$16-19.99			10%	15%	19%			4%	5%	8%			0%
\$20-\$30			2%	1%	2%			2%	2%	1%			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%

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	11	1.1	2	0.3	9	2.6	9	2.1	9	2.1	1	0.2%
High School Deg.	305	31.5	147	23.5	158	46.1	208	49.1	208	49.1	106	18.5%
Some College	94	9.7	70	11.2	24	7	32	7.5	32	7.5	71	12.4%
1 year Degree	8	0.8	7	1.1	1	0.3	4	0.9	4	0.9	6	1.0%
Associate Degree	146	15.1	90	14.4	56	16.3	55	13	55	13	106	18.5%
BA/BS Degree	364	37.6	277	44.3	87	25.4	107	25.2	107	25.2	255	44.4%
Graduate School	37	3.8	29	4.7	8	2.3	9	2.1	9	2	26	0%
Master's Degree/PhD	3	0.3	3	0.5	0	0%	0	0%	3	0.9	3	0.5%
Total	968	100%	625	100%	343	100%	424	100%	427	100%	574	100%
Child Care Training												
None	8	0.8	5	0.8	3	0.9	2	0.5	2	0.5	6	1%
40 Hour Course	80	8.3	44	7	36	10.5	46	10.9	46	10.9	29	5%
80 Hour Course	417	42.9	229	36.4	188	55	246	58.2	246	58.2	191	32.8%
1 year Degree	7	0.7	6	1	1	0.3	4	0.9	4	0.9	7	1.2%
Associate ECE	117	12.1	74	11.8	43	12.6	42	9.9	42	9.9	87	15.1%
ECE Degree	249	25.7	194	30.9	55	16.1	60	14.2	60	14.2	181	31.4%
Some Graduate	26	2.7	22	3.5	4	1.2	5	1.2	5	1.2	20	3.5%
Master's /Phd Degree	3	0.3	3	0.5	0	0%	0	0%	3	0.9	3	0.5%
CDA	62	6.4	50	8	12	3.5	18	4.3	18	4.3	53	9.2%
Total	969	100%	626	100%	330	100%	405	100%	408	100%	518	100%
With < 80 hrs	88	9%	49	8%	39	12%	48	12%	48	12%	35	7%
ECE Degree or higher	395	41%	293	47%	102	31%	107	26%	110	27%	291	56%

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	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
<1 year	63	6.5%	44	6.9%	19	5.5%	22	5%	41	7%	35	6%
1 Year	235	24.3%	138	21.8%	97	28.1%	125	29%	110	20%	112	19%
2 Years	158	16.3%	97	15.3%	61	17.7%	85	20%	73	13%	82	14%
3 Years	91	9.4%	59	9.3%	32	9.3%	45	11%	46	8%	59	10%
4 Years	65	6.7%	40	6.3%	25	7.2%	35	8%	30	5%	39	7%
5 Years	68	7.0%	51	8.0%	17	4.9%	26	6%	42	8%	51	9%
6 Years	49	5.1%	27	4.3%	22	6.4%	26	6%	23	4%	28	5%
7 Years	34	3.5%	24	3.8%	10	2.9%	8	2%	26	5%	26	4%
8 Years	26	2.7%	15	2.4%	11	3.2%	9	2%	17	3%	17	3%
9 Years	16	1.7%	5	0.8%	11	3.2%	7	2%	9	2%	7	1%
10 or more years	174	18.0%	134	21.1%	40	11.6%	36	8%	138	25%	128	22%
TOTAL	979	100%	634	100%	345	100%	424	100%	555	100%	584	100%

	2006		2007		2006		2007		2006		2007	
	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	
At Centers 3 years or less	53%	56%	48%	53%	60%	61%	63%	65%	43%	49%	47%	49%
Average number of years at center	4.28	4.17	4.66	4.39	3.78	3.76	3.46	3.34	5.1	4.80	4.76	4.64

	2005		2006		2005		2006		2005		2006	
	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	
Turnover rate	22%	30%	20%	29%	25%	34%	24%	35%	20%	27%	20%	25%

Turnover rates are determined by dividing the number of paid full time year round teaching staff employed on January 1, 2006 by the number of paid full time year round teaching staff that left during 2006. The 2006 rate is 8% more than the 2005 rate with all categories of programs showing a reduction in turnover rates. The following chart shows Dane County full day center turnover rates since 1994. A major decrease occurred with the loss of data from chain 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	2006	2005	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994
Turnover rate	30%	22%	28%	33%	39%	36%	32%	35%	28%	28%	30%	33%
Change	8%	-6%	-5%	-6%	3%	4%	-3%	7%	0%	-2%	-3%	2%

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	11.42	11.92	10.80	9.58	13.70	12.51

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.

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	98	46	52	17	22	76		
Range	\$120-360	\$120-360	\$165-298	\$192-360	\$210-360	\$120-315		
Average 07	\$239.50	\$258.00	\$223.50	\$267	\$273	\$229	19%	\$44
%change	5.0%	2.0%	4.4%	-2.6%	3.8%	6.5%		
median	\$233.50	\$253.00	\$220.00	\$255.00	\$273.00	\$230.00		
Toddlers (age 1-2):								
#Centers	104	51	53	22	28	76		
Range	\$120-360	\$120-360	\$143-282	\$192-360	\$192-360	\$120-315		
Average 07	\$235.50	\$253	\$219	\$263	\$267	\$224	19%	\$43
%change	4.2%	1.2%	4.3%	0.4%	3.9%	5.7%		
median	\$230.00	\$251.00	\$220.00	\$256.00	\$260.00	\$228.00		
Two Year Olds:								
#Centers	124	63	61	31	38	86		
Range	\$120-342	\$120-342	\$143-249	\$194-\$342	\$190-\$342	\$120-283		
Average 07	\$207.00	\$223	\$190	\$234	\$234	\$196	19%	\$38
%change	3.0%	2.3%	1.1%	1.7%	5.4%	3.2%		
median	\$200.00	\$217.80	\$190.00	\$227.00	\$228.00	\$195.00		
Preschool (age 3-5):								
#Centers	130	67	63	32	40	90		
Range	\$120-259	\$120-259	\$140-246	\$185-\$257	\$184-257	\$120-259		
Average 07	\$193	\$205	\$181	\$214	\$213	\$185	15%	\$28
%change	5.5%	2.5%	4.0%	2.9%	4.9%	6.9%		
median	\$190.00	\$207.00	\$182.00	\$215.00	\$212.50	\$185.00		
School Age Full Day Centers:								
#Centers	80	22	58	3	6	74		
Range	\$59-115	\$67-103	\$59-115	na	\$67-92	\$59-115		
Average 07	82.69	84.76	81.93	na	79.00	83.25	-5%	-\$4
median	\$83.53	\$86.50	\$76.00	na	\$77.00	\$83.53		
Summer	58	33	25	12	14	44		
Full week	\$195	\$195	\$170	\$200	\$195	\$177	10%	\$18
School Age Care in Part Day on Site School Programs:								
After school	45	23	22	22				
Range	\$50-\$115	\$59-115	\$50-70	\$59-115				
Weekly AV	\$64	\$67.58	\$60.45	\$67.83				
Summer								
Range	\$135-\$221	\$143-200	\$135-\$199	\$143-200				
Weekly AV	\$173	\$174	\$169	\$174				

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. The drops in some categories are the results of some higher cost programs deciding to no longer provide part time care for those age levels.

Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited	Accredited Dane
Infants (Age 0-1):					
#Centers	45	18	27	10	11
Range	\$26-110	\$42-110	\$26-80	\$42-84	\$42-110
Average 07	\$58	\$67.00	\$52	\$64	\$69
%change	-0.5%	-5.6%	-1.9%	-11.1%	0.0%
Toddlers (age 1-2):					
#Centers	43	11	32	10	11
Range	\$23-87	\$42-110	\$25-60	\$44-84	\$41-87
Average 07	\$58	\$68	\$53	\$61	\$66
%change	0.0%	0.0%	0.0%	-10.3%	0.0%
Two Year Olds:					
#Centers	57	23	34	11	12
Range	\$23-71	\$46-110	\$23-89	\$44-\$84	\$44-\$110
Average 07	\$50.00	\$68	\$54	\$62	\$66
%change	0.0%	19.3%	14.9%	8.8%	20.0%
Preschool (age 3-5):					
#Centers	68	27	41	10	11
Range	\$21-68	\$39-80	\$21-74	\$46-70	\$46-67
Average 07	\$46	\$55	\$49	\$57	\$55
%change	0.0%	1.9%	14.0%	7.5%	7.8%
After School full day center rate:					
#Centers	58	23	35	9	10
Range	\$20-80	\$38-80	\$20-71	\$38-67	\$37--67
Average 07	\$51	\$57	\$47	\$53	\$55
%change	15.9%	26.7%	11.9%	na	na

WAGES AT MONTESSORI PROGRAMS

	Directors	Teachers	Lead Teachers	Assistants
Number	5	22	8	21
Range	\$17.31-\$25	\$9-\$29.56	\$11.77-\$23.86	\$8.-\$14.80
2006 Average	\$20.76	\$15.32	\$16.11	\$11.84

PART TWO - PART DAY PROGRAMS

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

Averages are based on wages paid in March 2007 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. The drop in ECE degree wages may be the result of the decrease in the number of ECE degreed teachers.

Location:	Dane	Madison	Outside Madison	Madison Accredited
Total staff reported this chart	178	98	80	81
# Directors	19	8	11	5
Range	\$12-\$34	\$13.52-\$34	\$12-\$21	\$13.58-\$34
2006 Average	\$16.85	\$17.93	\$15.52	\$18.09
2007 Average	\$18.28	\$21.55	\$15.90	\$23.93
Difference	8%	20%	2%	32%
Number with 4 year ECE Degree	13	8	5	3
With ECE Degree 2006	\$18.53	\$19.77	\$16.49	\$22.09
With ECE Degree 2007	\$17.95	\$22.62	\$15.88	\$28.61
Difference	-3%	14%	-4%	30%
#Teachers	95	55	40	46
Range	\$9-\$23.50	\$9.25-\$23.50	\$9-\$22.62	\$9.25-\$23.50
2006 Average	\$14.36	\$15.09	\$12.90	\$15.49
2007 Average	\$14.81	\$15.55	\$13.80	\$16.02
Difference	3%	3%	7%	3%
Average Starting 2007	\$13.14	\$13.59	NA	\$13.59
Difference	2%	-1%	NA	-1%
Number with 4 year ECE Degree	48	32	16	29
With ECE Degree 2006	\$15.93	\$16.13	\$14.87	\$16.27
With ECE Degree 2007	\$15.79	\$16.97	\$13.45	\$17.40
Difference	-1%	5%	-10%	7%
# Public School Certified	15	10	5	7
Public School Certified Average	\$17.30	\$18.40	\$17.31	\$19.21
#Assistant Teachers	64	35	29	30
Range	\$5.77-\$16	\$5.77-\$16	\$8.95-\$14.71	\$8.50-\$16
2006 Average	\$9.13	\$9.49	\$9.51	\$9.70
2007 Average	\$9.90	\$9.80	\$10.01	\$9.93
Difference	8%	3%	5%	2%
Average Starting 2007	\$9.37	\$9.24	\$9.56	\$9.31
Difference	3%	1%	6%	2%

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

The 2006 staff turnover rate increased for part day preschools. Turnover is defined as the number of teaching staff on the job in January 2006 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 2007					Part Day Retention 2007				
Education	Preschools		Madison		Length of Employment	Part-Day		Madison	
	Dane	%	Accredited	%		Dane	%	Preschools	%
High School	0	0%	0	0%	<1 year	8	4%	5	6%
High School Deg.	56	29%	19	22%	1 Year	47	25%	18	21%
Some College	12	6%	10	12%	2 Years	23	12%	12	14%
Associate Degree	19	10%	11	13%	3 Years	21	11%	8	9%
BA/BS Degree	88	46%	40	47%	4 Years	7	4%	2	2%
Graduate School	1	1%	1	1%	5 Years	8	4%	3	4%
Master's Degree	14	7%	4	5%	6 Years	11	6%	4	5%
PHD	0	0%	0	0%	7 Years	6	3%	2	2%
Total	190	100%	85	100%	8 Years	10	5%	3	4%
<u>Child Care Training</u>					9 Years	4	2%	2	2%
None	2	1%	1	1%	10-19 years	36	19%	20	24%
40 Hour Course	14	7%	7	8%	20 or more	9	5%	6	7%
80 Hour Course	78	41%	29	34%	TOTAL	190	100%	85	100%
CDA	8	4%	5	6%	at centers	2005	2006	2005	2006
Associate ECE	14	7%	9	11%	3 years or less	44%	52%	45%	50%
ECE Degree	66	35%	32	38%	Average Years	7.38	6.4	7.7	7.35
Graduate ECE	8	4%	2	2%					
Total	190	100%	85	100%					
With less than 80 Hours	2006	2007	2006	2007	Turnover rate	2005	2006	2005	2006
	4%	8%	5%	9%		18%	25%	24%	21%
% staff with College Degrees	53%	54%	55%	53%					
% staff with ECE Degrees	37%	39%	47%	40%					

**On Site School Age Programs
Rates 2007 School Year**

**On Site School Age Programs
Dane County**

	Weekly After School	Weekly Summer
Number	48	21
Minimum	\$59.30	\$135.00
Maximum	\$115.45	\$200.00
Mean	\$65.83	\$166.70
%Change	9%	-8%
2006	\$60.30	\$181.16

Madison

Number	25	11
Minimum	\$59.30	\$125.00
Maximum	\$115.45	\$189.00
Mean	\$67.66	\$169.62
2006	\$63.21	\$181.96
Difference	7%	-7%

Outside Madison

Number	23	10
Minimum	\$59.30	\$135.00
Maximum	\$115.00	\$190.00
Mean	\$63.85	\$163.50
2006	\$57.58	\$180.32
difference	11%	-9%