

Roughly half of the child care and early childhood programs in the 4-C eight county service region are in Dane County; the remainder are spread throughout the other seven counties. The City of Madison and Dane County has funded data work in Dane County for over 25 years. Similar resources do not exist in the other seven counties which results in a lower survey return rate from those programs which becomes problematic in counties where there may be only around 20 group centers including preschools and school age programs. Also program size and organization restricts the type of analysis able to be done in these counties. Smaller programs often do not have paid Directors as opposed to unsalaried Directors/Owners. Likewise many are not large enough to employ assistant directors, program coordinators or even full time cooks. Because of this in some cases for this report wage analysis will be done over the entire seven county area surveyed (Columbia, Dodge, Green Jefferson, Rock, Sauk and Walworth). When enough data existed at the county level to analyze, charts are provided for those jobs by county. All data is taken from surveys done by 4-C in March 2013.

For part day preschools and after school programs there was not enough data to analyze by county. Following are charts for these programs.

Part Day Preschools and Head Start Programs					
Position	Number reporting	Lowest Wage	Highest Wage	Median Wage	Average Wage
Directors	4	\$ 10.10	\$ 23.00	\$ 15.31	\$ 15.93
Teachers	14	\$ 9.50	\$ 23.00	\$ 15.02	\$ 15.19
Assistants/Aides	11	\$ 7.50	\$ 13.50	\$ 10.25	\$ 10.38
After School Programs					
Position	Number reporting	Lowest Wage	Highest Wage	Median Wage	Average Wage
Directors	4	\$ 12.00	\$ 18.75	\$ 16.37	\$ 15.87
Site Coordinators	4	\$ 10.75	\$ 14.03	\$ 12.92	\$ 12.65
Teachers	23	\$ 7.40	\$ 13.50	\$ 8.85	\$ 8.95
Assistants/Aides	8	\$ 7.50	\$ 9.85	\$ 7.88	\$ 8.11

The following are the positions in full day group child care centers that either could only be analyzed as a seven county region or in the case of directors, there was not enough data in some counties to analyze. The assistant director classification covers a number of different positions that support the director in running the center.

Full Day Child Care Centers					
Position	Number reporting	Lowest Wage	Highest Wage	Median Wage	Average Wage
Directors	27	\$ 8.50	\$ 36.50	\$ 13.50	\$ 15.39
Cooks	7	\$ 7.50	\$ 11.43	\$ 9.00	\$ 9.26
Asst. Directors	11	\$ 11.30	\$ 28.13	\$ 15.00	\$ 16.68

The following charts outline wages for staff with DPI teaching licenses and staff with four year college degrees in early childhood or related areas.

Wages for Staff with DPI Teaching Certificates					
Position	Number reporting	Lowest Wage	Highest Wage	Median Wage	Average Wage
Director	5	\$ 10.10	\$ 36.50	\$ 13.50	\$ 17.64
Teachers	16	\$ 8.60	\$ 24.00	\$ 15.02	\$ 14.75

Wages for Staff with BA degrees in Early Childhood Education					
Position	Number reporting	Lowest Wage	Highest Wage	Median Wage	Average Wage
Directors	14	\$ 10.10	\$ 36.50	\$ 15.40	\$ 17.41
Asst Directors	4	\$ 11.30	\$ 15.92	\$ 13.27	\$ 13.44
Teachers	39	\$ 8.25	\$ 24.00	\$ 13.18	\$ 13.69
Assistants or Aides	3	\$ 10.67	\$ 12.50	\$ 11.33	\$ 11.50

Since many programs are affected by competition for staff from programs in Dane County this chart compares full day staff wages across all seven counties with the wages in rural portions of Dane County (note salaries inside Madison are usually higher). Dane County salaries are from the 2012 Dane County Wage Report.

Staff Wages in Full Day Centers compared with Rural Centers in Dane County								
Position	Number reporting	Lowest Wage	Highest Wage	Median Wage	Average Wage	Rural Dane Average wage	Difference	% Difference
Directors	27	\$ 8.50	\$ 36.50	\$ 13.50	\$ 15.39	\$21.07	\$5.68	37%
Asst Directors	11	\$ 11.30	\$ 28.13	\$ 15.00	\$ 16.68	\$17.78	\$1.10	7%
Teachers	196	\$ 7.25	\$ 24.00	\$ 10.00	\$ 10.65	\$12.69	\$2.04	19%
Assistants or Aides	63	\$ 7.25	\$ 12.50	\$ 9.00	\$ 9.35	\$10.25	\$0.90	10%

The following chart represent wages by county. In some counties there are programs that operate off of the normal fee for service model either through grants, DPI contracts or subsidies from employers. In cases where that affects the average wage , wages have been computed in the last column without the positions receiving the subsidy.

Full Day Center Wages By County -All Programs						
Position	Number reporting	Lowest Wage	Highest Wage	Median Wage	Average Wage	Average Wage Without DPI or Off Market programs
Columbia						
Directors	\$ 3.00	\$ 11.07	\$ 19.00	\$ 12.00	\$ 14.02	
Teachers	\$ 12.00	\$ 8.25	\$ 13.50	\$ 10.00	\$ 10.13	
Dodge						
Directors	\$ 4.00	\$ 10.00	\$ 27.25	\$ 15.10	\$ 16.86	
Teachers	\$ 26.00	\$ 8.25	\$ 14.40	\$ 10.00	\$ 10.49	
Green						
Teachers	11	\$ 7.25	\$ 11.53	\$ 8.79	\$ 9.15	\$9.20
Assistants or Aides	7	\$ 7.25	\$ 12.50	\$ 7.47	\$ 8.35	\$7.65
Jefferson						
Directors	5	\$ 12.54	\$ 23.00	\$ 16.53	\$ 17.54	\$17.06
Teachers	63	\$ 7.75	\$ 24.00	\$ 10.00	\$ 10.97	\$10
Assistants or Aides	32	\$ 7.75	\$ 12.20	\$ 9.43	\$ 9.73	
Rock						
Directors	3	\$ 10.20	\$ 15.00	\$ 10.50	\$ 11.90	
Teachers	29	\$ 7.50	\$ 15.49	\$ 9.70	\$ 10.02	
Assistants or Aides	3	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	
Sauk						
Directors	3	\$ 12.25	\$ 15.19	\$ 14.00	\$ 13.81	
Teachers	23	\$ 8.50	\$ 14.55	\$ 11.00	\$ 11.21	\$9.77
Assistants or Aides	6	\$ 7.75	\$ 9.25	\$ 8.25	\$ 8.41	
Walworth						
Directors	8	\$ 8.50	\$ 36.50	\$ 12.75	\$ 15.11	\$12
Teachers	32	\$ 7.80	\$ 17.00	\$ 9.72	\$ 10.99	\$9.21
Assistants or Aides	13	\$ 7.50	\$ 11.00	\$ 10.00	\$ 9.90	\$8.16