

BACKGROUND

This report is based on rates, wages, benefits and staff characteristics reported in the 4-C March 2013 child care survey. Programs reported the information so that wage, retention and education experience was available for each individual staff person. There was a decrease this year in programs using the lead teacher classification. In the future this category will be combined into the teacher category as real wage differentiations seem to occur not by teacher category but by level of child care teacher education. Responses on wages are lower than for rates. Non-profits and religious programs responded at a higher rate than for profits.

WAGES

Between 2012 and 2013, wages in full day centers increased 2-3 percent for most teaching staff. The drop in average pay for lead teachers is probably due to many being reclassified as teachers at some programs. This also caused shifts in the degreed teachers' averages. Due to increased demand for degreed experienced teachers, teachers with degrees saw a large increase this year while non-degreed staff saw decreases or no increases in average wages. Programs serving large numbers of low income children on Wisconsin Shares child care subsidies saw another year of freezes on the maximum rates paid for subsidies as well as other rule changes reducing their payments. This continued to slow increases in the average wages for staff in full day group centers.

TURNOVER AND EDUCATIONAL BACKGROUND

In 2013 staff turnover increased to 21 percent for full day centers, up 2 percent from 2012.

2013 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. In many cases directors/owners of for-profit centers take profits as opposed to a salary from their programs. This results in a few cases where there is not enough directors' wages to analyze.

Full-Day Programs:

	2013 Average	2013 Starting	2012 Average	% Change
Director/Administrator	\$20.57	NA	\$20.24	2%
Program Coordinator	\$17.49	NA	\$16.79	4%
Lead Teacher	\$13.84	\$12.13	\$18.76	-26%
Teacher	\$13.94	\$11.76	\$13.46	4%
Assistant Teacher	\$11.09	\$9.69	\$10.78	3%
Substitute Teacher	\$12.04	11.15	\$11.65	3%

Full-Day Programs-22 year wage changes:

	2013 Average	1991 Average	% Change
Director/Administrator	\$20.57	\$9.73	211%
Program Coordinator	\$17.49	\$7.80	224%
Lead Teacher	\$13.84	\$6.50	213%
Teacher	\$13.94	\$5.97	234%
Assistant Teacher	\$11.09	\$5.15	215%

How to Read the Charts:

NA means there were not enough responses in a category to report.

Number - Number of staff for whom wages were reported.

Minimum - Lowest wage reported.

Maximum - Highest wage reported.

2013 Median - 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.

2013 Average - The average wage paid for this position. This is the average of the wages paid to individual staff in this category.

2012 Average - The average wage paid for the same position last year.

Average Years - The average number of years staff have worked at their current center. This is created by averaging all the years worked by staff in this category.

%Change - These represent changes in the average market rate for each position between March 2012 and March 2013. 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 2013 - Average starting is the salary reported for staff working less than a year.

Madison Accredited - Programs that are meeting high quality accreditation standards set by the City of Madison.

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 (four year Early Childhood Education degree or equivalent) degree and what they would pay someone without a degree.

Chart explanation:

2013 Average All Staff - This is the same average wage as reported on the 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 2,080 hours.

Yearly Difference with and w/o degree - Difference in hourly wage between those with and without a four 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 at centers where children can attend eight hours a day five days a week. Change numbers are positive unless identified as negative(-). NA means not enough data available to analyze.

	Dane County	Madison	Outside Madison	City Accredited	Not Accredited	Dane Non-Profit	Dane For-Profit
DIRECTORS							
Average years	11.4	11.1	11.8	16	8.8	12	6.8
N of Cases	62	39	23	25	37	32	30
Minimum	\$ 10.00	\$ 10.00	\$ 11.00	\$ 15.94	\$ 10.00	\$ 10.00	\$ 11.00
Maximum	\$ 35.18	\$ 34.13	\$ 35.18	\$ 34.13	\$ 35.18	\$ 34.13	\$ 35.18
Average 2013	\$ 20.57	\$ 20.89	\$ 20.04	\$ 24.94	\$ 17.62	\$ 22.02	\$ 19.03
Average 2012	\$ 20.24	\$ 21.53	\$ 21.07	\$ 25.45	\$ 19.15	\$ 24.45	\$ 19.42
% Change	2%	-3%	-5%	-2%	-8%	-10%	-2%
Median	\$ 19.23	\$ 18.90	\$ 20.00	\$ 23.53	\$ 17.66	\$ 20.91	\$ 18.75
Program Coordinators							
Average years	8	8	8.4	8.4	7.5	9.3	5.8
N of Cases	30	19	11	20	10	22	8
Minimum	\$ 10.29	\$ 10.29	\$ 14.00	\$ 10.29	\$ 10.50	\$ 10.29	\$ 10.50
Maximum	\$ 25.88	\$ 24.21	\$ 25.88	\$ 25.88	\$ 21.02	\$ 25.88	\$ 21.02
Average 2013	\$ 17.49	\$ 17.11	\$ 18.14	\$ 18.31	\$ 15.84	\$ 18.24	\$ 15.42
Average 2012	\$ 16.79	\$ 17.36	\$ 17.78	\$ 18.76	\$ 15.69	\$ 19.08	\$ 15.30
% Change	4%	-1%	2%	-2%	1%	-4%	1%
Median	\$ 17.12	\$ 16.86	\$ 17.23	\$ 18.71	\$ 16.00	\$ 17.75	\$ 14.75
Lead Teachers							
Average years	6.1	8.75	4.6	11.8	3.6	9.4	2.7
N of Cases	89	32	57	31	58	46	43
Minimum	\$ 9.00	\$ 9.56	\$ 9.00	\$ 12.36	\$ 9.00	\$ 10.25	\$ 9.00
Maximum	\$ 26.94	\$ 26.94	\$ 22.07	\$ 26.94	\$ 19.00	\$ 26.94	\$ 19.00
Average 2013	\$ 13.84	\$ 14.88	\$ 13.25	\$ 17.26	\$ 12.01	\$ 15.23	\$ 12.34
Average 2012	\$ 18.76	\$ 19.23	\$ 12.81	\$ 18.76	NA	\$ 18.76	NA
% Change	-26%	-23%	3%	-8%	NA	-19%	NA
Average Starting 2013	\$12.13	NA	\$ 12.00	NA	\$ 12.00	NA	\$ 12.13
Median	\$ 12.75	\$ 14.08	\$ 12.25	\$ 16.68	\$ 11.50	\$ 15.58	\$ 12.50
Teachers							
Average years	6.1	7	4.8	8.1	4.2	7.5	4.7
N of Cases	568	328	240	264	304	295	273
Minimum	\$ 6.00	\$ 6.00	\$ 8.00	\$ 9.27	\$ 6.00	\$ 6.00	\$ 8.00
Maximum	\$ 27.23	\$ 27.23	\$ 21.35	\$ 27.23	\$ 21.35	\$ 27.23	\$ 21.35
Average 2013	\$ 13.94	\$ 14.81	\$ 12.75	\$ 15.81	\$ 12.30	\$ 15.24	\$ 12.52
Average 2012	\$ 13.46	\$ 14.10	\$ 12.69	\$ 15.22	\$ 12.34	\$ 15.17	\$ 12.27
% Change	4%	5%	0%	4%	0%	0%	2%
Average Starting 2013	\$11.76	\$15.14	\$10.57	\$15.14	\$10.57	\$ 12.15	\$11.30
Median	\$ 13.65	\$ 14.83	\$ 12.10	\$ 15.44	\$ 11.75	\$ 15.20	\$ 12.00

2013 WAGES FULL DAY CENTERS CONTINUED

	Dane County	Madison	Outside Madison	City Accredited	Not Accredited	Dane Non-Profit	Dane For-Profit
Assistant Teachers/Aides							
Average years	3.9	5.1	2.2	5.8	1.4	5.4	1.5
N of Cases	204	114	90	113	91	125	79
Minimum	\$ 7.25	\$ 7.25	\$ 7.25	\$ 8.00	\$ 7.25	\$ 7.25	\$ 7.25
Maximum	\$ 17.49	\$ 17.49	\$ 14.57	\$ 17.49	\$ 14.50	\$ 17.49	\$ 14.50
Average 2013	\$ 11.09	\$ 11.41	\$ 10.68	\$ 11.99	\$ 9.98	\$ 11.72	\$ 10.10
Average 2012	\$ 10.78	\$ 11.14	\$ 10.25	\$ 11.57	\$ 9.72	\$ 11.53	\$ 9.58
% Change	3%	2%	4%	4%	3%	2%	5%
Average Starting 2013	\$9.69	\$11.25	\$9.39	\$11.25	\$9.39	\$10.75	\$9.41
Median	\$ 10.76	\$ 10.95	\$ 10.00	\$ 11.25	\$ 10.00	\$ 10.95	\$ 10.00
Cooks							
Average years	8.5	8.4	7.7	10.8	1.5	9.4	2
N of Cases	7	4	3	5	2	6	NA
Minimum	\$ 11.50	\$ 11.50	\$ 13.00	\$ 13.00	NA	\$ 11.50	NA
Maximum	\$ 21.45	\$ 14.38	\$ 21.45	\$ 21.45	NA	\$ 21.45	NA
Average 2013	\$ 14.34	\$ 13.24	\$ 15.82	\$ 15.18	NA	\$ 14.57	NA
Average 2012	\$ 12.91	\$ 12.98	12.81	\$ 14.28	\$10.98	\$ 14.88	10.94
% Change	11%	2%	23%	6%	NA	-2%	NA
Substitutes							
Average years	3.8	2.8	4.7	3.8	4	4	2.4
N of Cases	33	17	16	25	8	28	5
Minimum	\$ 9.39	\$ 9.39	\$ 9.75	\$ 9.39	\$ 9.75	\$ 9.39	\$ 10.00
Maximum	\$ 16.50	\$ 16.50	\$ 14.57	\$ 16.50	\$ 14.54	\$ 16.50	\$ 14.54
Average 2013	\$ 12.04	\$ 12.03	\$ 12.05	\$ 12.18	\$ 11.57	\$ 12.00	\$ 12.21
Average 2012	\$ 11.65	\$ 12.35	11.26	11.66	\$ 11.11	\$ 11.90	\$ 10.25
% Change	3%	-3%	7%	5%	4%	1%	19%
Starting 2013	\$11.15	\$11.85	\$10.91	\$11.42	\$10.87	\$ 10.86	\$ 12.00
Median	\$ 11.87	\$ 11.87	\$ 11.75	\$ 11.87	\$ 11.75	\$ 11.77	\$ 12.50

**COMPARISON BETWEEN CITY ACCREDITED AND NON ACCREDITED
FULL DAY CENTER WAGES IN DANE COUNTY**

City accredited programs are programs meeting City of Madison quality standards. Accreditation seems to have the greatest impact on wages of all of the variables.

City Accredited		Not Accredited	% Difference	Cost Difference
DIRECTORS				
Average years	15.5	9.78	58%	
N of Cases	25	37		
Minimum	\$ 15.94	\$ 10.00	59%	\$ 5.94
Maximum	\$ 34.13	\$ 35.18	-3%	\$ (1.05)
Average 2013	\$ 24.94	\$ 17.62	42%	\$ 7.32
Average 2012	\$ 25.45	\$ 19.15	33%	\$ 6.30
% Change	-2%	-8%		
Average Starting	\$ 23.53	\$ 17.66	33%	\$ 5.87
Program Coordinators				
Average years	8.78	8.22	7%	
N of Cases	20	10		
Minimum	\$ 10.29	\$ 10.50	-2%	\$ (0.21)
Maximum	\$ 25.88	\$ 21.02	23%	\$ 4.86
Average 2013	\$ 18.31	\$ 15.84	16%	\$ 2.47
Average 2012	\$ 18.76	\$ 15.69	20%	\$ 3.07
% Change	-2%	1%		
Average Starting	\$ 18.71	\$16.00	17%	\$ 2.71
Lead Teachers				
Average years	13	NA		
N of Cases	31	58		
Minimum	\$ 12.36	\$ 9.00	37%	\$ 3.36
Maximum	\$ 26.94	\$ 19.00	42%	\$ 7.94
Average 2013	\$ 17.26	\$ 12.01	44%	\$ 5.25
Average 2012	\$ 18.76	NA	NA	NA
% Change	-8%	NA		
Average Starting	\$ 16.68	\$ 11.50	45%	\$ 5.18
Teachers				
Average years	7.5	6.58	14%	
N of Cases	264	304		
Minimum	\$ 9.27	\$ 7.25	28%	\$ 2.02
Maximum	\$ 27.23	\$ 21.35	28%	\$ 5.88
Average 2013	\$ 15.81	\$ 12.30	29%	\$ 3.51
Average 2012	\$ 15.22	\$ 12.34	23%	\$ 2.88
% Change	4%	0%		
Average Starting	\$ 15.14	\$ 11.75	29%	\$ 3.39

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

The differences between Madison and outside wages and also with and without degrees are annualized amounts.

		Dane	Madison	Outside Madison	Difference Madison & Outside	Madison Accredited
Directors # with ECE		38	30	8		22
2013 Average All Staff	\$	20.57	\$ 20.89	\$ 20.04	\$ 1,768.00	\$ 24.94
2013 Degreed staff average	\$	21.76	\$ 21.89	\$ 21.27	\$ 1,289.60	\$ 25.57
2012 Degreed staff average	\$	22.84	\$ 23.60	\$ 21.26	\$ 4,867.20	\$ 25.68
% change 2012-2013		-5%	-7%	0%		0%
2013 without degree average	\$	18.76	\$ 17.52	\$ 19.56	(4,243.20)	\$ 20.27
2012 without degree average	\$	19.41	\$ 15.91	\$ 21.46	(11,544.00)	\$ 21.41
Hrly Dif. with & w/o degree	\$	3.00	\$ 4.37	\$ 1.71		\$ 5.30
% change 2012-2013		-3%	10%	-9%		-5%
Yearly Difference with & w/o Degree	\$	6,240	\$ 9,090	\$ 3,557		\$ 11,024
Program Coordinators # w/ECE		14	10	4		8
2013 Average All Staff	\$	17.49	\$ 17.11	\$ 18.14	(2,142.40)	\$ 18.31
2013 Degreed staff average	\$	20.40	\$ 20.72	\$ 19.59	\$ 2,350.40	\$ 20.84
2012 Degreed staff average	\$	17.86	\$ 17.87	\$ 17.83	\$ 83.20	\$ 18.94
% change 2012-2013		14%	16%	10%		10%
2013 without degree average	\$	14.94	\$ 13.09	\$ 17.30	(8,756.80)	\$ 14.50
2012 without degree average	\$	15.50	\$ 16.33	\$ 14.36	\$ 4,097.60	\$ 17.84
Hrly Dif. with & w/o degree	\$	5.46	\$ 7.63	\$ 2.29		\$ 6.34
% change 2012-2013		-4%	-20%	20%		-19%
Lead Teachers # with ECE		33	12	21		13
2013 Average All Staff	\$	13.84	\$ 14.88	\$ 13.25	\$ 3,390.40	\$ 17.26
2013 Degreed staff average	\$	15.93	\$ 17.02	\$ 15.32	\$ 3,540.16	\$ 18.04
2012 Degreed staff average	\$	19.18	\$ 19.83	\$ 18.17	\$ 3,452.80	\$ 18.17
% change 2012-2013		-17%	-14%	-16%		-1%
2013 without degree average	\$	12.91	\$ 13.59	\$ 12.32	\$ 2,641.60	\$ 16.17
2012 without degree average	\$	18.18	\$ 18.49	\$ 17.46	\$ 2,142.40	\$ 19.18
Hrly Dif. with & w/o degree	\$	3.02	\$ 3.43	\$ 3.00		\$ 1.87
% change 2012-2013		-29%	-27%	-29%		-16%
Yearly Difference with & w/o Degree	\$	6,281.60	\$ 7,138.56	\$ 6,240.00		\$ 3,889.60
Teachers # with ECE Degrees		214	155	59		143
2013 Average All Staff	\$	13.94	\$ 14.81	\$ 12.75	\$4,285	\$ 15.81
2013 Degreed staff average	\$	16.48	\$ 17.06	\$ 14.95	\$ 4,388.80	\$ 17.51
2012 Degreed staff average	\$	14.85	\$ 15.39	\$ 13.85	\$ 3,203.20	\$ 16.21
% change 2012-2013		11%	11%	8%		8%
2013 without degree average	\$	12.45	\$ 12.78	\$ 12.10	\$ 1,414.40	\$ 13.80
2012 without degree average	\$	12.66	\$ 13.19	\$ 12.19	\$ 2,080.00	\$ 14.37
Dif. with & w/o degree	\$	4.03	\$ 4.28	\$ 2.85		\$3.71
% change 2012-2013		-2%	-3%	-1%		-4%
Yearly Difference with & w/o Degree	\$	8,382	\$ 8,902	\$ 5,928		\$ 7,717

MARKET ANALYSIS OF WAGES IN FULL DAY CENTERS

This chart analyzes how many staff are at each average wage level, indicating the approximate availability of jobs within the marketplace at various wage levels. Prior to 2013 the top wage ranges were \$16-\$19.99 and \$20-\$30. The new categories this year break down the wages into smaller categories over \$16. For the first time lead teacher wages are also combined with teachers as increasingly education (not roles) determine what a teacher is paid. As programs leave the recession, wages are again beginning to increase.

Wages	Teachers						Assistants					
	2005	2007	2010	2011	2012	2013	2005	2007	2010	2011	2012	2013
Middle 50%	\$9.80-	\$13.00	\$10.75-	\$11.75-	\$11	\$11.04	\$8.50-	\$8.50-	\$10.15-	\$10.15-	\$9.75	\$10.00
	\$12.75	\$15.54	\$14.44	\$ 16.02	\$15.08	\$15.34	\$10.29	\$10.51	\$12.00	\$ 11.70	\$11.70	\$11.70
\$7-\$7.99	3%	4%	1%	0%	0%	0%	7%	4%	3%	1%	2%	1%
\$8-\$8.99	6%	4%	2%	0%	0%	1%	30%	24%	10%	1%	13%	6%
\$9-\$9.99	19%	9%	11%	1%	6%	5%	22%	24%	9%	18%	12%	15%
\$10-\$10.99	25%	16%	16%	11%	16%	15%	26%	24%	40%	44%	39%	42%
\$11-\$11.99	12%	17%	18%	14%	13%	12%	7%	14%	11%	13%	8%	13%
\$12-\$12.99	12%	14%	11%	11%	13%	10%	3%	3%	9%	12%	13%	11%
\$13-\$13.99	12%	10%	15%	13%	10%	7%	1%	4%	7%	7%	5%	3%
\$14-\$14.99	3%	11%	11%	12%	13%	12%	1%	1%	6%	4%	5%	7%
\$15-\$15.99	3%	6%	7%	13%	11%	12%	0%	0%	2%	1%	0%	0%
\$16-16.99	4%	8%	4%	23%	14%	7%	0%	0%	3%	1%	2%	2%
\$17-17.99	2%	1%	3%	2%	3%	5%	0%	0%	0%	0%	0%	0%
18-18.99						3%						0%
19-19.99						4%						0%
20-20.99						3%						0%
21-24.99						2%						0%
\$25 up						2%						0%
median			\$ 12.50	\$ 14.00	\$13.05	\$13.75			\$ 10.85	\$ 10.75	\$10.57	\$10.76

FULL DAY STAFF EDUCATIONAL BACKGROUND

There are major differences in the percentage of staff holding college degrees by type of program. Some centers have no one with a college degree. 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		Non Profit		Profit		Madison Accredited		Not Accredited	
		%		%		%		%		%		%	Dane	%
High School	3	0%	2	0%	1	0%	2	0%	1	0%	2	0%	1	0%
High School Deg.	254	26%	142	25%	112	28%	119	21%	135	33%	95	19%	159	34%
Some College	158	16%	92	16%	68	17%	88	16%	70	17%	77	15%	81	17%
1 year Degree	9	1%	8	1%	1	0%	4	1%	5	1%	3	1%	6	1%
Associate Degree	151	16%	64	11%	87	22%	81	15%	70	17%	66	13%	85	18%
BA/BS Degree	349	36%	227	40%	122	30%	224	40%	125	30%	221	44%	128	27%
Graduate School	3	0%	1	0%	2	0%	2	0%	1	0%	2	0%	1	0%
Master's Degree	44	5%	36	6%	8	2%	37	7%	7	2%	32	6%	12	3%
Phd	971		572		399		557		414		498		473	
Total														
Child Care Training														
None	5	1%	5	1%	0	0%	2	0%	3	1%	2	0%	3	1%
40 Hour Course	58	6%	36	6%	22	5%	20	4%	38	9%	15	3%	43	9%
80 Hour Course	384	40%	206	36%	178	44%	199	36%	185	45%	164	33%	220	47%
CDA	37	4%	28	5%	9	2%	29	5%	8	2%	31	6%	6	1%
1 year Degree	9	1%	8	1%	1	0%	4	1%	5	1%	3	1%	6	1%
Associate ECE	140	14%	57	10%	83	21%	75	13%	65	16%	60	12%	80	17%
ECE Degree	303	31%	199	35%	104	26%	196	35%	107	26%	196	39%	107	23%
Master's Degree	35	4%	32	6%	3	1%	32	6%	3	1%	27	5%	8	2%
Total	971		571		400		557		414		498		473	
% with BA ECE Degrees		35%		41%		27%		41%		27%		44%		25%
With DPI license	61	6%	34	6%	27	7%	36	6%	25	6%	37	7%	24	5%
%With Less than 80 hrs	63	7%	41	7%	22	6%	22	4%	41	10%	17	3%	46	10%

STAFF RETENTION IN FULL DAY CENTERS

	Dane		Madison		Outside Madison		Accredited		Not Accredited	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
At Centers 3 years or less	48%	49%	44%	42%	53%	56%	36%	38%	58%	59%
Average number of years at center	4.66	6.00	5.18	7.00	4.08	4.80	6.34	8.00	3.36	4.00
Turnover rate	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
	19%	21%	21%	18%	22%	24%	14%	22%	28%	20%

Year	2012	2011	2010	2009	2008	2006	2005	2003	2002	2001	2000	1999
Turnover rate	21%	19%	22%	18%	19%	30%	22%	28%	33%	39%	36%	32%
Change	21%	-1%	4%	1%	11%	8%	-6%	-5%	-6%	3%	4%	-3%

BENEFITS - FULL DAY CENTERS

The following tables list benefits offered 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. Most benefits outside of time off normally accrue for only full time staff.

Dane County:	% with Leave	Change in %	Average Days	Change in days	Range	Outside Madison	2012		
Type of leave						% with Leave	Average Days	Range	
Paid vacation	90%	0%	8.5	-1.5	1-30	89%	6.25	1-15	
Paid sick leave	70%	0%	8	-0.25	2-20	63%	6.5	2-12	
Paid holidays	90%	-4%	8.75	0	3-26	88%	8.8	1-15	
			Av Hrs / wk				Av Hrs / wk		
Preparation time per week in hours	75%	5%	2.25	-0.35	.75-10	73%	2.23	1-7.5	
						Madison Accredited			
Madison	% with Leave	Change in %	Average Days	Change in days	Range	% with Leave	Average Days	Change in days	Range
Paid vacation	91%	0%	10	-2	1-30	100%	11	-2.50	5-30
Paid sick leave	75%	2%	9.25	0	2-20	82%	10	-1.00	3-15
Paid holidays	92%	-3%	9.25	0	3-26	95%	9.25	-1.25	3-21
			Av Hrs / wk				Av Hrs / wk		
per week in hours	76%	1%	2.25	0	.75-10	79%	2.5	0	.75-10

The average days listed above relate to benefits provided during the first year. Some of the declines in average days offered reflect changes to flexible benefit packages where all types of personal leave are grouped under one category.

OTHER BENEFITS

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 with the percentage of centers that offer the benefit.

Benefit	% Dane		% Madison	% Not	% Outside	
	Change	Accredited	Accredited	Accredited	Madison	Madison
Continuing Education Reimbursement	83%	-3%	82%	74%	78%	88%
Dental Insurance	72%	0%	92%	57%	75%	67%
Health Insurance	76%	-6%	100%	60%	77%	75%
Paid Family Leave	19%	2%	31%	23%	27%	9%
Paid Preparation/Planning Time	75%	5%	79%	73%	76%	73%
Paid Staff Meetings/In-Services	93%	0%	92%	83%	86%	95%
Reduced Child Care costs	78%	3%	68%	74%	71%	86%

FULL DAY TEACHER WAGES BY LEVEL OF CHILD CARE TRAINING

With the advent of YoungStar, some programs have become increasingly focused on creating salary scales based on education or Registry levels. The 4-C wage survey data is coded by education and level of child care training. The chart below looks at average wages by level of child care training beginning with those teachers with only a 40 hour course and going up to the level of a teacher with a Bachelor's Degree in Early Childhood Education and some graduate classes. The results are not ideal but nonetheless have some useful applications in creating wage scales based on education as it plays out in the marketplace. One weakness is the differences in the amount of data available by education level. In the case of staff with CDAs, 40 hour course, or graduate level courses, **the number of wages reported are quite low and thus easily skewed by the limited types of programs reporting those wages.** The other categories however have quite significant amounts of data, and it is interesting to see how education affects the level of wages received by staff in full day group centers. Analysis was also done by Registry levels but the results were not useful.

Average wages by Education Level For Teachers

Teachers with 40 hour class
Not Enough to Analyze

Teachers with 80 hour class

	WAGE
N of Cases	220
Minimum	\$ 8.00
Maximum	\$ 22.73
Average	\$ 11.65
Change	0%

Teachers with CDA

	WAGE
N of Cases	30
Minimum	\$ 10.32
Maximum	\$ 20.59
Average	\$ 15.48
Change	0%

Not Enough to Analyze
for one year certificate

Teachers with AA degrees

	WAGE
N of Cases	107
Minimum	\$ 8.90
Maximum	\$ 19.13
Average	\$ 13.75
Change	1%

ECE degrees

Teachers with BA degrees

	WAGE
N of Cases	231
Minimum	\$ 10.00
Maximum	\$ 27.23
Average	\$ 16.32
Change	11%

Having a DPI teacher certification only increased wages 6 cents and hour.

\$ 1.58

Teachers with BA degrees and graduate level courses

	WAGE
N of Cases	16
Minimum	\$ 10.00
Maximum	\$ 26.80
Average	\$ 17.55
Change	22%

(Note small samples like this can cause big increases)

\$ 3.18

An Analysis of Differences in Pay Between Educational Levels

Level	Number	Average	Difference
80 Hour Course	220	\$ 11.65	
CDA	30	\$15.48	33% over 80 hour course
Associate ECE	107	\$13.75	18% over 80 hour course
ECE Degree (BA)	231	\$16.32	40% over 80 hour course
Some Graduate	16	\$17.55	51% over 80 hour course

Staff with ECE bachelor degrees average 19% more than staff with ECE Associate degrees

Note one reason CDA wages may be higher than Associate degree wages is longevity - a larger number of staff with CDAs are older teachers who have been with the program longer and may have higher salaries as a result of their longevity.

AVERAGE WEEKLY RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: City Accredited are programs accredited by the City of Madison.

Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited	Non-Accredited Madison	Difference Between Accredited+ Non-Accredited	
Infants (Age 0-1):							
#Centers	104	40	64	21	18		
Range	\$155-397	\$155-397	\$205-380	\$35-397	\$155-350		
Average 2012	\$268.00	\$283.00	\$255.00	\$302.00	\$272.00	11%	\$30
Average 2013	\$271.00	\$283.00	\$263.00	\$301.00	\$267.00	13%	\$34
% change	1.1%	0.0%	3.1%	-0.3%	-1.8%		
Median	\$265.00	\$279.00	\$258.00	\$290.00	\$273.00	6%	\$17
Toddlers (age 1-2):							
#Centers	108	42	66	23	18		
Range	\$155-412	\$155-412	\$200-380	\$205-412	\$155-300		
Average 2012	\$264.00	\$280.00	\$249.00	\$305.00	\$269.00	13%	\$36
Average 2013	\$268.00	\$282.00	\$254.00	\$301.00	\$263.00	14%	\$38
% change	1.5%	0.7%	2.0%	-1.3%	-2.2%		
Median	\$268.00	\$279.00	\$253.00	\$290.00	\$273.00	6%	\$17
Two Year Olds:							
#Centers	129	54	75	31	22		
Range	\$150-\$326	\$153-326	\$150-315	\$205-\$326	\$153-300		
Average 2012	\$232.00	\$245.00	\$221.00	\$250.00	\$239.00	5%	\$11
Average 2013	\$230.00	\$244.00	\$225.00	\$254.00	\$232.00	9%	\$22
% change	-0.9%	-0.4%	1.8%	1.6%	-2.9%		
Median	\$233.00	\$244.00	\$225.00	\$255.00	\$230.00	11%	\$25
Preschool (age 3-5):							
#Centers	129	55	74	31	23		
Range	\$145-300	\$153-300	\$145-275	\$190-\$293	\$153-300		
Average 2012	\$215.00	\$225.00	\$205.00	\$238.00	\$204.00	17%	\$34
Average 2013	\$215.00	\$224.00	\$215.00	\$237.00	\$221.00	7%	\$16
% change	0.0%	-0.4%	4.9%	-0.4%	8.3%		
Median	\$217.00	\$221.00	\$217.00	\$240.00	\$221.00	9%	\$19
School Age Full Day Centers:							
#Centers	81	39	42	18	19		
After School Range	\$50-155.55	\$50-155	\$51-144	\$69-155	\$50-150		
Average 2012	\$90.77	\$ 92.55	\$ 89.43	\$ 88.92	\$97.80	-9%	-\$9
Average 2013	\$86.00	\$ 84.00	\$ 89.00	\$ 87.00	\$82.00	6%	\$5
% change	-5.3%	-9.2%	-0.5%	-2.2%	-16.2%		
Median	\$85.00	\$80.00	\$90.00	\$80.00	\$77.00	4%	\$3
Summer	93	37	56	19	17		
Full week	\$200.00	\$207.00	\$195.00	\$207.00	\$208.00	0%	-\$1

AVERAGE DAILY RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: City Accredited are programs accredited by the City of Madison. This rate category has seen a lot of changes as programs scramble to deal with increased part time enrollment due to the recession.

Daily Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited	Not Accredited Madison
Infants (Age 0-1):					
#Centers	41	17	24	10	7
Range	\$28-133	\$34-96	\$28-133	\$47-96	\$34-80
Average2012	\$71.00	\$78.00	\$66.00	\$73.00	\$78.00
Average2013	\$72.00	\$77.00	\$72.00	\$74.00	\$64.00
%change	1%	-1%	9%	1%	-18%
Toddlers (age 1-2):					
#Centers	41	27	24	11	6
Range	\$28-133	\$34-121	\$28-133	\$44-121	\$34-80
Average2012	\$70.00	\$76.00	\$65.00	\$68.00	\$78.00
Average2013	\$73.00	\$74.00	\$71.00	\$77.00	\$63.00
%change	4%	-3%	9%	13%	-19%
Two Year Olds:					
#Centers	68	28	40	16	12
Range	\$27-133	\$30-96	\$27-133	\$45-96	\$31-68
Average2012	\$60.00	\$66.00	\$56.00	\$60.50	\$66.00
Average2013	\$61.00	\$61.00	\$61.00	\$66.00	\$54.00
%change	2%	-8%	9%	9%	-18%
Preschool (age 3-5):					
#Centers	68	29	39	16	13
Range	\$31-86	\$30-82	\$31-86	\$44-\$82	\$31-86
Average2012	\$58.00	\$58.00	\$52.00	\$58.00	\$59.00
Average2013	\$58.00	\$59.00	\$57.00	\$63.00	\$54.00
%change	0%	2%	10%	9%	-8%
School-age full day center rate:					
#Centers	53	22	31	12	9
Range	\$16-80	\$25-68	\$16-80	\$30-68	\$25-60
Average2012	\$48.00	\$49.00	\$48.50	\$42.00	\$50.00
Average2013	\$49.00	\$48.00	\$50.00	\$50.00	\$44.00
%change	2%	-2%	3%	19%	-12%

PARENT FEES

Very little variation exists between types of center any more related to what parent fees are charged. 93 percent report enrollment or registration fees averaging \$70. About 24 percent offer holding fees. 8 percent require security deposits, 77 percent have late pick up fees (averaging \$70 a hour but usually charged by the minute or quarter hour), 51 percent report activity fees (a 20 percent increase), 19 percent have supply fees and less than 10 percent report fees ranging from meals to transportation to others specific to that center.

PART TWO - PART DAY PROGRAMS

AVERAGE HOURLY WAGES PART DAY CENTERS
BY LOCATION AND TYPE OF PROGRAM

Averages are based on wages paid 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. The lead teacher data was combined with the teacher wage data for this report. Assistant teachers with BA degrees in ECE earn about a dollar more than the average.

	Dane	Madison	Outside Madison	Madison Accredited	Not Accredited
DIRECTORS					
	WAGE	WAGE	WAGE	WAGE	WAGE
NUMBER	13	9	4	7	6
Minimum	\$ 9.20	\$ 9.20	\$ 16.15	\$ 15.59	\$ 9.20
Maximum	\$ 33.41	\$ 29.23	\$ 33.41	\$ 29.23	\$ 33.41
Median	\$ 18.70	\$ 18.70	\$ 21.05	\$ 22.00	\$ 18.58
AVERAGE	\$ 21.22	\$ 20.47	\$ 22.91	\$ 22.34	\$ 19.93
%change	25%	12%	43%	-2%	13%
With 4 Year ECE Degrees					
	9	6	3	4	5
NUMBER	\$ 9.20	\$ 9.20	NA	\$ 15.59	\$ 9.20
Minimum	\$ 33.41	\$ 29.23	NA	\$ 29.23	\$ 33.41
Maximum	\$ 18.46	\$ 17.55	NA	\$ 17.55	\$ 18.70
Median	\$ 20.37	\$ 17.97	NA	\$ 19.98	\$ 20.68
AVERAGE	21%	3%	NA	-7%	NA
TEACHERS/LEAD TEACHERS					
	96	62	34	51	45
NUMBER	\$ 10.00	\$ 10.75	\$ 10.00	\$ 12.50	\$ 10.00
Minimum	\$ 29.48	\$ 26.11	\$ 29.48	\$ 26.11	\$ 29.48
Maximum	\$ 15.67	\$ 16.46	\$ 14.61	\$ 16.46	\$ 15.00
Median	\$ 16.07	\$ 16.62	\$ 15.05	\$ 16.87	\$ 15.15
AVERAGE	-4%	-6%	2%	-9%	12%
%change					
With 4 Year ECE Degrees					
	51	39	12	31	20
NUMBER	\$ 10.75	\$ 10.75	\$ 11.98	\$ 12.50	\$ 10.75
Minimum	\$ 16.46	\$ 16.46	\$ 15.44	\$ 16.46	\$ 15.44
Maximum	\$ 16.89	\$ 16.82	\$ 17.13	\$ 17.11	\$ 16.56
AVERAGE	-4%	-10%	16%	-14%	19%
%change					
Assistants/Aldes					
	51	37	14	31	20
NUMBER	\$ 8.87	\$ 8.87	\$ 9.00	\$ 8.87	\$ 9.00
Minimum	\$ 12.51	\$ 12.51	\$ 12.00	\$ 12.51	\$ 12.00
Maximum	\$ 10.22	\$ 10.22	\$ 10.30	\$ 10.22	\$ 10.75
Median	\$ 10.42	\$ 10.34	\$ 10.63	\$ 10.27	\$ 10.65
AVERAGE	-5%	-7%	3%	-8%	4%
%change					

PART DAY PRESCHOOL RATES

The following are part day preschool rates as reported. Since almost all of the programs are non-profit, no analysis was done comparing non-profit and for-profit programs. The pool of programs to analyze is small with many different pricing and other variables. The most striking difference is between larger and smaller programs. Larger programs cost more due to two factors: 1) these programs offer more scheduling options for parents so that children are often not limited to a few hours of programming two or three days a week, 2) the longer hours for teachers result in more of them qualifying for benefits thus increasing costs. Part of the changes in rates this year relate to changes due to 4K; some programs became full day programs and left this category while others modified rates as they became 4K sites.

Part Day Preschool Rates						
NA or No data listed means not enough to average in that category						
Monthly Rates			Outside	City		
	Dane	Madison	Madison	Accredited	Religious	
2 day a week Preschool						
Number reporting	23	10	13	2	15	
Range	\$98-258	\$140-258	\$98-240	NA	\$98-240	
Average 2013	\$174	\$196	\$158	NA	\$169	
Average 2012	\$181	\$201	\$153	NA	\$165	
% change	-4%	-2.49%	3.27%	NA	2.42%	
Median	\$170	\$195	\$155	NA	\$170	
3 day a week Preschool						
Number reporting	22	9	13	3	14	
Range	\$130-\$371	\$195-\$371	\$130-\$350	NA	\$130-350	
Average 2013	\$252	\$290	\$225	NA	\$242	
Average 2012	\$239	\$249	\$204	NA	\$205	
% change	5%	16.47%	10.29%	NA	18.05%	
Median	\$ 241.00	\$ 280.00	\$ 205.00	NA	\$ 222.00	
4 day a week Preschool						
Number reporting	9	5	4	1	4	
Range	\$255-\$525	\$260-\$525	\$255-\$385	NA	\$260-\$385	
Average 2013	\$356	\$376	\$330	NA	338	
Average 2012	\$387	\$382	\$306	NA	365	
% change	-8%	-1.57%	7.84%	NA	-7.40%	
Median	\$344	\$370	\$340	NA	\$353	
5 day a week Preschool						
Number reporting	10	6	4	2	5	
Range	\$290-570	\$290-\$570	\$300-\$445	NA	\$290-575	
Average 2013	\$442	\$494	\$358	NA	\$408	
Median	\$437	\$525	\$365	NA	\$430	

TWO YEAR OLD RATES IN PART DAY PRESCHOOLS

2 year old Programs in Part Day Preschool Rates				
NA or No data listed means not enough to average in that category				
Monthly Rates	Dane	Madison	Outside Madison	Religious
2 day a week 2 year old group				
Number reporting	11	6	5	8
Range	\$135-278	\$200-278	\$135-\$265	\$135-265
Average 2013	\$215	\$238	\$189	\$205
Median	\$200	\$245	\$188	\$200
3 day a week 2 year old group				
Number reporting	6	3	3	4
Range	\$215-\$390	\$240-\$390	\$215-\$355	\$215-\$355
Average 2013	\$306	\$325	\$287	\$289
Median	\$318	\$345	\$292	\$293
Registration Fees				
For All Ages	23	11	12	13
Range	\$30-\$100	\$30-\$100	\$35-\$100	\$30-\$100
Average	\$65	\$69	\$63	\$54
Median	\$60	\$75	\$55	\$50
				Accredited
				5

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

The staff turnover rate decreased 11 percent for part day preschools. Turnover is defined as the number of part time teaching staff on the job in January compared to the number who left the center during the year.

PART DAY STAFF BACKGROUND

Note: Turnover rates only relate to those few staff who are full time.

Part Day Preschool Educational Background 2013					Part Day Retention 2013				
Education	Preschools		Madison		Length of Employment	Part-Day Preschools		Madison Accredited Preschools	
	Dane	%	Accredited	%		Dane	%	Dane	%
High School Deg.	66	26%	50	30%	<1 year	13	5%	6	4%
Some College	14	6%	5	3%	1 Year	48	19%	31	19%
1 Year certificate	2	1%	0	0%	2 Years	24	9%	21	13%
Associate Degree	25	10%	15	9%	3 Years	23	9%	17	10%
BA/BS Degree	125	50%	83	50%	4 Years	9	4%	8	5%
Graduate School	2	1%	2	1%	5 Years	16	6%	8	5%
Master's Degree	15	6%	10	6%	6 Years	12	5%	9	5%
PHD	1	0%	1	1%	7 Years	14	6%	5	3%
Total	250	100%	166	100%	8 Years	11	4%	6	4%
Child Care Training					9 Years	9	4%	5	3%
40 Hour Course	18	7%	8	5%	10 years	3	1%	3	2%
80 Hour Course	90	36%	65	39%	11-19 years	45	18%	31	19%
CDA	7	3%	4	2%	20 or more	26	10%	16	10%
1 Year certificate	2	1%	0	0%	TOTAL	253	100%	166	100%
Associate ECE	21	8%	15	9%	at centers				
ECE Degree	104	42%	69	42%	3 years or less	1%	43%	4%	35%
MA ECE or More	8	3%	5	3%	Average Years	0.79	7.81	-0.5	7.6
Total	250	100%	166	100%	Turnover rate	2011	2012	2011	2012
With less than 80 Hours	2012	2013	2012	2012		17%	18%	14%	24%
	6%	7%	6%	5%					
% staff with ECE College Degrees	50%	45%	45%	45%					

ON SITE SCHOOL AGE PROGRAMS RATES 2013 SCHOOL YEAR

The chart below is for school age rates for part day school age programs primarily operated on-site in school buildings. School age programs use a wide range of fee structures for after school rates including weekly, biweekly and monthly. For this chart monthly or semi-monthly rates have been converted to weekly. Rates however vary a lot by school district depending on the arrangements made with the local school district. Wage analysis does not include the two large multi-site programs.

On Site School Age Programs Rates 2013 School Year

On Site School Age Programs Wages 2013 School Year

Dane	Weekly	Daily	Weekly	Teachers
	Full time School age	Full time School age	After School	
N of Cases	13	7	24	WAGE
Minimum	\$ 110.00	\$ 25.00	\$ 65.00	N of Cases 34
Maximum	\$ 228.00	\$ 60.00	\$ 124.00	Minimum \$ 10.00
Average	\$ 172.30	\$ 41.00	\$ 80.00	Maximum \$ 19.25
Change	3%	14%	7%	Median \$ 11.10
Madison				
N of Cases	4	3	10	Average \$12.09
Minimum	\$ 155.00	NA	\$ 65.00	
Maximum	\$ 207.00	NA	\$ 101.00	
Average	\$ 186.00	NA	\$ 84.00	
Change	1%	NA	8%	
Outside Madison				
N of Cases	9	4	14	
Minimum	\$ 110.00	\$ 29.00	\$ 65.00	
Maximum	\$ 228.00	\$ 50.00	\$ 125.00	
Average	\$ 173.00	\$ 37.50	\$ 78.00	
Change	8%	7%	5%	
Madison Accredited				
N of Cases	4	3	11	
Minimum	\$191.00	NA	\$65.00	
Maximum	\$228.00	NA	\$101.00	
Average	\$204.00	NA	\$85.00	
Change	-4%	NA	12%	