



JEFFERSON AND DODGE COUNTIES CHILD CARE WAGES 2014

Roughly half of the child care and early childhood programs in the 4-C eight county service region are in Dane County; the rest 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 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 big enough to have assistant directors or program coordinators or even full time cooks.

Since Jefferson and Dodge Counties are adjacent to each other and are similar in wage scales, they have been combined for analysis so some analysis can be done by level of child care training since due to 4K, wages are quite often considerably higher for staff with bachelor degrees and teaching certificates. For part day preschools and after school programs there was not enough data to analyze. All data is taken from surveys done by 4-C in March 2014.

Since both counties often compete with rural Dane County programs for staff – data for those groups in rural Dane are included for comparison purposes.

Higher salaries for teaching staff often reflect both higher levels of education, training and experience but also often are at programs that receive subsidies from employers or other community sources to improve the quality of their programs or to deliver programs like four year old kindergarten.

(continued)

AVERAGE HOURLY WAGES FULL DAY CENTERS IN DODGE AND JEFFERSON COUNTIES

Averages are based on individual staff wages paid in March 2014 at centers where children can attend eight hours a day, five days a week. NA means not enough data available to analyze.

	Dane	Jefferson		Staff with	Staff with
	Outside	And Dodge	Starting	BA Degrees	less than an
<i>DIRECTORS</i>	Madison	All staff	Salaries	In ECE	Associate ECE degree
N of Cases	34	6	NA	NA	NA
Minimum	\$ 9.75	\$ 10.00	NA	NA	NA
Maximum	\$ 28.00	\$ 27.75	NA	NA	NA
Average 2014	\$ 18.84	\$ 19.49	NA	NA	NA
Median 2014	\$ 19.07	\$ 20.70	NA	NA	NA
<i>Program Coordinators</i>					
N of Cases	15	3	NA	NA	NA
Minimum	\$ 13.65	\$ 10.25	NA	NA	NA
Maximum	\$ 26.79	\$ 20.25	NA	NA	NA
Average 2014	\$ 17.68	\$ 14.66	NA	NA	NA
Median 2014	\$ 16.37	\$ 13.50	NA	NA	NA
<i>Lead Teachers</i>					
		Note: Most leads have at least an Associate's degree in ECE			
N of Cases	46	24	NA	16	NA
Minimum	\$ 10.04	\$12.25	NA	\$ 13.15	NA
Maximum	\$ 22.85	\$21.00	NA	21	NA
Average 2014	\$ 14.63	\$14.35	NA	\$ 14.93	NA
Starting 2014	\$ 12.62	\$12.25	NA	NA	NA
Median 2014	\$ 13.64	\$14.12	NA	\$ 14.62	NA
<i>Teachers</i>					
N of Cases	299	92	23	19	59
Minimum	\$ 8.50	\$ 8.00	\$ 8.00	\$ 9.50	\$8.00
Maximum	\$ 22.85	\$ 20.25	\$ 14.00	\$ 20.25	\$16.50
Average 2014	\$ 13.08	\$ 11.04	\$ 10.23	\$ 12.92	\$10.38
Starting 2014	\$11.91	\$ 10.23	10.23	NA	NA
Median 2014	\$ 12.56	\$ 10.12	\$ 10.00	\$ 11.50	\$ 10.00
<i>Assistant Teachers/Aides</i>					
N of Cases	89	37	10	5	32
Minimum	\$ 7.25	\$ 8.26	\$ 8.26	\$ 13.00	\$ 8.26
Maximum	\$ 14.83	\$ 14.10	\$ 13.00	\$ 14.10	\$ 13.53
Average 2014	\$ 10.79	\$ 10.00	\$ 9.47	\$ 13.72	\$ 9.41
Starting 2014	\$9.90	\$ 9.47	\$ 9.47	NA	NA
Median 2014	\$ 10.50	\$ 8.90	\$ 9.25	\$ 14.00	\$ 9.41