



# DANE COUNTY GROUP CENTER RATES AND WAGES REPORT 2014

## BACKGROUND

This report is based on rates, wages, benefits and staff characteristics reported in the 4-C March 2014 child care survey. Programs reported the information so that wage, retention and education experience was available for each individual staff person. Responses on wages are lower than for rates. Non-profits, accredited, and religious programs responded at a higher rate than for-profits.

## WAGES

Between 2013 and 2014, wages in full day centers really varied in many categories with some increasing and some decreasing. Various tests did not show any consistent pattern across positions. Assistant and aide wages were often flat. Wages increased a lot for substitute teachers possibly due to a scarcity of people willing to work a substitute schedule and partially due to many programs making those positions permanent floats. Programs serving large numbers of low income children on Wisconsin Shares child care subsidies saw another year of below market 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 dropped 1% to 20% for full day centers.

### 2014 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 not enough director wages to analyze.

Full-day Programs:

	2014 Average	2014 Starting	2013 Average	% Change
Director/Administrator	\$20.40	\$17.19	\$20.57	-1%
Program Coordinator	\$18.17	\$16.27	\$17.49	4%
Lead Teacher	\$15.38	\$13.50	\$13.84	11%
Teacher	\$14.12	\$12.11	\$13.94	1%
Assistant Teacher	\$11.12	\$10.16	\$11.09	0%
Substitute Teacher	\$12.69	\$ 13.25	\$12.04	5%

Full-day Programs-23 year wage changes:

	2014 Average	1991 Average	% Change
Director/Administrator	\$20.40	\$9.73	210%
Program Coordinator	\$18.17	\$7.80	233%
Lead Teacher	\$15.38	\$6.50	237%
Teacher	\$14.12	\$5.97	237%
Assistant Teacher	\$11.12	\$5.15	216%

### How to Read the Charts:

**NA** - Not enough responses in a category to report.

**Number** - Number of staff for whom wages were reported in each category

**Minimum** – Lowest wage reported

**Maximum** - Highest wage reported

**Median 2014** - is the wage reported that falls at the 50<sup>th</sup> percentile of all wages that were reported. Half of the staff earns a higher average wage and half earns lower

**Average 2014** - The average wage paid for this position. This is the average of the wages paid to individual staff in this category

**Average 2013** - 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 2013 and March 2014. A number of factors, especially staff turnover as higher paid experienced staff is replaced with newer ones, can affect this number in addition to the normal process of centers raising staff salaries.

**Average Starting 2014** - Average starting is the average of the salaries reported for staff working less than a year at their current jobs.

**Madison Accredited** – Programs that are meeting high quality accreditation standards set by the City of Madison. If programs are accredited by Madison but also accredited by another program they would still be included in this category.

**National Accredited** – There are accreditation programs other than the one offered by the City of Madison. Use of these programs has increased under YoungStar. If a program is only nationally accredited it is not included in the Madison Accredited analysis (which is why the numbers of programs analyzed in the Madison Accredited and Non Accredited columns do not add up to the total programs for each category in the Dane County column). The chart on page 6 for the first time compares the wages at nationally accredited programs with Madison accredited and non-accredited full day group centers.

## 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.

Chart explanation:

**2014 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. A 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 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 2014 at centers where children can attend 8 hours a day 5 days a week. Change numbers are positive unless identified as negative(-). NA means not enough data available to analyze.

	Dane County	Dane Madison	Outside Madison	Madison Accredited	Not Accredited	Dane Non-Profit	Dane For-Profit
<b>DIRECTORS</b>							
Average years	11.4	11.1	11.8	16	8.8	12	6.8
N of Cases	62	28	34	24	30	23	39
Minimum	\$ 9.75	\$ 13.85	\$ 9.75	\$ 17.07	\$ 9.75	\$ 13.85	\$ 9.75
Maximum	\$ 36.06	\$ 36.06	\$ 28.00	\$ 36.06	\$ 28.00	\$ 36.06	\$ 26.70
Average 2014	\$ 20.40	\$ 22.30	\$ 18.84	\$ 23.15	\$ 18.06	\$ 23.43	\$ 18.62
Average 2013	\$ 20.57	\$ 20.89	\$ 20.04	\$ 24.94	\$ 17.62	\$ 22.02	\$ 19.03
% Change	-1%	7%	-6%	-7%	2%	6%	-2%
Median 2014	\$ 20.00	\$ 21.81	\$ 19.07	\$ 22.19	\$ 18.00	\$ 22.28	\$ 18.75
<b>Program Coordinators</b>							
Average years	9.6	9.2	10.6	11.7	5	11.7	6.2
N of Cases	43	28	15	26	9	29	14
Minimum	\$ 12.72	\$ 12.72	\$ 13.65	\$ 12.72	\$ 13.65	\$ 12.72	\$ 14.00
Maximum	\$ 30.17	\$ 30.17	\$ 26.79	\$ 30.17	\$ 20.75	\$ 30.17	\$ 20.75
Average 2014	\$ 18.17	\$ 18.43	\$ 17.68	\$ 18.40	\$ 17.11	\$ 18.80	\$ 16.86
Average 2013	\$ 17.49	\$ 17.11	\$ 18.14	\$ 18.31	\$ 15.84	\$ 18.24	\$ 15.42
% Change	4%	8%	-3%	0%	8%	3%	9%
Median 2014	\$ 17.75	\$ 17.82	\$ 16.37	\$ 17.82	\$ 16.45	\$ 17.82	\$ 16.48
<b>Lead Teachers</b>							
Average years	8.3	10.3	5.6	12.1	4	11.3	3.5
N of Cases	97	51	46	41	36	61	36
Minimum	\$ 10.04	\$ 11.50	\$ 10.04	\$ 11.50	\$ 10.04	\$ 11.50	\$ 10.04
Maximum	\$ 27.94	\$ 27.94	\$ 22.85	\$ 27.94	\$ 21.57	\$ 27.94	\$ 21.57
Average 2014	\$ 15.38	\$ 16.05	\$ 14.63	\$ 16.33	\$ 13.41	\$ 16.60	\$ 13.30
Average 2013	\$ 13.84	\$ 14.88	\$ 13.25	\$ 17.26	\$ 12.01	\$ 15.23	\$ 12.34
% Change	11%	8%	10%	-5%	12%	9%	8%
Starting 2014	\$ 13.50	\$14.20	\$ 12.62	\$ 14.46	\$ 12.78	\$ 14.29	\$ 13.10
Median 2014	\$ 14.93	\$ 15.25	\$ 13.64	\$ 15.92	\$ 13.00	\$ 16.38	\$ 13.00
<b>Teachers</b>							
Average years	6.6	8.1	5	9.2	4.5	9	4.9
N of Cases	590	291	299	236	224	273	317
Minimum	\$ 8.50	\$ 8.70	\$ 8.50	\$ 8.70	\$ 8.50	\$ 9.00	\$ 8.50
Maximum	\$ 26.00	\$ 26.00	\$ 22.85	\$ 26.00	\$ 22.85	\$ 26.00	\$ 22.85
Average 2014	\$ 14.12	\$ 15.19	\$ 13.08	\$ 15.69	\$ 12.38	\$ 15.54	\$ 12.90
Average 2013	\$ 13.94	\$ 14.81	\$ 12.75	\$ 15.81	\$ 12.30	\$ 15.24	\$ 12.52
% Change	1%	3%	3%	-1%	1%	2%	3%
Starting 2014	\$12.11	\$12.41	\$11.91	\$13.27	\$11.44	\$ 13.24	\$11.67
Median 2014	\$ 14.00	\$ 15.23	\$ 12.56	\$ 15.76	\$ 11.70	\$ 15.56	\$ 12.25

2014 Hourly Wages Full Day Centers (Continued)

	Dane County	Dane Madison	Outside Madison	Madison Accredited	Not Accredited	Dane Non-Profit	Dane For-Profit
<b>Assistant Teachers/Aides</b>							
<b>Average years</b>	4.2	5.2	3	6.7	1.9	6	2
<b>N of Cases</b>	215	126	89	97	67	126	89
<b>Minimum</b>	\$ 7.25	\$ 8.00	\$ 7.25	\$ 9.00	\$ 7.50	\$ 9.00	\$ 7.25
<b>Maximum</b>	\$ 17.45	\$ 17.45	\$ 14.83	\$ 17.45	\$ 14.50	\$ 17.45	\$ 15.00
<b>Average 2014</b>	\$ 11.12	\$ 11.35	\$ 10.79	\$ 11.30	\$ 10.41	\$ 11.63	\$ 10.40
<b>Average 2013</b>	\$ 11.09	\$ 11.41	\$ 10.68	\$ 11.99	\$ 9.98	\$ 11.72	\$ 10.10
<b>% Change</b>	0%	-1%	1%	-6%	4%	-1%	3%
<b>Starting 2014</b>	\$10.16	\$10.42	\$9.90	\$10.87	\$9.78	\$10.90	\$9.74
<b>Median 2014</b>	\$ 10.50	\$ 10.69	\$ 10.50	\$ 10.70	\$ 10.00	\$ 10.76	\$ 10.00
<b>Cooks</b>							
<b>Average years</b>	5.9	5.4	7.3	6.5	1.3	7.9	3.3
<b>N of Cases</b>	14	10	4	8	4	8	6
<b>Minimum</b>	\$ 9.15	\$ 9.15	\$ 10.50	\$ 12.25	\$ 9.15	\$ 11.00	\$ 9.15
<b>Maximum</b>	\$ 22.20	\$ 14.60	\$ 22.20	\$ 14.60	\$ 13.00	\$ 22.20	\$ 13.00
<b>Average 2014</b>	\$ 13.26	\$ 12.90	\$ 14.18	\$ 13.60	\$ 10.91	\$ 14.66	\$ 11.40
<b>Average 2013</b>	\$ 14.34	\$ 13.24	\$ 15.82	\$ 15.18	NA	\$ 14.57	NA
<b>% Change</b>	-8%	-3%	-10%	-10%	NA	1%	NA
<b>Substitutes</b>							
<b>Average years</b>	4.4	5.3	3	6	2.3	6	2.4
<b>N of Cases</b>	39	23	16	21	12	21	18
<b>Minimum</b>	\$ 8.00	\$ 9.96	\$ 8.00	\$ 9.96	\$ 9.01	\$ 9.96	\$ 8.00
<b>Maximum</b>	\$ 20.90	\$ 20.90	\$ 18.04	\$ 20.90	\$ 15.00	\$ 20.90	\$ 15.00
<b>Average 2014</b>	\$ 12.69	\$ 13.15	\$ 12.02	\$ 13.37	\$ 12.19	\$ 13.37	\$ 11.88
<b>Average 2013</b>	\$ 12.04	\$ 12.03	\$ 12.05	\$ 12.18	\$ 11.57	\$ 12.00	\$ 12.21
<b>% Change</b>	5%	9%	0%	10%	5%	11%	-3%
<b>Starting 2014</b>	\$13.25	\$13.65	\$12.25	\$14.22	\$12.00	\$ 14.22	\$ 12.28
<b>Median 2014</b>	\$ 12.00	\$ 12.00	\$ 12.00	\$ 11.80	\$ 12.00	\$ 11.80	\$ 12.00

## COMPARISON BETWEEN MADISON ACCREDITED AND NOT ACCREDITED FULL DAY CENTER HOURLY WAGES IN DANE COUNTY

Madison accredited programs are programs meeting City of Madison higher quality standards. Accreditation seems to have the greatest impact on wages of all of the variables though another factor is the higher number of non-accredited centers in lower cost areas outside of the city.

Madison Accredited		Not Accredited	% Difference	Cost Difference
<b>DIRECTORS</b>				
Average years		16	8.8	82%
N of Cases	24	30		
Minimum	\$ 17.07	\$ 9.75	75%	\$ 7.32
Maximum	\$ 36.06	\$ 28.00	29%	\$ 8.06
Average 2014	\$ 23.15	\$ 18.06	28%	\$ 5.09
Average 2013	\$ 24.94	\$ 17.62	42%	\$ 7.32
% Change	-7%	2%		
<b>Program Coordinators</b>				
Average years		11.7	5	134%
N of Cases	26	9		
Minimum	\$ 12.72	\$ 13.65	-7%	\$ (0.93)
Maximum	\$ 30.17	\$ 20.75	45%	\$ 9.42
Average 2014	\$ 18.40	\$ 17.11	8%	\$ 1.29
Average 2013	\$ 18.31	\$ 15.84	16%	\$ 2.47
% Change	0%	8%		
<b>Lead Teachers</b>				
Average years		12.1	4	203%
N of Cases	41	36		
Minimum	\$ 11.50	\$ 10.04	15%	\$ 1.46
Maximum	\$ 27.94	\$ 21.57	30%	\$ 6.37
Average 2014	\$ 16.33	\$ 13.41	22%	\$ 2.92
Average 2013	\$ 17.26	\$ 12.01	44%	\$ 5.25
% Change	-5%	12%		
Average Starting	\$ 14.46	\$ 12.78	13%	\$ 1.68
<b>Teachers</b>				
Average years		9.2	4.5	104%
N of Cases	236	224		
Minimum	\$ 8.70	\$ 8.50	2%	\$ 0.20
Maximum	\$ 26.00	\$ 22.85	14%	\$ 3.15
Average 2014	\$ 15.69	\$ 12.38	27%	\$ 3.31
Average 2013	\$ 15.81	\$ 12.30	29%	\$ 3.51
% Change	-1%	1%		
Average Starting	\$ 13.27	\$ 11.44	16%	\$ 1.83

## COMPARISONS BETWEEN DIFFERENT TYPES OF ACCREDITATION AND HOURLY WAGES

With the advent of YoungStar, incentives and resources now exist to assist many programs (especially outside of Madison) to become accredited. As such there has been an increase in the number of programs that are accredited but not by the city. Here for the first time is a comparison between wages at Madison Accredited Programs, Non-Accredited programs and centers accredited through various national programs. Given how recently many of the newly accredited programs became accredited it will be interesting to see how wages develop over the next several years as the years of experience narrow between the two categories.

<b>Madison Accredited</b>		<b>Not Accredited</b>	<b>Accredited only By National Group</b>
<b>DIRECTORS</b>			
Average years		15	11.3
		11.3	14.0
N of Cases	24	30	8
Minimum	\$ 17.07	\$ 9.75	\$ 13.85
Maximum	\$ 36.06	\$ 28.00	\$ 24.14
Average 2014	\$ 23.15	\$ 18.06	\$ 20.96
<b>Program Coordinators</b>			
Average years		11.7	5
		11.7	7.6
N of Cases	26	9	8
Minimum	\$ 12.72	\$ 13.65	\$ 14.50
Maximum	\$ 30.17	\$ 20.75	\$ 26.79
Average 2014	\$ 18.40	\$ 17.11	\$ 18.61
<b>Lead Teachers</b>			
Average years		12.1	4
		12.1	7.8
N of Cases	41	36	20
Minimum	\$ 11.50	\$ 10.04	\$ 12.50
Maximum	\$ 27.94	\$ 21.57	\$ 25.00
Average 2014	\$ 16.33	\$ 13.41	\$ 16.97
Average Starting	\$ 14.46	\$ 12.78	\$ 13.17
<b>Teachers</b>			
Average years		9.2	4.5
		9.2	5.0
N of Cases	236	224	130
Minimum	\$ 8.70	\$ 8.50	\$ 10.00
Maximum	\$ 26.00	\$ 22.85	\$ 21.00
Average 2014	\$ 15.69	\$ 12.38	\$ 14.28
Average Starting	\$ 13.27	\$ 11.44	\$ 13.17
<b>ASSISTANTS</b>			
Average year		6.7	1.9
		6.7	2.7
N of Cases	97	67	51
Minimum	\$ 9.00	\$ 7.50	\$ 7.25
Maximum	\$ 17.45	\$ 14.50	\$ 16.50
Average 2014	\$ 11.30	\$ 10.41	\$ 11.71
Average Starting	\$ 10.87	\$ 9.78	\$ 10.24

## HOURLY WAGES IN FULL DAY CENTERS FOR STAFF WITH AND WITHOUT BA DEGREES IN EARLY CHILDHOOD EDUCATION (ECE)

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

		<b>Dane</b>	<b>Madison</b>	<b>Outside Madison</b>	<b>Difference Madison &amp; Outside (Yearly)</b>	<b>Madison Accredited</b>
<b>Directors # with ECE</b>		35	24	11		22
2014 Average All Staff	\$	20.40	\$ 22.30	\$ 18.84	\$ 7,196.80	\$ 23.15
2014 Degreed staff average	\$	22.09	\$ 23.08	\$ 19.91	\$ 6,593.60	\$ 23.49
2013 Degreed staff average	\$	21.76	\$ 21.89	\$ 21.27	\$ 1,289.60	\$ 25.57
% change 2013-2014		2%	5%	-6%		-8%
2014 without degree average	\$	17.49	\$ 17.53	\$ 17.48	\$ 104.00	\$ 19.39
2013 without degree average	\$	18.76	\$ 17.52	\$ 19.56	(\$ 4,243.20)	\$ 20.27
Hrly Dif. with & w/o degree	\$	4.60	\$ 5.55	\$ 2.43		\$ 4.10
% change 2013-2014		-7%	0%	-11%		-4%
Yearly Difference with & w/o Degree	\$	9,568	\$ 11,544	\$ 5,054		\$ 8,528
<b>Program Coordinators # w/ECE</b>		24	16	8		16
2014 Average All Staff	\$	18.17	\$ 18.43	\$ 17.68	\$ 1,560.00	\$ 18.40
2014 Degreed staff average	\$	18.76	\$ 19.21	\$ 17.87	\$ 2,787.20	\$ 19.21
2013 Degreed staff average	\$	20.40	\$ 20.72	\$ 19.59	\$ 2,350.40	\$ 20.84
% change 2013-2014		-8%	-7%	-9%		-8%
2014 without degree average	\$	17.74	\$ 17.38	\$ 18.61	(\$ 2,558.40)	\$ 17.00
2013 without degree average	\$	14.94	\$ 13.09	\$ 17.30	(\$ 8,756.80)	\$ 14.50
Hrly Dif. with & w/o degree	\$	1.02	\$ 1.83	(\$ 0.74)		\$ 2.21
% change 2013-2014		19%	33%	8%		17%
Yearly Difference with & w/o Degree	\$	2,122	\$ 3,806	(\$ 1,539)		\$ 4,597
<b>Lead Teachers # with ECE</b>		49	29	20		23
2014 Average All Staff	\$	15.38	\$ 16.05	\$ 14.63	\$ 2,953.60	\$ 16.33
2014 Degreed staff average	\$	16.75	\$ 16.00	\$ 16.84	(\$ 1,747.20)	\$ 16.56
2013 Degreed staff average	\$	15.93	\$ 17.02	\$ 15.32	\$ 3,540.16	\$ 18.04
% change 2013-2014		5%	-6%	10%		-8%
2014 without degree average	\$	14.37	\$ 15.66	\$ 13.38	\$ 4,742.40	\$ 16.01
2013 without degree average	\$	12.91	\$ 13.59	\$ 12.32	\$ 2,641.60	\$ 16.17
Hrly Dif. with & w/o degree	\$	2.38	\$ 0.34	\$ 3.46		\$ 0.55
% change 2013-2014		11%	15%	9%		-1%
Yearly Difference with & w/o Degree	\$	4,950.40	\$ 707.20	\$ 7,196.80		\$ 1,144.00
<b>Teachers # with ECE Degrees</b>		234	137	97		124
2014 Average All Staff	\$	14.12	\$ 15.19	\$ 13.08	\$ 4,389	\$ 15.69
2014 Degreed staff average	\$	15.90	\$ 16.03	\$ 15.71	\$ 665.60	\$ 16.51
2013 Degreed staff average	\$	16.48	\$ 17.06	\$ 14.95	\$ 4,388.80	\$ 17.51
% change 2013-2014		-4%	-6%	5%		-6%
2014 without degree average	\$	13.07	\$ 14.08	\$ 12.29	\$ 3,723.20	\$ 14.27
2013 without degree average	\$	12.45	\$ 12.78	\$ 12.10	\$ 1,414.40	\$ 13.80
Hrly Dif. with & w/o degree	\$	2.83	\$ 1.95	\$ 3.42		\$ 2.24
% change 2013-2014		5%	10%	2%		3%
Yearly Difference with & w/o Degree	\$	5,886	\$ 4,056	\$ 7,114		\$ 4,659

## MARKET ANALYSIS OF HOURLY WAGES IN FULL DAY CENTERS

This chart analyzes how many staff is at which 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; since then the chart shows the wages into smaller categories over \$16. As programs leave the recession, wages are again beginning to increase. Lead teacher and substitute charts are added this year.

Wages	Teachers						Assistants							
	2005	2007	2010	2012	2013	2014	2005	2007	2010	2011	2012	2013	2014	
Middle 50%	\$9.80- \$12.75	\$13.00 \$15.54	\$10.75- \$14.44	\$11 \$15.08	\$11.04 \$15.34	\$ 11.50 \$16	\$8.50- \$10.29	\$8.50- \$10.51	\$10.15- \$12.00	\$10.15- \$ 11.70	\$9.75 \$11.70	\$10.00 \$11.70	\$10 \$12	
\$7-\$7.99	3%	4%	1%	0%	0%	0%	7%	4%	3%	1%	2%	1%	1%	
\$8-\$8.99	6%	4%	2%	0%	1%	1%	30%	24%	10%	1%	13%	6%	5%	
\$9-\$9.99	19%	9%	11%	6%	5%	4%	22%	24%	9%	18%	12%	15%	16%	
\$10-\$10.99	25%	16%	16%	16%	15%	11%	26%	24%	40%	44%	39%	42%	40%	
\$11-\$11.99	12%	17%	18%	13%	12%	14%	7%	14%	11%	13%	8%	13%	12%	
\$12-\$12.99	12%	14%	11%	13%	10%	10%	3%	3%	9%	12%	13%	11%	7%	
\$13-\$13.99	12%	10%	15%	10%	7%	9%	1%	4%	7%	7%	5%	3%	6%	
\$14-\$14.99	3%	11%	11%	13%	12%	14%	1%	1%	6%	4%	5%	7%	6%	
\$15-\$15.99	3%	6%	7%	11%	12%	11%	0%	0%	2%	1%	0%	0%	1%	
\$16-16.99	4%	8%	4%	14%	7%	7%	0%	0%	3%	1%	2%	2%	5%	
\$17-17.99	2%	1%	3%	3%	5%	5%	0%	0%	0%	0%	0%	0%	0%	
18-18.99					3%	3%						0%	0%	
19-19.99					4%	5%						0%	0%	
20-20.99					3%	3%						0%	0%	
21-24.99					2%	1%						0%	0%	
\$25 up					2%	1%						0%	0%	
median			\$ 12.50	\$13.05	\$13.75	\$14			\$ 10.85	\$ 10.75	\$10.57	\$10.76	\$10.50	
Lead Teachers	2014						Substitutes	2014						
Range	\$13-\$17.41						Range	\$10.76-13.77						
\$10-10.99	4%						\$8-8.99	3%						
\$11-11.99	8%						\$9-9.99	8%						
\$12-12.99	10%						\$10-10.99	15%						
\$13-13.99	13%						\$11-11.99	21%						
\$14-\$14.99	14%						\$12-12.99	23%						
\$15-15.99	9%						\$13-13.99	8%						
\$16-\$16.99	12%						\$14-\$14.99	5%						
\$17-17.99	9%						\$15-15.99	3%						
\$18-18.99	7%						\$16-\$16.99	0%						
\$19-19.99	4%						\$17-17.99	0%						
\$20-20.99	1%						\$18-18.99	13%						
\$21-24.99	4%						\$19-19.99	0%						
\$25 up	2%						\$20-20.99	3%						
median	\$14.93						median	\$12						



## 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	4	0%	4	1%	0	0%	4	1%	0	0%	4	1%	0	0%
High School Deg.	200	19%	89	16%	111	23%	78	15%	122	23%	68	14%	97	27%
Some College	236	22%	137	24%	99	20%	107	20%	129	25%	104	22%	104	28%
1 year Degree	1	0%	0	0%	1	0%	1	0%	0	0%	0	0%	0	0%
Associate Degree	152	14%	68	12%	84	17%	67	13%	85	16%	66	14%	54	15%
BA/BS Degree	414	39%	244	43%	170	35%	246	47%	168	32%	215	45%	103	28%
Graduate School	5	0%	1	0%	4	1%	1	0%	4	1%	1	0%	1	0%
Master's Degree	37	4%	23	4%	14	3%	21	4%	16	3%	20	4%	6	2%
Phd	1	0%	1	0%	0	0%	1	0%	0	0%	1	0%	0	0%
<b>Total</b>	<b>1050</b>		<b>567</b>		<b>483</b>		<b>526</b>		<b>524</b>		<b>479</b>		<b>365</b>	
<b>Child Care Training</b>														
None	6	1%	3	1%	3	1%	4	1%	2	0%	3	1%	3	1%
40 Hour Course	113	11%	71	13%	42	9%	40	8%	73	14%	37	8%	51	14%
80 Hour Course	334	32%	155	27%	179	37%	142	27%	192	37%	135	28%	159	44%
CDA	58	6%	39	7%	19	4%	37	7%	21	4%	35	7%	8	2%
1 year Degree	8	1%	5	1%	3	1%	5	1%	3	1%	4	1%	2	1%
Associate ECE	140	13%	65	11%	75	16%	66	13%	74	14%	64	13%	50	14%
ECE Degree	361	34%	209	37%	152	31%	214	41%	147	28%	184	38%	88	24%
Master's Degree	29	3%	19	3%	10	2%	17	3%	12	2%	16	3%	4	1%
<b>Total</b>	<b>1049</b>		<b>566</b>		<b>483</b>		<b>525</b>		<b>524</b>		<b>478</b>		<b>365</b>	
% with BA ECE Degrees	390	37%	228	40%	162	34%	231	44%	159	30%	200	42%	92	25%
With DPI license	95	9%	51	9%	44	9%	51	10%	44	8%	48	10%	28	8%
%With Less than 80 hrs	117	11%	41	13%	45	9%	44	8%	75	14%	40	8%	54	15%

## STAFF RETENTION IN FULL DAY CENTERS

	Dane		Madison		Outside Madison		Accredited		Not Accredited	
	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014
At Centers 3 years or less	49%	37%	42%	42%	56%	51%	38%	31%	59%	48%
Average number of years at center	6.00	6.77	7.00	7.90	4.80	5.50	8.00	9.25	4.00	4.50
<b>Turnover rate</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>	<b>2013</b>
	21%	20%	18%	16%	24%	24%	22%	16%	20%	21%

Year	2013	2012	2011	2010	2009	2008	2006	2005	2003	2002	2001	2000	1999
Turnover rate	20%	21%	19%	22%	18%	19%	30%	22%	28%	33%	39%	36%	32%
Change	-1%	2%	-1%	4%	1%	11%	8%	-6%	-5%	-6%	3%	4%	-3%

## BENEFITS - FULL DAY CENTERS

The following tables list benefits offered in March 2014 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.

<b>Dane County:</b>						<b>Outside Madison</b>			
Type of leave	% with Leave	Change in %	Average Days	Change in days	2014 Range	% with Leave	Average Days	Change in days	2014 Range
Paid vacation	90%	0%	8.5	0	1-22	93%	6.15	-0.1	1-15
Paid sick leave	79%	9%	7	-1	0-24	75%	6	-0.5	1-24
Paid holidays	91%	1%	8.6	-0.15	5-26	90%	8.8	-0.1	5-15
			Av Hrs / wk				Av Hrs / wk		
Preparation time per week in hours	79%	4%	2.1	-0.15	.5-5	80%	2	-0.23	1-5
<b>Madison</b>						<b>Madison Accredited</b>			
Type of leave	% with Leave	Change in %	Average Days	Change in days	2014 Range	% with Leave	Average Days	Change in days	2014 Range
Paid vacation	89%	-2%	9.5	-0.5	1-22	100%	11.25	0.25	3-22
Paid sick leave	82%	7%	8.5	-0.75	0-20	86%	10.5	0.50	3-20
Paid holidays	93%	1%	9	-0.25	5-26	95%	9.75	0.50	5-21
			Av Hrs / wk				Av Hrs / wk		
Preparation time per week in hours	80%	4%	2.25	0	.75-5	81%	2.75	0.25	.75-5

The average days listed above relate to benefits provided during the first year of employment at the center. 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 in March 2014 with the percentage of centers that offer the benefit.

Benefit	% Dane		% Madison Accredited	% Not Accredited	% Outside Madison	
	Change				Madison	Madison
Health Insurance	72%	-4%	100%	60%	75%	88%
Paid Preparation/Planning Time	79%	4%	81%	78%	80%	80%
Retirement Program Offered	47%	NA	83%	40%	60%	41%
Reduced Child Care costs	70%	3%	44%	77%	44%	81%

# HOURLY 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. 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 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.

## Hourly Average wages by Education Level For Teachers

**40 Hour course**  
**Not enough to analyze**

### Teachers with 80 hour class

	WAGE
<b>N of Cases</b>	144
<b>Minimum</b>	\$ 8.50
<b>Maximum</b>	\$ 21.85
<b>Average</b>	\$ 11.96
<b>Change</b>	3% \$ 0.32

### Teachers with CDA

	WAGE
<b>N of Cases</b>	41
<b>Minimum</b>	\$ 9.30
<b>Maximum</b>	\$ 20.59
<b>Average</b>	\$ 14.83
<b>Change</b>	-4% \$ (0.62)

**Not Enough to Analyze**  
**for one year certificate**

### Teachers with AA degrees

	WAGE
<b>N of Cases</b>	95
<b>Minimum</b>	\$ 9.75
<b>Maximum</b>	\$ 20.19
<b>Average</b>	\$ 14.79
<b>Change</b>	8% \$ 1.12

## ECE degrees

### Teachers with BA degrees

	WAGE
<b>N of Cases</b>	221
<b>Minimum</b>	\$ 9.88
<b>Maximum</b>	\$ 26.00
<b>Average</b>	\$ 15.75
<b>Change</b>	-3% \$ (0.55)

Having a DPI teacher certification increased wages 72 cents and hour.

### Teachers with BA degrees and graduate level courses

	WAGE
<b>N of Cases</b>	13
<b>Minimum</b>	\$ 13.87
<b>Maximum</b>	\$ 24.68
<b>Average</b>	\$ 18.53
<b>Change</b>	6% \$ 3.18

(Note small samples like this can cause big increases)

## An Analysis of Differences in Pay Between Educational Levels

Level	Number	Average	Difference
80 Hour Course	220	\$ 11.96	
CDA	30	\$14.83	24% over 80 hour course
Associate ECE	107	\$14.79	24% over 80 hour course
ECE Degree (BA)	231	\$15.75	32% over 80 hour course
BA + Graduate	16	\$18.53	55% 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.

## WEEKLY AVERAGE RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: Madison Accredited are programs accredited by the City of Madison. Other accredited programs are not included in this category

Location /Type:	All of Dane Cty.	Madison	Outside Madison	Madison Accredited	Not Accredited Madison	Difference Between Accredited+ Non-Accredited	
<b>Infants (Age 0-1):</b>							
#Centers	128	59	69	29	23		
Range	\$155-397	\$155-397	\$170-370	\$240-397	\$155-350		
Average 2013	\$271.00	\$283.00	\$263.00	\$301.00	\$267.00	13%	\$34
Average 2014	\$272.00	\$291.00	\$255.00	\$300.00	\$277.00	8%	\$23
% change	0.0%	2.8%	-3.0%	0.0%	3.7%		
Median 2014	\$269.00	\$284.00	\$255.00	\$285.00	\$280.00	2%	\$5
Median Change	2%	1.80%	-1%	-1.8%	2%		
<b>Toddlers (age 1-2):</b>							
#Centers	129	59	70	29	23		
Range	\$145-397	\$145-397	\$170-345	\$240-397	\$155-350		
Average 2013	\$268.00	\$282.00	\$254.00	\$301.00	\$263.00	14%	\$38
Average 2014	\$272.00	\$286.00	\$250.00	\$296.00	\$272.00	9%	\$24
% change	1.5%	1.4%	-1.6%	-1.7%	3.4%		
Median 2014	\$269.00	\$280.00	\$250.00	\$283.00	\$277.00	2%	\$6
Median Change	0%	0%	-1.20%	-2.5%	1%		
<b>Two Year Olds:</b>							
#Centers	129	59	70	29	23		
Range	\$145-338	\$145-338	\$153-329	\$185-\$338	\$155-300		
Average 2013	\$230.00	\$244.00	\$225.00	\$254.00	\$232.00	9%	\$22
Average 2014	\$239.00	\$252.00	\$227.00	\$259.00	\$241.00	7%	\$18
% change	3.9%	3.3%	1.0%	2.0%	3.9%		
Median 2014	\$237.00	\$249.00	\$225.00	\$255.00	\$240.00	6%	\$15
Median Change	1%	1%	0%	0%	1%		
<b>Preschool (age 3-5):</b>							
#Centers	125	59	66	27	23		
Range	\$145-300	\$125-319	\$150-284	\$205-\$319	\$155-300		
Average 2013	\$215.00	\$224.00	\$215.00	\$237.00	\$221.00	7%	\$16
Average 2014	\$221.00	\$236.00	\$209.00	\$248.00	\$224.00	11%	\$24
% change	2.8%	5.4%	-2.8%	4.6%	1.4%		
Median 2014	\$220.00	\$239.00	\$217.00	\$247.00	\$220.00	12%	\$27
Median Change	1.3%	8%	0%	2%	0%		
<b>School Age Full Day Centers:</b>							
#Centers	58	17	41	6	9		
After School Range	\$50-135	\$69-127	\$69-127	\$85-110	\$69-125		
Average 2013	\$86.00	\$ 84.00	\$ 89.00	\$ 87.00	\$82.00	6%	\$5
Average 2014	\$93.00	\$ 92.00	\$ 91.00	\$ 97.00	\$89.00	9%	\$8
% change	8.1%	9.5%	2.2%	11.5%	8.5%		
Median 2014	\$94.50	\$89.00	\$92.00	\$97.00	\$84.00	15%	\$13
Median Change							
<b>Summer</b>	70	24	46	7	12		
<b>Full week</b>	\$207.00	\$225.00	\$199.00	\$229.00	\$216.75	6%	\$12

## AVERAGE DAILY RATES FULL DAY CENTERS IN DANE COUNTY

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

Daily Location /Type:	All of Dane Cty.	Madison	Outside Madison	Madison Accredited	Not Accredited Madison
<b>Infants (Age 0-1):</b>					
#Centers	52	21	31	12	7
Range	\$33-110	\$50-110	\$33-110	\$50-110	\$50-97
Average2013	\$72.00	\$77.00	\$72.00	\$74.00	\$64.00
Average2014	\$70.50	\$77.50	\$66.00	\$81.00	\$73.00
%change	-2%	1%	-8%	9%	14%
<b>Toddlers (age 1-2):</b>					
#Centers	41	21	20	12	7
Range	\$31-110	\$50-110	\$31-110	\$50-110	\$50-97
Average2013	\$73.00	\$74.00	\$71.00	\$77.00	\$63.00
Average2014	\$68.75	\$75.00	\$64.50	\$77.00	\$73.00
%change	-6%	1%	-9%	0%	16%
<b>Two Year Olds:</b>					
#Centers	68	27	41	13	10
Range	\$31-97	\$37-90	\$31-97	\$37-90	\$43-83
Average2013	\$61.00	\$61.00	\$61.00	\$66.00	\$54.00
Average2014	\$61.50	\$66.50	\$58.00	\$70.00	\$62.00
%change	1%	9%	-5%	6%	15%
<b>Preschool (age 3-5):</b>					
#Centers	68	28	40	13	11
Range	\$31-93	\$37-88	\$31-93	\$37-88	\$43-81
Average2013	\$58.00	\$59.00	\$57.00	\$63.00	\$54.00
Average2014	\$58.00	\$62.00	\$55.00	\$66.00	\$56.50
%change	0%	5%	-4%	5%	5%
<b>School-age full day center rate:</b>					
#Centers	43	12	31	6	5
Range	\$23-87	\$33-81	\$23-87	\$50-81	\$33-68
Average2013	\$49.00	\$48.00	\$50.00	\$50.00	\$44.00
Average2014	\$53.00	\$60.00	\$50.00	\$66.50	\$46.50
%change	8%	25%	0%	33%	6%

## PARENT FEES

Very little variation exists between types of center any more related to what parent fees are charged. 93% report enrollment or registration fees averaging \$70. About 24% offer holding fees. 8% require security deposits. 77% have late pick up fees averaging \$70/hour but are usually charged by the minute or quarter hour. 51% report activity fees (a 20% increase), 19% have supply fees, and less than 10% 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 in March 2014 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. Assistant wages went up because more were hired with higher degrees. This is true for almost every category. If the numbers of staff with BA-ECE increased average wages increased, if they decline average wages declined.

	Dane	Madison	Outside Madison	Madison Accredited	Not Accredited
<b>DIRECTORS</b>					
	WAGE	WAGE	WAGE	WAGE	WAGE
NUMBER	18	7	11	5	13
Minimum	\$ 15.92	\$ 16.00	\$ 15.92	\$ 16.00	\$ 15.92
Maximum	\$ 29.81	\$ 29.81	\$ 29.48	\$ 29.81	\$ 29.48
Median	\$ 22.25	\$ 17.80	\$ 22.42	\$ 24.17	\$ 22.08
AVERAGE	\$ 21.80	\$ 21.70	\$ 21.86	\$ 23.42	\$ 21.18
%change	3%	6%	-5%	5%	6%
<b>With 4 Year ECE Degrees</b>					
NUMBER	13	6	7	4	9
Minimum	\$ 15.92	\$ 16.00	\$ 15.92	\$ 16.00	\$ 15.92
Maximum	\$ 29.81	\$ 29.81	\$ 29.48	\$ 29.81	\$ 29.48
Median	\$ 22.08	\$ 17.70	\$ 24.10	\$ 20.89	\$ 22.08
AVERAGE	\$ 21.97	\$ 20.40	\$ 23.32	\$ 21.90	\$ 22.01
%change	8%	14%	NA	10%	6%
<b>TEACHERS/LEAD TEACHERS</b>					
NUMBER	89	47	42	40	49
Minimum	\$ 10.00	\$ 11.50	\$ 10.00	\$ 11.50	\$ 10.00
Maximum	\$ 23.65	\$ 23.65	\$ 22.85	\$ 23.65	\$ 22.85
Median	\$ 15.78	\$ 16.84	\$ 13.83	\$ 17.31	\$ 13.79
AVERAGE	\$ 15.62	\$ 16.48	\$ 14.66	\$ 17.01	\$ 14.49
%change	-3%	-1%	-3%	1%	-4%
<b>With 4 Year ECE Degrees</b>					
NUMBER	42	28	14	24	18
Minimum	\$ 11.00	\$ 11.50	\$ 11.00	\$ 11.50	\$ 11.00
Maximum	\$ 22.60	\$ 21.47	\$ 22.60	\$ 22.60	\$ 21.54
AVERAGE	\$ 16.76	\$ 16.47	\$ 17.33	\$ 16.94	\$ 16.52
%change	-1%	-2%	1%	-1%	0%
<b>Assistants/Aides</b>					
NUMBER	37	20	17	19	18
Minimum	\$ 9.00	\$ 9.05	\$ 9.00	\$ 9.05	\$ 9.00
Maximum	\$ 14.86	\$ 14.86	\$ 13.27	\$ 14.86	\$ 13.27
Median	\$ 11.00	\$ 11.00	\$ 11.00	\$ 10.69	\$ 11.00
AVERAGE	\$ 11.24	\$ 11.26	\$ 11.21	\$ 11.16	\$ 11.31
%change	8%	9%	5%	9%	6%

## PART DAY PRESCHOOL RATES

The following are part day preschool rates as reported in March 2014. 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 2 or 3 days a week, and 2) the longer hours for teachers result in more of them qualifying for benefits thus increasing costs.

<b>Part Day Preschool Rates</b>					
<b>NA or No data listed means not enough to average in that category</b>					
Monthly Rates	Dane	Madison	Outside Madison	Madison Accredited	Religious
<b>2 day a week Preschool</b>					
Number reporting	29	14	15	6	15
Range	\$106-275	\$140-266	\$106-275	\$200-266	\$106-275
Average 2014	\$185	\$203	\$168	\$231	\$174
Average 2013	\$174	\$196	\$158	NA	\$169
% change	6%	3.57%	6.33%	NA	2.96%
<b>3 day a week Preschool</b>					
Number reporting	29	16	13	7	15
Range	\$140-\$382	\$140-\$382	\$155-\$365	\$270-\$382	\$140-\$365
Average 2014	\$257	\$278	\$231	\$326	\$235
Average 2013	\$252	\$290	\$225	NA	\$242
% change	2%	-4.14%	2.67%	NA	-2.89%
<b>4 day a week Preschool</b>					
Number reporting	9	4	5		
Range	\$225-\$525	\$265-\$525	\$225-\$440		
Average 2014	\$346	\$398	\$305		
Average 2013	\$356	\$376	\$330		
% change	-3%	5.85%	-7.58%		
<b>5 day a week Preschool</b>					
Number reporting	12	9	3	5	3
Range	\$295-630	\$295-630	\$300-495	\$295-630	\$295-600
Average 2014	\$495	\$526	\$403	\$567	\$463
Average 2013	\$442	\$494	\$358	NA	\$408
%Change	12%	6.48%	12.57%	NA	13.48%

## TWO YEAR OLD RATES IN PART DAY PRESCHOOLS

<b>2 year old Programs in Part Day Preschool Rates</b>					
<b>NA or No data listed means not enough to average in that category</b>					
Monthly Rates	Dane	Madison	Outside Madison	Religious	Madison Accredited
<b>2 day a week 2 year old group</b>					
Number reporting	11	7	4	6	3
Range	\$138-286	\$190-286	\$138-200	\$138-240	\$252-\$286
Average 2014	\$221	\$243	\$183	\$196	\$266
Change	3%	2%	-3%	-4%	NA
<b>3 day a week 2 year old group</b>					
Number reporting	8	7		3	3
Range	\$225-\$402	\$225-\$402		\$225-\$360	\$380-\$390
Average 2014	\$335	\$340		\$277	\$384
Change	9%	5%		-4%	NA
<b>4 day a week 2 year old group</b>					
Number reporting	3				
Range	\$275-\$541				
Average 2014	\$450				
Change	NA				
<b>5 day a week 2 year old group</b>					
Number reporting	3				
Range	\$305-\$670				
Average 2014	\$525				
Change	NA				
<b>Registration Fees</b>					
	Dane	Madison	Outside Madison	Religious	Madison Accredited
For All Ages	23	11	12	13	5
Range	\$30-\$100	\$30-\$100	\$35-\$100	\$30-\$100	\$50-\$100
Average	\$65	\$69	\$63	\$54	\$80
Median	\$60	\$75	\$55	\$50	\$75



**PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA**

<b>Part Day Preschool Educational Background 2014</b>					<b>Part Day Retention 2014</b>				
<u>Education</u>	Preschools		Madison		Length of Employment	Part-Day		Madison	
	Dane		Accredited			Preschools	Dane	Preschools	Accredited
High School	1	1%	0	0%	<1 year	9	6%	6	8%
High School Deg.	14	9%	4	5%	1 Year	26	16%	14	18%
Some College	26	16%	14	18%	2 Years	17	11%	6	8%
1 Year certificate	2	1%	0	0%	3 Years	11	7%	4	5%
Associate Degree	23	14%	11	14%	4 Years	11	7%	4	5%
BA/BS Degree	83	51%	42	54%	5 Years	10	6%	5	7%
Graduate School	1	1%	0	0%	6 Years	8	5%	4	5%
Master's Degree	12	7%	6	8%	7 Years	6	4%	1	1%
PHD	1	1%	1	1%	8 Years	8	5%	3	4%
Total	163	100%	78	100%	9 Years	10	6%	6	8%
<u>Child Care Training</u>					10 years	4	3%	2	3%
None	1	1%	1	1%	11 to 15	15	9%	9	12%
40 Hour Course	9	6%	0	0%	16 to 19	12	8%	6	8%
80 Hour Course	44	27%	22	28%	20 to 29	9	6%	4	5%
CDA	5	3%	1	1%	30 or more	3	2%	2	3%
1 Year certificate	3	2%	0	0%	TOTAL	159	100%	76	100%
Associate ECE	26	16%	14	18%	at centers	change		change	
ECE Degree	62	38%	32	41%		2013	2014	2013	2014
Graduate Study	2	1%	1	1%	3 years or less	43%	40%	35%	39%
Master's Degree	10	6%	6	8%	Average Years	7.81	7.7	7.6	7.9
PHD	1	1%	1	1%					
Total	163	100%	78	100%					
With less than 80 Hours	2013 7%	2014 7%	2013 5%	2014 1%					
% staff with ECE College Degrees	45%	46%	45%	51%					

## ON SITE SCHOOL AGE PROGRAM RATES 2014 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 is for programs with sites dedicated to school age programming.

### School Age Programs Rates 2014 School Year

### School Age Programs Wages 2014 School Year

	Daily Full time School age	Weekly After School	
<b>Dane</b>			<b>Directors</b>
<b>N of Cases</b>	13	35	<b>Number</b>
<b>Minimum</b>	\$ 22.50	\$ 56.25	<b>Minimum</b>
<b>Maximum</b>	\$ 53.00	\$ 100.00	<b>Maximum</b>
<b>Average</b>	\$ 38.25	\$ 84.00	<b>Median</b>
<b>Change</b>	-7%	5%	<b>Average</b>
<b>Madison</b>			<b>Regional or Program Coordinators</b>
<b>N of Cases</b>	3	15	<b>Number</b>
<b>Minimum</b>	NA	\$ 75.00	<b>Minimum</b>
<b>Maximum</b>	NA	\$ 100.00	<b>Maximum</b>
<b>Average</b>	NA	\$ 83.55	<b>Median</b>
<b>Change</b>	NA	-1%	<b>Average</b>
<b>Outside Madison</b>			<b>Site Corrdinators/Lead Teachers</b>
<b>N of Cases</b>	10	20	<b>Number</b>
<b>Minimum</b>	\$ 25.00	\$ 56.25	<b>Minimum</b>
<b>Maximum</b>	\$ 50.00	\$ 100.00	<b>Maximum</b>
<b>Average</b>	\$ 37.50	\$ 84.25	<b>Median</b>
<b>Change</b>	0%	8%	<b>Average</b>
<b>Madison Accredited</b>			<b>Teachers</b>
<b>N of Cases</b>	3	13	<b>Number</b>
<b>Minimum</b>	NA	\$75.00	<b>Minimum</b>
<b>Maximum</b>	NA	\$93.75	<b>Maximum</b>
<b>Average</b>	NA	\$82.56	<b>Median</b>
<b>Change</b>	NA	-3%	<b>Average</b>
			<b>Assistants or Aides</b>
			<b>Number</b>
			<b>Minimum</b>
			<b>Maximum</b>
			<b>Median</b>
			<b>Average</b>

## AFTER SCHOOL EDUCATION AND LONGEVITY

Education	After Schools Dane		Length of Employment	After Schools Dane	
High School	1	1%	<1 year	13	12%
High School Deg.	28	17%	1 Year	18	17%
Some College	22	13%	2 Years	10	9%
1 Year certificate	2	1%	3 Years	8	8%
Associate Degree	12	7%	4 Years	8	8%
BA/BS Degree	84	50%	5 Years	9	8%
Graduate School	1	1%	6 Years	6	6%
Master's Degree	15	9%	7 Years	2	2%
PHD	3	2%	8 Years	4	4%
Total	168	100%	9 Years	4	4%
<u>Child Care Training</u>			10 years	6	6%
None	9	5%	11 to 15	13	12%
40 Hour Course	13	7%	16 to 19	5	5%
80 Hour Course	65	37%	20 to 29	0	0%
CDA	16	9%	30 or more	0	0%
1 Year certificate	1	1%	TOTAL	106	100%
Associate ECE	9	5%			
ECE Degree	53	30%	at centers		
Graduate Study	1	1%			2014
Master's Degree	7	4%	3 years or less		46%
PHD	0	0%	Average Years		4.7
Total	174	100%			
With less than 80 Hours		2014 13%			
% staff with ECE College Degrees		35%			