



EARLY CHILDHOOD WAGES IN THE 4-C SERVICE DELIVERY AREA 2015

Each year 4-C does a survey of child care and preschools in its eight county service area on key economic data related to child care. This year enough wage data was returned to compile reports on all eight counties in the 4-C service delivery area (Columbia, Dane, Dodge, Green, Rock, Sauk and Walworth Counties). Since the entire service delivery area is one market all eight counties are represented in this report. The Dane County market, however, is almost as big as the other seven counties combined; as a result it is far more complex. For more detailed analysis of the Dane County market there is a wage report on the 4-C website (<http://www.4-c.org/uncategorised/child-care-data-publications.html>). This report contains some Dane County data as that market interacts with the other hiring markets in the region, but for more detailed analysis, please reference the larger Dane County wage report.

The major challenge in doing reports for the counties outside Dane is the size of the market. In many cases the number of positions or types of programs reported is smaller than can be analyzed or published without violating confidentiality policies. As such there are positions like assistant directors, program coordinators, and substitutes which do not have charts within this report. On the average, substitutes seem to be paid about \$1/hour less than full time teachers. They also seem to have a high turnover rate. Assistant directors, program coordinators, site supervisors and similar administrative positions seem to earn \$3-5 an hour less than directors.

A key variable in wages is how much of a center's budget is supported by resources other than tuition. Programs with grant income or other subsidies often can pay more than programs that are tuition based. Likewise programs dependent on Wisconsin Shares subsidies may have difficulty paying competitive wages. Shares losses stem from two major factors: below market maximum payment rates and the inability for low income families to pay co-pays. The latter is dependent on the local cost of living and can vary greatly within the state and the 4-C service delivery area. Maximum rates likewise vary a lot within the region. There are four different reimbursement rate tiers for child care programs under Wisconsin Shares. The counties in the 4-C service delivery area are in three of the four different tiers, accounting in a wide range of different reimbursement rates within a region (quite often even in adjacent counties). The maximum reimbursement rate and the program's YoungStar rating are both variables that can affect the income of centers serving Wisconsin Shares children. Because of lagging reimbursement rates and the five percent penalty for programs with two stars, some programs lose money when serving children on Wisconsin Shares subsidies. Those losses also result in the center having difficulty competing for qualified staff.

The rise in demand for higher quality programs has also resulted in a higher demand for teachers with BA degrees in early childhood education or DPI teaching licenses. The latter is due to the prevalence of local public schools contracting 4 year old kindergarten (4K) programs to local child care programs and preschools. As such whenever there is sufficient data, this report includes charts on wages paid for teaching staff with BA degrees in early childhood education or other related degrees.

Finally a recent study by 4-C found that 21 percent of the teaching positions in responding centers in 2015 went unfilled due to an inability to find staff. That report is available on the 4-C website (<http://www.4-c.org/uncategorised/child-care-data-publications.html>). As a result paying better wages will continue to be a major challenge in the coming year.

2015 WAGES IN FULL DAY CHILD CARE CENTERS

Averages are based on individual staff wages paid in April 2015 at centers where children can attend eight hours a day five days a week.

| COLUMBIA | Directors | Teachers | Assistants | | SAUK | Directors | Teachers | Assistants |
|-----------------|------------------|-----------------|-------------------|---------------------|------------------|------------------------------------|-----------------|-------------------|
| Number | 5.00 | 28.00 | 12.00 | | Number | 5.00 | 36.00 | 4.00 |
| Minimum | \$ 10.50 | \$ 8.00 | \$ 8.50 | | Minimum | \$ 12.00 | \$ 8.00 | \$ 7.50 |
| Maximum | \$ 19.00 | \$ 19.00 | \$ 11.65 | | Maximum | \$ 25.17 | \$ 15.15 | \$ 8.00 |
| Median | \$ 18.00 | \$ 11.18 | \$ 9.50 | | Median | \$ 15.00 | \$ 11.30 | \$ 7.75 |
| Average | \$ 15.80 | \$ 11.67 | \$ 9.60 | | Average | \$ 15.96 | \$ 11.27 | \$ 7.75 |
| | | | | | | | | |
| DODGE | | | | | JEFFERSON | | | |
| Number | 3.00 | 68.00 | 21.00 | | Number | 5.00 | 45.00 | 13.00 |
| Minimum | \$ 10.00 | \$ 8.50 | \$ 7.60 | | Minimum | \$ 12.50 | \$ 8.91 | \$ 8.50 |
| Maximum | \$ 27.75 | \$ 21.00 | \$ 14.18 | | Maximum | \$ 22.74 | \$ 17.01 | \$ 12.40 |
| Median | \$ 23.80 | \$ 12.50 | \$ 9.14 | | Median | \$ 19.71 | \$ 11.00 | \$ 10.00 |
| Average | \$ 20.52 | \$ 12.33 | \$ 9.49 | | Average | \$ 18.78 | \$ 11.50 | \$ 10.10 |
| | | | | | | | | |
| GREEN | | | | | WALWORTH | | | |
| Number | 3.00 | 28.00 | 12.00 | | Number | 7.00 | 60.00 | 20.00 |
| Minimum | \$ 12.83 | \$ 7.25 | \$ 7.25 | | Minimum | \$ 10.00 | \$ 8.00 | \$ 7.50 |
| Maximum | \$ 20.00 | \$ 15.00 | \$ 10.50 | | Maximum | \$ 28.85 | \$ 18.00 | \$ 12.11 |
| Median | \$ 15.00 | \$ 10.30 | \$ 9.25 | | Median | \$ 18.49 | \$ 11.74 | \$ 9.86 |
| Average | \$ 15.94 | \$ 10.62 | \$ 8.86 | | Average | \$ 18.10 | \$ 11.87 | \$ 9.72 |
| | | | | Program | | | | |
| ROCK | | | | Coordinators | | Dane | | Average |
| Number | 10.00 | 74.00 | 19.00 | 5.00 | | Director | | \$20.92 |
| Minimum | \$ 12.50 | \$ 7.85 | \$ 7.50 | \$ 14.49 | | Lead Teacher | | \$15.52 |
| Maximum | \$ 22.94 | \$ 16.63 | \$ 13.00 | \$ 17.13 | | Teacher | | \$14.04 |
| Median | \$ 19.13 | \$ 11.65 | \$ 9.00 | \$ 16.00 | | Assistant | | \$11.29 |
| Average | \$ 18.70 | \$ 11.32 | \$ 9.17 | \$ 15.88 | | See next page for more information | | |

2015 WAGES IN PART DAY PRESCHOOLS

| Rock | Teachers | Assistants | | Sauk | Teachers | Assistants |
|-------------|-----------------|-------------------|--|-------------|-----------------|-------------------|
| Number | 6 | 3 | | Number | 3 | 5 |
| Minimum | \$ 11.42 | \$ 10.63 | | Minimum | \$ 13.35 | \$ 8.00 |
| Maximum | \$ 22.00 | \$ 15.00 | | Maximum | \$ 13.35 | \$ 9.85 |
| Median | \$ 12.00 | \$ 15.00 | | Median | \$ 13.35 | \$ 8.00 |
| Average | \$ 13.88 | \$ 13.54 | | Average | \$ 13.35 | \$ 8.74 |

DANE COUNTY AVERAGE HOURLY WAGES FULL DAY CENTERS

Wages outside of Madison often have the most impact on hiring staff in adjacent counties. Wages tend to decrease the farther away the program is from Madison. Change numbers are positive unless identified as negative (-). NA means not enough data available to analyze.

| | Dane County | Madison | Outside Madison | Madison Accredited | Not Accredited | Dane Non-Profit | Dane For-Profit |
|------------------------------------|----------------|----------|--------------------|-----------------------|-------------------|--------------------|--------------------|
| <i>DIRECTORS</i> | | | | | | | |
| Average years | 12.25 | 11 | 13.5 | 13.4 | 11.16 | 12.7 | 12 |
| N of Cases | 81 | 43 | 38 | 29 | 46 | 35 | 46 |
| Minimum | \$ 9.00 | \$ 9.00 | \$ 11.50 | \$ 14.65 | \$ 11.50 | \$ 9.00 | \$ 11.50 |
| Maximum | \$ 39.15 | \$ 36.67 | \$ 39.15 | \$ 36.67 | \$ 39.15 | \$ 39.15 | \$ 28.84 |
| Average 2015 | \$ 20.92 | \$ 21.88 | \$ 19.83 | \$ 23.95 | \$ 18.83 | \$ 23.57 | \$ 18.90 |
| Average 2014 | \$ 20.40 | \$ 22.30 | \$ 18.84 | \$ 23.15 | \$ 18.06 | \$ 23.43 | \$ 18.62 |
| % Change | 3% | -2% | 5% | 3% | 4% | 1% | 2% |
| Median 2015 | \$ 19.50 | \$ 19.70 | \$ 19.07 | \$ 23.00 | \$ 18.19 | \$ 22.99 | \$ 18.46 |
| <i>Program Coordinators</i> | | | | | | | |
| Average years | 10.39 | 10.6 | 10 | 13.25 | 6.23 | 13.5 | 6 |
| N of Cases | 51 | 30 | 21 | 26 | 15 | 31 | 20 |
| Minimum | \$ 11.50 | \$ 11.50 | \$ 13.65 | \$ 14.00 | \$ 11.50 | \$ 13.65 | \$ 11.50 |
| Maximum | \$ 26.79 | \$ 24.76 | \$ 26.79 | \$ 24.76 | \$ 20.00 | \$ 26.79 | \$ 25.35 |
| Average 2015 | \$ 17.78 | \$ 17.84 | \$ 17.70 | \$ 18.58 | \$ 15.86 | \$ 18.79 | \$ 16.22 |
| Average 2014 | \$ 18.17 | \$ 18.43 | \$ 17.68 | \$ 18.40 | \$ 17.11 | \$ 18.80 | \$ 16.86 |
| % Change | -2% | -3% | 0% | 1% | -7% | 0% | -4% |
| Median 2015 | \$ 16.83 | \$ 17.08 | \$ 16.37 | \$ 18.00 | \$ 15.08 | \$ 18.00 | \$ 15.29 |
| <i>Lead Teachers</i> | | | | | | | |
| Average years | 8.5 | 9.4 | 7.6 | 10.9 | 5.3 | 10.75 | 4.8 |
| N of Cases | 89 | 46 | 43 | 29 | 40 | 56 | 33 |
| Minimum | \$ 9.65 | \$ 9.75 | \$ 9.65 | \$ 12.36 | \$ 9.65 | \$ 9.75 | \$ 9.65 |
| Maximum | \$ 27.94 | \$ 27.94 | \$ 22.85 | \$ 27.94 | \$ 21.57 | \$ 27.94 | \$ 21.57 |
| Average 2015 | \$ 15.52 | \$ 16.21 | \$ 14.79 | \$ 16.94 | \$ 13.50 | \$ 16.91 | \$ 13.17 |
| Average 2014 | \$ 15.38 | \$ 16.05 | \$ 14.63 | \$ 16.33 | \$ 13.41 | \$ 16.60 | \$ 13.30 |
| % Change | 1% | 1% | 1% | 4% | 1% | 2% | -1% |
| Median 2015 | \$ 14.93 | \$ 15.18 | \$ 14.19 | \$ 16.25 | \$ 13.00 | \$ 16.45 | \$ 13.00 |
| <i>Teachers</i> | | | | | | | |
| Average years | 6.1 | 7.4 | 4.9 | 7.44 | 4.6 | 8 | 4.7 |
| N of Cases | 723 | 351 | 372 | 267 | 328 | 321 | 402 |
| Minimum | \$ 7.75 | \$ 8.96 | \$ 7.75 | \$ 9.21 | \$ 7.75 | \$ 9.00 | \$ 7.75 |
| Maximum | \$ 27.00 | \$ 27.00 | \$ 24.00 | \$ 27.00 | \$ 24.00 | \$ 27.00 | \$ 24.00 |
| Average 2015 | \$ 14.04 | \$ 14.95 | \$ 13.17 | \$ 15.39 | \$ 12.57 | \$ 15.38 | \$ 12.96 |
| Average 2014 | \$ 14.12 | \$ 15.19 | \$ 13.08 | \$ 15.69 | \$ 12.38 | \$ 15.54 | \$ 12.90 |
| % Change | -1% | -2% | 1% | -2% | 2% | -1% | 0% |
| Median 2015 | \$ 13.50 | \$ 14.82 | \$ 12.93 | \$ 15.12 | \$ 12.00 | \$ 15.10 | \$ 12.50 |

2015 DANE COUNTY HOURLY WAGES FULL DAY CENTERS (CONTINUED)

| | Dane County | Madison | Outside Madison | Madison Accredited | Not Accredited | Dane Non-Profit | Dane For-Profit |
|---------------------------------|----------------|----------|--------------------|-----------------------|-------------------|--------------------|--------------------|
| Assistant Teachers/Aides | | | | | | | |
| Average years | 3.85 | 4.4 | 3.4 | 5.9 | 1.9 | 5.6 | 2.1 |
| N of Cases | 282 | 163 | 119 | 118 | 113 | 153 | 129 |
| Minimum | \$ 7.25 | \$ 8.00 | \$ 7.25 | \$ 8.04 | \$ 8.00 | \$ 8.00 | \$ 7.25 |
| Maximum | \$17.97 | \$ 17.97 | \$ 14.83 | \$ 17.97 | \$ 15.12 | \$ 17.97 | \$ 14.50 |
| Average 2015 | \$11.29 | \$ 11.55 | \$ 10.94 | \$ 11.61 | \$ 10.51 | \$ 11.89 | \$ 10.58 |
| Average 2014 | \$11.12 | \$ 11.35 | \$ 10.79 | \$ 11.30 | \$ 10.41 | \$ 11.63 | \$ 10.40 |
| % Change | 2% | 2% | 1% | 3% | 1% | 2% | 2% |
| Median 2015 | \$10.73 | \$ 10.69 | \$ 10.75 | \$ 11.52 | \$ 10.00 | \$ 11.00 | \$ 10.00 |
| Cooks | | | | | | | |
| Average years | 7.2 | 7.8 | 6 | 7.67 | 3 | 9.2 | 4.3 |
| N of Cases | 16 | 10 | 6 | 7 | 4 | 9 | 7 |
| Minimum | \$ 7.50 | \$ 7.50 | \$ 10.02 | \$ 7.50 | \$ 10.02 | \$ 7.50 | \$ 10.02 |
| Maximum | \$22.20 | \$ 18.25 | \$ 22.20 | \$ 18.25 | \$ 13.00 | \$ 22.20 | \$ 13.00 |
| Average 2015 | \$13.24 | \$ 13.33 | \$ 13.08 | \$ 13.81 | \$ 11.53 | \$ 14.47 | \$ 11.66 |
| Average 2014 | \$13.26 | \$ 12.90 | \$ 14.18 | \$ 13.60 | \$ 10.91 | \$ 14.66 | \$ 11.40 |
| % Change | 0% | 3% | -8% | 2% | 6% | -1% | 2% |
| Substitutes | | | | | | | |
| Average years | 3.2 | 3 | 3.2 | 3 | 3.2 | 3.2 | 3.2 |
| N of Cases | 41 | 29 | 12 | 27 | 13 | 28 | 13 |
| Minimum | \$ 9.01 | \$ 9.38 | \$ 9.01 | \$ 9.65 | \$ 9.01 | \$ 9.65 | \$ 9.01 |
| Maximum | \$18.04 | \$ 18.04 | \$ 18.04 | \$ 18.04 | \$ 14.54 | \$ 18.04 | \$ 14.54 |
| Average 2015 | \$12.72 | \$ 12.91 | \$ 12.26 | \$ 12.94 | \$ 11.90 | \$ 13.10 | \$ 11.90 |
| Average 2014 | \$12.69 | \$ 13.15 | \$ 12.02 | \$ 13.37 | \$ 12.19 | \$ 13.37 | \$ 11.88 |
| % Change | 0% | -2% | 2% | -3% | -2% | -2% | 0% |
| Median 2015 | \$12.00 | \$ 12.50 | \$ 12.00 | \$ 11.25 | \$ 12.00 | \$ 12.14 | \$ 12.00 |

**2015 WAGES FOR STAFF WITH BA DEGREES
IN EARLY CHILDHOOD EDUCATION OR EQUIVALENT AREAS**

| Columbia | Directors | Teachers | | Rock | Directors | Teachers |
|------------------|-----------|----------|--|-----------------|-----------|----------------|
| Number | | 7 | | Number | 4 | 13 |
| Minimum | | \$ 12.50 | | Minimum | \$ 13.00 | \$ 10.93 |
| Maximum | | \$ 19.00 | | Maximum | \$ 22.50 | \$ 15.95 |
| Median | | \$ 13.50 | | Median | \$ 20.39 | \$ 13.21 |
| Average | | \$ 14.79 | | Average | \$ 19.07 | \$ 13.43 |
| | | | | | | |
| DODGE | | | | Sauk | | |
| Number | 3 | 20 | | Number | 3 | 3 |
| Minimum | \$ 10.00 | \$ 11.00 | | Minimum | \$ 12.00 | \$ 10.00 |
| Maximum | \$ 27.75 | \$ 21.00 | | Maximum | \$ 25.17 | \$ 15.00 |
| Median | \$ 23.80 | \$ 14.38 | | Median | \$ 15.62 | \$ 12.67 |
| Average | \$ 20.52 | \$ 15.04 | | Average | \$ 17.60 | \$ 12.56 |
| | | | | | | |
| Green | | | | Walworth | | |
| Number | | 8 | | Number | 3 | 16 |
| Minimum | | \$ 7.25 | | Minimum | \$ 15.00 | \$ 10.25 |
| Maximum | | \$ 15.00 | | Maximum | \$ 28.85 | \$ 18.00 |
| Median | | \$ 9.60 | | Median | \$ 20.36 | \$ 15.36 |
| Average | | \$ 10.59 | | Average | \$ 21.40 | \$ 14.79 |
| | | | | | | |
| Jefferson | | | | Dane | | Average |
| Number | 3 | 12 | | Director | | \$23.58 |
| Minimum | \$ 12.50 | \$ 10.56 | | Lead Teacher | | \$16.71 |
| Maximum | \$ 22.74 | \$ 17.01 | | Teacher | | \$15.81 |
| Median | \$ 19.71 | \$ 12.08 | | | | |
| Average | \$ 18.32 | \$ 12.75 | | | | |

2015 WAGES IN SCHOOL AGE PROGRAMS

| Columbia | Directors | Teachers | | Rock | Directors | Teachers | Assistants |
|-----------------|-----------|----------|--|-----------------|-----------|----------|------------|
| Number | | 7 | | Number | 6 | 20 | 13 |
| Minimum | | 9.00 | | Minimum | 14.45 | 8.00 | 8.00 |
| Maximum | | 15.50 | | Maximum | 18.60 | 13.52 | 9.85 |
| Median | | 11.25 | | Median | 18.26 | 11.00 | 8.30 |
| Average | | 11.71 | | Average | 17.68 | 10.56 | 8.54 |
| | | | | | | | |
| Green | | | | Walworth | | | |
| Number | | 3 | | number | | 3 | 3 |
| Minimum | | 9.00 | | Minimum | | 10.00 | 8.00 |
| Maximum | | 9.75 | | Maximum | | 12.11 | 9.86 |
| Median | | 9.50 | | Median | | 11.36 | 9.86 |
| Average | | 9.42 | | Average | | 11.16 | 9.24 |

WEEKLY FULL DAY GROUP CENTER RATES 2015

Dodge

| Age | Total | Min \$ | Max \$ | Average |
|-------------|-------|--------|--------|---------|
| 0 - 12 mo | 10 | 162 | 219.3 | 184.48 |
| 1 year | 10 | 151 | 219.3 | 181.78 |
| 2 year | 9 | 141 | 185 | 164.78 |
| 3 year | 9 | 130 | 175 | 154.94 |
| 4 year | 9 | 130 | 175 | 151.06 |
| 5 year | 9 | 125 | 164.5 | 144.94 |
| 6 - 8 years | 7 | 105 | 164.5 | 141.36 |
| 9+ years | 7 | 105 | 164.5 | 141.36 |

ROCK

| Age | Total | Min \$ | Max \$ | Average |
|-------------|-------|--------|--------|---------|
| 0 - 12 mo | 25 | 150 | 280 | 199.74 |
| 1 year | 25 | 150 | 280 | 197.5 |
| 2 year | 29 | 140 | 252 | 178.12 |
| 3 year | 31 | 120 | 222 | 161.45 |
| 4 year | 31 | 120 | 222 | 155.63 |
| 5 year | 28 | 120 | 190 | 151.61 |
| 6 - 8 years | 25 | 120 | 216 | 150.47 |
| 9+ years | 25 | 120 | 216 | 149.27 |

COLUMBIA

| Age | Total | Min \$ | Max \$ | Avg \$ |
|-------------|-------|--------|--------|--------|
| 0 - 12 mo | 13 | 119.25 | 260 | 199.02 |
| 1 year | 15 | 119.25 | 260 | 194.15 |
| 2 year | 16 | 119.25 | 250 | 177.95 |
| 3 year | 17 | 114.75 | 231 | 165.74 |
| 4 year | 17 | 114.75 | 231 | 163.5 |
| 5 year | 17 | 114.75 | 231 | 161.44 |
| 6 - 8 years | 14 | 110 | 221.25 | 150.73 |
| 9+ years | 13 | 110 | 221.25 | 149.25 |

SAUK

| Age | Total | Min \$ | Max \$ | Avg \$ |
|-------------|-------|--------|--------|--------|
| 0 - 12 mo | 12 | 135 | 210 | 175.92 |
| 1 year | 12 | 125 | 210 | 174.67 |
| 2 year | 12 | 125 | 200 | 165.25 |
| 3 year | 12 | 125 | 185 | 157.75 |
| 4 year | 12 | 125 | 185 | 153.92 |
| 5 year | 10 | 132 | 185 | 156.2 |
| 6 - 8 years | 7 | 125 | 185 | 150.29 |
| 9+ years | 7 | 125 | 185 | 150.29 |

Green

| Age | Total | Min \$ | Max \$ | Avg \$ |
|-------------|-------|--------|--------|--------|
| 0 - 12 mo | 6 | 160 | 258 | 206.83 |
| 1 year | 6 | 160 | 258 | 206.83 |
| 2 year | 6 | 140 | 228 | 183.17 |
| 3 year | 6 | 140 | 205 | 174 |
| 4 year | 6 | 135 | 201 | 166 |
| 5 year | 6 | 130 | 201 | 157.67 |
| 6 - 8 years | 5 | 125 | 188 | 145.6 |
| 9+ years | 4 | 130 | 172 | 146.75 |

Walworth

| Age | Total | Min \$ | Max \$ | Avg \$ |
|-------------|-------|--------|--------|--------|
| 0 - 12 mo | 7 | 167 | 237 | 192.71 |
| 1 year | 7 | 167 | 237 | 190.43 |
| 2 year | 8 | 140 | 190 | 169.75 |
| 3 year | 8 | 132 | 175 | 150.75 |
| 4 year | 9 | 132 | 170 | 150.11 |
| 5 year | 9 | 75 | 170 | 141.56 |
| 6 - 8 years | 7 | 75 | 160 | 137.14 |
| 9+ years | 6 | 75 | 160 | 136.67 |

Jefferson

| Age | Total | Min \$ | Max \$ | Avg \$ |
|-------------|-------|--------|--------|--------|
| 0 - 12 mo | 10 | 150 | 216 | 192 |
| 1 year | 10 | 150 | 214 | 191.6 |
| 2 year | 10 | 140 | 200 | 173.8 |
| 3 year | 11 | 135 | 200 | 162.77 |
| 4 year | 10 | 130 | 183 | 155.65 |
| 5 year | 10 | 130 | 183 | 155.65 |
| 6 - 8 years | 9 | 125 | 180 | 145.78 |
| 9+ years | 9 | 125 | 180 | 145.78 |

Dane

| Age | Total | Min \$ | Max \$ | Avg \$ |
|-------------|-------|--------|--------|--------|
| 0 - 12 mo | 117 | 155 | 448.25 | 284 |
| 1 year | 121 | 155 | 425 | 281 |
| 2 year | 144 | 155 | 344 | 248 |
| 3 year | 145 | 145 | 325 | 231 |
| 4 year | 135 | 145 | 325 | 227 |
| 5 year | 119 | 90 | 325 | 223.05 |
| 6 - 8 years | 86 | 120 | 300 | 209.19 |
| 9+ years | 80 | 120 | 300 | 206.9 |

DAILY FULL DAY CENTER RATES 2015

Columbia County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 5 | 40.4 | 67 | 48.08 |
| 1 year | 7 | 40 | 64 | 46.06 |
| 2 year | 8 | 30 | 57 | 41.42 |
| 3 year | 8 | 30 | 52 | 37.82 |
| 4 year | 9 | 28 | 52 | 37.18 |
| 5 year | 9 | 28 | 52 | 36.62 |
| 6 - 8 years | 7 | 25 | 45 | 32.87 |
| 9+ years | 7 | 25 | 45 | 32.87 |

Jefferson County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 6 | 35 | 78 | 50.32 |
| 1 year | 6 | 35 | 78 | 50.32 |
| 2 year | 6 | 30 | 67 | 43.9 |
| 3 year | 8 | 27 | 57 | 37.49 |
| 4 year | 8 | 27 | 57 | 36.52 |
| 5 year | 8 | 27 | 57 | 35.94 |
| 6 - 8 years | 9 | 25 | 57 | 34.66 |
| 9+ years | 8 | 25 | 57 | 34.11 |

Dodge County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 6 | 35 | 72 | 47.67 |
| 1 year | 6 | 35 | 68 | 47 |
| 2 year | 7 | 35 | 64 | 41.91 |
| 3 year | 7 | 31 | 60 | 36.99 |
| 4 year | 7 | 31 | 60 | 37.17 |
| 5 year | 8 | 25 | 60 | 36.15 |
| 6 - 8 years | 6 | 25 | 35 | 30.35 |
| 9+ years | 6 | 25 | 35 | 30.35 |

Rock County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 19 | 30 | 84 | 48.64 |
| 1 year | 19 | 30 | 84 | 48.64 |
| 2 year | 21 | 26 | 76 | 44.31 |
| 3 year | 22 | 20 | 67 | 40.12 |
| 4 year | 21 | 20 | 67 | 37.75 |
| 5 year | 19 | 29 | 52 | 37.82 |
| 6 - 8 years | 16 | 21.25 | 65 | 36.98 |
| 9+ years | 15 | 21.25 | 65 | 37.51 |

Green County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 6 | 32.5 | 43 | 38.24 |
| 1 year | 6 | 32.5 | 43 | 38.24 |
| 2 year | 6 | 30.5 | 39 | 34.17 |
| 3 year | 6 | 30.5 | 39 | 34.17 |
| 4 year | 6 | 27 | 39 | 32.83 |
| 5 year | 5 | 27 | 34 | 31.3 |
| 6 - 8 years | 6 | 24.25 | 34 | 27.62 |
| 9+ years | 5 | 24.25 | 34 | 28.15 |

Sauk County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 4 | 30 | 44.75 | 39.19 |
| 1 year | 4 | 30 | 44.75 | 39.19 |
| 2 year | 4 | 28.5 | 37 | 32.98 |
| 3 year | 5 | 27 | 39 | 33.58 |
| 4 year | 5 | 27 | 37 | 32.78 |
| 5 year | 5 | 22 | 37 | 31.78 |
| 6 - 8 years | 5 | 24 | 36.4 | 28.58 |
| 9+ years | 4 | 25 | 36.4 | 29.72 |

Dane County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 39 | 32 | 113 | 76.27 |
| 1 year | 41 | 30 | 124.5 | 76.6 |
| 2 year | 67 | 30 | 101 | 64.43 |
| 3 year | 71 | 30 | 97 | 60.98 |
| 4 year | 71 | 25 | 90 | 59.93 |
| 5 year | 66 | 25 | 90 | 59.5 |
| 6 - 8 years | 52 | 25 | 90 | 56.8 |
| 9+ years | 48 | 25 | 90 | 55.28 |

Walworth County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 9 | 33.6 | 50 | 41.34 |
| 1 year | 9 | 33.6 | 50 | 41.34 |
| 2 year | 10 | 28 | 45 | 36.19 |
| 3 year | 10 | 24.28 | 45 | 34.48 |
| 4 year | 10 | 24.28 | 43 | 33.48 |
| 5 year | 10 | 24.28 | 43 | 33.38 |
| 6 - 8 years | 8 | 24.28 | 43 | 32.72 |
| 9+ years | 8 | 24.28 | 43 | 32.72 |

HOURLY FULL DAY CENTER RATES 2015

Columbia County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | | | | |
| 1 year | 2 | 4.14 | 5 | 4.57 |
| 2 year | 2 | 4.14 | 5 | 4.57 |
| 3 year | 2 | 4.14 | 5 | 4.57 |
| 4 year | 3 | 4.14 | 5 | 4.71 |
| 5 year | 3 | 3.5 | 5 | 4.21 |
| 6 - 8 years | 5 | 3 | 7.5 | 4.63 |
| 9+ years | 5 | 3 | 7.5 | 4.63 |

Jefferson County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 5 | 5 | 10 | 7.26 |
| 1 year | 5 | 5 | 10 | 7.26 |
| 2 year | 5 | 4 | 10 | 6.5 |
| 3 year | 6 | 4 | 10 | 6.17 |
| 4 year | 6 | 4 | 10 | 5.98 |
| 5 year | 7 | 4 | 10 | 5.81 |
| 6 - 8 years | 8 | 4 | 10 | 5.92 |
| 9+ years | 7 | 4 | 10 | 6.13 |

Dodge County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 5 | 4.4 | 7.25 | 5.36 |
| 1 year | 5 | 4.4 | 7.25 | 5.36 |
| 2 year | 7 | 3 | 7.25 | 4.71 |
| 3 year | 8 | 3 | 6.25 | 4.31 |
| 4 year | 8 | 3 | 6.25 | 4.31 |
| 5 year | 9 | 3 | 6.25 | 4.35 |
| 6 - 8 years | 11 | 3.75 | 6.4 | 4.64 |
| 9+ years | 11 | 3.75 | 6.4 | 4.64 |

Rock County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 4 | 5.65 | 14 | 8.66 |
| 1 year | 4 | 5.65 | 14 | 8.66 |
| 2 year | 4 | 5.15 | 13 | 8.29 |
| 3 year | 5 | 3.75 | 12 | 7.17 |
| 4 year | 6 | 3.75 | 12 | 6.71 |
| 5 year | 9 | 3.75 | 8 | 5.18 |
| 6 - 8 years | 12 | 3.75 | 12 | 6.09 |
| 9+ years | 12 | 3.75 | 12 | 6.09 |

Green County

Not enough to report

Sauk County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 2 | 4.4 | 5 | 4.7 |
| 1 year | 2 | 4.4 | 5 | 4.7 |
| 2 year | 3 | 3.65 | 5 | 4.27 |
| 3 year | 4 | 3.65 | 5 | 4.32 |
| 4 year | 5 | 3.65 | 5 | 4.46 |
| 5 year | 5 | 3.5 | 5 | 4.16 |
| 6 - 8 years | 7 | 3.5 | 7 | 4.47 |
| 9+ years | 6 | 3.5 | 7 | 4.55 |

Dane County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 19 | 5 | 15 | 8.84 |
| 1 year | 21 | 5 | 15 | 8.9 |
| 2 year | 23 | 5 | 15 | 8.13 |
| 3 year | 24 | 5 | 15 | 8.13 |
| 4 year | 21 | 5 | 15 | 8.34 |
| 5 year | 19 | 5 | 15 | 8.69 |
| 6 - 8 years | 16 | 5 | 12 | 8.77 |
| 9+ years | 13 | 5 | 12 | 8.48 |

Walworth County

| Age Group | Total | Min \$ | Max \$ | Avg \$ |
|---------------|-------|--------|--------|--------|
| 0 - 12 months | 5 | 4.3 | 6.5 | 5.56 |
| 1 year | 5 | 4.3 | 6.5 | 5.56 |
| 2 year | 6 | 4.3 | 7 | 5.42 |
| 3 year | 6 | 4 | 7 | 5.25 |
| 4 year | 6 | 4 | 7 | 5.25 |
| 5 year | 6 | 4 | 7 | 5.25 |
| 6 - 8 years | 6 | 3.9 | 7 | 5.12 |
| 9+ years | 6 | 3.9 | 7 | 5.12 |