

SURVEY BACKGROUND AND COMMENTS RELATED TO RESULTS

This report is based on rates, wages, benefits and staff characteristics collected between fall 2016 and spring 2017. This represents a shift of 4 months from prior reports. Programs reported the information so that wage, retention and education experience was available for each individual staff person. Response rates on wages are lower than on program rates (which are at the 95% level).

Non-profits, accredited, and religious programs responded at a higher rate than for profits. Non-profits are 46% of the full day market but 51% of the wage data- a more significant difference is that accredited programs are 64% of the wage data but only 41% of the total countywide full day market capacity. This most likely has resulted in higher average wages reported in this report than may be the norm for full day child care programs in the county. At the same time the report shows that a section of the child care workforce are now earning wages considerably over the basic self-sufficiency level for the county. **Half of the new teachers hired by programs reporting wages in this survey earned \$14 or more an hour.**

The fact that a portion of the child care workforce is earning better wages is often lost in the discussion about wages and early childhood education. This may contribute to the shortage of applicants for jobs open even at centers that pay higher wages.

A key factor in creating good wages as well as limiting their growth seems to be families' ability to pay higher rates. Dane County, unlike most counties in Wisconsin, is large enough that centers can target or serve mainly families with good incomes creating conditions where better wages can be paid. Other factors contributing to higher wages seem to be: centers ability to raise additional funding (grants, 4K payments, donations, church or employer related subsidies), center longevity resulting in other major costs like occupancy being reduced, and non-profit status resulting in tax savings.

It suggests that people wanting to teach young children can with effort find a program that pays a living wage. It also suggests that models exist that society can learn from to develop better working conditions for the teachers who play such a critical role in the lives of young children. That will depend on improvement in family incomes as a significant portion of the county cannot afford early childhood programs at all. Good working conditions for child care teachers are linked to good living conditions for families of young children, just as families' access to quality care depends on the ability of skilled teachers to support themselves and their families from the wages they earn from their jobs.

WAGES

Charts have been revised and additional charts added to better explain the complexities seen in the early childhood wage markets this year as Dane County's unemployment rate dropped below 3%. While average wages seemed often flat or in decline, starting wages overall showed an increase and the charts showing frequency of specific wages (pg.10) showed upward movement in most categories especially among the lower wages. This suggests that what may be happening is that many long term staff at higher wages are leaving and being replaced by younger employees who in many cases are being paid a higher starting salary. In other words the wage increases are not showing up in the average wages but are occurring overall. Low unemployment means probably difficulty in replacing staff over the coming year. There are also indications that rates may have increased more than many families' ability to pay which will make difficult paying wages competitive to other business sectors. In 2015 staff turnover increased 8% to 27% for full day centers.

2016 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 in not enough directors' wages to analyze.

Full-day Programs:

	2016 Average	2016 Starting	Starting Change	2015 Average Wage Average	% Change
Director/Administrator	\$23.18	\$21.69	-5%	\$20.92	11%
Program Coordinator	\$19.30	\$15.94	NA	\$17.78	9%
Lead Teacher	\$15.89	\$14.26	5%	\$15.52	2%
Teacher	\$15.92	\$14.48	14%	\$14.04	13%
Assistant Teacher	\$11.84	\$11.31	6%	\$11.29	5%
Substitute Teacher	\$13.49	\$12.41	7%	\$12.72	6%

Full-day Programs-25 year wage changes-:

	2016 Average	1991 Average	% Change	Note that the inflation rate during this period was about 80% indicating improvement to bring child care wages closer to the actual cost of living in Dane County.
Director/Administrator	\$23.18	\$9.73	238%	
Program Coordinator	\$19.30	\$7.80	247%	
Lead Teacher	\$15.89	\$6.50	244%	
Teacher	\$15.92	\$5.97	267%	
Assistant Teacher	\$11.84	\$5.15	230%	

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 in each category

Minimum – Lowest wage reported

Maximum - Highest wage reported

Median 2016 - is 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.

Average 2016 - The average wage paid for this position. This is the average of all wages paid to individual staff in this category.

Average 2015 - 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 2015 and 2016. 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 2016 - 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 have 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 7 compares the wages at nationally-accredited programs with Madison-accredited and non-accredited full day group centers.

Not Accredited - programs without any accreditation either locally through Madison or Nationally

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 an ECE (4-year Early Childhood Education degree or equivalent) degree and what they would pay someone without a degree.

Chart explanation:

2016 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 2016**

Averages are based on individual staff wages paid in 2016 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
DIRECTORS							
Average years	12.85	9.93	15.05	13.28	11.05	13.63	12.17
N of Cases	64	29	35	19	45	31	33
Minimum	\$ 11.00	\$ 15.00	\$ 11.00	\$ 15.50	\$ 11.00	\$ 15.00	\$ 11.00
Maximum	\$ 46.33	\$ 41.40	\$ 46.33	\$ 41.40	\$ 46.33	\$ 41.40	\$ 46.33
Average 2016	\$ 23.18	\$ 23.37	\$ 23.02	\$ 25.67	\$ 21.65	\$ 25.07	\$ 21.40
Average 2015	\$ 20.92	\$ 21.88	\$ 19.83	\$ 23.95	\$ 18.83	\$ 23.57	\$ 18.90
% Change	11%	7%	16%	7%	15%	6%	13%
Median 2016	\$ 21.02	\$ 22.15	\$ 19.83	\$ 23.00	\$ 18.19	\$ 24.00	\$ 19.50
Program Coordinators							
Average years	8.87	8.64	9.29	8.59	6.48	8.29	9.8
N of Cases	40	26	14	23	17	25	15
Minimum	\$ 11.00	\$ 14.25	\$ 11.00	\$ 14.25	\$ 11.00	\$ 14.90	\$ 11.00
Maximum	\$ 28.44	\$ 26.09	\$ 28.44	\$ 26.09	\$ 28.44	\$ 26.44	\$ 28.44
Average 2016	\$ 19.30	\$ 19.27	\$ 19.36	\$ 19.05	\$ 18.73	\$ 19.70	\$ 18.63
Average 2015	\$ 17.78	\$ 17.84	\$ 17.70	\$ 18.58	\$ 15.86	\$ 18.79	\$ 16.22
% Change	9%	8%	9%	3%	18%	5%	15%
Median 2016	\$ 19.37	\$ 18.62	\$ 19.75	\$ 17.39	\$ 18.00	\$ 20.00	\$ 18.00
Lead Teachers							
Average years	7.29	8.44	6	8.72	5.33	8.94	4.71
N of Cases	357	190	167	161	196	214	143
Minimum	\$ 9.00	\$ 9.00	\$ 10.00	\$ 9.00	\$ 10.00	\$ 9.00	\$ 10.00
Maximum	\$ 50.00	\$ 50.00	\$ 24.01	\$ 50.00	\$ 40.00	\$ 50.00	\$ 40.00
Average 2016	\$ 15.89	\$ 17.39	\$ 14.17	\$ 17.58	\$ 14.13	\$ 16.96	\$ 14.28
Average 2015	\$ 15.52	\$ 16.21	\$ 14.79	\$ 16.94	\$ 13.50	\$ 16.91	\$ 13.17
% Change	2%	7%	-4%	4%	5%	0%	8%
Median 2016	\$ 15.00	\$ 16.49	\$ 14.00	\$ 16.94	\$ 14.00	\$ 16.24	\$ 14.00
Teachers							
Average years	6.57	7.4	5.3	7.63	4.96	7.25	5.12
N of Cases	282	166	116	161	121	187	95
Minimum	\$ 9.50	\$ 9.50	\$ 10.00	\$ 9.50	\$ 10.00	\$ 9.50	\$ 10.00
Maximum	\$ 24.71	\$ 24.71	\$ 24.50	\$ 24.71	\$ 20.26	\$ 24.71	\$ 21.50
Average 2016	\$ 15.92	\$ 16.62	\$ 14.92	\$ 16.76	\$ 14.51	\$ 16.60	\$ 14.60
Average 2015	\$ 14.04	\$ 14.95	\$ 13.17	\$ 15.39	\$ 12.57	\$ 15.38	\$ 14.00
% Change	13%	11%	13%	9%	15%	8%	4%
Median 2016	\$ 15.47	\$ 16.62	\$ 14.75	\$ 16.81	\$ 14.29	\$ 16.54	\$ 14.00

2016 HOURLY WAGES FULL DAY CENTERS CONTINUED

	Dane County	Dane Madison	Outside Madison	Madison Accredited	Not Accredited	Dane Non-Profit	Dane For-Profit
Assistant Teachers/Aides							
Average years	3.93	4.28	3.58	4.87	2.63	4.83	2.35
N of Cases	180	77	103	62	118	100	80
Minimum	\$ 7.75	\$ 9.57	\$ 7.75	\$ 9.57	\$ 8.00	\$ 8.00	\$ 7.75
Maximum	\$ 22.27	\$ 22.27	\$ 17.75	\$ 22.27	\$ 13.91	\$ 22.27	\$ 17.75
Average 2016	\$ 11.84	\$ 12.87	\$ 11.07	\$ 13.22	\$ 10.82	\$ 12.54	\$ 10.97
Average 2015	\$ 11.29	\$ 11.55	\$ 10.94	\$ 11.61	\$ 10.51	\$ 11.89	\$ 10.58
% Change	5%	11%	1%	14%	3%	5%	4%
Median 2016	\$ 11.56	\$ 13.24	\$ 11.00	\$ 13.24	\$ 10.96	\$ 12.83	\$ 11.00
Cooks							
Average years	5.88	11	2.8	11	2.8	11.66	2.4
N of Cases	8	3	5	3	5	3	5
Minimum	\$ 10.00	NA	\$ 10.00	NA	\$ 10.00	NA	\$ 10.00
Maximum	\$ 18.80	NA	\$ 14.25	NA	\$ 14.25	NA	\$ 14.25
Average 2016	\$ 13.95	\$ 16.01	\$ 13.08	\$ 16.01	\$ 13.08	\$ 16.42	\$ 12.47
Average 2015	\$ 13.24	\$ 13.33	\$ 13.08	\$ 13.81	\$ 11.53	\$ 14.47	\$ 11.66
% Change	5%	NA	0%	16%	13%	14%	7%
Substitutes and Floaters							
Average years	2.83	2.93	2.76	3.25	2.56	3.87	1.81
N of Cases	51	39	12	30	21	30	21
Minimum	\$ 8.50	\$ 10.00	\$ 8.50	\$ 11.25	\$ 8.50	\$ 12.17	\$ 8.50
Maximum	\$ 18.97	\$ 18.97	\$ 13.25	\$ 18.97	\$ 13.20	\$ 18.97	\$ 18.00
Average 2016	\$ 13.49	\$ 14.04	\$ 11.68	\$ 14.62	\$ 11.54	\$ 14.88	\$ 11.50
Average 2015	\$ 12.72	\$ 12.91	\$ 12.26	\$ 12.94	\$ 11.90	\$ 13.10	\$ 11.90
% Change	6%	9%	-5%	13%	-3%	14%	-3%
Median 2016	\$ 13.00	\$ 13.50	\$ 11.50	\$ 13.94	\$ 11.00	\$ 13.98	\$ 11.00

STARTING WAGES 2016

The chart below is based on an analysis of wages paid to staff during their first year working. Analysis was limited to people hired in 2016 and early 2017. Rate of change since 2015 is on page one of this report.

Starting Wages				
	Dane	Madison	Outside Madison	Madison Accredited
Director				
	WAGE			
N of Cases	7	6	1	2
Minimum	\$ 12.50	\$ 15.50	NA	NA
Maximum	\$ 33.65	\$ 33.65	NA	NA
Median	\$ 19.00	\$ 20.77	NA	NA
Average	\$ 20.64	\$ 22.00	NA	NA
Lead Teachers				
	WAGE			
N of Cases	59	33	26	26
Minimum	\$ 10.25	\$ 10.40	\$ 10.25	\$ 10.40
Maximum	\$ 24.34	\$ 24.34	\$ 16.25	\$ 24.34
Median	\$ 14.26	\$ 14.00	\$ 14.00	\$ 14.16
Average	\$ 14.00	\$ 14.60	\$ 13.84	\$ 14.86
Teachers				
	WAGE			
N of Cases	62	37	25	33
Minimum	\$ 9.50	\$ 9.50	\$ 10.00	\$ 9.50
Maximum	\$ 24.00	\$ 24.00	\$ 19.50	\$ 24.00
Median	\$ 14.00	\$ 14.00	\$ 13.50	\$ 14.00
Average	\$ 14.48	\$ 14.94	\$ 13.79	\$ 15.15
Assistants Or Aides				
	WAGE			
N of Cases	71	35	36	28
Minimum	\$ 8.00	\$ 10.00	\$ 8.00	\$ 10.25
Maximum	\$ 14.45	\$ 14.45	\$ 13.00	\$ 14.45
Median	\$ 11.00	\$ 12.83	\$ 10.10	\$ 13.24
Average	\$ 11.31	\$ 12.25	\$ 10.40	\$ 12.51
Substitutes				
	WAGE			
N of Cases	24	16	8	12
Minimum	\$ 8.50	\$ 11.00	\$ 8.50	\$ 12.83
Maximum	\$ 18.00	\$ 18.00	\$ 13.00	\$ 15.33
Median	\$ 12.41	\$ 12.93	\$ 10.25	\$ 12.92
Average	\$ 12.85	13.42	\$ 10.38	\$ 13.36

**COMPARISON BETWEEN MADISON-ACCREDITED AND NOT ACCREDITED
FULL DAY CENTER HOURLY WAGES IN DANE COUNTY 2016**

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 county.

Madison Accredited		Not Accredited	% Difference	Cost Difference
DIRECTORS				
Average years	13.28	11.05	20%	
N of Cases	19	45		
Minimum	\$ 15.50	\$ 11.00	41%	\$ 4.50
Maximum	\$ 41.40	\$ 46.33	-11%	\$ (4.93)
Average 2016	\$ 25.67	\$ 21.65	19%	\$ 4.02
Average 2015	\$ 23.95	\$ 18.83	27%	\$ 5.12
% Change	7%	15%		
Program Coordinators				
Average years	8.59	6.48	33%	
N of Cases	23	17		
Minimum	\$ 14.25	\$ 11.00	30%	\$ 3.25
Maximum	\$ 26.09	\$ 28.44	-8%	\$ (2.35)
Average 2016	\$ 19.05	\$ 18.73	2%	\$ 0.32
Average 2015	\$ 18.58	\$ 15.86	17%	\$ 2.72
% Change	3%	18%		
Lead Teachers				
Average years	8.72	5.33	64%	
N of Cases	161	196		
Minimum	\$ 9.00	\$ 10.00	-10%	\$ (1.00)
Maximum	\$ 50.00	\$ 40.00	25%	\$ 10.00
Average 2016	\$ 17.58	\$ 14.13	24%	\$ 3.45
Average 2015	\$ 16.94	\$ 13.50	26%	\$ 3.44
% Change	4%	5%		
Teachers				
Average years	7.63	6.21	23%	
N of Cases	161	121		
Minimum	\$ 9.50	\$ 10.00	-5%	\$ (0.50)
Maximum	\$ 24.71	\$ 20.26	22%	\$ 4.45
Average 2016	\$ 16.76	\$ 14.51	16%	\$ 2.25
Average 2015	\$ 15.39	\$ 12.57	22%	\$ 2.82
% Change	9%	15%		

**2016 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.

		Dane	Madison	Outside Madison	Difference Madison & Outside (Yearly)	Madison Accredited
Directors # with ECE		27	17	10		22
2016 Average All Staff	\$	23.18	\$	23.37	\$	25.67
2016 Degreed staff average	\$	25.97	\$	25.56	\$	26.80
2015 Degreed staff average	\$	23.58	\$	23.78	\$	25.02
% change 2015-2016		10%		7%		7%
2016 without degree average	\$	22.80	\$	20.26	\$	21.44
2015 without degree average	\$	18.30	\$	18.99	\$	20.61
Hrly Dif. with & w/o degree	\$	3.17	\$	5.30	\$	5.36
% change 2015-2016		25%		7%		4%
Yearly Difference with & w/o Degree	\$	6,594	\$	11,024	\$	11,149
Program Coordinators # w/ECE		23	19	4		15
2016 Average All Staff	\$	19.30	\$	19.27	\$	19.05
2016 Degreed staff average	\$	20.15	\$	20.14	\$	19.97
2015 Degreed staff average	\$	18.57	\$	19.26	\$	19.26
% change 2015-2016		9%		5%		4%
2016 without degree average	\$	18.15	\$	16.91	\$	16.40
2015 without degree average	\$	16.85	\$	15.86	\$	16.23
Hrly Dif. with & w/o degree	\$	2.00	\$	3.23	\$	3.57
% change 2015-2016		8%		7%		1%
Lead Teachers # with ECE		130	92	38		82
2016 Average All Staff	\$	15.89	\$	17.39	\$	17.58
2016 Degreed staff average	\$	18.50	\$	17.78	\$	18.02
2015 Degreed staff average	\$	16.71	\$	16.53	\$	17.53
% change 2015-2016		11%		8%		3%
2016 without degree average	\$	15.21	\$	17.02	\$	17.10
2015 without degree average	\$	14.51	\$	16.14	\$	16.52
Hrly Dif. with & w/o degree	\$	3.29	\$	0.76	\$	0.92
% change 2015-2016		5%		5%		4%
Yearly Difference with & w/o Degree	\$	6,843.20	\$	1,580.80	\$	1,913.60
Teachers # with ECE Degrees		145	100	45		100
2016 Average All Staff	\$	15.92	\$	16.62	\$	16.76
2016 Degreed staff average	\$	17.27	\$	17.66	\$	17.66
2015 Degreed staff average	\$	15.81	\$	16.56	\$	16.62
% change 2015-2016		9%		7%		6%
2016 without degree average	\$	14.49	\$	15.03	\$	15.28
2015 without degree average	\$	13.10	\$	13.78	\$	14.45
Hrly Dif. with & w/o degree	\$	2.78	\$	2.63	\$	\$2.38
% change 2015-2016		11%		9%		6%
Yearly Difference with & w/o Degree	\$	5,782	\$	5,470	\$	4,950

2016 MARKET ANALYSIS OF HOURLY WAGES IN FULL DAY CENTERS

This chart analyzes how many staff are 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.

Wages Teachers								Assistants							
	2005	2007	2010	2012	2014	2015	2016	2005	2007	2010	2013	2014	2015	2016	
Middle 50%	\$9.80-	\$13.00	\$10.75-	\$11	\$ 11.50	\$11.62	\$13.50	\$8.50-	\$8.50-	\$10.15-	\$10	\$10	\$10	\$ 10.50	
	\$12.75	\$15.54	\$14.44	\$15.08	\$16	\$16.39	\$18.00	\$10.29	\$10.51	\$12.00	\$11.70	\$12	\$12.62	\$ 13.50	
\$7-\$7.99	3%	4%	1%	0%	0%	<1%	0%	7%	4%	3%	1%	1%	<1%	1%	
\$8-\$8.99	6%	4%	2%	0%	1%	<1%	0%	30%	24%	10%	6%	5%	4%	3%	
\$9-\$9.99	19%	9%	11%	6%	4%	3%	1%	22%	24%	9%	15%	16%	17%	9%	
\$10-\$10.99	25%	16%	16%	16%	11%	9%	1%	26%	24%	40%	42%	40%	35%	24%	
\$11-\$11.99	12%	17%	18%	13%	14%	15%	1%	7%	14%	11%	13%	12%	13%	16%	
\$12-\$12.99	12%	14%	11%	13%	10%	13%	10%	3%	3%	9%	11%	7%	14%	16%	
\$13-\$13.99	12%	10%	15%	10%	9%	12%	15%	1%	4%	7%	3%	6%	6%	19%	
\$14-\$14.99	3%	11%	11%	13%	14%	12%	12%	1%	1%	6%	7%	6%	5%	6%	
\$15-\$15.99	3%	6%	7%	11%	11%	11%	16%	0%	0%	2%	0%	1%	3%	4%	
\$16-\$16.99	4%	8%	4%	14%	7%	7%	11%	0%	0%	3%	2%	5%	3%	0%	
\$17-\$17.99	2%	1%	3%	3%	5%	4%	9%	0%	0%	0%	0%	0%	1%	2%	
18-18.99					3%	4%	10%				0%	0%	0%	0%	
19-19.99					5%	4%	6%				0%	0%	0%	0%	
20-20.99					3%	3%	5%				0%	0%	0%	1%	
21-24.99					1%	1%	5%				0%	0%	0%	1%	
\$25 up					1%	<1%	0%				0%	0%	0%	0%	
median			\$ 12.50	\$13.05	\$14	\$13.50	\$ 15.47		\$ 10.85	\$ 10.75	\$10.76	\$10.50	\$10.73	\$ 11.56	
Lead Teachers			2014	2015	2016	Substitutes			2014	2015	2016				
Middle Range	Low	High	\$13-	13-	13	low	\$10.76-	\$11-	\$12-						
50%			\$17.41	\$18	17	Range High	13.77	\$14	\$ 14.99						
\$9-10.99			4%	9%	3%	\$8-8.99	3%	0%	2%						
\$11-11.99			8%	4%	6%	\$9-9.99	8%	12%	4%						
\$12-12.99			10%	7%	8%	\$10-10.99	15%	15%	8%						
\$13-13.99			13%	13%	14%	\$11-11.99	21%	21%	12%						
\$14-\$14.99			14%	17%	17%	\$12-12.99	23%	14%	20%						
\$15-15.99			9%	8%	12%	\$13-13.99	8%	12%	24%						
\$16-\$16.99			12%	13%	11%	\$14-\$14.99	5%	10%	8%						
\$17-17.99			9%	4%	6%	\$15-15.99	3%	2%	6%						
\$18-18.99			7%	8%	6%	\$16-\$16.99	0%	0%	4%						
\$19-19.99			4%	6%	5%	\$17-17.99	0%	2%	2%						
\$20-20.99			1%	1%	5%	\$18-18.99	13%	12%	12%						
\$21-24.99			4%	7%	5%	\$19-19.99	0%	0%	0%						
\$25 up			2%	2%	2%	\$20-20.99	3%	0%	0%						
median			\$14.93	\$14.93	\$15	median	\$12	\$12	13						

FULL DAY STAFF EDUCATIONAL BACKGROUND MARCH 2016

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		Madison Accredited		Not Accredited	
		%		%		%		%		%
No High School Degree	1	0%	0	0%	1	0%	0	0%	1	0%
High School Degree	129	15%	58	9%	71	30%	25	6%	104	23%
some college	161	18%	108	17%	53	23%	71	17%	90	20%
1 Year Certificate	7	1%	2	0%	5	2%	2	0%	5	1%
2 Year Associate Degree	137	16%	96	15%	41	18%	68	16%	69	15%
4 Year Bachelor Degree	399	46%	347	54%	52	22%	243	57%	156	35%
Graduate Study	11	1%	8	1%	3	1%	5	1%	6	1%
Masters Degree or higher	26	3%	19	3%	7	3%	11	3%	15	3%
PHD	1	0%	1	0%	0	0%	1	0%	0	0%
Total	872	100%	639	100%	233	100%	426	100%	446	100%
Child Care Training										
none	13	1%	8	1%	5	2%	7	2%	6	1%
Minimum required courses	218	24%	112	17%	106	39%	46	11%	172	35%
More than minimum required courses	153	17%	116	18%	37	13%	63	15%	90	18%
CDA	18	2%	13	2%	5	2%	8	2%	10	2%
1 year certificate in ECE	7	1%	4	1%	3	1%	3	1%	4	1%
2 Year Associate Degree in ECE	133	14%	91	14%	42	15%	67	16%	66	13%
4 Year Bachelor Degree in ECE	357	39%	288	45%	69	25%	226	53%	131	27%
Masters or Study beyond BA	22	2%	14	2%	8	3%	9	2%	13	3%
Total	921	100%	646	100%	275	100%	429	100%	492	100%
% with BA ECE Degrees	379	41%	302	47%	77	28%	235	55%	144	29%
With DPI license	83	9%	49	8%	34	12%	47	11%	26	5%

STAFF RETENTION IN FULL DAY CENTERS IN MARCH 2016

	Dane		Madison		Outside Madison		Accredited		Not Accredited	
	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
At Centers 3 years or less	47%	50%	43%	50%	45%	50%	38%	47%	58%	56%
At Centers 10 yrs or more		25%		28%		21%		31%		17%
Average number of years at center	6.33	6.65	7.06	7.15	5.54	6.05	7.56	7.61	4.70	5.57
Turnover rate	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015
	19%	27%	18%	29%	21%	25%	16%	16%	22%	31%

Year	2015	2014	2013	2012	2011	2010	2008	2006	2005	2003	2002	2001	2000
Turnover rate	27%	19%	20%	21%	19%	22%	19%	30%	22%	28%	33%	39%	36%
Change	8%	-1%	-1%	2%	-1%	4%	11%	8%	-6%	-5%	-6%	3%	4%

TURNOVER RATES IN FULL DAY CHILD CARE CENTERS IN DANE COUNTY 2015

As part of the 4-C annual survey we ask centers how many full-time staff they employ and how many left during the year. The turnover rate is a ratio of how many full time staff left during the year compared to the total number of staff normally employed at any one time. In this approach, one position can turnover multiple times. As such a 50% staff turnover rate may not mean that during the year the center lost half of their staff – just that the equivalent of half their staff left during the year. The year analyzed is always the year before the survey. So in 2016 we obtained data for 2015.

The return rate varied a lot by type of program. 60% of the full day centers responded to the questions about turnover. Almost 100% of the city-accredited programs answered the question as opposed to about 50% of the programs that were not city-accredited. Given that city-accredited programs often have higher wages, it is possible that this year's report underestimates the turnover rate within the county given the lower turnover rate in city-accredited centers. Note also that there are classrooms empty due to lack of staff. That problem actually can reduce turnover rates as programs have given up on hiring teachers. The recession is over and it is obvious that the low unemployment rate in Dane combined with the worker shortage across the state is contributing to problems maintaining staff in preschools and child care.

Here are the results analyzed by geography and type of accreditation. Note that the overall turnover rate the year before was 19% so 2015 saw a significant increase.

Turnover Dane County								
	All Programs	City Accredited	Not City Accredited	other Accreditations	Not Accredited		53700 Zips	53500 Zips
N of Cases	100	26	74	16	58		56	44
Minimum	0%	0%	0%	0%	0%		0%	0%
Maximum	193%	100%	193%	102%	193%		193%	100%
Median	17%	11%	21%	24%	20%		16%	19%
Average	27%	16%	31%	27%	32%		29%	25%
2014 Rate	19%	16%	22%	NA	22%		18%	21%

Here is how it factored out in terms of percentages of programs in specific turnover rate ranges.

Turnover rates	0%	1-10%	10-25%	26-50%	51-75%	76-100%	>100%
All Full Day Group centers	22%	11%	33%	20%	3%	6%	5%
City Accredited	35%	12%	36%	14%	0%	3%	0%
Not City Accredited	18%	12%	32%	22%	4%	7%	5%
Other Accreditations	13%	12%	37%	26%	6%	0%	6%
Not Accredited	19%	12%	31%	21%	3%	9%	5%
53700 Zips	23%	9%	41%	13%	4%	4%	6%
53500 Zips	20%	16%	23%	29%	2%	1%	9%

BENEFITS - FULL DAY CENTERS 2016

The following table lists benefits offered in 2016 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:						Outside Madison			
Type of leave	% with Leave	Change in %	Average Days	Change in days	2016 Range	% with Leave	Average Days	Change in days	2015 Range
Paid vacation	93%	8%	8.6	1	1-26	90%	6	0.1	2-23
Paid sick leave	76%	2%	6.4	0.4	1-24	73%	5	0.25	1-12
Paid holidays	89%	1%	8.6	-0.15	1-22	93%	8.5	-0.1	1-18
Family Leave	15%	NA	23		3-90	10%	29	NA	6-90
			Av Hrs / wk				Av Hrs / wk		
Preparation time per week in hours	78%	5%	1.75	.25	0-6	70%	1.75	0.25	.75-2
			<u>Note median is 2 hours a week</u>						
Madison						Madison Accredited			
Type of leave	% with Leave	Change in %	Average Days	Change in days	2015 Range	% with Leave	Average Days	Change in days	2015 Range
Paid vacation	93%	9%	9.3	0.1	1-26	97%	13	1.90	5-26
Paid sick leave	76%	3%	7.8	0.6	1-24	85%	9.6	0.60	4-24
Paid holidays	86%	1%	8.7	0	3-22	100%	8.8	-0.80	3-22
Family Leave	19%	NA	18.8	NA	3-60	31%	33	NA	10-60
			Av Hrs / wk				Av Hrs / wk		
Preparation time per week in hours	76%	-2%	2.25	0.25	2-6	79%	2.5	0	2-6

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 2016 with the percentage of centers that offer the benefit.

Benefit	% Dane		% Madison		% Outside Madison	
	Change	Accredited	Change	Accredited	Change	Accredited
Health Insurance	64%	-6%	95%	52%	70%	56%
Paid Preparation/Planning Time	73%	-5%	79%	68%	76%	70%
Retirement Program Offered	60%	6%	82%	54%	70%	50%
Reduced Child Care costs	76%	3%	56%	82%	75%	79%
Free Continuing Education	87%	NA	77%	63%	64%	70%
Dental	43%	-10%	93%	50%	71%	51%

HOURLY FULL DAY TEACHER WAGES BY LEVEL OF CHILD CARE TRAINING MARCH 2016

Wages by Child Care Education Level			
	Dane	Madison	Outside Madison
Minimum Required Courses			
Number	98	27	71
Minimum	\$ 9.50	\$ 9.50	\$ 10.00
Maximum	\$ 23.83	\$ 18.20	\$ 23.83
Median	\$ 13.00	\$ 13.52	\$ 13.00
Average	\$ 13.12	\$ 13.64	\$ 12.94
More than minimum required courses for position			
Number	79	33	46
Minimum	\$ 11.40	12.50	\$ 11.40
Maximum	\$ 24.10	24.10	\$ 19.00
Median	\$ 14.00	14.62	\$ 13.77
Average	\$ 14.70	15.38	\$ 14.20
CDA			
Number	16	8	8
Minimum	\$ 10.63	\$ 10.63	\$ 10.81
Maximum	\$ 20.59	\$ 20.59	\$ 18.00
Median	\$ 17.00	\$ 18.34	\$ 15.21
Average	\$ 15.93	\$ 16.86	\$ 15.00
Associates in ECE			
Number	97	54	43
Minimum	\$ 11.00	\$ 11.00	\$ 11.00
Maximum	\$ 28.76	\$ 28.76	\$ 20.59
Median	\$ 14.62	\$ 16.00	\$ 14.00
Average	\$ 15.47	\$ 16.24	\$ 14.34
BA in ECE or Equivalent			
Number	279	188	91
Minimum	\$ 11.00	\$ 11.00	\$ 11.44
Maximum	\$ 28.10	\$ 28.10	\$ 24.01
Median	\$ 16.61	\$ 17.28	\$ 15.00
Average	\$ 17.07	\$ 17.67	\$ 15.82
MASTERS IN ECE or Equivalent			
Number	14	8	6
Minimum	\$ 12.00	\$ 12.00	\$ 13.75
Maximum	\$ 22.75	\$ 22.75	\$ 21.50
Median	\$ 16.55	\$ 18.24	\$ 15.38
Average	\$ 17.21	\$ 17.89	\$ 16.32

Increasingly education is a major consideration when hiring staff. Also educational requirements may vary a lot by program. A person with an Associate's may be a lead teacher in one program but restricted to being as assistant in another. This chart compares wages by level of training in early childhood education for all staff whose primary responsibility is teaching combining lead teachers, co-teachers, assistants and aides into one data set in order to determine what effect system-wide levels of training in early childhood education have on wages in full day centers.

Note that DPI certification, required for 4 year old kindergarten programs, has a major affect on wages for especially those staff attached to 4K classrooms.

An Analysis of Differences in Pay Between Educational Levels		
Level	Average	Difference
None	NA	
Minimum Required	\$13.12	
More than Minimum	\$14.70	12% over Minimum
CDA	\$15.93	21% over Minimum
Associate ECE	\$15.47	18% over Minimum
ECE Degree (BA)	\$16.90	29% over Minimum
BA + Graduate	\$17.07	30% over Minimum
Staff with ECE Bachelor degrees average 11% more Than staff with ECE Associate degrees		

BA with DPI Certification	
Number	72
Minimum	\$ 11.00
Maximum	\$ 24.00
Median	\$ 17.17
Average	\$ 17.12

ANOTHER WAY TO LOOK AT YOUR WAGES

The data in this report is one way to better understand your wages and how to stabilize your workforce. Another way is to look at cost of living data as well as wage data. One problem with only looking just at local wage data for your field if you are experiencing a lot of turnover or difficulty hiring is often the programs you are comparing yourself to may well be also experiencing the same problems.

Another strategy is to look at cost of living for your area and compare it to your wages. One limitation on this approach is that it works well with major urban areas and not so well in rural areas. The data is readily available for urban areas partially because many of the websites are funded for relocation services and thus resources are there to compute cost of living for Madison or Janesville but not for places like Juneau or Reedsburg - though there are ways to modify the charts to work. I became interested in this approach when over 10 years ago the Wisconsin Women's Network did an economic study of at what income level a person could transition off welfare and be self-sufficient. That study they looked at every county in the state and it showed that the cost of living varied by almost 100%. That explained why in some areas of the state people on the Wisconsin Shares subsidy were able to pay co-pays and other parts of the state they had great difficulty because the cost of housing etc. used up most of their income.

In 2016 Wisconsin's Department of Workforce Development updated the Women's Network study with an estimated cost of living/living wage for each Wisconsin county. The charts also can be copied into an excel spreadsheet and then modified. The charts also figure different amounts for different size families. Here are some samples for Dane from the report. The living wage is defined as the point where the person or family can cover all of the average costs from their salary. Note for column three if both adults are working the wage can be half as much for each adult.

Hourly Wages	1 Adult	1 Adult & Preschooler	2 Adults (One Working) 1 Infant	Adult & Infant and preschooler
Self Sufficiency	\$10.27	\$22.95	\$27.06	\$33.77

Typical Monthly Expenses

These figures show the individual expenses that went into the self sufficiency wage estimate.

Annual Expenses	1 Adult	1 Adult & Preschooler	2 Adults (One Working) 1 Infant	Adult & Infant and preschooler
Food	\$253	\$383	\$614	\$503
Child Care	\$0	\$1,115	\$1,246	\$2,361
Health Care	\$162	\$377	\$442	\$455
Housing	\$780	\$936	\$936	\$936
Transportation	\$227	\$235	\$446	\$235
Other (misc & taxes)	\$385	\$995	\$415	\$1,516
Required annual income with taxes	\$1,807	\$4,041	\$4,099	\$6,006
Employment related taxes minus credits	\$243	\$690	\$415	\$556
Required annual income before taxes	\$21,684	\$48,492	\$49,188	\$72,072

Since these figures are averages or developed from some other algorithms, they in some cases underestimate costs. For instance housing will vary a lot based on where someone is located in Dane County. The following website covers current costs for rental apartments within 10 miles of Madison <https://www.rentjungle.com/average-rent-in-madison-rent-trends/>. The rental data there is higher than the above chart. Their on line charts also show a rather rapid increase in rental prices over the past year.

In an excel spreadsheet you can modify the figures based on your locale (i.e. rent/housing costs) and more importantly your benefit packages. Two of the major cost centers are medical (health care) and child care. These are often reduced by center

benefit plans and those savings reduce the amount of wages needed for a person to be self-sufficient under the current cost of living. The living wage is just the annual income divided by 2080. The annual income is just a sum of the "food" through "other" lines. The tax rate is essentially figured at 17.4%. So by putting in those three formulas and reducing the costs based on your benefits you can use the chart in an excel spreadsheet to compare your wages and benefits against the estimated cost of living for your community.

When looking at wages we are dealing with two market forces. The first is the wages offered by other businesses in the community. The second though is how well wages meet or exceed the cost needed to live in the community. There are many examples of how the latter is ignored in our daily lives. The Wisconsin Shares subsidy system does not use local cost of living data for determining eligibility or co-pays and also often ignores the cost of child care when determining rates.

Looking at cost of living (as well as geographic variations in cost) is one additional tool that can be used in analyzing your wages and developing strategies for recruiting and maintaining good staff.

MARCH 2016 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	All of		Outside	Madison	Not Accredited			
/Type:	Dane Cty.	Madison	Madison	Accredited	Madison	Difference		
						Between Accredited+		
						Non-Accredited		
Infants (Age 0-1):								
#Centers	120	55	65	20	35			
Range	\$155-448	\$155-448	\$180-410	\$250-448	\$155-372			
Average 2015	\$284.00	\$308.00	\$264.00	\$331.00	\$297.00	11%	\$34	
Average 2016	\$292.00	\$312.00	\$276.00	\$324.00	\$297.00	9%	\$27	
% change	2.8%	1.3%	4.5%	-2.1%	0.0%			
Median 2016	\$285.00	\$297.00	\$267.00	\$323.00	\$295.00	9%	\$28	
Median Change	0%	-2.30%	1%	4.3%	-1%			
Toddlers (age 1-2):								
#Centers	123	57	66	21	36			
Range	\$155-439	\$155-439	\$160-397	\$250-439	\$155-359			
Average 2015	\$281.00	\$305.00	\$259.00	\$329.00	\$293.00	12%	\$36	
Average 2016	\$288.00	\$309.00	\$271.00	\$334.00	\$295.00	13%	\$39	
% change	2.5%	1.3%	4.6%	1.5%	0.7%			
Median 2016	\$282.00	\$297.00	\$263.00	\$328.00	\$295.00	11%	\$33	
Median Change	-1%	-1%	3.14%	1.5%	-1%			
Two Year Olds:								
#Centers	137	64	73	26	37			
Range	\$150-359	\$155-359	\$150-345	\$217-\$350	\$155-359			
Average 2015	\$248.00	\$265.00	\$231.00	\$276.00	\$256.00	8%	\$20	
Average 2016	\$253.00	\$267.00	\$241.00	\$276.00	\$261.00	6%	\$15	
% change	2.0%	0.8%	4.3%	0.0%	2.0%			
Median 2016	\$250.00	\$260.00	\$240.00	\$274.00	\$256.00	7%	\$18	
Median Change	1%	-5%	4%	0%	-2%			
Preschool (age 3-5):								
#Centers	142	66	76	28	38			
Range	\$140-331	\$155-331	\$140-315	\$217-\$331	\$155-314			
Average 2015	\$231.00	\$246.00	\$215.00	\$260.00	\$235.00	11%	\$25	
Average 2016	\$239.00	\$251.00	\$228.00	\$261.00	\$243.00	7%	\$18	
% change	3.5%	2.0%	6.0%	0.4%	3.4%			
Median 2016	\$231.00	\$250.00	\$235.00	\$260.00	\$239.00	9%	\$21	
	3%	2%	8%	0%	3%			
School Age Full Day Centers:								
#Centers	76	34	42	7	27			
After School Range	\$20-180	\$60-180	\$20-157	\$85-110	\$60-180			
Average 2015	\$93.00	\$ 95.00	\$ 91.00	\$ 65.00	\$91.00	-29%	-\$26	
Average 2016	\$96.00	\$ 100.00	\$ 95.00	\$ 100.00	\$100.00	0%	\$0	
% change	3.2%	5.3%	4.4%	53.8%	9.9%			
Median 2016	\$96.00	\$100.00	\$95.00	\$100.00	\$100.00	0%	\$0	
Summer	89	34	55	13	21			
Full week	\$213.00	\$223.00	\$207.00	\$233.00	\$217.00	7%	\$16	

MARCH 2016 AVERAGE DAILY RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: Madison-Accredited are programs accredited by the City of Madison; the daily rate category has seen many changes as programs scramble to deal with the increased amount of part time enrollment in recent years. Increases and decreases may reflect centers adding or dropping a daily rate option from their rates.

Daily Location /Type:	All of Dane Cty.	Madison	Outside Madison	Madison Accredited	Not Accredited Madison
Infants (Age 0-1):					
#Centers	39	17	22	8	9
Range	\$32-116	\$48-116	\$32-109	\$60-116	\$48-115
Average2015	\$75.00	\$83.00	\$68.00	\$95.50	\$73.00
Average2016	\$76.00	\$85.00	\$69.00	\$90.50	\$82.00
%change	1%	2%	1%	-5%	12%
Toddlers (age 1-2):					
#Centers	41	19	22	10	9
Range	\$30-125	\$57-125	\$30-109	\$60-125	\$57-115
Average2015	\$75.00	\$84.00	\$67.00	\$95.50	\$73.00
Average2016	\$76.00	\$86.00	\$68.00	\$92.00	\$82.00
%change	1%	2%	1%	-4%	12%
Two Year Olds:					
#Centers	66	27	39	11	16
Range	\$30-102	\$50-102	\$30-94	\$52-100	\$50-102
Average2015	\$62.65	\$68.00	\$59.00	\$74.50	\$62.00
Average2016	\$65.00	\$72.00	\$61.00	\$71.00	\$71.00
%change	4%	6%	3%	-5%	15%
Preschool (age 3-5):					
#Centers	72	29	43	12	17
Range	\$30-95	\$46-95	\$30-90	\$50-95	\$46-92
Average2015	\$58.76	\$63.50	\$55.67	\$68.50	\$58.50
Average2016	\$62.00	\$67.00	\$58.00	\$68.75	\$67.00
%change	6%	6%	4%	0%	15%
School-age full day center rate:					
#Centers	52	19	33	9	10
Range	\$18-90	\$40-90	\$18-84	\$40-90	\$45-88
Average2015	\$56.00	\$65.00	\$52.00	\$70.50	\$61.50
Average2016	\$56.00	\$63.00	\$52.00	\$64.00	\$62.00
%change	0%	-3%	0%	-9%	1%

PARENT FEES MARCH 2016:

Fewer programs are charging additional fees. 60% (down 20% from 2015) report enrollment or registration fees averaging \$69 (up \$0.50 from 2015). 16% require security deposits, 80% have late pick up fees averaging \$68 a hour (down \$15) but usually charged by the minute or quarter hour 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 2016**

Averages are based on wages paid in 2016 at part day preschools including HeadStart part day programs but excluding preschools that pay staff 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 and then analyzed for staff with 4-year Early Childhood Education degrees.

	Dane	Madison	Outside Madison	Madison Accredited	Not Accredited
DIRECTORS					
	WAGE	WAGE	WAGE	WAGE	WAGE
NUMBER	12	7	5	8	4
Minimum	\$ 12.60	\$ 18.47	\$ 12.60	\$ 18.47	\$ 12.60
Maximum	\$ 31.05	\$ 31.05	\$ 23.78	\$ 31.05	\$ 24.00
Median	\$ 21.35	\$ 24.00	\$ 19.69	\$ 22.60	\$ 21.35
Average 2016	\$ 21.94	\$ 23.39	\$ 18.58	\$ 23.39	\$ 21.50
%change	2%	0%	-12%	-3%	2%
Average 2015	\$ 21.48	\$ 23.42	\$ 21.06	\$ 24.00	\$ 21.06
TEACHERS/LEAD TEACHERS					
NUMBER	76	52	24	51	25
Minimum	\$ 10.10	\$ 10.10	\$ 12.75	\$ 10.10	\$ 12.75
Maximum	\$ 25.10	\$ 25.10	\$ 19.00	\$ 25.10	\$ 19.00
Median	\$ 16.65	\$ 17.45	\$ 15.73	\$ 17.36	\$ 15.73
Average 2016	\$ 16.87	\$ 17.42	\$ 15.69	\$ 17.39	\$ 15.82
%change	7%	7%	4%	4%	8%
Average 2015	\$ 15.70	\$ 16.30	\$ 15.08	\$ 16.70	\$ 14.68
With 4 Year ECE Degrees					
NUMBER	30	23	7	23	7
Minimum	\$ 11.54	\$ 11.54	\$ 14.64	\$ 11.54	\$ 14.64
Maximum	\$ 25.10	\$ 25.10	\$ 19.00	\$ 25.10	\$ 19.00
Average 2016	\$ 17.83	\$ 18.12	\$ 16.86	\$ 18.12	\$ 16.86
%change	6%	10%	-3%	7%	2%
Average 2015	\$ 16.76	\$ 16.47	\$ 17.33	\$ 16.94	\$ 16.52
Assistants/Aides					
NUMBER	31	15	16	14	17
Minimum	\$ 10.00	\$ 10.00	\$ 11.00	\$ 11.55	\$ 10.00
Maximum	\$ 14.50	\$ 13.24	\$ 14.50	\$ 13.24	\$ 14.50
Median	\$ 11.55	\$ 13.24	\$ 11.55	\$ 13.24	\$ 11.55
Average 2016	\$ 12.17	\$ 12.57	\$ 11.80	\$ 12.75	\$ 11.69
%change	6%	9%	4%	15%	-1%
Average 2015	\$ 11.46	\$ 11.55	\$ 11.40	\$ 11.05	\$ 11.83

PART DAY PRESCHOOL RATES 2016

The following are part day preschool rates for either morning or afternoon programs as reported in 2016. 86% of the centers offer morning preschool and 57% offer afternoon. 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 2) the longer hours for teachers result in more of them qualifying for benefits thus increasing costs. Many of the more expensive programs offer specialized approaches requiring teachers with advanced degrees or certification. The 4K category represents private pay costs for half day 4K programs. Currently religious based programs account for a third of the preschools in Dane County.

Part Day Preschool Rates						
NA or No data listed means not enough to average in that category						
Monthly Rates	Dane	Madison	Outside Madison	Madison Accredited	Not Accredited	Religious
2 day a week Preschool						
Number reporting	26	14	12	6	20	14
Range	\$110-434	\$175-425	\$110-434	\$240-383	\$110-434	\$110-367
Average 2016	\$212	\$264	\$198	\$286	\$218	\$188
Average 2015	\$195	\$210	\$178	\$251	NA	\$180
% change	9%	25.71%	11.24%	13.94%	NA	4.44%
3 day a week Preschool						
Number reporting	32	19	13	7	25	14
Range	\$150-\$695	\$215-\$695	\$150-\$515	\$285-\$461	\$150-635	\$150-\$550
Average 2016	\$357	\$360	\$299	\$397	\$313	\$259
Average 2015	\$287	\$306	\$258	\$362	NA	\$257
% change	24%	17.65%	15.89%	9.67%	NA	0.78%
4 day a week Preschool						
Number reporting	13	7	6	4	9	4
Range	\$230-\$809	\$280-\$809	\$230-455	\$450-809	\$230-595	\$230-455
Average 2016	\$473	\$560	\$371	\$625	\$405	\$310
Average 2015	\$445	\$456	NA	\$517	NA	NA
% change	6%	22.81%	NA	20.89%	NA	NA
5 day a week Preschool						
Number reporting	26	21	5	12	14	6
Range	\$285-965	\$290-965	\$285-535	\$535-965	\$285-900	\$285-900
Average 2016	\$638	\$682	\$452	\$742	\$548	\$437
Average 2015	\$500	\$536	\$435	\$622	NA	\$420
%Change	28%	27.24%	3.91%	19.29%	NA	4.05%
5 day a week 4K						
Number reporting	8	7	NA	4	4	NA
Range	\$305-761	\$538-761	NA	\$538-761	\$305-685	NA
Average 2016	\$595	\$636	NA	\$742	\$563	NA

2 YEAR OLD RATES IN PART DAY PRESCHOOLS

Note: The high percentage increases in the average in this and the part day preschool rates chart is partially due to the addition of several higher priced programs into the analysis.

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	Madison Religious	Accredited
2 day a week 2 year old group					
Number reporting	9	6	3	4	3
Range	\$154-398	\$202-398	NA	\$154-398	NA
Average 2016	\$284	\$316	\$219	\$267	\$316
Average 2015	\$243	\$243	NA	\$226	\$251
Change	17%	30%	NA	18%	26%
3 day a week 2 year old group					
Number reporting	10	8	2	5	3
Range	\$260-\$815	\$260-\$815	NA	\$413-\$815	NA
Average 2016	\$469	\$457	NA	\$540	\$414
Average 2015	\$334	\$325	NA	\$304	NA
Change	40%	41%	NA	78%	NA
5 day a week 2 year old group					
Number reporting	12	11	1	5	4
Range	\$320-\$1090	\$320-\$1090	NA	\$523-1090	\$320-975
Average 2016	722	741	NA	\$659	\$555
Average 2015	\$564	\$578	NA	\$472	NA
Change	28%	28%	NA	40%	NA
Registration Fees					
	Dane	Madison	Outside Madison	Religious	Madison Accredited
For All Ages	11	6	5	7	5
Range	\$35-85	\$35-80	\$35-85	\$35-85	\$50-\$100
Average	\$60	\$62	\$58	\$53.50	\$80
Median	\$55	\$62.50	\$55	\$50	\$75

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

Part Day Preschool Educational Background 2016					Part Day Retention 2016				
Education	Preschools Dane		Madison Accredited		Length of Employment	Part-Day Preschools Dane		Madison Accredited Preschools	
No High School Degree	0	0%	0	0%	<1 year	11	9%	7	10%
High School Degree	20	16%	3	4%	1 Year	18	15%	10	15%
some college	28	22%	17	22%	2 Years	17	15%	7	10%
1 Year Certificate	1	1%	0	0%	3 Years	9	8%	7	10%
2 Year Associate Degree	16	13%	11	14%	4 Years	8	7%	6	9%
4 Year Bachelor Degree	58	46%	44	57%	5 Years	5	4%	1	1%
Graduate Study	1	1%	1	1%	6 Years	4	3%	3	4%
Masters Degree	2	2%	1	1%	7 Years	5	4%	3	4%
PHD	0	0%	0	0%	8 Years	3	3%	0	0%
Total	126	100%	77		9 Years	5	4%	3	4%
Child Care Training					10 years	3	3%	1	1%
none	2	2%	1	1%	11 to 15	11	9%	7	10%
Minimum required courses	27	21%	7	9%	16 to 19	9	8%	5	7%
> than minimum required	42	33%	28	36%	20 to 29	8	7%	7	10%
CDA	0	0%	0	0%	30 or more	1	1%	1	1%
1 year ECE certificate	0	0%	0	0%	TOTAL	117		68	100%
2 Year Associate Degree	16	13%	12	16%					
4 Year Bachelor Degree	39	31%	29	38%					
Graduate Study	0	0%	0	0%					
MA ECE Degree or more	0	0%	0	0%	3 years or less	43%	47%	36%	46%
PHD	0	0%	0	0%	Average Years	7.7	6.93	7.9	7.7
Total	126	100%	77						
	2015	2016	2015	2016				2015	2016
% staff with ECE									
College Degrees	49%	31%	54%	54%					

ON SITE SCHOOL AGE PROGRAMS RATES 2016 SCHOOL YEAR

The below chart 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 2016 School Year

Dane	Daily		Weekly
	Full time School age	Full time School age	After School
N of Cases	32	16	57
Minimum	\$ 25.00	\$75	\$ 41.00
Maximum	\$ 65.00	\$260	\$165.00
Average	\$ 50.60	\$179	\$ 81.50
Change	5%	NA	2%
Madison			
N of Cases	10	6	21
Minimum	\$ 25.00	\$120	\$ 73.15
Maximum	\$ 55.00	\$260	\$103.00
Average	\$ 50.73	\$195	\$ 82.00
Change	4%	NA	-2%
Outside Madison			
N of Cases	19	10	36
Minimum	\$ 28.00	\$75	\$ 60.00
Maximum	\$ 55.00	\$225	\$100.00
Average	\$ 50.64	\$169	\$ 81.61
Change	5%	NA	3%
Madison Accredited			
N of Cases	9	2	20
Minimum	\$ 43.90	NA	\$51.50
Maximum	\$ 55.00	NA	\$96.63
Average	\$ 53.59	\$233	\$81.76
Change	3%	NA	1%

School Age Programs Wages 2016 School Year

Directors		
Number		11
Minimum	\$	14.20
Maximum	\$	21.40
Median	\$	17.78
Average	\$	17.39

Site or Program Coordinators		
Number		31
Minimum	\$	12.50
Maximum	\$	17.74
Median	\$	14.50
Average	\$	14.50

Lead Teachers		
Number		66
Minimum	\$	9.25
Maximum	\$	15.00
Median	\$	12.00
Average	\$	12.27

Teachers		
Number		66
Minimum	\$	9.25
Maximum	\$	19.27
Median	\$	11.25
Average	\$	11.72

Assistants or Aides		
Number		23
Minimum	\$	9.00
Maximum	\$	13.00
Median	\$	10.30
Average	\$	10.42

**AFTER SCHOOL EDUCATION AND LONGEVITY
MARCH 2014**

After School Educational Background 2016		
	After Schools Dane	
<u>Education</u>		
No High School Degree	1	1%
High School Degree	51	27%
some college	28	15%
1 Year Certificate	0	0%
2 Year Associate Degree	10	5%
4 Year Bachelor Degree	87	46%
Graduate Study	14	7%
Masters Degree	0	0%
PHD	0	0%
	191	100%
<u>Child Care Training</u>		
none	0	0%
Minimum required courses	94	49%
> than minimum required	22	12%
CDA	14	7%
1 year ECE certificate	0	0%
2 Year Associate Degree	7	4%
4 Year Bachelor Degree	47	25%
Gradute Study	7	4%
MA ECE Degree or more	0	0%
	191	100%
% staff with ECE College Degrees	2015	2016
	33%	28%

After School Retention 2016		
	After Schools Dane	
<u>Length of Employment</u>		
<1 year	9	7%
1 Year	44	34%
2 Years	21	16%
3 Years	10	8%
4 Years	11	8%
5 Years	6	5%
6 Years	7	5%
7 Years	0	0%
8 Years	1	1%
9 Years	1	1%
10 years	4	3%
11 to 15	12	9%
16 to 19	3	2%
20 to 29	2	2%
Total	131	100%
<u>at centers</u>		
	2015	2016
3 years or less	49%	64%
Average Years	5.5	4.2