

Average Wages Dodge County Child Care Group Centers

2019



- Group programs include regulated group centers, school age programs, preschools, camps, and Head Start programs.
- All responses were gathered electronically and submitted directly from each program.
- Responses are based on approximately 34% return rate.
- Prior to 2018, wages and benefits survey questions were included in the annual Business Information Form (BIF). This wages survey was sent out via email to all group programs in the 4-C service delivery area in spring and not at the same time as the annual BIF.

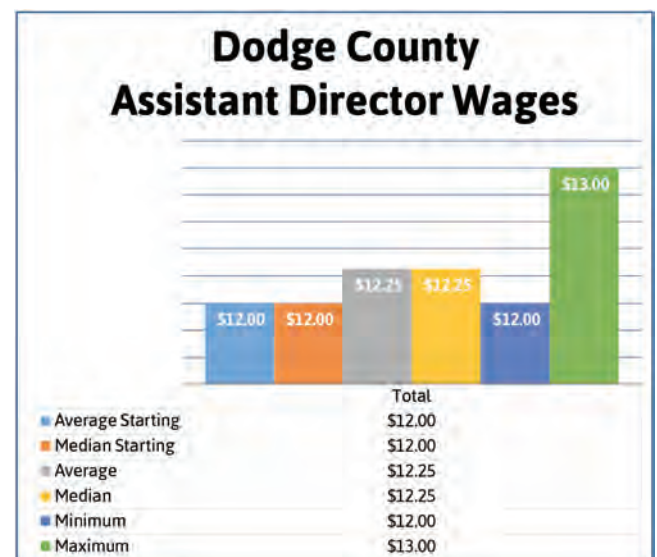
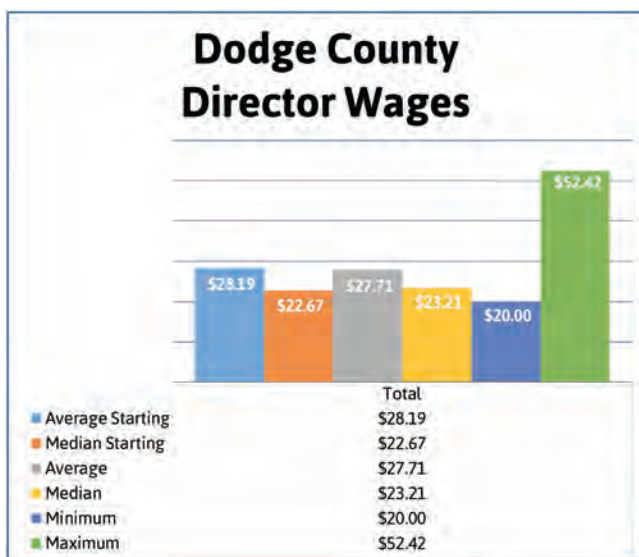
Definitions:

Average Starting Wage =	average hourly wage for NEWLY HIRED staff
Median Starting Wage =	the middle value of wages for NEWLY HIRED staff
Average Wage =	the average hourly wage of CURRENT STAFF
Median Wage =	the middle value of wages for CURRENT STAFF
Minimum Wage =	the minimum hourly wage of CURRENT STAFF
Maximum Wage =	the maximum hourly wage of CURRENT STAFF

Salary wages were divided by 2,080 to convert to hourly wages

Highlights and Key Findings:

- Many of the positions had a wide range in their minimum and maximum wages.
- An average and median wage value was included for all positions. Average data can generally give a good representation of data. However, when using averages, adding one extreme value can pull the average up or down and therefore may give a misrepresentation. Median values are the exact middle of the range and are another tool to evaluate the data.
- Each staff position duties and responsibilities tend to vary for each program. The Department of Children and Families licensing rules will indicate entry level training that is approved for child care workers. This can be found on the [DCF website](#).



Dodge County Lead Teacher Wages



	Total
Average Starting	\$11.51
Median Starting	\$11.00
Average	\$13.14
Median	\$11.17
Minimum	\$8.50
Maximum	\$23.69

Dodge County Assistant Teacher Wages



	Total
Average Starting	\$9.39
Median Starting	\$9.50
Average	\$10.59
Median	\$10.00
Minimum	\$8.00
Maximum	\$14.73

Dodge County Group Center Benefits Offered



Benefit	Percentage
Health Insurance	19%
Dental Insurance	19%
Paid Family Leave	10%
Paid Vacation Time	67%
Paid Sick Time	43%
Paid Holidays	48%
Paid Prep Time	48%
Continuing Ed Reimburse	57%
Reduced Child Care Rates	52%
Retirement Plan Available	19%
Ctr Contributes to Retirement	19%
Paid Staff Mtgs/In-Service	67%