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**.
Jefferson County Lead Teacher Wages

- Average Starting: $13.72
- Median Starting: $12.00
- Average: $15.38
- Median: $12.58
- Minimum: $9.75
- Maximum: $27.50

Jefferson County Assistant Teacher Wages

- Average Starting: $10.48
- Median Starting: $11.00
- Average: $11.11
- Median: $11.00
- Minimum: $8.00
- Maximum: $14.50

Jefferson County Group Center Benefits Offered

- Health Insurance: 38%
- Dental Insurance: 34%
- Paid Family Leave: 4%
- Paid Vacation Time: 45%
- Paid Sick Time: 39%
- Paid Holidays: 59%
- Paid Prep Time: 62%
- Continuing Ed Reimbursement: 32%
- Reduced Child Care Rates: 34%
- Retirement Plan Available: 41%
- Ctr Contributed to Retirement: 41%
- Paid Staff Higs/In-Service: 59%