

Average Wages Jefferson 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 29% 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.

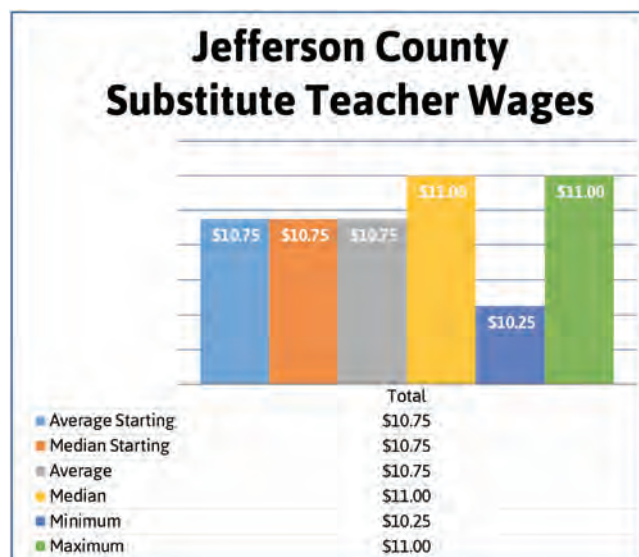
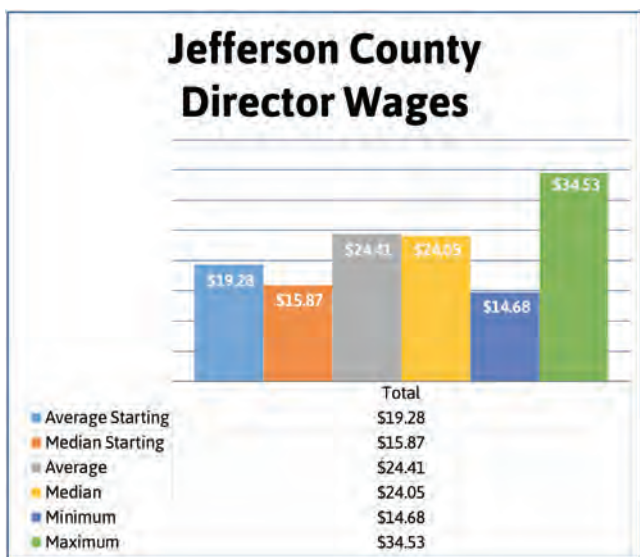
Definitions:

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](#).



Jefferson County Lead Teacher Wages



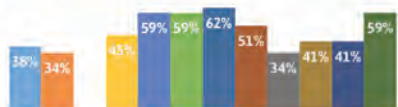
	Total
Average Starting	\$13.72
Median Starting	\$12.00
Average	\$15.38
Median	\$12.58
Minimum	\$9.75
Maximum	\$27.50

Jefferson County Assistant Teacher Wages



	Total
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



	Total
Health Insurance	38%
Dental Insurance	34%
Paid Family Leave	0%
Paid Vacation Time	45%
Paid Sick Time	59%
Paid Holidays	59%
Paid Prep Time	62%
Continuing Ed Reimburse	51%
Reduced Child Care Rates	34%
Retirement Plan Available	41%
Ctr Contributes to Retirement	41%
Paid Staff Mtgs/In-Service	59%