

# Average Wages

## Dane County Child Care Group Centers

2018



- 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 30% return rate.
- Previous 4-C wages surveys were structured differently. This report focuses on 2018 data.
- 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*

**Dane County Group Center Wages - Summary by Position**

Position	Average Starting Wage	Median Starting Wage	Average Wage	Median Wage	Minimum Wage	Maximum Wage
Director	\$ 19.81	\$ 18.25	\$ 22.42	\$ 20.00	\$ 15.00	\$ 50.00
Assistant Director	\$ 15.81	\$ 15.00	\$ 19.77	\$ 18.00	\$ 12.00	\$ 30.00
Program Coordinator	\$ 17.04	\$ 16.00	\$ 20.08	\$ 18.00	\$ 15.00	\$ 33.43
Site Supervisor	\$ 16.29	\$ 14.75	\$ 18.39	\$ 15.95	\$ 14.00	\$ 30.00
Group Leader	\$ 14.33	\$ 15.00	\$ 18.06	\$ 17.17	\$ 10.00	\$ 21.00
Lead Teacher	\$ 13.79	\$ 13.00	\$ 16.01	\$ 16.00	\$ 10.00	\$ 29.19
Assistant Teacher	\$ 11.03	\$ 11.00	\$ 12.39	\$ 12.17	\$ 7.25	\$ 18.95
Substitute Teacher	\$ 12.15	\$ 12.00	\$ 13.87	\$ 13.50	\$ 9.00	\$ 20.71

### 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](http://www.dcf.wisconsin.gov).

### Dane County Director Wages



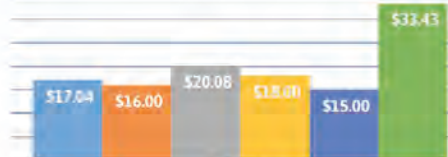
	<b>Total</b>
Average Starting	\$19.81
Median Starting	\$18.25
Average	\$22.42
Median	\$20.00
Minimum	\$15.00
Maximum	\$50.00

### Dane County Assistant Director Wages



	<b>Total</b>
Average Starting	\$15.81
Median Starting	\$15.00
Average	\$19.77
Median	\$18.00
Minimum	\$12.00
Maximum	\$30.00

### Dane County Program Coordinator Wages



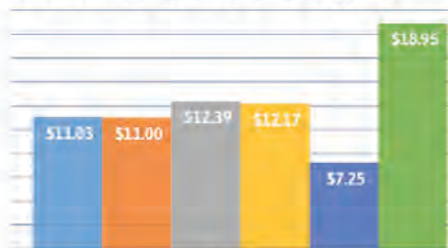
	<b>Total</b>
Average Starting	\$17.04
Median Starting	\$16.00
Average	\$20.08
Median	\$18.00
Minimum	\$15.00
Maximum	\$33.43

### Dane County Lead Teacher Wages



	<b>Total</b>
Average Starting	\$13.79
Median Starting	\$13.00
Average	\$16.01
Median	\$16.00
Minimum	\$10.00
Maximum	\$29.19

### Dane County Assistant Teacher Wages



	<b>Total</b>
Average Starting	\$11.03
Median Starting	\$11.00
Average	\$12.39
Median	\$12.17
Minimum	\$7.25
Maximum	\$18.95

### Dane County Substitute Teacher Wages



	<b>Total</b>
Average Starting	\$12.15
Median Starting	\$12.00
Average	\$13.87
Median	\$13.50
Minimum	\$9.00
Maximum	\$20.71

## Dane County Site Supervisor Wages



## Dane County Group Leader Wages



### Dane County Group Centers Compared to City of Madison Accredited Group Centers

- City of Madison Accreditation is a voluntary accreditation process based on a set of quality standards. The standards are designed to promote the optimal development of the child.
- For more information on City of Madison Accreditation, please visit their [website](#).
- Survey responses returned for some positions were low, could not produce valid statistical results and were not included in the survey analysis.

### Dane County Compared To City of Madison Accredited Group Center Wages - Summary By Position

Position	Dane County Average Starting Wage	Dane County Median Starting Wage	City Accredited Centers Average Starting Wages	City Accredited Centers Median Starting Wage	Dane County Minimum Wage	City Accredited Centers Minimum Wage	Dane County Maximum Wage	City Accredited Centers Maximum Wage	Dane County Average Wage	Dane County Median Wage	City Accredited Centers Average Wage	City Accredited Centers Median Wage
Director	\$ 19.81	\$ 18.25	\$ 21.84	\$ 19.00	\$ 15.00	\$ 15.39	\$ 50.00	\$ 36.00	\$ 22.42	\$ 20.00	\$ 23.89	\$ 20.00
Assistant Director	\$ 15.81	\$ 15.00	\$ 16.40	\$ 15.00	\$ 12.00	\$ 15.00	\$ 30.00	\$ 24.52	\$ 19.77	\$ 18.00	\$ 18.13	\$ 21.81
Lead Teacher	\$ 13.79	\$ 13.00	\$ 15.67	\$ 15.00	\$ 10.00	\$ 11.97	\$ 29.19	\$ 29.19	\$ 16.01	\$ 16.00	\$ 17.89	\$ 18.22
Assistant Teacher	\$ 11.03	\$ 11.00	\$ 11.75	\$ 11.97	\$ 7.25	\$ 9.35	\$ 18.95	\$ 18.95	\$ 12.39	\$ 12.17	\$ 13.42	\$ 13.51

### Group Centers Dane County Compared to City of Madison Accredited MEDIAN Wages by Staff Position



### Group Centers Dane County Compared to City of Madison Accredited AVERAGE Wages by Staff Position

