

Average Wages

Dane County Child Care Group Centers

2021



- 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 48% return rate.

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	\$19.92	\$19.00	\$23.99	\$22.75	\$10.00	\$54.54
Assistant Director	\$16.91	\$16.25	\$19.00	\$18.00	\$10.00	\$30.01
Program Coordinator	\$16.67	\$17.00	\$19.64	\$19.23	\$13.01	\$33.59
Site Supervisor	\$18.25	\$16.50	\$21.48	\$22.00	\$14.00	\$30.00
Group Leader	\$16.67	\$16.00	\$18.39	\$17.29	\$10.00	\$31.57
Lead Teacher	\$14.38	\$14.00	\$16.61	\$16.25	\$8.00	\$40.00
Assistant Teacher	\$11.74	\$11.50	\$13.36	\$12.23	\$8.00	\$40.00
Substitute Teacher	\$12.83	\$13.00	\$14.41	\$14.00	\$8.08	\$26.75

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



Dane County Assistant Director Wages



Dane County Program Coordinator Wages



Dane County Lead Teacher Wages

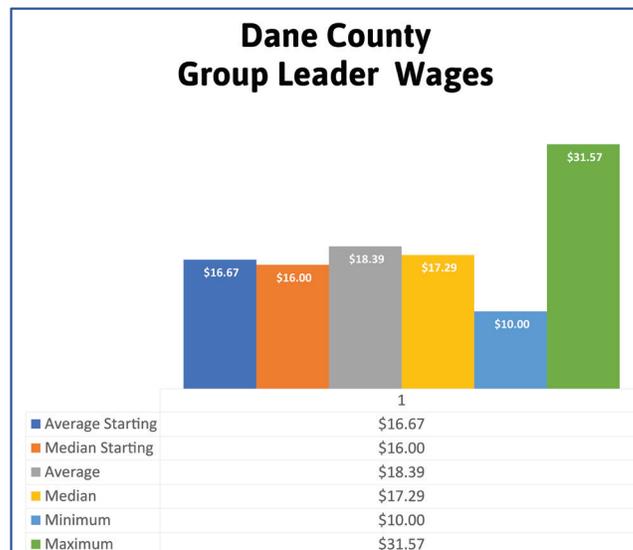
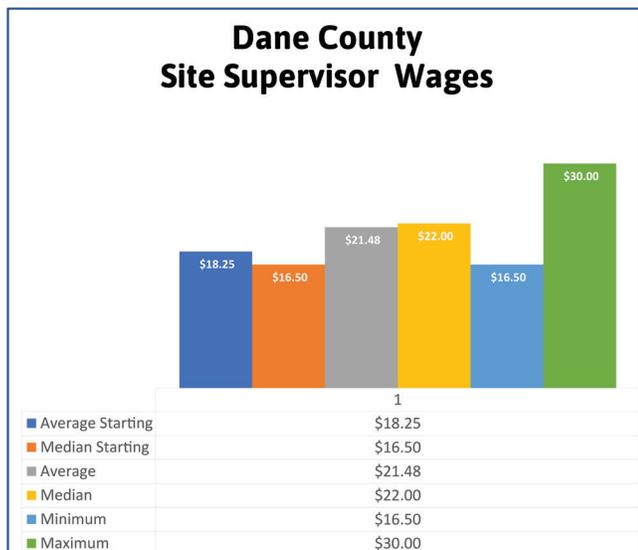


Dane County Assistant Teacher Wages



Dane County Substitute Teacher Wages

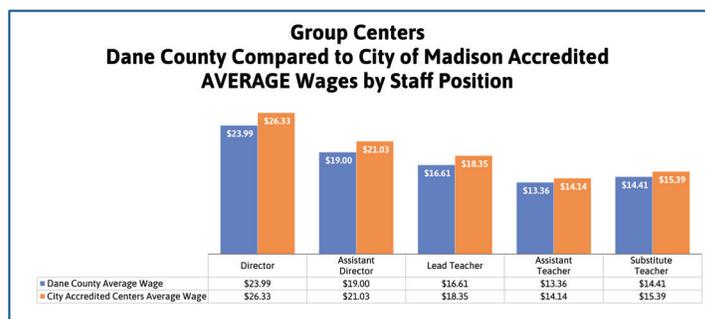
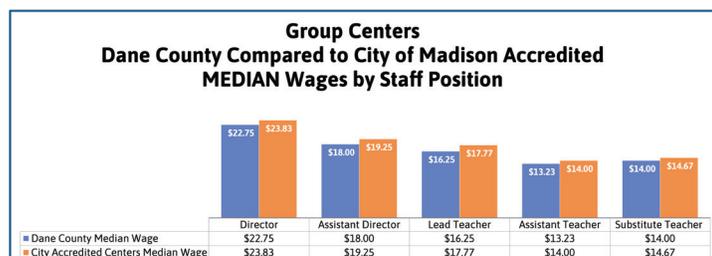




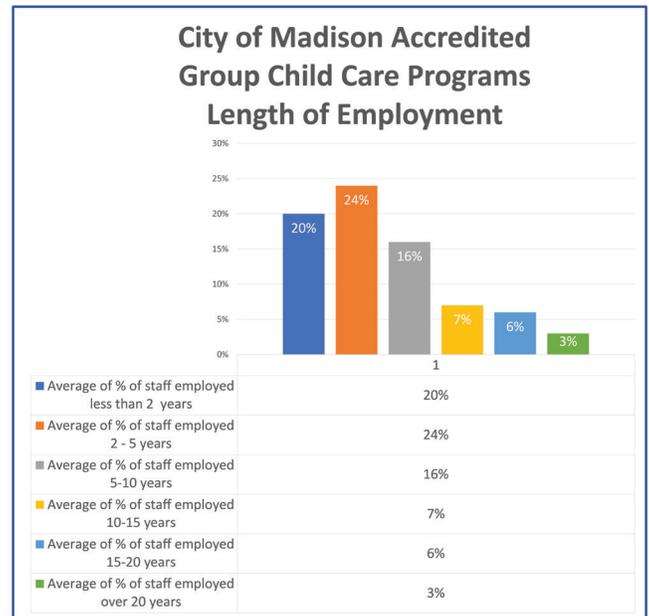
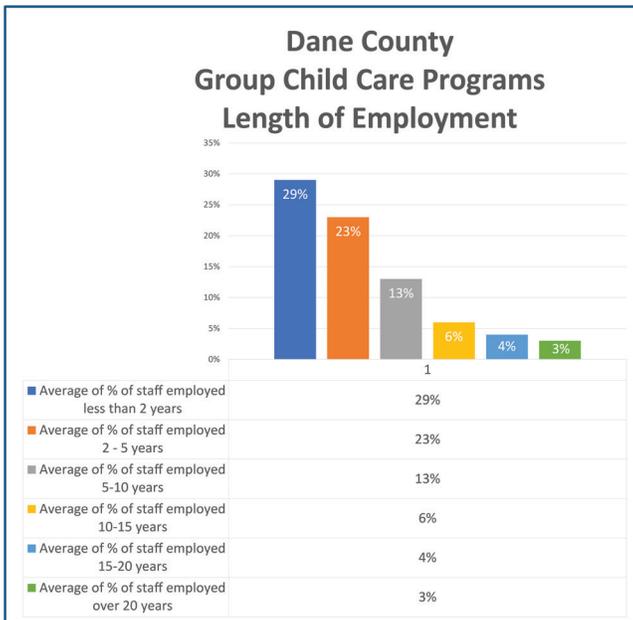
Dane County Group Centers Compared to City of Madison Accredited Group Centers

- 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 Madison City 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	\$ 19.92	\$ 19.00	\$ 23.27	\$ 20.80	\$ 10.00	\$ 17.00	\$ 54.54	\$ 54.54	\$ 23.99	\$ 22.75	\$ 26.33	\$ 23.83
Assistant Director	\$ 16.91	\$ 16.25	\$ 19.23	\$ 17.00	\$ 10.00	\$ 15.00	\$ 30.01	\$ 30.01	\$ 19.00	\$ 18.00	\$ 21.03	\$ 19.25
Lead Teacher	\$ 14.38	\$ 14.00	\$ 16.14	\$ 16.00	\$ 8.00	\$ 12.00	\$ 40.00	\$ 27.26	\$ 16.61	\$ 16.25	\$ 18.35	\$ 17.77
Assistant Teacher	\$ 11.74	\$ 11.50	\$ 12.55	\$ 12.00	\$ 9.00	\$ 10.00	\$ 40.00	\$ 22.45	\$ 13.36	\$ 13.23	\$ 14.14	\$ 14.00
Substitute Teacher	\$ 12.83	\$ 13.00	\$ 13.38	\$ 13.50	\$ 8.08	\$ 11.01	\$ 26.75	\$ 26.75	\$ 14.41	\$ 14.00	\$ 15.39	\$ 14.67



Staffing child care centers continues to be a challenge across the nation. A wages, benefits and staffing survey was emailed to all regulated providers. Programs were asked to indicate the length of employment of their staff as well as the number of teaching staff that left their program last year.



Staffing Comments:

4-C received feedback from group child care programs that the unused capacity in programs was the result of an inability of centers to hire qualified staff as opposed to a lack of demand. Additional questions were asked in the survey to address these concerns.

- 36% indicated they had child care vacancies in their program because they could not hire staff to fill those rooms.
- 19% indicated they had full classrooms empty because they could not hire staff.

Other Comments:

- With the new restrictions in play staffing is difficult. Covering staff out due to illness is a challenge. Staff are getting burned out and stressed. We are required to follow many different rules/regulations and childcare is essential. ■ We did not have enough children to fill a preschool class and pay a teacher full wages. Majority of our families chose not to send their child to preschool in 2020-21 school year.
- It has been very challenging finding qualified, dependable individuals to fill our vacant teaching positions. We also had two, good, qualified teachers leave us to go somewhere that paid better than we do. This has been very frustrating.
- Finding quality even though we pay very well for the field. Insurance cost is also high and hard for employees to cover even though it is good insurance.
- We have not had any quality teachers applying and also it has been hard due to not enough children to enroll but yet stay in our PODS.
- This pandemic has been terrible with the mandates. We now have been serving our families full-time while assisting with virtual learning.
- We turned over probably 75-85% of our staff due to the pandemic. Many left to abide the Safer at Home order, stating they did not feel safe to work. We never laid off due to low enrollment or closure - so we were scrambling to find staff due to COVID.

Dane County Group Child Care Program Turnover Rate		
	2020 Full-Time Teaching Staff Turnover Rate	2020 Part-Time Teaching Staff Turnover Rate
Dane County Group Child Care Programs	38%	50%
City of Madison Accredited Group Child Care Programs	20%	29%