

2023

Average Wages, Benefits, & Staffing

Dane County

Group Center Child Care



- 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 **41% return rate**.

Report Content

- **Position Wage Data**
 - Comparison: Dane County vs Accredited
- **Benefits Data**
 - Comparison: Dane County vs Accredited
- **Staffing Length of Employment and Turnover Data**
 - Comparison: Dane County vs Accredited
- **Comments Detailing the Impact of the Staffing Shortage**

Methodology and Definitions

- 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 [here](#).
- Wages are listed as the amount paid **per hour**

Key Findings

45% indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

28% indicated they had **entire classrooms empty** because they **could not hire staff**.

1127 Dane County children had to be **turned away** because program classrooms were closed **due to staffing shortages**.

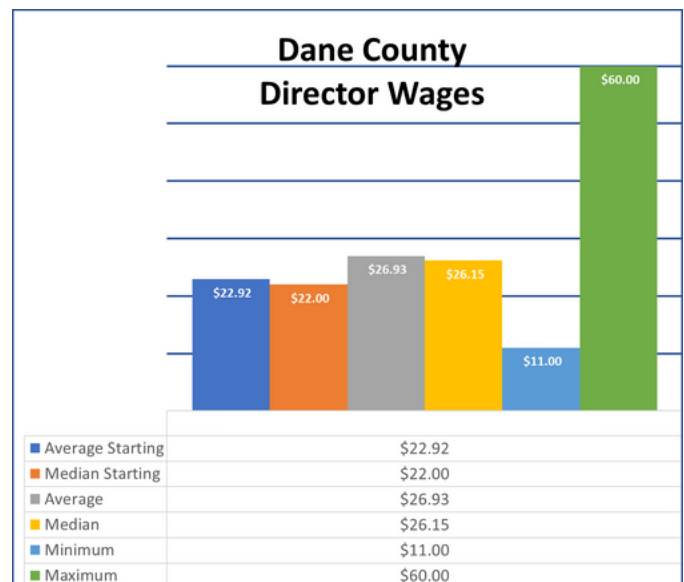
See the last page of this report for specific comments about staffing shortages

Dane County Group Center Wages - Summary by Position

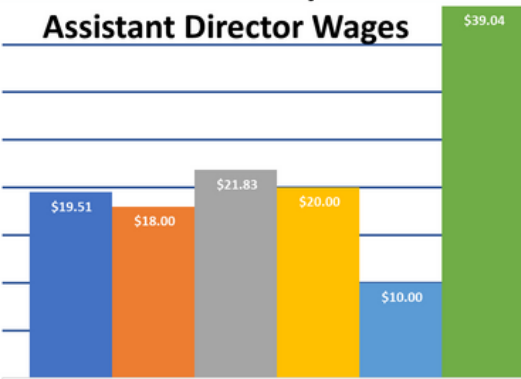
Position	Average Starting Wage	Median Starting Wage	Average Wage	Median Wage	Minimum Wage	Maximum Wage
Director	\$22.92	\$22.00	\$26.93	\$26.15	\$11.00	\$60.00
Assistant Director	\$19.51	\$18.00	\$21.83	\$20.00	\$10.00	\$39.04
Program Coordinator	\$17.57	\$16.33	\$21.28	\$21.75	\$15.00	\$30.00
Site Supervisor	\$21.08	\$21.00	\$26.27	\$28.49	\$16.00	\$35.00
Group Leader	\$17.51	\$16.00	\$22.09	\$17.51	\$15.00	\$40.00
Lead Teacher	\$16.44	\$16.00	\$18.96	\$18.50	11.00	\$31.46
Assistant Teacher	\$14.16	\$14.25	\$15.57	\$16.00	\$10.00	\$29.28
Substitute Teacher	\$14.63	\$15.00	\$16.21	\$15.75	\$9.00	\$30.00

Dane County Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$22.92	\$22.00	\$26.93	\$26.15	\$11.00	\$60.00



Dane County Assistant Director Wages



Average Starting	\$19.51
Median Starting	\$18.00
Average	\$21.83
Median	\$20.00
Minimum	\$10.00
Maximum	\$39.04

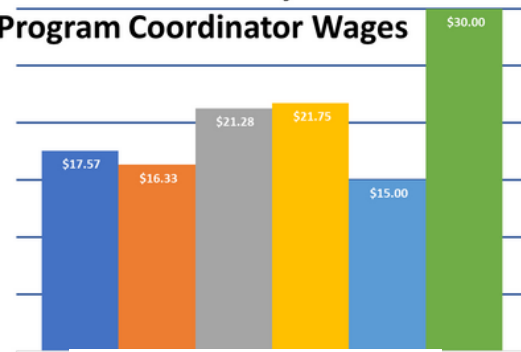
Dane County Assistant Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$19.51	\$18.00	\$21.83	\$20.00	\$10.00	\$39.04

Dane County Program Coordinator Wages

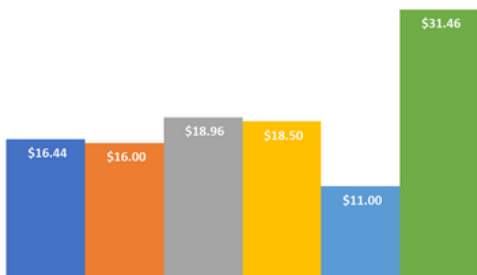
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$17.57	\$16.33	\$21.28	\$21.75	\$15.00	\$30.00

Dane County Program Coordinator Wages



Average Starting	\$17.57
Median Starting	\$16.33
Average	\$21.28
Median	\$21.75
Minimum	\$15.00
Maximum	\$30.00

Dane County Lead Teacher Wages



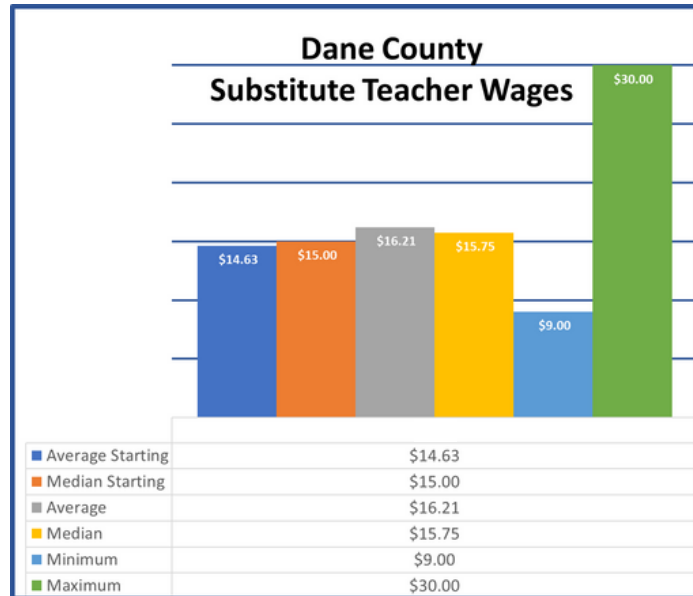
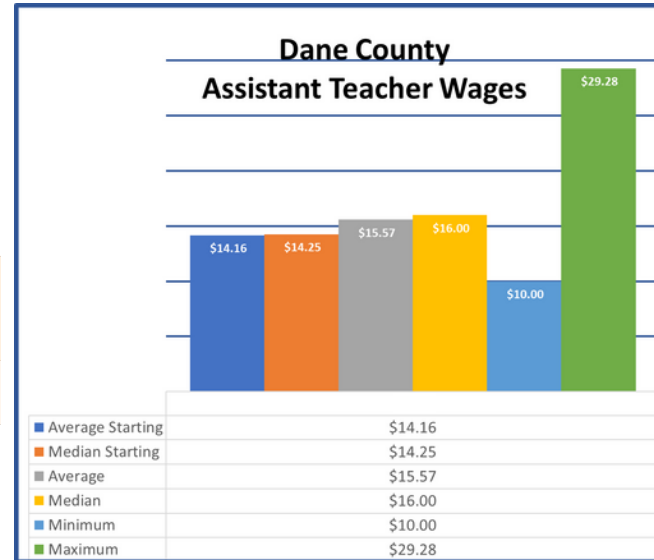
Average Starting	\$16.44
Median Starting	\$16.00
Average	\$18.96
Median	\$18.50
Minimum	\$11.00
Maximum	\$31.46

Dane County Lead Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$16.44	\$16.00	\$18.96	\$18.50	\$11.00	\$31.46

Dane County Assistant Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$14.16	\$14.25	\$15.57	\$16.00	\$10.00	\$29.28

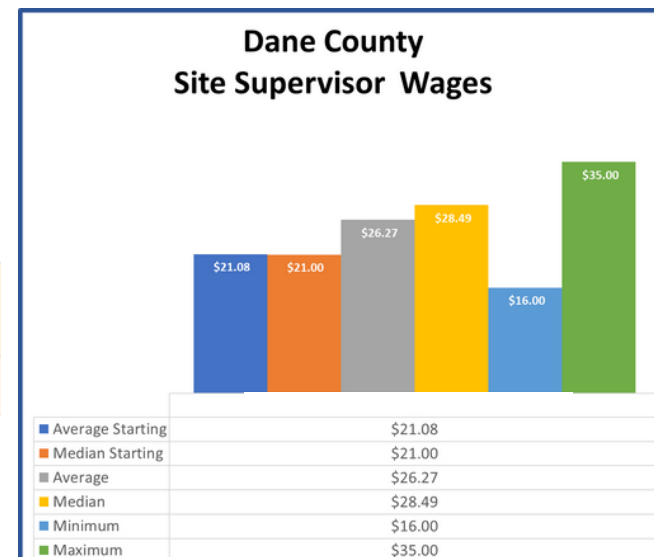


Dane County Substitute Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$14.63	\$15.00	\$16.21	\$15.75	\$9.00	\$30.00

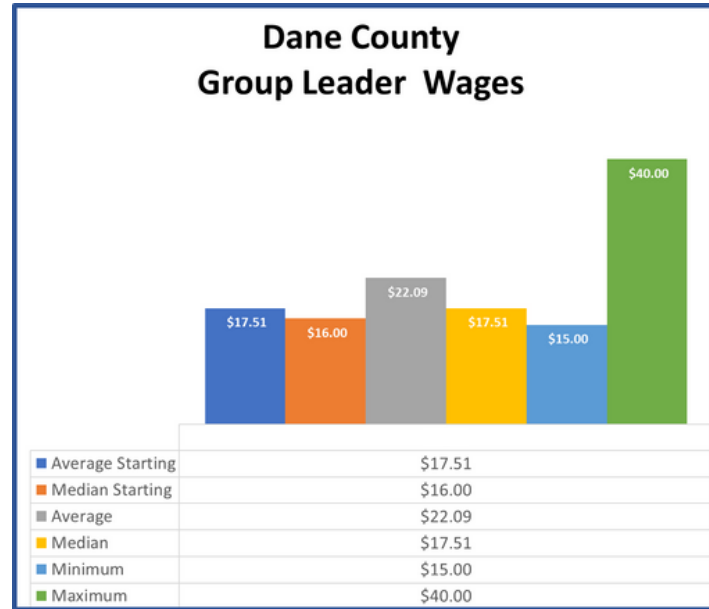
Dane County Site Supervisor Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$21.08	\$21.00	\$26.27	\$28.49	\$16.00	\$35.00



Dane County Group Leader Wages

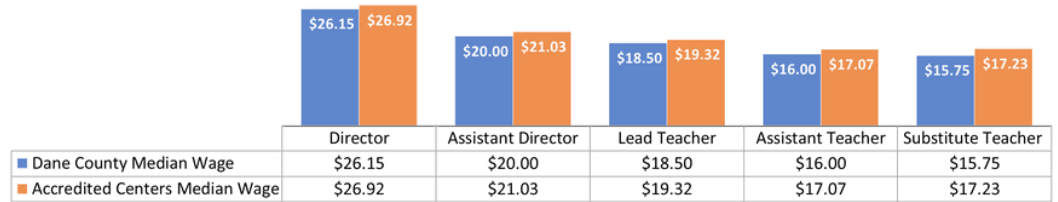
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$17.51	\$16.00	\$22.09	\$17.51	\$15.00	\$40.00



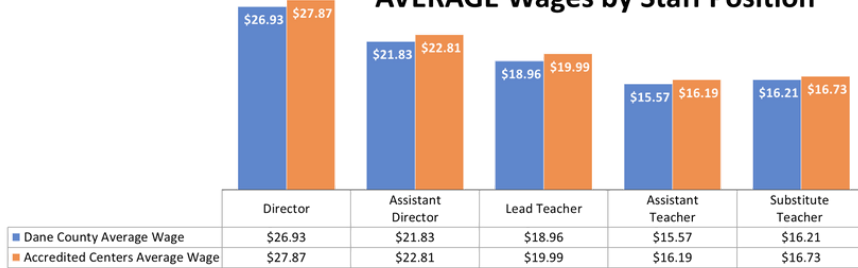
Dane County Compared to Accredited Group Center Wages - Summary by Position

Position	Dane County Average Starting Wage	Dane County Median Starting Wage	Accredited Centers Average Starting Wages	Accredited Centers Median Starting Wage	Dane County Min. Wage	Accredited Centers Min. Wage	Dane County Max. Wage	Accredited Centers Max. Wage	Dane County Average Wage	Dane County Median Wage	Accredited Centers Average Wage	Accredited Centers Median Wage
Director	\$22.92	\$22.00	\$23.94	\$24.00	\$11.00	\$15.00	\$60.00	\$53.37	\$26.93	\$26.15	\$27.87	\$26.92
Assistant Director	\$19.51	\$18.00	\$20.59	\$18.99	\$10.00	\$16.00	\$39.04	\$39.04	\$21.83	\$20.00	\$22.81	\$21.03
Lead Teacher	\$16.44	\$16.00	\$17.45	\$16.76	\$11.00	\$12.00	\$31.46	\$31.46	\$18.96	\$18.50	\$19.99	\$19.32
Assistant Teacher	\$14.16	\$14.25	\$14.84	\$15.00	\$10.00	\$10.00	\$29.28	\$29.28	\$15.57	\$16.00	\$16.19	\$17.07
Substitute Teacher	\$14.63	\$15.00	\$15.12	\$15.00	\$9.00	\$10.00	\$30.00	\$26.75	\$16.21	\$15.75	\$16.73	\$17.23

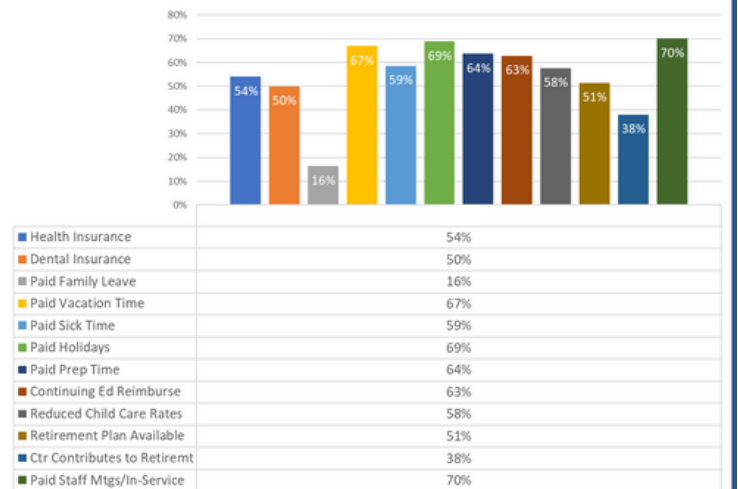
Group Centers Dane County Compared to Accredited MEDIAN Wages by Staff Position



Group Centers Dane County Compared to Accredited AVERAGE Wages by Staff Position



Dane County Group Center Benefits Offered



Dane County Group Center Benefits Offered

Health Insurance	Dental Insurance	Paid Family Leave	Paid Vacation Time	Paid Sick Time	Paid Holidays	Paid Prep Time	Continuing Ed Reimbursed	Reduced Child Care Rates	Retirement Plan Available	Ctr Contributes to Retirement	Paid Staff Mtgs / In-Service
54%	50%	16%	67%	59%	69%	64%	63%	58%	51%	38%	70%
168	155	51	208	182	214	198	195	179	160	118	218

Accredited Group Center Benefits Offered



Health Insurance	Dental Insurance	Paid Family Leave	Paid Vacation Time	Paid Sick Time	Paid Holidays	Paid Prep Time	Continuing Ed Reimburse	Reduced Child Care Rates	Retirement Plan Available	Ctr Contributes to Retirement	Paid Staff Mtgs/In-Service
81%	77%	31%	80%	79%	90%	85%	78%	63%	75%	56%	89%
80	76	31	79	78	89	84	77	62	74	55	88

Dane County Group Center and Accredited Programs - Comparison of Benefits Offered

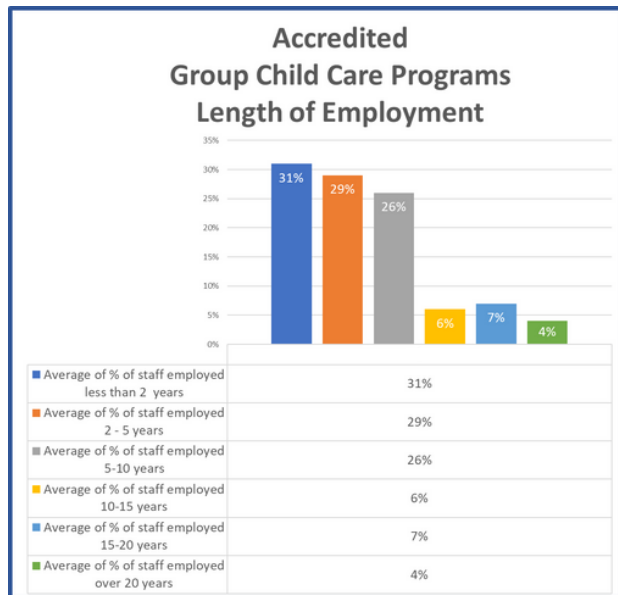
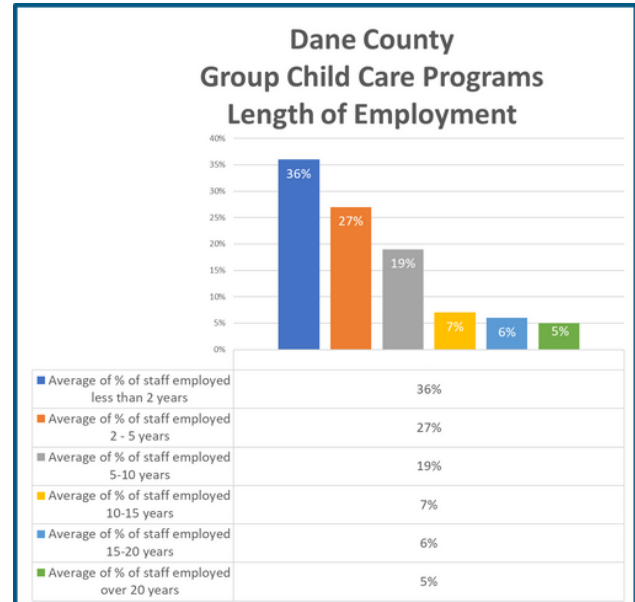
	Average Paid Vacation Day	Range Paid Vacation Days	Average Paid Sick Days	Range Paid Sick Days	Average Paid Holidays	Range Paid Holidays	Average Hours per Week Paid Prep Time	Range Hours per Week Paid Prep Time	Average % Center Contributes to Retirement	Range % Center Contributes to Retirement
Dane County Group Child Care Programs	10.3	1-40	6.9	1-40	8.7	1-- 24	3.5	1-15	6.1%	.1 - 100
Accredited Group Child Care Programs	12.5	4-40	7.9	.1-40	9.3	1--24	4.4	1-15	4.6%	1-50

Dane County Group Center and Accredited Programs - Staffing Details

- 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.

Dane County Group Center Staffing

Average of % of staff employed less than 2 years	Average of % of staff employed 2 - 5 years	Average of % of staff employed 5-10 years	Average of % of staff employed 10-15 years	Average of % of staff employed 15-20 years	Average of % of staff employed over 20 years
36%	27%	19%	7%	6%	5%



Accredited Group Center Staffing

Average of % of staff employed less than 2 years	Average of % of staff employed 2 - 5 years	Average of % of staff employed 5-10 years	Average of % of staff employed 10-15 years	Average of % of staff employed 15-20 years	Average of % of staff employed over 20 years
31%	29%	26%	6%	7%	4%

Dane County Group Center Program Staff Turnover Rates

	2022 Full-Time Teaching Staff Turnover Rate	2022 Part-Time Teaching Staff Turnover Rate
Dane County Group Child Care Programs	28%	36%
Accredited Group Child Care Programs	25%	43%

Average Wages, Benefits, & Staffing Survey Comments and Concerns

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.

- The **Child Care Counts** money goes toward teachers salary so they keep coming to work. **I'm not sure what will happen** in April when we no longer receive Child Care Counts money.
- We have had a lot of staff turn over here and 90% of the staff that have left, left for a better paying job with less stress. **If we have any hopes of retaining staffing in this field we need to raise wages, there is no other way!**
- **Finding quality staff** with the wage offered has proven to be a very difficult endeavor.
- Have to **keep raising wages** to hire new staff and increase current staff to keep them. **Hiring** has been difficult.
- The current school year is the first time in my 30 plus years in ECE that **I couldn't find qualified teachers** and **had to reduce programming** from 5 days a week to 2 days.
- **We need staff!!!!**
- I have under-enrolled rooms due to **lack of staffing**. No empty rooms but had to keep ratios to one teacher vs two in several of the rooms.
- We have **very long waitlists** because **we cannot hire enough people**. I have enough interest to fill at least two more classrooms of Infants and Toddlers, and we do not advertise at all.
- **Wages for early care are too low**. Parents have to pay too much. Both sides lose.
- **We had to raise tuition rates twice in 2022** to be able to make our payroll.

Key Findings

45% indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

28% indicated they had **entire classrooms empty** because they **could not hire staff**.

1127 Dane County children had to be **turned away** because program classrooms were closed **due to staffing shortages**.