

2023

Average Wages, Benefits, & Staffing

Green 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 **69% return rate**.

Report Content

- **Position Wage Data**
- **Benefits Data**
- **Staffing Length of Employment and Turnover Data**
- **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

77% indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

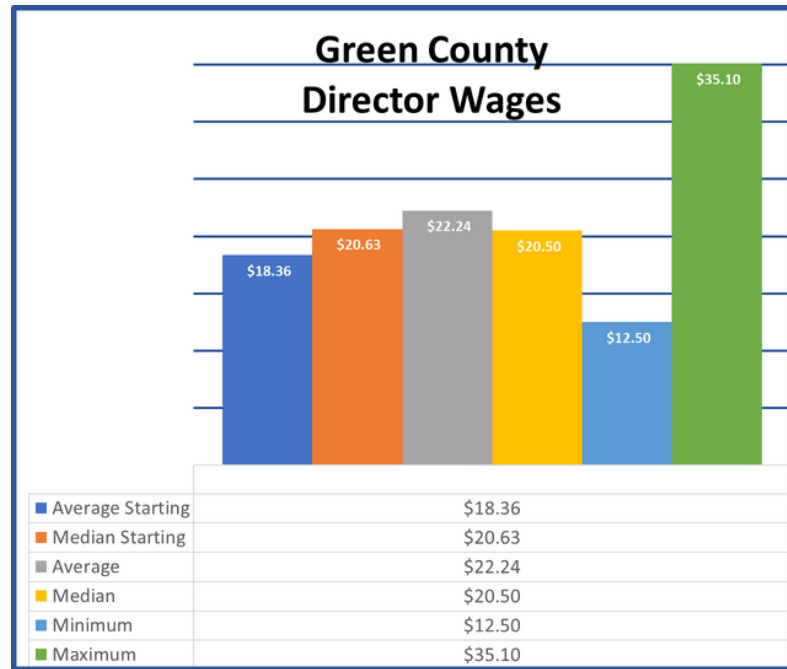
77% indicated they had **entire classrooms empty** because they **could not hire staff**.

12 full classrooms remained **vacant** and **161 children** had to be **turned away** because program classrooms were closed **due to staffing shortages**.

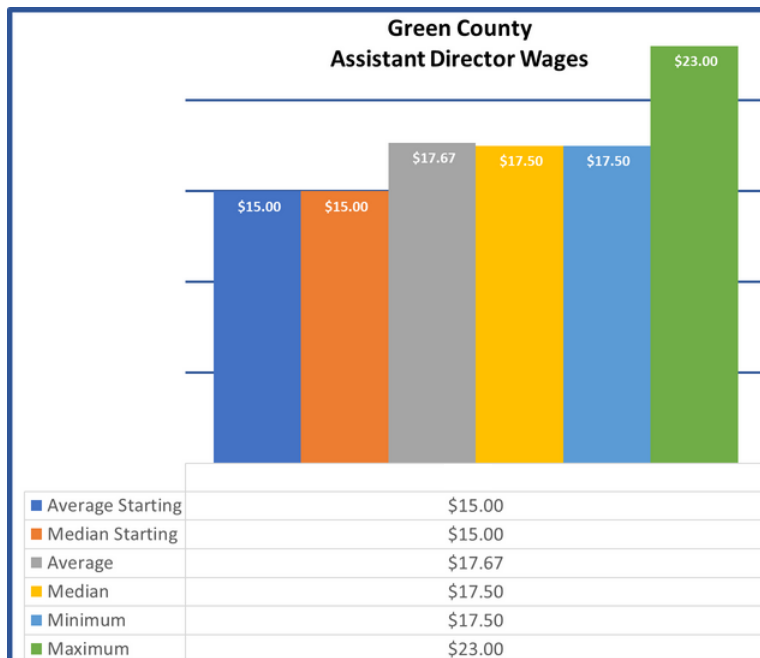
See the last page of this report for specific comments about staffing shortages

Green County Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$18.36	\$20.63	\$22.24	\$20.50	\$12.50	\$35.10



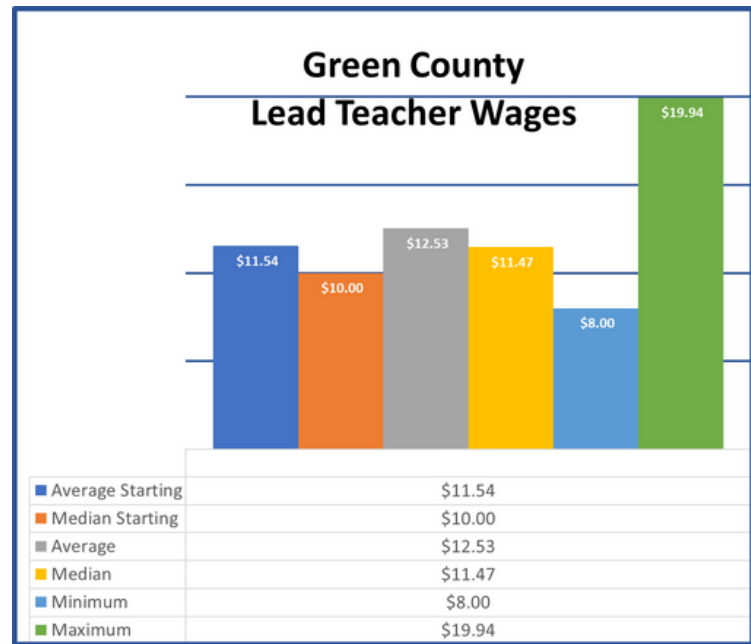
Green County Assistant Director Wages



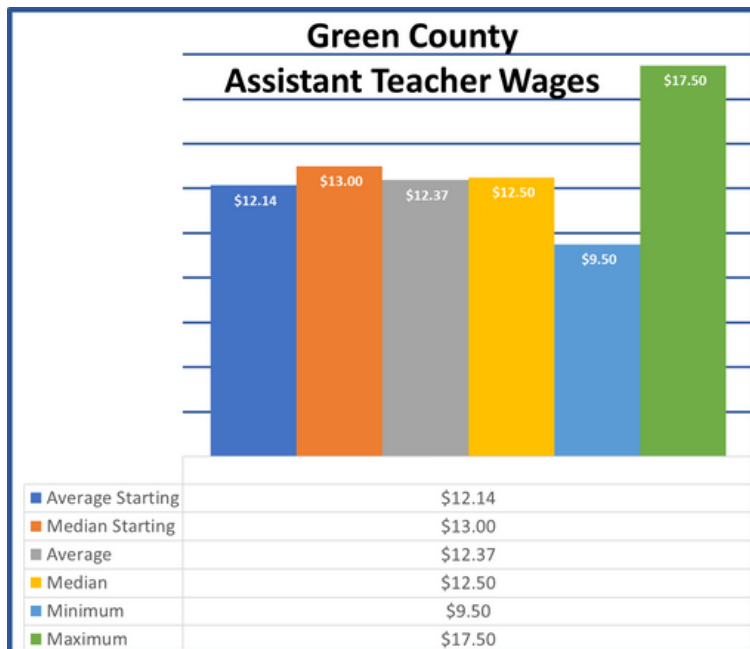
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$15.00	\$15.00	\$17.67	\$17.50	\$17.50	\$23.00

Green County Lead Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$11.54	\$10.00	\$12.53	\$11.47	\$8.00	\$19.94



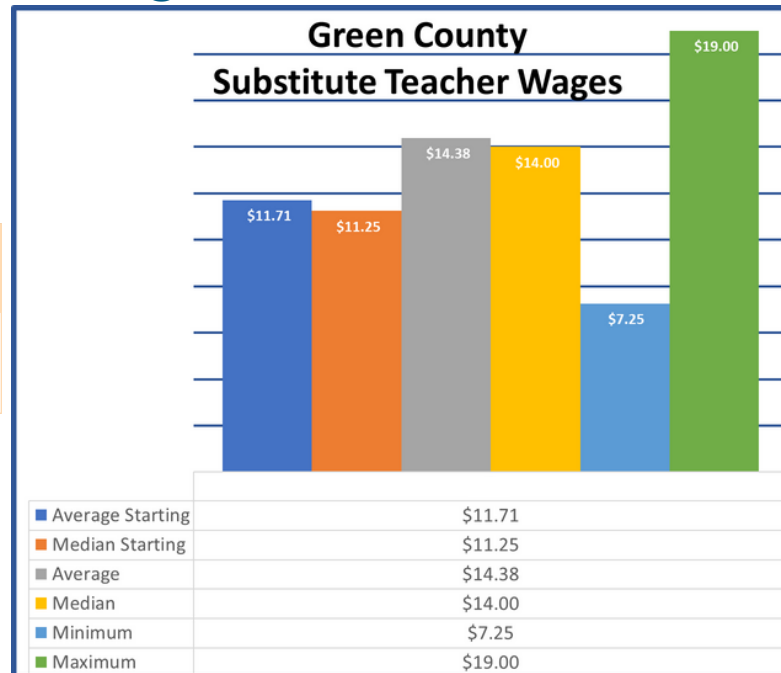
Green County Assistant Teacher Wages



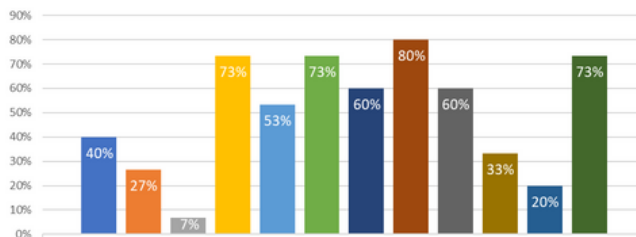
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$12.14	\$13.00	\$12.37	\$12.50	\$9.50	\$17.50

Green County Substitute Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$11.71	\$11.25	\$14.38	\$14.00	\$7.25	\$19.00



Green County Group Center Benefits Offered



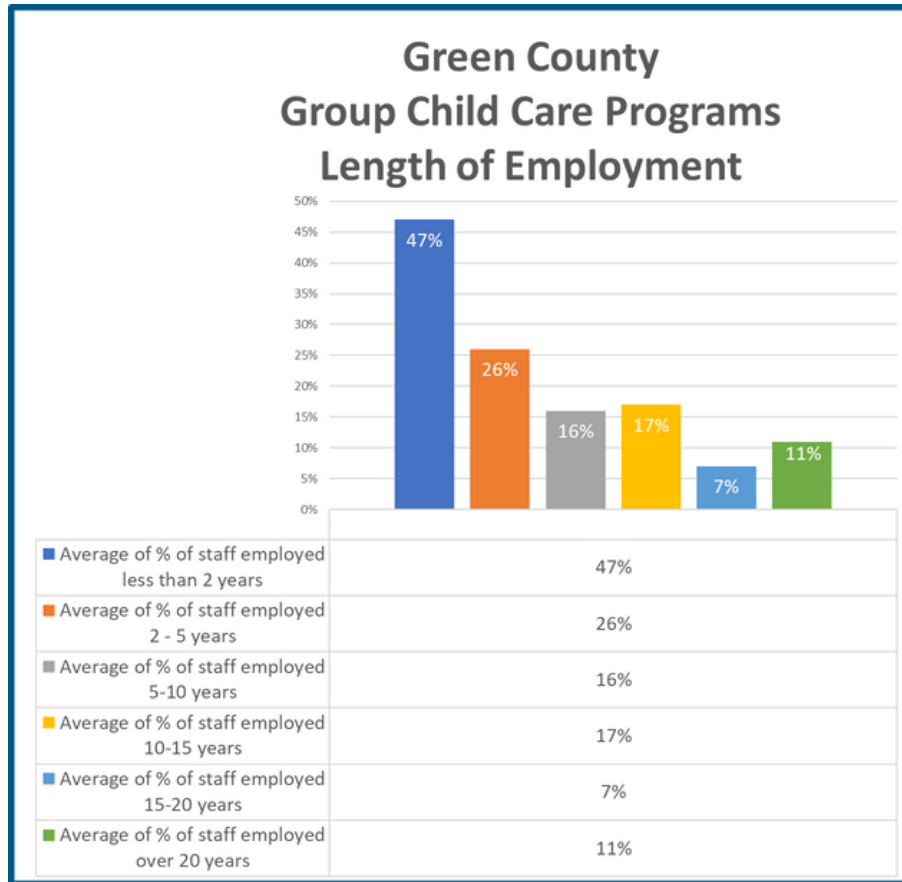
Health Insurance	40%
Dental Insurance	27%
Paid Family Leave	7%
Paid Vacation Time	73%
Paid Sick Time	53%
Paid Holidays	73%
Paid Prep Time	60%
Continuing Ed Reimburse	80%
Reduced Child Care Rates	60%
Retirement Plan Available	33%
Ctr Contributes to Retirement	20%
Paid Staff Mtgs/In-Service	73%

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40%	27%	7%	73%	53%	73%	60%	80%	60%	33%	20%	73%
6	4	1	11	8	11	9	12	9	5	3	11

Green County Group Child Care Programs Length of Employment

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
47%	26%	16%	17%	7%	11%



Green County Group Child Care Programs Turnover Rate

	2022 Full-Time Teaching Staff Turnover Rate	2022 Part-Time Teaching Staff Turnover Rate
Green County Group Child Care Programs	30%	57%

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.

- **High turn over due to low starting wage**, we could have added one more FT (full time) teacher to add 16 kids.
- We have a **high turn over rate** due to starting wages.
- The **wages need to increase** in order for me to be able to open my other rooms up. It is **difficult for families to afford us** now, so increasing tuition in order to increase wages is not doable. It is difficult to provide quality care with the inconsistency.

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Key Findings

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