

2023

Average Wages, Benefits, & Staffing Rock 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
- 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

62% indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

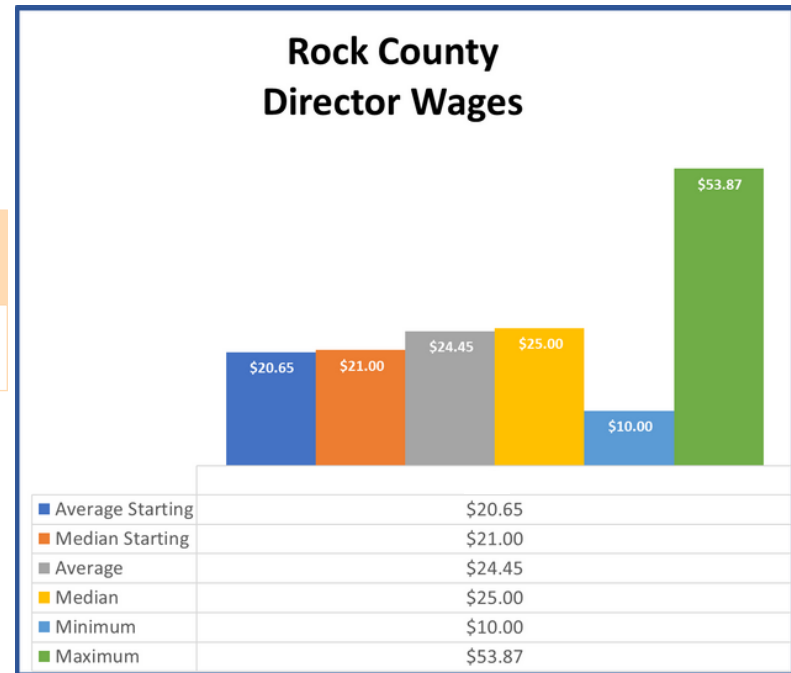
52% indicated they had **entire classrooms empty** because they **could not hire staff**.

20 full classrooms remained **vacant** and **219 children** had to be **turned away** because program classrooms were closed **due to staffing shortages**.

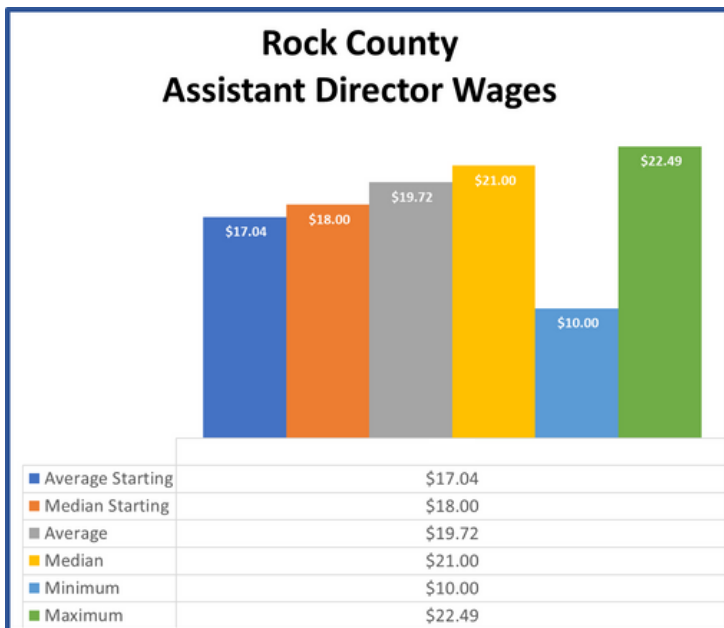
See the last page of this report for specific comments about staffing shortages

Rock County Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$20.65	\$21.00	\$24.45	\$25.00	\$10.00	\$53.87



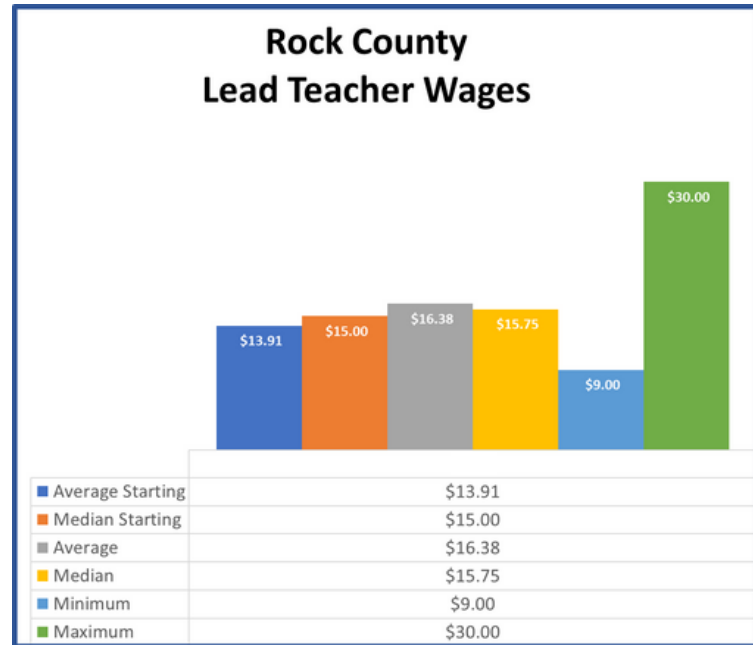
Rock County Assistant Director Wages



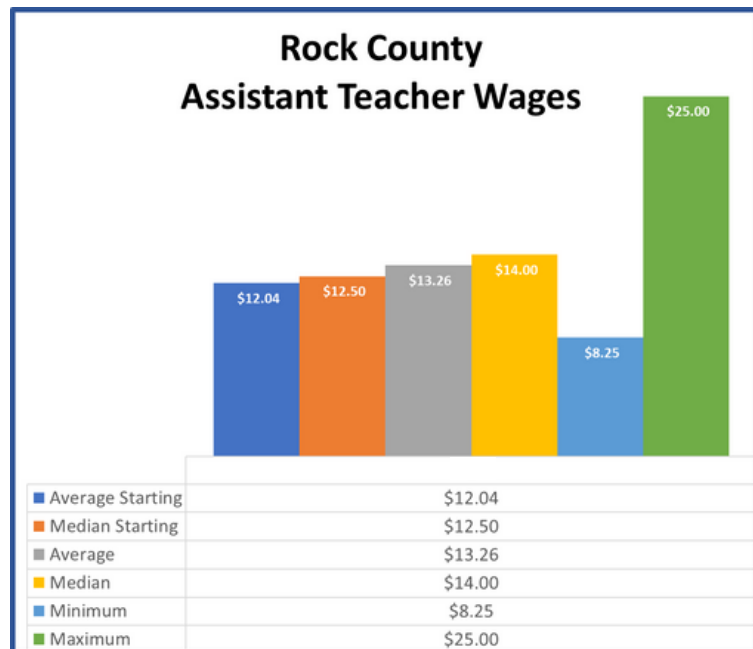
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$17.04	\$18.00	\$19.72	\$21.00	\$10.00	\$22.49

Rock County Lead Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$13.91	\$15.00	\$16.38	\$15.75	\$9.00	\$30.00



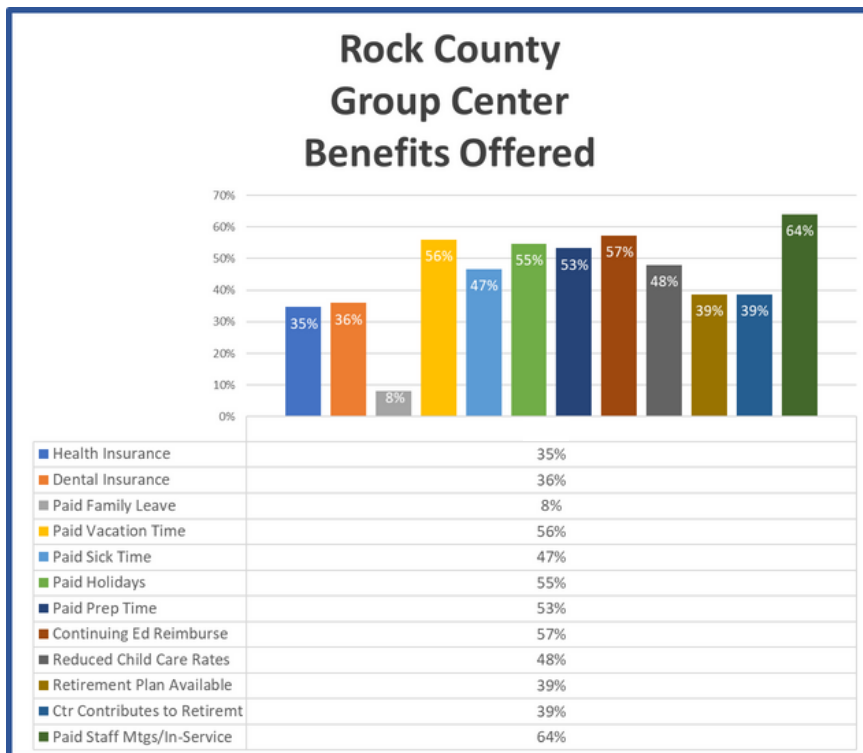
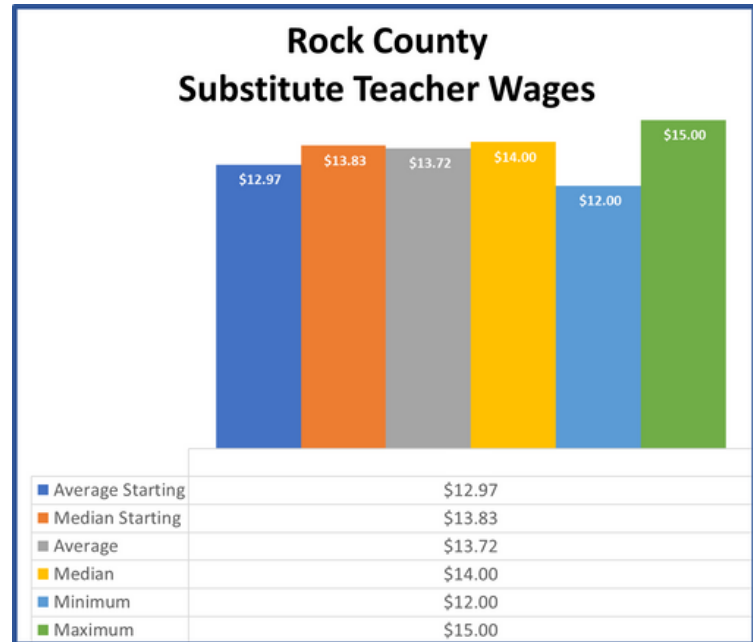
Rock County Assistant Teacher Wages



Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$12.04	\$12.50	\$13.26	\$14.00	\$8.25	\$25.00

Rock County Substitute Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$12.97	\$13.83	\$13.72	\$14.00	\$12.00	\$15.00

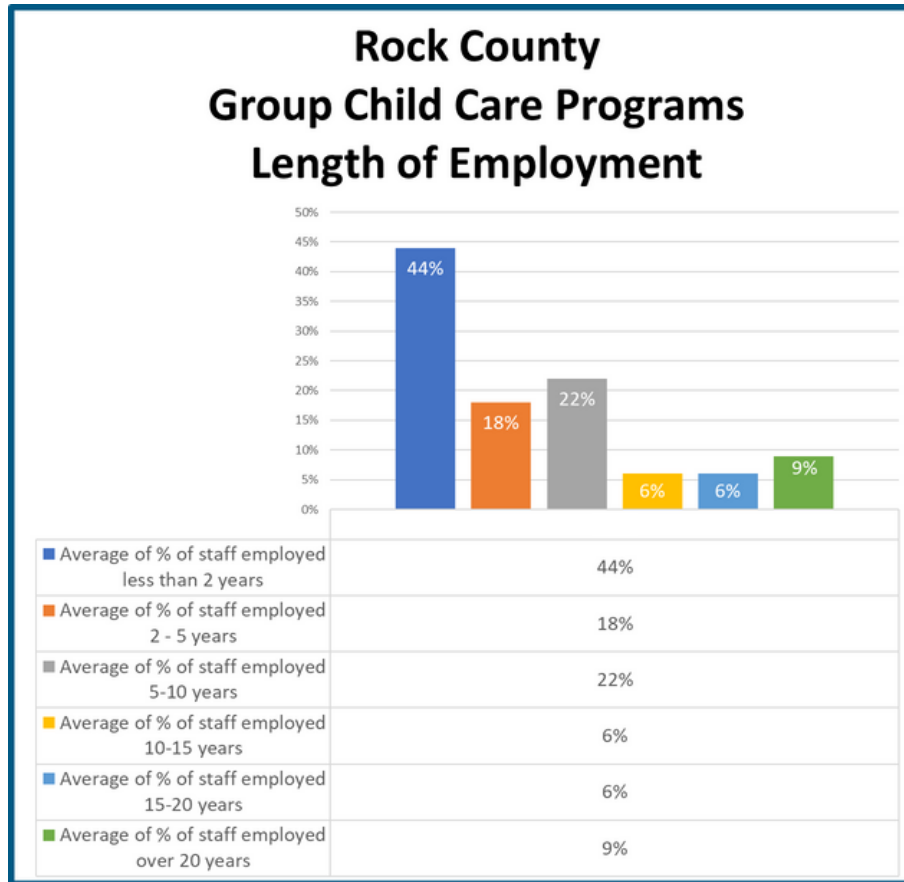


Rock County Group Center Benefits Offered

Health Insurance	Dental Insurance	Paid Family Leave	Paid Vacation Time	Paid Sick Time	Paid Holidays	Paid Prep Time	Continuing Ed Reimburse	Reduced Child Care Rates	Retirement Plan Available	Ctr Contributes to Retirement	Paid Staff Mtgs/In-Service
35%	36%	8%	56%	47%	55%	53%	57%	48%	39%	39%	64%
26	27	6	42	35	41	40	43	36	29	29	48

Rock 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
44%	18%	22%	6%	6%	9%



Rock County Group Child Care Programs Turnover Rate

	2022 Full-Time Teaching Staff Turnover Rate	2022 Part-Time Teaching Staff Turnover Rate
Rock County Group Child Care Programs	25%	31%

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.

- I was **unable to pay my staff** what I wanted to.
- **Parents can't afford** to pay what a teacher is worth. McDonalds, Kwik Trip is starting pay of \$15 & benefits. Childcare teachers are required to complete a lot of training. Districts can't keep Teachers even with benefits and pay.

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Key Findings

20 classrooms remained vacant **due to staffing shortages.**

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