

2023 Average Wages, Benefits, & Staffing

Sauk & Columbia Counties Group Center Child Care



- Data was combined for the counties of Sauk and Columbia due to the low number of group programs in these counties as well as a low return rate for individual counties.
- 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 **43% 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

57% indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

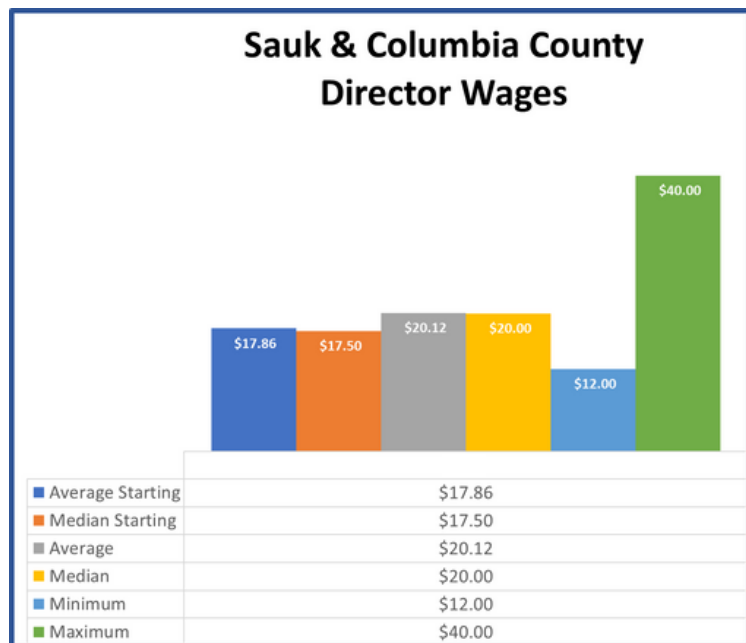
27% indicated they had **entire classrooms empty** because they **could not hire staff**.

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

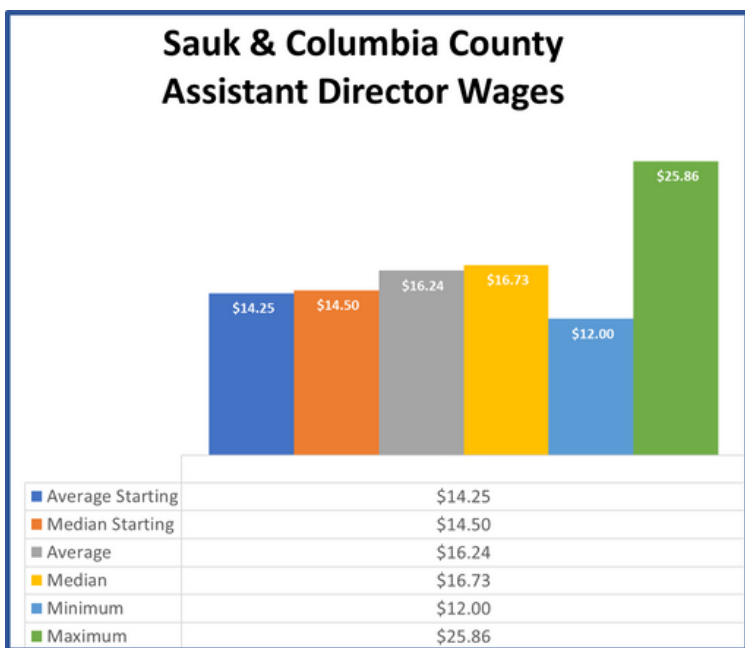
See the last page of this report for specific comments about staffing shortages

Sauk & Columbia Counties Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$17.86	\$17.50	\$20.12	\$20.00	\$12.00	\$40.00



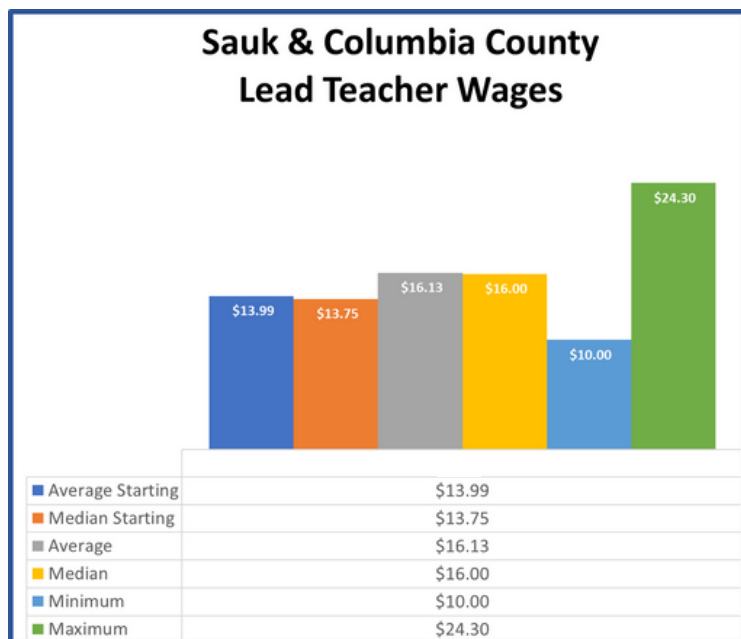
Sauk & Columbia Counties Assistant Director Wages



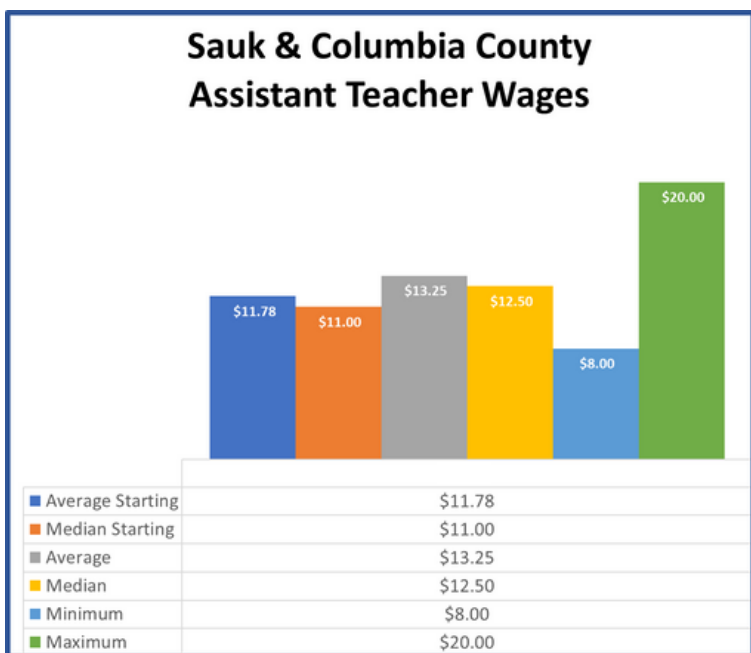
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$14.25	\$14.50	\$16.24	\$16.73	\$12.00	\$25.86

Sauk & Columbia Counties Lead Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$13.99	\$13.75	\$16.13	\$16.00	\$10.00	\$24.30



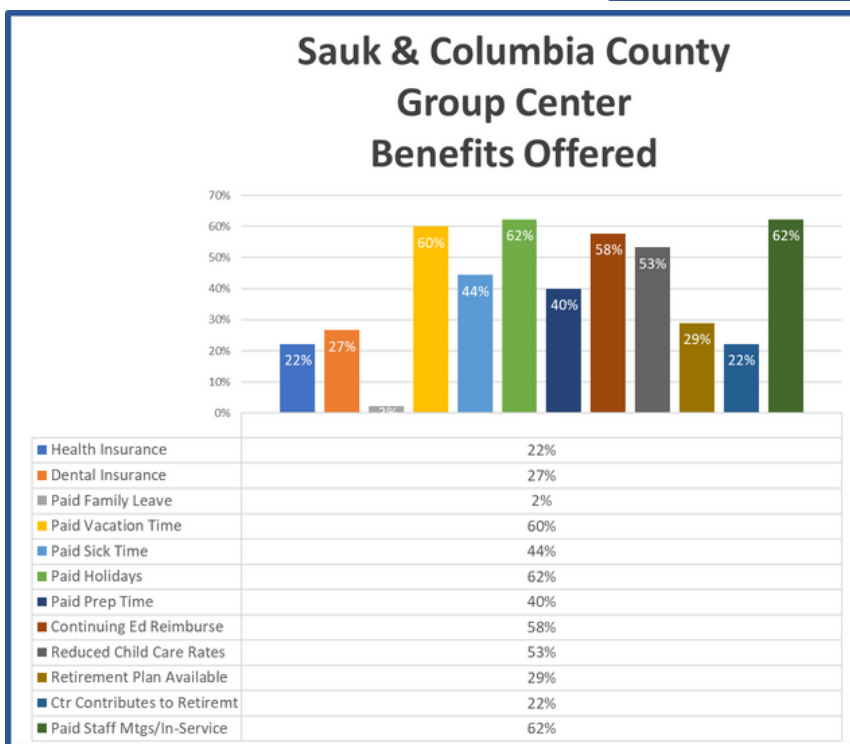
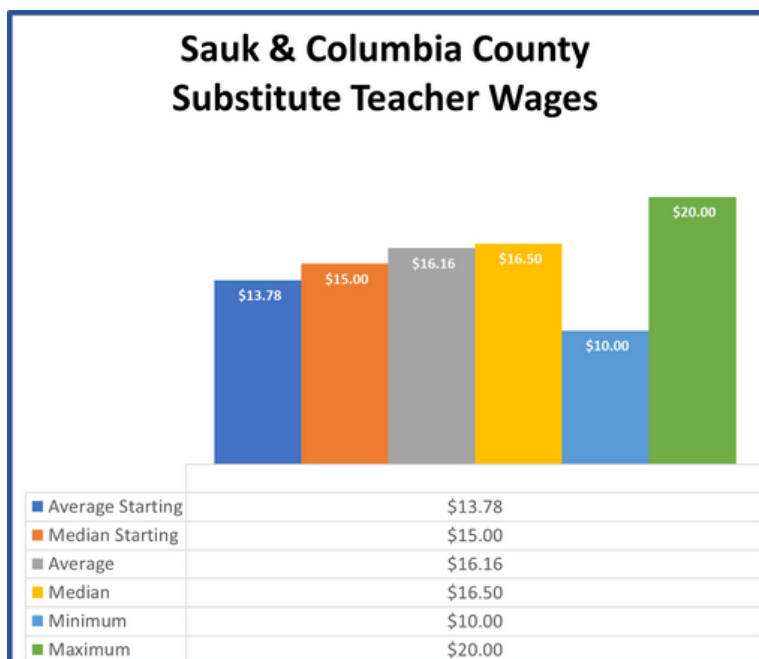
Sauk & Columbia Counties Assistant Teacher Wages



Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$11.78	\$11.00	\$13.25	\$12.50	\$8.00	\$20.00

Sauk & Columbia Counties Substitute Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$13.78	\$15.00	\$16.16	\$16.50	\$10.00	\$20.00

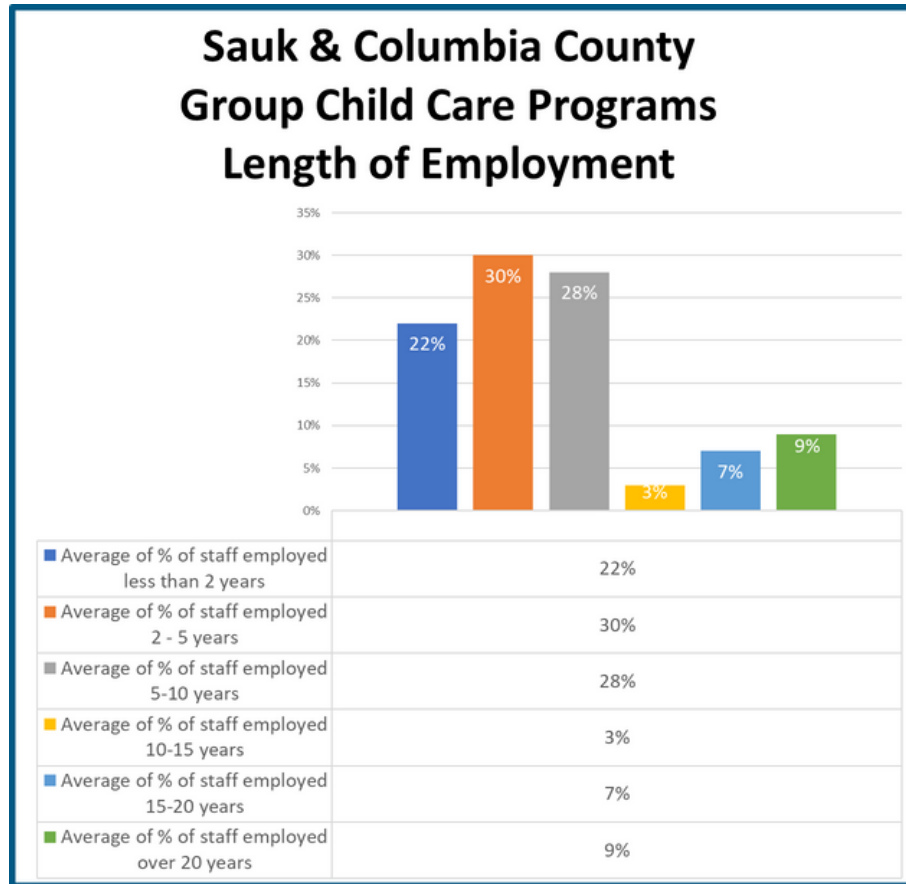


Sauk & Columbia Counties Group Center Benefits Offered

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
22%	27%	2%	60%	44%	62%	40%	58%	53%	29%	22%	62%
10	12	1	27	20	28	18	26	24	13	10	28

Sauk & Columbia Counties 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
22%	30%	28%	3%	7%	9%



Sauk & Columbia Counties Group Child Care Programs Turnover Rate

	2022 Full-Time Teaching Staff Turnover Rate	2022 Part-Time Teaching Staff Turnover Rate
Sauk & Columbia Counties Group Child Care Programs	39%	36%

2023

Sauk & Columbia Counties

Group Center Child Care

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.

- Our **staffing is low**, so we had to combine classrooms and **not take in children** due to low staffing.
- **Staff retention** is an issue. We cannot offer high enough wages to compete with other industries and the staff that are willing to work for the lower wage are **getting burnt out** while we search for employees that are willing to work and have proper skills.
- Always full with **waiting list for years**. Now we have **no staff** and are running at **half capacity**. Suffering from **burn out** and **depression**. Long hours and **little pay**. Can not even take time off as no one to cover. Never know when they are going home at end.
- I feel like **childcare is in high demand**, but the likelihood of getting good employees that stay are very few are far in-between. I just did a rate raise in January to help pay for increase in wages but that is a slippery slope, too.

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