



Center for the  
Childcare Workforce

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# Current Data on the Salaries and Benefits of the U. S. Early Childhood Education Workforce



## Table of Contents

Introduction.....	1
Methodology.....	4
A Comparison of Mean and Median Hourly Wages of Early Care and Education Staff .....	6
Figure 1. Mean and Median Hourly Wages of Early Care and Education Teaching Staff .....	7
Figure 2. A Comparison of Mean Hourly Wages Between Early Care and Education Professionals and Other Occupations .....	7
Early Care and Education Workforce Earnings in Perspective.....	8
Table 1. Rates of Increase of Early Care and Education Professionals and Others.....	8
Table 2. State-by-State Wages for Child Care Workers, Preschool and Kindergarten Teachers, 2003 .....	9
State and Local Salary and Benefits Data for the Early Care and Education Workforce, Collected in 2001 or Later .....	11
Appendix: Current Compensation, Benefits and Turnover Date of Early Care and Education Staff and Family Child Care Providers From Selected States, Collected in 2001 or Later .....	13
Alabama .....	13
Arizona .....	13
California.....	14
Connecticut .....	23
Delaware .....	24
District of Columbia.....	25
Florida .....	25
Hawaii.....	27
Illinois.....	28
Indiana .....	29
Iowa .....	29
Kansas.....	31
Kentucky.....	32
Maine.....	33
Maryland .....	33
Massachusetts .....	34
Michigan .....	34
Missouri.....	35
Nevada.....	35
New Mexico.....	36
North Carolina .....	36
North Dakota .....	37
Ohio .....	40
Oklahoma.....	41
Pennsylvania.....	42
Utah .....	43
Vermont.....	44
Wisconsin .....	45
Wyoming .....	46



## Introduction

**For the past several years, the Center for the Child Care Workforce, A Project of the American Federation of Teachers Educational Foundation (CCW/AFTEF), has produced this annual compendium to present the latest salary and benefits data for the early care and education workforce.** While each report has confirmed that the wages are low, benefits are minimal and turnover rates are high, it also has helped to highlight the link between high-quality early care and education for young children and high-quality jobs for those responsible for their care and education.

The benefits of high-quality early learning experiences are increasingly recognized as critical to children's success in the later school years and in life. The issues surrounding school readiness have received increased attention from K-12 educators, policymakers and advocates in recent years. While early care and education has not always been recognized as an authentic component of the broader education system, that is rapidly changing as researchers, policymakers, other educators and the public come to understand the value that high-quality early learning adds to children's opportunities for school success and accomplishments in life.

Changes in public policy, especially greater interest in and funding for early childhood programs such as universal prekindergarten (UPK), have directed significant attention to how to prepare young children for academic success. For example, passage of the No Child Left Behind (NCLB) Act has placed added demands on public schools – including superintendents, school districts, principals, school administrators, unions and classroom teachers themselves – to demonstrate students' academic success as early as third grade. There is widespread recognition, both within and outside of the early childhood field, that early childhood services provide the foundation upon which education and schooling are built. While change has been incremental, it is rooted in a significant shift in perspectives and priorities related to early care and education during the past five years.

### *Increased Investment in Early Care and Education*

A growing body of research shows that children who have productive and positive early childhood experiences are better prepared for school, both socially and cognitively. Numerous studies have drawn attention to the latest research findings on early brain development, including that the early years of a child's life, particularly the first three years, contain crucial developmental milestones. It is now clear that the foundation for future learning, including the acquisition of key cognitive, physical and social-emotional skills, is laid well before a child enters elementary school.<sup>1</sup>

As a result, state and national leaders and policymakers are exploring new investments in early care and education – particularly the creation of “universal” or widely accessible prekindergarten programs. More than 40 states and the District of Columbia have implemented, or are developing, state-funded pre-K programs. Head Start, the country's only federal early care and education program, also continues to

demonstrate success in preparing children for school.

Due to these shifts in discourse and policy, public focus on the early care and education workforce has intensified, and expectations surrounding the recruitment and retention of highly qualified staff have increased. Recognizing that the presence of a consistent, well-trained and well-compensated workforce is the cornerstone of high-quality early care and education, the status of this workforce is being more carefully examined.

### *Raising Teacher Qualifications*

Recent research has indicated that children in early care and education are better prepared for school when their teachers have higher levels of education and specialized training.<sup>2</sup> As a result, specific efforts are being made to increase the educational levels of early care and education teachers.

Federal policymakers are exploring legislative language to increase the quality of early care and education by mandating increases in the educational levels of early care and education teachers. Both houses of Congress, for example, include language in their proposed versions of the Head Start Reauthorization Act that would raise the requirements of teachers by demanding higher levels of education. Additionally, organizations such as the National Association for the Education of Young Children (NAYEC), which administers a voluntary accreditation system, are turning greater attention to the educational levels of teaching staff in assessing program quality.

Despite efforts to increase educational requirements and improve investment in the early care and education workforce, little progress has been made in identifying stable financing vehicles, and the extent to which implementation is effective is unclear. Plans to make training feasible and accessible in Head Start, state pre-K and other preschool – including loan programs, scholarships and other workforce supports – are still for the most part in very preliminary stages. Additionally, well-funded efforts, which include linking higher qualifications to better compensation so that better-trained teachers and providers can remain in the field, have yet to be adequately addressed.

### *Recruitment and Retention Strategies*

In the last five years, many states and communities have developed or expanded initiatives focused on recruiting and retaining qualified early care and education teaching staff – including training and professional development programs linked to financial rewards.

Scholarship programs that help teachers increase their education by providing financial assistance with tuition, materials or other related costs are increasingly used as a strategy to address recruitment and retention. The T.E.A.C.H.<sup>TM</sup> Early Childhood Project, for example, first instituted as a statewide initiative in North Carolina and now operating in more than 20 states, has become a popular model for providing educational scholarship opportunities for staff working in regulated early care and education centers and homes. Once T.E.A.C.H.<sup>TM</sup> participants have reached their educational goals, they receive either a salary increase of 3 to 5 percent or a bonus for each contract period they stay in the program.

Other initiatives offer stipends or salary enhancements to encourage staff to increase their educational levels. The number of states offering some form of wage incentive program has doubled to 15 since 2001 – including such efforts as Compensation and Recognition Encourage Stability (CARES) in California and the Child Care W.A.G.E.\$® program in North Carolina.

### *Lack of Change*

Despite the developments and increased attention to early care and education, results from this report reveal that investments made specifically to the workforce remain minimal. Wages remain low and turnover continues to rise. Little progress has been made in increasing the wages of the early care and education workforce.

Sustained change will require multiple stakeholders, including early care and education professionals, parents, legislators, unions, employers and others who understand the importance of high-quality services for young children, working together on numerous fronts. Pathways must be created to boost teacher's education and training, policies focused to address critical recruitment and retention issues such as wages, benefits and overall working conditions, and resources secured and targeted to adequately fund a high-quality early care and education system.

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<sup>1</sup> Masse, L. N., & Barnett, W. S. (2002). *A benefit-cost analysis of the Abecedarian Early Childhood Intervention*. New Brunswick, NJ: National Institute for Early Education Research, Rutgers University.

Reynolds, A., Temple, J., Robertson, D., & Mann, E. (2002). *Age 21 Cost-benefit analysis of the Title I Chicago Child-Parent Centers*. Madison, WI: University of Wisconsin (Institute for Research on Poverty Discussion Paper #1245-02).

Shonkoff, J., & Phillips, D. (Eds.). (2000). *From neurons to neighborhoods: The science of early child development*. Washington, DC: National Academies Press.

Shore, R. (1997, Revised 2003). *Rethinking the Brain*. New York: Families and Work Institute.

<sup>2</sup> Barnett, W. S. (2003). "Better teachers, better preschools: Student achievement linked to teacher qualifications." *Preschool Policy Matters* (No. 2). New Brunswick, NJ: National Institute for Early Education Research, Rutgers University.

Whitebook, M. (2003). *Early education quality: Higher teacher qualifications for better learning environments. A review of the literature*. Berkeley, CA: Center for the Study of Child Care Employment, University of California at Berkeley.

## Methodology

This report presents the most recent salary and benefits data available for the U.S. early care and education workforce. Although such data are not collected comprehensively or consistently across the country, certain types of occupational information are collected by the federal Bureau of Labor Statistics (BLS), and a number of independent studies have been conducted of early care and education salary and benefits at the state and local levels.

BLS conducts the Occupational Employment Statistics (OES) survey, which measures employment and wage rates of more than 700 occupations in the United States. In November 2002, the BLS began collecting data semi-annually and reporting results in November and May of each year. The data are used widely and offer the most recent national profile of staff wages in early care and education. The OES is the source of data for the state-by-state comparison of mean hourly and mean annual wages presented below.

In addition, in late 2003 and early 2004, staff from CCW/AFTEF contacted research and advocacy organizations within the states to identify recent independent studies that report on early care and education salaries and benefits. These regional, state and community data capture more targeted information during or after 2001 about the workforce in specific locales, and appear in the appendix.

Despite our efforts to illustrate nationally representative data, variations in research design, methodology, definitions and types of programs surveyed make it difficult to compare findings across studies. Lack of consensus within the early care and education field regarding titles for teaching staff is reflected in pervasive inconsistencies in defining the role of teaching in center-based programs. For example, among different surveys, teaching staff doing similar work may be referred to as “teacher,” “lead teacher” or “teacher director.”

Further complicating efforts to compare data, the OES survey describes early care and education staff as either “preschool teachers” or “child care workers.”<sup>3</sup> A *preschool teacher* is defined by the BLS as a person who instructs children (normally up to five years of age) in a preschool program, child care center or other child development facility, in activities designed to promote social, physical and intellectual growth in preparation for elementary school. A *child care worker* is defined as a person who attends to children at schools, places of business, private households and child care institutions, performing such duties as dressing, feeding, bathing and overseeing play. These definitions, however, tend to perpetuate a misleading distinction between the “educational” and “caregiving” aspects of early care and education, which are almost always combined in anyone’s work with young children. Somewhat more appropriately, state and local surveys tend to use the titles of “director,” “teacher” and “assistant teacher,” which are more commonly used in the field.

Although there are considerable variations in types of settings among early care and education programs, most surveys aggregate their data across *all* program types and regions, making it impossible to study such variations as for-profit vs. nonprofit

centers, or infant/toddler vs. preschool or school-age programs. In addition, while we have attempted to offer a comprehensive representation of the entire workforce, less information is available about family child care providers than about center-based staff.

In the appendix, we have presented data on benefits and annual turnover rates among early care and education staff. Turnover rates are calculated by dividing the number of staff (by position) who left a center in a single year by the total number of staff employed in the center in that position. The benefits data include, where available, the percentage of staff receiving health insurance and pension/retirement plans.

Recent research indicates a strong correlation between the level of education of teaching staff and the quality of teaching. Because teachers with higher levels of education also tend to receive higher wages,<sup>4</sup> some states are beginning to collect wage data for staff at different levels of education or certification in order to compare wages among highly educated and less well-educated staff. This information, where available, is listed in the appendix.

Further, it is important to emphasize that these data about current average wages and benefits in early care and education should not be construed as recommendations of what the early care and education workforce ought to be paid. In fact, with annual job turnover rates hovering between 25 and 40 percent throughout the country, current market wages in the field have clearly been insufficient for retaining a skilled workforce or guaranteeing stable, high-quality services for children and families. These predominately female workers – many of whom are parents of young children themselves, better-educated than the general population, and/or women of color – suffer from a higher concentration of poverty-level jobs than almost any other occupation in the United States.<sup>5</sup> Early care and education programs are much more successful at retaining skilled staff when they model their wage scales after the salaries of workers in other fields who have comparable levels of education and training.<sup>6</sup>

This compendium represents the best information available at the present time, but also points to the need for consistent, reliable and comprehensive data collection about this workforce. The information in this report can serve as an important tool for teachers and other educators, providers, program directors, advocates, union leaders and policymakers in developing policies and initiatives to improve compensation in the early care and education field.

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<sup>3</sup> The BLS collects early care and education workforce data through numerous surveys in addition to the Occupational Employment Statistics (OES) Survey, and uses such occupational titles for child care center employees as aides, child care assistants, day care assistants, teacher assistants, child care attendants, day care attendants and early childhood teacher assistants.

<sup>4</sup> Whitebook, M. (2003). *Early education quality: Higher teacher qualifications for better learning environments. A review of the literature*. Berkeley, CA: Center for the Study of Child Care Employment, University of California at Berkeley.

<sup>5</sup> T.R. Swartz and K.M. Weiger, Eds. *America's Working Poor: 1980-1990*. Notre Dame, IN: University of Notre Dame Press, 1995.

<sup>6</sup> See *Creating Better Child Care Jobs: Model Work Standards for Teaching Staff in Center-Based Child Care* (Center for the Child Care Workforce, 1998) and *Creating Better Family Child Care Jobs: Model Work Standards* (Center for the Child Care Workforce, 1999), which offer more detailed guidance about appropriate child care wages, benefits and job conditions, and how to estimate a self-sufficiency or living wage for one's community.

## A Comparison of Mean and Median Hourly Wages of Early Care and Educational Staff

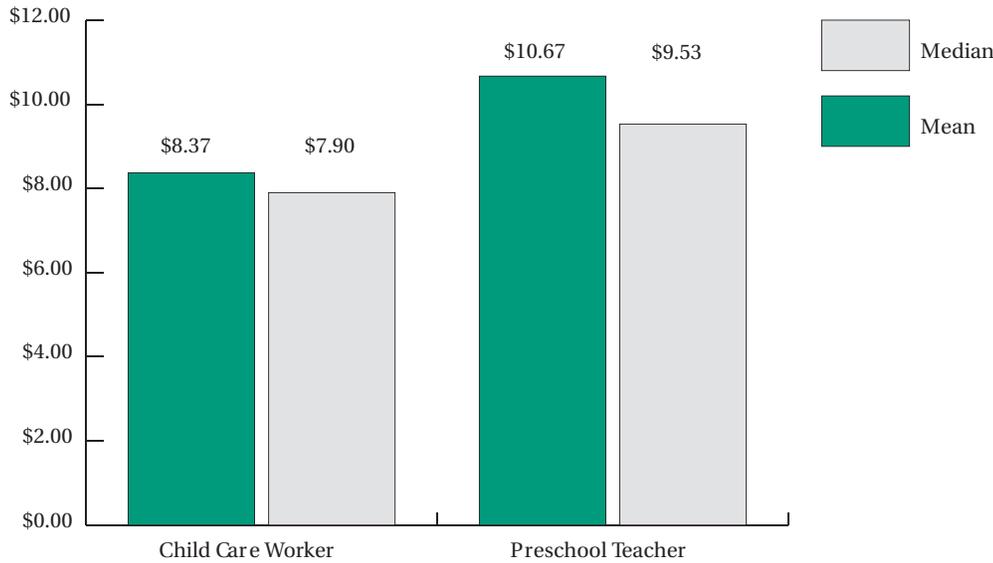
The most recent mean and median hourly wages for child care workers and preschool teachers, as reported by the Bureau of Labor Statistics for 2003, appear in Figure 1. The *mean wage* is the average of all reported wages, while the *median wage* lies at the midpoint of all reported wages. Half of all wages earned by U.S. child care workers fall below the *median* of \$7.90, for example, and half are above. The *mean* hourly wage for all U.S. child care workers is \$8.37.

Mean wage figures can be skewed upward by a few reports of high wages, and therefore tend to be somewhat higher than median wages. Median wage figures may be a more typical representation of what workers earn. Yet, most surveys collect the average wage, and therefore, data are typically represented as averages in this report.

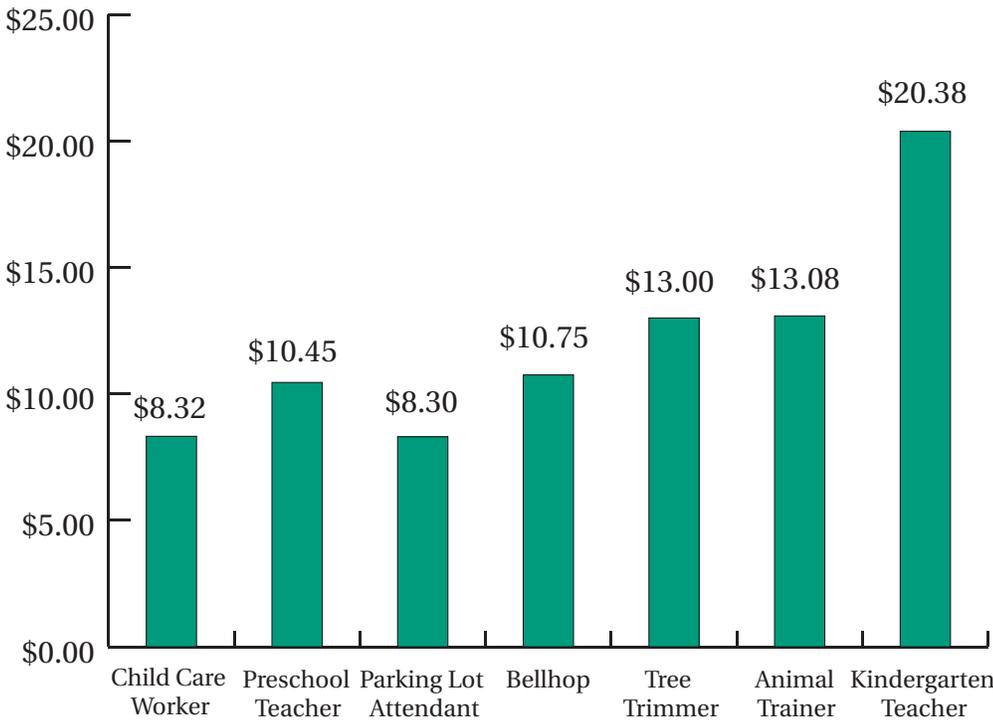
### *Highlights from BLS's Occupational Employment Statistics (OES) Survey, 2003*

- The mean hourly wage for preschool teachers was \$10.67.
- The median hourly wage for preschool teachers was \$9.53.
- The mean hourly wage for child care workers was \$8.37, representing a slight (0.6 percent) increase over the previous year's mean hourly wage of \$8.32.
- The median hourly wage for child care workers was \$7.90.
- The mean hourly wage for preschool teachers ranged from \$7.26 (Idaho) to \$13.33 (New Jersey).
- The mean hourly wage for child care workers in the United States (not including Puerto Rico or Washington, D.C.) ranged from \$6.81 (Louisiana and West Virginia) to \$10.45 (Massachusetts).
- Wages for child care workers have decreased in 12 states (Alabama, Delaware, Georgia, Kentucky, Missouri, New Hampshire, New Jersey, Ohio, South Carolina, South Dakota, Texas, Utah) and Washington, D.C., since 2002.
- Wages for preschool teachers have decreased in 12 states (Alaska, Idaho, Louisiana, Maryland, Missouri, Montana, New York, Ohio, Pennsylvania, South Carolina, Utah, Vermont) and Washington, D.C., since 2002.
- Only 18 occupations out of 770 surveyed by the BLS reported having lower mean wages than child care workers. Those who earned higher wages included service station attendants, bicycle repairers and locker room attendants.

**Figure 1.**  
**Mean and Median Hourly Wages of Early Care and Education Teaching Staff\***



**Figure 2.**  
**A Comparison of Mean Hourly Wages Between Early Care and Education Professionals\* and Other Occupations**



\* Child Care workers and preschool teachers are job titles defined by the Bureau of Labor Statistics. For more information about occupational classifications, see page 4.

## Early Care and Education Workforce Earnings in Perspective

The OES has developed and uses occupational title definitions (expanded in 1999) that include the job categories of management, business, architecture, science, community/social service, legal, education, arts, healthcare, healthcare support, protective service, food preparation, maintenance, personal care, sales, clerical, agriculture, construction, installation/repair, production and transportation.

Further complicating the task of assessing the data on the early care and education workforce, “preschool teachers” are included in the education, training and library category, while “child care workers” are included in the personal care and services category. Employees of before- and after-school programs may be included in the “child care worker” category or in other categories, such as “teacher aides,” whose category also includes K-12 classroom assistants and aides.

Fewer than 1 percent of the “education” occupations, among which preschool teachers are classified, earn a mean wage of less than \$10 per hour, whereas 87 percent of education workers earn a mean wage above \$20 per hour. Child care workers are at the low end of the wage range for all occupations surveyed by the OES (Figure 2) and are included in the “personal care and services” category, in which 42 percent of workers earn less than \$10 per hour.

Table 1 highlights recent wage increases in several occupations as identified by the Bureau of Labor Statistics, and indicates that wages rose at higher rates in other occupations between 2002 and 2003 than in early care and education. Table 2 presents the mean and median hourly and annual wages for child care workers and preschool teachers, and the mean annual salary for kindergarten teachers, in the 50 states, Washington, D.C. and Puerto Rico.

**Table 1.**  
*Rates of Increase of Early Care and Education Professionals and Others*

	2002	2003	% change
Child Care Worker*	\$8.32	\$8.37	0.6%
Preschool Teacher	\$10.45	\$10.67	2%
Kindergarten Teacher**	\$20.22	\$20.37	0.7%
Parking Lot Attendant	\$8.30	\$8.50	2.4%
Taxi Driver	\$10.01	\$10.22	2%
Service Station Attendant	\$8.54	\$8.71	1.9%
Bicycle Repairer	\$9.62	\$9.99	3.7%

\* Child care workers, preschool teachers and kindergarten teachers are job titles defined by the Bureau of Labor Statistics. For more information about these occupational classifications, see page 4.

\*\* Hourly wage rates were not reported for kindergarten teachers by BLS. This hourly wage is based on a typical 2,080-hour work year.

Source: Bureau of Labor Statistics, 2003 State Occupational Employment and Wage Data. 2004

**Table 2.**  
**State-by-State Wages for Child Care Workers, Preschool and**  
**Kindergarten Teachers, 2003**

State	Child Care Workers*		Preschool Teachers*		Kindergarten Teachers*
	Mean Hourly/ Mean Annual	Median Hourly	Mean Hourly/ Mean Annual	Median Hourly	Mean Annual
Alabama	\$6.92/\$14,390	\$6.54	\$9.15/\$19,030	\$8.30	\$39,250
Alaska	\$9.27/\$19,270	\$8.50	\$12.32/\$25,620	\$10.85	\$44,250
Arizona	\$7.71/\$16,030	\$7.53	\$9.93/\$20,650	\$8.63	\$37,760
Arkansas	\$6.74/\$14,020	\$6.54	\$8.92/\$18,550	\$7.94	\$34,360
California	\$9.81/\$20,410	\$9.14	\$11.80/\$24,540	\$10.72	\$50,370
Colorado	\$8.70/\$18,090	\$8.48	\$10.88/\$22,640	\$10.18	\$39,280
Connecticut	\$9.83/\$20,440	\$9.02	\$12.26/\$25,500	\$10.43	\$51,000
Delaware	\$8.18/\$17,010	\$7.84	\$10.16/\$21,140	\$9.05	\$48,300
District of Columbia	\$8.96/\$18,640	\$8.40	\$11.96/\$24,870	\$11.98	\$33,650
Florida	\$7.40/\$15,380	\$7.07	\$10.33/\$21,480	\$8.94	\$41,690
Georgia	\$7.33/\$15,240	\$7.10	N/A**	N/A**	\$42,010
Hawaii	N/A***	N/A***	\$11.23/\$23,360	\$11.03	\$41,620
Idaho	\$7.63/\$15,870	\$7.41	\$7.26/\$15,100	\$6.92	\$23,400
Illinois	\$9.19/\$19,120	\$8.65	\$10.76/\$22,370	\$9.94	\$36,180
Indiana	\$8.21/\$17,070	\$7.93	\$9.35/\$19,440	\$8.56	\$40,680
Iowa	\$7.32/\$15,230	\$6.86	\$9.06/\$18,850	\$8.23	\$33,480
Kansas	\$7.80/\$16,230	\$7.72	\$10.46/\$21,750	\$9.79	\$33,750
Kentucky	\$7.56/\$15,720	\$7.43	\$9.26/\$19,270	\$8.12	\$39,550
Louisiana	\$6.81/\$14,170	\$6.47	\$9.71/\$20,200	\$8.79	\$35,530
Maine	\$8.30/\$17,270	\$7.99	\$10.26/\$21,350	\$9.76	\$38,270
Maryland	\$9.62/\$20,000	\$9.00	\$10.65/\$22,150	\$10.01	\$42,200
Massachusetts	\$10.45/\$21,730	\$10.00	\$11.89/\$24,740	\$11.04	\$48,040
Michigan	\$9.06/\$18,840	\$8.68	\$11.49/\$23,890	\$10.53	\$44,840
Minnesota	\$8.39/\$17,460	\$7.96	\$12.30/\$25,590	\$11.78	\$41,350
Mississippi	\$7.09/\$14,750	\$6.69	\$9.49/\$19,740	\$8.57	\$30,270
Missouri	\$7.83/\$16,290	\$7.39	\$9.52/\$19,800	\$8.67	\$32,790
Montana	\$7.48/\$15,550	\$7.23	\$9.00/\$18,730	\$7.72	\$33,980
Nebraska	\$7.54/\$15,680	\$7.29	\$10.24/\$21,290	\$9.18	\$38,850
Nevada	\$8.14/\$16,920	\$7.73	\$9.23/\$19,190	\$8.36	\$34,750
New Hampshire	\$8.55/\$17,790	\$8.51	\$10.41/\$21,660	\$9.98	\$33,820
New Jersey	\$8.41/\$17,500	\$8.05	\$13.33/\$27,720	\$12.11	\$46,690
New Mexico	\$7.49/\$15,590	\$6.89	\$9.10/\$18,930	\$7.77	\$35,830
New York	\$9.95/\$20,700	\$9.96	\$12.70/\$26,420	\$11.09	\$60,450
North Carolina	\$8.06/\$16,770	\$7.87	\$8.78/\$18,260	\$8.12	\$36,370
North Dakota	\$7.68/\$15,980	\$7.05	\$8.92/\$18,560	\$8.09	\$29,250

State	Child Care Workers*		Preschool Teachers*		Kindergarten Teachers*
	Mean Hourly/ Mean Annual	Median Hourly	Mean Hourly/ Mean Annual	Median Hourly	Mean Annual
Ohio	\$8.14/\$16,930	\$7.75	\$9.16/\$19,040	\$8.42	\$43,590
Oklahoma	\$7.03/\$14,620	\$6.70	\$8.84/\$18,390	\$7.92	\$29,000
Oregon	\$8.63/\$17,950	\$8.07	\$11.04/\$22,960	\$10.42	\$39,340
Pennsylvania	\$8.28/\$17,230	\$7.77	\$10.18/\$21,180	\$9.28	\$42,880
Puerto Rico	\$6.47/\$13,450	\$6.28	\$8.40/\$17,470	\$8.25	\$20,390
Rhode Island	\$9.33/\$19,400	\$9.00	\$12.93/\$26,890	\$12.78	\$46,930
South Carolina	\$7.08/\$14,720	\$6.95	\$8.73/\$18,150	\$7.59	\$38,990
South Dakota	\$7.20/\$14,980	\$7.05	\$10.77/\$22,410	\$10.53	\$30,570
Tennessee	\$7.21/\$15,010	\$6.84	\$8.16/\$16,970	\$7.24	\$34,240
Texas	\$7.14/\$14,860	\$6.70	\$10.47/\$21,790	\$8.49	\$39,040
Utah	\$7.24/\$15,060	\$7.03	\$9.15/\$19,030	\$8.50	\$33,430
Vermont	\$9.04/\$18,810	\$8.35	\$11.27/\$23,430	\$9.73	\$39,880
Virginia	\$8.29/\$17,230	\$7.75	\$10.77/\$22,410	\$8.73	\$40,980
Washington	\$8.77/\$18,240	\$8.30	\$11.10/\$23,090	\$10.33	\$40,330
West Virginia	\$6.81/\$14,170	\$6.59	\$9.20/\$19,140	\$7.66	\$37,320
Wisconsin	\$8.30/\$17,250	\$7.99	\$10.12/\$21,050	\$8.92	\$37,190
Wyoming	\$7.34/\$15,260	\$6.82	\$9.03/\$18,790	\$8.24	\$36,080

\* Child care workers, preschool teachers and kindergarten teachers are job titles defined by the Bureau of Labor Statistics. For more information about these occupational classifications, see page 4.

\*\* 2003 data were not reported. The mean wage reported for 2002 was \$9.46. The median wage was \$8.18.

\*\*\* 2003 data were not reported. The mean wage reported for 2002 was \$7.35. The median wage was \$6.66.

Source: Bureau of Labor Statistics, 2003 State Occupational Employment and Wage Data. 2004

## State and Local Salary and Benefits Data for the Early Care and Education Workforce, Collected in 2001 or Later

The appendix summarizes state and local data about the early care and education workforce – including wages, benefits and turnover – collected since 2001 by CCW/ AFTEF or by other researchers and organizations. The year cited in this summary is the year in which data were collected, not necessarily when the report was published.

In most studies summarized in the appendix, data were collected in written surveys completed by center directors. In some cases, teachers or assistant teachers completed these surveys. Family child care providers typically were interviewed directly to determine their net income and health insurance coverage.

### *Definitions*

When available, the appendix describes the wages and benefits of directors, teachers and assistant teachers. Directors are defined as center staff whose primary responsibilities are administrative, and who supervise classroom teaching staff and other center employees. Teachers are defined as those who have primary responsibility for a classroom or group of children, and who often are responsible for supervising other staff. Assistant teachers are defined as those who work under a teacher's supervision.

### *Wages*

Teaching staff and director compensation is most often reported as an average lowest wage and average highest wage. The average lowest wage represents the mean of the lowest wages offered in a state or community by a sample of child care centers for a specified position, such as teacher or assistant teacher. Similarly, the average highest wage represents the means of the highest wages offered by a sample of centers for a specified position. When wage data in this form are not available, we report comparable data as much as possible, e.g., average annual salaries or wage ranges.

Although family child care providers, as self-employed workers, do not receive wages, some researchers calculate an average wage based on their net incomes and the hours providers work. Unless specified, reported family child care wages or annual salaries reflect providers' net income after expenses.

The data on “average wages” of early care and education staff should be interpreted with caution. When data are grouped under “average lowest hourly wage” and “average highest hourly wage,” it is important to note that the majority of teachers and providers are paid at the lower end of the scale, with only a small number earning the highest-level incomes – a disparity which tends to produce inflated estimates of overall average wages.

### *Benefits*

In general, we report the percentage of centers that offer health insurance and pension/retirement insurance to teachers and assistants. These benefits, when offered by child care centers to employees, may be fully or partially paid. “Fully-paid” health insurance indicates that employers cover the full cost of employees’ premiums, while “partially-paid” health insurance indicates a sharing of premium costs between employers and employees. Unless specified, coverage describes benefits received by full-time staff.

For family child care providers, whenever possible, we report the source of the health insurance plan – whether it is purchased as an individual plan or received through another member of the provider’s household.

### *Turnover*

Turnover rates reflect the annual percentage of staff departures by position. The rates reflected in this report were calculated by dividing the number of staff by position who left the center in a single year by the total number of staff employed in the center in that position.

## Appendix.

### Current Compensation, Benefits and Turnover Date of Early Care and Education Staff and Family Child Care Providers From Selected States, Collected in 2001 or Later

#### Alabama

Statewide, 2002

Position	Average Hourly Wage Range
Teacher	\$5.15-\$7.00
Family Child Care Provider	Less than \$25,000/Annual Net

% of Staff* Who Receive Benefits as Part of Compensation	Benefits
2%	Health Insurance (fully paid)
8%	Health Insurance (partially paid)
14%	Retirement Plan (partially paid)
23%	No Health Insurance

\* This represents both full-time and part-time staff.

Alabama Partnership for Children and Alabama Department of Human Resources (2003). 2002 Alabama Child Care Workforce Study. Montgomery, Ala: Alabama Partnership for Children.

#### Arizona

Statewide, 2001

Position	Median Starting Hourly Wage	Median Highest Hourly Wage
Director	\$11.50	\$15.45
Teacher	\$7.00	\$9.78
Assistant	\$6.50	\$8.00

Maricopa County Office of Research and Reporting, (2001). Arizona Wage and Benefit Survey of Child Care/Early Childhood Education Center Based Personnel. A Report for the Governor's Division for Children. Tempe (Ariz.) Association of Supportive Child Care.

## California

Alameda County, 2001

### Centers:

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Net Annual Earnings	Median Wage	Annual Turnover Rate
Director	\$19.66	\$24.61	n/a	n/a	n/a
Teacher	\$10.42	\$14.86	n/a	n/a	22%
Assistant	\$8.31	n/a	n/a	n/a	29%

### Family Child Care Providers:

Position	Net Annual Earnings	Median Hourly Wage
Small-Home* Provider	\$8,363	n/a
Large-Home** Provider	\$17,489	n/a
Small-Home Assistant	n/a	\$9.19
Large-Home Assistant	n/a	\$8.15

### Benefits:

84 percent of family child care providers have health insurance, 57 percent of whom were covered through a family member.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children six years of age or older, they can care for up to 12 children, four of whom can be infants.)

*A Profile of the Alameda County Child Care Center Workforce: 1995-2001*, prepared by the Center for the Child Care Workforce for the Alameda County Child Care Planning Council, Oakland, Calif.

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in Alameda County*. Washington, D.C.: Center for the Child Care Workforce.

Kern County, 2001

*Centers:*

Position	Annual Turnover Rate
Teacher	21%
Assistant	19%

*Family Child Care Providers:*

Position	Net Annual Earnings	Median Hourly Wage
Small-Home* Provider	\$5,632	n/a
Large-Home** Provider	\$11,166	n/a
Assistant	n/a	\$6.68

*Benefits:*

79 percent of family child care providers have health insurance, two-thirds of whom are covered by another family member.

3 percent of family child care assistants have health insurance. 15 percent receive other monetary benefits, including partially or fully paid vacation, holidays and sick leave as part of their compensation package.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children ages six or older, they can care for up to 12 children, four of whom can be infants.)

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2003). *California Child Care Workforce Study. Center-Based Child Care Staff in Kern County*. Washington, D.C.: Center for the Child Care Workforce.

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in Kern County*. Washington, D.C.: Center for the Child Care Workforce.

## Monterey County, 2001

### Centers:

Position	Annual Turnover Rate
Teacher	28%
Assistant	25%

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2003). *California Child Care Workforce Study. Center-Based Child Care Staff in Kern County*. Washington, D.C.: Center for the Child Care Workforce.

### Family Child Care Providers:

Position	Net Annual Earnings	Median Hourly Wage
Small-Home* Provider	\$6,445	n/a
Large-Home** Provider	\$12,940	n/a
Assistant	n/a	\$6.94

### Benefits:

71 percent of family child care providers have health insurance, two-thirds of whom are covered by a family member.

13 percent of family child care assistants have health insurance. 15 percent receive other monetary benefits, including partially or fully paid vacation, holidays and sick leave as part of their compensation package.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children ages six or older, they can care for up to 12 children, four of whom can be infants.)

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in Kern County*. Washington, D.C.: Center for the Child Care Workforce.

Orange County, 2001

*Centers:*

Position	Average Starting Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$14.39	\$18.00	n/a
Teacher	\$9.00	\$12.95	45%
Assistant	\$7.00	\$9.00	25%

*Benefits:*

74 percent of centers offered health insurance to teachers, and 64% offered health insurance to assistants. The report does not specify whether the insurance was fully or partially paid.

Early Care and Education Salary Survey, prepared by the Social Science Research Center, California State University for Orange County's United Way. Irvine, Calif.

San Benito County, 2001, 2003

*Centers (2003):*

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher with a BA or above	\$11.50	\$12.25
Teacher with an AA	\$12.00	\$15.93
Teacher with 24 or more units	\$8.50	\$12.47
Teacher with 12-23 ECE units	\$10.50	\$12.00
Assistant with 24 or more units	\$9.21	\$9.21
Assistant with 12-23 ECE units	\$9.97	\$10.30
Assistant with 6-11 ECE units	\$9.00	\$9.00
Assistant with fewer than 6 ECE units	\$8.65	\$9.05

Position	Annual Turnover Rate
Teacher	23%
Assistant	16%

% of Staff* Who Receive Benefits as Part of Compensation		Benefits
Teacher	Assistant	
67%	60%	Health Insurance (fully paid)
33%	40%	Health Insurance (partially paid)

\* Report does not distinguish between full-time and part-time staff.

Whitebook, M., Sakai, L., Voisin, I., Kipnis, F., Young, M., & Bellm, D. (2003). *California Child Care Workforce Study. Center-Based Child Care Staff in San Benito County*. Washington, D.C.: Center for the Child Care Workforce.

### *Family Child Care Providers (2001):*

<b>Position</b>	<b>Net Annual Earnings</b>	<b>Median Hourly Wage</b>
Small-Home* Provider	\$6,039	n/a
Large-Home** Provider	\$13,877	n/a
Assistant	n/a	\$7.00

### *Benefits:*

80 percent of family child care providers have health insurance, two-thirds of whom are covered by a family member.

29 percent of family child care assistants have health insurance and receive other monetary benefits, including partially or fully paid vacation, holidays and sick leave as part of their compensation package.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children ages six or older, they can care for up to 12 children, four of whom can be infants.)

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in San Benito County*. Washington, D.C.: Center for the Child Care Workforce.

## Santa Clara County, 2001

### Centers:

Position	Annual Turnover Rate
Teacher	29%
Assistant	34%

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2003). *California Child Care Workforce Study. Center-Based Child Care Staff in Santa Clara County*. Washington, D.C.: Center for the Child Care Workforce.

### Family Child Care Providers:

Position	Net Annual Earnings	Median Hourly Wage
Small-Home* Provider	\$9,463	n/a
Large-Home** Provider	\$19,088	n/a
Assistant	n/a	\$8.15

### Benefits:

85 percent of family child care providers have health insurance; 62 percent of whom are covered through a family member. 14 percent of assistants receive health insurance.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children ages six or older, they can care for up to 12 children, four of whom can be infants.)

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in Santa Clara County*. Washington, D.C.: Center for the Child Care Workforce.

## Santa Cruz County, 2001

### Centers:

Position	Annual Turnover Rate
Teacher	28%
Assistant	30%

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2003). *California Child Care Workforce Study. Center-Based Child Care Staff in Santa Cruz County*. Washington, D.C.: Center for the Child Care Workforce.

### Family Child Care Providers:

Position	Net Annual Earnings	Median Hourly Wage
Small-Home* Provider	\$6,429	n/a
Large-Home** Provider	\$11,891	n/a
Assistant	n/a	\$8.32

### Benefits:

73 percent of family child care providers have health insurance; 64 percent of whom are covered through a family member. 8 percent of assistants receive health insurance.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children ages six or older, they can care for up to 12 children, four of whom can be infants.)

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in Santa Cruz County*. Washington, D.C.: Center for the Child Care Workforce.

## San Fernando, Santa Clarita and Antelope Valley, 2001

Position	Annual Hourly Wage	Annual Turnover Rate
Director	\$18.37	n/a
Teacher	\$11.44	19%
Assistant	\$7.92	38%
Family Child Care Provider	\$10.36*	n/a

\* Based on gross income.

### Benefits:

22 percent of centers offered fully-paid health insurance to teachers, and 39 percent of centers offered partially-paid health insurance to teachers. 74 percent of family child care providers have health insurance, 59 percent of whom are covered by a family member's policy.

Child Care Center Compensation Report and the Family Child Care Compensation and Qualification Report, Child Care Resource Center, Northridge, Calif.

**San Francisco County, 2001**

**Centers:**

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Director (For-Profit)	\$13.45	\$18.95
Director (Nonprofit Subsidized)	\$16.65	\$23.05
Teacher (For-Profit)	\$9.26	\$12.96
Teacher (Nonprofit Subsidized)	\$10.40	\$14.82
Assistant (For-Profit)	\$7.11	\$8.66
Assistant (Nonprofit Subsidized)	\$8.32	\$10.16

Position	Annual Turnover Rate
Teacher	15%
Assistant	16%

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2003). *California Child Care Workforce Study. Center-Based Child Care Staff in San Francisco County*. Washington, D.C.: Center for the Child Care Workforce.

From Center for the Child Care Workforce (2002), *A profile of the San Francisco County Child Care Center Workforce*, 2001.

**Family Child Care Providers:**

Position	Net Annual Earnings	Median Hourly Wage
Small-Home* Provider	\$9,902	n/a
Large-Home** Provider	\$18,592	n/a
Assistant	n/a	\$9.00

**Benefits:**

71 percent of family child care providers have health insurance; 45 percent of whom are covered through a family member. 19 percent of assistants receive health insurance.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children ages six or older, they can care for up to 12 children, four of whom can be infants.)

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in San Francisco County*. Washington, D.C.: Center for the Child Care Workforce.

**San Mateo County, 2001**

**Centers:**

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$19.62	\$24.79	n/a
Teacher	\$12.58	\$18.00	27%
Assistant	\$9.19	\$11.70	35%

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2003). *California Child Care Workforce Study. Center-Based Child Care Staff in Santa Mateo County*. Washington, D.C.: Center for the Child Care Workforce.

From Center for the Child Care Workforce (2002), *A profile of the San Mateo County Child Care Center Workforce*, 2001.

**Family Child Care Providers:**

Position	Net Annual Earnings	Median Hourly Wage
Small-Home* Provider	\$10,719	n/a
Large-Home** Provider	\$17,408	n/a
Assistant	n/a	\$9.25

**Benefits:**

86 percent of family child care providers have health insurance; 66 percent of whom are covered through a family member. 14 percent of assistants receive health insurance.

\* Small-home providers are allowed to serve up to eight children if two of them are six years of age or older and no more than two are infants (0-24 months). (Alternatively, if they do not care for children six years of age or older, they can care for up to six children, three of whom can be infants.)

\*\* Large-home providers can serve up to 14 children if at least two of them are six years of age or older, and no more than three are infants. (Alternatively, if they do not care for children ages six or older, they can care for up to 12 children, four of whom can be infants.)

Whitebook, M., Sakai, L., Voisin, I., Duff, B., Waters Boots, S., Burton, A., Young, M. (2002). *California Child Care Workforce Study. Family Child Care Providers and Assistants in Santa Mateo County*. Washington, D.C.: Center for the Child Care Workforce.

# Connecticut

## Statewide, 2001

Position	Average Wage	Median Wage
Teacher (All Centers)	\$10.56	\$10.00
Teacher (Head Start)	n/a	\$10.61
Teacher (School Readiness Grants*)	n/a	\$11.00
Teacher (State-funded programs**)	n/a	\$10.00
Family Child Care Provider	\$30,000***	n/a

\*The School Readiness grant program is a state-funded program that allocates funding to priority school districts and to other districts with “severe need” schools.

\*\* State-funded programs are those substantially funded by grants from the Connecticut Department of Social Services.

\*\*\* Based on gross annual income in a single year from parent fees and public or private subsidies before subtracting expenses or taxes.

Position	% of Full-Time Staff Who Receive Health Benefits*** as Part of Compensation
Teacher (All Centers)	73.9%
Teacher (Head Start)	97.2%
Teacher (School Readiness grants*)	91.7%
Teacher (State-funded programs**)	83.7%
Family Child Care Provider	83%, 78% of whom are covered through another relative’s employment. 13% have no health coverage.

\*The School Readiness grant program is a state-funded program that allocates funding to priority school districts and to other districts with “severe need” schools.

\*\* State-funded programs are those substantially funded by grants from the Connecticut Department of Social Services.

\*\*\* This report does not specify whether insurance is fully or partially paid by the center.

Early Childhood Data CONNECTIONS, (2003). *A Report on Findings from the 2001 Child Care Market and Workforce Study*. Farmington, CT: Child Health and Development Institute of Connecticut, Inc.

## Delaware

### Statewide, 2002

Position	Average Hourly Wage
Teacher (3- to 5-year-olds in centers)	\$9.16
Teacher (Head Start)	\$10.77
Family Child Care Provider	\$6.26

### New Castle, 2002

Position	Average Hourly Wage
Teacher (3- to 5-year-olds in centers)	\$10.08
Teacher (Head Start)	\$10.74
Family Child Care Provider	\$7.12

### Wilmington, 2002

Position	Average Hourly Wage
Teacher (3- to 5-year-olds in centers)	\$10.23
Teacher (Head Start)	\$13.15
Family Child Care Provider	\$5.67

### Kent, 2002

Position	Average Hourly Wage
Teacher (3- to 5-year-olds in centers)	\$8.53
Teacher (Head Start)	\$10.62
Family Child Care Provider	\$5.63

### Sussex, 2002

Position	Average Hourly Wage
Teacher (3- to 5-year-olds in centers)	\$7.52
Teacher (Head Start)	\$10.26
Family Child Care Provider	\$5.01

NOTE: The results of this survey are based on responses directly given by teachers.

Gamel-McCormick, M., Buell, M., Amsden, D., & Fahey, M. (2003). *Delaware Early Care and Education Baseline Quality Study: A Report for the Delaware Interagency Resource Management Committee*, Department of Education, Department of Health and Social Services & the Department of Services for Children, Youth and their Families. Newark, Del. Center of Disabilities Studies, University of Delaware.

## District of Columbia

Districtwide, 2002

Position	Average Lowest Hourly Wage/ Annual Salary
Director	\$16.42/\$34,072
Teacher	\$13.21/\$25,876
Teacher with a BA	\$13.51/\$25,589
Teacher with only a CDA	\$10.49/\$20,477
Assistant	\$8.34/\$16,345

% of Staff* Who Receive Benefits as Part of Compensation	% of Family Child Care Providers Who Report Having Benefits	Benefits
72.2%	85%	Health Insurance (fully or partially paid)
53.2%	31.3%	Retirement Plan (fully or partially paid)
2.4%	6%	No benefits

\* This survey does not distinguish between full-time and part-time staff.

\*\* This survey includes additional benefits information. See the survey for details.

Child Care Profiles, November 2002. Washington, D.C: Office of Early Childhood Development - District of Columbia Department of Human Services.

## Florida

Statewide, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage/ Annual Salary	Average Highest Hourly Wage
Director	n/a	\$12.41/\$27,344	n/a
Teacher	\$7.00	n/a	\$9.44
Assistant	\$6.23	n/a	\$7.22

% of Teachers Who Receive Benefits as Part of Compensation	Benefits
11.2%	Health Insurance (fully paid )
6%	Dental Insurance (fully paid )
23.4%	Retirement/Pension Plan

\* This survey includes additional benefits information. See the survey for details.

Brevard County, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage/Annual Salary	Average Highest Hourly Wage
Director	n/a	\$11.00/\$21,642	n/a
Teacher	\$6.84	\$7.94	\$10.14
Assistant	\$5.90	n/a	\$6.57

Broward County, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage/Annual Salary	Average Highest Hourly Wage
Director	n/a	\$14.54/\$41,122	n/a
Teacher	\$8.10	\$9.01	n/a
Assistant	n/a	\$10.41	\$7.62

Dade County, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage/Annual Salary	Average Highest Hourly Wage
Director	n/a	\$15.03/\$29,350	n/a
Teacher	\$7.24	\$8.23	n/a
Assistant	n/a	\$9.94	\$7.14

Duval County, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage	Average Highest Hourly Wage
Director	n/a	\$12.77	n/a
Teacher	\$7.22	\$7.63	n/a
Assistant	n/a	\$9.81	\$7.24

Escambia County, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage/Annual Salary	Average Highest Hourly Wage
Director	n/a	\$9.42/\$32,400	n/a
Teacher	\$6.34	\$6.88	\$8.59
Assistant	\$5.60	n/a	\$6.46

## Hillsborough County, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage/Annual Salary	Average Highest Hourly Wage
Director	n/a	\$12.52/\$23,408	n/a
Teacher	\$7.34	\$9.13	\$10.39
Assistant	\$6.62	n/a	\$7.68

## Leon County, 2001

Position	Average Starting Hourly Wage	Average Hourly Wage/Annual Salary	Average Highest Hourly Wage
Director	n/a	\$16.71/\$33,711	n/a
Teacher	\$7.38	\$9.57	n/a
Assistant	n/a	\$11.22	\$7.84

Mullis, A, Mullis, R. and Cornille, T. (2001). *Florida Childcare Workforce Study. Final Report to the Florida Children's Forum, Inc.* Tallahassee, Fla. Florida State University

## Hawaii

### Statewide, 2001

Position	Average Starting Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$13.58	\$15.70	n/a
Teacher	\$10.38	\$13.53	25%
Assistant	\$8.45	\$10.44	17%

Position	% of Staff Receiving Health Benefits as Part of Compensation
Teacher	71%
Assistant	29%

Hawaii Early Childhood Workforce Study, prepared by the Good Beginnings Alliance and the Native Hawaiian Early Childhood Consortium, funded in part by the Henry and Dorothy Castle Memorial Fund, Honolulu.

## Illinois

Statewide, 2001

### Centers:

Position	Average Hourly Wage	Annual Turnover Rate
Director	\$10.18	7%
Teacher	\$9.10	39%
Teacher with a high school diploma	\$7.71	n/a
Teacher with an AA with ECE specialization	\$8.72	n/a
Teacher with a BA with ECE specialization	\$10.65	n/a
Teacher with an MA with ECE specialization	\$11.59	n/a
Teacher with a CDA before an associate's degree	\$9.16	n/a
Assistant	\$7.27	33%
Assistant with a high school diploma	\$6.91	n/a
Assistant with an AA with ECE specialization	\$8.04	n/a
Assistant with a BA with ECE specialization	\$10.19	n/a
Assistant with an MA with ECE specialization	\$10.25	n/a
Assistant with a CDA before an associate's degree	\$8.37	n/a

% of Staff Who Receive Benefits as Part of Compensation Package			Benefits*
Director	Teacher	Assistant	
39.8%	53.4%	45.8%	Health Insurance
28.6%	36.7%	32.8%	Dental Insurance
25.5%	31.8%	26.7%	Retirement/Pension Plan

\* The report did not identify whether benefits were fully or partially paid by center.

### Family Child Care Providers:

Average Annual Net Income Range	Family Child Care Provider
Less than \$5,000	26%
\$5,001-\$11,000	24%
\$11,001-\$17,000	26%
\$17,001-\$23,000	12%
\$23,000+	12%

\* Family child care providers reported working an average of 50.58 hours per week.

### Benefits:

80.9 percent of family child care providers have health insurance, 67 percent of whom are covered through a family member.

Ramsburg, D., Montanelli, D. & Rouge, E. (2002). *Fiscal Year 2001 Illinois Salary and Staffing Survey: Child Care Centers and Family Child Care Home Providers*. Prepared for Illinois Department of Human Services.

## Indiana

### Statewide, 2001

Position	Average Hourly Wage	Annual Turnover Rate
Director	\$18.77	n/a
Teacher	\$17.63	5%
Assistant	\$7.09	15%

Indiana Head Start and Human Services Wage Comparability Survey. Indiana Head Start Partnership Project, U.S. Department of Health and Human Services, Indianapolis, Ind.

## Iowa

### Statewide, 2001

Position	Average Starting Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$1,549.64/month	\$1,882.97/month	23%
Teacher	\$7.30	\$8.80	31%
Assistant	\$6.17	\$6.94	39%

% of Staff Who Receive Benefits as Part of Compensation			Benefits
Director	Teacher	Assistant	
5%	2%	2%	Health Insurance (fully paid)
41%	42%	33%	Dental Insurance (fully or partially paid)

\*This survey includes additional benefits information. See the survey for details.

### Family Child Care Provider (Statewide, 2001-2002)

Family Child Care Provider	Wages & Benefits
\$14,708	Average Annual Income*
50%	Have Health Insurance
23%	Have No Health Insurance
37%	No Retirement Insurance

\* Based on a 60-hour workweek of annual gross income before expenses and taxes.

### Northwest Iowa

Position	Average Starting Hourly Wage	Average Highest Hourly Wage
Teacher	\$6.94	\$9.01
Assistant	\$5.87	\$6.78

### Northeast Iowa

Position	Average Starting Hourly Wage	Average Highest Hourly Wage
Teacher	\$7.13	\$10.34
Assistant	\$5.96	\$6.89

### Southwest Iowa

Position	Average Starting Hourly Wage	Average Highest Hourly Wage
Teacher	\$6.08	\$8.00
Assistant	\$5.65	\$6.59

### Southeast Iowa

Position	Average Starting Hourly Wage	Average Highest Hourly Wage
Teacher	\$7.15	\$8.49
Assistant	\$6.26	\$7.03

### Central Iowa

Position	Average Starting Hourly Wage	Average Highest Hourly Wage
Teacher	\$7.50	\$9.21
Assistant	\$5.97	\$7.01

Larson, K., Hegland, S. (2001). Iowa Early Care and Education Directors' Survey, Final Report to the Iowa Early Care and Education Professional Development Project. Ames, Iowa: Community Development – Data Information and Analysis Laboratory and the Department of Human Development and Family Studies, Iowa State University.

Larson, K., Hegland, S. (2003). Iowa Family Child Care Providers' Survey, Final Report to the Iowa Early Care and Education Professional Development Project. Ames, Iowa: Community Development – Data Information and Analysis Laboratory, Iowa State University Extension.

# Kansas

## Statewide, 2002

<b>% of Full-time Staff Who Receive Benefits as Part of Compensation*</b>	<b>% of Family Child Care Providers Who Report Having Benefits</b>	<b>Benefits</b>
14.5%	23.3%	Health Insurance
3.7%	98.4%	Health Insurance for Dependents
9.9%	18%	Dental Insurance
6.3%	37.6%	Dental Insurance for Dependents
10.1%	22.6%	Retirement Plan

\* Represent benefits fully paid by center.

\*\*This survey includes additional benefits information. See the survey for details.

## Western Region, 2002

<b>Position</b>	<b>Average Starting Annual Salary</b>	<b>Average Annual Salary</b>	<b>Average Highest Annual Salary</b>
Director	\$15,808	\$24,294	\$26,312
Teacher	n/a	\$15,725	n/a
Family Child Care Provider	n/a	\$11,918	n/a

## Northeast Region, 2002

<b>Position</b>	<b>Average Starting Annual Salary</b>	<b>Average Annual Salary</b>	<b>Average Highest Annual Salary</b>
Director	\$20,134	\$25,168	\$25,403
Teacher	n/a	\$17,389	n/a
Family Child Care Provider	n/a	\$10,067	n/a

## Southeast Region, 2002

<b>Position</b>	<b>Average Starting Annual Salary</b>	<b>Average Annual Salary</b>	<b>Average Highest Annual Salary</b>
Director	\$18,907	\$19,760	\$22,818
Teacher	n/a	\$16,723	n/a
Family Child Care Provider	n/a	\$22,818	n/a

Sedgwick County, 2002

Position	Average Starting Annual Salary	Average Annual Salary	Average Highest Annual Salary
Director	\$20,717	\$22,464	\$27,581
Teacher	n/a	\$15,122	n/a
Family Child Care Provider	n/a	\$15,163	n/a

Johnson County, 2002

Position	Average Starting Annual Salary	Average Annual Salary	Average Highest Annual Salary
Director	\$21,694	\$26,229	\$27,414
Teacher	n/a	\$21,840	n/a
Family Child Care Provider	n/a	\$19,822	n/a

Jones Institute for Education Excellence, (2002). *Who Cares for Kansas Children? Early Education Workforce Study*. Emporia, Kan. Emporia State University.

## Kentucky

Statewide, 2002

% of Staff Who Receive Benefits as Part of Compensation	Benefits
44%	Health Insurance
29%	Retirement Plan

\* This survey does not distinguish between full-time and part-time staff or if benefits are paid in full or partially by the center.

\* Similar benefits data available by region. See the survey for more information.

2003 *Kentucky Child Care Profile Web Report*. Kentucky Child Care Network.

## Maine

Statewide, 2002

Position	Average Hourly Wage	Annual Turnover Rate
Director	\$12.78	16%
Teacher	\$8.99	31%
Assistant	\$7.76	33%
Family Child Care Provider	\$6.50*	n/a

% of Staff who Receive Benefits as Part of their Compensation Package	% of Family Child Care Providers who Report having Benefits	Benefits
64%	73%*	Health Insurance for Full-time staff (fully-or partially-paid)
16%	n/a	Health Insurance for Part-time staff (fully-or partially-paid)
40%	73%*	Dental Insurance

\* Based on a 60-hour workweek.

\* Less than five percent of family child care providers receive health or dental insurance through their business.

\*This survey includes additional benefits information. See the survey for details.

Mills, L., Boston, S., Breindel, H., Goodman, I., Mohrle, K., (2002) *Maine Child Care Market Rate and Workforce Study*. A Report for the Office of Child Care and Head Start, State of Maine. Concord, MA: Mills Consulting Group, Inc.

## Maryland

Statewide, 2002

Position	Average Annual Wage	Annual Turnover Rate
Director	\$27,765	n/a
Teacher	\$17,406	n/a
Family Child Care Provider	\$20,965	16%

2002 Statewide Survey of Family Child Care Providers and Child Care Centers. Maryland Committee for Children, Baltimore, Md.

Trends in Child Care 2003. Maryland Committee for Children, Baltimore, Md.

## Massachusetts

### Statewide, 2001

Position	Average Hourly Wage	Annual Turnover Rate
Teacher (Center-based)	\$10.50	n/a
Teacher (Public School)	\$33.50	n/a
Assistant (Center-based)	\$8.49	26%
Assistant/Paraprofessional (Public School)	\$11.24	n/a
Family Child Care Provider	\$7.32*	n/a

\* Based on a 62-hour workweek of net income.

2001-02 Center and Head Start Survey, Statewide Data Report (published Feb. 27, 2003). Malden, Mass: Massachusetts Department of Education, Early Learning Services: Community Profiles Project.

2001-02 Public School Survey, Statewide Data Report (published May 29, 2003). Malden, Mass: Massachusetts Department of Education, Early Learning Services: Community Profiles Project.

Marshall, N., Creps, C., Burstein, N.; Cahill, K. Robeson, W.; Wang, S.; Schimmenti, J.; Glantz, F. (2003) Family Child Care Today: A Report of the Findings of the Massachusetts Cost/Quality Study: Family Child Care Homes. Wellesley, Mass: Wellesley Centers for Women and Abt Associates, Inc.

## Michigan

### Michigan School Readiness Program, 2002

Position	Average Annual Salary	Average Annual Hours Worked	% of Staff Who Received Health Insurance as Part of Compensation
Teacher	\$30,249	1,190	82%
Assistant	\$11,525	1,105	55%

\*The report does not specify whether the insurance was fully or partially paid.

Michigan School Readiness Program 2000-01 Compensation Data: Preliminary Report, Michigan Department of Education, prepared by the High/Scope Educational Research Foundation, Ypsilanti, Mich.

## Missouri

### Statewide, 2001

Position	Average Annual Salary
Teacher (Urban Communities)	\$15,561
Teacher (Rural Communities)	\$14,900
Family Child Care Provider (Urban)	\$17,000
Family Child Care Provider (Rural)	\$9,100

\*These results were based on information collected from teacher surveys.

Thornburgh, K., Scott, J. & Mayfield, W. (2002). *Early Childhood Programs in Missouri: Workforce, Quality, and Policy Related Findings. A report to the Midwest Child Care Research Consortium.* Center for Family Policy & Research. University of Missouri – Columbia.

## Nevada

### Statewide, 2001

Position	Average Annual Salary Range	Annual Turnover Rate
Director	\$20,001-25,000	35%
Teacher	\$12,501-15,000	45%
Assistant	\$12,501-15,000	n/a
Family Child Care Provider	\$15,908/net	22%

% of Teachers Who Receive Benefits as Part of Compensation – As Reported by Directors	% of Teachers Who Receive Benefits as Part of Compensation – As Reported by Teachers	Benefits
58%	39%	Health Insurance (fully or partially paid )
48%	18%	Health Insurance (fully or partially paid for dependents)
44%	31%	Dental Insurance (fully or partially paid )
40%	32%	Retirement/Pension Plan

\*This survey includes additional benefits information. See the survey for details.

### **Family Child Care Provider Benefits:**

82 percent of licensed providers and 64 percent of non-licensed providers are covered by health insurance.

Essa, E., (2002). *Who Cares for Nevada's Children? A Profile of the Demographic, Economic, and Quality Aspects of Child Care in Nevada.* Key Findings from the Nevada Child Care Workforce Study. Reno, Nev.: University of Nevada, Reno.

## New Mexico

Bernalillo, Dona Ana, Eddy, McKinley, Rio Arriba and San Miguel Counties, 2001

Position	Average Wage	Annual Turnover Rate	% of Staff Who Received Fully Paid Health Insurance as Part of Compensation	% of Staff Who Received Partially Paid Health Insurance as Part of Compensation
Director (Non-Head Start)	\$25,100/yr*	n/a	n/a	n/a
Director (Head Start)	\$28,686/yr.*	n/a	n/a	n/a
Teacher (Non-Head Start)	\$7.56/hr.	21%	27%	21%
Teacher (Head Start)	\$10.50/hr	8%	0%	86%
Assistant (Non-Head Start)	\$6.82/hr	50%	21%	7%
Assistant (Head Start)	\$8.64/hr.	8%	0%	83%
Family Child Care Provider	\$250.42/wkly net**	n/a	n/a	n/a

\* No hourly data provided. Hours may vary for annual salary.

\*\* Family child care providers work an average of 56 hours per week.

Child Care Compensation Report prepared by Julie Urban with assistance from Center for Family and Community Partnerships, University of New Mexico for the Child Care Bureau, New Mexico Department of Children, Youth and Families, Santa Fe, N.M.

## North Carolina

Statewide, 2001

Position	Median Starting Hourly Wage	Median Highest Hourly Wage	Annual Turnover Rate
Teacher (All centers)	\$6.50	\$8.00	31%
Teacher (Nonprofit)	\$8.00	\$9.80	23%
Teacher (For-profit)	\$6.50	\$8.00	38%
Teacher (Faith-based)	\$6.50	\$8.16	24%

North Carolina Child Care Workforce 2001, Child Care Services Association, Chapel Hill, N.C.

## North Dakota

### Statewide, 2002

Position	Average Starting Hourly Wage Range	Average Starting Annual Salary	Average Highest Wage	Annual Turnover Rate
Director	\$10.49-10.93	n/a	\$13.11	10.9%
Teacher	\$6.74-7.66	\$14,019-15,933	\$8.82/18,346 yr	22.2%
Assistant	\$6.65	n/a	\$7.03	45.4%

### Fargo, 2002

Position	Average Starting Hourly Wage Range	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$11.51-11.95	\$15.62	16.7%
Teacher	\$7.59-9.41	\$10.47	26.5%
Assistant	\$6.47-7.31	\$7.68	26.1%

% of Staff who Receive Benefits as Part of Compensation			Benefits
Director	Teacher	Assistant	
15%	20%	20%	Health Insurance (fully paid)
5%	10%	5%	Health Insurance (fully paid for dependents)
5%	25%	20%	Health Insurance (partially paid)
20%	20%	20%	Health Insurance (partially paid for dependents)
10%	15%	15%	Dental Insurance (fully paid)
0%	10%	5%	Dental Insurance (partially paid)
45%	70%	60%	Retirement Plan

\*This survey includes additional benefits information. See the survey for details.

### Grand Forks, 2002

Position	Average Starting Hourly Wage Range	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$16.00	\$15.53	0%
Teacher	\$6.86-7.17	\$9.20	83.3%
Assistant	\$5.58-6.00	\$5.45	54.5%

% of Staff who Receive Benefits as Part of Compensation			Benefits
Director	Teacher	Assistant	
20%	20%	0%	Health Insurance (fully paid)
20%	20%	0%	Health Insurance (fully paid for dependents)
40%	0%	20%	Health Insurance (partially paid)
0%	0%	0%	Health Insurance (partially paid for dependents)
0%	0%	0%	Dental Insurance (fully paid)
0%	0%	0%	Dental Insurance (partially paid)
60%	60%	0%	Retirement Plan

\*This survey includes additional benefits information. See the survey for details.

**Bismark, 2002**

Position	Average Starting Hourly Wage Range	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$9.90-10.37	\$10.83	0%
Teacher	\$5.42-6.54	\$6.83	34.1%
Assistant	\$5.50-6.86	\$7.16	70%

% of Staff who Receive Benefits as Part of Compensation			Benefits
Director	Teacher	Assistant	
0%	0%	0%	Health Insurance (fully paid)
0%	0%	0%	Health Insurance (fully paid for dependents)
50%	50%	17%	Health Insurance (partially paid)
0%	0%	0%	Health Insurance (partially paid for dependents)
0%	0%	0%	Dental Insurance (fully paid)
17%	0%	0%	Dental Insurance (partially paid)
33%	33%	0%	Retirement Plan

\*This survey includes additional benefits information. See the survey for details.

**Minot, 2002**

Position	Average Starting Hourly Wage Range	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$8.63	\$11.48	32.3%
Teacher	\$6.18-6.94	\$7.92	29.7%
Assistant	\$6.21-7.00	\$7.34	46.2%

% of Staff who Receive Benefits as Part of Compensation			Benefits
Director	Teacher	Assistant	
14%	14%	29%	Health Insurance (fully paid)
0%	0%	0%	Health Insurance (fully paid for dependents)
43%	43%	14%	Health Insurance (partially paid)
43%	43%	14%	Health Insurance (partially paid for dependents)
29%	29%	29%	Dental Insurance (fully paid)
14%	14%	0%	Dental Insurance (partially paid)
43%	43%	29%	Retirement Plan

\*This survey includes additional benefits information. See the survey for details.

Rural North Dakota, 2002

Position	Average Starting Hourly Wage Range	Average Highest Hourly Wage	Annual Turnover Rate
Director	\$8.50	\$10.75	16.7%
Teacher	\$7.03-7.70	\$8.05	8.1%
Assistant	\$5.79-6.33	\$6.35	24.4%

% of Staff who Receive Benefits as Part of Compensation			Benefits
Director	Teacher	Assistant	
19%	13%	6%	Health Insurance (fully paid)
0%	0%	0%	Health Insurance (fully paid for dependents)
13%	25%	6%	Health Insurance (partially paid)
13%	25%	6%	Health Insurance (partially paid for dependents)
13%	13%	6%	Dental Insurance (fully paid)
6%	6%	6%	Dental Insurance (partially paid)
31%	31%	31%	Retirement Plan

\*This survey includes additional benefits information. See the survey for details.

Lembke, L. and Buschette, M. (2002). *North Dakota Child Care Center Staff Salary & Working Conditions*. Child Care Resource and Referral, Fargo, N.D.

## Ohio

Statewide, 2001

Position	Lowest Average Starting Hourly Wage	Annual Turnover Rate
Administrative Director (All Programs)	\$15.20	15%
Administrative Director (Head Start)	\$12.61	n/a
Administrative Director (Public School)	\$23.93	n/a
Teacher Director (All Programs)	\$10.07	20%
Teacher Director (Head Start)	\$10.83	n/a
Teacher Director (Public School)	\$11.54	n/a
Teacher (All Programs)	\$8.67	27%
Teacher (Head Start)	\$8.50	n/a
Teacher (Public School)	\$14.02	n/a
Assistant (All Programs)	\$6.87	41%
Assistant (Head Start)	\$6.95	n/a
Assistant (Public School)	\$7.84	n/a

% of Staff who Receive Benefits as Part of Compensation				Benefits
Admin. Director	Teacher Director	Teacher	Assistant	
9%	6%	8%	6%	Health Insurance (fully paid)
11%	9%	7%	9%	Health Insurance (fully paid for dependents)
14%	9%	13%	13%	Health Insurance (partially paid)
34%	26%	30%	26%	Health Insurance (partially paid for dependents)
7%	2%	3%	4%	Dental Insurance (fully paid)
5%	4%	6%	6%	Dental Insurance (partially paid)
20%	16%	18%	17%	Retirement Plan

\*This survey includes additional benefits information. See the survey for details.

Reschke, K.; Hermsdorfer, C., (2003). *Ohio Child Care Center Workforce Study*. The Ohio State University

# Oklahoma

## Statewide, 2001-2002

Position	Average Hourly Wage	Annual Turnover Rate
Teacher (One-Star*)	\$6.76	34%
Teacher (One-Star Plus)	\$6.19	42%
Teacher (Two-Star)	\$7.23	38%
Teacher (Three-Star/Accredited)	\$8.65	23%

\*In 1998, the Oklahoma Department of Human Services Division of Child Care implemented an initiative that rates early care and education on criteria that go beyond licensing standards, such as director qualifications, director training, learning environment, staff training, staff compensation, parental involvement, program evaluation, master teachers, staff-child ratios, staff communication and support, and process.

The categories are described as:

One-Star centers meet only state licensing requirements.

One-Star Plus centers partially meet the enhanced Two-Star criteria and must meet all Two-Star criteria within two years.

Two-Star centers meet the enhanced criteria or are nationally accredited.

Three-Star centers meet the enhanced Two-Star criteria and are nationally accredited.

For a further description of the criteria, visit [www.okdhs.org/childcare](http://www.okdhs.org/childcare).

Norris, D., Dunn, Lorraine, and Eckert, L. (2003). "Reaching for the Stars" Center Validation Study Final Report. Prepared for Oklahoma DHS Division of Child Care by Early Childhood Collaborative of Oklahoma ECCO: An OU/OSU Partnership.

## Pennsylvania

Statewide, 2002

### Centers:

Position	Average Starting Annual Salary	Average Salary in Fifth Year of Employment
Director (All Programs)	\$25,299	\$30,141
Director (Center)	\$23,544	\$27,705
Director (Head Start)	\$34,716	\$43,569
Director (Preschool)	\$22,950	\$26,719
Teacher (All Programs)	\$17,402	\$21,083
Teacher (Center)	\$16,831	\$20,468
Teacher (Head Start)	\$18,063	\$20,772
Teacher (Preschool)	\$18,507	\$23,158
Assistant (All Programs)	\$14,127	\$16,842
Assistant (Center)	\$14,916	\$17,416
Assistant (Head Start)	\$11,731	\$14,296
Assistant (Preschool)	\$14,110	\$17,430

### Family Child Care Providers:

Position	Average Annual Net Income
Family Child Care (FCC) Provider (All Settings)	\$10,334
Family Child Care (FCC) Provider (Group Homes)	\$14,427
Family Child Care (FCC) Provider (Family Homes)	\$10,296
Family Child Care (FCC) Provider (Legally Unregulated)	\$4,440
Assistant FCC Provider (All Settings)	\$13,371
Assistant FCC Provider (Group Homes)	\$13,644
Assistant FCC Provider (Family Homes)	\$12,712
Assistant FCC Provider (Legally Unregulated)	\$14,921

% of Staff* Who Receive Benefits as Part of Compensation	% of Family Child Care Providers who Reported Having Benefits	Benefits
66.5%	7.9%	Health Insurance (fully or partially paid)
3.9%	6.8%	Health Insurance (fully or partially paid for dependents)
49.8%	8.7%	Retirement Plan

\* This survey does not distinguish between full-time and part-time staff.

\*This survey includes additional benefits information. See the survey for details.

Etheridge, W., McCall, R., Groark, C., Mehaffie, K., & Nelkin, R. (2002). *A Baseline Report of Early Care and Education in Pennsylvania: The 2002 Early Care and Education Provider Survey*. Office of Child Development and the Universities Children's Policy Collaborative (UCPC), University of Pittsburgh.

# Utah

Statewide, 2002

Position	Average Starting Hourly Wage	Average Hourly Wage	Average Highest Hourly Wage
Teacher	\$6.81	n/a	\$8.67
Assistant	\$6.20	n/a	\$6.98
Family Child Care (FCC) Provider	n/a	\$4.90*	n/a
Assistant FCC Provider	n/a	\$6.41*	n/a

\*Based on a 49-hour workweek of net income.

% of Staff Who Receive Benefits as Part of Compensation	% of Family Child Care Providers Who Receive Benefits Through Their Own Business	Benefits
25%	5%	Full-time staff with health insurance (fully or partially paid)
19%	n/a	Full-time staff with no health insurance
3%	n/a	Part-time staff with health insurance (fully or partially paid)
28%	n/a	Part-time staff with no health insurance

\*This survey includes additional benefits information. See the survey for details.

### *Annual Turnover Rate:*

31 percent (38 percent left field entirely).

Mills Consulting Group, Inc. (2002). A Study of the Child Care Workforce in Utah. Salt Lake, Utah: Utah Department of Workforce Services, Office of Child Care.

## Vermont

Statewide, 2002

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Director	\$11.57	\$13.85
Teacher	\$8.65	\$10.33
Assistant	\$7.64	\$8.86
Family Child Care Provider	\$10,000-\$14,999/Annual Net*	n/a

\*Based on a 57-hour workweek of net income.

% of Staff Who Receive Benefits as Part of Compensation		% of Family Child Care Providers Who Report Having Benefits	Benefits
Full-Time Staff	Part-Time Staff		
50%	16%	80% (68% of whom are covered by a family member)	Health Insurance (fully or partially paid)
30%	12%	43%	Dental Insurance (fully or partially paid)
30%	13%	23%	Retirement/Pension Plan

\*This survey includes additional benefits information. See the survey for details.

Mills, L. Weiss, D., Boston, S., Goodman, I., Mohrle, K. & Minardi, M. Mills and Pardee, Inc. and Goodman Research Group, Inc. (2002) *Vermont Child Care: Wages, Benefits and Credentials*. Waterbury, Vt: Child Care Services Division, Department of Social and Rehabilitation Services, State of Vermont.

# Wisconsin

## Dane County, 2002

Position	Average Starting Hourly Wage	Average Hourly Wage	Annual Turnover Rate
Director	\$14.90	\$16.85	n/a
Director with a BA degree	n/a	\$17.72	n/a
Director without a BA degree	n/a	\$15.93	n/a
Teacher	\$9.07	\$10.45	33%
Teacher with a BA degree	n/a	\$12.37	n/a
Teacher without a BA degree	n/a	\$9.91	n/a
Assistant	\$8.25	\$8.75	n/a
Assistant with a BA degree	n/a	\$10.77	n/a
Assistant without a BA degree	n/a	\$8.70	n/a

% of Staff Who Receive Benefits as Part of Compensation	Benefits
91%	Health Insurance (fully or partially paid))
79%	Health Insurance for Dependents (fully or partially paid)
78%	Dental Insurance (fully or partially paid)
48%	Retirement/Pension Plan

\*This survey includes additional benefits information. See the survey for details.

## Madison, 2002

Position	Average Starting Hourly Wage	Average Hourly Wage	Annual Turnover Rate
Director	\$18.00	\$18.60	n/a
Director with a BA degree	n/a	\$19.41	n/a
Director without a BA degree	n/a	\$18.03	n/a
Teacher	\$9.40	\$10.72	29%
Teacher with a BA degree	n/a	\$12.53	n/a
Teacher without a BA degree	n/a	\$10.26	n/a
Assistant	\$8.30	\$9.05	n/a
Assistant with a BA degree	n/a	\$10.77	n/a
Assistant without a BA degree	n/a	\$9.03	n/a

% of Staff Who Receive Benefits as Part of Compensation	Benefits
99%	Health Insurance (fully or partially paid))
94%	Health Insurance for Dependents (fully or partially paid)
87%	Dental Insurance (fully or partially paid)
61%	Retirement/Pension Plan

\*This survey includes additional benefits information. See the survey for details.

## Outside Madison, 2002

Position	Average Starting Hourly Wage	Average Hourly Wage	Annual Turnover Rate
Director	\$11.37	\$13.96	n/a
Director with a BA degree	n/a	\$15.76	n/a
Director without a BA degree	n/a	\$12.97	n/a
Teacher	\$9.46	\$10.04	38%
Teacher with a BA degree	n/a	\$12.66	n/a
Teacher without a BA degree	n/a	\$9.41	n/a
Assistant	\$8.15	\$8.31	n/a
Assistant with a BA degree	n/a	n/a	n/a
Assistant without a BA degree	n/a	\$8.37	n/a

% of Staff Who Receive Benefits as Part of Compensation	Benefits
83%	Health Insurance (fully or partially paid))
63%	Health Insurance for Dependents (fully or partially paid)
68%	Dental Insurance (fully or partially paid)
34%	Retirement/Pension Plan

\*This survey includes additional benefits information. See the survey for details.

4-C Dane County Group Center 2003: Rates, Wages and Benefits. Prepared by Community Coordinated Child Care (4-C). Madison, Wis., 2003.

## Wyoming

### Statewide, 2001

Position	Average Annual Salary	Annual Turnover Rate
Director	n/a	10%
Teacher	n/a	29%
Assistant	n/a	33%
Family Child Care (FCC) Provider	\$18,330*	n/a
FCC Assistant	\$6.34/hr	n/a

\*Gross income before expenses. Net income after expenses: \$5,300

% of Staff Who Receive Benefits as Part of Compensation	% of Family Child Care Providers who Report Having Benefits	Benefits
24.6%	61.7%	Health Insurance (fully or partially paid))
22.9%	25.7%	Retirement/Pension Plan

Wyoming Child Care Center and Home Child Care Provider Market and Operations Survey. April 2001. Wyoming Children's Action Alliance through a contract with the Wyoming Department of Family Services.

The Center for the Child Care Workforce, A Project of the American Federation of Teachers Educational Foundation (CCW/AFTEF) was founded in 1978 as the Child Care Employee Project. In 2002, the organization merged with the American Federation of Teachers Educational Foundation (AFTEF). CCW/AFTEF is a nonprofit research, education and advocacy organization committed to improving early care and education quality by improving early care and education jobs: upgrading the compensation, working conditions and training of early care and education professionals.

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