



2008
Wage & Benefit Survey
for Group Child Care Centers

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Sixty percent of programs supplied some wage information. Twenty-six out of 43 surveys were returned from full-day child care centers (not including pre-schools, Head Starts, or Early Intervention Programs) in Langlade, Lincoln, Marathon, and Taylor Counties. Average wages are only as current and accurate as the information supplied to Child Care Connection by these programs. Thank you to all the programs that returned their surveys!

HOURLY WAGES FOR CENTER CAPACITY: 12 – 35

| POSITION | LOWEST PAY/HOUR | HIGHEST PAY/HOUR | AVERAGE WAGE |
|-------------------|------------------------|-------------------------|---------------------|
| Assistant Teacher | \$5.50 | \$8.24 | \$7.24 |
| Teacher | \$5.75 | \$9.53 | \$8.15 |
| Director | \$6.50 | \$14.42 | \$10.91 |
| Administrator | \$6.50 | \$14.42 | \$11.17 |

*Centers with this capacity rarely have an Assistant Director position.

HOURLY WAGES FOR CENTER CAPACITY: 40 – 68

| POSITION | LOWEST PAY/HOUR | HIGHEST PAY/HOUR | AVERAGE WAGE |
|--------------------|------------------------|-------------------------|---------------------|
| Assistant Teacher | \$6.50 | \$10.92 | \$7.98 |
| Teacher | \$7.00 | \$18.00 | \$10.75 |
| Assistant Director | \$8.38 | \$9.25 | \$9.24 |
| Director | \$9.00 | \$23.00 | \$13.63 |
| Administrator | \$10.00 | \$23.00 | \$15.15 |

HOURLY WAGES FOR CENTER CAPACITY: 80 – 160

| POSITION | LOWEST PAY/HOUR | HIGHEST PAY/HOUR | AVERAGE WAGE |
|--------------------|------------------------|-------------------------|---------------------|
| Assistant Teacher | \$7.00 | \$10.03 | \$8.25 |
| Teacher | \$7.26 | \$14.00 | \$9.68 |
| Assistant Director | \$8.07 | \$14.00 | \$11.06 |
| Director | \$10.33 | \$19.23 | \$14.51 |
| Administrator | \$14.42 | \$16.00 | \$15.29 |

FULL-TIME EMPLOYEE BENEFITS

| BENEFIT | # of PROGRAMS THAT RESPONDED | YES - OFFER | NO - DO NOT OFFER |
|------------------------------------|-------------------------------------|--------------------|--------------------------|
| Vacation Pay | 26 | 96% | 4% |
| Sick Pay | 26 | 85% | 15% |
| Holiday Pay | 26 | 100% | 0% |
| Health Insurance | 25 | 6% | 40% |
| Life Insurance | 24 | 29% | 71% |
| Dental Insurance | 26 | 58% | 42% |
| Vision Insurance | 26 | 35% | 65% |
| Disability Insurance | 25 | 36% | 64% |
| Continuing Education Reimbursement | 26 | 85% | 15% |
| Discounted Child Care | 26 | 81% | 19% |

OTHER BENEFITS/COMMENTS

IRA-Employer matches employee contribution
AFLAC Supplemental Insurance available