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2009 Wage & Benefit Survey for Group Child Care Centers

Sixty-seven percent of programs supplied some wage information. Thirty out of 45 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: 13 – 40

POSITION	LOWEST PAY/HOUR	HIGHEST PAY/HOUR	AVERAGE WAGE
Assistant Teacher	\$6.50	\$8.60	\$7.36
Teacher	\$7.00	\$11.37	\$8.70
Director/Administrator	\$8.00	\$14.42	\$10.88

*Centers with this capacity rarely have an Assistant Director position, and the Director/Administrator position are usually combined.

HOURLY WAGES FOR CENTER CAPACITY: 50 – 72

POSITION	LOWEST PAY/HOUR	HIGHEST PAY/HOUR	AVERAGE WAGE
Assistant Teacher	\$7.00	\$11.58	\$8.48
Teacher	\$7.25	\$15.00	\$10.92
Director/Administrator	\$10.00	\$19.68	\$14.23

*Centers with this capacity rarely have an Assistant Director position, and the Director/Administrator position are usually combined.

HOURLY WAGES FOR CENTER CAPACITY: 80 – 230

POSITION	LOWEST PAY/HOUR	HIGHEST PAY/HOUR	AVERAGE WAGE
Assistant Teacher	\$7.00	\$10.03	\$8.50
Teacher	\$7.66	\$12.20	\$9.59
Assistant Director	\$8.07	\$15.00	\$11.73
Director	\$8.48	\$17.00	\$13.85
Administrator	\$12.50	\$17.00	\$14.21

FULL-TIME EMPLOYEE BENEFITS

BENEFIT	# of PROGRAMS THAT RESPONDED	YES - OFFER	NO - DO NOT OFFER
Vacation Pay	29	86%	14%
Sick Pay	30	70%	30%
Holiday Pay	30	90%	10%
Health Insurance	31	48%	52%
Life Insurance	30	17%	83%
Dental Insurance	29	41%	59%
Vision Insurance	29	24%	76%
Disability Insurance	30	30%	70%
Continuing Education Reimbursement	29	83%	17%
Discounted Child Care	29	90%	10%

OTHER BENEFITS/COMMENTS

- Reimbursement for continuing education only if extra funds available
- Aflac
- Very limited reimbursement for continuing education
- 35% discounted child care
- 40% discounted child care
- 1st child free, 50% off second child
- Reimbursement for continuing education with prior authorization
- Paid time off to cover all areas. Teachers are salaried with paid time off.
- Workers comp only
- Free Child Care