



**4-C DANE COUNTY GROUP CENTER 2012
RATES and WAGES**

**Community Coordinated Child Care (4-C)
5 Odana Ct., Madison, WI 53719
608-271-9181**

BACKGROUND- THE SURVEY

This report is based on rates, wages, benefits and staff characteristics from 4-C's March 2012 child care survey. Programs reported the information so that wage, retention and education experience was available for each individual staff person. "Madison Accredited" refers to programs accredited by the City of Madison Day Care Unit. There was a decrease this year in programs using the Lead Teacher classification

WAGES

Between 2011 and 2012, wages in full day centers increased 2-3% for most teaching staff and larger increases for lead teachers- the latter possibly the effect of expansion of 4 year old Kindergarten (4K) and increased demand for degreed experienced teachers. Programs serving large numbers of low income children on Wisconsin Shares child care subsidies saw another year of freezes on the maximum rates paid for subsidies as well as other rule changes reducing their payments. This continued to slow increases in the average wages for staff in full day group centers in 2012. There was a major increase in the number of teachers with Bachelor's Degrees in Early Childhood Education this year- while that slowed increases in wages for that category, it may increase wages in future years as demand is expected to be strong for degreed teachers with the expansion of 4K and Youngstar.

TURNOVER AND EDUCATIONAL BACKGROUND

In 2012 staff turnover decreased to 19% for full day centers, this is down 3% from 2011.

2012 WAGE CHARTS

In some cases (most commonly for the Director Administrator and for teaching positions in part day preschools) positions were paid on the basis of a yearly/monthly salary as opposed to an hourly wage. In these cases, an hourly wage was created by dividing the annual salary by 2080 hours. In the case of Administrators, this is probably less than the actual number of hours worked. In many cases Directors/Owners of for profit centers take profits as opposed to a salary from their programs. This results in a few cases in not enough Directors' wages to analyze. Starting salaries dropped for assistants and program coordinators.

Full-day Programs:

| | 2012 Average | 2012 Starting | 2011 Average | % Change |
|------------------------|-----------------|------------------|-----------------|----------|
| Director/Administrator | \$21.33 | NA | \$20.11 | 6% |
| Program Coordinator | \$17.49 | \$14.51 | \$16.15 | 8% |
| Lead Teacher | \$18.73 | NA | \$15.13 | 24% |
| Teacher | \$13.46 | \$11.93 | \$13.11 | 3% |
| Assistant Teacher | \$10.78 | \$9.84 | \$10.53 | 2% |
| Substitute Teacher | \$11.65 | N/A | \$11.33 | 3% |

Full-day Programs-19 year wage changes:

| | 2012 Average | 1991 Average | % Change |
|------------------------|-----------------|-----------------|----------|
| Director/Administrator | \$21.33 | \$9.73 | 219% |
| Program Coordinator | \$17.49 | \$7.80 | 224% |
| Lead Teacher | \$18.73 | \$6.50 | 288% |
| Teacher | \$13.46 | \$5.97 | 225% |
| Assistant Teacher | \$10.78 | \$5.15 | 209% |

ACTUAL RAISES 2012

The normal wage analysis as shown on the first page creates an average based on all wages reported for each category – this includes existing staff who have been there for more than a year, new hires and staff reported by programs who did not report wages to 4-C in the prior year. For the first time this year 4-C actually was able to track raises on some existing staff whose wages were reported in 2011 and 2012- here are the increases found for each category. As the charts show there were programs that gave no increases in 2011.

| Position | Range | Median | Average increase | Position | Range | Median | Average increase |
|--------------|----------|--------|------------------|-----------|----------|--------|------------------|
| Director | 0%to21% | 3% | 4% | Teacher | 0 to 55% | 3% | 5% |
| Coordinator | 0 to 10% | 4% | 5% | Assistant | | | |
| Lead Teacher | 0 to 8% | 4% | 3.50% | Teacher | 0 to 51% | 0% | 3% |

How to Read the Charts:

Number- Number of staff for whom wages were reported

Minimum – Lowest wage reported

Maximum- Highest wage reported

2012 Median- is the wage reported that falls at the 50th percentile of all wages that were reported. Half of the staff earn a higher average wage and half earn lower.

2012 Average- The average wage for this position. This is the average of the wages paid to individual staff in this category.

2011 Average- the average wage for the same position last year

Average Years- The average number of years staff have worked at their current center. Created by averaging all the years worked by staff in this category.

%Change - These represent changes in the average market rate for each position between March 2011 and March 2012. A number of factors, especially staff turnover as higher paid experienced staff are replaced with newer ones, can affect this number in addition to the normal process of centers raising staff salaries.

Average Starting 2012- Average starting is the salary reported for staff who have been working less than a year.

Madison Accredited – are programs meeting high quality accreditation standards set by the City of Madison

STAFF WITH AND WITHOUT BA DEGREES CHART:

About half the full day programs in Dane County have salary charts that use education levels as a factor in determining pay rates . We use the data submitted by individual staff person to determine what the average pay would be for a person with a ECE (4 year Early Childhood Education degree or equivalent) degree and what they would pay someone without a degree. NA means there were not enough responses in a category to report.

Chart explanation:

2012 Average All Staff- This is the same average wage as reported on the Part One chart.

Difference Madison and Outside Column- Average yearly difference in child care wages between programs in the City of Madison and outside the City. Yearly wage is based on 2080 hours.

Yearly Difference with and w/o degree- difference in hourly wage between those with and without a 4 year ECE college degree,

**Part One: Average Hourly Wages Full Day Centers
By Location and Type of Program March 2012**

Averages are based on individual staff wages paid in March 2012 at centers where children can attend 8 hours a day 5 days a week. Change numbers are positive unless identified as negative(-). NA means not enough data available to analyze.

| | Dane County | Madison | Outside Madison | City Accredited | Not Accredited | Dane Non-Profit | Dane For-Profit |
|------------------------------|----------------|----------|--------------------|--------------------|-------------------|--------------------|--------------------|
| DIRECTORS | | | | | | | |
| Average years | 11.66 | 11.28 | 12.2 | 15.5 | 9.78 | 13.93 | 10.61 |
| N of Cases | 52 | 31 | 21 | 19 | 33 | 20 | 32 |
| Minimum | \$ 11.50 | \$ 11.50 | \$ 12.50 | \$ 15.94 | \$ 11.50 | \$ 15.94 | \$ 11.50 |
| Maximum | \$ 36.29 | \$ 32.86 | \$ 36.29 | \$ 32.86 | \$ 35.18 | \$ 32.86 | \$ 36.29 |
| Average 2012 | \$ 20.24 | \$ 21.53 | \$ 21.07 | \$ 25.45 | \$ 19.15 | \$ 24.45 | \$ 19.42 |
| Average 2011 | \$ 20.11 | \$ 20.21 | \$ 20.01 | \$ 22.67 | \$ 18.80 | \$ 22.05 | \$ 18.86 |
| % Change | 1% | 7% | 5% | 12% | 2% | 11% | 3% |
| Average Starting 2012 | NA | NA | NA | NA | NA | NA | NA |
| Program Coordinators | | | | | | | |
| Average years | 8.5 | 8 | 10 | 8.78 | 8.22 | 10.34 | 6.22 |
| N of Cases | 31 | 21 | 10 | 17 | 14 | 18 | 13 |
| Minimum | \$ 10.29 | \$ 10.29 | \$ 12.75 | \$ 10.29 | \$ 12.75 | \$ 10.29 | \$ 12.75 |
| Maximum | \$ 29.94 | \$ 29.06 | \$ 29.94 | \$ 29.94 | \$ 22.07 | \$ 29.94 | \$ 18.25 |
| Average 2012 | \$ 16.79 | \$ 17.36 | \$ 17.78 | \$ 18.76 | \$ 15.69 | \$ 19.08 | \$ 15.30 |
| Average 2011 | \$ 16.15 | \$ 16.51 | \$ 16.11 | \$ 19.05 | \$ 14.77 | \$ 18.73 | \$ 14.70 |
| % Change | 4% | 5% | 10% | -2% | 6% | 2% | 4% |
| Average Starting 2012 | \$14.51 | \$15.09 | NA | NA | NA | NA | NA |
| % Change | -2% | 2% | NA | NA | NA | NA | NA |
| Lead Teachers | | | | | | | |
| Average years | 9.35 | 13.6 | 6.19 | 13 | NA | 13 | NA |
| N of Cases | 31 | 20 | 11 | 31 | 0 | 31 | 0 |
| Minimum | \$ 11.69 | \$ 11.69 | \$ 15.44 | \$ 11.69 | NA | \$ 11.69 | NA |
| Maximum | \$ 29.00 | \$ 29.00 | \$ 21.53 | \$ 29.00 | NA | \$ 29.00 | NA |
| Average 2012 | \$ 18.76 | \$ 19.23 | \$ 12.81 | \$ 18.76 | NA | \$ 18.76 | NA |
| Average 2011 | \$ 15.13 | \$ 16.96 | \$ 14.77 | \$ 16.81 | NA | \$ 17.36 | NA |
| % Change | 24% | 13% | -13% | 12% | NA | 8% | NA |
| Average Starting 2012 | NA | \$14.28 | NA | NA | NA | NA | NA |
| % Change | NA | NA | NA | NA | NA | NA | NA |
| Teachers | | | | | | | |
| Average years | 6.95 | 8.64 | 4.74 | 7.5 | 6.58 | 7.78 | 6.59 |
| N of Cases | 614 | 334 | 280 | 235 | 379 | 215 | 399 |
| Minimum | \$ 8.00 | \$ 8.25 | \$ 8.00 | \$ 9.27 | \$ 8.00 | \$ 9.27 | \$ 8.00 |
| Maximum | \$ 27.23 | \$ 27.23 | \$ 23.00 | \$ 27.23 | \$ 23.00 | \$ 27.23 | \$ 23.00 |
| Average 2012 | \$ 13.46 | \$ 14.10 | \$ 12.69 | \$ 15.22 | \$ 12.34 | \$ 15.17 | \$ 12.27 |
| Average 2011 | \$ 13.11 | \$ 14.12 | \$ 11.99 | \$ 14.80 | \$ 12.08 | \$ 14.99 | \$ 12.02 |
| % Change | 3% | 0% | 6% | 3% | 2% | 1% | 2% |
| Average Starting 2012 | \$ 12.45 | \$12.43 | \$12.44 | \$14.01 | \$11.81 | \$13.85 | \$11.67 |
| % Change | 5% | 1% | 8% | 10% | 3% | 1% | 4% |

2012 Wages Full Day Centers Continued

| | Dane County | Madison | Outside Madison | City Accredited | Not Accredited | Dane Non-Profit | Dane For-Profit |
|---------------------------------|----------------|----------|--------------------|--------------------|-------------------|--------------------|--------------------|
| Assistant Teachers/Aides | | | | | | | |
| Average years | 3.76 | 4.14 | 3.2 | 4.74 | 2.3 | 4.9 | 1.73 |
| N of Cases | 180 | 107 | 73 | 102 | 78 | 111 | 69 |
| Minimum | \$ 7.25 | \$ 8.00 | \$ 7.25 | \$ 7.25 | \$ 7.35 | \$ 8.00 | \$ 7.25 |
| Maximum | \$ 16.61 | \$ 16.61 | \$ 16.18 | \$ 16.61 | \$ 14.00 | \$ 16.61 | \$ 14.00 |
| Average 2012 | \$ 10.78 | \$ 11.14 | \$ 10.25 | \$ 11.57 | \$ 9.72 | \$ 11.53 | \$ 9.58 |
| Average 2011 | \$ 10.53 | \$ 10.78 | \$ 10.12 | \$ 11.38 | \$ 9.33 | \$ 11.29 | \$ 9.00 |
| % Change | 2% | 3% | 1% | 2% | 4% | 2% | 6% |
| Average Starting 2012 | \$9.84 | \$10.32 | \$9.27 | \$10.83 | \$9.36 | \$10.82 | \$9.33 |
| % Change | -5% | -6% | -5% | -6% | 1% | -4% | -4% |
| Cooks | | | | | | | |
| Average years | 7.05 | 6.88 | 7.25 | 10.25 | 4.2 | 10.7 | 4.5 |
| N of Cases | 12 | 5 | 7 | 7 | 5 | 6 | 6 |
| Minimum | \$ 9.44 | \$ 10.00 | 9.44 | \$ 10.69 | \$ 9.44 | \$ 11.66 | \$ 9.44 |
| Maximum | \$ 21.03 | \$ 15.02 | \$ 21.03 | \$ 21.03 | \$ 13.50 | \$ 21.03 | \$ 13.50 |
| Average 2012 | \$ 12.91 | \$ 12.98 | 12.81 | \$ 14.28 | \$10.98 | \$ 14.88 | 10.94 |
| Average 2011 | \$ 13.67 | \$ 12.64 | NA | \$ 13.72 | NA | \$ 14.59 | NA |
| % Change | -6% | 3% | NA | 4% | NA | NA | NA |
| Substitutes | | | | | | | |
| | 2.57 | 2.2 | 2.66 | 3.18 | 1.6 | 3.26 | 2.6 |
| N of Cases | 28 | 10 | 18 | 21 | 7 | 20 | 8 |
| Minimum | \$ 10.00 | \$ 10.30 | \$ 10.00 | \$ 10.09 | \$ 10.00 | \$ 10.09 | \$ 10.00 |
| Maximum | \$ 16.50 | \$ 16.50 | \$ 14.10 | \$ 16.50 | \$ 12.50 | \$ 16.50 | \$ 10.50 |
| Average 2012 | \$ 11.65 | \$ 12.35 | 11.26 | 11.66 | \$ 11.11 | \$ 11.90 | \$ 10.25 |
| Average 2011 | \$ 11.33 | NA | NA | NA | NA | NA | NA |
| % Change | 3% | NA | NA | NA | NA | NA | NA |

**COMPARISON BETWEEN CITY ACCREDITED AND NON ACCREDITED
FULL DAY CENTER WAGES IN DANE COUNTY MARCH 2012**

City accredited programs are programs meeting City of Madison higher Quality Standards. Accreditation seems to have the greatest impact on wages of all of the variables

| | City Accredited | Not Accredited | % Difference | Cost Difference |
|-----------------------------|--------------------|-------------------|-----------------|--------------------|
| DIRECTORS | | | | |
| Average years | 15.5 | 9.78 | 58% | |
| N of Cases | 19 | 33 | | |
| Minimum | \$ 15.94 | \$ 11.50 | 39% | \$ 4.44 |
| Maximum | \$ 32.86 | \$ 35.18 | -7% | \$ (2.32) |
| Average | \$ 25.45 | \$ 19.15 | 33% | \$ 6.30 |
| Average 2009 | \$ 22.67 | \$ 18.80 | 21% | \$ 3.87 |
| % Change | 12% | 2% | | |
| Average Starting | NA | NA | | |
| Program Coordinators | | | | |
| Average years | 8.78 | 8.22 | 7% | |
| N of Cases | 17 | 14 | | |
| Minimum | \$ 10.29 | \$ 12.75 | -19% | \$ (2.46) |
| Maximum | \$ 29.94 | \$ 22.07 | 36% | \$ 7.87 |
| Average | \$ 18.76 | \$ 15.69 | 20% | \$ 3.07 |
| Average 2010 | \$ 19.05 | \$ 14.77 | 29% | \$ 4.28 |
| % Change | -2% | 6% | | |
| Average Starting | NA | NA | | |
| Lead Teachers | | | | |
| Average years | 13 | NA | | |
| N of Cases | 31 | 0 | | |
| Minimum | \$ 11.69 | NA | | |
| Maximum | \$ 29.00 | NA | | |
| Average | \$ 18.76 | NA | | |
| Average 2010 | \$ 16.81 | NA | | |
| % Change | 12% | NA | | |
| Average Starting | \$16.03 | NA | | |
| Teachers | | | | |
| Average years | 7.5 | 6.58 | 14% | |
| N of Cases | 235 | 379 | | |
| Minimum | \$ 9.27 | \$ 8.00 | 16% | \$ 1.27 |
| Maximum | \$ 27.23 | \$ 23.00 | 18% | \$ 4.23 |
| Average | \$ 15.22 | \$ 12.34 | 23% | \$ 2.88 |
| Average 2010 | \$ 14.80 | \$ 12.08 | 23% | \$ 2.72 |
| % Change | 3% | 2% | | |
| Average Starting | \$14.01 | \$11.81 | 19% | \$ 2.20 |

**MARCH 2012 WAGES IN FULL DAY CENTERS
FOR STAFF WITH AND WITHOUT ECE BA DEGREES**

The differences between Madison and outside wages and also without and without degrees are annualized amounts.

| | Dane | Madison | Outside Madison | Difference Madison & Outside | Madison Accredited |
|-------------------------------------|----------|-----------|--------------------|------------------------------------|-----------------------|
| Directors # with ECE | 34 | 16 | 9 | | 14 |
| 2012 Average All Staff | \$ 20.24 | \$ 21.53 | \$ 21.07 | \$957 | \$ 22.67 |
| 2012 Degreed staff average | \$22.84 | \$23.60 | \$21.26 | \$4,867 | \$25.68 |
| 2011 Degreed staff average | \$21.66 | \$21.03 | \$22.80 | -\$3,682 | \$22.52 |
| % change 2011-2012 | 5% | 12% | -7% | | 14% |
| 2012 without degree average | \$19.41 | \$15.91 | \$21.46 | -\$11,544 | \$21.41 |
| 2011 without degree average | \$17.69 | \$18.44 | \$18.60 | -\$333 | \$23.08 |
| Hrly Dif. with & w/o degree | \$3.43 | \$7.69 | (\$0.20) | | \$4.27 |
| % change 2011-2012 | 10% | -14% | 15% | | -7% |
| Yearly Difference with & w/o Degree | \$ 7,134 | \$ 15,995 | \$ (416) | \$ | 8,882 |
| Program Coordinators w/ECE | 17 | 13 | 3 | | 12 |
| 2012 Average All Staff | \$ 16.79 | \$ 17.36 | \$ 17.78 | -\$874 | \$ 18.76 |
| 2012 Degreed staff average | \$17.86 | \$17.87 | \$ 17.83 | \$83 | \$18.94 |
| 2011 Degreed staff average | \$16.90 | \$16.81 | \$ 17.03 | NA | \$18.59 |
| % change 2011-2012 | 6% | 6% | 5% | | 2% |
| 2012 without degree average | \$15.58 | \$14.09 | \$17.07 | -\$6,198 | \$13.31 |
| 2011 without degree average | \$15.50 | \$16.33 | \$14.36 | \$4,098 | \$17.84 |
| Hrly Dif. with & w/o degree | \$2.28 | \$3.78 | \$0.76 | | \$5.63 |
| % change 2011-2012 | 1% | -14% | 19% | | -25% |
| Lead Teachers # with ECE | 18 | 11 | 7 | | 13 |
| 2012 Average All Staff | \$ 18.76 | \$ 19.23 | \$ 12.81 | \$13,354 | \$ 18.76 |
| 2012 Degreed staff average | \$19.18 | \$19.83 | \$18.17 | \$3,453 | \$18.17 |
| 2011 Degreed staff average | \$16.12 | \$17.99 | \$15.04 | \$6,136 | \$17.81 |
| % change 2010-2011 | 19% | 10% | 21% | | 2% |
| 2012 without degree average | \$18.18 | \$18.49 | \$17.46 | \$2,142 | \$19.18 |
| 2011 without degree average | \$14.59 | \$16.33 | \$14.36 | \$4,098 | \$16.92 |
| Hrly Dif. with & w/o degree | \$1.00 | \$1.34 | \$0.71 | | (\$1.01) |
| % change 2011-2012 | 25% | 13% | 22% | | 13% |
| Yearly Difference with & w/o Degree | \$2,080 | \$2,787 | \$1,477 | | (\$2,101) |
| Teachers # with ECE Degrees | 229 | 148 | 81 | | 109 |
| 2012 Average All Staff | \$ 13.46 | \$ 14.10 | \$ 12.69 | \$2,933 | \$ 15.22 |
| 2012 Degreed staff average | \$14.85 | \$15.39 | \$13.85 | \$3,203 | \$16.21 |
| 2011 Degreed staff average | \$14.97 | \$15.56 | \$13.63 | \$4,014 | \$15.40 |
| % change 2010-2011 | -1% | -1% | 2% | | 5% |
| 2012 without degree average | \$12.66 | \$13.19 | \$12.19 | \$2,080 | \$14.37 |
| 2011 without degree average | \$12.52 | \$13.29 | \$11.62 | \$3,474 | \$14.13 |
| Dif. with & w/o degree | \$2.19 | \$2.20 | \$1.66 | | \$1.84 |
| % change 2011-2012 | 1% | -1% | 5% | | 2% |
| Yearly Difference with & w/o Degree | \$ 4,555 | \$ 4,576 | \$ 3,453 | \$ | 3,827 |

2012 MARKET ANALYSIS OF WAGES IN FULL DAY CENTERS

This chart analyzes how many staff are at which average wage level, indicating the approximate availability of jobs within the marketplace at various wage levels. The distribution of teachers between \$10 and \$19 is flatter because there are more variations in education levels required than in the Assistant Teacher category.

| Wages | Teachers | | | | | | Assistants | | | | | |
|--------------|--------------------|--------------------|------------------|---------------------|---------------------|-----------------|--------------------|--------------------|--------------------|---------------------|---------------------|-------------------|
| | 2005 | 2007 | 2009 | 2010 | 2011 | 2012 | 2005 | 2007 | 2009 | 2010 | 2011 | 2012 |
| Middle 50% | \$9.80- \$12.75 | \$13.00 \$15.54 | \$10.82- \$14 | \$10.75- \$14.44 | \$11.75- \$16.02 | \$11 \$15.08 | \$8.50- \$10.29 | \$8.50- \$10.51 | \$9.50- \$11.25 | \$10.15- \$12.00 | \$10.15- \$11.70 | \$9.75 \$11.70 |
| \$7-\$7.99 | 3% | 4% | 1% | 1% | 0% | 0% | 7% | 4% | 4% | 3% | 1% | 2% |
| \$8-\$8.99 | 6% | 4% | 3% | 2% | 0% | 0% | 30% | 24% | 13% | 10% | 1% | 13% |
| \$9-\$9.99 | 19% | 9% | 11% | 11% | 1% | 6% | 22% | 24% | 21% | 9% | 18% | 12% |
| \$10-\$10.99 | 25% | 16% | 16% | 16% | 11% | 16% | 26% | 24% | 30% | 40% | 44% | 39% |
| \$11-\$11.99 | 12% | 17% | 17% | 18% | 14% | 13% | 7% | 14% | 10% | 11% | 13% | 8% |
| \$12-\$12.99 | 12% | 14% | 11% | 11% | 11% | 13% | 3% | 3% | 5% | 9% | 12% | 13% |
| \$13-\$13.99 | 12% | 10% | 10% | 15% | 13% | 10% | 1% | 4% | 8% | 7% | 7% | 5% |
| \$14-\$14.99 | 3% | 11% | 11% | 11% | 12% | 13% | 1% | 1% | 2% | 6% | 4% | 5% |
| \$15-\$15.99 | 3% | 6% | 7% | 7% | 13% | 11% | 0% | 0% | 1% | 2% | 1% | 0% |
| \$16-19.99 | 4% | 8% | 10% | 4% | 23% | 14% | 0% | 0% | 5% | 3% | 1% | 2% |
| \$20-\$30 | 2% | 1% | 3% | 3% | 2% | 3% | 0% | 0% | 0% | 0% | 0% | 0% |
| Median | | | | \$ 12.50 | \$ 14.00 | \$13.05 | | | | \$ 10.85 | \$ 10.75 | \$10.57 |

DANE COUNTY SELF SUFFICIENCY STANDARDS

In 2004 The Wisconsin Women’s Network again commissioned a study to determine at what level various types of families would be able to be self sufficient and not need to rely on government programs. While 8 years out of date it nonetheless provides an important insight in to how much it costs to live in Dane County The complete self sufficiency study can be found at www.wiwomensnetwork.org or purchased by calling 680-255-9809 (email: wiwomen@execpc.com). The estimated amount for 2012 was created by multiplying the 2004 amount by the total consumer price increases from 2005-2012.

| Family type | Estimated hourly wage to be Self Sufficient | Annual Amount 2004 | Estimated 2012 amount | Percent of staff at that wage level or higher in 2012 | |
|--|---|--------------------|-----------------------|---|--------------|
| | | | | % Teachers | % Assistants |
| Single person | \$7.40 | \$15,392.00 | \$18,855.05 | 98% | 89% |
| Single person with child | \$16.75 | \$34,840.00 | \$42,678.65 | 2% | 0% |
| Two adults working with Infant and preschooler | \$13.15 (each) | \$54,704.00 | \$67,011.85 | 0% | 0% |

FULL DAY STAFF EDUCATIONAL BACKGROUND MARCH 2012

There are major differences in the percentage of staff holding college degrees by type of program. Some centers have no one with a college degree. At these centers there is no one with advanced training who can provide support and advice to the many staff who have just 80 hours of training. The clustering of degreed and especially ECE degreed staff is another example of how the child care system in Dane County is becoming stratified into two systems with drastically different levels of quality.

| Education | Dane | | Madison | | Outside Madison | | Non Profit | | Profit | | Madison Accredited | | Not Accredited | |
|----------------------------|-------------|-------------|------------|-------------|-----------------|-------------|------------|-------------|------------|-------------|--------------------|-------------|----------------|-------------|
| | | % | | % | | % | | % | | % | | % | | % |
| High School | 2 | 0% | 1 | 0% | 1 | 0% | 1 | 0% | 1 | 0% | 1 | 0% | 1 | 0% |
| High School Deg. | 318 | 26% | 154 | 22% | 164 | 32% | 87 | 15% | 231 | 36% | 87 | 15% | 231 | 38% |
| Some College | 159 | 13% | 98 | 14% | 61 | 12% | 92 | 16% | 67 | 11% | 90 | 15% | 69 | 11% |
| 1 year Degree | 1 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 1 | 0% |
| Associate Degree | 189 | 16% | 105 | 15% | 84 | 17% | 99 | 17% | 90 | 14% | 100 | 17% | 89 | 15% |
| BA/BS Degree | 486 | 40% | 300 | 43% | 186 | 37% | 256 | 45% | 230 | 36% | 283 | 47% | 203 | 34% |
| Graduate School | 3 | 0% | 2 | 0% | 1 | 0% | 1 | 0% | 2 | 0% | 2 | 0% | 1 | 0% |
| Master's Degree | 44 | 4% | 32 | 5% | 12 | 2% | 30 | 5% | 14 | 2% | 34 | 6% | 10 | 2% |
| Phd | 1 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 1 | 0% | 1 | 0% | 0 | 0% |
| Total | 1203 | 100% | 694 | 100% | 509 | 100% | 566 | 100% | 637 | 100% | 598 | 100% | 605 | 100% |
| Child Care Training | | | | | | | | | | | | | | |
| None | 1 | 0% | 1 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 1 | 0% | 0 | 0% |
| 40 Hour Course | 59 | 5% | 33 | 5% | 26 | 5% | 16 | 3% | 43 | 7% | 16 | 3% | 43 | 7% |
| 80 Hour Course | 481 | 40% | 252 | 36% | 229 | 45% | 188 | 33% | 293 | 46% | 188 | 31% | 293 | 49% |
| 1 year Degree | 49 | 4% | 37 | 5% | 12 | 2% | 36 | 6% | 13 | 2% | 39 | 7% | 10 | 2% |
| CDA | 2 | 0% | 1 | 0% | 1 | 0% | 0 | 0% | 2 | 0% | 0 | 0% | 2 | 0% |
| Associate ECE | 172 | 14% | 95 | 14% | 77 | 15% | 91 | 16% | 81 | 13% | 89 | 15% | 83 | 14% |
| ECE Degree | 403 | 34% | 252 | 36% | 151 | 30% | 213 | 38% | 190 | 30% | 240 | 40% | 163 | 27% |
| Some Graduate | 2 | 0% | 1 | 0% | 1 | 0% | 0 | 0% | 2 | 0% | 1 | 0% | 1 | 0% |
| Master's Degree | 32 | 3% | 23 | 3% | 9 | 2% | 21 | 4% | 11 | 2% | 24 | 4% | 8 | 1% |
| Phd | 1 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 1 | 0% | 1 | 0% | 0 | 0% |
| Total | 1202 | 100% | 696 | 100% | 506 | 100% | 566 | 100% | 636 | 100% | 599 | 100% | 603 | 100% |
| % with BA ECE Degrees | 438 | 36% | 277 | 34% | 93 | 25% | 234 | 41% | 88 | 20% | 174 | 41% | 78 | 19% |
| %With Less than 80 hrs | 60 | 4.99% | 34 | 5% | 11 | 3% | 17 | 3% | 20 | 5% | 14 | 3% | 19 | 5% |

STAFF RETENTION IN FULL DAY CENTERS IN MARCH 2012

| | Dane | | Madison | | Outside Madison | | Accredited | | Not Accredited | |
|-----------------------------------|-------------|-------------|-------------|-------------|-----------------|-------------|-------------|-------------|----------------|-------------|
| | 2011 | 2012 | 2011 | 2012 | 2011 | 2012 | 2011 | 2012 | 2011 | 2012 |
| At Centers 3 years or less | 48% | 48% | 44% | 44% | 53% | 53% | 38% | 36% | 59% | 58% |
| Average number of years at center | 4.59 | 4.66 | 5.35 | 5.18 | 3.87 | 4.08 | 6.23 | 6.34 | 4.34 | 3.36 |
| Turnover rate | 2010 | 2011 | 2010 | 2011 | 2010 | 2011 | 2010 | 2011 | 2010 | 2011 |
| | 22% | 19% | 24% | 21% | 25% | 22% | 17% | 14% | 26% | 28% |

| Year | 2011 | 2010 | 2009 | 2008 | 2006 | 2005 | 2003 | 2002 | 2001 | 2000 | 1999 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|
| Turnover rate | 19% | 22% | 18% | 19% | 30% | 22% | 28% | 33% | 39% | 36% | 32% |
| Change | -1% | 4% | 1% | 11% | 8% | -6% | -5% | -6% | 3% | 4% | -3% |

BENEFITS - FULL DAY CENTERS 2012

The following tables list benefits offered in March 2012 at full day centers. A more detailed analysis of center benefits is impossible under the current reporting system due to the adoption of cafeteria and other flexible benefit plans. The results on leave this year were mixed with some centers increasing leave to offset the lack of salary increases while newer centers often could not afford to offer any benefits at all end result was a decline in some benefits with slight increases in others..

| Dane County: | | | | | | | | | |
|---------------------------------------|---------------|---------|-------------|---------|-------------------|-------------|---------|---------|--|
| Type of leave | % with Change | | 2012 | Change | 2012 | | | | |
| | Leave in % | in % | Av. Days | in days | Range | | | | |
| Paid vacation | 90% | 2% | 10 | -1 | 1-31 | | | | |
| Paid sick leave | 70% | 1% | 8.25 | -0.5 | 1-35 | | | | |
| Paid holidays | 94% | 4% | 8.75 | 0 | 6-21 | | | | |
| Preparation time per week in hours | 70% | 16% | 2.6 | 0.15 | .3-15 | | | | |
| | | | Av Hrs / wk | | | | | | |
| Madison | 2012 | | Change | 2012 | Madison | 2012 | Change | 2012 | |
| | Av. Days | in days | in days | Range | Accredited | Av. Days | in days | Range | |
| Paid vacation | 91% | 12 | -1 | 4-31 | 100% | 13.5 | -1.15 | 4-31 | |
| Paid sick leave | 73% | 9.25 | -0.75 | 2-31 | 79% | 11 | -2.00 | 4-31 | |
| Paid holidays | 95% | 9.25 | 0.25 | 6-21 | 97% | 10.5 | 0.00 | 6-21 | |
| Preparation time per week in hours | 75% | 2.25 | -0.44 | .3-5 | 87% | 2.5 | -0.85 | .03-4.5 | |
| | | | Av Hrs / wk | | | Av Hrs / wk | | | |

The average days listed above relate to benefits provided during the first year. High end figures in the range of days offered often relate to flexible benefit packages where all types of personal leave are grouped under one category.

Other Benefits

Many centers offer multiple health care options with one flat maximum amount that will be paid towards any policy, rendering obsolete the old categories related to percentage of health care cost paid by employers. Few of the programs provide an employer contribution to retirement/pension plans beyond the employee's pre-tax allowable deductions. The following are the benefits reported by full day centers in March 2012 with the percentage of centers that offer the benefit.

| Benefit | % | | Madison | | Outside | |
|------------------------------------|-------------|---------------|-------------------|-----------------------|----------------|----------------|
| | Dane | Change | Accredited | Not Accredited | Madison | Madison |
| Continuing Education Reimbursement | 86% | 4% | 96% | 84% | 88% | 84% |
| Dental Insurance | 72% | 0% | 87% | 67% | 77% | 67% |
| Health Insurance | 82% | -6% | 100% | 78% | 86% | 78% |
| Paid Family Leave | 17% | -5% | 31% | 12% | 23% | 12% |
| Paid Preparation/Planning Time | 70% | 16% | 90% | 63% | 75% | 64% |
| Paid Staff Meetings/In-Services | 93% | 12% | 97% | 92% | 91% | 95% |
| Reduced Child Care costs | 81% | 4% | 76% | 86% | 76% | 86% |

Teacher Wages By Level of Child Care Training March 2012

With the advent of Youngstar Some programs have become increasingly focused on creating salary scales based on education or Registry levels. 4-C's wage survey data is coded by education and level of Child care training. Registry level was added this year and is on the following page. The below chart looks at average wages by level of child care training beginning with those teachers with only a 40 hour course and going up to the level of a teacher with a Bachelors Degree in Early Childhood Education and some graduate classes. The results are not ideal but nonetheless have some useful applications in creating wage scales based on education as it plays out in the marketplace. One weakness is the differences in the amount of data available by education level. In the case of staff with CDAs, 40 hour course, or graduate level courses, the number of wages reported are quite low and thus easily skewed by the limited types of programs reporting those wages. The other categories however have quite significant amounts of data and it is interesting to see how education affects the level of wages received by staff in full day group centers. It is obvious that the type of program a teacher is working in still has more impact on their income than the level of education and training they have attained.

Average wages by Education Level For Teachers

Teachers with 40 hour class
Not Enough to Analyze

Teachers with 80 hour class

| | WAGE |
|------------|-------------|
| N of Cases | 224 |
| Minimum | \$ 8.00 |
| Maximum | \$ 20.85 |
| Average | \$ 11.65 |
| Change | 1% 11 cents |

Teachers with CDA

| | WAGE |
|------------|----------|
| N of Cases | 27 |
| Minimum | \$ 10.00 |
| Maximum | \$ 22.07 |
| Average | \$ 15.48 |
| Change | 7% |

Not Enough to Analyze
for one year certificate

Teachers with AA degrees

| | WAGE |
|------------|------------|
| N of Cases | 104 |
| Minimum | \$ 9.25 |
| Maximum | \$ 25.00 |
| Average | 13,64 |
| Change | 4% \$ 0.50 |

ECE degrees are the fast growing Category

Teachers with BA degrees

| | WAGE |
|------------|---------------|
| N of Cases | 213 |
| Minimum | \$ 9.62 |
| Maximum | \$ 27.23 |
| Average | \$ 14.75 |
| Change | -2% \$ (0.28) |

The large number of new degreed teachers may be a factor in the decrease in average wage

Teachers with BA degrees and graduate level courses

| | WAGE |
|------------|----------|
| N of Cases | 15 |
| Minimum | \$ 10.65 |
| Maximum | \$ 25.00 |
| Average | \$ 14.37 |
| Change | 11% 1.57 |

An Analysis of Differences in Pay Between Educational Levels

1.10

| Level | Number | Average | Difference |
|----------------|--------|----------|-------------------------|
| 80 Hour Course | 224 | \$ 11.65 | |
| CDA | 27 | \$15.48 | 33% over 80 hour course |
| Associate ECE | 104 | \$14.14 | 21% over 80 hour course |
| ECE Degree | 141 | \$14.75 | 27% over 80 hour course |
| Some Graduate | 10 | \$15.94 | 37% over 80 hour course |

Staff with ECE bachelor degrees average 4% more than staff with ECE Associate degrees

Note one reason CDA wages may be higher than Associate degree wages is longevity - a larger number of staff with CDAs are older teachers who have been with the program longer and may have higher salaries as a result of their longevity.

TEACHER WAGES BY REGISTRY LEVEL MARCH 2012

Quite often 4-C receives the wage data in whatever format is used by the centers payroll processing program. As such it is obvious that Registry level is still not a major factor in determining wages as 31% of the staff data received in 2012 lacked a registry level. The current data does not show much relationship between wages and registry levels.

| | | | | | |
|----------------|----------|-----------------|----------|-----------------|----------|
| Level 1 | | Level 6 | | Level 11 | |
| | WAGE2012 | | WAGE2012 | | WAGE2012 |
| N of Cases | 21 | N of Cases | 11 | N of Cases | 22 |
| Minimum | \$ 9.25 | Minimum | \$ 11.78 | Minimum | \$ 9.35 |
| Maximum | \$ 17.09 | Maximum | \$ 20.59 | Maximum | \$ 22.10 |
| Average | \$ 12.32 | Average | \$ 16.19 | Average | \$ 13.61 |
| Level 2 | | Level 7 | | Level 12 | |
| | WAGE2012 | | WAGE2012 | | WAGE2012 |
| N of Cases | 50 | N of Cases | 22 | N of Cases | 88 |
| Minimum | \$ 8.00 | Minimum | \$ 9.50 | Minimum | \$ 9.50 |
| Maximum | \$ 20.85 | Maximum | \$ 17.51 | Maximum | \$ 23.96 |
| Average | \$ 11.87 | Average | \$ 12.06 | Average | \$ 13.64 |
| Level 3 | | Level 8 | | Level 13 | |
| | WAGE2012 | | WAGE2012 | | WAGE2012 |
| N of Cases | 30 | N of Cases | 23 | N of Cases | 4 |
| Minimum | \$ 9.25 | Minimum | \$ 9.75 | Minimum | \$ 12.00 |
| Maximum | \$ 16.84 | Maximum | \$ 18.32 | Maximum | \$ 15.45 |
| Average | \$ 11.15 | Average | \$ 13.59 | Average | \$ 13.71 |
| Level 4 | | Level 9 | | Level 14 | |
| | WAGE2012 | | WAGE2012 | | WAGE2012 |
| N of Cases | 6 | N of Cases | 28 | N of Cases | 105 |
| Minimum | \$ 9.00 | Minimum | \$ 10.00 | Minimum | \$ 9.62 |
| Maximum | \$ 18.54 | Maximum | \$ 18.55 | Maximum | \$ 20.37 |
| Average | \$ 13.54 | Average | \$ 13.02 | Average | \$ 14.65 |
| Level 5 | | Level 10 | | Level 16 | |
| | WAGE2012 | | WAGE2012 | | WAGE2012 |
| N of Cases | 3 | N of Cases | 7 | N of Cases | 1 |
| Minimum | \$ 9.50 | Minimum | \$ 10.00 | Minimum | \$ 12.50 |
| Maximum | \$ 12.00 | Maximum | \$ 22.07 | Maximum | \$ 12.50 |
| Average | \$ 10.83 | Average | \$ 14.31 | Average | \$ 12.50 |

MARCH 2012 WEEKLY AVERAGE RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: City Accredited are programs accredited by the City of Madison;”

| Location /Type: | All of Dane Cty. | Madison | Outside Madison | City-Accredited | Non-Accredited Madison | Difference Between Accredited+ Non-Accredited | |
|-------------------------------------|------------------|-----------|-----------------|-----------------|------------------------|---|------|
| Infants (Age 0-1): | | | | | | | |
| #Centers | 107 | 50 | 57 | 20 | 30 | | |
| Range | \$155-387 | \$155-387 | \$170-346 | \$251-387 | \$155-335 | | |
| Average 2011 | \$260.00 | \$276.00 | \$247.00 | \$290.00 | \$264.00 | 9% | \$26 |
| Average 2012 | \$268.00 | \$283.00 | \$255.00 | \$302.00 | \$272.00 | 10% | \$30 |
| % change | 3.0% | 2.5% | 3.1% | 4.0% | 2.9% | | |
| Median | \$265.00 | \$276.00 | \$251.00 | \$294.00 | \$270.00 | 5% | \$24 |
| Toddlers (age 1-2): | | | | | | | |
| #Centers | 112 | 52 | 60 | 22 | 30 | | |
| Range | \$155-388 | \$155-388 | \$170-321 | \$251-388 | \$155-335 | | |
| Average 2011 | \$254.75 | \$270.00 | \$239.00 | \$285.00 | \$245.00 | 14% | \$40 |
| Average 2012 | \$264.00 | \$280.00 | \$249.00 | \$305.00 | \$269.00 | 12% | \$36 |
| % change | 3.5% | 3.6% | 4.0% | 6.6% | 8.9% | | |
| Median | \$262.00 | \$274.00 | \$250.00 | \$297.00 | \$264.00 | 5% | \$33 |
| Two Year Olds: | | | | | | | |
| #Centers | 129 | 60 | 69 | 29 | 31 | | |
| Range | \$150-\$326 | \$155-326 | \$150-298 | \$218-\$326 | \$155-315 | | |
| Average 2011 | \$225.00 | \$238.00 | \$215.00 | \$248.00 | \$228.00 | 8% | \$20 |
| Average 2012 | \$232.00 | \$245.00 | \$221.00 | \$250.00 | \$239.00 | 4% | \$11 |
| % change | 3.0% | 2.9% | 2.7% | 0.8% | 4.6% | | |
| Median | \$229.00 | \$245.00 | \$220.00 | \$250.00 | \$240.00 | 5% | \$10 |
| Preschool (age 3-5): | | | | | | | |
| #Centers | 132 | 62 | 70 | 30 | 32 | | |
| Range | \$135-295 | \$155-295 | \$135-285 | \$205-\$293 | \$155-295 | | |
| Average 2011 | \$209.00 | \$221.00 | \$199.00 | \$238.00 | \$205.00 | 14% | \$33 |
| Average 2012 | \$215.00 | \$225.00 | \$205.00 | \$238.00 | \$204.00 | 14% | \$34 |
| % change | 2.8% | 1.8% | 2.9% | 0.0% | -0.5% | | |
| Median | \$211.00 | \$220.00 | \$208.00 | \$238.00 | \$209.00 | 5% | \$29 |
| School Age Full Day Centers: | | | | | | | |
| #Centers | 78 | 23 | 55 | 10 | 13 | | |
| After School Range | \$20-150 | \$62-150 | \$20-144 | \$72-122 | \$62-150 | | |
| Average 2012 | \$90.77 | 92.55 | 89.43 | \$89 | \$97.80 | -9% | -\$9 |
| Average 2011 | \$89.00 | 89.00 | 88.00 | \$88 | \$96.00 | -9% | -\$8 |
| % change | 2.0% | 4.0% | 1.6% | 1.0% | 1.9% | | |
| Median | \$86.00 | \$89.00 | \$86.00 | \$107.00 | \$96.00 | 5% | \$11 |
| Summer | 88 | 31 | 57 | 13 | 18 | | |
| Full week | \$197.00 | \$206.00 | \$194.00 | \$207.00 | \$196.00 | 5% | \$11 |

MARCH 2012 AVERAGE DAILY RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: City Accredited are programs accredited by the City of Madison; This rate category has seen a lot of changes as programs scramble to deal with increased part time enrollment due to the recession.

| Daily Location /Type: | All of Dane Cty. | Madison | Outside Madison | City-Accredited | Not Accredited Madison |
|---|------------------|----------|-----------------|-----------------|------------------------|
| Infants (Age 0-1): | | | | | |
| #Centers | 46 | 21 | 25 | 6 | 15 |
| Range | \$33-133 | \$50-133 | \$33-104 | \$56-85 | \$50-133 |
| Average2011 | \$69.00 | \$75.00 | \$65.00 | \$78.00 | \$66.00 |
| Average2012 | \$71.00 | \$78.00 | \$66.00 | \$73.00 | \$78.00 |
| %change | 3% | 4% | 2% | -6% | 18% |
| Toddlers (age 1-2): | | | | | |
| #Centers | 58 | 32 | 26 | 8 | 24 |
| Range | \$31-133 | \$50-133 | \$31-104 | \$49-83 | \$50-133 |
| Average2011 | \$64.00 | \$71.00 | \$58.00 | \$74.00 | \$66.00 |
| Average2012 | \$70.00 | \$76.00 | \$65.00 | \$68.00 | \$78.00 |
| %change | 9% | 7% | 12% | -8% | 18% |
| Two Year Olds: | | | | | |
| #Centers | 72 | 34 | 38 | 12 | 22 |
| Range | \$31-133 | \$45-133 | \$31-91 | \$45-74 | \$45-133 |
| Average2011 | \$55.00 | \$63.00 | \$54.00 | \$65.50 | \$58.00 |
| Average2012 | \$60.00 | \$66.00 | \$56.00 | \$60.50 | \$66.00 |
| %change | 9% | 5% | 4% | -8% | 14% |
| Preschool (age 3-5): | | | | | |
| #Centers | 75 | 29 | 46 | 12 | 17 |
| Range | \$31-100 | \$45-100 | \$31-86 | \$45-\$70 | \$40-100 |
| Average2011 | \$54.50 | \$60.00 | \$50.50 | \$62.00 | \$57.00 |
| Average2012 | \$58.00 | \$58.00 | \$52.00 | \$58.00 | \$59.00 |
| %change | 6% | -3% | 3% | -6% | 4% |
| School-age full day center rate: | | | | | |
| #Centers | 46 | 18 | 28 | 7 | 11 |
| Range | \$23-85 | \$26-85 | \$20-80 | \$25-59 | \$40-85 |
| Average2011 | \$49.00 | \$53.00 | \$46.00 | \$51.00 | \$54.00 |
| Average2012 | \$48.00 | \$49.00 | \$48.50 | \$42.00 | \$50.00 |
| %change | -2% | -8% | 5% | -18% | -7% |

PARENT FEES:

Very little variation exists between type of center any more related to what parent fees are charged. 81% report Enrollment or Registration fees averaging \$68. About 26% offer holding fees .9% require security deposits , 71% have late pick up fees averaging \$72 a hour bur usually charged by the minute or quarter hour 32% report activity fees and 29% report fees ranging from meals to transportation to others specific to that center.

PART TWO- PART DAY PROGRAMS

**Average Hourly Wages Part Day Centers
By Location and Type of Program March 2012**

Averages are based on wages paid in March 2012 at part day preschools including Headstart part day programs but excluding preschools that pay by the session or class as opposed to an hourly wage. Very few programs reported wages for lead teachers. So the lead teacher data was combined with the Teacher wage data for this report. A lot of the increases are due to increases in staff with 4 year degrees. Assistant teachers with BA degrees in ECE earn about a dollar more than the average.

| | Dane | Madison | Outside Madison | Madison Accredited | Not Accredited |
|--------------------------------|----------|----------|--------------------|-----------------------|-------------------|
| DIRECTORS | | | | | |
| | WAGE | WAGE | WAGE | WAGE | WAGE |
| NUMBER | 21 | 11 | 10 | 6 | 15 |
| Minimum | \$ 11.56 | \$ 11.56 | \$ 12.50 | \$ 11.56 | \$ 12.50 |
| Maximum | \$ 29.99 | \$ 28.38 | \$ 29.99 | \$ 28.38 | \$ 29.99 |
| Median | \$ 14.00 | \$ 16.00 | \$ 14.00 | \$ 25.09 | \$ 16.00 |
| AVERAGE | \$ 16.95 | \$ 18.33 | \$ 15.97 | \$ 22.80 | \$ 17.64 |
| %change | -15% | -6% | -24% | -2% | -5% |
| With 4 Year ECE Degrees | | | | | |
| | WAGE | WAGE | WAGE | WAGE | WAGE |
| NUMBER | 18 | 9 | 9 | 5 | 13 |
| Minimum | \$ 11.56 | \$ 11.56 | \$ 14.00 | \$ 11.56 | \$ 12.50 |
| Maximum | \$ 29.99 | \$ 28.38 | \$ 29.99 | \$ 28.38 | \$ 29.99 |
| Median | \$ 14.00 | \$ 15.09 | \$ 18.82 | \$ 21.21 | NA |
| AVERAGE | \$ 16.76 | \$ 17.39 | \$ 19.16 | \$ 21.67 | NA |
| TEACHERS/LEAD TEACHERS | | | | | |
| | WAGE | WAGE | WAGE | WAGE | WAGE |
| NUMBER | 132 | 91 | 41 | 79 | 53 |
| Minimum | \$ 9.75 | \$ 9.75 | \$ 10.00 | \$ 10.01 | \$ 9.75 |
| Maximum | \$ 28.47 | \$ 28.47 | \$ 26.49 | \$ 28.47 | \$ 24.83 |
| Median | \$ 16.11 | \$ 17.44 | \$ 13.09 | \$ 18.04 | \$ 13.33 |
| AVERAGE | \$ 16.68 | \$ 17.64 | \$ 14.71 | \$ 18.44 | \$ 13.53 |
| %change | 3% | 4% | 16% | 5% | -6% |
| With 4 Year ECE Degrees | | | | | |
| | WAGE | WAGE | WAGE | WAGE | WAGE |
| NUMBER | 90 | 48 | 42 | 53 | 37 |
| Minimum | \$10.00 | \$10.25 | \$10.00 | \$13.91 | \$ 10.00 |
| Maximum | \$ 28.47 | \$ 28.47 | \$ 26.49 | \$ 28.47 | \$ 24.83 |
| AVERAGE | \$ 17.65 | \$ 18.76 | \$ 15.43 | \$ 19.72 | \$ 13.87 |
| %change | 6% | 8% | 7% | 8% | -3% |
| Assistants/Aides | | | | | |
| | WAGE | WAGE | WAGE | WAGE | WAGE |
| NUMBER | 65 | 50 | 15 | 46 | 19 |
| Minimum | \$ 9.50 | \$ 9.50 | \$ 9.96 | \$ 9.95 | \$ 9.50 |
| Maximum | \$ 17.11 | \$ 17.11 | \$ 10.76 | \$ 17.11 | \$ 11.00 |
| Median | \$ 10.38 | \$ 10.67 | \$ 10.22 | \$ 10.72 | \$ 10.22 |
| AVERAGE | \$ 10.92 | \$ 11.11 | \$ 10.28 | \$ 11.19 | \$ 10.26 |
| %change | 3% | 6% | -6% | 4% | -1% |

Part Day Preschool Rates March 2012

The following are part day preschool rates as reported in March 2012. Since almost all of the programs are non-profit- no analysis was done comparing non-profit and for-profit programs. The pool of programs to analyze is small with many different pricing and other variables. The most striking difference is between larger and smaller programs. Larger programs cost more due to two factors- 1) these programs offer more scheduling options for parents so that children are often not limited to a few hours of programming 2 or 3 days a week 2) the longer hours for teachers result in more of them qualifying for benefits thus increasing costs. Part of the changes in rates this year relate to changes due to 4K – some programs became full day programs and left this category while others modified rates as they became 4K sites.

| Part Day Preschool Rates | | | | | |
|--|-------------|-------------|--------------------|--------------------|-----------|
| NA or No data listed means not enough to average in that category | | | | | |
| Monthly Rates | Dane | Madison | Outside Madison | City Accredited | Religious |
| 2 day a week Preschool | | | | | |
| Number reporting | 28 | 10 | 18 | 5 | 14 |
| Range | \$98-330 | \$145-330 | \$98-235 | \$190-330 | \$95-235 |
| Average 2012 | \$181 | \$201 | \$153 | \$230 | \$165 |
| Average 2011 | \$150 | \$166 | \$133 | \$197 | \$141 |
| % change | 21% | 21.08% | 15.04% | 16.75% | 17.02% |
| Median | \$185 | \$195 | \$155 | \$200 | \$173 |
| 3 day a week Preschool | | | | | |
| Number reporting | 29 | 11 | 18 | 5 | 14 |
| Range | \$135-\$462 | \$140-\$462 | \$135-320 | \$225-462 | \$135-320 |
| Average 2012 | \$239 | \$249 | \$204 | \$298 | \$205 |
| Average 2011 | \$ 216.69 | \$ 235.70 | \$ 190.58 | \$ 285.63 | \$ 186.16 |
| % change | 10% | 5.64% | 7.04% | 4.33% | 10.12% |
| Median | \$ 222.50 | \$ 225.00 | \$ 205.00 | \$ 245.00 | \$ 210.00 |
| 4 day a week Preschool | | | | | |
| Number reporting | 16 | 8 | 8 | 3 | 6 |
| Range | \$160-575 | \$210-\$575 | \$160-385 | NA | \$160-385 |
| Average 2012 | \$387 | \$382 | 306 | NA | 365 |
| Average 2011 | \$308 | \$333 | \$261 | NA | \$273 |
| % change | 26% | 14.71% | 17.24% | NA | 33.70% |
| Median | \$365 | \$407 | \$320 | NA | \$364 |

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

The 2011 staff turnover rate decreased 11% for part day preschools. Turnover is defined as the number of part time teaching staff on the job in January 2011 compared to the number who left the center during the year.

PART DAY STAFF BACKGROUND MARCH 2012

| Part Day Preschool Educational Background 2012 | | | | | Part Day Retention 2012 | | | | |
|---|------------|------|------------|------|--------------------------------|----------|------------|------------|------------|
| <u>Education</u> | Preschools | | Madison | | Length of Employment | Part-Day | | Madison | |
| | Dane | | Accredited | | | Dane | Preschools | Accredited | Preschools |
| High School | 0 | 0% | 0 | 0% | <1 year | 24 | 8% | 9 | 5% |
| High School Deg. | 83 | 27% | 61 | 32% | 1 Year | 31 | 10% | 18 | 9% |
| Some College | 2 | 1% | 0 | 0% | 2 Years | 51 | 17% | 32 | 17% |
| Associate Degree | 29 | 10% | 19 | 10% | 3 Years | 22 | 7% | 14 | 7% |
| BA/BS Degree | 168 | 55% | 95 | 50% | 4 Years | 31 | 10% | 15 | 8% |
| Graduate School | 0 | 0% | 0 | 0% | 5 Years | 22 | 7% | 16 | 8% |
| Master's Degree | 21 | 7% | 16 | 8% | 6 Years | 14 | 5% | 11 | 6% |
| PHD | 0 | 0% | 0 | 0% | 7 Years | 15 | 5% | 8 | 4% |
| Total | 303 | 100% | 191 | 100% | 8 Years | 14 | 5% | 7 | 4% |
| <u>Child Care Training</u> | | | | | 9 Years | 5 | 2% | 4 | 2% |
| None | 0 | 0% | 0 | 0% | 10 years | 7 | 2% | 5 | 3% |
| 40 Hour Course | 19 | 6% | 12 | 6% | 11-19 years | 39 | 13% | 30 | 16% |
| 80 Hour Course | 96 | 32% | 67 | 35% | 20 or more | 30 | 10% | 24 | 12% |
| CDA | 6 | 2% | 4 | 2% | TOTAL | 305 | 100% | 193 | 100% |
| Associate ECE | 29 | 10% | 21 | 11% | at centers | | | | |
| ECE Degree | 135 | 45% | 74 | 39% | 3 years or less | 12% | 42% | 3% | 31% |
| Graduate ECE | 16 | 5% | 11 | 6% | Average Years | -0.63 | 7.02 | -0.58 | 8.15 |
| Total | 301 | 100% | 189 | 100% | Turnover rate | 2010 | 2011 | 2010 | 2011 |
| With less than 80 Hours | 2011 | 2011 | 2011 | 2012 | | 28% | 17% | 26% | 14% |
| | 6% | 6% | 7% | 6% | | | | | |
| % staff with ECE College Degrees | 52% | 50% | 44% | 45% | | | | | |
| % staff with ECE Degrees | 51% | 50% | 59% | 44% | | | | | |

On Site School Age Programs Rates 2012 School Year

The below chart is for school age rates for part day school age programs primarily operated on site in school buildings. School age programs use a wide range of fee structures for after school rates including weekly, biweekly and monthly. For this chart monthly rates have been converted to weekly. The majority of in school programs are run by 2 large non-profit agencies with sites inside and outside the city and single wage scales covering all sites- thus the wage analysis was done only on a county wide basis. Rates however vary a lot by school district depending on the arrangements made with the local school district. There were not enough wages reported this year to update the 2011 wage data.

On Site School Age Programs Rates 2012 School Year

| Dane | Weekly | Daily | Weekly | |
|---|-------------------------|-------------------------|-----------------|---------|
| | Full time School age | Full time School age | After School | |
| N of Cases | 10 | 13 | 62 | |
| Minimum | \$ 110.00 | \$ 25.00 | \$ 51.50 | |
| Maximum | \$ 240.00 | \$ 49.00 | \$ 115.00 | |
| Average | \$ 172.30 | \$ 36.31 | \$ 75.33 | |
| Change | -2% | 11% | 1% | |
| Madison | | | | |
| N of Cases | 5 | 5 | 25 | |
| Minimum | \$ 110.00 | \$ 25.00 | \$ 67.61 | |
| Maximum | \$ 240.00 | \$ 49.00 | \$ 115.00 | |
| Average | \$ 184.20 | \$ 38.71 | \$ 77.82 | |
| Change | -4% | 16% | 2% | |
| Outside Madison | | | | |
| N of Cases | 5 | 8 | 37 | |
| Minimum | \$ 125.00 | \$ 28.00 | \$ 51.50 | |
| Maximum | \$ 212.00 | \$ 40.00 | \$ 100.00 | |
| Average | \$ 160.40 | \$ 34.81 | \$ 73.64 | |
| Change | -1% | 8% | 1% | |
| Madison Accredited Before School | | | | |
| N of Cases | 3 | 5 | 2 | 20 |
| Minimum | \$28.15 | \$204.00 | NA | \$67.61 |
| Maximum | \$28.15 | \$240.00 | NA | \$91.00 |
| Average | \$28.15 | \$213.00 | NA | \$75.96 |
| Change | -5% | -1% | NA | 1% |

On Site School Age Programs Wages 2011 School Year

| Dane Administrators | | 2010- Madison Accredited 2011 | |
|-------------------------|----------|-------------------------------|-------------------------|
| | WAGE | CHANGE | WAGE |
| N of Cases | 8 | -1 | N of Cases 3 |
| Minimum | \$ 11.50 | 0% | Minimum NA |
| Maximum | \$ 29.00 | 1% | Maximum NA |
| Average | \$ 18.23 | 4% | Average NA |
| Site Supervisors | | | |
| | WAGE | | WAGE |
| N of Cases | 16 | -9 | N of Cases 6 |
| Minimum | \$ 11.00 | 0% | Minimum \$ 11.00 |
| Maximum | \$ 20.60 | 22% | Maximum \$ 15.43 |
| Median | \$ 11.75 | 3% | Median \$ 12.54 |
| Average | \$ 12.40 | 6% | Average \$ 12.64 |
| Teachers | | | |
| | WAGE | | WAGE |
| N of Cases | 132 | -4 | N of Cases 59 |
| Minimum | \$ 8.75 | 0% | Minimum \$ 8.75 |
| Maximum | \$ 18.65 | 3% | Maximum \$ 15.49 |
| Median | \$ 10.25 | 3% | Median \$ 10.00 |
| Average | \$ 10.52 | 2% | Average \$ 10.47 |
| Assistants/Aides | | | |
| | WAGE | | WAGE |
| N of Cases | 52 | 19 | N of Cases 26 |
| Minimum | \$ 7.25 | 0% | Minimum \$ 8.50 |
| Maximum | \$ 12.75 | 17% | Maximum \$ 11.34 |
| Median | \$ 9.00 | 0% | Median \$ 9.23 |
| Average | \$ 9.31 | 1% | Average \$ 9.66 |