

4-C DANE COUNTY GROUP CENTER 2009

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 2009 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.

WAGES

Between 2008 and 2009, wages in full day centers increased 2-5% for most teaching staff. Since the 2008 wage data was destroyed in the 4-C fire- the percentage for wage increases was determined by comparing the 2007 and 2009 wages and dividing by 2. Wages were flat for Program Coordinators and Directors. Some of this can be attributed to several long term staff leaving or retiring. The other possibility is that in some cases Directors did not get raises due to financial problems caused by the recession.

TURNOVER AND EDUCATIONAL BACKGROUND

In 2008 staff turnover decreased to 19% for full day centers, most likely due to the recession and the lack of jobs outside the field. 20% of the reporting Directors were in their first year at the centers they administered (partly due to an increase in new program starts and partly due to the retirement of some long term Directors)

2009 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.

Full-day Programs:

	2009	2007	2007	
	Average	Starting	Average	% Change
Director/Administrator	\$18.81	\$18.54	\$18.81	0%
Program Coordinator	\$15.93	\$12.93	\$16.32	-1%
Lead Teacher	\$15.33	\$12.52	\$14.29	4%
Teacher	\$12.79	\$11.22	\$12.36	2%
Assistant Teacher	\$10.77	\$10.19	\$9.81	5%
Substitute Teacher	\$9.80	N/A	\$10.04	-1%

Full-day Programs-18 year wage changes:

	2009	1991	
	Average	Average	% Change
Director/Administrator	\$18.81	\$9.73	193%
Program Coordinator	\$15.93	\$7.80	204%
Lead Teacher	\$15.33	\$6.50	236%
Teacher	\$12.79	\$5.97	214%
Assistant Teacher	\$10.77	\$5.15	209%

How to Read the Charts:

Number- Number of staff for whom wages were reported

Minimum – Lowest wage reported

Maximum- Highest wage reported

2009 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.

2009 Average- The average wage for this position. This is the average of the wages paid to individual staff in this category.

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

Change from 08- Since the 2008 wage data was lost in the 4-C fire this is the difference between the 2007 and 2009 averages divided by 2 to give the annual increase or decrease in wages. These represent changes in the average market rate for each position between March 2008 and March 2009. 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 2009- Average starting is the salary reported for staff who have been working less than a year.

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:

2007 Hourly Average- This is the same average wage as reported on the above 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.

Dif. 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 2009**

Averages are based on individual staff wages paid in March 2009 at centers where children can attend 8 hours a day. Substitute teacher wages ranged from \$8-\$15 and averaged \$9.80 Change numbers are positive unless identified as negative(-)

	Dane	Madison	Outside Madison	City Accredited	Not accredited	Dane Non-Profit	Dane For Profit
DIRECTORS							
	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE
Number	90	50	40	40	50	41	49
Minimum	9.5	\$11.00	\$9.50	\$14.99	\$9.50	\$12.02	\$9.50
Maximum	\$34.17	\$34.17	\$33.00	\$34.17	\$33.00	\$34.17	\$33.00
Median	\$18.02	\$19.22	\$16.90	\$20.28	\$16.43	\$19.71	\$16.30
Average	\$18.81	\$20.15	\$17.13	\$21.44	\$16.70	\$21.16	\$16.84
Average years	10.99	11.196	10.771	12.341	10.034	12.465	9.857
Change from 08	0%	-2%	3%	-1%	NA	-2%	1%
Av.Starting	\$18.54	\$22.24	\$13.62	\$22.24	\$13.62	\$22.43	\$13.62

	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE
PROGRAM COORDINATORS							
Number	39	26	13	21	18	23	16
Minimum	\$10.20	10.25	\$10.20	\$10.25	\$10.20	\$10.25	\$10.20
Maximum	\$28.49	28.49	\$19.38	\$28.49	\$19.38	\$28.49	\$18.35
Median	\$15.38	16.755	\$14.00	\$17.34	\$13.58	\$17.83	\$13.56
Average	\$15.93	16.518	\$14.76	\$17.08	\$14.59	\$17.14	\$14.19
Average years	7.07	7.73	5.77	8.5	5.44	9.65	3.4
Change from 08	-1%	-2%	1%	0%	NA	-1%	2%
Av.Starting	\$12.93	\$13.48	\$11.88	\$12.26	\$12.63	\$13.34	\$12.63

	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE
LEAD TEACHERS							
Number	65	60	5	51	14	34	31
Minimum	\$8.50	\$8.50	\$11.00	\$11.00	\$8.50	\$11.00	\$8.50
Maximum	\$38.00	\$38.00	\$18.85	\$26.84	\$38.00	\$26.84	\$38.00
Median	\$13.78	\$13.93	\$12.60	\$14.20	\$11.50	\$15.82	\$13.53
Average	\$15.33	\$15.48	\$13.54	\$15.82	\$13.51	\$16.47	\$14.07
Average years	7.662	7.54	9.2	8.75	4.4	11	4.3
Change from 08	4%	3%	1%	5%	NA	5%	4%
Av.Starting	\$12.52	\$12.58	NA	\$13.12	\$11.80	\$12.00	\$12.82

Dane
Madison
Outside
Madison
City
Accredited
Not
accredited
Dane
Non-Profit
Dane
For Profit

TEACHERS

	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE
Number	687	375	311	337	350	340	347
Minimum	\$6.50	\$7.50	\$6.50	\$8.45	\$6.50	\$8.90	\$6.50
Maximum	\$30.20	\$30.20	\$20.00	\$30.20	\$20.00	\$30.20	\$20.00
Median	\$12.25	\$13.89	\$11.00	\$13.96	\$11.00	\$14.00	\$11.00
Average	\$12.79	\$13.98	\$11.35	\$14.10	\$11.52	\$14.17	\$11.43
Average years	5.31	6.43	4.00	6.30	4.35	6.75	3.90
Change from 08	2%	3%	0%	2%	NA	2%	2%
Av.Starting	\$11.22	\$10.96	\$10.12	\$12.49	\$10.33	\$11.88	\$10.54

ASSISTANTS

	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE	WAGE
Number	214	154	60	139	75	142	72
Minimum	\$6.55	\$7.00	\$6.55	\$6.55	\$6.75	\$7.00	\$6.55
Maximum	\$18.81	\$18.81	\$14.55	\$18.81	\$14.55	\$18.81	\$14.55
Median	\$10.25	\$10.85	\$9.00	\$10.85	\$9.25	\$10.85	\$9.78
Average	\$10.77	\$11.34	\$9.28	\$11.51	\$9.39	\$11.24	\$9.84
Average years	3	3.50	2.00	3.50	2.00	3.40	2.30
Change from 08	5%	7%	-1%	8%	NA	6%	4%
Av.Starting	\$10.19	\$10.77	\$9.14	\$10.91	\$9.27	\$10.54	\$9.52

**COMPARISON BETWEEN CITY ACCREDITED AND NON ACCREDITED
FULL DAY CENTER WAGES IN DANE COUNTY MARCH 2009**

City accredited programs are programs meeting City of Madison higher Quality Standards.

Countywide Data	City Accredited	Not accredited	% Change	Cost Difference
DIRECTORS				
	WAGE	WAGE		
Number	40	50		
Median	\$20.28	\$16.43	23%	\$3.85
Average	\$21.44	\$16.70	28%	\$4.74
Average years	12.341	10.034	23%	
Av.Starting	\$22.24	\$13.62	63%	\$8.62

Countywide Data	City Accredited	Not accredited	% Change	Cost Difference
PROGRAM COORDINATORS				
	WAGE	WAGE		
Number	21	18		
Median	\$17.34	\$13.58	28%	\$3.76
Average	\$17.08	\$14.59	17%	\$2.50
Average years	8.5	5.44	56%	
Av.Starting	\$12.26	\$12.63	-3%	-\$0.37

Countywide Data	City Accredited	Not accredited	% Change	Cost Difference
LEAD TEACHERS				
	WAGE	WAGE		
Number	51	14		
Median	\$14.20	\$11.50	23%	\$2.70
Average	\$15.82	\$13.51	17%	\$2.31
Average years	8.75	4.4	99%	
Av.Starting	\$13.12	\$11.80	11%	\$1.32

Countywide Data	City Accredited	Not accredited	% Change	Cost Difference
TEACHERS				
	WAGE	WAGE		
Number	337	350		
Median	\$13.96	\$11.00	27%	\$2.96
Average	\$14.10	\$11.52	22%	\$2.59
Average years	6.30	4.35	45%	
Av.Starting	\$12.49	\$10.33	21%	\$2.16

Countywide Data	City Accredited	Not accredited	% Change	Cost Difference
ASSISTANTS				
	WAGE	WAGE		
Number	139	75		
Median	\$10.85	\$9.25	17%	\$1.60
Average	\$11.51	\$9.39	22%	\$2.11
Average years	3.50	2.00	75%	
Av.Starting	\$10.91	\$9.27	18%	\$1.64

**MARCH 2009 WAGES IN FULL DAY CENTERS
FOR STAFF WITH AND WITHOUT ECE BA DEGREES**

This chart was produced by averaging wages reported for each individual staff person.
The Difference between Madison and outside wages is an annualized amount.

	Dane	Madison	Outside Madison	Difference Madison & Outside	Madison Accredited
Directors # with ECE	43	29	14		20
2009 Average All Staff	\$18.81	\$20.15	\$17.13	\$6,289.92	\$21.44
2009 Degreed staff average	\$20.10	\$21.37	\$17.45	\$8,153.60	\$23.83
2007 Degreed staff average	\$20.94	\$21.57	\$18.41	\$6,572.80	\$23.47
% change 2006-2007	-4%	-1%	-5%		2%
2009 without degree average	\$17.61	\$18.44	\$16.86	\$3,286.40	\$19.89
2007 Without degree average	\$16.81	\$15.05	\$15.42	(\$769.60)	19.24
Dif. with & w/o degree	\$2.49	\$6.32	\$2.03		\$4.59
%difference	12%	30%	12%		19%
Program Coordinators w/ECE	13	11	2		10
2009 Average All Staff	\$15.93	16.518	\$14.76	\$3,660.80	\$17.08
2009 Degreed staff average	\$17.65	\$17.89	NA	NA	\$18.28
2007 Degreed staff average	\$16.90	\$16.88	NA	NA	\$17.30
% change 2006-2007	4%	6%	NA		6%
2009 without degree average	\$14.38	\$14.58	\$14.11	\$977.60	\$16.74
2007 Without degree average	\$15.55	\$14.03	\$13.95	\$166.40	\$13.47
Dif. with & w/o degree	\$3.27	\$3.31	NA		\$1.54
%difference	19%	19%	NA		8%
Lead Teachers # with ECE	18	17	1		16
2009 Average All Staff	\$15.33	\$15.48	\$13.54	\$4,024.80	\$15.82
2009 Degreed staff average	\$16.77	\$16.96	NA	NA	\$17.31
2007 Degreed staff average	\$15.42	\$15.69	\$14.51	\$2,454.40	\$15.57
% change 2006-2007	9%	8%	NA		11%
2009 without degree average	\$14.26	\$14.33	\$13.55	\$1,622.40	\$15.14
2007 Without degree average	\$13.66	\$11.81	\$12.31	(\$1,040.00)	\$13.68
Dif. with & w/o degree	\$2.51	\$2.63	NA		\$2.17
%difference	15%	16%	NA		13%
Teachers # with ECE Degrees	200	144	56		132
2009 Average All Staff	\$12.79	\$13.98	\$11.35	\$5,484.96	\$14.10
2009 Degreed staff average	\$15.09	\$15.99	\$12.48	\$7,300.80	\$16.29
2007 Degreed staff average	\$13.50	\$14.50	\$12.67	\$3,806.40	\$14.58
% change 2006-2007	12%	10%	-1%		12%
2009 without degree average	\$11.85	\$12.73	\$11.00	\$3,598.40	\$13.60
2007 Without degree average	\$11.54	\$11.38	\$11.00	\$790.40	\$11.79
Dif. with & w/o degree	\$3.24	\$3.26	\$1.48		\$2.69
%difference	21%	20%	12%		17%

2009 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. In 2004 with the increased number of staff earning more than \$13 a hour additional categories were created to provide more information about higher wages. Note 2001 though 2004 included data from for profit chain centers. 2005 on does not always include this data. 2009 data does include a sample from the larger chains

Wages	Lead Teachers					Teachers					Assistants				
	1999	2002	2005	2007	2009	2001	2002	2005	2007	2009	2001	2002	2005	2007	2009
Middle 50%	\$8- \$10	\$8.35- \$12	\$10.56- \$14.13	\$13 \$15.69	\$13- \$17.00	\$8.40- \$10.33	\$8.60- \$10.75	\$9.80- \$12.75	\$13.00 \$15.54	\$10.82- \$14	\$7.10- \$8.35	\$7.10- \$9.06	\$8.50- \$10.29	\$8.50- \$10.51	\$9.50- \$11.25
<\$7	1%	0%	0%	0%	0%	0%	1%	0%	0.4%	0%	15%	10%	3%	2%	1%
\$7-\$7.99	18%	5%	1%	0%	0%	14%	12%	3%	4%	1%	41%	36%	7%	4%	4%
\$8-\$8.99	46%	32%	4%	1%	2%	27%	22%	6%	4%	3%	34%	28%	30%	24%	13%
\$9-\$9.99	11%	12%	14%	4%	3%	12%	18%	19%	9%	11%	8%	15%	22%	24%	21%
\$10-\$10.99	5%	11%	8%	4%	2%	32%	27%	25%	16%	16%	1%	0%	26%	24%	30%
\$11-\$11.99	10%	8%	6%	7%	11%	4%	3%	12%	17%	17%	<1%	8%	7%	14%	10%
\$12-\$12.99	6%	20%	8%	5%	5%	7%	11%	12%	14%	11%		0%	3%	3%	5%
\$13-up	4%	12%	56%	79%	78%	3%	6%	24%	36%	42%		1%	2%	5%	16%
2005 on															
\$13-\$13.99			28%	26%	31%			12%	10%	10%			1%	4%	8%
\$14-\$14.99			11%	20%	13%			3%	11%	11%			1%	1%	2%
\$15-\$15.99			5%	12%	6%			3%	6%	7%				0%	1%
\$16-19.99			10%	19%	17%			4%	8%	10%				0%	5%
\$20-\$30			2%	2%	11%			2%	1%	3%			0%	0%	0%

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 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).

FULL DAY STAFF EDUCATIONAL BACKGROUND MARCH 2009

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		Profit		Non-Profit		Madison Accredited	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
High School	11	1%	3	1%	8	2%	11	2%	0	0%	0	0%
High School Deg.	414	37%	162	37%	252	59%	286	54%	128	22%	66	14%
Some College	123	11%	92	5%	31	7%	41	8%	82	14%	73	15%
1 year Degree	1	0%	1	0%	0	0%	1	0%	0	0%	0	0%
Associate Degree	139	12%	108	5%	31	7%	49	9%	90	15%	86	18%
BA/BS Degree	387	35%	286	15%	101	23%	129	24%	258	44%	233	48%
Graduate School	3	0%	3	0%	0	0%	1	0%	2	0%	1	0%
Master's Degree/PHD	37	3%	30	1%	7	2%	9	2%	28	5%	27	6%
Total	1115		685		430		527		588		486	
Child Care Training			100%									
None	14	1%	8	1%	6	1%	7	0.5	7	1%	3	1%
40 Hour Course	108	10%	64	9%	44	10%	58	10.9	50	9%	48	10%
80 Hour Course	518	47%	260	38%	258	60%	309	58.2	209	36%	130	27%
1 year Degree	1	0%	0	0%	1	0%	0	0.9	1	0%	0	0%
Associate ECE	112	10%	89	13%	23	5%	37	9.9	75	13%	73	15%
ECE Degree	272	25%	195	29%	77	18%	80	14.2	192	33%	175	36%

STAFF RETENTION IN FULL DAY CENTERS IN MARCH 2009

Length of Employment	Dane		Madison		Outside Madison		For Profit		Non Profit		Madison Accredited	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<1 year	57	5.2%	35	5.3%	22	5.1%	27	5%	30	D	28	6%
1 Year	212	19.4%	129	19.4%	83	19.3%	103	20%	109	20%	79	17%
2 Years	187	17.1%	98	14.7%	89	20.7%	108	21%	79	14%	63	13%
3 Years	138	12.6%	74	11.1%	64	14.9%	80	15%	58	10%	45	10%
4 Years	99	9.0%	51	7.7%	48	11.2%	57	11%	42	8%	36	8%
5 Years	48	4.4%	27	4.1%	21	4.9%	22	4%	26	5%	23	5%
6 Years	50	4.6%	31	4.7%	19	4.4%	26	5%	24	4%	25	5%
7 Years	39	3.6%	25	3.8%	14	3.3%	19	4%	20	4%	21	4%
8 Years	39	3.6%	24	3.6%	15	3.5%	18	3%	21	4%	19	4%
9 Years	28	2.6%	23	3.5%	5	1.2%	6	1%	22	4%	20	4%
10 or more years	198	18.1%	148	22.3%	50	11.6%	52	10%	146	26%	113	24%
TOTAL	1095	100%	665	100%	430	#####	518	100%	577	100%	472	100%
At Centers 3 years or less	2007	2009	2007	2009	2007	2009	2007	2009	2007	2009	2007	2009
	56%	54%	53%	51%	61%	60%	65%	61%	49%	44%	49%	46%
Average number of years at center	4.17	4.37	4.39	4.73	3.76	3.81	3.34	3.70	4.8	4.96	4.64	5.03
Turnover rate	2006	2008	2006	2008	2006	2008	2006	2008	2006	2008	2006	2008
	30%	19%	29%	18%	34%	20%	35%	25%	27%	11%	25%	16%

Turnover rates are determined by dividing the number of paid, full time, year round teaching staff employed on January 1, 2008 by the number of paid, full time, year round teaching staff who left during 2008. The 2008 rate is 11% less than the 2006 rate with all categories of programs showing a reduction in turnover rates. The following chart shows Dane County full day center turnover rates since 1995.

Year	2008	2006	2005	2003	2002	2001	2000	1999	1998	1997	1996	1995
Turnover rate	19%	30%	22%	28%	33%	39%	36%	32%	35%	28%	28%	30%
Change	11%	8%	-6%	-5%	-6%	3%	4%	-3%	7%	0%	-2%	-3%

2009 Full Day Director Retention

Retention for Directors decreased across most categories.

	Dane	Madison	Outside Madison	For Profit	Non Profit	City Accredited
Average Years as Director	7.9	7.57	8.36	6.9	9.7	9.2

BENEFITS - FULL DAY CENTERS 2009

The following tables list benefits offered in March 2009 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. With the exception of accredited programs many centers reduced benefits resulting in a decline overall in many categories

Dane County:				
Type of leave	% with Leave	2009 Av. Days	2009 Range	
Paid vacation	98%	9	0-22	
Paid sick leave	42%	7	0-24	
Paid personal leave	30%	6	0-35	
Paid holidays	94%	8	0-22	
Maternity Leave	32%	NA	NA	
Total	94%	20.5	4-52	

	2009	2009	City	
	Av. Days	Range	2009 Av. Days	2009 Range
Madison				
Paid vacation	10	0-22	12	5-22
Paid sick leave	7.5	0-24	9	5-24
Paid personal leave	5	0-14	6	1-14
Paid holidays	9	0-22	8.8	5-22
Total	24	4-48	26.5	4-48

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. Maternity leave relates to the unpaid days a person can take beyond what is mandated by law. Some programs allow unused sick, vacation, or other paid leave to be used for maternity leave.

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 2009. The first number is what percentage of centers offer the benefit. There has been a decline in

Benefit	Dane	Madison	Outside Madison	Madison Accredited
Paid prep. Time	92%	92%	59%	100%
Preschool care	68%	54%	52%	72%
Retirement	32%	35%	13%	75%
Health	78%	91%	63%	100%
Health family	70%	84%	56%	95%
Dental	67%	77%	56%	92%
Term Life	44%	67%	40%	80%
Bonus	15%	12%	14%	25%
Disability Ins.	43%	72%	54%	83%

MARCH 2009 WEEKLY AVERAGE RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: City Accredited are programs accredited by the City of Madison; "Accredited Dane" includes all programs accredited by the City of Madison or NAEYC.

Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited	Accredited Madison	Non-Accredited Madison	Difference Between Accredited+ Non-Accredited	
Infants (Age 0-1):								
#Centers	98	43	55	19	19	24		
Range	\$155-360	\$155-360	\$160-315	\$245-360	\$245-360	\$155-310		
Average 08	\$248.00	\$263.00	\$234.00	\$275	\$275	\$239	15%	\$36
Average 09	\$250.00	\$267.00	\$237.00	\$284	\$284	\$253	12%	\$31
%change	0.8%	1.5%	1.3%	3.3%	3.3%	5.9%		
median	\$250.00	\$262.00	\$238.00	\$285.00	\$285.00	\$255.00		
Toddlers (age 1-2):								
#Centers	105	48	57	24	24	24		
Range	\$155-360	\$155-360	\$160-289	\$239-360	\$239-360	\$155-310		
Average 08	\$242.00	\$258	\$227	\$266	\$266	\$234	14%	\$32
Average 09	\$248.00	\$267	\$231	\$282	\$282	\$253	11%	\$29
%change	2.5%	3.5%	1.8%	6.0%	6.0%	8.1%		
median	\$250.00	\$261.00	\$235.00	\$275.00	\$275.00	\$255.00		
Two Year Olds:								
#Centers	130	65	65	35	35	30		
Range	\$143-360	\$155-360	\$143-282	\$198-\$360	\$198-\$360	\$155-310		
Average 08	\$213.00	\$229	\$196	\$237	\$237	\$204	16%	\$33
Average 09	\$225.00	\$240	\$210	\$250	\$250	\$229	9%	\$21
%change	5.6%	4.8%	7.1%	5.5%	5.5%	12.3%		
median	\$220.00	\$239.00	\$208.00	\$244.00	\$244.00	\$227.00		
Preschool (age 3-5):								
#Centers	135	67	68	36	36	31		
Range	\$120-310	\$120-310	\$143-258	\$190-\$285	\$190-\$285	\$120-310		
Average 08	\$199	\$206	\$186	\$221	\$221	\$191	16%	\$30
Average 09	\$202	\$212	\$195	\$225	\$225	\$209	8%	\$16
%change	1.5%	2.9%	4.8%	1.8%	1.8%	9.4%		
median	\$201.00	\$214.00	\$192.00	\$226.00	\$226.00	\$206.00		
School Age Full Day Centers:								
#Centers	57	20	37	6	6	14		
Range	\$45-188	\$65-188	\$45-121	\$67-165	\$67-165	\$65-188		
Average 08	\$82.69	84.76	81.93					
Average 09	\$91.50	100.00	87.00	\$113	\$113	\$101.00	12%	\$12
%change	10.7%	18.0%	6.2%	na	na	na		
median	\$91.00	\$100.00	\$87.00	\$112.00	\$112.00	\$97.00		
Summer	81	31	50	10	10	21		
Full week	\$186	\$196	\$181	\$207	\$207	\$191	8%	\$16

MARCH 2009 AVERAGE DAILY RATES FULL DAY CENTERS IN DANE COUNTY

Definitions: City Accredited are programs accredited by the City of Madison; "Accredited Dane" includes all programs accredited by the City of Madison or NAEYC. The drops in some categories are the results of some higher cost programs deciding to no longer provide part time care for those age levels.

Location /Type:	All of Dane Cty.	Madison	Outside Madison	City-Accredited	Not Accredited Madison
Infants (Age 0-1):					
#Centers	37	16	21	9	7
Range	\$40-109	\$48-109	\$40-75	\$54-100	\$48-109
Average 09	\$62.00	\$73.00	\$53.00	\$72.00	\$75.00
%change	0%	0%	-4%	0%	27%
Toddlers (age 1-2):					
#Centers	38	16	22	9	7
Range	\$29-109	\$48-109	\$29-75	\$52-100	\$48-109
Average 09	\$60.00	\$72.00	\$51.00	\$70.00	\$75.00
%change	-3%	6%	-11%	4%	14%
Two Year Olds:					
#Centers	60	24	36	14	10
Range	\$29-109	\$40-109	\$29-74	\$40-\$85	\$40-109
Average 09	\$53.00	\$60.00	\$49.00	\$59.00	\$62.00
%change	0%	5%	-2%	4%	19%
Preschool (age 3-5):					
#Centers	72	27	45	14	13
Range	\$29-109	\$30-109	\$29-74	\$40-\$83	\$25-102
Average 09	\$50.00	\$56.00	\$47.00	\$55.00	\$54.00
%change	0%	4%	-2%	-15%	10%
After School full day center rate:					
#Centers	41	11	30	4	7
Range	\$29-74	\$30-63	\$29-74	\$44-57	\$30--63
Average 09	\$45.00	\$48.00	\$44.00	\$50.00	\$48.00
%change	0%	0%	0%	2%	7%

PARENT FEES:

Very little variation exists between type of center any more related to average parent fees. Enrollment fees range from \$25-\$150 and average \$58 (median \$50) . About 26% offer holding fees or require security deposits , 80% have late pick up fees while that ranges from \$3-\$300 a hour the average and norm comes to about a dollar per minute.

PART TWO- PART DAY PROGRAMS

**Average Hourly Wages Part Day Centers
By Location and Type of Program March 2009 Based on Data by Individual Staff**

Averages are based on wages paid in March 2009 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 and since the education and training demographics were similar to regular teachers the Lead teacher data was combined with the Teacher wage data for this report.

	DANE	Madison	Outside Madison	Madison Accredited
Total reporting Directors	212	132	80	112

	WAGE			
N of Cases	26	14	12	9
Minimum	\$12.00	\$14.00	\$12.00	\$14.00
Maximum	\$28.52	\$28.52	\$21.78	\$28.52
AVERAGE	\$18.01	\$19.23	\$16.58	\$18.90
# With 4 year ECE Degrees	20	11	9	7
Average	\$18.22	\$19.44	\$16.73	\$18.50

Site Supervisors

	WAGE			
N of Cases	7	3	4	4
Minimum	\$14.64	\$15.49	\$14.64	\$14.98
Maximum	\$18.68	\$18.68	\$17.92	\$18.68
AVERAGE	\$16.27	\$16.89	\$15.80	\$16.42
Average	\$15.92			

Teachers/Lead Teachers

	WAGE			
N of Cases	119	71	48	62
Minimum	\$9.25	\$9.42	\$9.25	\$9.42
Maximum	\$26.07	\$26.07	\$19.53	\$26.07
AVERAGE	\$14.90	\$16.26	\$12.88	\$16.35
# With 4 year ECE Degrees	78	51	27	47
Average	\$15.61	\$16.73	\$13.50	\$16.90

Assistants/Aides

	WAGE			
N of Cases	60	44	16	37
Maximum	\$15.92	\$15.92	\$10.81	15.92
AVERAGE	\$10.01	\$10.09	\$9.80	10.054
# With 4 year ECE Degrees	6	3	\$3.00	2

Part Day Preschool Rates March 2009

The following are part day preschool rates as reported in March 2009. 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 Day Preschool					
No data listed means not enough to average in that category					
Monthly Rates	Dane	Madison	Outside Madison	City Accredited	Religious
2 day a week 2 year old					
Number reporting	9	8	1	4	3
Range	\$151-238	\$151-238		\$221-238	\$165-215
Average	\$202	\$206		\$229	\$193
Median	\$215	\$218		\$228	\$199
2 day a week Preschool					
Number reporting	31	18	13	8	12
Range	\$75-257	\$100-257	\$75-155	\$171-257	\$98-185
Average	\$143	\$165	\$112	\$202	\$133
Median	\$128	\$165	\$110	\$195	\$136
3 day a week Preschool					
Number reporting	35	22	13	8	13
Range	\$100-\$335	\$100-\$335	\$100-234	\$220-335	\$130-320
Average	\$200	\$227	\$155	\$270	\$184
Median	\$190	\$233	\$145	\$265	\$175
4 day a week Preschool					
Number reporting	9	7	2	3	0
Range	\$210-461	\$293-\$461			
Average	\$348	\$373			
Median	\$340	\$360			
5 day a week Preschool					
Number reporting	9	9		5	
Range	\$355-520	\$355-520		\$394-520	
Average	\$433	\$440		\$466	
Median	\$438	\$439		\$475	
Registration Fees					
Number reporting	23	14	9	8	10
Range	\$25-100	\$30-100	\$25-100	\$45-\$100	\$25-75
Median	\$50	\$50	\$55	\$50	\$45

PART DAY STAFF EDUCATIONAL BACKGROUND AND RETENTION DATA

The 2008 staff turnover rate increased for part day preschools. Turnover is defined as the number of teaching staff on the job in January 2008 compared to the number who left the center during the year. The average length of employment teachers has remained the same but for accredited programs it has increased a year over the 2 years since this report was last done.

PART DAY STAFF BACKGROUND MARCH 2009

Part Day Preschool Educational Background 2009					Part Day Retention 2009				
<u>Education</u>	Preschools		Madison		Length of Employment	Part-Day		Madison	
	Dane		Accredited			Dane	Preschools	Accredited	Preschools
High School	2	1%	0	0%	<1 year	9	4%	4	4%
High School Deg.	53	23%	28	25%	1 Year	38	16%	22	19%
Some College	11	5%	4	4%	2 Years	35	15%	8	7%
Associate Degree	22	9%	12	11%	3 Years	16	7%	5	4%
BA/BS Degree	124	53%	59	52%	4 Years	20	9%	8	7%
Graduate School	1	0%	1	1%	5 Years	14	6%	7	6%
Master's Degree	20	9%	8	7%	6 Years	13	6%	6	5%
PHD	2	1%	1	1%	7 Years	8	3%	5	4%
Total	233	100%	113	100%	8 Years	8	3%	5	4%
<u>Child Care Training</u>					9 Years	6	3%	4	4%
None	3	1%	0	0%	10 years	10	4%	3	3%
40 Hour Course	18	8%	0	0%	10-19 years	34	15%	23	20%
80 Hour Course	70	30%	28	25%	20 or more	22	9%	13	12%
CDA	8	3%	4	4%	TOTAL	233		113	100%
Associate ECE	17	7%	12	11%	at centers				
ECE Degree	103	44%	59	52%	3 years or less		42%		35%
Graduate ECE	15	6%	10	9%	Average Years		7.38		8.66
Total	234	100%	113	100%	Turnover rate	2006		2006	
With less than 80 Hours	2007	2009	2007	2009		16%		19%	
	8%	9%	9%	0%					
% staff with College Degrees	54%	63%	53%	61%					
% staff with ECE Degrees	39%	50%	47%	61%					

**On Site School Age Programs
Rates and Wages 2009 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. These have all been converted to a weekly rate for analysis purposes. 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 and rate analysis was done only on a county wide basis.

**On Site School Age Programs
Rates 2009 School Year**

	Weekly Before School	Weekly After School	Weekly Summer Full week
Dane			
N of Cases	15	58	27
Minimum	19.5	50	100
Maximum	40	115.45	206
Average	27.255	65.059	189.667
	5%	0%	14%
Madison			
N of Cases	8	22	16
Minimum	27.69	56.53	100
Maximum	29.05	115.45	205
Average	27.875	68.825	191.188
Outside Madison			
N of Cases	7	36	11
Minimum	19.5	50	125
Maximum	40	85	206
Average	26.546	62.758	187.455
City Accredited			
N of Cases	8	20	15
Minimum	27.69	56.53	171
Maximum	29.05	115.45	205

**On Site School Age Programs
Wages 2009 School Year**

Administrators	
Number	4
Minimum	\$11.50
Maximum	\$20.45
Average	\$15.17
Site Supervisors	
Number	37
Minimum	\$10.80
Maximum	\$13.58
Average	\$11.62
Lead Teachers/Teachers	
Number	74
Minimum	\$8.75
Maximum	\$14.89
Average	\$9.84
Assistants/Aides	
Number	51
Minimum	\$7.25
Maximum	\$10.90
Average	\$9.18