



# Child Care Center Wage and Benefit Report 2012

Collected and prepared by:

Mitzi Rose, Data Specialist  
Child Care Council, Inc.  
595 Blossom Road, Suite 120  
Rochester, NY 14610

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## Introduction and Background

The initial survey conducted in July and August of 2012 was intended to collect information about staffing, education backgrounds, wages, and benefits for child care center staff in Monroe, Wayne, and Livingston Counties. Previous attempts at collecting wage information have resulted in low participation and too little data to produce an accurate report. Several child care programs have contacted us about average wages and up to this point in time that information has been based on informal sources, such as center staff conversations during training, or the occasional job posting. In order to address the lack of solid information we decided to conduct another wage survey using an online survey program that would ensure anonymity and allow for easier data processing. Our hope was to have a response rate of at least 20% for each county with an ideal response rate of 25%. Because of the smaller number licensed child care centers in Wayne and Livingston Counties, a higher response rate would have been preferred so the survey data may not fully reflect the wages and benefits of the area.

This report was planned with three primary goals. First, it is intended to communicate the basic “raw” survey information to all child care centers in the service area, regardless of their participation in the survey. Second, some analysis is being offered considering wages in light of criteria that may affect them. This includes: County, although it is understood that Livingston and Wayne Counties may not have sufficient information to draw conclusions about the entire county; Accreditation; UPK or Head Start funded programs; faith-based or non-profit programs; and the staffing size of the program. This information should allow programs to consider their wages and benefits compared to similar programs, if there are noteworthy differences. Third, it is important that both the early care and education community and our communities at large understand the economic impact of child care, not only in terms of the cost of care for parents, but the role that child care center staff play in the economy. We hope this provides useful and accurate information about actual salary in the early care and education field while offering the greater economic context of policy, funding, affordability, competitive benefits, and the importance of continuity and low staff turnover rates for children’s outcomes.

Survey information and requests were sent to all licensed child care centers in the three counties by email for programs that have provided email addresses and by postal mail for all programs. Reminder notices were sent by email and postal mail throughout the collection month, which was extended into the first week of August.

There were a few glitches in the actual survey that were resolved by removing survey settings, filters, and required fields through Survey Monkey. The extra filters were set to require uniform data collection but they ended up as inhibitors for survey participants. There was an actual total participation of 69 child care centers throughout the service area but only 50 child care centers were able to complete the survey, including the wage data (early incomplete surveys were due to issues with Survey Monkey and the settings that were adjusted). Because the primary piece of information is the hourly salary range, only responses that included salary ranges have been included in these results. This includes all centers that completed the survey on paper and emailed or faxed the information. The chart below breaks down the survey group and respondent information by county.

<b>County Representation for Survey</b>	<b>Licensed Centers<sup>1</sup></b>	<b>Response Count</b>	<b>Percent of Responses</b>	<b>Response Rate</b>
Livingston County	6	2	4.0%	33%
Monroe County	132	42	84.0%	32%
Wayne County	23	6	12.0%	26%
<b>Total in Service Area</b>	<b>161</b>	<b>50</b>	<b>100.0%</b>	<b>31%</b>

We have received some feedback both on the survey process and the information collected through the survey. While that feedback will be considered, an evaluation form will be sent out to all centers, whether or not they participated, once the report has been distributed. The feedback about the process, information collection, and final report will be considered when planning subsequent wage surveys. It is our intent to repeat this survey and report every other year.

<sup>1</sup> This information reflects the number of licensed programs in July 2012. Source: The Office of Children and Family Services Child Care Facility System (CCFS) and NACCRRAware Database.



**Comprehensive Results**

**Survey Question:** Are you not-for-profit?

**Rationale:** This may affect average wages and/or benefits and will be considered separately.

**Survey Question:** Are you faith-based?

**Rationale:** This may affect wages and/or benefits and will be considered separately.

**Survey Question:** Do you accept subsidy for parents?

**Rationale:** This may affect wages and/or benefits and will be considered separately.

**Results:**

General Information	Response Counts		Response Percents	
	Yes	No	Yes	No
<b>Not-for-Profit?</b>				
Child Care Center Responses	24	26	48%	52%
<b>Faith-based?</b>				
Child Care Center Responses	9	41	18%	82%
<b>Accept Subsidy?</b>				
Child Care Center Responses	45	5	90%	10%

**Survey Question:** Does your child care center receive government funding? (Head Start, UPK, Other)

**Rationale:** This may affect wages and/or benefits and will be considered separately.

**Results:**

Funding Sources	Response Percent	Response Count
Fully self/privately funded	48.0%	24
Government funded in part	50.0%	25
Government funded in full	2.0%	1



**Survey Question:** What type of funding do you receive?

**Rationale:** Government funded programs, such as Head Start or Universal Pre-K, may allow centers to offer higher wages or better benefits. These programs may also increase the education and experience requirements for staff. This information is collected for consideration as a factor in determining salary.

**Results:**

What type of funding do you receive?		
Funding Type	Response Percent	Response Count
UPK	32.0%	16
Head Start	8.0%	4
Early Head Start	8.0%	4
None	48.0%	24
Other (please specify)	36.0%	18
If "Other," please specify		19
<i>Total</i>		<b>50</b>

**Survey Question:** What age groups does your center care for?

**Rationale:** Because staffing is based on capacity, age groups are being considered to determine if they affect staffing and salary.

**Results:**

What age groups does your center care for?		
Age Groups	Response Percent	Response Count
Infants	88.0%	44
Toddlers	94.0%	47
Preschoolers	100.0%	50
School-Agers	88.0%	44
<i>Total</i>		<b>50</b>

**Survey Question:** Currently Accredited, Formerly Accredited, Never Accredited

**Rationale:** Accreditation status may affect staffing and salary.

**Results:**

Accreditation	Response Percent	Response Count
Currently Accredited	42.0%	21
Formerly Accredited	14.0%	7
Never Accredited	44.0%	22
<b>Total</b>		<b>50</b>

**Survey Question:** What organization are/were you accredited through?

**Rationale:** It might be helpful to contextualize accreditation by the accreditation agency.

**Results:**

Accreditation	
NAEYC	15
NECPA	8
Pathways	3
Other	2

**Survey Question:** Staffing Numbers (FT, PT, Volunteer)

**Rationale:** The number of full-time, part-time, and volunteer staff may affect wages and benefits.

**Results:**

Type	Totals
FTE	710
PTE	409
VOL	40

**Survey Question:** Staff Education Backgrounds

**Rationale:** Higher educational qualifications might result in higher wages, proportionately.

**Results:**

Education Levels	Total Staff	Percent of Staff <sup>2</sup>
<b>High School Diploma/GED ONLY</b>	470	40.55%
<b>Associate's Degree in Early Childhood/Education</b>	102	8.80%
<b>Bachelor's Degree in Early Childhood/Education</b>	182	15.70%
<b>Master's Degree in Early Childhood/Education</b>	108	9.32%
<b>Doctorate in Early Childhood/Education</b>	1	0.09%
<b>Associate's Degree in Unrelated Field</b>	45	3.88%
<b>Bachelor's Degree in Unrelated Field</b>	109	9.40%
<b>Master's Degree in Unrelated Field</b>	16	1.38%
<b>Doctorate in Unrelated Field</b>	0	0.00%

The percent of staff is included to show the distribution in the context of the early childhood field in addition to the total numbers from respondents. For example, 470 people working in early care and education have only a high school diploma or GED. In context, barely 40% of early care and education workers have only a high school diploma or GED, leaving 60% with, at minimum, early childhood credentials or 2-year-degrees. There is overlap with the credentials below as employees with degree backgrounds may also obtain CDAs or other credentials.

<sup>2</sup> The percent of staff is based on the total FT, PT, and Volunteer numbers reported by participants totaling 1,159.



**Survey Question:** Credentials

**Rationale:** Non-degree credentials may affect wages and staffing.

**Results:**

<b>Credentials</b>	<b>Total Staff</b>	<b>Percent of Staff<sup>3</sup></b>
<b>Child Development Associate (CDA)</b>	224	19.33%
<b>Infant/Toddler Credential</b>	34	2.93%
<b>School Age Credential</b>	20	1.73%
<b>Administrator Credential</b>	11	0.95%

<sup>3</sup> See footnote for Staff Education Backgrounds above.



**Survey Question:** Hourly pay ranges by position.

**Rationale:** The primary data purpose of the survey was to collect information on pay ranges (starting and highest) by position for child care center staff.

**Results:**

Starting (lowest) pay															
Position Title	\$7.25 (min. wage)	\$7.26 to \$7.50	\$7.50 to \$8.00	\$8.00 to \$8.50	\$8.50 to \$9.00	\$9.00 to 10.00	\$10.00 to \$11.00	\$11.00 to \$13.00	\$13.00 to \$15.00	\$15.00 to \$18.00	\$18.00 to \$22.00	\$22.00 to \$25.00	\$25.00 to \$30.00	\$30.00 and up	Total Responses
Director/ Owner	2	0	0	0	0	1	3	7	4	16	4	1	2	4	44
Assistant Director	3	0	0	0	2	5	3	13	8	0	1	0	3	1	39
Education Coordinator	1	0	0	0	0	1	1	15	0	1	2	1	1	0	23
Clerical	3	1	2	2	2	4	9	3	1	0	0	0	1	0	28
Nurse	2	0	0	0	0	0	0	4	2	7	1	1	0	0	17
Lead Teachers	2	0	2	8	15	11	4	4	2	1	1	0	0	0	50
Assistant Teachers	12	2	17	5	7	4	0	0	0	0	0	0	0	0	47
Floater/ Sub	12	6	16	5	1	1	0	1	0	0	1	0	0	0	43
Cook	6	1	5	10	5	3	4	2	0	0	0	0	0	0	36
Other	4	0	0	0	1	1	0	4	1	0	0	0	0	0	11



**Percent and Frequency Break-Down**

Starting Pay by Percent of Responses															
Position Title	\$7.25 (min. wage)	\$7.26 to \$7.50	\$7.50 to \$8.00	\$8.00 to \$8.50	\$8.50 to \$9.00	\$9.00 to 10.00	\$10.00 to \$11.00	\$11.00 to \$13.00	\$13.00 to \$15.00	\$15.00 to \$18.00	\$18.00 to \$22.00	\$22.00 to \$25.00	\$25.00 to \$30.00	\$30.00 and up	Percent Responding
Director/ Owner	5%	0%	0%	0%	0%	2%	7%	16%	9%	36%	9%	2%	5%	9%	88%
Assistant Director	8%	0%	0%	0%	5%	13%	8%	33%	21%	0%	3%	0%	8%	3%	78%
Education Coordinator	4%	0%	0%	0%	0%	4%	4%	65%	0%	4%	9%	4%	4%	0%	46%
Clerical	11%	4%	7%	7%	7%	14%	32%	11%	4%	0%	0%	0%	4%	0%	56%
Nurse	12%	0%	0%	0%	0%	0%	0%	24%	12%	41%	6%	6%	0%	0%	34%
Lead Teachers	4%	0%	4%	16%	30%	22%	8%	8%	4%	2%	2%	0%	0%	0%	100%
Assistant Teachers	26%	4%	36%	11%	15%	9%	0%	0%	0%	0%	0%	0%	0%	0%	94%
Floater/ Sub	28%	14%	37%	12%	2%	2%	0%	2%	0%	0%	2%	0%	0%	0%	86%
Cook	17%	3%	14%	28%	14%	8%	11%	6%	0%	0%	0%	0%	0%	0%	72%
Other	36%	0%	0%	0%	9%	9%	0%	36%	9%	0%	0%	0%	0%	0%	22%



**Results:**

Highest pay															
Position Title	\$7.25 (min. wage)	\$7.26 to \$7.50	\$7.50 to \$8.00	\$8.00 to \$8.50	\$8.50 to \$9.00	\$9.00 to 10.00	\$10.00 to \$11.00	\$11.00 to \$13.00	\$13.00 to \$15.00	\$15.00 to \$18.00	\$18.00 to \$22.00	\$22.00 to \$25.00	\$25.00 to \$30.00	\$30.00 and up	Total Responses
Director/ Owner	0	1	0	0	1	0	1	2	3	5	14	5	5	6	43
Assistant Director	0	1	1	0	1	0	3	3	13	6	0	2	3	3	36
Education Coordinator	0	0	0	0	1	0	0	0	13	3	1	2	0	1	21
Clerical	0	0	1	0	0	1	6	12	2	3	0	1	1	0	27
Nurse	0	0	0	0	0	0	0	1	2	3	8	1	0	1	16
Lead Teachers	0	0	1	1	1	3	10	17	6	6	0	2	2	0	49
Assistant Teachers	0	3	3	2	3	16	12	4	2	0	1	0	0	0	46
Floater/ Sub	1	3	2	7	7	15	2	2	1	1	0	1	0	0	42
Cook	0	1	3	1	2	8	8	4	5	2	0	0	0	0	34
Other	1	1	0	0	0	0	0	0	4	3	2	0	0	0	11



**Percent and Frequency Break-Down**

Highest Pay by Percent of Responses															
Position Title	\$7.25 (min. wage)	\$7.26 to \$7.50	\$7.50 to \$8.00	\$8.00 to \$8.50	\$8.50 to \$9.00	\$9.00 to 10.00	\$10.00 to \$11.00	\$11.00 to \$13.00	\$13.00 to \$15.00	\$15.00 to \$18.00	\$18.00 to \$22.00	\$22.00 to \$25.00	\$25.00 to \$30.00	\$30.00 and up	Total Responses
Director/ Owner	0%	2%	0%	0%	2%	0%	2%	5%	7%	12%	33%	12%	12%	14%	86%
Assistant Director	0%	3%	3%	0%	3%	0%	8%	8%	36%	17%	0%	6%	8%	8%	72%
Education Coordinator	0%	0%	0%	0%	5%	0%	0%	0%	62%	14%	5%	10%	0%	5%	42%
Clerical	0%	0%	4%	0%	0%	4%	22%	44%	7%	11%	0%	4%	4%	0%	54%
Nurse	0%	0%	0%	0%	0%	0%	0%	6%	13%	19%	50%	6%	0%	6%	32%
Lead Teachers	0%	0%	2%	2%	2%	6%	20%	35%	12%	12%	0%	4%	4%	0%	98%
Assistant Teachers	0%	7%	7%	4%	7%	35%	26%	9%	4%	0%	2%	0%	0%	0%	92%
Floater/ Sub	2%	7%	5%	17%	17%	36%	5%	5%	2%	2%	0%	2%	0%	0%	84%
Cook	0%	3%	9%	3%	6%	24%	24%	12%	15%	6%	0%	0%	0%	0%	68%
Other	9%	9%	0%	0%	0%	0%	0%	0%	36%	27%	18%	0%	0%	0%	22%



**General Wage Analysis**

Percents for each wage range by position reflect the percent of actual responses, not the percent of survey participants. The total number of responses for starting and highest pay is noted for each position.

**Director/Owner**

44 programs entered starting pay information and 43 entered highest pay information for the position of Director/Owner.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (5%)

**Highest Starting Pay:** \$30.00 and up (9%)

**Most Frequent Starting Pay:** \$15.00 to \$18.00 (36%)

**Distribution**

36% have a starting pay of \$15.00 to \$18.00 per hour. 39% start at a lower pay range and 39% start at a higher pay range.

**Highest Pay**

**Lowest Highest Pay:** \$7.26 to \$7.50 (2%)

**Highest Pay:** \$30.00 and up (14%)

**Most Frequent Highest Pay:** \$18.00 to \$22.00 (33%)

**Distribution**

33% have an outside pay range of \$18.00 to \$22.00 per hour. 30% end at a lower pay range and 37% end at a higher pay range.

**Assistant Director**

39 programs entered starting pay information and 36 entered highest pay information for the position of Assistant Director.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (8%)

**Highest Starting Pay:** \$30.00 and up (3%)

**Most Frequent Starting Pay:** \$11.00 to \$13.00 (33%)

**Distribution**

33% have a starting pay range of \$11.00 to \$13.00 per hour. 33% start lower and 33% start higher.

**Highest Pay**

**Lowest Highest Pay:** \$7.26 to \$7.50 (3%)

**Highest Pay:** \$30.00 and up (8%)

**Most Frequent Highest Pay:** \$13.00 to \$15.00 (36%)

**Distribution**

36% have an outside pay range of \$13.00 to \$15.00 per hour. 19% end at a lower pay range and 39% end at a higher pay range. 14

**Education Coordinator**

23 programs entered starting pay information and 21 entered highest pay information for the position of Education Coordinator.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (4%)

**Highest Starting Pay:** \$25.00 to \$30.00 (4%)

**Most Frequent Starting Pay:** \$11.00 to \$13.00 (65%)

**Distribution**

65% have a starting pay range of \$11.00 to \$13.00 per hour. 13% start lower and 22% start higher.

**Highest Pay**

**Lowest Highest Pay:** \$8.50 to \$9.00 (5%)

**Highest Pay:** \$30.00 and up (5%)

**Most Frequent Highest Pay:** \$13.00 to \$15.00 (62%)

**Distribution**

62% have an outside pay range of \$13.00 to \$15.00 per hour. 5% end at a lower pay range and 33% end at a higher pay range.

**Clerical**

28 programs entered starting pay information and 27 entered highest pay information for clerical positions.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (11%)

**Highest Starting Pay:** \$25.00 to \$30.00 (4%)

**Most Frequent Starting Pay:** \$10.00 to \$11.00 (32%)

**Distribution**

32% have a starting pay range of \$10.00 to \$11.00 per hour. 50% start lower and 18% start higher.

**Highest Pay**

**Lowest Highest Pay:** \$7.50 to \$8.00 (4%)

**Highest Pay:** \$25.00 to \$30.00 (4%)

**Most Frequent Highest Pay:** \$11.00 to \$13.00 (44%)



**Distribution**

44% have an outside pay range of \$11.00 to \$13.00 per hour. 30% end at a lower pay range and 26% end at a higher pay range.

**Nurse**

17 programs entered starting pay information and 16 entered highest pay information for the position of nurse.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (12%)

**Highest Starting Pay:** \$22.00 to \$25.00 (6%)

**Most Frequent Starting Pay:** \$15.00 to \$18.00 (41%)

**Distribution**

41% have a starting pay range of \$15.00 to \$18.00 per hour. 47% start lower and 12% start higher.

**Highest Pay**

**Lowest Highest Pay:** \$11.00 to \$13.00 (6%)

**Highest Pay:** \$30 and up (6%)

**Most Frequent Highest Pay:** \$18.00 to \$22.00 (50%)

**Distribution**

50% have an outside pay range of \$18.00 to \$22.00 per hour. 38% end at a lower pay range and 13% end at a higher pay range.

**Lead Teachers**

50 programs entered starting pay information and 49 entered highest pay information for the position of lead teacher.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (4%)

**Highest Starting Pay:** \$18.00 to \$22.00 (2%)

**Most Frequent Starting Pay:** \$8.50 to \$9.00 (30%)

**Distribution**

30% have a starting pay range of \$8.50 to \$9.00 per hour. 24% start lower and 46% start higher.

**Highest Pay**

**Lowest Highest Pay:** \$7.50 to \$8.00 (2%)

**Highest Pay:** \$25.00 to \$30.00 (4%)

**Most Frequent Highest Pay:** \$11.00 to \$13.00 (35%)

**Distribution**

35% have an outside pay range of \$11.00 to \$13.00 per hour. 33% end at a lower pay range and 33% end at a higher pay range.



**Assistant Teachers**

47 programs entered starting pay information and 46 entered highest pay information for the position of assistant teacher.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (26%)

**Highest Starting Pay:** \$9.00 to \$10.00 (9%)

**Most Frequent Starting Pay:** \$7.50 to \$8.00 (36%)

**Distribution**

36% have a starting pay range of \$7.50 to \$8.00 per hour. 30% start lower and 34% start higher.

**Highest Pay**

**Lowest Highest Pay:** \$7.26 to \$7.50 (7%)

**Highest Pay:** \$18.00 to \$22.00 (2%)

**Most Frequent Highest Pay:** \$9.00 to \$10.00 (35%)

**Distribution**

35% have an outside pay range of \$9.00 to \$10.00 per hour. 24% end at a lower pay range and 41% end at a higher pay range.

**Floater/Sub**

43 programs entered starting pay information and 42 entered highest pay information for the position of floater or substitute.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (28%)

**Highest Starting Pay:** \$18.00 to \$22.00 (2%)

**Most Frequent Starting Pay:** \$7.50 to \$8.00 (37%)

**Distribution**

37% have a starting pay range of \$7.50 to \$8.00 per hour. 42% start lower and 21% start higher.

**Highest Pay**

**Lowest Highest Pay:** Minimum Wage \$7.25 (2%)

**Highest Pay:** \$22.00 to \$25.00 (2%)

**Most Frequent Highest Pay:** \$9.00 to \$10.00 (36%)

**Distribution**

36% have an outside pay range of \$9.00 to \$10.00 per hour. 48% end at a lower pay range and 17% end at a higher pay range.

**Cook**

36 programs entered starting pay information and 34 entered highest pay information for the position of cook.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (17%)

**Highest Starting Pay:** \$11.00 to \$13.00 (6%)

**Most Frequent Starting Pay:** \$8.00 to \$8.50 (28%)

**Distribution**

28% have a starting pay range of \$8.00 to \$8.50 per hour. 33% start lower and 39% start higher.

**Highest Pay**

**Lowest Highest Pay:** \$7.26 to \$7.50 (3%)

**Highest Pay:** \$15.00 to \$18.00 (6%)

**Most Frequent Highest Pay:** \$9.00 to \$10.00 and \$10.00 to \$11.00 (24% each)  
\$9.00 to \$11.00 (48%)

**Distribution**

48% have an outside pay range of \$9.00 to \$11.00 per hour. 21% end at a lower pay range and 32% end at a higher pay range.

**Other**

11 programs entered starting pay information and 11 entered highest pay information for “other” positions. Because these positions are undefined this information is mostly for general information and difficult to analyze or use.

**Starting Pay**

**Lowest Starting Pay:** Minimum Wage \$7.25 (36%)

**Highest Starting Pay:** \$13.00 to \$15.00 (9%)

**Most Frequent Starting Pay:** Minimum Wage \$7.25 and \$11.00 to \$13.00 (36% each)

**Distribution**

36% have a starting pay of \$7.25 per hour and 36% have a starting pay range of \$11.00 to \$13.00 per hour.

**Highest Pay**

**Lowest Highest Pay:** Minimum Wage \$7.25 (9%)

**Highest Pay:** \$18.00 to \$22.00 (18%)

**Most Frequent Highest Pay:** \$13.00 to \$15.00 (36%)

**Distribution**

36% have an outside pay range of \$13.00 to \$15.00 per hour. 18% end at a lower pay range and 45% end at a higher pay range.

**Survey Question:** What is currently the highest yearly salary for the following positions?

**Rationale:** This was an open-text question field. It was hoped that information would reflect the highest actual yearly pay for each position.

**Results:** The information is not usable as, because filters had to be removed from the survey, the data ranges from (we think) weekly or monthly salaries to actual yearly salaries, some including text, all in differing numeric formats. The hourly starting and highest pay above is the best source of wage information.

**Survey Question:** Do you offer employees any of the following benefits?

**Rationale:** Collecting information on benefits offered was one of the purposes of the survey.

**Results:**

Benefits	Percent of Respondents	Total Responses
Vacation Days	92.0%	46
Sick Days	80.0%	40
Personal Days	66.0%	33
Paid Holidays	92.0%	46
Overtime/Comp Time	86.0%	43
Medical Insurance	76.0%	38
Dental Insurance	64.0%	32
Retirement/401K	62.0%	31
Life Insurance	36.0%	18
Reduced Child Care Fees	88.0%	44
Tuition Reimbursement	54.0%	27
Flexible Spending Account	26.0%	13
Workman's Comp	82.0%	41
Mileage Reimbursement	52.0%	26
None	2.0%	1
Other (please specify)	16%	8
<b>Total Responses</b>		<b>50</b>

## Filtered Wage Results

One of the main reasons for collecting some of the additional information was to offer filtered wage data. Comprehensive results are helpful, but programs might like the added context to compare wage information. The following charts include pay ranges that have been filtered by different criteria, such as county, for-profit or not-for-profit status, accreditation, etc. The ranges in the charts are the ranges with the highest frequency (the range the highest number of respondents have selected). This is not a statistical average but is the most commonly selected wage range. For example, if one range has 12 responses (the highest concentration) and the range next to it has 10, and the one next that one has 9, the one with 12 responses will be entered.

The number of respondents is not included for each field. Please see the raw data earlier in the report for those numbers for added context. Because the results are filtered there may also be fewer respondents per position, in some cases one or none, or the range may include several selections that had the same number of responses. Any time there were multiple ranges with equally high selections a low to high range is used if they are adjacent (for example, instead of \$8.50 to \$9.00 and \$9.00 to \$9.50, \$8.50 to \$9.50 is entered). If the ranges have the same number of responses and are not adjacent, the ranges are entered separately.

County Wage Frequencies<sup>4</sup>

County: Highest Frequency for Starting Pay				County: Highest Frequency for Ending Pay			
Position Title	Livingston	Monroe	Wayne	Position Title	Livingston	Monroe	Wayne
Director/ Owner	\$15.00 to \$18.00	\$15.00 to \$18.00	\$15.00 to \$18.00	Director/ Owner	\$15.00 to \$18.00	\$18.00 to \$22.00	\$18.00 to \$22.00
Assistant Director	\$13.00 to \$15.00	\$11.00 to \$13.00	\$7.25	Assistant Director	\$13.00 to \$15.00	\$13.00 to \$15.00	\$18.00 to \$22.00
Education Coordinator	No Data	\$11.00 to \$13.00	\$11.00 to \$13.00	Education Coordinator	No Data	\$13.00 to \$15.00	\$7.26 to \$7.50 / \$13.00 to \$15.00 / \$25.00 to \$30.00
Clerical	No Data	\$10.00 to \$11.00	\$7.25	Clerical	No Data	\$11.00 to \$13.00	\$11.00 to \$13.00
Nurse	No Data	\$15.00 to \$18.00	\$7.25	Nurse	No Data	\$18.00 to \$22.00	\$18.00 to \$25.00
Lead Teachers	\$8.00 to \$9.00	\$8.50 to \$9.00	\$9.00 to \$13.00	Lead Teachers	\$9.00 to \$11.00	\$11.00 to \$13.00	\$15.00 to \$18.00
Assistant Teachers	\$7.25 / \$8.00 to \$8.50	\$7.50 to \$8.00	\$7.25 / \$8.50 to \$9.00	Assistant Teachers	\$7.50 to \$8.00 / \$9.00 to \$10.00	\$9.00 to \$10.00	\$9.00 to \$13.00
Floater/Sub	\$7.25	\$7.50 to \$8.00	\$7.25	Floater/Sub	\$8.00 to \$8.50	\$9.00 to \$10.00	\$7.25 to \$7.50 / \$8.00 to \$9.00
Cook	No Data	\$8.00 to \$8.50	\$7.25	Cook	No Data	\$9.00 to \$11.00	\$11.00 to \$18.00
Other	No Data	\$7.25 / \$11.00 to \$13.00	\$7.25 / \$11.00 to \$13.00	Other	No Data	\$13.00 to \$15.00	\$13.00 to \$18.00

The wage information in the chart above reflects the highest frequency of responses for each position. This is to give an accurate impression of the most common wage distribution, not an average or range. Some results include a greater range if multiple wage ranges have the same number of responses. Some of the results for Wayne or Livingston reflect the one or two responses for a field and may not reflect actual wages.

<sup>4</sup> Only two out of six child care centers completed wage data for Livingston County and six out of 23 in Wayne County. Not all positions have data, and some positions have data from only one source. The small sampling should be considered when using this data.



Accreditation Status<sup>5</sup>

Accreditation Status: Highest Frequency for Starting Pay				Accreditation Status: Highest Frequency for Ending Pay			
Position Title	Currently Accredited	Formerly Accredited	Never Accredited	Position Title	Currently Accredited	Formerly Accredited	Never Accredited
Director/ Owner	\$15.00 to \$18.00	\$13.00 to \$15.00 / \$18.00 to \$22.00	\$11.00 to \$13.00	Director/ Owner	\$18.00 to \$22.00	\$15.00 to \$18.00 / \$18.00 to \$22.00	\$13.00 to \$25.00
Assistant Director	\$11.00 to \$13.00	\$13.00 to \$15.00	\$11.00 to \$13.00	Assistant Director	\$13.00 to \$15.00	\$13.00 to \$18.00	\$10.00 to \$11.00 / \$13.00 to \$15.00
Education Coordinator	\$11.00 to \$13.00	\$11.00 to \$13.00 / \$18.00 to \$22.00	\$11.00 to \$13.00	Education Coordinator	\$13.00 to \$15.00	\$13.00 to \$15.00	\$13.00 to \$18.00
Clerical	\$10.00 to \$11.00	\$8.50 to \$9.00	\$7.50 to \$8.00 / \$9.00 to \$10.00	Clerical	\$11.00 to \$13.00	\$15.00 to \$18.00	\$11.00 to \$13.00
Nurse	\$15.00 to \$18.00	\$11.00 to \$13.00	\$7.25 / \$11.00 to \$13.00 / \$18.00 to \$22.00	Nurse	\$18.00 to \$22.00	\$11.00 to \$13.00	\$11.00 to \$13.00 / \$18.00 to \$22.00 / \$30.00 and up
Lead Teachers	\$8.50 to \$9.00	\$9.00 to \$10.00	\$8.00 to \$8.50	Lead Teachers	\$11.00 to \$13.00	\$11.00 to \$13.00	\$10.00 to \$11.00
Assistant Teachers	\$7.50 to \$8.00	\$7.50 to \$8.00	\$7.25	Assistant Teachers	\$10.00 to \$11.00	\$9.00 to \$10.00	\$9.00 to \$10.00
Floater/Sub	\$7.50 to \$8.00	\$7.25 / \$7.50 to \$8.00	\$7.25	Floater/Sub	\$9.00 to \$10.00	\$9.00 to \$10.00	\$8.00 to \$8.50
Cook	\$8.00 to \$8.50	\$8.50 to \$9.00 / \$11.00 to \$13.00	\$7.25 / \$7.50 to \$8.00	Cook	\$10.00 to \$11.00	\$13.00 to \$15.00	\$9.00 to \$10.00
Other	\$11.00 to \$13.00	\$11.00 to \$13.00	\$7.25	Other	\$13.00 to \$15.00 / \$18.00 to \$22.00	\$13.00 to \$18.00	\$7.25 to \$7.50 / \$15.00 to \$18.00

Most pay ranges are lower for programs that are not or have never been accredited. As with the county distribution, this does not reflect the range of responses, only the highest frequency.

<sup>5</sup> See Accreditation responses on page 6 for the number of respondents.



For-Profit, Not-for-Profit, and Faith-Based Wage Frequencies<sup>6</sup>

Highest Frequency for Starting Pay				Highest Frequency for Ending Pay			
Position Title	Not-For-Profit	For-Profit	Faith-Based	Position Title	Not-For-Profit	For-Profit	Faith-Based
Director/ Owner	\$15.00 to \$18.00	\$15.00 to \$18.00	\$11.00 to \$13.00	Director/ Owner	\$30.00 and up	\$18.00 to \$22.00	\$30.00 and up
Assistant Director	\$13.00 to \$15.00	\$11.00 to \$13.00	\$9.00 to \$15.00	Assistant Director	\$13.00 to \$15.00	\$13.00 to \$15.00	\$25.00 to \$30.00
Education Coordinator	\$11.00 to \$13.00	\$11.00 to \$13.00	\$10.00 to \$11.00	Education Coordinator	\$13.00 to \$15.00	\$13.00 to \$15.00	\$15.00 to \$22.00
Clerical	\$9.00 to \$10.00	\$10.00 to \$11.00	\$7.26 to \$8.00 / \$8.50 to \$10.00	Clerical	\$11.00 to \$13.00	\$11.00 to \$13.00	\$15.00 to \$18.00
Nurse	\$11.00 to \$13.00	\$15.00 to \$18.00	\$13.00 to \$15.00	Nurse	\$11.00 to \$25.00	\$18.00 to \$22.00	\$13.00 to \$18.00
Lead Teachers	\$9.00 to \$10.00	\$8.50 to \$9.00	\$9.00 to \$10.00	Lead Teachers	\$10.00 to \$11.00 / \$13.00 to \$18.00	\$11.00 to \$13.00	\$10.00 to \$13.00 / \$15.00 to \$18.00
Assistant Teachers	\$7.25	\$7.50 to \$8.00	\$7.25	Assistant Teachers	\$9.00 to \$10.00	\$9.00 to \$10.00	\$9.00 to \$10.00
Floater/Sub	\$7.25	\$7.50 to \$8.00	\$7.25	Floater/Sub	\$8.00 to \$9.00	\$9.00 to \$10.00	\$8.50 to \$9.00
Cook	\$8.50 to \$9.00	\$8.00 to \$8.50	\$10.00 to \$11.00	Cook	\$9.00 to \$10.00 / \$11.00 to \$15.00	\$10.00 to \$11.00	\$7.50 to \$8.00 / \$11.00 to \$13.00
Other	\$7.25	\$11.00 to \$13.00	\$7.25 / \$8.50 to \$9.00 / \$13.00 to \$15.00	Other	\$15.00 to \$18.00	\$13.00 to \$15.00	\$7.26 to \$7.50 / \$13.00 to \$18.00

<sup>6</sup>Not-For-Profit and For-Profit are mutually exclusive. Faith-Based results overlap with For-Profit and Not-For-Profit.



**Additional Information**

The New York State Department of Labor offers wage data by industry. Below is information for the state for Preschool Teachers and Child Care Workers:

New York State Child Care Workforce <sup>7</sup>					
Title/Position	Employment	Mean	Median	Entry	Experienced
Preschool Teachers	2,150	\$ 27,840.00	\$ 23,740.00	\$ 18,120.00	\$ 32,700.00
Child Care Workers	3,640	\$ 20,430.00	\$ 19,280.00	\$ 17,070.00	\$ 22,110.00

Here is a comparative chart showing the Entry and Experienced wages compared to the highest frequency for Starting and Highest Pay (ranges) for Lead Teachers, Assistant Teachers, and Floater/Sub from the Wage Survey.

Comparative Hourly Pay Results <sup>8</sup>					
Title/Position	Lead Teachers	Assistant Teachers	Floater/Sub	Preschool Teachers	Child Care Workers
Entry/Starting Pay	\$8.50 - \$9.00	\$7.50 - \$8.00	\$7.50 - \$8.00	\$ 8.71	\$ 8.21
Experienced/Highest Pay	\$11.00 - \$13.00	\$9.00 - \$10.00	\$9.00 - \$10.00	\$ 15.72	\$ 10.63

Monroe, Wayne, and Livingston Counties appear to be at or above the entry and experienced wages for child care workers across the state with the exception of Preschool Teachers. Preschool Teacher pay has not been distinguished from other lead or assistant teacher positions in this survey.

<sup>7</sup> Information from the New York State Department of Labor at: <http://labor.ny.gov/stats/lswage2.asp#25-0000>

<sup>8</sup> Hourly ranges from Wage Survey results. Hourly wages for Preschool Teachers and Child Care Workers are calculated from Dept. of Labor Entry and Experienced annual salaries and an estimated 40 hour work week.



### **2012 Child Care Center Wage and Benefit Report**

Collected and prepared by Mitzi Rose, Data Specialist

All data in this report is from the Wage and Benefit Survey conducted by Child Care Council in 2012 through Survey Monkey, except as cited.

August 2012

### **About Child Care Council**

Child Care Council, Inc., a Child Care Aware® Quality Assured Consumer Education and Referral Service, provides information, training, and resources to child care providers and parents in urban, suburban, and rural communities in Livingston, Monroe, and Wayne counties in Upstate New York. The agency offers a comprehensive range of coordinated services to support child care programs, including a professional library, referral services, free notary public, fingerprinting waivers, resource/recycle shop, and reduced-cost business services.

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#### **Main Office**

595 Blossom Rd., Ste. 120  
Rochester, NY 14610  
(585) 654-4720

[www.childcarecouncil.com](http://www.childcarecouncil.com)

#### **Wayne County Branch Office**

510 West Union St., Ste. 1  
Newark, NY 14513  
(315) 331-5443

#### **Livingston County Branch Office**

3513 Thomas Dr., Ste. 4  
Lakeville, NY 14480  
(585) 346-6050

