



Child Care Resource & Referral of Central Wisconsin, Inc.
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Wages and Benefits Survey

53 out of 105 (50%) surveys were returned from Group Child Care Centers
 in Adams, Clark, Marquette, Portage, Waushara and Wood Counties

This survey should be used as a guide for your organization. Since each center is in a different situation, there are many considerations to take into account when determining pay and benefits. This survey is confidential and should not be referred to in discussions with your employees. Legal and practical considerations are involved in the use of surveys. This information was compiled to maintain confidentiality for those who submitted response. We ask that you also maintain this confidentiality.

Average Hourly Wages

Title	Number of Responses	Minimum Wage	Maximum Wage	Average Wage
Assistant Teacher	47	\$7.25	\$13.57	\$8.35
Teacher	51	\$7.25	\$20.62	\$10.14
Assistant Director	19	\$8.00	\$28.96	\$12.28
Director	46	\$8.00	\$42.18	\$14.19
All Titles	163	\$7.25	\$42.18	\$10.90

*When a yearly wage was given, this number was divided by 2,080 hours (40-hour work week).

County/Region Comparison (Average Wage Category)

Title	Adams County	Clark County	Marquette County	Portage County	Waushara County	North Wood County	South Wood County
Teacher	\$8.62	\$9.02	\$9.87	\$11.92	\$9.82	\$9.40	\$9.82
Director	\$13.25	\$12.62	\$10.87	\$17.58	\$13.72	\$12.18	\$14.21

Full Time Employee Benefits

Benefit	Number of Responses	Yes (%)
Vacation Pay	121	77%
Sick Pay	107	68%
Holiday Pay	116	74%
Health Insurance	64	41%
Dental Insurance	45	29%
Paid Family Leave	36	23%
Paid Preparation/ Planning Time	92	50%
Continuing Education Reimbursement	130	59%
Paid Staff Meeting/ In-service	140	89%
Discounted Child Care	112	71%

*Out of 53 centers, a total of 163 staff titles were listed. Of the 163 staff titles, 157 (96%) received some type of benefit.