

2018

CHILD CARE BIZ HELP
SALARY SURVEY



Child Care Biz Help

A MESSAGE FROM OUR FOUNDER

Thank you to all who participated in one of many surveys to be conducted by Child Care Biz Help. The goal of this survey is to provide early learning leaders such as yourself an opportunity to see how you compare with your peers as it relates to teacher and staff salaries. With the obstacles in hiring and attracting talented employees, ensuring your wages are competitive are a must.

Childcare owners and leaders from 11 states completed the survey. The results provided are combined results across all 11 states. There is an additional breakdown of results specifically from Wisconsin because 41 of our 55 respondents, are from Wisconsin. Overall the survey remains a great tool to see what other states are providing. As we continue to offer this type of survey opportunity we anticipate participation across all states to increase.

In the event you would like specific results from your state, please feel free to contact us. We would be happy to provide you with that information.

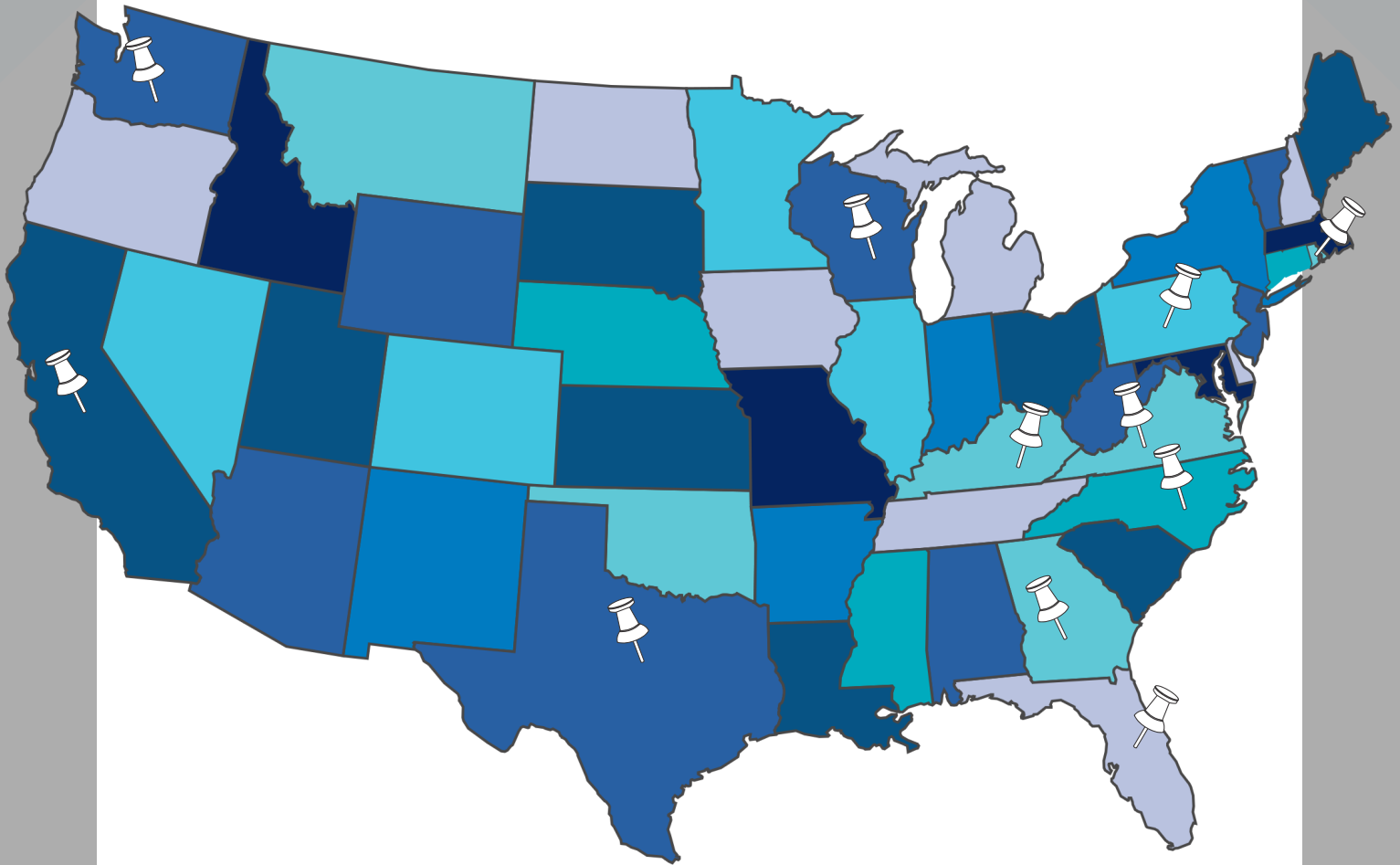
Should you have specific feedback or if you would like to learn more about Child Care Biz Help, we will be pleased to hear from you. We look forward to hearing more from you in the future!

Sincerely,

Caroline Jens
Founder, Child Care Biz Help



SURVEY PARTICIPANTS BREAKDOWN OF PARTICIPANTS IN EACH STATE



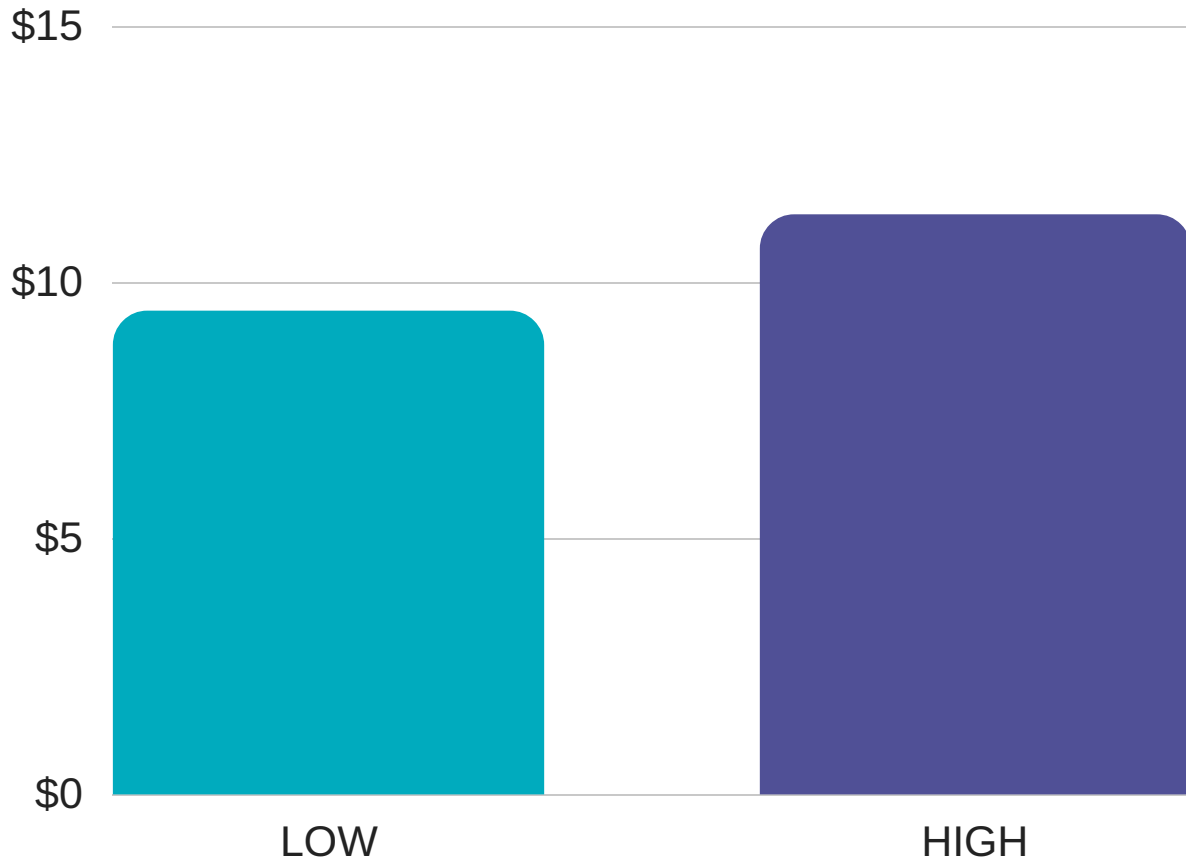
California: 2
Florida: 4
Georgia: 1
Kentucky 1
North Carolina: 1
Pennsylvania: 1
Rhode Island: 1
Texas: 1
Virginia: 1
Washington: 1
Wisconsin: 41



SALARY AVERAGES

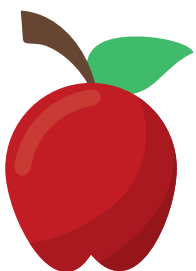
ASSISTANT TEACHER

LOW/HIGH AVERAGES



Across our 55 responses, 54 provided information for us in regards to their Assistant Teacher wages.

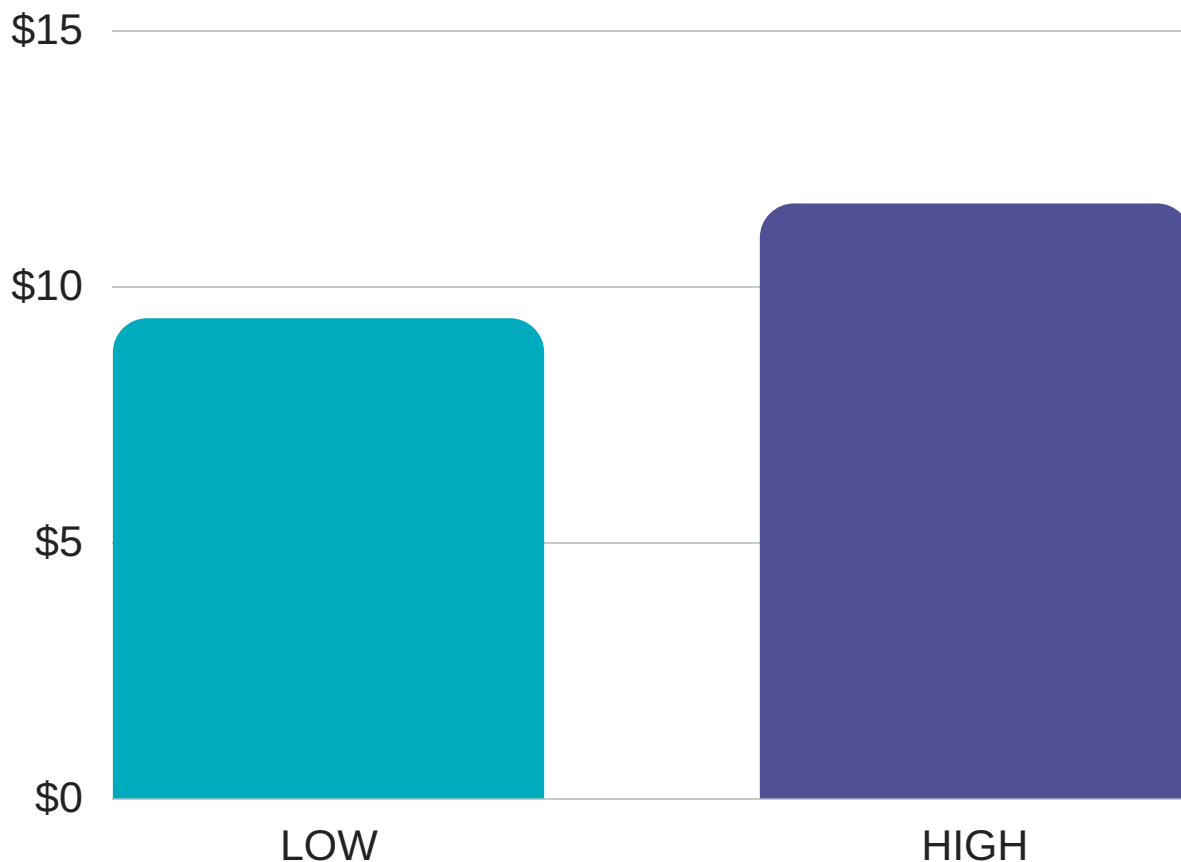
Low Average: \$9.44
High Average: \$11.32



SALARY AVERAGES

FLOATER

LOW/HIGH AVERAGES



Across our 55 responses, 46 provided information for us in regards to their Floater Teacher wages.

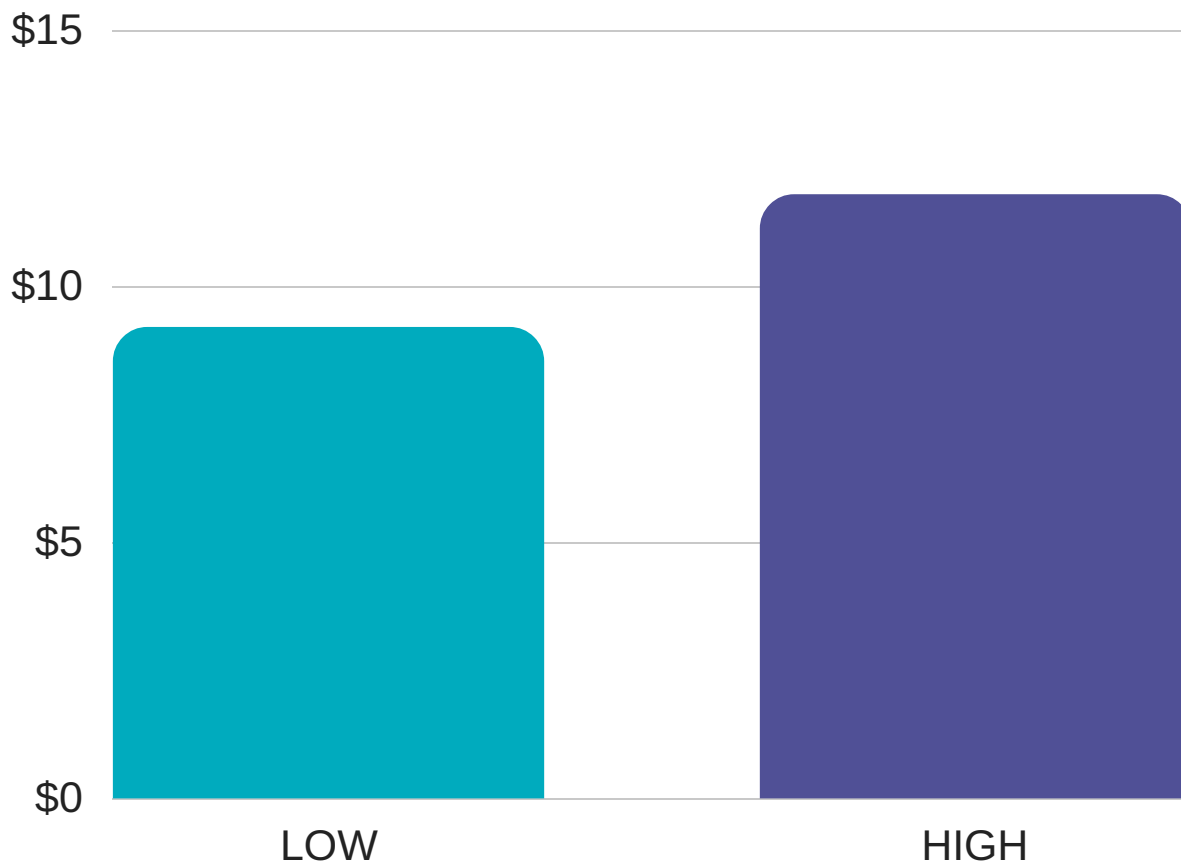
Low Average: \$9.37
High Average: \$11.61



SALARY AVERAGES

KITCHEN STAFF

LOW/HIGH AVERAGES



Across our 55 responses, 33 provided information for us in regards to their Kitchen Staff wages.

Low Average: \$9.20

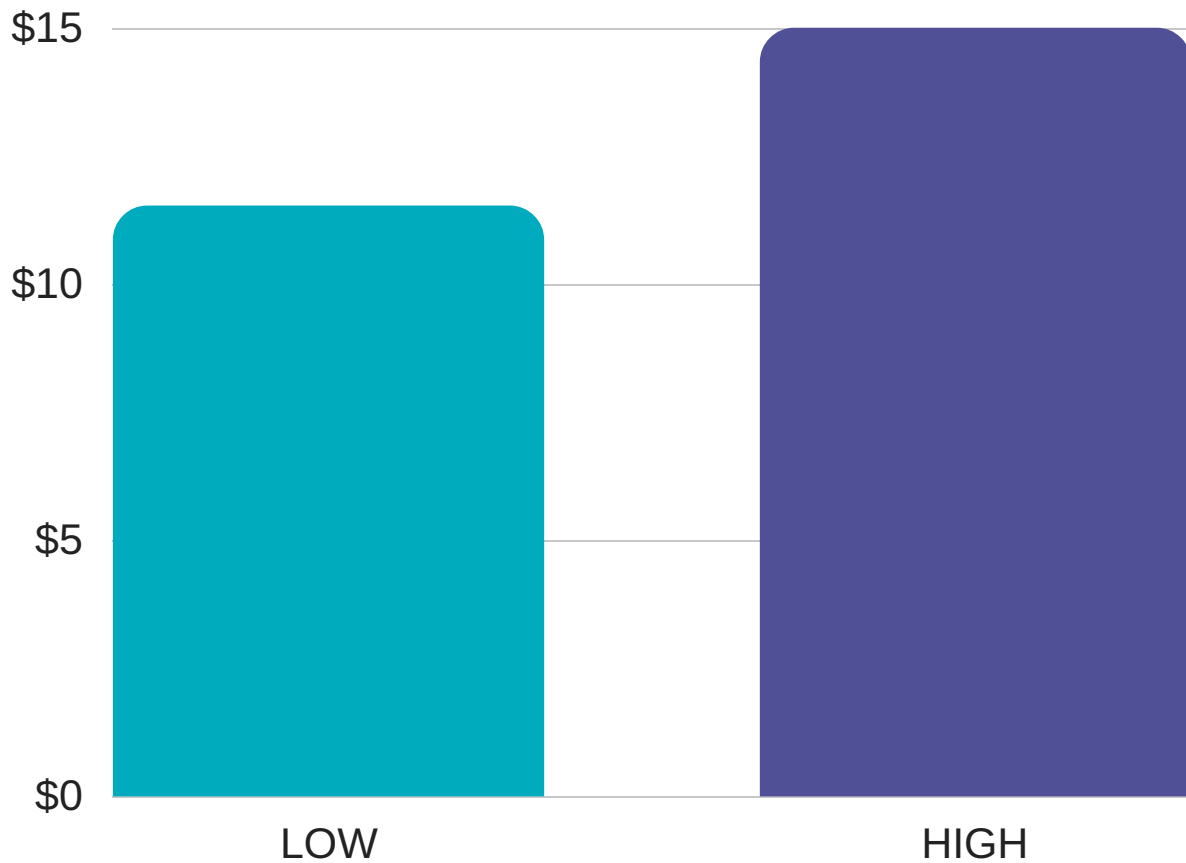
High Average: \$11.79



SALARY AVERAGES

LEAD TEACHER

LOW/HIGH AVERAGES



Across our 55 responses, 52 provided information for us in regards to their Lead Teacher wages.

Low Average: \$11.53

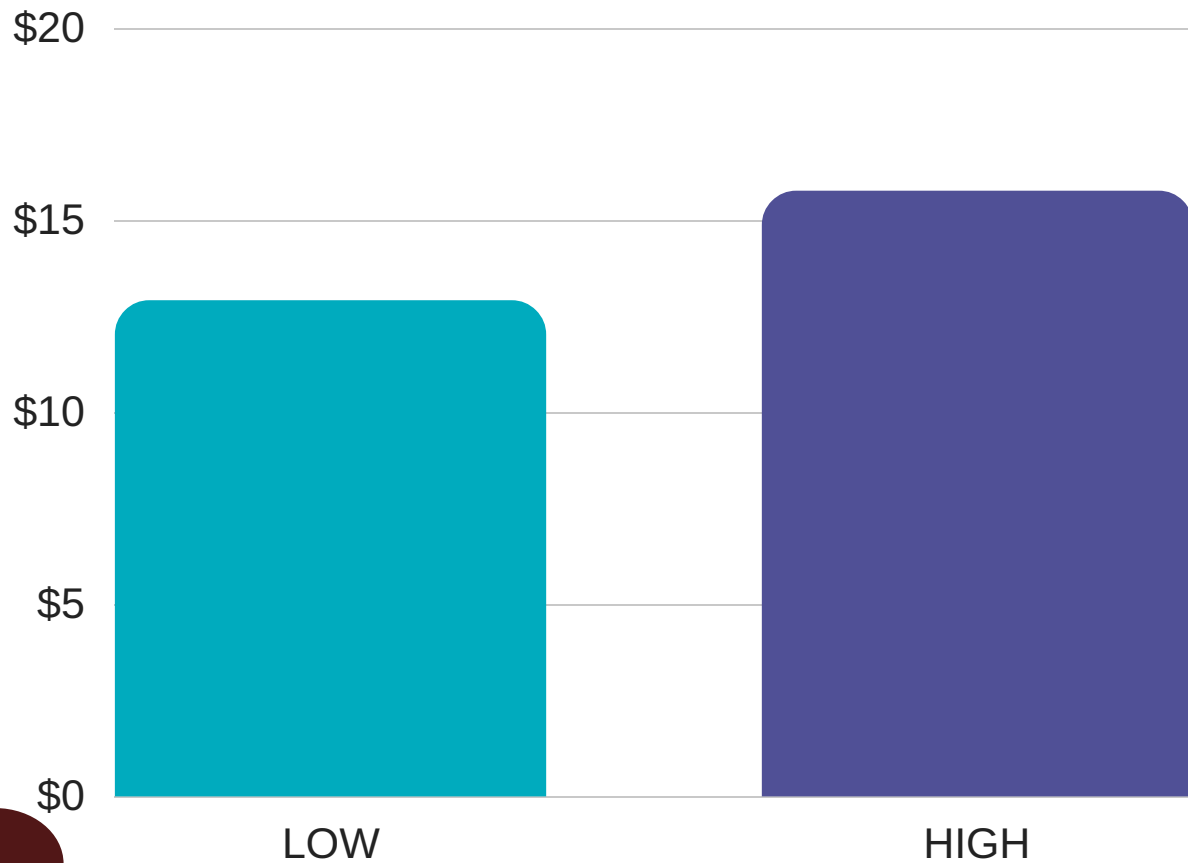
High Average: \$15.00



SALARY AVERAGES

ASSISTANT DIRECTOR

LOW/HIGH AVERAGES



Across our 55 responses, 33 provided information for us in regards to their Assistant Director wages.

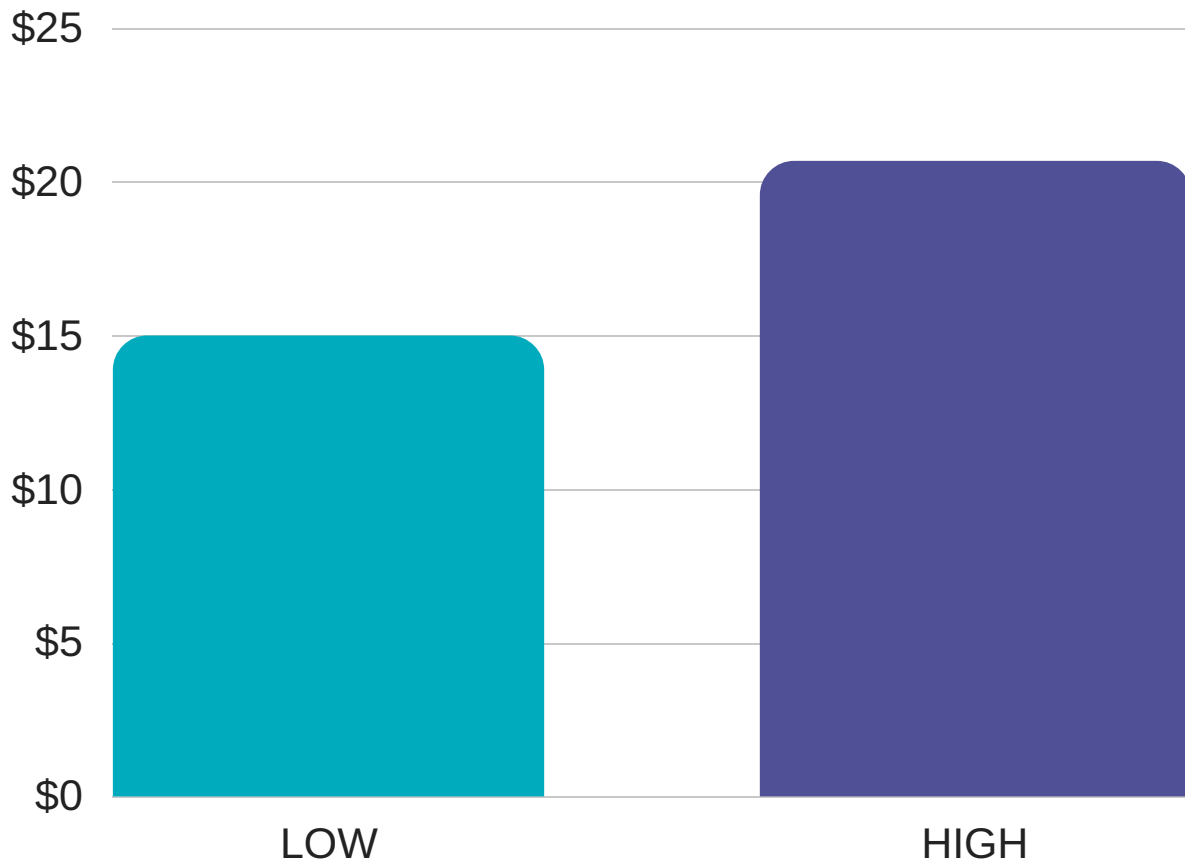
Low Average: \$12.91
High Average: \$15.76



SALARY AVERAGES

DIRECTOR

LOW/HIGH AVERAGES



Across our 55 responses, 47 provided information for us in regards to their Director wages.

Low Average: \$14.99
High Average: \$20.67



SALARY AVERAGES

OTHER POSITIONS

LOW/HIGH AVERAGES

Some of the centers who responded have additional positions at their center. These positions are listed below with the Low/High Averages.

STUDENT AIDS:

\$8.00 - \$10.00

JANITORIAL:

\$8.50-\$9.53

VAN DRIVER:

\$9.00

SUBS:

\$16.00

MAINTENANCE:

\$16.50

OFFICE ASSISTANT:

\$12.50-\$14.60

OFFICE MANAGER:

\$18.50

EVENTS MANAGER:

\$19.23

ADMINISTRATOR:

PT- \$18.20
\$12.00-\$17.50

FINANCE/OPERATIONS

DIRECTOR:

\$30.41





WISCONSIN SALARY SPECIFICS

Responses from Wisconsin made up 86% of all responses. Due to the large response from Wisconsin, more specific information regarding salaries in Wisconsin can be found on the next few pages.

The Low & High averages will be provided as well as the overall Low & High wages.



WISCONSIN SALARY LOW/HIGH AVERAGES

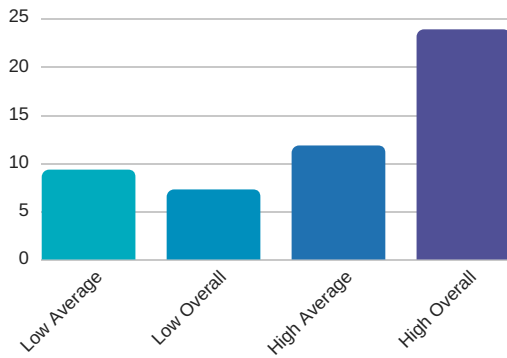
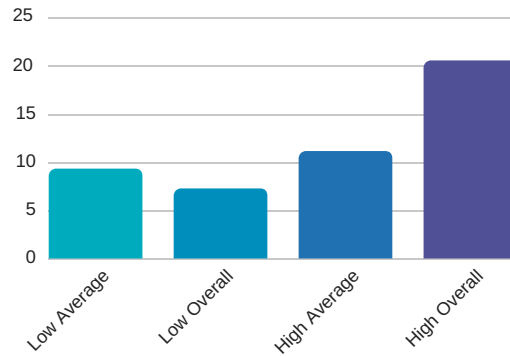
ASSISTANT TEACHER

Low Average: \$9.30

Low Overall: \$7.25

High Average: \$11.12

High Overall: \$20.50



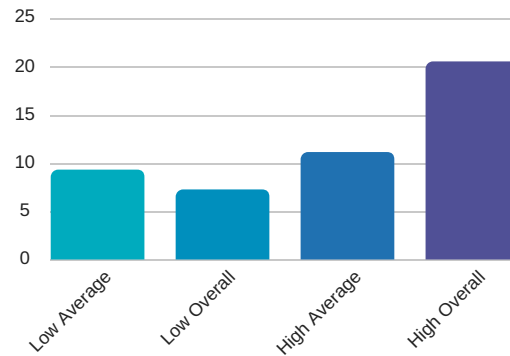
FLOATER TEACHER

Low Average: \$9.30

Low Overall: \$7.25

High Average: \$11.80

High Overall: \$23.82



KITCHEN STAFF

Low Average: \$9.38

Low Overall: \$7.47

High Average: \$11.51

High Overall: \$17.21



WISCONSIN SALARY LOW/HIGH AVERAGES

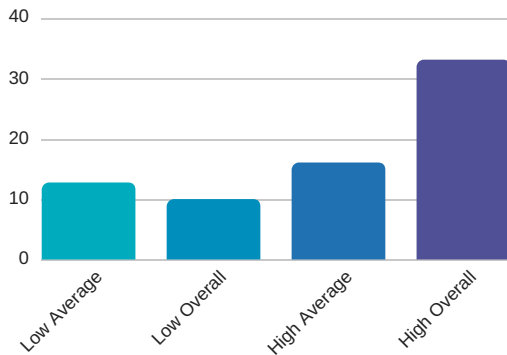
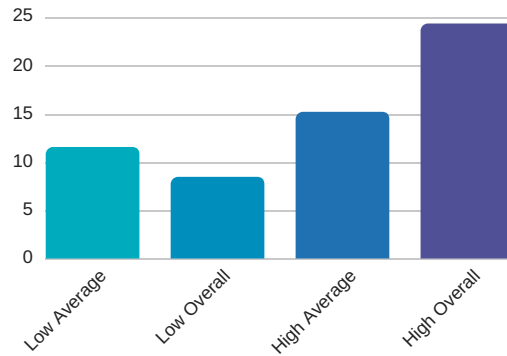
LEAD TEACHER

Low Average: \$11.54

Low Overall: \$8.45

High Average: \$15.18

High Overall: \$24.32



ASSISTANT DIRECTOR

Low Average: \$12.75

Low Overall: \$10.00

High Average: \$16.06

High Overall: \$33.09

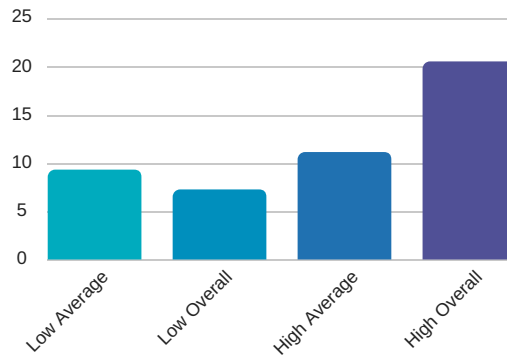
CENTER DIRECTOR

Low Average: \$14.54

Low Overall: \$10.00

High Average: \$20.76

High Overall: \$35.58



NEED ANOTHER YOU?



Say goodbye to your to-do list and hello to finished projects. Having Caroline at your table gives you freedom to grow your center, find work-life balance, or to be the sounding board you've always wanted.

Check out some things we have done for current and past Another You clients:

- Completely re-branded a center (internal/external signage, logo, lobby, mailers)
- Developed a campaign to target a new infant room (mailer, images, capacity/facility plan)
- Built and are currently delivering 1-on-1 coaching ten-month plan for young directors
- Written procedures on disaster recovery, medication plans, PTO, and more
- Created all new flyers to use for marketing
- Spearhead recruitment efforts (social media, indeed, redesign website career page, conduct initial applicant screenings)
- Developed a cross marketing plan
- Conducted sales and enrollment training to improve conversion ratios
- Assisted with budgeting and capacity calculations and monitoring
- Accountability structure for leadership team and owner to enhance communication and follow-through
- Surveyed employee culture perception and developed a plan to change the direction of the company
- Reorganized how leadership is structured and created a new organization chart
- Wrote eBooks

Offering 3, 6 and 12 month packages!



[Learn More](#)

Child Care Biz Help



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