

2018

CHILD CARE BIZ HELP  
BENEFITS 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 benefits. With the obstacles in hiring and attracting talented employees, ensuring your benefits are competitive are a must.

Childcare owners and leaders from 29 states completed the survey. The survey is broken into combined results and results by state. Not all states are represented because of participation levels but the overall 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.

No matter what state your center resides, we have identified two common themes. These are the desire and pressing need to be able to offer higher wages and the ability to offer health insurance options. As we collectively struggle in these areas, it becomes so much more important that we creatively identify alternatives to offset these deficiencies.

Common needs of the industry based on wish list items:

- **Ability to pay higher wages**
- **Offering health insurance options**



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



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### **SURVEY OVERVIEW**

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Included in the survey overview is a map of participating states . breakdown of the number of employees in each participating center, and percentage of benefits offered.

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### **WISCONSIN BENEFITS**

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A specific breakdown of offerings in Wisconsin is given. Additionally, you will read specific answers given by centers from around the state.

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### **CALIFORNIA BENEFITS**

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With the second highest response return, a breakdown is given along with specific answers given around the state.

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### **FLORIDA BENEFITS**

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Florida was another one of the states with a larger amount of responses. A percentage breakdown along with specific answers are given.

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### **VIRGINIA BENEFITS**

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Centers in Virginia responded with a lot of great information. Along with the benefit breakdown are specifics.

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### **MISSOURI BENEFITS**

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Missouri rounds out our top 5. You will see the breakdown of benefits offered to their staff along with some popular answers.

## 54

### **RECAP & IDEAS**

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Take a look at the most popular response in each category we dive into. Also provided are some additional benefits you might not have thought to offer your staff!

## 57

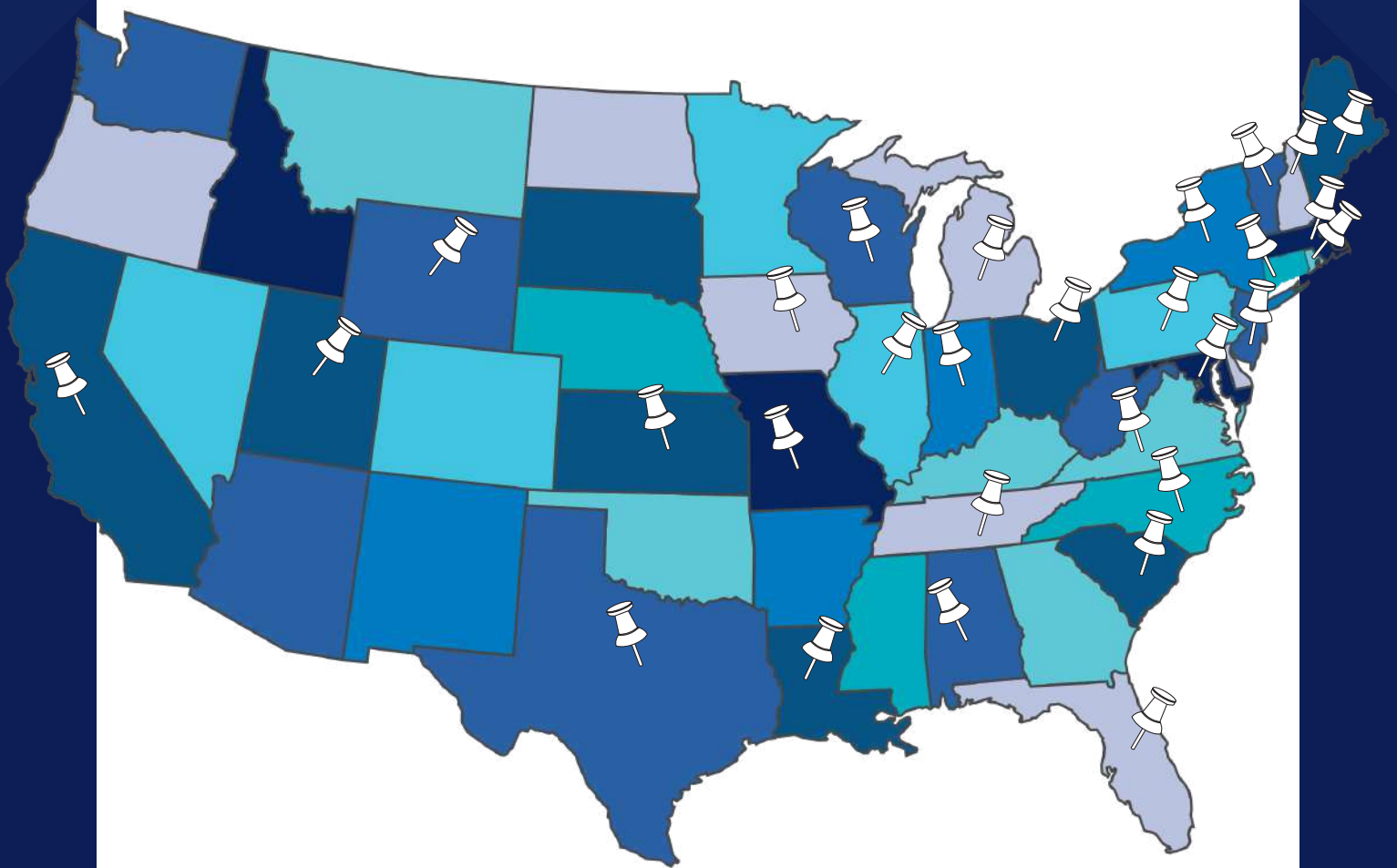
### **ANOTHER YOU PROGRAM**

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Are you overwhelmed with your to do list? Do you need someone to take some items off your plate? You might need 'Another You!'

# SURVEY PARTICIPANTS

## BREAKDOWN OF PARTICIPANTS IN EACH STATE



Alabama: 2

Florida: 5

Iowa: 3

Maryland: 1

Missouri: 4

New Jersey: 2

Ohio: 3

South Carolina: 1

Utah: 1

Wisconsin: 80

California: 8

Illinois: 2

Kansas: 1

Massachusetts: 1

New England: 1

New York: 2

Pennsylvania: 2

Tennessee: 3

Vermont: 1

Wyoming: 1

Connecticut: 1

Indiana: 2

Louisiana: 1

Michigan: 3

New Hampshire: 1

North Carolina: 1

Rhode Island: 1

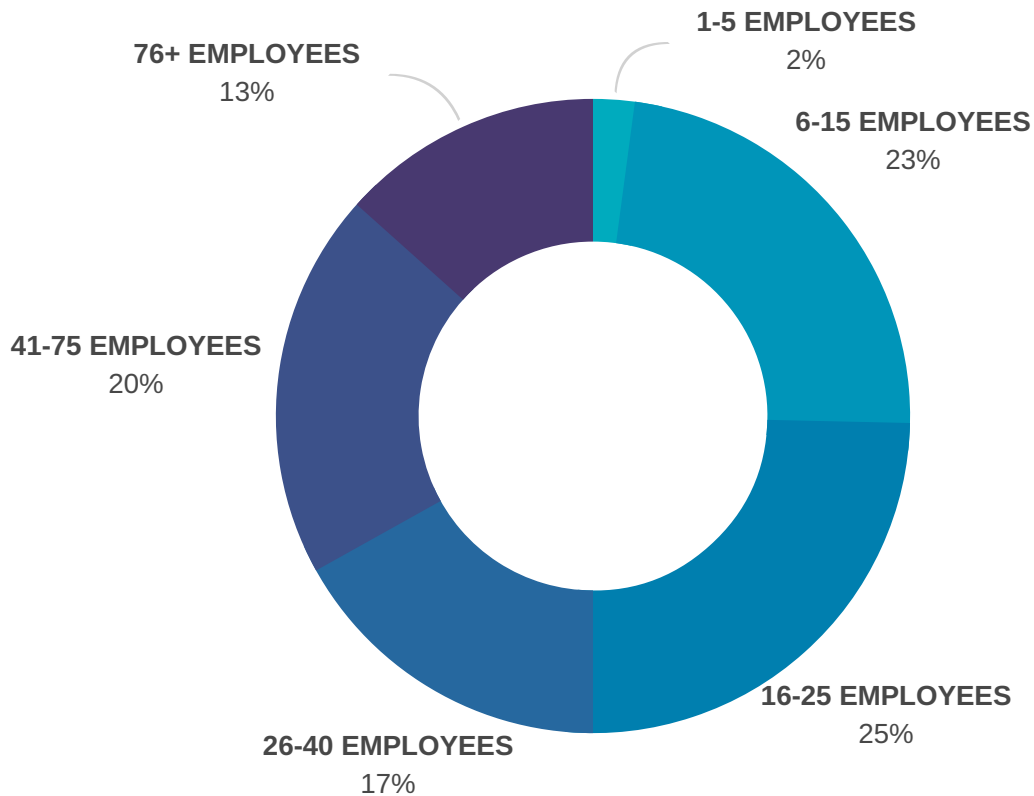
Texas: 3

Virginia: 5



# SURVEY PARTICIPANTS

## NUMBER OF EMPLOYEES

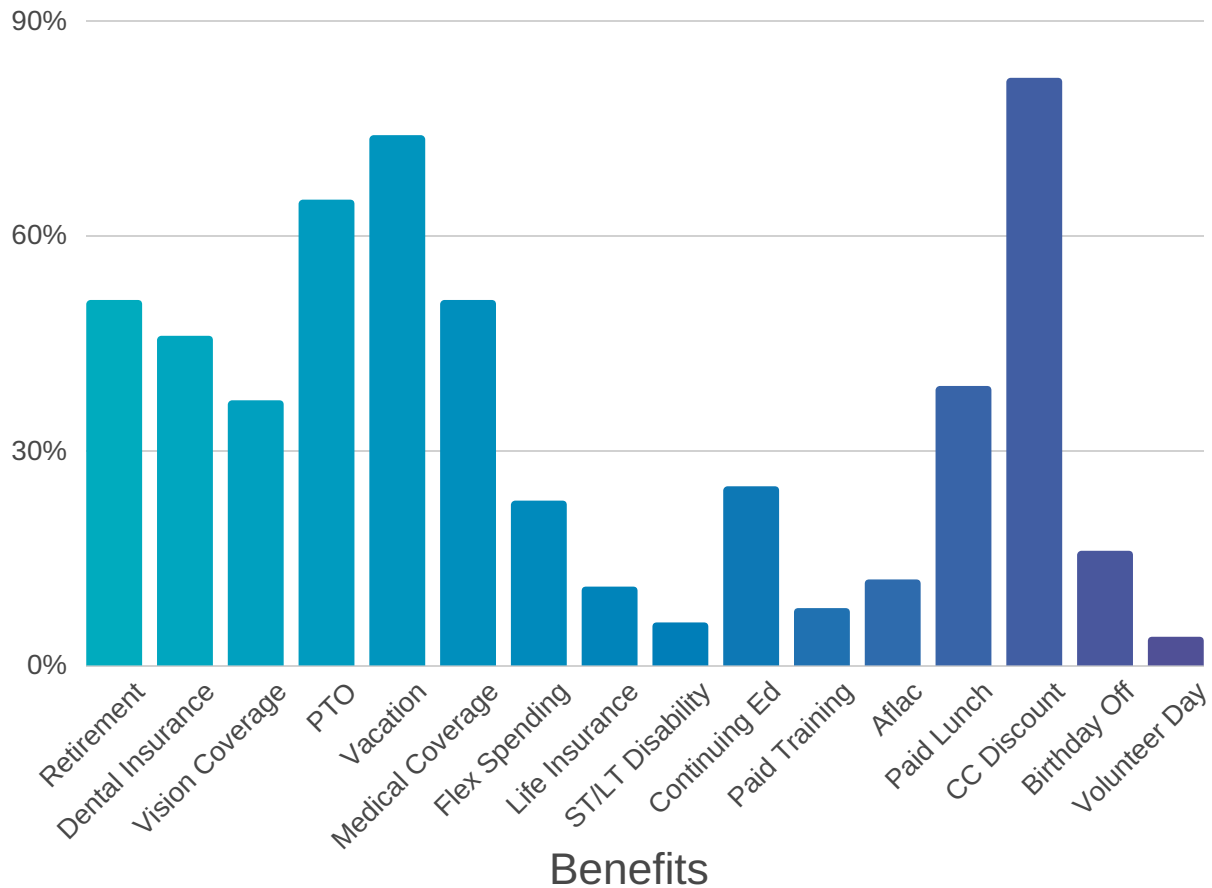


1-5 Employees: 3  
6-15 Employees: 33  
16-25 Employees: 35  
26-40 Employees: 24  
41-75 Employees: 28  
76+ Employees: 19

On average, the number of years in business across all participants is 25 years.



# OVERALL BENEFITS OFFERED COMBINED RESULTS



## Percentage of child care companies who offer benefits listed below:

Retirement 51%	Dental Coverage 46%	Vision Coverage 37%	PTO 65%
Vacation 74%	Medical Coverage 51%	Flex Spending 23%	Life Insurance 11%
ST/LT Disability 6%	Continuing Ed 25%	Paid Training 8%	Aflac 12%
Paid Lunch 39%	CC Discount 82%	Birthday Off 16%	Volunteer Day 4%



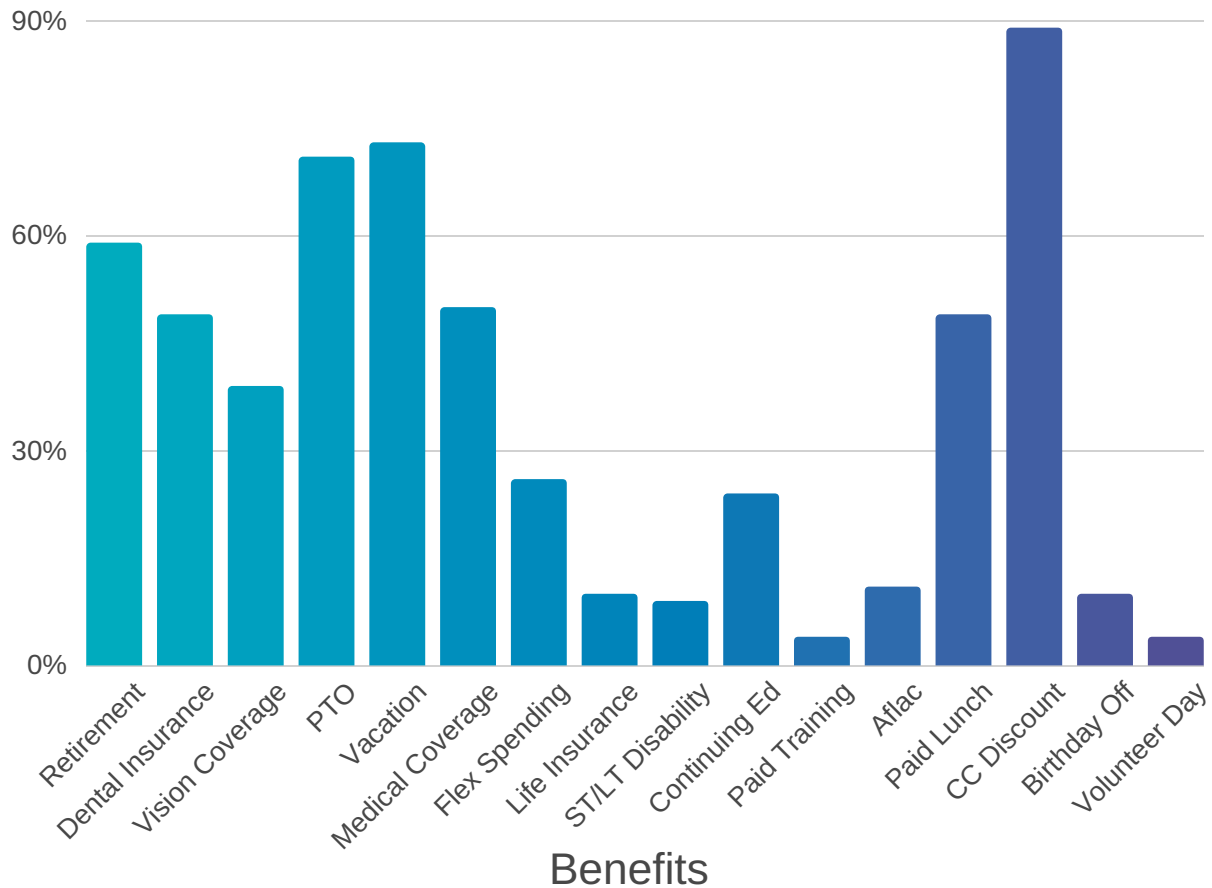




WISCONSIN  
BENEFITS SURVEY RESULTS



# WISCONSIN BENEFITS OFFERED



## Percentage of child care companies who offer benefits listed below:

Retirement 59%	Dental Coverage 49%	Vision Coverage 39%	PTO 71%
Vacation 73%	Medical Coverage 50%	Flex Spending 26%	Life Insurance 10%
ST/ILT Disability 9%	Continuing Ed 24%	Paid Training 4%	Aflac 11%
Paid Lunch 49%	CC Discount 89%	Birthday Off 10%	Volunteer Day 4%







# WISCONSIN BENEFIT SPECIFICS

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Many of you provided us with more specifics about the benefits you offer. Over the next few pages, we will take a closer look at specific benefits centers around Wisconsin offer their employees.

A specific breakdown of "*popular*" answers will be given on the topics of Paid Time Off, Staff Bonuses, Child Care Discounts and additional benefits that are offered that do not fit into a category listed.



# WISCONSIN PAID TIME OFF



Accrue 6 days per year for first 2 years. 2 days added every two years.

Full time employees get 10-15 PTO days per year depending on longevity.

Staff earn PTO after 90 days:

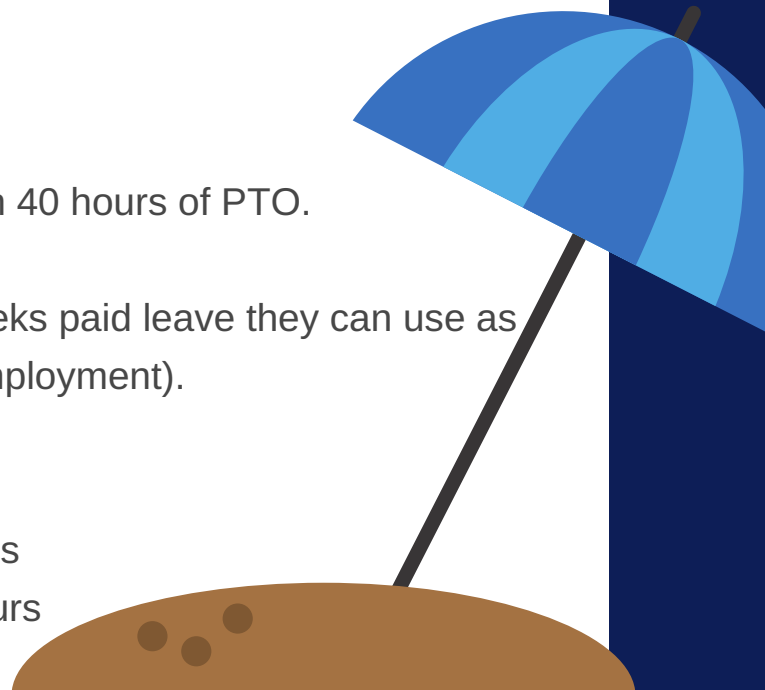
- o 1 week the first 3 years
- o 2 weeks 4-7 years
- o 3 weeks 8+ years

After 1 year, employees (32+ hours) earn 40 hours of PTO.

Upon hire each employee receives 2 weeks paid leave they can use as sick time or vacation (after 90 days of employment).

PTO breakdown:

- o First year employees receive 72 hours
- o 2-5 years employees receive 108 hours
- o 5 or more years 144 hours



Vacation earned at 1.54 hours for every 40 hours worked.

PTO accrues based off full years of service. Employees can roll over some PTO (they can have up to 1.5 times your annual accrual in their PTO 'bank'). PTO ranges from 136 hours to 516 hours.

Full time employees only:

- o 1 week 1-5 years
- o 2 weeks for 5+ years
- o 3 days sick pay



# WISCONSIN PAID TIME OFF



After one year 40 hours vacation and three sick days. > each year after.

Everyone earns vacation and sick time based on what they are scheduled to work each week, even part time employees.

Vacation time increases based on longevity, up to 4 weeks/year if full time. Sick time you can carry over up to 240 hours. At anniversary can cash in up to 1/2 of unused sick time up to 80 hours.

10 vacation days, 6 sick days accrued throughout the year (can be used in advance. Any of their time left over end of yr gets paid out over 4 payments the following year. After 5 years, vacation increases to 15 days.

Vacation time only:

- o 1 week after 1 year
- o 2 weeks after 3 years
- o 1 additional paid day off per year up to 5 paid days after 5 years

Vacation time only:

- o 1 week - 1-4 years
- o 2 weeks- 5-9 years
- o 3 weeks- 10 plus

Full time employees accumulate 6.6 hours month paid time off.

One sick day per month-accumulated up to 60 days. One vacation week after 1 year and goes up from there.

4 hrs. for every 80 hr. weeks.



# WISCONSIN PAID TIME OFF



PTO for both Full Time and Part Time Employees:

o Full Time

- » 10 days (6.67 hours per month) after 3 months
- » 12 days (8 hours per month) after 1 year
- » 15 days (10 hours per month) after 3 years
- » 20 days (13.33 hours per month) after 5 years
- » 22 days (14.67 hours per month) after 10 years
- » 25 days (16.67 hours per month) after 15 years

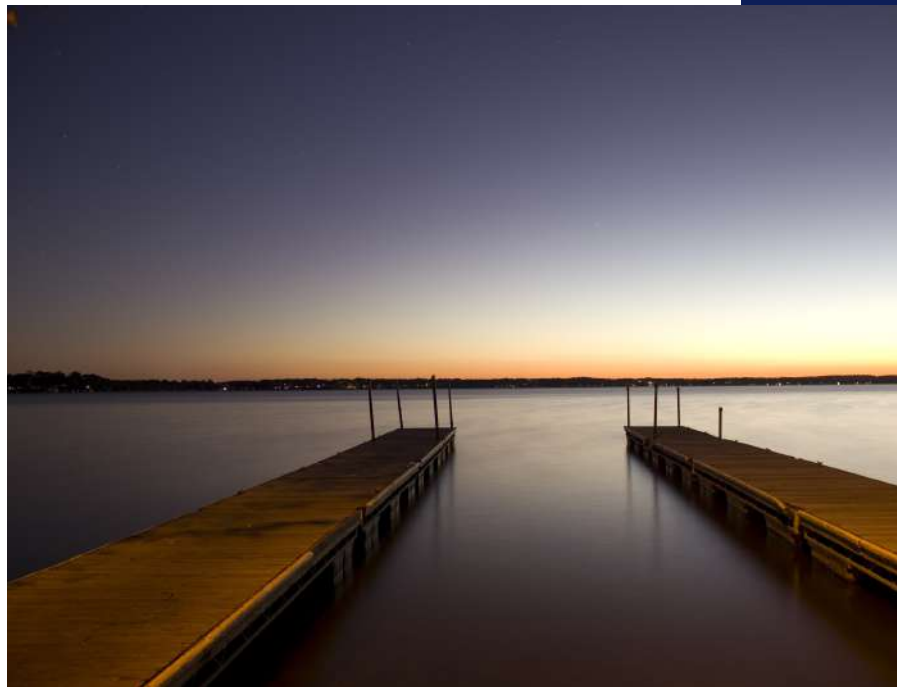
o Part-Time earn PTO hours using a calculation based on actual hours worked (PTO rate\*monthly hours worked= total PTO earned).

- » .038462 after 3 months
- » .046154 after 1 year
- » .057692 after 3 years
- » .076923 after 5 years
- » .084615 after 10 years
- » .096154 after 15 years

4 sick days per year.

Vacation:

- » 1 week after 1 yr.
- » 2 weeks after 3 yrs.
- » 3 weeks after 5 yrs.



5 PTO from day one of employment. An additional day for each consecutive year (Max of 12 days off per year paid + unpaid).



# WISCONSIN PAID TIME OFF



## Paid time off breakdown:

- o after 1 year of service, 80 hours of PTO
- o after 3 years you get an additional 40
- o after 5 years another additional 40
- o Up to 80 hours can roll over annually on your hire anniversaries

## Vacation/Personal/Sick Time:

- o 3 weeks' vacation for full time
- o 3 personal days
- o 3 days sick leave for full time

## Employees are given 24 hours sick pay every year:

- o PTO is accumulated throughout the year through staff meetings and special projects the teachers perform.
- o Vacation is 1 week per year for between 1 and 5 years of service, and 2 weeks for additional years of service.

14 days + 9 days extended illness days a year for 3 years or less of employment. Increases to 19 days- 4 to 6 yrs & up to 24 days -6 yrs.+.

All staff get 5 days of vacation/sick/PTO. Each person who has been here a year can accumulate 1 more day (up to 5 extra).

No sick days off! BUT I am very understanding if an illness comes up.

18 days minimum paid time off even within the first year for full time employees (this includes vacation, holidays and professional days).





# WISCONSIN PAID TIME OFF



Part time and full-time employees earn PTO based on the average of hours they work each day. Can accrue up to two weeks in one year, cannot be rolled over.

## Full time:

- » 1 hour per pay period for 30+ hours
- » 1/2 hour for less than 30 hrs
- » 40 hours PTO after 1 year
- » 80 for 2 years
- » 3 weeks for 6 years
- » 12+ years = 3 weeks + 8 hrs. for each year after that

## Paid time off is accrued as follows:

- o 1 year - 1 week accrued at .77 hrs./40 hrs.
- o 3 years - 2 weeks accrued at 1.54 hrs./40 hrs.
- o 5 years - 3 weeks accrued at 2.31 hrs./40 hrs.
- o 10 years - 4 weeks accrued at 3.08 hrs./40 hrs.

## Full time:

- o 1-week vacation after one year
- o 2 weeks after 3 years
- o 5 weeks after 5 years
- o 4 weeks after 10 years
- o ALL staff get a personal day of their average hours worked in the preceding 3 months before their anniversary not to exceed 8 hours.  
This would be above and beyond vacation time earned for full time staff.



Vacation rate of .6098 for each hour worked. Sick time .10462 for each hour worked.





## WISCONSIN PAID TIME OFF



Full time staff receive 80-120 PTO hours per year depending on how long they have been employed.

1 sick day per month, 1 vacation day earned per year worked.

Accrued over time - 40 hours first year and increases each year.

Earned personal time off at the rate of 15 minutes per 40 hours worked.

After one-year employees get 10 paid vacation days.

5 days' vacation, after 3 yr. 10 days. A sick day every month can be carried over the years.

2.5 hours of PTO for every 40 hours worked. After 5 years of employment it increases to 3 hours for every 40 hours worked. Carries over.

Full-time employees (No sick or PTO):

- o 1 week after a year
- o 2 weeks after 2 years
- o 3 weeks after 5 years

Full-time employee 5 personal days and 5 vacation days year 1 after a 90-day probationary period. More time is earned with years of service up to three weeks of vacation and 2 1/2 weeks of personal time.

Dependent on Registry Level and years of service. Full-time employees can accrue anywhere from 40-120 PTO hours each year.



# WISCONSIN PAID TIME OFF



All full-time employees will accrue:

- o 1 week of vacation during the 1st year of employment.
- o 2 weeks of vacation will accrue after 5 years of employment.
- o 1 day/year accrue after 10 years of employment.
- o 3 weeks accrue after 15 years.
- o Eligible for 3 paid personal days each calendar year.
- o Eligible for 4 paid sick days each calendar year.
- o If you do not use any sick days, employees are eligible for 1 floating holiday the following year.
- o If employees use 1 sick day, they are eligible for 1/2 of a floating holiday the following calendar year.

Earn 3 1/2 personal days after 90 days.

Vacation time starts accumulating after first 90 days:

- o 1 year up to 1 week
- o 3-5 years: 2 weeks
- o 5-10 years: 3 weeks
- o 10-20 years: 4 weeks
- o Sick time is accumulated after 90 days can earn up to 8 sick days in a fiscal year, if time is not used employees are paid out half the time.

Benefit based on average of their hours. If they work 40 hours a week they get 40 hours of vacation, sick, PTO.



# WISCONSIN PAID TIME OFF



8 hours for every 416 hours worked for the first 3 years.

8 hours for every 260 hours worked for 4-7 years.

After 7 years, 8 hours for every 189 hours worked.

## Vacation time:

- o 1 week the first two years.
- o Two weeks after the second year
- o Three weeks after four years
- o Four weeks after twelve years.

Vacation is 1 week after 1 year of employment and increases with longevity. Sick time starts accruing at time of employment but cannot be used until after 90 days of continuous employment.

Full time staff get sick, personal or vacation days.

- o 0-5 years get 15 days of PTO
- o 5-10 years you get 20 PTO days
- o 10-15 years -25 PTO days
- o Part time employees receive PTO at a reduced amount.

## Upon hire:

- o eligible for 4 days equivalent PTO
- o after 1 year to 10 years eligible for 1-week equivalent vacation as well.
- o Vacation increases to 2 weeks after 10 years of employment.



# WISCONSIN PAID TIME OFF



PTO based on years of service and hours worked:

- o Full Time Years of Service

- » after 6 months receives paid hours of 25,
- » after 1 year 80 hours
- » after 5 years, 120 hours
- » after 10 years 160 hours
- » after 15 years 200 hours

- o Three Quarter Time (30-39 hours a week)

- » 6 months 19 hours
- » 1 year 60 hours
- » 5 years 90 hours
- » 10 years 120 hours
- » 15 years 150 hours

- o Half Time (20-29 hours)

- » After 6 months 13 hours
- » 1 year 40 hours
- » 5 years 60 hours
- » 10 years 80 hours
- » 15 years 100 hours

12 sick days per year

- o 1-week vacation after 1 year
- o 2 weeks after 3 years
- o 3 weeks after 5 years
- o 2 paid personal days after 90-day probation

1-week vacation after probation, 2 weeks after 2 years.

- o PTO is 2 hours for full time and 1 hour for part time earned per month if no unscheduled time off



# WISCONSIN STAFF BONUSES



Bonus at Christmas determined by how we did that year.

Bonuses for full compliance after licensing visits.

Directors get a bonus up to \$2000 per quarter if they meet an average of 90% on reports. Reports are based on reviews, AR, sales, payroll %, State compliance, registration and late fees.

If there is "extra" money at the end of the year, I have given an additional \$100 -\$200 bonus to employees. Everyone gets the same amount. This isn't possible every year.

When they are reviewing for the year, they get a bonus based on the review and how they score in different categories.

Employees receive annual evaluation, if said employee is meeting or exceeding expectations will receive a raise.

No bonus is given except those that are related to the successful completion of TEACH contracts.

We offer staff and child referral bonuses if the person they refer stays for 3 months.

Yearly raises based on performance, education and Registry level.

Pays \$100 if employee refers another employee who remains for 6 months and is in good standing.



## WISCONSIN STAFF BONUSES



Christmas bonus determined by how we did that year and longevity.

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## WISCONSIN STAFF BONUSES



A Board created a fund through fundraisers. This money is used to treat our staff for anniversaries, birthdays, Christmas, staff appreciation weeks, etc.

100.00 bonus if you refer an employee and they have stayed 3 months.

Bonuses paid out as follows:

- o Achievement bonuses- doing special projects
- o TEACH Scholarship bonuses
- o Anniversary Bonuses

Bonuses have been given to all for stressful time periods such as short staffing, passing YoungStar with a 5, and annual raises.

\$50 per quarter for good attendance.

Quarterly bonus for performance.

Offering a \$300 sign on bonus for any new employees after they've been here for 90 days.

We pay a \$50 bonus for FT staff for Christmas; \$25 for PT staff.

We have been doing performance bonuses for all staff 2x per a year the amount depends on their performance.



# WISCONSIN STAFF BONUSES



Incentives: \$250.00 to use at the beginning of the school year to purchase teacher items like borders, cubby tags etc...We buy t-shirts, provide luncheons, gift cards as part of a staff meeting activity.

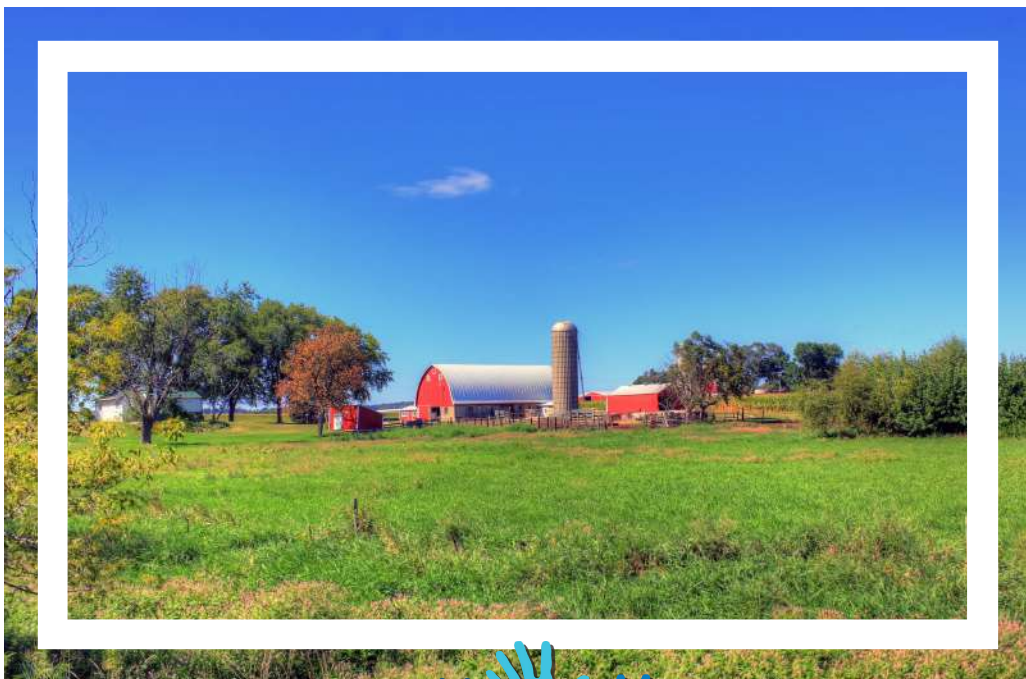
2.5 % of annual pay in December.

Year- end bonus for leadership based on school success.

Center Directors and higher are eligible for bonuses based upon a scorecard system that includes accreditation, net revenue, operating income, family feedback, and staff turnover.

Random bonuses when people impress me.

Bonuses for: portfolios, newsletters, evaluations, curriculum, assessments, and being on-time/no absent during a month.



# WISCONSIN STAFF BONUSES



Free Y membership.....keep healthy body and mind.

\$400 referral bonus for each employee referred and hired by program.

Director/administrator gets 2 bonuses per year.

New staff get \$300 hire on bonus after 90-day probation is complete:

- o All staff are offered a \$100 referral bonus for referring new staff.

Annual longevity bonus that is \$5 for every month worked since starting with a max of \$600 and is distributed early December. \$100 bonuses to lead teachers at the end of summer.

Bonuses based on preschool/day care finances are given based on merit.

No bonuses, staff are on a salary step scale.

Bonus for increase in state Registry level. Increase in pay for completion of credentials. 2% increase yearly.

All staff receive a Christmas bonus in December.

Yearly cost of living raises and review raise based on budget.



# WISCONSIN CHILD CARE DISCOUNT



Lead teachers and administration get 50% off; Assistant Teachers get 40% off the first year and 50% off after that.

\$75 for 1 child over 2 \$100 for 1 child under 2 (max of \$150 per employee).

Most teachers pay \$50 per week for child care. If they want care outside of their working hours, they pay \$3.00 per hour.

Employees offered following discounts:

- o Worked for less than 36 months 30% discount for any child enrolled.
- o 36 months or more are eligible for 50% discount for any child enrolled.
- o Employees are required to pay a \$50.00 enrollment fee.

75% discount for employee children & 50% discount for all grandchildren.

Employees receive 50% off care if full time or 25% if part time.

Employees received a 15% discount.

25% for part time staff and fifty percent off for full-time staff.

Free for full time and discounted for part time.

Starts out at 30%, then increases to 40% and 50 % based on longevity.

1st child free, 1/2 off all additional; 10% on second and third child.



# WISCONSIN CHILD CARE DISCOUNT



60% off.

40% off.

Staff pay 20%.

Free if leadership.

Employees start with a 30% off discount. After each additional year employed this discount (percentage off) may continue to increase.

Discounts are as follows:

- o 0-1 year service 25% off
- o 1-2year service 50% off
- o 2-3-year service 75% off

Pay \$1 per hour per child under 2 when they are working. Over 2 - free.

\$12/day per child discount.

\$3/hr for kids over 2 yrs.

Staff receive a 75% child care discount.





Healthy homemade cooking, lots of movement, yoga, fresh air, garden.

\$75 given per month if staff has an individual insurance policy.

Corporate Healthworks program.

Bi-monthly wellness/ healthy lunch session to our staff and use Spark PE.

Employee challenges, we follow the HEPA (Healthy Eating Physical Activity) standards, Insurance kick back for healthy living.

Offer is healthy meals.

Staff are allowed to take lunch breaks to walk outside, etc. Staff that are nursing babies are allowed to nurse during the duration of the time the baby is being nursed.

High deductible & high premium; Group health care is provided through Quartz which provides a wellness program.

Free YMCA membership for self and depending on employment status free or discounted rate for family.

Health insurance is 80% paid for by the Center and free access to local work out facility 7 days/week.

Exercise classes, volleyball team & walks.





# WISCONSIN HEALTH & WELLNESS



Free gym membership & Teledoc.

\$150 wellness annual incentive. Other miscellaneous offerings through the University & YMCA discount.

Anthem BCBS and pay 50% of premiums for individual coverage and our pay increases 5% per year of employment up to 70%. Otherwise we pay \$300/month per family premiums.

Reduced fees to participating gyms.

You get points for certain events and if you get to so many points you get a discount on your insurance and you receive a monetary amount each quarter.

Activities every week in May. Discounts on healthy groceries. EAP's 3 free visits.



## WISCONSIN OTHER BENEFITS



Ten-hour days.

We treat our staff to birthday gift cards, lunch for staff once a month, dinner and a gift card at monthly staff meeting.

\$40-\$60 uniform stipend for work shirts.

Flexible scheduling.

Paid prep time: 1-2 hours per week and 4 hours for quarterly assessments.

We also offer paid CPR, First Aid, continuing ed stipend, classroom stipend.

IRA with 3% match after 2 years of employment.

Frequent employee appreciation events, opportunities to win time off.

Paid one hour each of planning and portfolio time.

\$1000 Professional Development funds per year.

Professional development time (16 hours/year for discretionary continuing education time) \$300-\$400/year professional development funds to pay for additional CE, TEACH scholarship sponsor, paid staff meetings that also have CE training, paid breaks and paid planning, closed once/year for cleaning and classroom prep, closed once/year for all day training.



# WISCONSIN OTHER BENEFITS



Paid dance and exercise classes.

2 hours paid planning time per week, 20 minutes per child per quarter for portfolio time, \$100 per year for conferences, tuition reimbursement up to \$2500 per year per full-time employee.

Free life insurance policy-can take more at employee expense.

All supplies provided.

\$100 uniform allowance.

Discounted Facility rental for family events/parties.

Highly encourage TEACH scholarship program.

FUN family like work environment.

No fundraisers.

Employees can choose to use any of their paid time off on any days that have not already been chosen by other employees.

Contribution to 403B.



# WISCONSIN OTHER BENEFITS



Gift cards for attending staff meetings.

Sam's Club Card.

3 people in the classroom, prep days on Fridays.

\$150 per year toward required continuing ed. or participation in states scholarship program to help with college credits and courses.

\$25 Birthday certificate.

Scholarship fund.



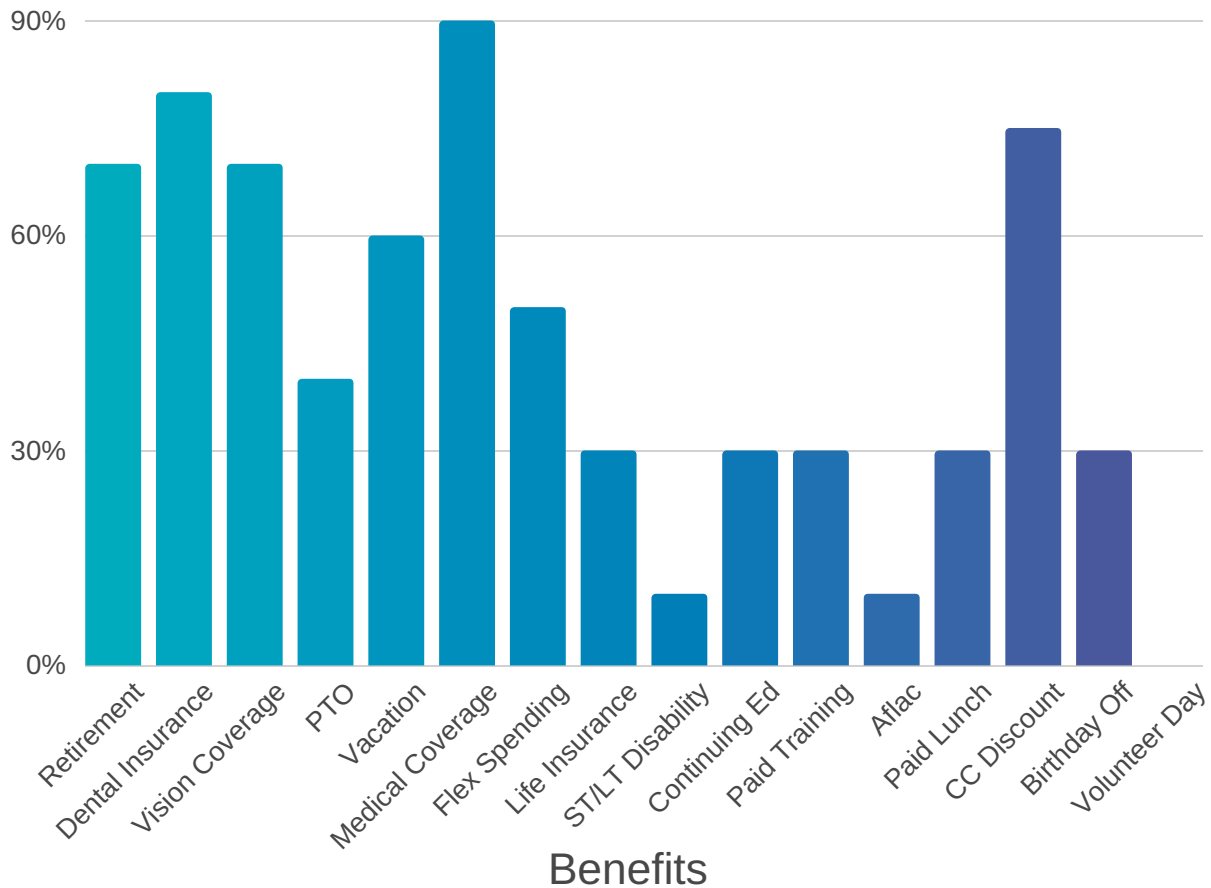




CALIFORNIA  
BENEFITS SURVEY RESULTS

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# CALIFORNIA BENEFITS OFFERED



## Percentage of child care companies who offer benefits listed below:

Retirement 70%	Dental Coverage 80%	Vision Coverage 70%	PTO 40%
Vacation 60%	Medical Coverage 90%	Flex Spending 50%	Life Insurance 30%
ST/LT Disability 10%	Continuing Ed 30%	Paid Training 30%	Aflac 10%
Paid Lunch 30%	CC Discount 75%	Birthday Off 30%	Volunteer Day 0%







# CALIFORNIA BENEFIT SPECIFICS

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Many of you provided us with more specifics about the benefits you offer. Over the next few pages, we will take a closer look at specific benefits centers around California offer their employees.

A specific breakdown of "*popular*" answers will be given on the topics of Paid Time Off, Staff Bonuses, Child Care Discounts and additional benefits that are offered that do not fit into a category listed.



# CALIFORNIA PAID TIME OFF



Vacation/sick/PTO the staff accrues hours each bi-weekly check and the number of hours accrued each pay period depends on years in our organization. Maximum cap is 3 weeks per year.

Vacation/PTO: staff accrues time throughout the year (max of 3 weeks per year based on years in our organization). Sick time is 2 days per year.

## PTO Breakdown:

- o Vacation- 5 hour accrual every pay period after the initial 30 day introductory period. This adds up to 3 weeks annually.
- o Sick leave- For every 30 hours worked 1 hour of sick leave is added to the employee's accrual.
- o Flex Time- If an employee volunteers at our community events they earn time and a half flex time to use for the non-paid holidays we are closed for or for time off however they'd like.

## Vacation:

- » 4-36 months- 2 weeks per year
- » 37+ months- 3 weeks per year

## Sick:

- » Full-time- 64 hours per year
- » Part-time 48 hours per year



10 days of sick leave., up to 3 PTO's out of the sick days that can be taken for unavoidable situations. Not paid vacation, but teachers only work 190 days out of the year (Private school that runs on a 10 months school calendar) and the salary is very competitive. New employees can earn up to 16 days the first year. Employees earn based on seniority up to a max of 25 days per year.



# CALIFORNIA PAID TIME OFF



## Vacation time:

- » 7 days in year 1
- » 3 weeks year 2-9
- » 4 weeks year 10+ and then goes up incrementally a day by year

Sick leave of up to 3 days a year. As an appreciation to the staff they do get PTO.

## PTO/Sick Time:

- o 3 sick days/year
- o 3 PTO first year, 6 PTO 2nd year, 9 PTO 3rd year, 12 PTO 4th year, 15 PTO 5th year (max).





# CALIFORNIA STAFF BONUSES



Christmas bonus to all of the staff at the end of the year as a thank you for their work in our organization.

Management team are bonused quarterly based on meeting annual/quarterly goals. Staff are bonused for call ins, being in their classrooms on time, etc.

We always do something each day of teacher appreciation for our staff. Often we have a private donor from the church board donate an amount for teacher bonuses- generally they are around \$250 each year and each employee receives them. After 5 years of service all staff get a day off for their birthday.

\$1,000 retention bonus and 2% performance bonus.

Managers are bonused quarterly and annually based on meeting goals. Teachers are bonused on attendance, no call ins, and meeting goals set during their annual review.

2-6% bonus for upcoming year based on performance for previous year. Have also provided bonus stipends when we are able up to \$600.

Quality Incentives are given out twice a year based on goals met. It is open to all staff. They set 2 goals ... the director sets one... and a percentage is given with the number of goals that are met.



## CALIFORNIA CHILD CARE DISCOUNT



5% sibling discount on the lowest child's tuition.

15% off of their monthly tuition; 10% sibling discount offered.

Some offer 20%, 50%, 60%, and even free childcare.

Programs are heavily subsidized so employees pay same as parents.

\$260 discount off of their tuition each month.

## CALIFORNIA HEALTH & WELLNESS



Belong to a PEO who helps us with annual physicals, immunizations, and the health and wellness program. Staff can earn points against the cost of their health insurance.

Just starting to look at this and plan activities.

Health and wellness program that promotes exercise and a healthy life style. Employees are incentivized to get an annual physical and to participate in a wellness program.

FinFit through Paychex.



# CALIFORNIA OTHER BENEFITS



Lunch daily in our kitchen put together by our cook.

Teacher appreciations throughout the year.

Professional Benefits Plan (reimburse tuition/professional development).

Retention bonus/discretionary bonus; 60% staff bonus for preschool- HS.

Access to our counselor, professional development stipend up to \$600, additional pay per above average evaluation, life insurance, sick days 80 hours a year, 4 teacher training days a year, onsite training, and coaching, years of service award \$100-\$500.

Anniversary (work) day off.





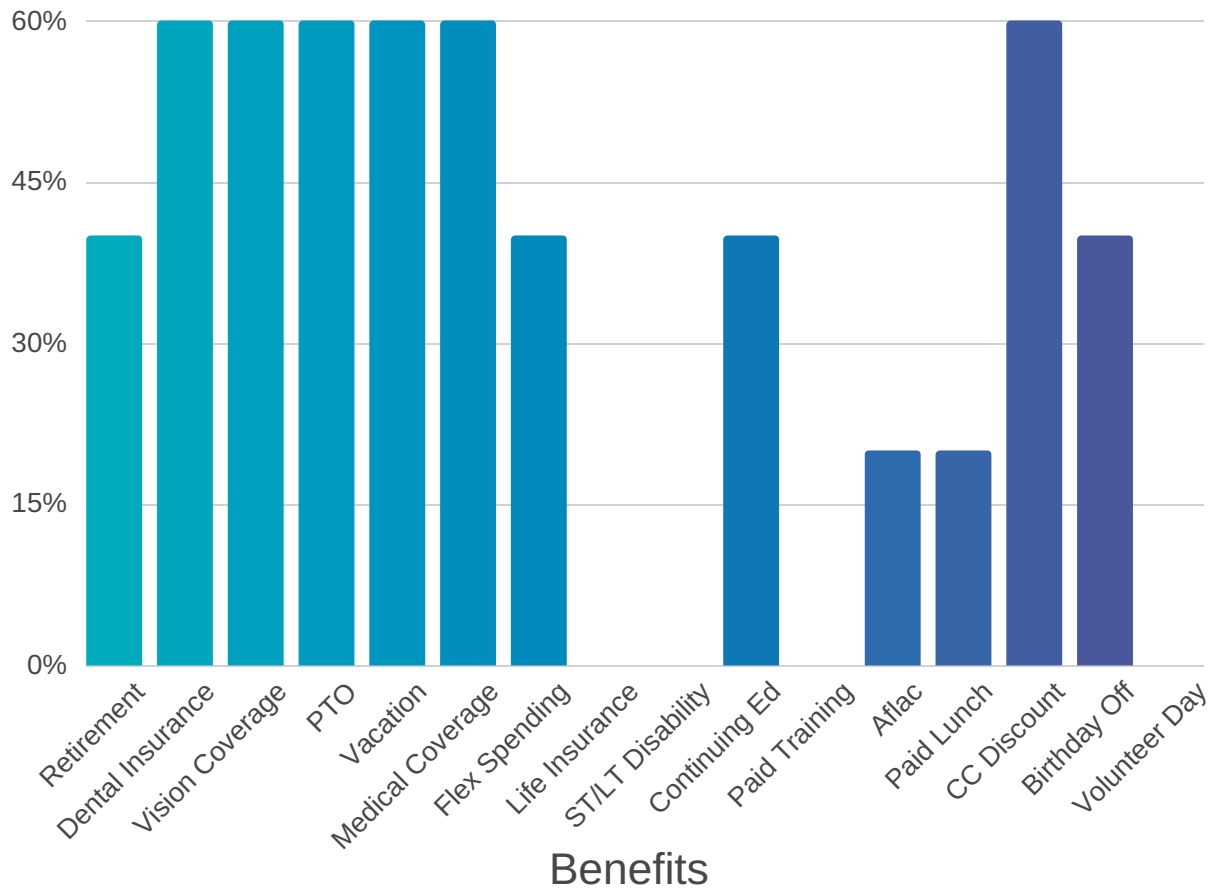


# FLORIDA

BENEFITS SURVEY RESULTS

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# FLORIDA BENEFITS OFFERED



## Percentage of child care companies who offer benefits listed below:

Retirement 40%	Dental Coverage 60%	Vision Coverage 60%	PTO 60%
Vacation 60%	Medical Coverage 60%	Flex Spending 40%	Life Insurance 0%
ST/LT Disability 0%	Continuing Ed 40%	Paid Training 0%	Aflac 20%
Paid Lunch 20%	CC Discount 60%	Birthday Off 40%	Volunteer Day 0%





# FLORIDA BENEFIT SPECIFICS

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Many of you provided us with more specifics about the benefits you offer. Over the next few pages, we will take a closer look at specific benefits centers around Florida offer their employees.

A specific breakdown of each centers "*popular*" answers will be given on the topics of Paid Time Off, Staff Bonuses, Child Care Discounts and additional benefits that are offered that do not fit into a category listed.





## FLORIDA PAID TIME OFF



3 personal days & 5 vacation days.

PTO 1 week / year and 2 weeks after 5 years. Staff that go between programs earn 1-hour PTO time per 2 week pay period.

Get 1 week after 1 year and 2 weeks after 5 years. PTO is earned weekly

- o 0-3 years service: .1125 of a day per week
- o 3 years or more: .02 of a day per week

New employees can earn up to 16 days the first year. Employees earn based on seniority up to a max of 25 days per year.

## FLORIDA STAFF BONUSES



All employees get cash bonuses. Bonus depends on how long they have been employees. Cash bonus from \$25 up to \$350.

Manager bonus based upon collected tuition and benchmarks.

Management team bonused quarterly based on meeting annual /qtrly goals. Staff are bonused for call ins, being in their classrooms on time.

Teachers get based on seniority, management on performance.

Managers are bonused quarterly and annually based on meeting goals. Teachers are bonused on attendance, no call ins, and meeting goals set during their annual review.



## FLORIDA CHILD CARE DISCOUNT



Half off child, except infant/ toddler room 1/3 off. Weening program out.

50%.

## FLORIDA HEALTH & WELLNESS



Employees are incentivized to get an annual physical and to participate in a wellness program.

## FLORIDA OTHER BENEFITS



Paid meals, gift cards, food at staff meetings, Christmas bonuses and parties. Healthiest You Teledoc for staff.

Birthday Lottery ticket, Scholarships for childcare courses, Employee bonus 15% of net income split with employees, 50% of child care for own children.

Cash bonuses at end of year.





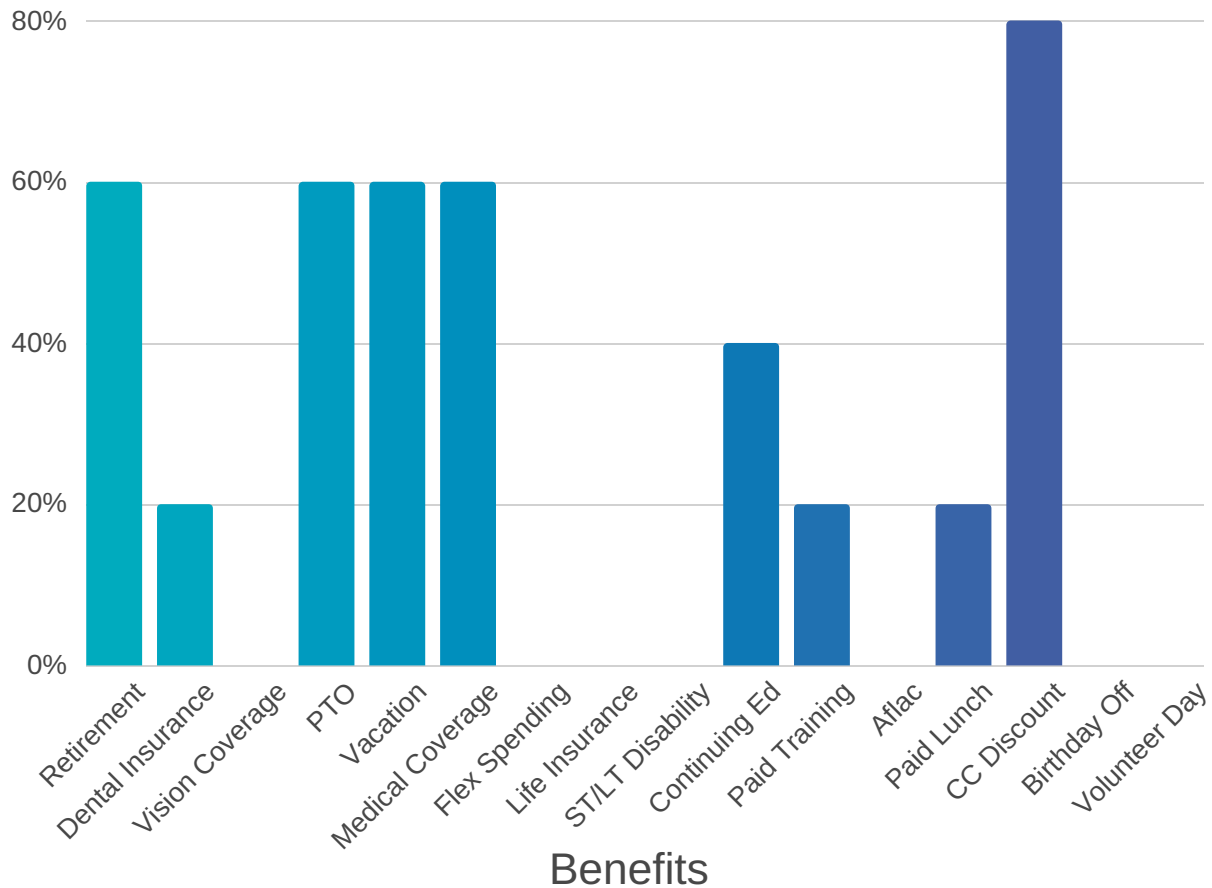


**VIRGINIA**  
BENEFITS SURVEY RESULTS

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# VIRGINIA BENEFITS OFFERED



## Percentage of child care companies who offer benefits listed below:

Retirement 60%	Dental Coverage 20%	Vision Coverage 0%	PTO 60%
Vacation 60%	Medical Coverage 60%	Flex Spending 0%	Life Insurance 0%
ST/LT Disability 0%	Continuing Ed 40%	Paid Training 20%	Aflac 0%
Paid Lunch 20%	CC Discount 80%	Birthday Off 0%	Volunteer Day 0%





## VIRGINIA BENEFIT SPECIFICS

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Many of you provided us with more specifics about the benefits you offer. Over the next few pages, we will take a closer look at specific benefits centers around Virginia offer their employees.

A specific breakdown of "*popular*" answers will be given on the topics of Paid Time Off, Staff Bonuses, Child Care Discounts and additional benefits that are offered that do not fit into a category listed.



## **VIRGINIA PAID TIME OFF**



Vacation and personal hours every month.

Currently only supervisors/director have PTO.

Vacation:

- o 5 days paid after 1 year
- o 10 days after 2 years
- o 15 thereafter
- o Admin more generous thereafter

No distinction sick, vacation or PTO.

40 hours per year.



## **VIRGINIA STAFF BONUSES**



Referral programs for employees.

Enrollment bonus, goals bonus, teacher's tour bonus.

Leadership team members eligible for bonuses based on meeting budget and keeping school full.

Staff receive a \$25 gift card for their birthday.





## VIRGINIA CHILD CARE DISCOUNT



Military and sibling discount.

10%- school year, 50% - summer.

50% staff and 100% directors and admin.

Varies between 10 and 100% (level or responsibility, limited to a certain #).

Under age 2 is \$50 per week and age 2 and up is free.

## VIRGINIA HEALTH & WELLNESS



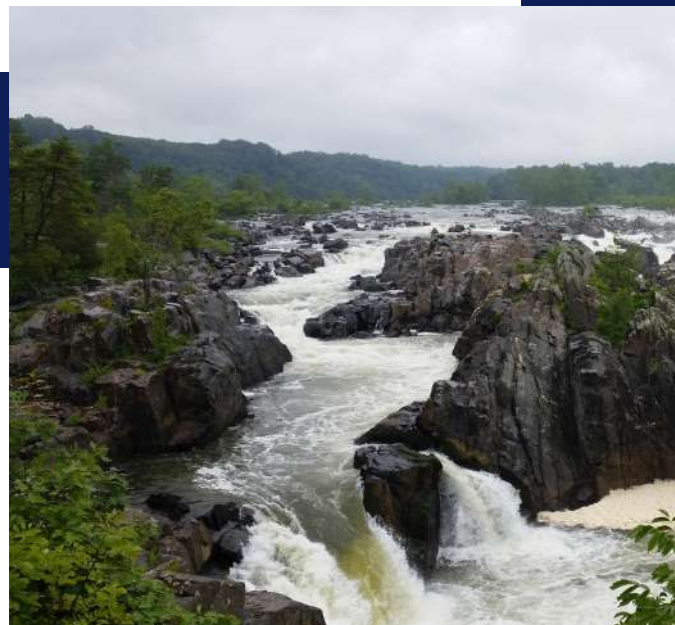
Core value!

We attempted to offer discount corporate program at local gym but employees lacked interest.

## VIRGINIA OTHER BENEFITS



-no "other" benefit responses in Virginia-



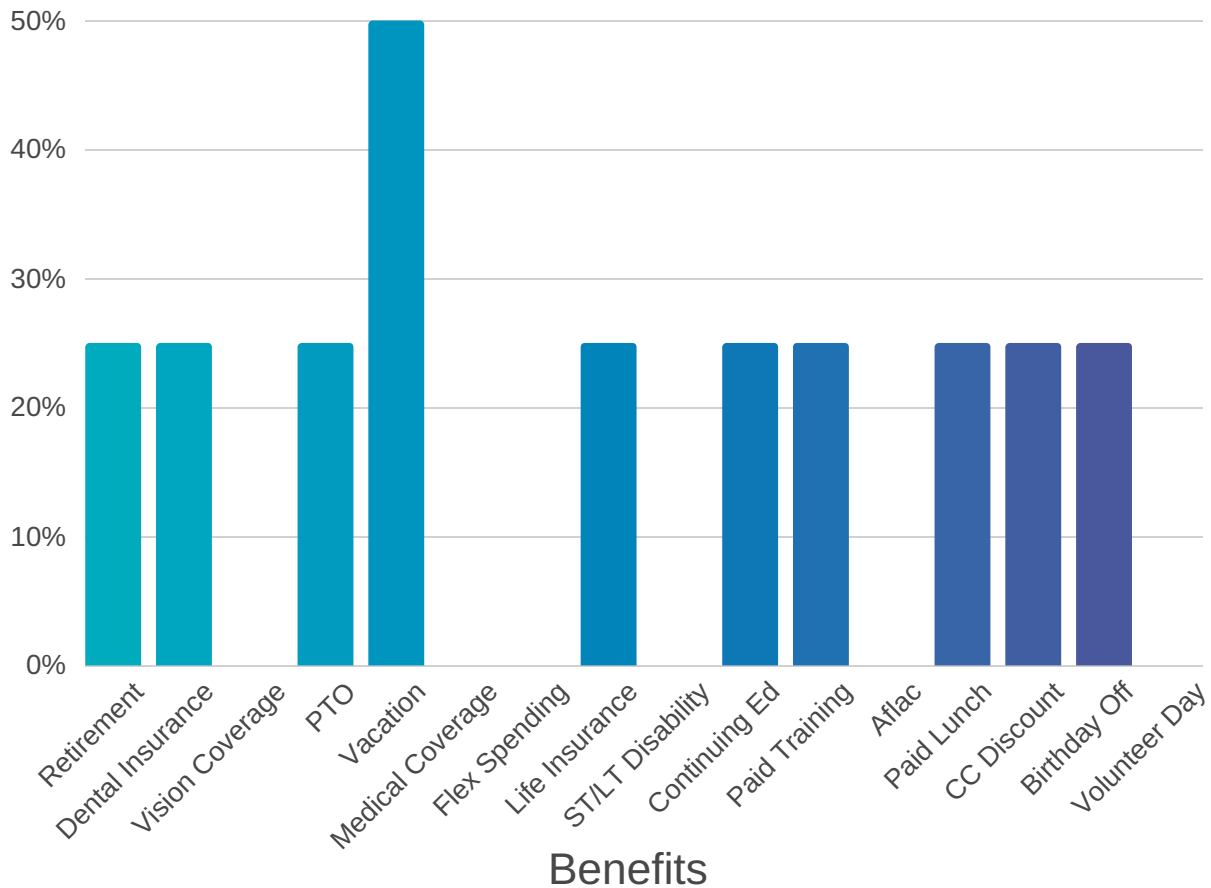


**MISSOURI**  
BENEFITS SURVEY RESULTS

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# MISSOURI BENEFITS OFFERED



## Percentage of child care companies who offer benefits listed below:

Retirement 25%	Dental Coverage 25%	Vision Coverage 0%	PTO 25%
Vacation 50%	Medical Coverage 0%	Flex Spending 0%	Life Insurance 25%
ST/LT Disability 0%	Continuing Ed 25%	Paid Training 25%	Aflac 0%
Paid Lunch 25%	CC Discount 25%	Birthday Off 25%	Volunteer Day 0%







# MISSOURI BENEFIT SPECIFICS

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Many of you provided us with more specifics about the benefits you offer. Over the next few pages, we will take a closer look at specific benefits centers around Missouri offer their employees.

A specific breakdown of "*popular*" answers will be given on the topics of Paid Time Off, Staff Bonuses, Child Care Discounts and additional benefits that are offered that do not fit into a category listed.



## MISSOURI PAID TIME OFF



1 week vacation after one year, 2 after 5 years.

1 hour for every 40 hours worked, earning a maximum of 40 per year.

Paid time off as both sick and vacation. It is employee choice.

Employees get between 4-6 hours per biweekly paid period.

1-4 yrs - 1 week of vacation for regular staff , 2 weeks for Management.

One week paid after first year of service.

## MISSOURI STAFF BONUSES



Director gets yearly bonus of 10% of salary if all goals set by board are achieved. This a new incentive (2 years).

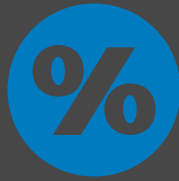
Bonus at Christmas based on years of service.

Managers get performance bonuses based upon % of payroll to Sales, enrollment, and converted tours. Each are earned monthly. \$150 for % of sales, \$150 for maintaining a certain enrollment level, and \$20 per tour converted to enrollment. If regular staff has perfect attendance for the month, then will earn an extra \$.25 per hour worked for the entire month!

Salary increase based on education and years of service or performance.



## MISSOURI CHILD CARE DISCOUNT



Contracted with the State of Missouri to accept subsidies to low income families.

Employees pay lowest rate of the sliding fee scale.

40% off.

## MISSOURI HEALTH & WELLNESS



-No health and wellness responses in Missouri-



## MISSOURI OTHER BENEFITS



Cash monthly benefit to spend upon benefit of choice.

Birthdays celebrated each month with cake. Managers get flowers on birthday and anniversary date.



# RECAP

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## **PAID TIME OFF**

Approximately 70% of centers who participated offer their staff some form of Paid Time Off. A lot of companies gradually increase PTO/Vacation based on longevity.

## **STAFF BONUSES**



While many of the performance based bonuses go to Leadership, a majority of the companies who do offer staff bonuses give them out around Christmas time.



## **CHILD CARE DISCOUNT**

Of the 82% that offer a child care discount, over half offer a 50% discount or better and of that 50%, about 20% offer Free childcare to their employees and/or leadership team.

## **HEALTH & WELLNESS**



Less than half of all participants are able to offer insurance of some form to their employees. Wellness programs are desired by employees yet they are not commonly offered.



## **OTHER BENEFITS**

Although we have responses in this category, we feel as though many companies offer things that would be considered 'other' benefits, they were not necessarily included in their responses because they don't see them that way. On the next page, you can see a list of 'other' benefits that you might not have thought to offer.



# OTHER BENEFIT IDEAS

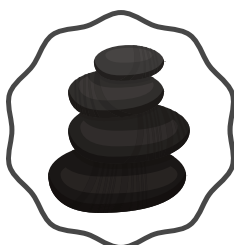


Companies offer and do a variety of fun and different things for their staff. Below is a list of other benefits you may want to considering offering to your staff. Remember, it is not always about the monetary value you offer (insurance, PTO, etc), it is also the atmosphere you create at your center and the experience they have while working there. It is all about culture.



## JEANS DAY

If jeans are not something your employees are allowed to wear, consider adding 'Jeans Day Friday' or allow the staff to wear the during dress up times.



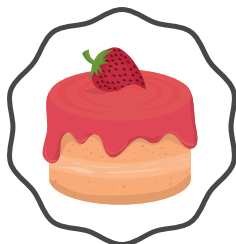
## SPA DAY

Bring in a masseuse (or someone currently in school) to treat your staff to a massage. You can also offer a spa day where you take your staff to get their nails or hair done.



## BOOK CLUB

Do your teachers enjoy reading? If so, start a book club or lending library. It will allow staff to read books they may not have read and allow them an escape from the classroom.



## BIRTHDAY CAKE

Is it a teachers birthday? Treat them to birthday cake (and maybe candles) in their honor. The rest of the staff would love it if there was enough for everyone to enjoy!



## SLEEP IN DAY

Does a teacher have an early start time? Allow them one sleep in day a month where they can hit snooze on their alarm clock and enjoy a later start time!



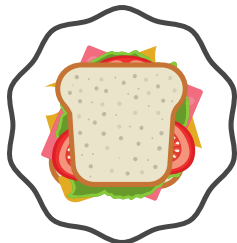
## THE GOLDEN SHOE

Recognize an over-achiever at your monthly staff meetings. Treat them and their significant other to dinner (and champagne). A lot of times with the demands of the job, your teachers families are affected the most.





# OTHER BENEFIT IDEAS



## LUNCH WITH THE BOSS

Pick a different teacher eat month and treat them to lunch. Spend time talking to them about their personal life and how they are doing at work. Leave the cell phones at the center!



## FAMILY DAY OFF

Offer your staff one day off a year (or twice a year) that they can take and spend the day doing something with their family. Single staff member? They get the day to themselves!



## DANCE PARTY

Institute dance parties during the work day. Children love to dance, so make a party of it! Don't forget to take some time and participate yourself. Dancing is fun and good for the soul!



## 'PAW'TERNITY LEAVE

Getting a new dog, cat or other animal can be a lot of work. Offer your staff up to 3 days off to adjust with the new animal at home. Sending a congratulatory card, gift and/or basket would also be a nice & kind gesture.



## FREEBIE FRIDAYS

Offer tickets to the movies, events, or local festival to staff on Fridays. It is a fun way to enter the weekend and during the summer there are always festivals and events going on. Create a lottery making sure everyone gets a chance to win some tickets.



## LIP SYNC BATTLE

Make a night of it! Hold some lip sync battles or a karaoke contest. Encourage all the staff to attend and have some fun with it. You all work so hard during the week, take some time to relax, laugh and have fun!



# 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!**



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# Child Care Biz Help



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