

<sup>1</sup> Median earnings in the past 12 months for each county in SDA 1 from the U.S. Census Bureau's 2019 American Community Survey 5-year estimates (Table S2001).

<sup>2</sup> The previous edition utilized the incorrect variable for family child care provider salaries, so there may be significant differences in salaries.

<sup>3</sup> If fewer than three responses were received, salary statistics were not reported

<sup>4</sup> N is the number of staff members for whom an hourly wage was reported.

<sup>5</sup> **Educational Administrators, Preschool and Child Care Center/Programs** (SOC 25-2012) "Teach elemental natural and social science, personal hygiene, music, and literature to children from 4 to 6-years old. Promote physical, mental, and social development. May be required to hold state certification."

<sup>6</sup> **Kindergarten Teachers, Except Special Education** (SOC 25-2011) "Instruct children (normally up to 5 years of age) in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility."

<sup>7</sup> **Preschool Teachers, Except Special Education** (SOC 25-2011) "Instruct children (normally up to 5 years of age) in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility."

<sup>8</sup> **Child Care Worker** (SOC 39-9011) "Attend to children in schools, businesses, private households, and child care institutions. Perform a variety of tasks such as dressing, feeding, bathing, and overseeing play."

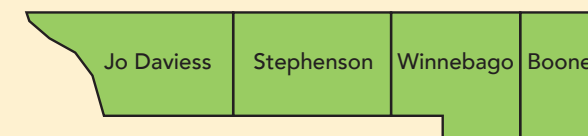
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Report prepared by the Illinois Network of Child Care Resource & Referral Agencies, funded by the Illinois Department of Human Services



Illinois Child Care Resource & Referral Statewide System

# CHILD CARE SALARY PROFILES



**YWCA Child Care Solutions**

*Boone, Jo Daviess, Stephenson & Winnebago Counties*

## MEDIAN ANNUAL WAGE

Illinois Salary & Staffing Survey wages compared to American Community Survey wages

	FY 2021 Illinois Salary & Staffing Survey Child Care Occupations	2019 American Community Survey <sup>1</sup> All Occupations
BOONE	\$26,000	\$32,782
JO DAVIESS	\$24,960	\$31,304
STEPHENSON	\$27,040	\$29,258
WINNEBAGO	\$27,206	\$31,365
SDA 1	\$26,863	\$31,177

The median annual salaries of all child care providers in this report are significantly below the median earnings of persons living and working in each county.<sup>1</sup> While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county's median wage (between \$37,960 and \$38,979 for administrative directors and director/teachers), the majority of child care center teachers (\$27,560) and family child care providers (\$25,869<sup>2</sup>) are earning well below the median wage for employed persons in their county, with assistant teachers/school-age workers (\$22,880) and child care center school-age assistants (\$20,800) earning the least. When it comes to insurance and pension benefits, about a quarter receive partial or full coverage insurance, nearly 3 in 4 receive pension or retirement benefits, and all staff receive paid sick leave.

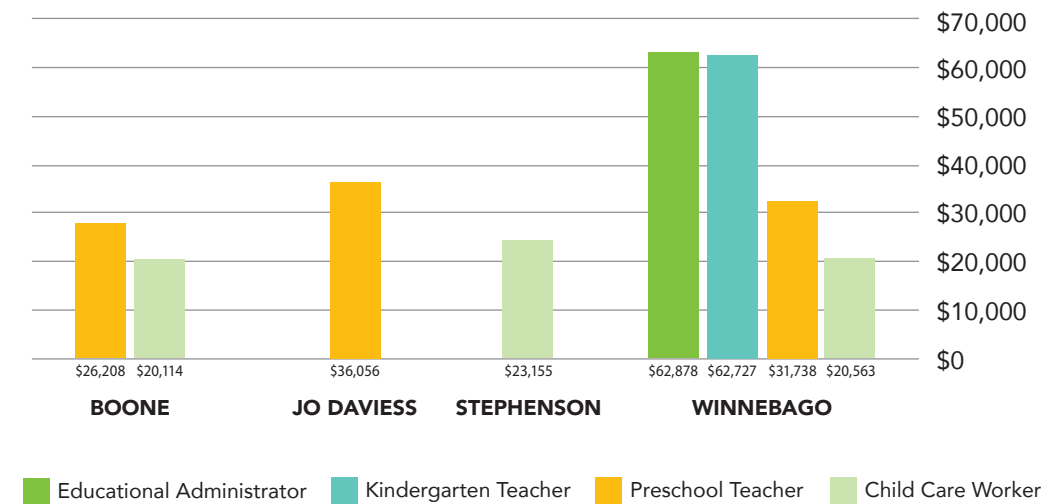
## CHILD CARE STAFF RECEIVING BENEFITS / 2021



The Illinois Department of Employment Security (IDES) reported median yearly wages for 2020 for four early care and education occupations (Educational Administrators of Preschools/Child Care Programs<sup>5</sup>, Kindergarten Teachers<sup>6</sup>, Preschool Teachers<sup>7</sup>, and Child Care Workers<sup>8</sup>) in all four counties in this report – Boone, Jo Daviess, Stephenson, and Winnebago.

Although the specific occupational definitions differed from IDES descriptions and the *Illinois Salary & Staffing Survey* descriptions, salaries were rather consistent with one another in that wages within IDES's preschool teacher and child care worker categories and the *Illinois Salary & Staffing Survey* child care staff categories were within the same range; however, it should be noted that the IDES's definition of child care worker includes a provider working in either a center or family child care home which is differentiated by the *Illinois Salary & Staffing Survey*.

## MEDIAN YEARLY WAGES / 2020



Source: The Illinois Department of Employment Security, <http://lmi.ides.state.il.us/wagedata/wage.htm>

A preschool teacher in Jo Daviess County makes about \$10,000 more as a preschool teacher in Boone county.

Kindergarten teachers in Winnebago County make about double that of a preschool teacher in the same county.

In Stephenson and Winnebago Counties, nursing assistants make more than child care workers.

## KEY POINTS FROM THE ILLINOIS SALARY & STAFFING SURVEY OF LICENSED CHILD CARE FACILITIES: FY 2021

The median full-time, full-year salary of child care staff range from \$20,800 for assistant teachers to \$38,979 for director/teachers.

Teachers, 62.6% of whom have an associate's degree or higher, have a median annual salary of approximately \$26,832.

Half of surveyed family child care practitioners net \$11,000 or less annually.

## MEDIAN CHILD CARE CENTER HOURLY WAGES BY POSITION / 2021

	Administrative Director		Director/Teacher		Teacher		Assistant Teacher		School-Age Worker		School-Age Assistant	
	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>
BOONE	\$18.00	7		2	\$12.80	38	\$10.50	34		1		-
JO DAVIESS		1		1	\$13.25	14	\$10.00	26	-	0		-
STEPHENSON	\$16.75	12		1	\$13.00	49	\$10.00	31		1	\$10.00	3
WINNEBAGO	\$20.81	24	\$18.15	18	\$13.25	218	\$11.00	114	\$12.83	4		1
SDA 1	\$17.82	44	\$17.28	22	\$13.14	319	\$10.75	205	\$11.90	6	\$10.00	4

Source: Illinois Salary & Staffing Survey of Licensed Child Care Facilities: FY 2021

## MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2020 (IDES)

STEPHENSON COUNTY  
\$25,623

WINNEBAGO COUNTY  
\$29,737