

<sup>1</sup> Median earnings in the past 12 months for each county in SDA 10 from the U.S. Census Bureau's 2022 American Community Survey 5-year estimates (Table S2001).

<sup>2</sup> If fewer than three responses were received, salary statistics were not reported.

<sup>3</sup> N is the number of staff members for whom an hourly wage was reported.

<sup>4</sup> **Educational Administrators, Preschool and Child Care Center/Programs** (SOC 11-9031) "Plan, direct, or coordinate the academic and nonacademic activities of preschool or child care centers or programs."

<sup>5</sup> **Kindergarten Teachers, Except Special Education** (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> **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>7</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."

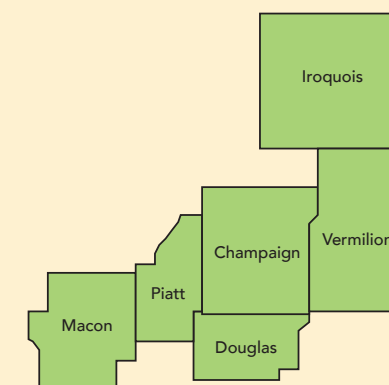
Child Care Resource Service  
(800) 325-5516  
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Report prepared by the Illinois Network of Child Care Resource & Referral Agencies, funded by the Illinois Department of Human Services



Illinois Child Care Resource & Referral Statewide System

# CHILD CARE SALARY PROFILES



## Child Care Resource Service

Champaign, Douglas, Iroquois, Macon, Piatt, & Vermilion Counties

## MEDIAN ANNUAL WAGE

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

	FY 2023 Illinois Salary & Staffing Survey Child Care Occupations	2022 American Community Survey <sup>1</sup> All Occupations
CHAMPAIGN	\$31,200	\$33,940
DOUGLAS	\$46,800	\$37,095
IROQUOIS	\$29,640	\$37,056
MACON	\$29,120	\$39,428
PIATT	\$29,120	\$45,523
VERMILION	\$31,200	\$37,290
SDA 10	\$31,200	\$38,388

### The median annual salaries of all child care providers in this report are

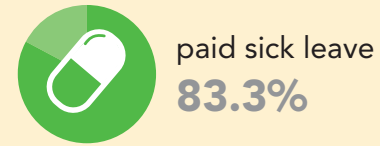
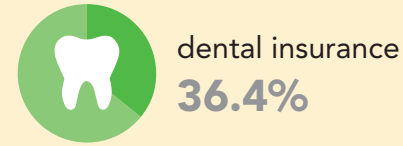
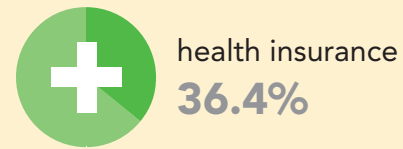
below the median earnings of persons living and working in each county with the exception of Douglas County.<sup>1</sup> While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county's median wage (between \$36,400 and \$41,600 for directors/teachers and administrative directors), the majority of child care center teachers (\$32,240) and family child care providers (\$38,649) are earning well below the median wage for employed persons in their county with child care center assistant teachers (\$28,080) and school-age workers (\$25,480) earning the least. When it comes to insurance and pension benefits, over a quarter of child care center staff members are provided partial or full coverage by their employer and more than 3 in 4 receive paid sick leave.

## MEDIAN CHILD CARE CENTER HOURLY WAGES BY POSITION / 2023

	Administrative Director		Director/Teacher		Teacher		Assistant Teacher		School-Age Worker		School-Age Assistant	
	Median <sup>2</sup>	N <sup>3</sup>	Median <sup>2</sup>	N <sup>3</sup>	Median <sup>2</sup>	N <sup>3</sup>	Median <sup>2</sup>	N <sup>3</sup>	Median <sup>2</sup>	N <sup>3</sup>	Median <sup>2</sup>	N <sup>3</sup>
CHAMPAIGN	\$21.03	50	\$17.00	15	\$16.00	303	\$14.00	356	\$13.00	6	\$12.00	3
DOUGLAS	-	-	-	-	-	-	-	-	-	-	-	-
IROQUOIS		1		2	\$14.00	4	\$11.25	3		-		-
MACON	\$20.19	23	\$16.63	6	\$15.00	152	\$13.00	194		1	\$11.00	3
PIATT	--	2	\$15.00	4	\$13.98	11	\$13.00	4		-		-
VERMILION	\$18.00	9	\$20.00	3	\$14.15	30	\$12.75	36		-		-
SDA 10	\$20.00	85	\$17.00	30	\$15.00	500	\$13.25	593	\$12.50	7	\$12.00	6

Source: Illinois Salary & Staffing Survey of Licensed, Child Care Facilities: FY 2023

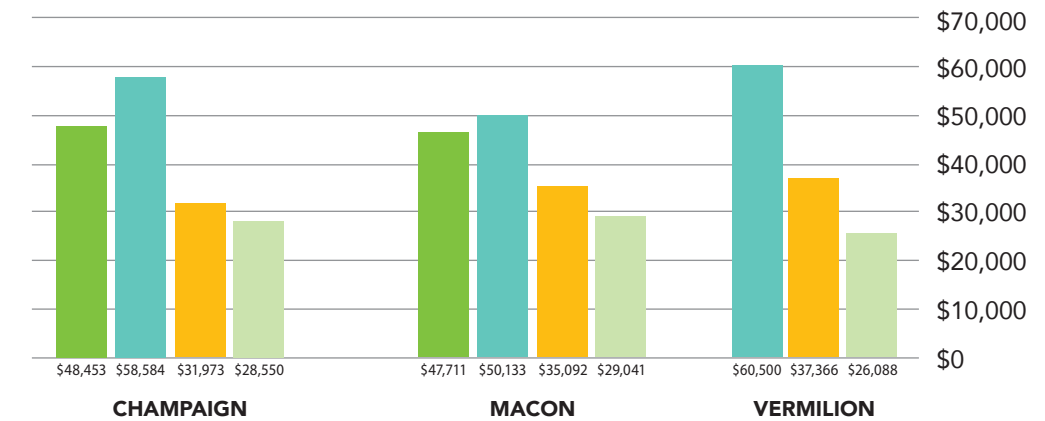
## CHILD CARE STAFF RECEIVING BENEFITS / 2023



The Illinois Department of Employment Security (IDES) reported median yearly wages for 2022 for four early care and education occupations (Educational Administrators of Preschools/Child Care Programs<sup>4</sup>, Kindergarten Teachers<sup>5</sup>, Preschool Teachers<sup>6</sup>, and Child Care Workers<sup>7</sup>) in three of the six counties in this report—Champaign, Macon, and Vermillion.

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 / 2022



Legend: Educational Administrator (Green), Kindergarten Teacher (Teal), Preschool Teacher (Orange), Child Care Worker (Light Green)

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

In Champaign, Macon, and Vermillion Counties, nursing assistants make more than child care workers.

A preschool teacher in Vermillion makes about \$5,000 more as a preschool teacher in Champaign county.

Kindergarten teachers make about twice as much as child care workers in Champaign County.

## KEY POINTS FROM THE ILLINOIS SALARY & STAFFING SURVEY OF LICENSED CHILD CARE FACILITIES: FY 2023

The median full-time, full-year salary of child care staff range from \$25,480 for school-age workers to \$41,600 for administrative directors.

Teachers, 58.0% of whom have an associate's degree or higher, have a median annual salary of approximately \$30,160.

Nearly half (52.4%) of surveyed family child care practitioners net \$15,500 or less annually.

## MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2022 (IDES)

### CHAMPAIGN COUNTY

\$37,040

### MACON COUNTY

\$36,609

### PIATT COUNTY

\$42,171

### VERMILION COUNTY

\$37,741