

<sup>1</sup> Median earnings in the past 12 months for each county in SDA 1 from the U.S. Census Bureau's 2024 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."

YWCA Child Care Solutions  
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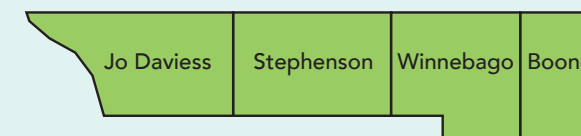


Illinois Child Care Resource & Referral Statewide System

# CHILD CARE SALARY PROFILES



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**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 2025 Illinois Salary & Staffing Survey Child Care Occupations	2024 American Community Survey <sup>1</sup> All Occupations
<b>BOONE</b>	<b>\$35,880</b>	<b>\$42,123</b>
<b>JO DAVIESS</b>	<b>\$35,360</b>	<b>\$43,333</b>
<b>STEPHENSON</b>	<b>\$35,360</b>	<b>\$40,065</b>
<b>WINNEBAGO</b>	<b>\$36,920</b>	<b>\$41,213</b>
<b>SDA 1</b>	<b>\$36,400</b>	<b>\$41,684</b>

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 \$46,363 and \$47,278 for administrative directors and director/teachers), the majority of child care center teachers (\$38,480) and family child care providers (\$35,360) are earning well below the median wage for employed persons in their county, with child care center school-age workers (\$33,145), child care center assistant teachers (\$33,082), and school-age assistants (\$27,768) earning the least. When it comes to insurance and pension benefits offered by surveyed centers, more than three-fourths of staff receive paid sick leave, less than a fifth receive pension or retirement benefits, and none offer partial or full coverage insurance.

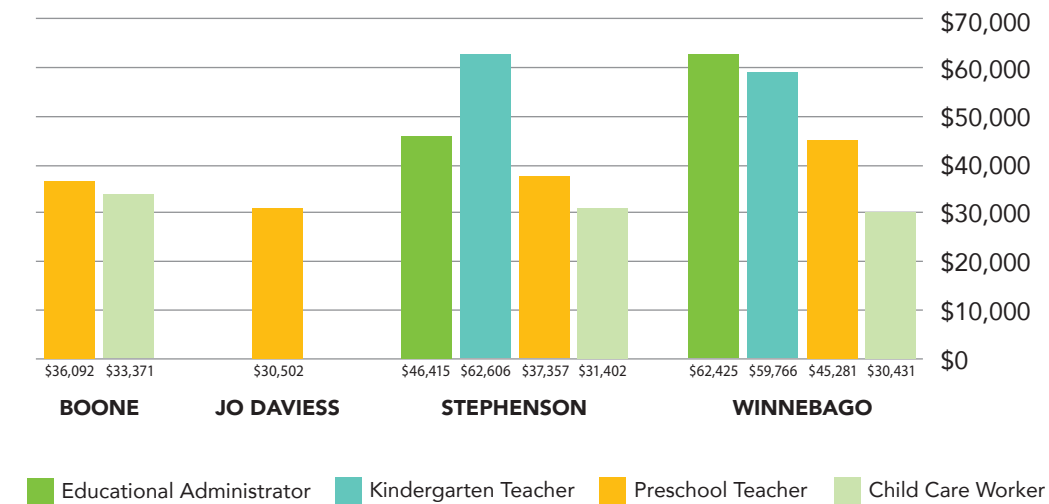
## CHILD CARE STAFF RECEIVING BENEFITS / 2025



The Illinois Department of Employment Security (IDES) reported median yearly wages for 2024 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>) for the 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 / 2024



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

A preschool teacher in Winnebago County makes about \$15,000 more than a preschool teacher in Jo Daviess county and \$9,000 more than a preschool teacher in Boone county.

Kindergarten teachers in Winnebago County make about \$14,000 more than that of a preschool teacher in the same county.

In Boone, Stephenson and Winnebago Counties, preschool teachers make more than child care workers.

## KEY POINTS FROM THE ILLINOIS SALARY & STAFFING SURVEY OF LICENSED CHILD CARE FACILITIES: FY 2025

The median full-time, full-year salary of child care staff range from \$27,768 for school-age assistants to \$47,278 for director/teachers.

Teachers, 57.8% of whom have an associate's degree or higher, have a median annual salary of approximately \$37,440.

Over half (61.3%) of surveyed family child care practitioners net \$20,000 to less than \$30,000 annually.

## MEDIAN CHILD CARE CENTER HOURLY WAGES BY POSITION / 2025

	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>
<b>BOONE</b>	\$20.50	10		2	\$18.50	51	\$16.00	50	\$16.63	4		-
<b>JO DAVIESS</b>		-		2	\$18.25	17	\$17.00	35		1		-
<b>STEPHENSON</b>	\$21.05	10		1	\$18.00	37	\$15.76	48		2	\$13.50	4
<b>WINNEBAGO</b>	\$21.39	27	\$20.66	14	\$18.50	239	\$15.50	196	\$18.19	4	\$13.75	3
<b>SDA 1</b>	\$21.10	47	\$20.50	19	\$18.50	344	\$15.81	329	\$16.00	11	\$13.75	7

Source: Illinois Salary & Staffing Survey of Licensed Child Care Facilities: FY 2025

## MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2024 (IDES)

**STEPHENSON COUNTY**  
\$40,751

**WINNEBAGO COUNTY**  
\$40,065