

¹ Median earnings in the past 12 months for each county in SDA 11 from the U.S. Census Bureau's 2024 American Community Survey 5-year estimates (Table S2001).

² If fewer than three responses were received, salary statistics were not reported.

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

⁴ **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."

⁵ **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."

⁶ **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."

⁷ **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."

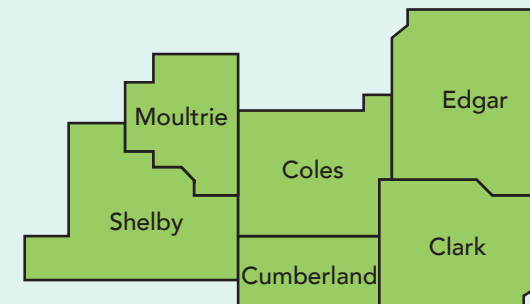
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Illinois Child Care Resource & Referral Statewide System

CHILD CARE SALARY PROFILES



Eastern Illinois University
Child Care Resource and Referral

Clark, Coles, Cumberland, Edgar, Moultrie,
& Shelby 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 ¹ All Occupations
CLARK	\$35,360	\$44,030
COLES	\$35,360	\$35,616
CUMBERLAND	\$36,816	\$41,340
EDGAR	\$31,200	\$40,438
MOULTRIE	\$38,480	\$44,896
SHELBY	\$69,000	\$43,044
SDA 11	\$35,360	\$41,560

CHILD CARE STAFF RECEIVING BENEFITS / 2025

Results were suppressed due to 5 or fewer responses.



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 Programs⁴, Kindergarten Teachers⁵, Preschool Teachers⁶, and Child Care Workers⁷) in one of the six counties in this report –Coles.

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*.

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 \$35,360 for assistant teachers to \$49,212 for administrative directors.

Teachers, 55.8% of whom have an associate’s degree or higher, have a median annual salary of approximately \$34,320.

Over half (55.6%) of surveyed family child care practitioners net between \$10,000 and \$20,000 annually.

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

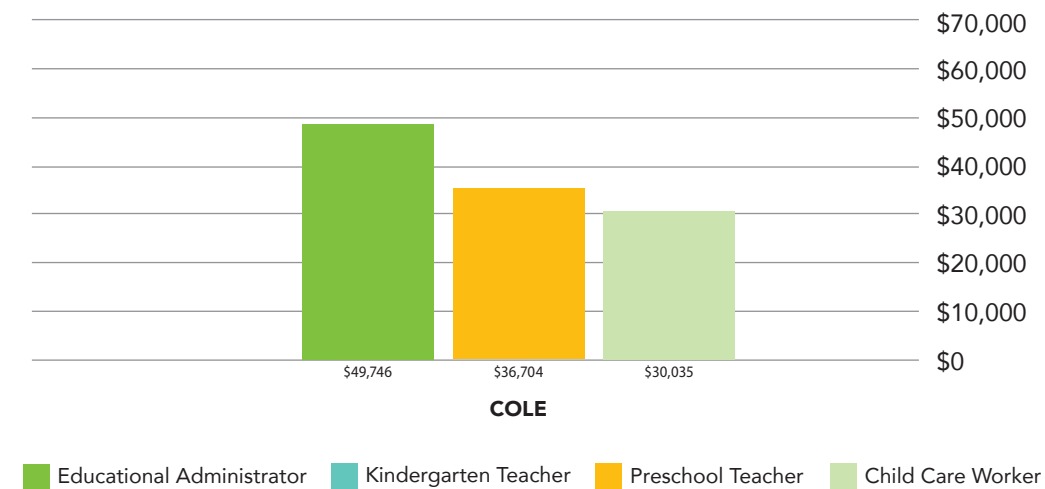
below the median earnings of persons living and working in each county, excluding Shelby county.¹ While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county’s median wage (\$49,212 for administrative directors), the majority of director/teachers (\$39,000), child care center teachers (\$37,960), family child care providers (\$37,440), and assistant teachers (\$35,360) are earning below the median wage for employed persons in their county.

MEDIAN CHILD CARE CENTER HOURLY WAGES BY POSITION / 2025

	Administrative Director		Director/Teacher		Teacher		Assistant Teacher		School-Age Worker		School-Age Assistant	
	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³
CLARK		2		2	\$17.38	12	\$17.00	10		-		-
COLES	\$23.33	10	\$21.00	7	\$18.13	84	\$16.00	93	17.00	5		-
CUMBERLAND		2	\$17.70	4	\$18.25	8	\$17.00	6		-		-
EDGAR		-	\$18.76	3	\$15.00	9	\$14.00	7		-		-
MOULTRIE	\$21.00	3		-	\$19.45	17	\$18.50	7		-		1
SHELBY		-		-		1		-		-		-
SDA 11	\$22.90	17	\$18.50	16	\$18.25	131	\$16.00	123	\$17.00	5		-

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

MEDIAN YEARLY WAGES / 2024



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

Nursing assistants in Coles County make more than child care workers and preschool teachers in the same county.

Child care workers make \$6,000 less than preschool workers in Coles County.

MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2024 (IDES)

COLE COUNTY

\$38,955