

<sup>1</sup> Median earnings in the past 12 months for each county in SDA 14 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."

Children's Home & Aid  
Child Care Resource & Referral Program  
(800) 467-9200  
[www.childrenshomeandaid.org](http://www.childrenshomeandaid.org)

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

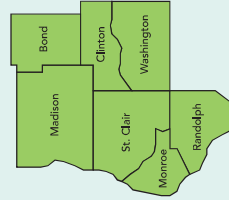
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ILLINOIS DEPARTMENT  
OF HUMAN SERVICES  
DIVISION OF  
EARLY CHILDHOOD

Illinois Child Care Resource & Referral Statewide System

## CHILD CARE SALARY PROFILES



### Brightpoint

Bond, Clinton, Madison, Monroe, Randolph, St. Clair,  
& Washington 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
BOND	\$37,440	\$33,302
CLINTON	\$35,360	\$49,795
MADISON	\$35,880	\$47,033
MONROE	\$35,318	\$7,824
RANDOLPH	\$34,840	\$43,592
ST. CLAIR	\$35,880	\$44,130
WASHINGTON	\$34,985	\$44,106
SDA 14	\$35,880	\$45,683

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 with the exception of Bond County. While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county's median wage (\$43,035 for administrative directors), the majority of director/teachers (\$40,280), child care center teachers (\$37,440), school-age workers (\$35,620), and family child care providers (\$35,360) are earning well below the median wage for employed persons in their county with child care center assistant teachers (\$32,760) and school-age assistants (\$28,080) earning the least. When it comes to benefits offered by surveyed centers, a little over half of child care center staff members are provided partial or full coverage by their employer and over 80 percent received paid sick leave.

## 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>1</sup>	Median <sup>2</sup>	N <sup>1</sup>	Median <sup>2</sup>	N <sup>1</sup>	Median <sup>2</sup>	N <sup>1</sup>	Median <sup>2</sup>	N <sup>1</sup>	Median <sup>2</sup>	N <sup>1</sup>
BOND		1		2	\$18.25	13	\$17.00	18		1		-
CLINTON	\$22.62	14	\$20.00	13	\$17.25	65	\$14.65	103		1		-
MADISON	\$20.00	66	\$19.12	32	\$18.00	359	\$15.68	534	\$17.00	7		2
MONROE	\$23.20	9	\$20.00	11	\$17.00	117	\$15.00	122		2		-
RANDOLPH		2	\$18.50	6	\$17.50	25	\$15.25	47		-		-
ST. CLAIR	\$20.25	52	\$18.65	38	\$17.50	308	\$15.00	384	\$14.50	5	\$14.25	8
WASHINGTON		-		2	\$16.82	3	\$14.00	10		-		1
SDA 14	\$20.50	139	\$19.00	103	\$18.00	876	\$15.00	1,210	\$15.88	16	\$14.00	11

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

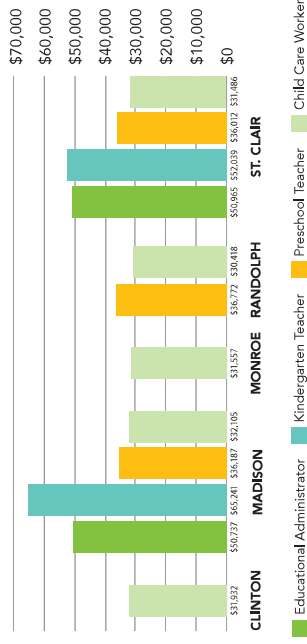
## CHILD CARE STAFF RECEIVING BENEFITS / 2025



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>1</sup>, Kindergarten Teachers<sup>2</sup>, Preschool Teachers<sup>3</sup>, and Child Care Workers<sup>4</sup>) in five of the seven counties that make up this report – Clinton, Madison, Monroe, Randolph, and St. Clair.

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://mi.ideas.state.il.us/wagedata/wage.htm>

Nursing assistants in Madison, Randolph, and St. Clair Counties make more money than preschool teachers and child care workers in the same county.

Kindergarten teachers in Madison County make nearly twice as much as preschool teachers in the same county.

## 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 \$28,080 for school-age assistants to \$43,035 for administrative directors.

Teachers, 51.0% of whom have an associate's degree or higher, have a median annual salary of approximately \$35,360.

Half of surveyed family child care practitioners net between \$10,000 and \$20,000 annually.

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

CLINTON COUNTY  
\$37,715

MADISON COUNTY  
\$40,047

RANDOLPH COUNTY  
\$37,776

ST. CLAIR COUNTY  
\$43,177