

¹ Median earnings in the past 12 months for each county in SDA 15 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."

Project CHILd: Child Care Resource & Referral
(800) 362-7257
www.projectchild.net

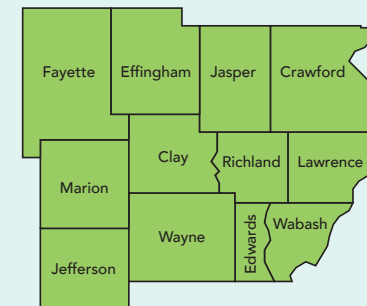


Report prepared by the Illinois Network of Child Care Resource & Referral Agencies, funded by the Illinois Department of Human Services



Illinois Child Care Resource & Referral Statewide System

CHILD CARE SALARY PROFILES



Project CHILd: Child Care Resource & Referral
Clay, Crawford, Edwards, Effingham, Fayette, Jasper, Jefferson, Lawrence, Marion, Richland, Wabash, & Wayne 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
CLAY	\$39,603	\$39,350
CRAWFORD	\$35,360	\$41,963
EDWARDS		\$39,237
EFFINGHAM	\$35,360	\$47,235
FAYETTE	\$35,360	\$38,455
JASPER	\$37,440	\$42,500
JEFFERSON	\$35,360	\$39,224
LAWRENCE	\$39,000	\$41,299
MARION	\$35,360	\$40,772
RICHLAND	\$33,800	\$37,436
WABASH		\$37,292
WAYNE	\$37,960	\$38,101
SDA 15	\$35,360	\$40,238

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 Clay County.¹ While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county's median wage (\$46,259 for administrative directors), the majority of director/teachers (\$39,520), child care center teachers (\$37,960), and child care center assistant teachers (\$35,360) are earning below the median wage for employed persons in their county with family child care providers (\$34,830) earning the least. When it comes to benefits offered by surveyed centers, 2 in 5 child care center staff members are provided partial or full coverage by their employer, and over 80 percent receive 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 ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³
CLAY		-		2	\$19.90	6	\$16.63	6		-		-
CRAWFORD	\$17.63	6	\$21.55	3	\$18.25	18	\$17.00	28		-		-
EDWARDS		1		-		-		-		-		-
EFFINGHAM	\$23.00	9	\$19.00	7	\$18.25	86	\$17.00	117		-		1
FAYETTE	\$22.00	4	\$18.50	5	\$17.00	29	\$17.00	29		1		-
JASPER		-		2	\$18.25	7	\$17.00	4		-		-
JEFFERSON	\$23.14	8		1	\$18.25	43	\$16.25	52		-		-
LAWRENCE		-		1		1	\$13.74	4		-		-
MARION	\$22.75	6	\$19.25	4	\$17.00	37	\$16.00	99		1		-
RICHLAND		-		-	\$15.88	12	\$14.88	12		-		1
WABASH		2		-	\$16.00	10	\$13.00	10		-		-
WAYNE	\$19.50	4		2	\$18.25	12	\$17.00	5		-		1
SDA 15	\$21.63	45	\$19.00	30	\$18.25	275	\$16.18	374		-	\$16.00	3

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

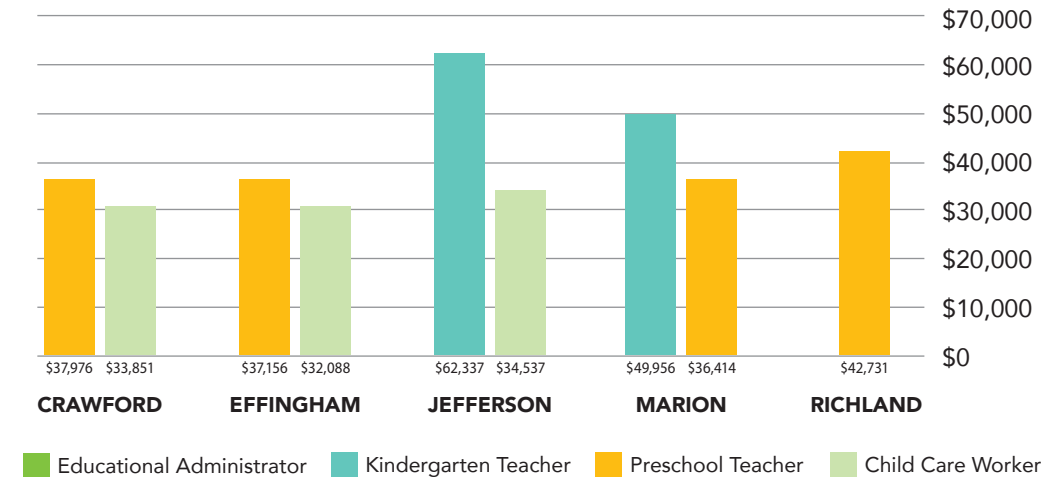
CHILD CARE STAFF RECEIVING BENEFITS / 2025



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 Programs⁴, Kindergarten Teachers⁵, Preschool Teachers⁶, and Child Care Workers⁷) in six of the twelve counties in this report – Clay, Crawford, Effingham, Jefferson, Marion, and Richland.

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>

Nursing assistants in Clay and Effingham Counties make around \$7,000 more than child care workers in Crawford, Effingham, and Jefferson Counties.

Kindergarten teachers in Jefferson County make almost double that of child care workers 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 \$34,830 for family child care providers to \$46,259 for administrative directors.

Teachers, 65.3% of whom have an associate's degree or higher, have a median annual salary of approximately \$36,046.

2 in 3 (68.8%) of family child care practitioners net between \$10,000 and \$20,000 annually.

MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2024 (IDES)

CLAY COUNTY

\$40,955

EFFINGHAM COUNTY

\$40,229

FAYETTE COUNTY

\$38,969

MARION COUNTY

\$38,061