

<sup>1</sup> Median earnings in the past 12 months for each county in SDA 16 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."

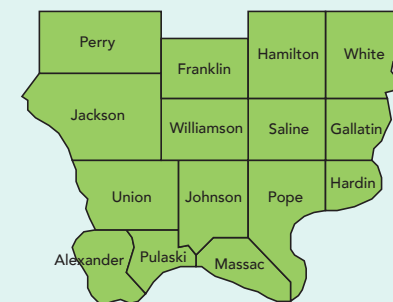
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Resource & Referral Agencies, funded by the Illinois  
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Illinois Child Care Resource & Referral Statewide System

# CHILD CARE SALARY PROFILES



## Child Care Resource & Referral John A. Logan College

Alexander, Franklin, Gallatin, Hamilton, Hardin, Jackson,  
Johnson, Massac, Perry, Pope, Pulaski, Saline, Union,  
White, & Williamson 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
ALEXANDER		\$38,640
FRANKLIN	\$34,320	\$37,493
GALLATIN		\$39,005
HAMILTON	\$45,344	\$43,179
HARDIN	\$32,427	\$34,821
JACKSON	\$35,360	\$30,287
JOHNSON	\$37,658	\$39,913
MASSAC	\$35,776	\$37,241
PERRY	\$37,908	\$39,213
POPE	\$40,851	\$36,341
PULASKI	\$38,958	\$37,436
SALINE	\$35,360	\$38,543
UNION	\$38,916	\$37,102
WHITE	\$41,600	\$38,688
WILLIAMSON	\$35,360	\$43,320
SDA 16	\$35,360	\$38,081

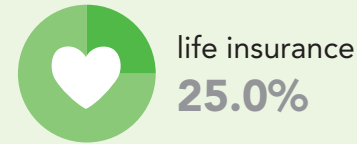
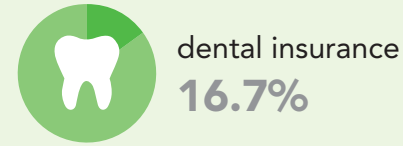
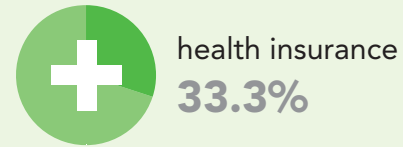
The median annual salaries of all child care providers in this report are below the median earnings of persons living and working in each county with the exception of Hamilton, Jackson, Pope, Pulaski, Union, and White Counties.<sup>1</sup> While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county's median wage (\$41,600 and \$45,656 for director/teachers and administrative directors), the majority of child care center teachers (\$37,960) are earning well below the median wage for employed persons in their county with child care center assistant teachers (\$33,280) and family child care providers (\$28,727) earning the least. When it comes to insurance and pension benefits offered by surveyed centers, 1 in 3 of child care center staff members are provided partial or full coverage by their employer, and over 80 percent receive pension or retirement.

## 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>
ALEXANDER		-		-		1		-		-		-
FRANKLIN	\$19.00	9	\$18.25	12	\$17.10	52	\$16.00	70		-		-
HAMILTON	\$22.76	4	\$18.50	3	\$18.98	8	\$14.00	13		-		-
JACKSON	\$20.64	16	\$18.25	3	\$18.22	67	\$16.00	88		1		2
JOHNSON	\$18.00	5		2	\$17.00	9	\$14.25	13		-		-
MASSAC	\$24.88	4		-	\$17.05	16	\$15.35	9		-		-
PERRY		1	\$23.00	3	\$18.25	12	\$16.30	3		-		-
PULASKI		1		-	\$18.73	5		1		-		-
SALINE	\$21.70	10	\$20.00	7	\$18.25	43	\$17.00	76		-		-
UNION	\$19.50	4		2	\$18.25	25	\$17.00	12		-		-
WHITE	\$19.00	4	\$19.00	3	\$18.25	8	\$17.00	16		1		-
WILLIAMSON	\$22.00	9	\$20.50	10	\$18.25	94	\$16.00	165		2		-
SDA 16	\$21.69	68	\$19.97	45	\$18.25	341	\$16.00	467	\$16.25	4		-

Source: Illinois Salary & Staffing Survey of Licensed, Child Care Facilities: FY 2025  
Note: No data was available for Gallatin, Hardin, and Pope Counties

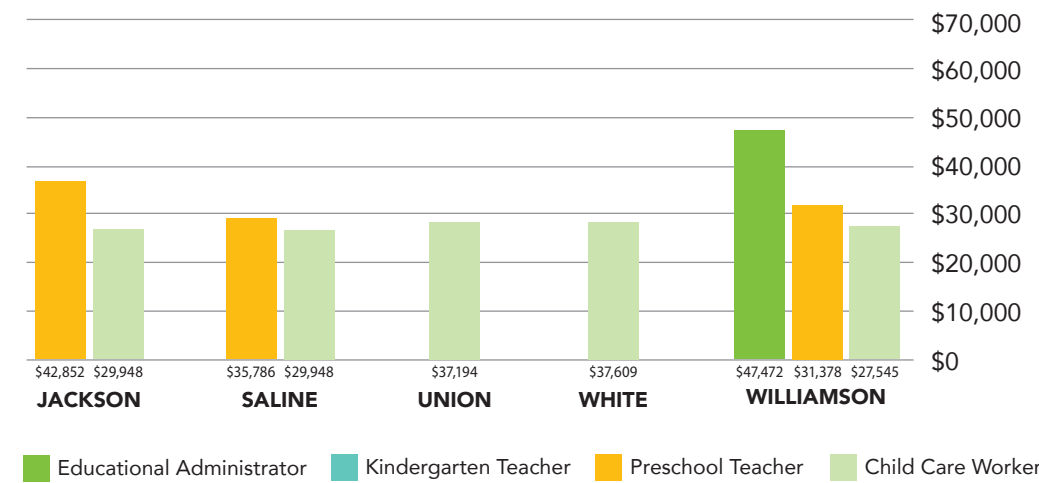
## CHILD CARE STAFF RECEIVING BENEFITS / 2025



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>) in eight of the fifteen counties in this report – Franklin, Hamilton, Jackson, Perry, Saline, Union, White, and Williamson.

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>

Preschool teachers make about \$13,000 more than child care workers in Jackson County.

Nursing assistants in Saline, Union, and Williamson Counties make more than preschool teachers in the same counties.

## 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 \$28,727 for family child care providers to \$45,656 for administrative directors.

Teachers, 56.5% of which have an associate's degree or higher, have a median annual salary of approximately \$33,982.

2 in 3 (66.7%) of surveyed family child care practitioners net between \$0 and \$10,000 annually.

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

FRANKLIN COUNTY  
\$37,333

HAMILTON COUNTY  
\$34,684

JACKSON COUNTY  
\$41,461

PERRY COUNTY  
\$39,385

SALINE COUNTY  
\$39,002

UNION COUNTY  
\$38,548

WILLIAMSON COUNTY  
\$39,665