

¹ Median earnings in the past 12 months for each county in SDA 2 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."

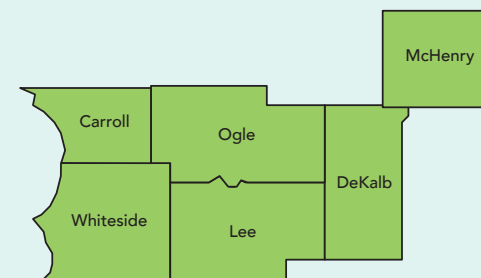
4-C: Community Coordinated Child Care
www.four-c.org
DeKalb: (800) 848-8727 McHenry: (866) 347-2277

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



4-C: Community Coordinated Child Care

Carroll, DeKalb, Lee, McHenry, Ogle, & Whiteside Counties

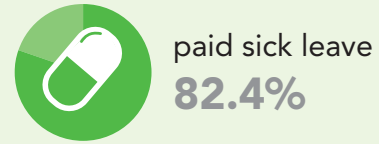
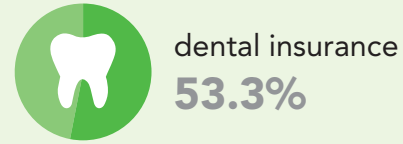
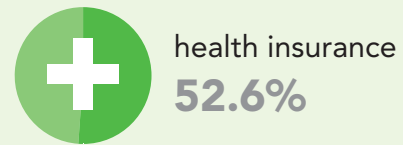
MEDIAN ANNUAL WAGE

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
CARROLL	\$33,280	\$38,678
DEKALB	\$37,482	\$36,701
LEE	\$32,032	\$42,604
MCHENRY	\$37,440	\$51,902
OGLE	\$35,880	\$45,499
WHITESIDE	\$35,880	\$41,954
SDA 2	\$37,440	\$42,890

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 DeKalb County.¹ While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county's median wage (between \$42,026 and \$50,000 for directors/teachers and administrative directors), the majority of child care center teachers (\$39,520) and school-age workers (\$38,480) are earning well below the median wage for employed persons in their county with child care center assistant teachers (\$33,280), family child care providers (\$30,000), and school-age assistants (\$29,952) earning the least. When it comes to insurance and pension benefits offered by surveyed centers, a little more than half of child care center staff members are provided partial or full coverage by their employer. More than three-quarters of staff receive paid sick leave and pension or retirement benefits.

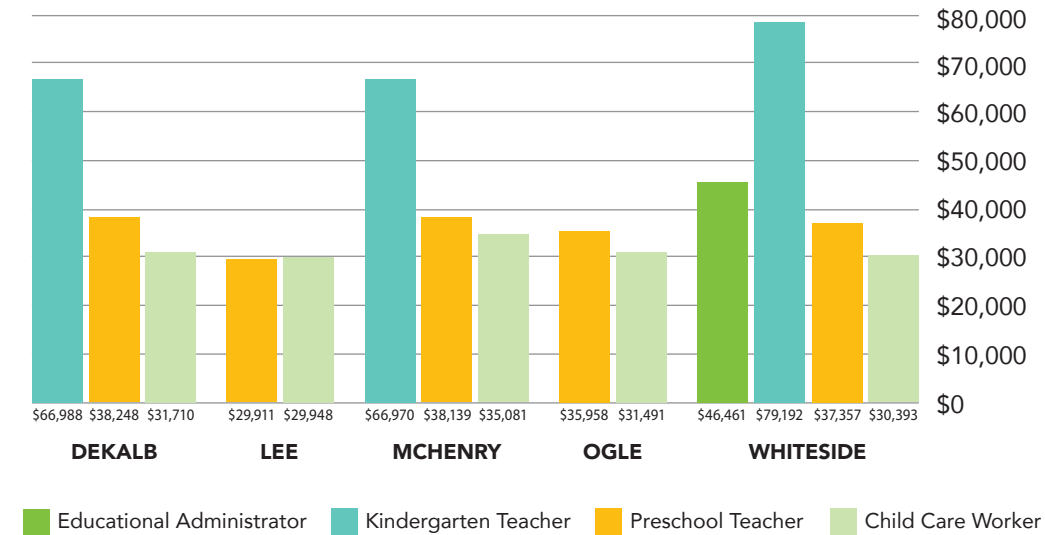
CHILD CARE STAFF RECEIVING BENEFITS / 2025



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 five of the six counties in this report – DeKalb, Lee, McHenry, Ogle, and Whiteside.

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.ides.state.il.us/wagedata/wage.htm>

Kindergarten teachers in DeKalb, McHenry, and Whiteside Counties make over 75 percent more than that of a preschool teacher in the same county.

Kindergarten teachers in Whiteside County make over 66 percent more than educational administrators in the same county.

Preschool teachers in DeKalb, McHenry, Ogle and Whiteside Counties make more than 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 \$29,952 for school-age assistants to \$50,000 for administrative director.

Teachers, 62.4% of whom have an associate's degree or higher, have a median annual salary of approximately \$36,400.

More than half (63%) of surveyed family child care practitioners net \$10,000 to less than \$20,000 annually.

MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2024 (IDES)

DEKALB COUNTY
\$48,742

LEE COUNTY
\$40,089

MCHENRY COUNTY
\$47,285

OGLE COUNTY
\$41,895

WHITESIDE COUNTY
\$36,919

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
CARROLL		1		2	\$17.00	12	\$15.00	21		-		-
DEKALB	\$21.00	15	\$18.00	11	\$18.50	107	\$15.00	104		-		-
LEE	\$24.96	4	\$22.00	5	\$16.41	26	\$14.30	52		-		-
MCHENRY	\$24.04	53	\$21.00	20	\$19.00	526	\$16.00	466	\$18.88	8	\$14.20	12
OGLE	\$20.00	12	\$22.50	3	\$18.50	33	\$16.00	83		-	\$14.13	4
WHITESIDE	\$21.50	3	\$22.00	7	\$18.50	61	\$15.00	69		-		1
SDA 2	\$23.00	89	\$20.21	48	\$18.50	789	\$15.48	806	\$18.88	8	\$14.00	17

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