

¹ Median earnings in the past 12 months for each county in SDA 3 & 4 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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Report prepared by the Illinois Network of Child Care Resource & Referral Agencies, funded by the Illinois Department of Human Services

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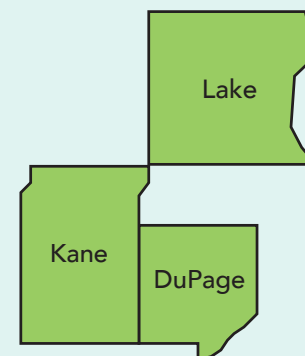


Illinois Child Care Resource & Referral Statewide System

CHILD CARE SALARY PROFILES



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Credit: FatCamera



YWCA Child Care Resource & Referral of Metropolitan Chicago

DuPage, Kane, & Lake Counties

MEDIAN ANNUAL WAGE

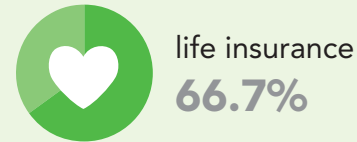
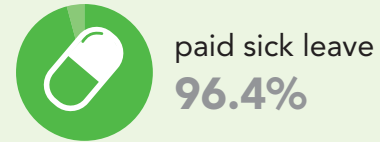
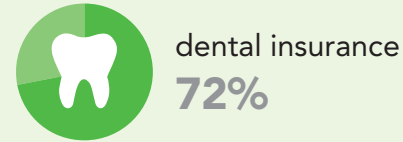
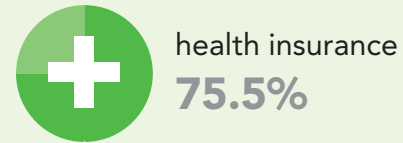
Illinois Salary & Staffing Survey wages compared to American Community Survey wages

| | FY 2025 Illinois Salary & Staffing Survey Child Care Occupations | 2024 American Community Survey ¹ All Occupations |
|-----------|---|--|
| DUPAGE | \$37,440 | \$58,481 |
| KANE | \$37,440 | \$48,043 |
| LAKE | \$37,440 | \$52,107 |
| SDA 3 & 4 | \$37,440 | \$52,877 |

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

significantly below the median earnings of persons living and working in Lake 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 \$44,918 and \$52,000 for director/teachers and administrative directors), the majority of child care center teachers (\$40,040) and school-age workers (\$36,608) are earning well below the median wage for employed persons in their county, with family child care providers (\$34,560), child care center teacher assistants (\$34,320), and school-age assistants (\$30,264) earning the least. When it comes to insurance and pension benefits offered by surveyed centers, a little more than three-quarters of child care center staff members are provided partial or full coverage by their employer.

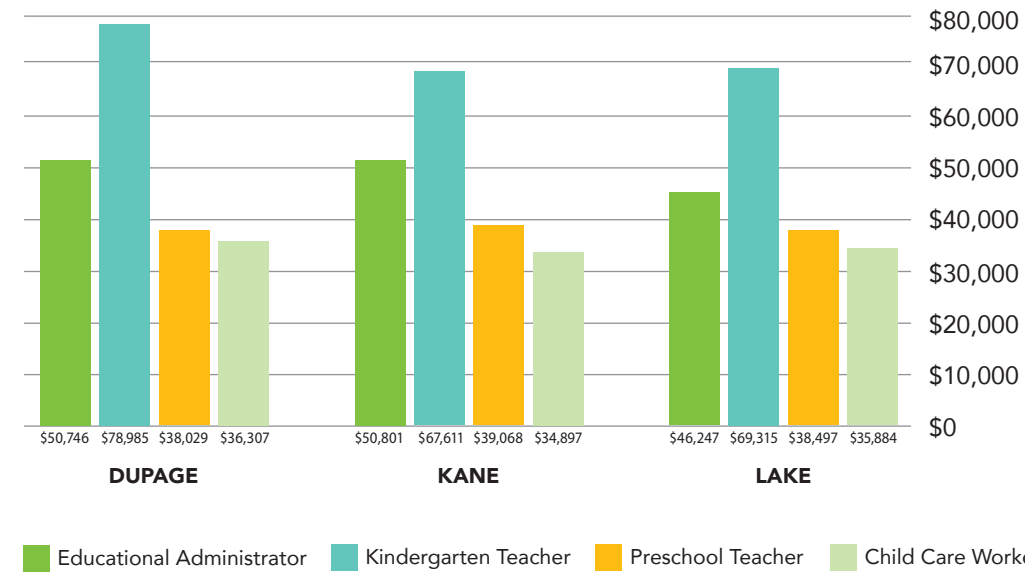
CHILD CARE STAFF RECEIVING BENEFITS / 2025



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 all three counties in this report – DuPage, Kane, and Lake.

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>

Kindergarten teachers in DuPage, Kane, and Lake Counties make 75 percent or more than that of a preschool teacher or child care worker in the same county.

In DuPage, Kane, and Lake Counties, nursing assistants make over 25 percent more than child care workers.

Kindergarten teachers in DuPage, Kane and Lake Counties make more than an educational administrator 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 \$30,264 for school-age assistants to \$52,000 for administrative directors.

Teachers, 61.6% of whom have an associate's degree or higher, have a median annual salary of approximately \$38,480.

A little more than half (53.3%) of surveyed family child care practitioners net \$20,000 to less than \$30,000 annually.

MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2024 (IDES)

DUPAGE COUNTY

\$47,503

KANE COUNTY

\$47,545

LAKE COUNTY

\$47,382

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 |
| DUPAGE | \$24.04 | 258 | \$22.41 | 76 | \$19.25 | 1,666 | \$16.50 | 1,677 | \$17.98 | 18 | \$16.25 | 14 |
| KANE | \$23.70 | 85 | \$19.50 | 37 | \$19.25 | 6,657 | \$16.00 | 617 | \$17.35 | 12 | \$15.78 | 6 |
| LAKE | \$25.00 | 159 | \$21.56 | 79 | \$19.25 | 1,127 | \$16.21 | 1,045 | \$16.35 | 11 | \$16.50 | 4 |
| SDA 3 & 4 | \$24.15 | 495 | \$21.50 | 190 | \$19.25 | 3,405 | \$16.25 | 3,301 | \$17.50 | 41 | \$16.25 | 24 |

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

Note: The SDA N's will not sum exactly to the individual county N's due to some cities being on county borders and in other SDAs.