

<sup>1</sup> Median earnings in the past 12 months for each county in SDA 6 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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Illinois Child Care Resource & Referral Statewide System

# CHILD CARE SALARY PROFILES



Illinois Action for Children  
Cook County

## 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
CITY OF CHICAGO	\$25,567	
CHICAGO SUBURBS	\$23,400	
SDA 6	\$38,480	\$50,786

The median annual salaries of all child care providers in this report are significantly below the median earnings of persons living and working in Cook County.<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 (between \$44,200 and \$52,000 for director/teachers and administrative directors), the majority of child care center teachers (\$40,300) and child care center assistant teachers (\$35,672) are earning well below the median wage for employed persons in their county, with school-age workers (\$35,360), family child care providers (\$34,000), and school-age assistants (\$33,280) earning the least. When it comes to insurance and pension benefits offered by surveyed centers, nearly two-thirds of child care center staff members are provided partial or full coverage by their employer and receive pension or retirement benefits.

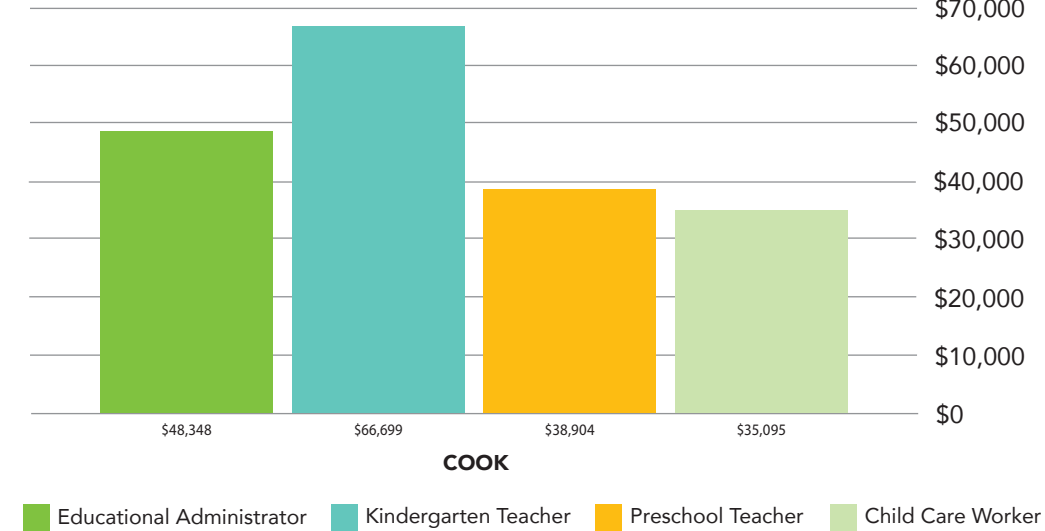
## CHILD CARE STAFF RECEIVING BENEFITS / 2025



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 Programs<sup>4</sup>, Kindergarten Teachers<sup>5</sup>, Preschool Teachers<sup>6</sup>, and Child Care Workers<sup>7</sup>) in Cook County.

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>

## 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 \$33,280 for school-age assistants to \$52,000 for administrative directors.

Teachers, 63.9% of whom have an associate's degree or higher, have a median annual salary of approximately \$39,936.

Over half (58.3%) of surveyed family child care practitioners net \$20,000 to less than \$30,000 annually.

## 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>
CITY OF CHICAGO	\$25.00	739	\$21.00	336	\$19.50	3,766	\$17.00	4,741	\$17.17	96	\$16.50	84
CHICAGO SUBURBS	\$24.00	535	\$21.50	268	\$19.25	3,531	\$17.00	3,735	\$17.51	92	\$15.00	65
SDA 6	\$24.03	1,274	\$21.00	604	\$19.25	7,297	\$17.00	8,476	\$17.37	188	\$16.00	149

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

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

COOK COUNTY  
\$47,640

Kindergarten teachers in Cook County make about two-thirds more than a preschool teacher in the same county.

In Cook County, nursing assistants make over a third more than child care workers.

In Cook County, kindergarten teachers make over a third more than educational administrators and nursing assistants.