

Child Care Circuit Salary & Benefits Survey Results

EOHHS Region 3 - Summer 2007

Methodology:

The Child Care Circuit salary survey was distributed in June & July 2007 to all of the “active” licensed and legally operating full time and part time child care centers (including Head Start & Nursery School programs) in EOHHS Region 3 (see Appendix 1- page 18). Public Schools and Early Intervention programs were not surveyed.

A request to participate in the survey was e-mailed to providers with an e-mail address on May 10th with a reminder e-mail being sent to those that had not yet responded on May 29th. Providers were instructed on where to go to access the on-line survey, but providers were also told they had the option of receiving a hard copy of the survey. Providers who did not have an e-mail address were mailed a copy of the survey on May 10th, but were also given instructions on how to complete the survey on-line (via the Child Care Circuit web site).

The initial due date was June 7th.

Due to the limited number of responses received, an additional mailing was done to all providers who had not yet completed the survey and the due date was extended to July 10th. This mailing was completed on June 25th.

The survey was available on-line at www.childcarecircuit.org from May 7, 2007 to July 15, 2007.

Note: All reported salaries under the state minimum wage were not included in the calculation of the “Mean”, but were included in the determination of the “Median”.

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Results:

A total of 358 surveys were distributed and 108 were returned for a response rate of 30%. Of the 49 cities and towns in EOHHS Region 3 that have a child care center, responses were received from 39 towns or 80% of the areas surveyed. 52 surveys were received from the Merrimack Valley area (response rate = 28%) and 56 from the Metro North/Cape Ann area (response rate = 32%).

The average size of the responding centers is 74. All but 2 of the centers are open 5 days a week and the average number of hours centers are open is 10 hours.

64% of the surveys were returned via mail and 36% of the surveys were submitted on-line.

Starting Salaries

The starting salaries are delineated by the following:

- Position
- Degree status (with or w/o college degree)
- Mean (average)
- Median (50th percentile)
- Number of Respondents (N)

All salaries are reported as an hourly wage.

Assistant Teachers – Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$9.57	\$10.60	\$8.49	\$9.48
Median	\$9.00	\$10.00	\$8.00	\$9.50
Respondents (N)	74	74	91	91

The actual range of salaries for those **with a degree** was:

- Lowest starting salary: \$7.00 - \$13.00 per hour
- Highest starting salary: \$8.00 - \$21.66 per hour

The actual range of salaries for those **without a degree** was:

- Lowest starting salary: \$6.00 - \$13.00 per hour
- Highest starting salary: \$7.25 - \$18.07 per hour

Teachers - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$11.59	\$13.07	\$10.25	\$11.63
Median	\$11.00	\$12.50	\$10.00	\$11.50
Respondents (N)	92	92	88	88

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$8.00 - \$18.00 per hour
- Highest starting salary: \$9.00 - \$21.66 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$7.50 - \$15.45 per hour
- Highest starting salary: \$8.00 - \$18.07 per hour

Lead Teachers – Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$13.10	\$14.63	\$11.72	\$12.86
Median	\$12.50	\$14.00	\$11.95	\$12.56
Respondents (N)	90	90	74	74

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$8.00 - \$37.00 per hour
- Highest starting salary: \$10.00 - \$37.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$8.00 - \$18.00 per hour
- Highest starting salary: \$9.00 - \$18.07 per hour

Assistant Directors - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$15.59	\$17.37	\$13.96	\$14.96
Median	\$15.00	\$16.00	\$14.00	\$15.00
Respondents (N)	54	54	40	40

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$9.00 - \$30.00 per hour
- Highest starting salary: \$12.00 - \$36.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$10.00 - \$21.65 per hour
- Highest starting salary: \$11.00 - \$21.65 per hour

Directors - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$18.22	\$20.33	\$15.85	\$17.40
Median	\$18.00	\$20.00	\$16.00	\$17.00
Respondents (N)	77	76	33	33

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$10.00 - \$42.00 per hour
- Highest starting salary: \$10.00 - \$42.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$10.00 - \$21.65 per hour
- Highest starting salary: \$12.00 - \$23.00 per hour

Current Salaries

Current salaries are delineated as follows:

- Position
- High, Low & Reported Average
- Mean (average)
- Median (50th percentile)
- Number of Respondents (N)

All salaries are reported as an hourly wage.

Assistant Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$8.71	\$10.18	\$9.90
Median	\$8.00	\$10.00	\$9.20
Respondents (N)	76	76	53

The range of current salaries was:

- Lowest current salary: \$7.00 - \$15.00 per hour
- Highest current salary: \$7.90 - \$15.00 per hour
- Average current salary: \$7.70 - \$15.00 per hour

Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$11.20	\$13.90	\$12.51
Median	\$10.70	\$13.50	\$12.30
Respondents (N)	86	86	62

The range of current salaries was:

- Lowest current salary: \$8.16 - \$18.18 per hour
- Highest current salary: \$9.75 - \$21.19 per hour
- Average current salary: \$9.25 - \$19.30 per hour

Lead Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$13.75	\$15.72	\$14.82
Median	\$13.00	\$15.00	\$14.00
Respondents (N)	80	80	65

The range of current salaries was:

- Lowest current salary: \$9.00 - \$37.00 per hour
- Highest current salary: \$11.50 - \$37.00 per hour
- Average current salary: \$11.25 - \$37.00 per hour

Assistant Directors – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$16.81	\$17.19	\$16.81
Median	\$15.45	\$16.00	\$15.89
Respondents (N)	35	35	35

The range of current salaries was:

- Lowest current salary: \$11.50 - \$34.24 per hour
- Highest current salary: \$11.50 - \$34.24 per hour
- Average current salary: \$11.50 - \$34.24 per hour

Directors – Current Hourly Salaries

	Salary
Mean	\$22.30
Median	\$20.80
Respondents (N)	77

The range of Director's salaries was:

- Current Salary: \$14.00 – \$50.00

Current Employee Benefits

Health & Dental Care

	Health Care	Percentage of Respondents* (N)	Dental Care	Percentage of Respondents* (N)
Offered to Part Time employees	24	25%	19	19%
Offered to Full Time employees	79	81%	55	56%
Offered to Director Only	2	2%	1	1%
Not offered	17	17%	40	41%
Respondents (N)	98		97	

**Adds to more than 100% as some centers offer insurance to both FT & PT employees*

Percentage of Company Health Care Contribution

	Individual Plan	Percentage of Respondents (N=79)	Family Plan	Percentage of Respondents (N=79)
0%	1	1%	21	27%
1-25%	8	10%	12	15%
26-50%	36	46%	21	27%
51-75%	20	25%	15	19%
76-100%	14	18%	10	13%
Not Applicable	17		17	
Respondents (N)	96		96	

Other Benefits

	Paid Vacation	Percentage of Respondents* (N)	Sick Time	Percentage of Respondents* (N)
Offered to Part Time employees	43	44%	50	51%
Offered to Full Time employees	93	95%	92	94%
Offered to Director Only	1	1%	1	1%
Not offered	4	4%	2	2%
Respondents (N)	98		98	

**Adds to more than 100% as some centers offer benefits to both FT & PT employees*

Other Benefits

	Reduced price child care	Percentage of Respondents* (N)	Retirement	Percentage of Respondents* (N)
Offered to Part Time employees	47	48%	27	28%
Offered to Full Time employees	79	81%	52	53%
Offered to Director Only	1	1%	1	1%
Not offered	16	16%	45	46%
Respondents (N)	98		98	

**Adds to more than 100% as some centers offer benefits to both FT & PT employees*

Other Benefits continued

	Life Insurance	Percentage of Respondents* (N)	Long term disability	Percentage of Respondents* (N)	Tuition Assistance	Percentage of Respondents* (N)
Offered to Part Time employees	22	23%	15	15%	44	45%
Offered to Full Time employees	41	42%	32	33%	67	68%
Offered to Director Only	2	2%	2	2%	0	0%
Not offered	55	56%	64	65%	29	30%
Respondents (N)	98		98		98	

**Adds to more than 100% as some centers offer benefits to both FT & PT employees*

Conclusions

In comparing the available salary rates from the 2000 CCR&R & OCCS Salary & Benefits Survey:

- Only one early care & education salary among those collected (that of the Center Director) has kept pace with inflation*.

Based on the current data, the median highest hourly wage currently paid has increased :

- 18% for Assistant Teachers
- 17% for Teachers
- 16% for Lead Teachers
- 24% for Directors

The inflation rate between June 2000 and July 2007 (when the 2000 Salary & Benefits survey was completed and when the 2007 Region 3 Salary & Benefits survey was completed) is 20.8%.

In comparison, the state median wage in Massachusetts is currently \$17.24 per hour¹ and is actually a 2.9% decrease from 2001.

- At \$9.20 per hour, only the Assistant Teachers median average salary falls below the 20th percentile (defined as lower income workers) of the Massachusetts hourly wage scale (MA 20th percentile = \$10.08 per hour¹).
- Teachers, Lead Teachers and Assistant Directors fall between the 20th and 50th percentile.
- Directors, at a median wage of \$20.80 per hour, fall between the 50th and 80th percentile at roughly the 60th percentile.
- The median is defined as the 50th percentile.

*Note: Inflation gives you the percentage of increase in prices over a period. For example from January 2005 - January 2006 prices increased 3.99% therefore something that cost \$1 in January 2005 would cost \$1 + (inflation rate) in January 2006. So in this case it would be \$1 + (\$1 x .0399)= \$1.0399 or \$1.04

¹"The State of Working Massachusetts: A Growing Economy; A Growing Divide", Massachusetts Budget & Policy Center, September, 2007

Merrimack Valley Results

(see Appendix 1 for town delineation)

Starting Salaries

Assistant Teachers – Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$9.89	\$11.08	\$8.38	\$9.66
Median	\$9.00	\$10.50	\$8.00	\$9.50
Respondents (N)	37	37	47	47

The actual range of salaries for those **with a degree** was:

- Lowest starting salary: \$7.00 - \$13.00 per hour
- Highest starting salary: \$9.00 - \$21.66 per hour

The actual range of salaries for those **without a degree** was:

- Lowest starting salary: \$7.00 - \$11.00 per hour
- Highest starting salary: \$7.25 - \$18.07 per hour

Teachers - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$11.59	\$13.33	\$9.99	\$11.64
Median	\$11.00	\$13.00	\$10.00	\$11.75
Respondents (N)	46	46	43	43

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$8.00 - \$17.22 per hour
- Highest starting salary: \$9.00 - \$21.66 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$7.50 - \$14.26 per hour
- Highest starting salary: \$8.00 - \$18.07 per hour

Lead Teachers – Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$12.63	\$14.41	\$11.59	\$13.08
Median	\$12.50	\$14.00	\$11.58	\$13.00
Respondents (N)	43	43	37	37

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$8.00 - \$16.00 per hour
- Highest starting salary: \$11.00 - \$21.66 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$8.00 - \$18.00 per hour
- Highest starting salary: \$10.00 - \$18.07 per hour

Assistant Directors - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$15.13	\$16.75	\$13.68	\$14.76
Median	\$14.00	\$16.00	\$14.00	\$15.00
Respondents (N)	28	28	22	22

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$9.00 - \$25.00 per hour
- Highest starting salary: \$12.00 - \$28.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$10.00 - \$16.00 per hour
- Highest starting salary: \$11.00 - \$18.00 per hour

Directors - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$17.57	\$19.56	\$15.43	\$17.77
Median	\$18.00	\$19.00	\$15.50	\$18.00
Respondents (N)	35	34	13	13

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$10.00 - \$30.00 per hour
- Highest starting salary: \$10.00 - \$30.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$10.00 - \$18.27 per hour
- Highest starting salary: \$12.00 - \$23.00 per hour

Current Salaries

Assistant Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$8.64	\$10.28	\$10.04
Median	\$8.00	\$10.00	\$9.13
Respondents (N)	41	41	27

The range of current salaries was:

- Lowest current salary: \$7.00 - \$15.00 per hour
- Highest current salary: \$7.95 - \$15.00 per hour
- Average current salary: \$7.95 - \$15.00 per hour

Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$10.82	\$13.88	\$12.37
Median	\$10.25	\$13.65	\$12.13
Respondents (N)	42	42	31

The range of current salaries was:

- Lowest current salary: \$8.16 - \$17.00 per hour
- Highest current salary: \$9.80 - \$20.00 per hour
- Average current salary: \$10.25 - \$17.00 per hour

Lead Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$12.99	\$14.90	\$14.87
Median	\$13.00	\$15.00	\$14.00
Respondents (N)	37	37	30

The range of current salaries was:

- Lowest current salary: \$9.00 - \$18.00 per hour
- Highest current salary: \$11.50 - \$20.00 per hour
- Average current salary: \$11.50 - \$25.00 per hour

Assistant Directors – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$16.15	\$16.79	\$16.33
Median	\$15.00	\$16.00	\$15.50
Respondents (N)	17	17	17

The range of current salaries was:

- Lowest current salary: \$11.50 - \$24.20 per hour
- Highest current salary: \$11.50 - \$27.00 per hour
- Average current salary: \$11.50 - \$25.00 per hour

Directors – Current Hourly Salaries

	Salary
Mean	\$21.52
Median	\$20.00
Respondents (N)	34

The range of Director's salaries was:

- Current Salary: \$14.00 – \$50.00

Metro North/Cape Ann Results

(see Appendix 1 for town delineation)

Starting Salaries

Assistant Teachers – Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$9.28	\$10.12	\$8.61	\$9.29
Median	\$9.00	\$10.00	\$8.00	\$9.00
Respondents (N)	37	37	44	44

The actual range of salaries for those **with a degree** was:

- Lowest starting salary: \$7.75 - \$12.05 per hour
- Highest starting salary: \$9.00 - \$21.66 per hour

The actual range of salaries for those **without a degree** was:

- Lowest starting salary: \$6.00 - \$13.00 per hour
- Highest starting salary: \$8.00 - \$16.00 per hour

Teachers - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$11.60	\$12.80	\$10.49	\$11.63
Median	\$11.25	\$12.00	\$10.00	\$11.50
Respondents (N)	46	46	45	45

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$9.00 - \$18.00 per hour
- Highest starting salary: \$9.00 - \$19.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$8.00 - \$15.45 per hour
- Highest starting salary: \$8.93 - \$18.00 per hour

Lead Teachers – Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$13.53	\$14.84	\$11.84	\$12.63
Median	\$13.00	\$14.00	\$12.00	\$12.00
Respondents (N)	47	47	37	37

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$10.00 - \$37.00 per hour
- Highest starting salary: \$10.00 - \$37.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$9.00 - \$15.45 per hour
- Highest starting salary: \$9.00 - \$18.00 per hour

Assistant Directors - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$16.08	\$18.05	\$14.29	\$15.21
Median	\$15.00	\$16.75	\$14.00	\$15.00
Respondents (N)	26	26	18	18

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$12.00 - \$30.00 per hour
- Highest starting salary: \$13.50 - \$36.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$12.00 - \$21.65 per hour
- Highest starting salary: \$12.00 - \$21.65 per hour

Directors - Starting Hourly Wage

	With a college degree		Without a college degree	
	Lowest Starting Salary	Highest Starting Salary	Lowest Starting Salary	Highest Starting Salary
Mean	\$18.76	\$20.96	\$16.12	\$17.17
Median	\$18.00	\$20.00	\$16.00	\$16.00
Respondents (N)	42	42	20	20

The range of salaries for those **with a degree** was:

- Lowest starting salary: \$12.02 - \$42.00 per hour
- Highest starting salary: \$12.02 - \$42.00 per hour

The range of salaries for those **without a degree** was:

- Lowest starting salary: \$12.00 - \$21.65 per hour
- Highest starting salary: \$13.00 - \$23.00 per hour

Current Salaries

Assistant Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$8.80	\$10.07	\$9.76
Median	\$8.50	\$10.00	\$9.20
Respondents (N)	35	35	26

The range of current salaries was:

- Lowest current salary: \$7.50 - \$12.39 per hour
- Highest current salary: \$7.90 - \$13.91 per hour
- Average current salary: \$7.70 - \$13.06 per hour

Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$11.56	\$13.92	\$12.69
Median	\$11.00	\$13.00	\$12.30
Respondents (N)	44	44	32

The range of current salaries was:

- Lowest current salary: \$8.25 - \$18.18 per hour
- Highest current salary: \$9.75 - \$21.19 per hour
- Average current salary: \$9.25 - \$19.30 per hour

Lead Teachers – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$14.40	\$16.42	\$14.78
Median	\$13.00	\$15.00	\$14.00
Respondents (N)	43	43	35

The range of current salaries was:

- Lowest current salary: \$10.00 - \$37.00 per hour
- Highest current salary: \$11.50 - \$37.00 per hour
- Average current salary: \$11.25 - \$37.00 per hour

Assistant Directors – Current Hourly Salaries

	Lowest Salary	Highest Salary	Center Reported Average Salary
Mean	\$17.44	\$17.57	\$17.37
Median	\$16.00	\$16.00	\$16.00
Respondents (N)	18	18	18

The range of current salaries was:

- Lowest current salary: \$12.00 - \$34.24 per hour
- Highest current salary: \$12.00 - \$34.24 per hour
- Average current salary: \$12.00 - \$34.24 per hour

Directors – Current Hourly Salaries

	Salary
Mean	\$22.89
Median	\$21.00
Respondents (N)	43

The range of Director’s salaries was:

- Current Salary: \$15.00 – \$49.45

Appendix 1

Cities & Towns Responding – Merrimack Valley

Andover
Bradford
Chelmsford
Dracut
Georgetown
Groveland
Haverhill
Lawrence
Lowell
Methuen
N. Andover
N. Chelmsford
Newburyport
Salisbury
Tewksbury
Tyngsboro
West Newbury
Westford

Cities & Towns Responding – Metro North/Cape Ann

Beverly
Danvers
Essex
Gloucester
Ipswich
Lynn
Malden
Marblehead
Medford
Melrose
Middleton
N. Reading
Peabody
Prides Crossing
Reading
S. Hamilton
Salem
Saugus
Stoneham
Topsfield
Wakefield