



# Child Care Resource

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**Chittenden County Pre-K Partner Wage and Benefit Survey**

**2016**

**Conducted by:**

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## Executive Summary:

**Purpose:** A wage and benefit survey of Chittenden County Act 166 Private Pre-Kindergarten partner programs was conducted so that programs can develop informed wage and benefit structures for staff recruitment and retention based upon local information. In addition, the results can be used to educate our community about the continuing challenge of creating adequate capacity for stable high quality child care.

**Respondents:** Twenty-nine percent of programs responded and approximately 33% of this workforce was represented by these programs. The characteristics of responding programs in comparison with all Chittenden County private pre-k programs, were fairly similar which indicates that the results may accurately reflect the wages and benefits of all private pre-k programs in Chittenden County.

**Wages:** Below are the results for median entry level and current wages by job type. Additional results detailing the wage ranges, percentiles, and average wages by job type are included in the full report.

Job Type	Median Entry Level Hourly Wage	Median Hourly Wage for Current Employees
Director	\$17.35	\$19.00
Program Director	\$15.53	\$16.35
Licensed Teacher	\$17.00	\$18.17
Assistant Director	\$15.00	\$16.00
Teacher	\$14.00	\$15.52
Teaching Assistant	\$11.00	\$11.51
Substitute	\$10.75	\$10.00

**Staff job longevity:** Staff job longevity, an indicator of retention, was greatest for Directors and Assistant Directors and least for Teaching Assistants and Substitutes. Teacher longevity was more similar to Teaching Assistants and Substitutes than to Directors and Assistant Directors.

**5 Year Wage Growth:** In comparison with Child Care Resource’s 2011 Study of Child Care Wages and Benefits, over the past 5 years, it appears that both entry level and current wages have increased for all job types with greater percentage increases in the lower paid positions of Teachers and Teaching Assistants.

**Livable Wages:** Wages were also compared with livable wages based upon the 7 livable wage living arrangement categories. In comparison with livable wages, regardless of living arrangement, wages for Teaching Assistants were below livable wage levels. For Teachers and Assistant Directors, wages would exceed the livable wage level in 2 out of 7 living arrangements. For Directors, wages would exceed the livable level in 3 out of 7 arrangements. Livable wage levels assumed that earners had employer sponsored health care.

**Employee Benefits:**

- Only 39% of programs reporting offered health insurance to employees.
- All programs reporting offered at least some paid time off. There was a wide range in the amounts offered to first year employees and to long-term employees.
- 59% of programs reporting offered a child care tuition discount to employees. Half offered a discount of 50% or more.
- While 44% of programs reporting offered a retirement plan with an employer contribution, 44% did not offer any plan. Another 11% offered a plan but without a contribution.

## **Introduction:**

Child Care Resource periodically conducts wage and benefit surveys of Chittenden County child care programs so that programs can develop informed wage and benefit structures for staff recruitment and retention based upon local information. In addition, this survey may be used to educate our community about the continuing challenge of creating adequate capacity for stable high quality child care.

Our last survey was completed in 2011. The current survey was initiated based upon the interest of private pre-kindergarten partners participating in the Chittenden County Early Learning Partnership. Funding was provided by the Vermont Community Preschool Collaborative.

## **Method:**

At the time of data collection in the late spring of 2016, there were 65 private programs providing pre-kindergarten education using public education funds through Act 166 in Chittenden County. These programs were the target population for the survey.

A survey questionnaire was developed based upon the 2011 CCR Wage and Benefit Study questionnaire. The questionnaire focused on program characteristics, general wage and benefit information, and staff wage detail by job type, education, and responsibility. Specific job type definitions were included. Additional information about credentials was added to the original questionnaire based upon input from stakeholders.

Due to the complexity of the staff wage detail section, the survey questions were formatted in an Excel spreadsheet using three separate tabs, one for each section. Drop-downs lists were imbedded to ensure consistency in response choices. In the wage detail section, in order to standardize hourly wage rates, respondents were asked to list each staff member's weekly hours and weeks worked per year, how the staff member is paid (by the hour or by salary), and either the hourly rate or weekly salary.

The responses from each program were compiled into a master response spreadsheet. This spreadsheet was then imported into a Microsoft Access database so that the results could be queried to generate frequency distributions and descriptive statistics for the analysis.

Characteristics of programs responding were summarized by percentage and compared with characteristics of all Chittenden County Act 166 programs using Child Care Resource's child care program database. Benefit information was also summarized by percentage.

Wage distributions and time off benefits were summarized using minimum and maximum values, percentiles (25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>), and averages.

## Results:

### Response Rate: 29%

- Number of Chittenden County Act 166 Qualified Private Pre-k Programs: 65
- Programs responding: 19
- Response rate: 29%
- Estimated Chittenden County Private Pre-K Workforce: 510<sup>1</sup>
- Number of workers reported in survey: 167
- % of workers represented by survey: 33%

### Characteristics of Responding Programs and Comparison with all Chittenden County Private Pre-Kindergarten Programs:

Characteristics of responding programs were compared with characteristics of all private pre-k programs in Chittenden County using Child Care Resource's child care provider database. Characteristics compared included:

- Minimum age accepted and maximum age accepted
- Maximum number of children served at one time
- Schedule offered (full-time vs. part-time; full-year vs. school year)
- License type (licensed home, registered home, licensed center)
- Ownership (proprietary vs. not-for-profit)
- Program quality ( STARS, accreditation)

It was found that the characteristics of responding programs in comparison with all current (February 2017) Chittenden County private pre-k programs, were fairly similar. This indicates that the results may accurately reflect the wages and benefits of all private pre-k programs in Chittenden County.

Beginning on the next page, Tables 1- 8 contain the details of the comparison.

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<sup>1</sup> Responding programs accounted for 37% of child care capacity in Chittenden County (3135 slots out of 8567 slots in total) and included data for a total of 167 workers. According to the Child Development Division, in May of 2016, there were 1,379 child care workers in Chittenden County. By applying the percent of capacity to the total of workers, we estimate that the Private Pre-K workforce is comprised of an estimated 510 workers. The 167 included in the survey represents approximately 33% of the private pre-k workforce.

**Table 1: Minimum Age of Children Accepted**

Age Category	Survey Percent	All Pre-K
Under Three Years	64%	67%
Three years or more	37%	33%
Total	100%	100%
n	19	70

**Table 2: Maximum Age of Children**

Age Category	Survey Percent	All Pre-K
Five Years or Under	53%	50%
Six Years or Over	47%	50%
Total	100%	100%
n	19	70

**Table 3: Maximum Number of Children Served At One Time**

Maximum Number of Children Category	Survey Percent	All Pre-K
Up to 12	21%	19%
13-59	63%	51%
60 or more	16%	30%
Total	100%	100%
n	19	70

**Table 4: Schedule Offered**

Week Schedule	Survey Percent	All-Pre-K Percent	Year Schedule	Survey Percent	All-Pre-K Percent
Full time option	84%	76%	Full Year option	74%	71%
Part-time only	16%	21%	School year only	26%	29%
Total	100%	100%	Total	100%	100%
n	19	70	n	19	70

**Table 5: Type of Program**

Program Category	Survey Percent	All-Pre-K
Licensed Center	84%	87%
Licensed Home	5%	3%
Registered Home	11%	10%
Total	100%	100%
n	19	70

**Table 6: Program Ownership**

Affiliation	Survey Percent	All Pre-K
Not-for-profit	53%	46%
Proprietary	47%	54%
Total	100%	100%
n	19	70

**Table 7: STARS**

STARS Category	Survey Percent	All Pre-K Percent
3	11%	9%
4	16%	31%
5	74%	60%
Total	100%	100%
n	19	70

**Table 8: Accreditation**

Accreditation	Survey Percent	All Pre-K Percent
Yes	53%	29%
No	47%	71%
Total	100%	100%
n	19	70



## Wages and Type of Position

Table 9 and 10 report wage distributions by job type from lowest to highest for entry level positions in general and for current employees. The ranges reported for each job type can be used to benchmark actual program wages and assess the strength of those wages for recruitment and retention within the local job market for early childhood workers.

**Table 9: Entry Level Wages**

Entry Level	Lowest Reported	25th percentile	50 <sup>th</sup> Percentile (Median)	75th percentile	Highest Reported	Average	Number of Programs Reporting
Director	\$15.00	\$15.38	\$17.35	\$20.75	\$25.16	\$18.24	14
Program Director	\$13.00	\$14.75	\$15.53	\$21.29	\$30.00	\$17.71	10
Licensed Teacher	\$13.46	\$15.00	\$17.00	\$20.50	\$22.00	\$17.39	14
Assistant Director	\$12.00	\$12.50	\$15.00	\$16.00	\$18.26	\$14.81	9
Teacher	\$12.00	\$12.50	\$14.00	\$15.50	\$21.00	\$14.89	15
Teaching Assistant	\$10.00	\$10.41	\$11.00	\$14.50	\$18.96	\$12.27	14
Substitute	\$9.60	\$10.00	\$10.75	\$12.21	\$16.00	\$11.50	18

**Table 10: Current Wages**

Job Type	Lowest Reported	25th Percentile	50th Percentile (Median)	75th Percentile	Highest Reported	Average	Number of Staff Reported
Director <sup>2</sup>	\$12.00	\$16.67	\$19.00	\$23.80	\$27.88	\$19.92	17
Program Director	\$13.33	\$15.67	\$16.35	\$19.83	\$41.84	\$19.54	10
Licensed Teacher	\$10.00	\$14.13	\$18.08	\$19.82	\$41.84	\$18.46	28
Assistant Director	\$13.00	\$15.00	\$16.00	\$18.27	\$19.66	\$16.39	5
Teacher	\$10.00	\$13.50	\$15.52	\$18.18	\$25.00	\$15.83	69
Teaching Assistant	\$9.60	\$10.50	\$11.51	\$12.50	\$21.78	\$12.07	44
Substitute	\$10.00	\$10.00	\$10.00	\$12.00	\$13.00	\$10.75	25

<sup>2</sup> Director/owner – 2 programs did not report a specific director salary amount because the salary varies depending upon how the program is doing.

## Wage Comparisons

### Comparison of Wages with Child Care Resource 2011 Wage and Benefit Study

(<http://www.childcareresource.org/images/pdf/Admin/finalsalarysurveyreportfor2011.pdf>)

Child Care Resource completed a wage and benefit study focused on all licensed programs in Chittenden County in 2011.

The report included average entry level and current wages for programs with 4 or 5 STARS and/or NAEYC accreditation.

Data based upon this subgroup is the most directly comparable to the current study's focus on pre-k partner programs, which are required to have 4 or 5 STARS or 3 STARS with a plan to attain 4. In the current study, 90% of respondents had 4 or 5 STARS.

The comparison is found in Table 11. Over the past 5 years, it appears that both entry level and current wages have increased for all job types with greater increases in the lower paid positions of Teachers and Teaching Assistants.

**Table 11: 2011 Programs at 4-5 STARS Compared With 2016 Pre-K Partner Programs**

Job Type	Average Entry Level Wage			Average Current Wage			
	Year	2011	2016	% Change	2011	2016	% Change
Director		17.75	18.84	6%	18.53	19.73	6%
Program Director		15.45	17.71	15%	Included in Director Job Type		
Assistant Director		14.23	14.81	4%	14.62	16.39	12%
Teacher		12.22	14.89	22%	13.36	15.83	18%
Teaching Assistant		10.18	12.27	21%	10.29	12.07	17%

## Comparison of Wages with 2016 Livable Wages

The Vermont Legislative Joint Fiscal Office produces livable wage data for Vermont on a yearly basis. The most recent update is for 2016 (see Table 12). There are 7 wage categories and all assume that the earner has employer sponsored health care. We found that 61% of programs responding in this study did not offer health care.

By comparing the wages for each job type in the current study to livable wages, we found that, on average:

- Current Directors who were single and/or lived with another adult, but did not have children would have wages that exceeded the livable wage level in the first 3 categories below or 3/7 categories in total.
- Current Assistant Directors and Teachers who lived with another adult but did not have children would have wages that exceeded the livable wage level in first 2 categories below or 2/7 categories in total.
- Teaching Assistants would not have wages that exceed the livable wage in any category below.

**Table 12: 2016 Livable Wages**

<b>2016 Livable Wage Per Earner</b>	<b>Average Urban and Rural</b>
Assumes Employer Sponsored Health Care	
Two Adults, No Children	13.03
Single Person, Shared Housing	13.72
Single Person	16.70
Two Adults, Two Children, Two Wage Earners	21.16
Single Parent, One Child	27.31
Two Adults, Two Children, One Wage Earner	31.65
Single Parent, Two Children	35.34

## Staff Job Longevity

Table 13 reports staff job longevity as an indicator of staff retention by type of job and across all job types. It shows that the majority (68%) of the workforce reported by programs participating in the survey have been employed for up to four years.

- Compared with other positions, teaching assistants and substitutes had the lowest longevity. Among teaching assistants, 85% had been in their position for four years or less. Similarly, 77% of substitutes had been in their positions for four years or less. They were most likely to have been employed in their current position for one year or less (50% and 44%, respectively).
- Teachers had greater longevity than teaching assistants and substitutes but their longevity was still relatively low. They were most likely to have been in their current position for four years or less (68%). Similarly, 63% of licensed teachers who held teacher positions had been in their current position for 4 years or less (not shown in table 11). In contrast, 71% of Directors who were licensed teachers had been in their position for five or more years.
- Directors and Assistant Directors had the highest longevity. They were most likely to have been employed in their current position for five years or more (75% and 60%, respectively). In contrast, Program Directors had lesser longevity with 72% having been in their current position for four years or less.

**Table 13: Staff Job Longevity**

Job Type	1 Year or less	2 years	3 years	4 years	Up to 4 years	5-10 years	More than 10 years	Number of Staff Reported
Director	13%	6%	6%	0%	<b>25%</b>	31%	44%	16
Program Director	14%	44%	14%	0%	<b>72%</b>	14%	14%	7
Licensed Teacher <sup>3</sup>	15%	15%	15%	9%	<b>54%</b>	15%	31%	26
Assistant Director	0%	0%	20%	20%	<b>40%</b>	20%	40%	5
Teacher	26%	21%	14%	7%	<b>68%</b>	24%	8%	58
Teaching Assistant	50%	20%	12%	3%	<b>85%</b>	5%	10%	40
Substitute	44%	11%	11%	11%	<b>77%</b>	23%	0%	9
All job types	31%	19%	13%	5%	<b>68%</b>	19%	14%	135

<sup>3</sup> Licensed Teachers hold various job types. In addition to the separate category above, longevity for licensed teachers is included in their main job type (e.g. Director, teacher, etc.).

## Benefits

Tables 14 – 18 detail findings related to benefits offered:

- Only 39% of programs reporting offered health insurance to employees.
- All programs reporting offered at least some paid time off. There was a wide range in the amounts offered to first year employees and to long-term employees.
- 59% of programs reporting offered a child care tuition discount to employees. Half offered a discount of 50% or more.
- While 44% of programs reporting offered a retirement plan with an employer contribution, 44% did not offer any plan. Another 11% offered a plan but without a contribution.

**Table 14: Offers Health Insurance**

Health Insurance Offered	Percent
No	61%
Yes for the individual	22%
Yes for the individual and dependents	17%
Total	100%
n	18

**Table 15: Minimum Vacation, Sick Time, and Personal Time**

	Lowest reported	50th Percentile (Median)	Highest reported	Average	Number of Programs Reporting
Vacation	5	10	15	9	12
Sick Time	2	5	12	6	10
Personal	1	2	4	2	8
Total	7	11	24	13	14
Combined Time Off	4		25		5
Holidays	4	10	29	12	14
Total All Time off	7	26	37	24	17

**Table 16: Maximum Vacation, Sick Time, and Personal Time**

	Lowest reported	50th Percentile (Median)	Highest reported	Average	Number of Programs Reporting
Vacation	5	15	36	17	11
Sick Time	3	5	18	7	9
Personal	1	4	6	4	10
Total	8	15	44	22	13
Combined Time Off	4		40		5
Holidays	7	12	29	14	12
Total All Time off	10	35	55	35	15

**Table 17a: Offers Child Care Tuition Discount**

Tuition Discount	Percent
Yes	59%
No	41%
Total	100%
n	17

**Table 17b: Maximum Percentage Discount**

Lowest reported	50th Percentile (Median)	Highest reported	Average	Number of Programs Reporting
15	50	100	47	10

**Table 18: Offers Retirement Plan**

Retirement Plan	Percent
No	44%
Yes - no contribution	11%
Yes with contribution	44%
Total	100%
n	18