

Greater Minnesota's Child Care Center Wage & Rate Survey Results



A Report by the Minnesota Initiative Foundations
March 2017

METHODOLOGY

A total of 333 Child Care Center Wage and Rate Surveys were sent to licensed (Rule 3) child care centers in Greater Minnesota by the 6 Minnesota Initiative Foundations (MIFs):

Initiative Foundation (Central MN)

Tammy Filippi, Early Childhood Specialist
Little Falls, MN
ifound.org

Southern Minnesota Initiative Foundation (Southern MN)

Rae Jean Hansen, Vice President Early Childhood
Teri Steckelberg, Early Childhood Director
Owatonna, MN
smifoundation.org

Southwest Initiative Foundation (Southwestern MN)

Jodi Maertens, Program Officer
Tari Niemeyer, Early Childhood Specialist
Hutchinson, MN
swifoundation.org

Northland Foundation (Northeastern MN)

Lynn Haglin, Vice President/KIDS PLUS Director
Duluth, MN
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Northwest Minnesota Foundation (Northwestern MN)

Missy Okeson, Program Specialist—Early Childhood
Bemidji, MN
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West Central Initiative (West Central MN)

Nancy Jost, Early Childhood Coordinator
Fergus Falls, MN
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The data collected from each individual MIF report has been compiled into this aggregated document. Of the 333 surveys that were sent, the MIFs received 132 completed surveys and 6 partial surveys. Results from individual surveys were transferred onto an Excel spreadsheet to ensure the confidentiality of all the respondents and to facilitate the evaluation data. There are 146 child care centers represented in this report. The discrepancy is due to 8 centers that are under two different administrations and information was provided in two surveys for staff located at 8 sites. 82 of the sites are non-profit, 35 are for profit, and 21 did not indicate their status.



CHILD CARE CENTER RATES

Due to the various periods of time and age categories centers charge, all Greater Minnesota rates below are based on a 10 hour/day, five-day week period for comparison purposes.

Infant Care

Average Cost: **\$182.13/week** with a range of **\$99.00 to \$346.00/week**.

Toddler Care

Average Cost: **\$170.04/week** with a range of **\$99.00 to \$302.00/week**.

Preschool Care

Average Cost: **\$159.75/week** with a range of **\$99.00 to \$262.00/week**.

Kindergarten and School-Age Care

Of those child care centers who provide kindergarten and school-age care, there are a variety of ways rates are determined (i.e. full-time, part-time, hourly, daily, weekly, school year, and summer time rates).

Average cost during the School Year (3 MIFs): **\$92.99/week** with a range of **\$37.50 to \$154.97/week**.

Average cost during the Summer (3 MIFs): **\$147.25/week** with a range of **\$118.00 to \$184.17/week**.



Other Fees

Of the 146 child care centers represented in this report, the following is a breakdown of additional fees charged:

117 centers require **registration fees**, ranging from **\$10.00 to \$360.00** with the Greater MN average at **\$47.04/child**.

35 centers require **deposit fees**, ranging from **\$25.00 to \$350.00** with the Greater MN average at **\$117.24/child**.

6 centers require **deposit fees** in the amount of tuition for one or two weeks.

43 centers require a **fee to hold a spot**, in a variety of ways (i.e. one time fees, weekly fees, monthly fees, and the amount of tuition for one or two weeks).

8 centers require **transportation fees** in the following ways:

- 1 center charges a transportation fee of \$5.00.
- 5 centers have varying amounts and frequencies. Fees based on timing were listed at \$15/week and \$10/month and a per-ride fee was listed at \$1.95/ride.
- 1 center charges a transportation fee for field trips.
- 1 center charges \$1.50/ride
- Other centers use an “activity fee” or “enrichment fee” charged on a monthly or annual basis to cover transportation costs ranging from \$25.00 to \$280.00.



CHILD CARE CENTER STAFF

Through the survey, the education level of 2,080 full-time and part-time child care center staff (aide, assistant teacher, teacher, assistant director, and director) was reported. Please note, 4 MIFs reported the education level of all staff and did not indicate which position was held, 1 MIF reported each type of position and how many staff had some type of degree, and 1 MIF did not report the education level of child care staff in their report.

Child Care Center Staff Education Level (4 MIFs)

GED/High School Diploma	Some College	Associate's Degree	Child Development Associate (CDA)	Bachelor's Degree	Teacher Licensure	Master's Degree
229	401	162	127	246	150	24

Child Care Center Staff Education Level (1 MIF)

	Aide	Assistant Teacher	Teacher	Assistant Director/Director	Including Part-Time
Full-Time	94	69	206	16	34
Part-Time	208	59	42	7	6
With a Degree	10	52	191	12	34



Wages

All responses are compiled into region-wide data. Because wages were reported in different time periods, for comparison purposes, all were converted to an hourly rate.

Child Care Center Staff Wages

	Wages – Average Low	Wages – Average High	Range
Aide	\$9.18	\$10.42	\$7.25 - \$17.50
Assistant Teacher	\$10.26	\$11.61	\$8.00 - \$18.81
Teacher	\$11.65	\$14.65	\$8.15 - \$31.44
Assistant Director	\$14.71	\$16.97	\$9.50 - \$42.17
Director	\$17.80	\$20.28	\$9.50 - \$40.68

Employment Status

Of the 146 centers represented, a blend of full and part-time staff exists, but teachers are more likely to be employed full-time than aides and assistant teachers. Many centers report that much of the staff turnover seems to happen with aides and assistant teacher positions. 1 MIF reported that this is especially true for those centers located near college programs where students are employed in those positions. 40 centers reported to have staff currently on variances. 210 child care positions were reported available in greater MN (aides, assistant teacher, and teacher). Below, 4 MIFs reported the part and full-time employment status of 108 centers:

Child Care Center Staff Employment Status (4 MIFs)

	Aide	Assistant Teacher	Teacher	Assistant Director	Director
Full-Time	305	157	465	35	82
Part-Time	387	138	231	17	56
Total	692	295	696	52	138



Notable Child Care Center Director Comments:

- “In the 25 years I have been in this field, I have never had such a hard time finding staff. Once we get the staff, for the most part we keep them. Getting people in the door is the challenge.”
- “It is hard to find qualified staff.”
- “We lost 4 employees in August/September to the local schools as paras. No education required and starting wage is over \$15/hr. – can’t compete with that high wage.”
- “Very difficult to get (find) qualified people to work for lower wages. We compete with higher wages paid to paras at the local schools, requiring zero education and experience, starting at \$12 to \$16 depending on the school.”
- “Sometimes hiring is based on enrollment.”
- “In process of searching for quality, qualified staff.”
- “Due to number of children, aides will sometimes work split shifts.”
- “We basically hire anyone willing to work for pay scale. Start as sub then work into position. Turnover always due to wage.”
- “As you know, the state has strict requirements to be a lead teacher. When I interview for lead teachers, they are unwilling to work for what we offer as far as starting wage.”
- “We look to hire those that would like to pursue a career in child care. We work to help them achieve their goals and become teacher qualified. Our goal is to be able to keep staff long term.”
- “We added a few additional aide positions to help with ratios and subbing.”
- “We have a problem hiring qualified staff and any staff at all. People are all looking for insurance.”

Child Care Center Staff Benefits

The graph below indicates the number of centers that provide the noted benefits:

Child Care Center Staff Benefits

	Aide	Assistant Teacher	Teacher	Assistant Director	Director
Sick Time	51	49	67	25	71
Medical Insurance	29	31	43	10	47
Retirement	37	39	52	23	51
Vacation Pay	82	82	103	41	97
Holiday Pay	79	79	96	38	94
Dental Insurance	20	23	32	12	24
Life Insurance	25	24	36	12	36
Disability	26	28	36	13	37
Training/Ed. Scholarships	66	68	84	27	82
Discounted Child Care	76	76	87	32	76



The graph below indicates the number of centers that provide the noted benefits. It is important to note that 3 MIFs indicated only directors on their report, 2 listed both assistant directors and directors, 1 combined assistant directors and directors, and 1 did not have this information included. The chart below combines all assistant director and director information.

Additional Child Care Center Staff Benefits

	Aide	Assistant Teacher	Teacher	Assistant Director/ Director	Includes Part-Time
Financial assistance or reimbursement for off-site workshops, conferences, and other training.	95	100	115	155	102
Credit-based courses or tuition management	11	13	26	33	11
Formal mentoring	43	42	49	51	46
On-site in-service training during paid weekday	59	47	63	73	53
Off-site in-service training during paid weekday	37	41	52	76	38
Training and educational loans	31	35	41	62	14
Differential pay based on education and training	40	56	68	75	46
Wage supplement based on training and experience	18	18	24	34	17

