

<sup>1</sup> Median earnings in the past 12 months for each county in SDA 2 from the U.S. Census Bureau's 2019 American Community Survey 5-year estimates (Table S2001).

<sup>2</sup> The previous edition utilized the incorrect variable for family child care provider salaries, so there may be significant differences in salaries.

<sup>3</sup> If fewer than three responses were received, salary statistics were not reported.

<sup>4</sup> N is the number of staff members for whom an hourly wage was reported.

<sup>5</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>6</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>7</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>8</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."

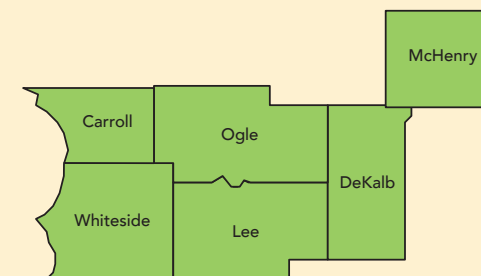
4-C: Community Coordinated Child Care  
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Report prepared by the Illinois Network of Child Care Resource & Referral Agencies, funded by the Illinois Department of Human Services



Illinois Child Care Resource & Referral Statewide System

# CHILD CARE SALARY PROFILES



## 4-C: Community Coordinated Child Care

*Carroll, DeKalb, Lee, McHenry, Ogle, & Whiteside Counties*

MEDIAN ANNUAL WAGE

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

	FY 2021 Illinois Salary & Staffing Survey Child Care Occupations	2019 American Community Survey <sup>1</sup> All Occupations
CARROLL	\$22,880	\$30,464
DEKALB	\$30,846	\$28,137
LEE	\$22,880	\$34,834
MCHENRY	\$29,120	\$42,002
OGLE	\$26,000	\$34,512
WHITESIDE	\$26,520	\$30,556
ALL COUNTIES	\$28,350	\$33,418

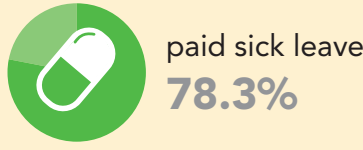
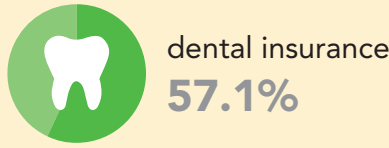
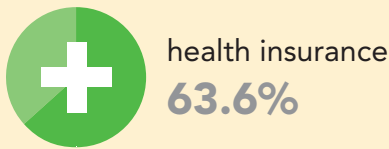
The median annual salaries of all child care providers in this report are significantly below the median earnings of persons living and working in each county, with the exception of DeKalb County.<sup>1</sup> While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county’s median wage (between \$36,619 and \$41,600 for administrative directors and director/teachers), the majority of child care center teachers (\$29,120) and assistant teachers (\$22,880) are earning well below the median wage for employed persons in their county with with family child care providers (\$20,800<sup>2</sup>) and school-age assistants (\$19,760) earning the least. When it comes to insurance and pension benefits, a little more than half of child care center staff members are provided partial or full coverage by their employer. Over three-quarters of staff receive paid sick leave.

MEDIAN CHILD CARE CENTER HOURLY WAGES BY POSITION / 2021

	Administrative Director		Director/Teacher		Teacher		Assistant Teacher		School-Age Worker		School-Age Assistant	
	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>	Median <sup>3</sup>	N <sup>4</sup>
CARROLL		1		1	\$13.00	8	\$10.75	14		-		-
DEKALB	\$21.00	14	\$12.00	9	\$13.50	139	\$10.00	68		1	\$10.00	5
LEE	\$17.88	6	\$13.13	6	\$11.25	30	\$10.00	48		-		1
MCHENRY	\$20.00	51	\$19.23	15	\$14.00	455	\$12.00	250	\$12.25	6	\$11.25	4
OGLE	\$15.00	7	\$17.00	4	\$12.38	22	\$10.00	14		-		1
WHITESIDE	\$15.56	5	\$15.79	5	\$13.00	45	\$11.00	27		1		-
ALL COUNTIES	\$19.04	84	\$16.81	40	\$14.00	707	\$11.00	426	\$12.00	8	\$10.00	11

Source: Illinois Salary & Staffing Survey of Licensed Child Care Facilities: FY 2021

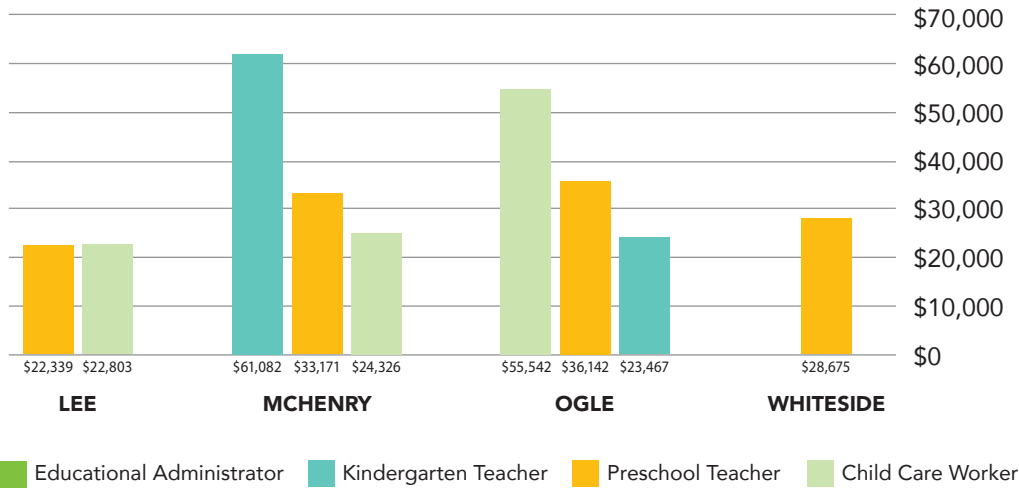
CHILD CARE STAFF RECEIVING BENEFITS / 2021



The Illinois Department of Employment Security (IDES) reported median yearly wages for 2020 for four early care and education occupations (Educational Administrators of Preschools/Child Care Programs<sup>5</sup>, Kindergarten Teachers<sup>6</sup>, Preschool Teachers<sup>7</sup>, and Child Care Workers<sup>8</sup>) in four of the six counties in this report – Lee, McHenry, Ogle, and Whiteside.

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 / 2020



Source: The Illinois Department of Employment Security, <http://lmi.ides.state.il.us/wagedata/wage.htm>

Kindergarten teachers in McHenry County make almost double that of a preschool teacher in the same county.

Nursing assistants in Lee, McHenry, and Ogle Counties make more than Child Care Workers in the same counties.

KEY POINTS FROM THE ILLINOIS SALARY & STAFFING SURVEY OF LICENSED CHILD CARE FACILITIES: FY 2021

The median full-time, full-year salary of child care staff range from \$19,760 for school-age assistants to \$41,600 for administrative directors.

Teachers, 62.8% of whom have an associate’s degree or higher, have a median annual salary of approximately \$26,084.

Half of surveyed family child care practitioners net \$13,000 or less annually.

MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2020 (IDES)

LEE COUNTY  
\$28,565

MCHENRY COUNTY  
\$31,018

OGLE COUNTY  
\$29,231

WHITESIDE COUNTY  
\$25,635