

Preschools Serving Hamilton County - Salary Survey Results - Fall 2018

1. What type is your program? (mark all that apply)	Responses	%
• Faith-based program/ministry	9	43%
• Licensed child care center	7	33%
• Private preschool	6	29%
• Public school district	3	14%
• All other types	7	33%
21 Total Responses		
2. What is the starting hourly wage for each category of employee?	Average	Responses Used
• Lead teachers	\$14.03	18
• Co-Teachers/Classroom staff	\$12.39	16
3. What is the overall average total hourly wage for each category of employee?	Average	Responses Used
• Lead teachers	\$15.82	13
• Co-Teachers/Classroom staff	\$14.74	10
4. Do you pay staff more for any of the following credentials/ qualifications?	Yes	Responses
• Bachelors degree in education/early childhood	92%	11
• CDA	67%	8
• Current Indiana teaching license	58%	7
• Bachelors degree in any field	33%	4
5. What do you include in total pay? (check all that apply)	Yes	Responses
• Training and development	95%	20
• Meetings	90%	19
• Preparation	81%	17
• Paid time off/vacation	71%	15
• Paid sick days	57%	12
• Paid holidays	48%	10
6. How many paid hours of training and development do each teacher/classroom staff member receive per year?	21.55 hours average	Range: 4 - 65 hours
7. How may paid days of time off/vacation and holiday do each teacher/classroom staff member get per year?	8.30 days average	Range: 0 – 40 days
8. Do you offer health care benefits for employees?	Yes	Responses
• Director	40%	8
• Teachers/classroom staff	30%	6
• Administrative/support staff	25%	5
• Do not offer any health care benefits	60%	12

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9. Do you offer any other benefits for employees?	Yes	Responses
<ul style="list-style-type: none"> • Reduced tuition for employee children 	80%	16
<ul style="list-style-type: none"> • Free tuition for employee children 	30%	6
10. How do you decide to adjust wages and benefits? (check all that apply)	Yes	Responses
<ul style="list-style-type: none"> • Tenure/years of service with the program 	76%	16
<ul style="list-style-type: none"> • Overall program budget 	67%	14
<ul style="list-style-type: none"> • Job performance 	48%	10
<ul style="list-style-type: none"> • Completion of professional development/CDA/teacher licensing/etc. 	29%	6
<ul style="list-style-type: none"> • Competitive salary and compensation data 	14%	3