



KERN COUNTY CHILD CARE CENTER SURVEY

Private For Profit Centers

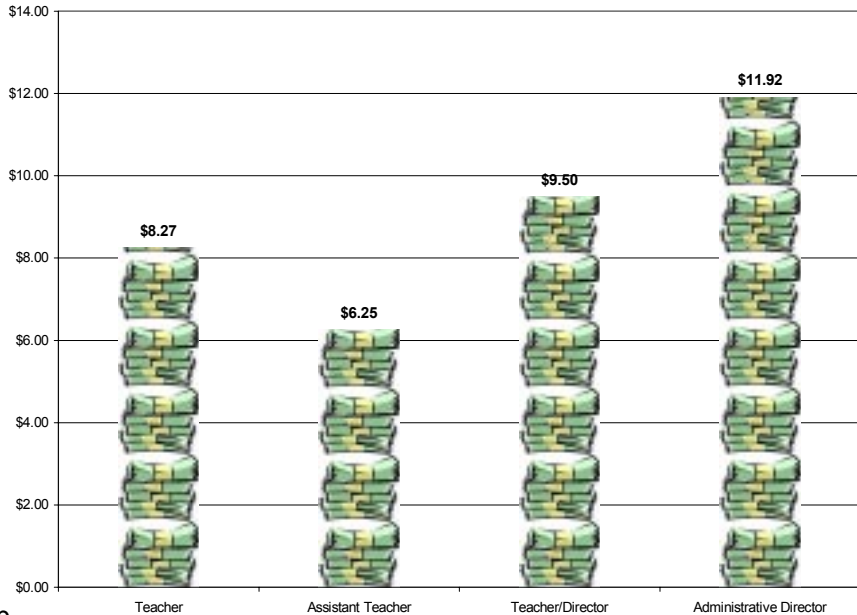
Wage and Benefit Analysis Fact Sheet 2000

The following report summarizes information gathered from Kern County private for profit centers who responded to the 2000 Kern County Child Care Center Survey administered by the Community Services Division of Community Connection for Child Care (CCCC) in December 2000. Wage and benefit information detailed below represents 12 private for profit centers with a total of 117 teachers, 2 assistant teachers, 8 teacher/directors, and 7 directors.

The survey included both open and closed questions regarding center characteristics, staff demographics, education/training level of staff, turnover issues, wages and benefits, and general working conditions. The survey response rate for this group was 44 percent.

CCCC greatly appreciates the time and effort invested by each center and its staff who submitted a response to the survey.

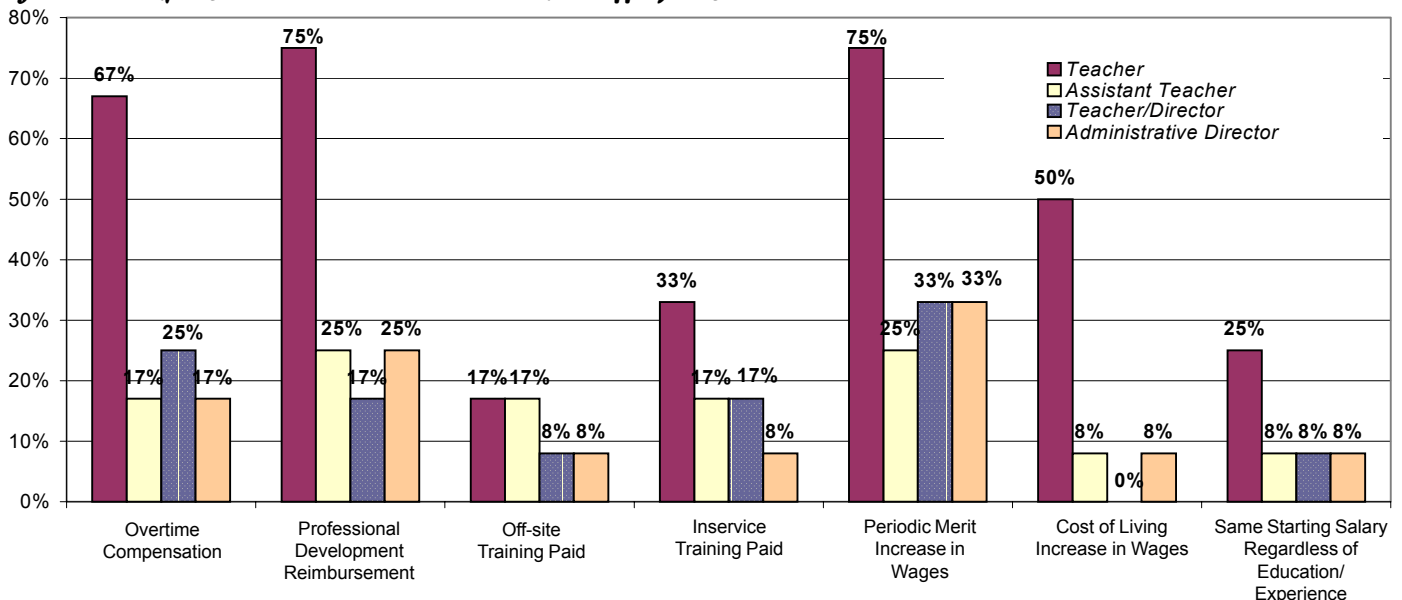
Figure 1. Median Hourly Wage for Highest Paid Staff by Position



SALARY

	Median* Highest Paid Hourly Wage	Highest Wage	Lowest Wage	Median Hours Worked Per Week	Provide Same Starting Salary Regardless of Education/ Experience	Provide Periodic Merit Wage Increase in Wages	Provide Yearly Cost of Living Increases
Teacher	\$8.27	\$10.00	\$6.50	40	25%	75%	50%
Assistant Teacher	\$6.25	\$7.00	\$6.00	20	8%	25%	8%
Teacher/Director	\$9.50	\$10.00	\$7.00	40	8%	33%	0%
Director	\$11.92	\$17.60	\$9.00	40	8%	33%	8%

Figure 2. Compensation Provided to Full-Time Staff by Position



BENEFITS

Figure 3. Medical & Dental Insurance Benefits Provided to Full-Time Staff by Position

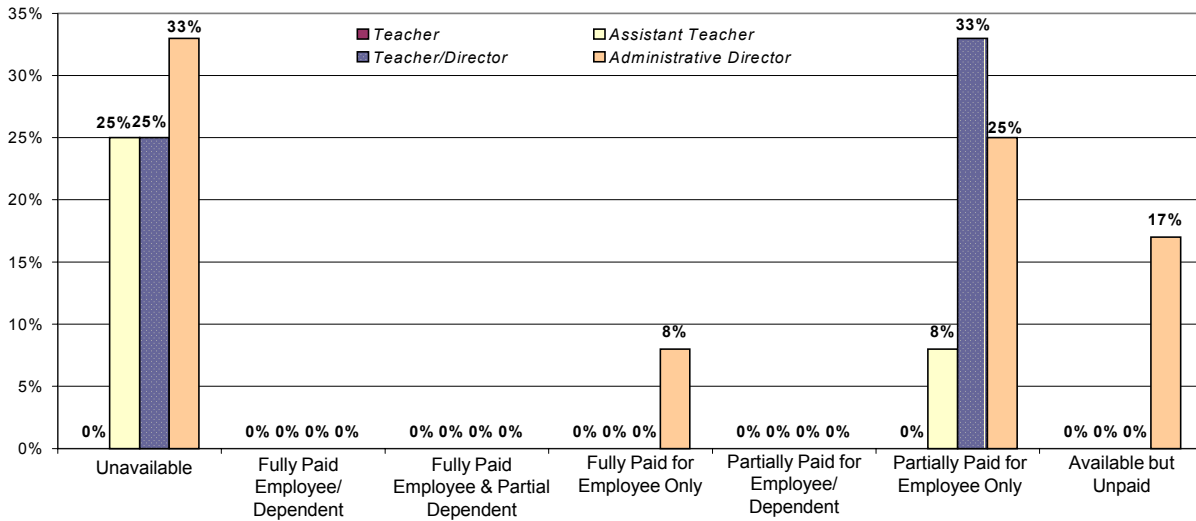
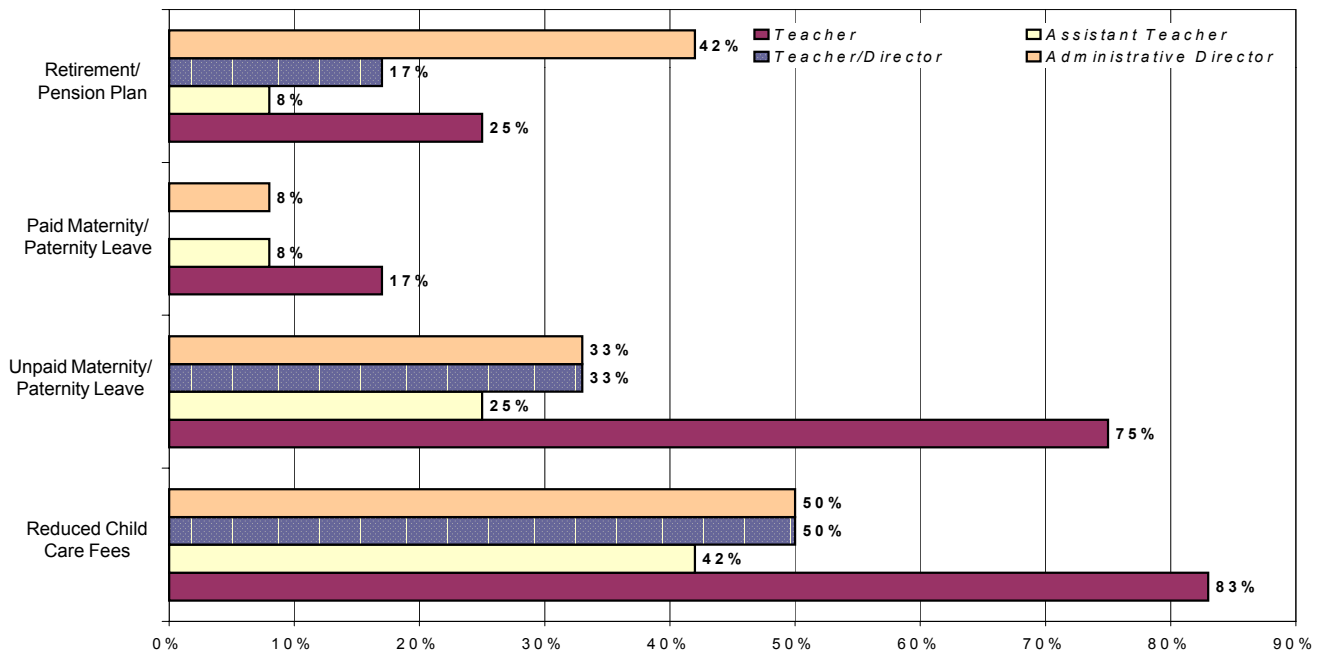


Figure 4. Benefits Provided to Full-Time Staff by Position



	Average Number Paid Sick Days Per Year (Full Time Staff)	Average Number Paid Holidays Per Year (Full Time Staff)	Average Number Paid Vacation Days Per Year (Full Time Staff)
Teacher	5.0	8.5	7.5
Assistant Teacher	5.0	8.5	9.3
Teacher/Director	5.0	9.0	10.0
Director	5.0	8.8	11.5



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