



KERN COUNTY CHILD CARE CENTER SURVEY

Private Non-Profit Centers

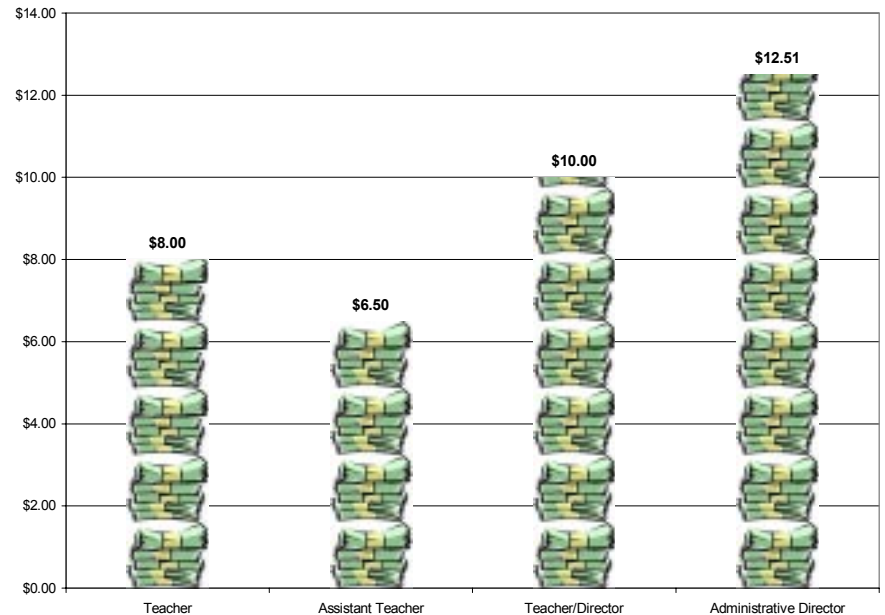
Wage and Benefit Analysis Fact Sheet 2000

The following report summarizes information gathered from Kern County private non-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 32 private non-profit centers with a total of 205 teachers, 72 assistant teachers, 40 teacher/directors, and 33 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 46 percent.

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

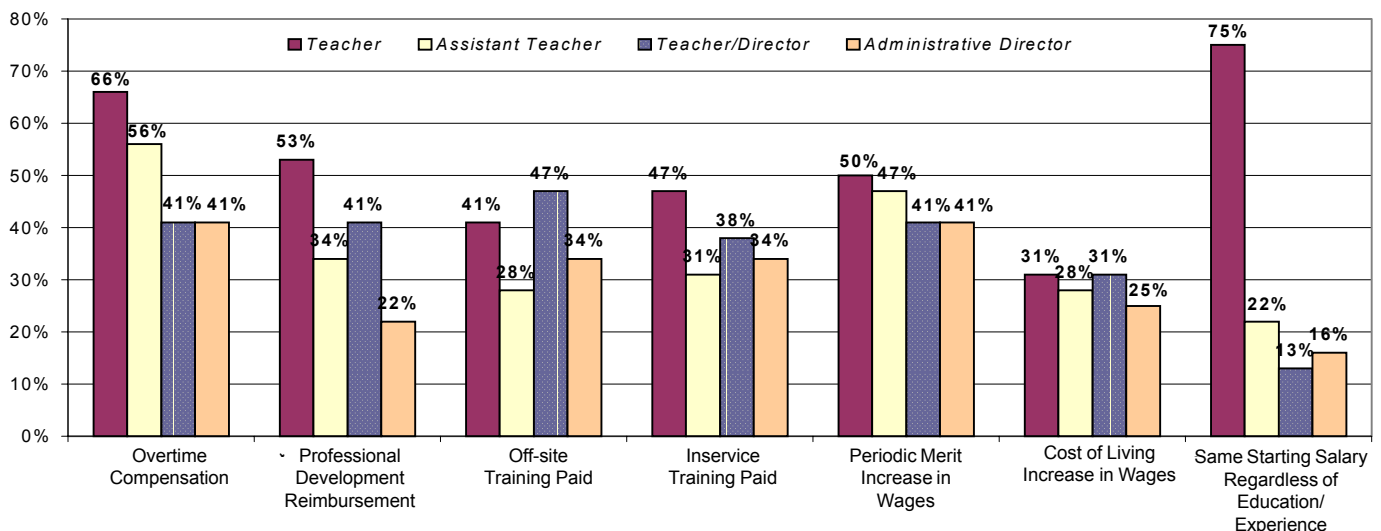
Figure 1. Median Hourly Wage for Highest Paid Staff by Position



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 | \$8.00 | \$10.50 | \$6.25 | 35 | 75% | 50% | 31% |
| Assistant Teacher | \$6.50 | \$8.00 | \$6.00 | 27 | 22% | 50% | 28% |
| Teacher/Director | \$10.00 | \$15.00 | \$6.00 | 33 | 13% | 41% | 31% |
| Director | \$12.51 | \$22.00 | \$8.00 | 32 | 16% | 41% | 25% |

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



BENEFITS

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

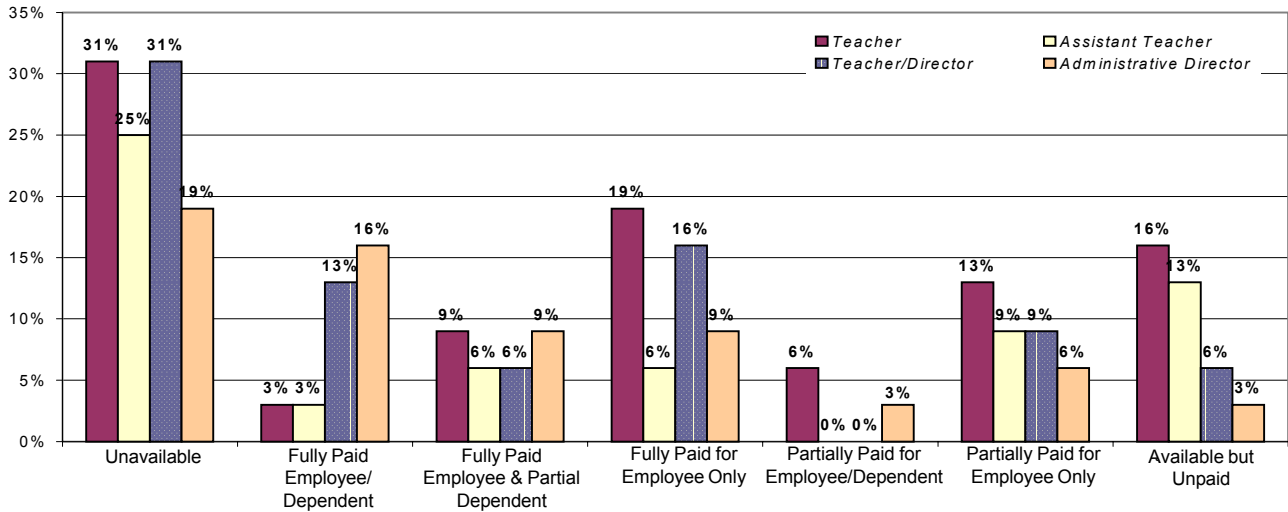
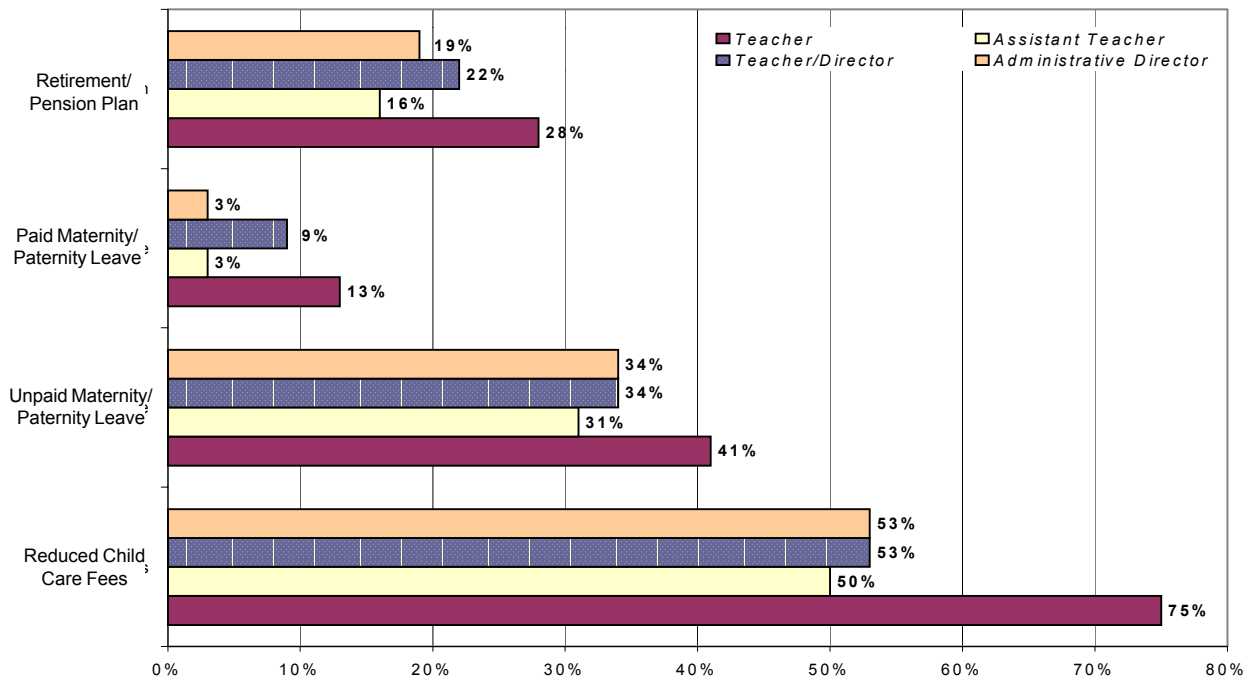


Figure 4. Benefits Provided to Full-Time Staff by Position



| | 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 | 7.4 | 10.5 | 7.5 |
| Assistant Teacher | 7.0 | 13.0 | 8.0 |
| Teacher/Director | 7.6 | 11.0 | 8.0 |
| Director | 9.3 | 11.2 | 10.3 |



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