

North Dakota Child Care Facility Salary Survey Report



Survey Data Collected October/November 2016

Methodology

This survey was conducted in October/November of 2016 to gather statewide information on the salary levels, benefits and turnover of the licensed child care facilities and the early childhood education (ECE) workforce. A previous survey was conducted in 2012. This survey was prompted by an increase in salary and benefits questions from ECE Center Directors.

Survey Responses

The data in this report reflects only the information that was provided by respondents.

- 48 out of the 49 counties in North Dakota that have a group or center child care facility are represented in the survey responses. There are 4 counties in North Dakota that have only family license child care options.
- 133 Centers and 88 Group Facilities
- 48% of the facilities were for-profit business
- 52% of the facilities were non-profit organizations

Education Levels of the Early Childhood Workforce

Child care facilities often hire high school students to fill part-time staff positions. This is why the survey shows that 6% of workers do not hold a high school diploma or GED. Note that it is required by state licensing that these student workers work along side qualified staff who are 18 years old or older.

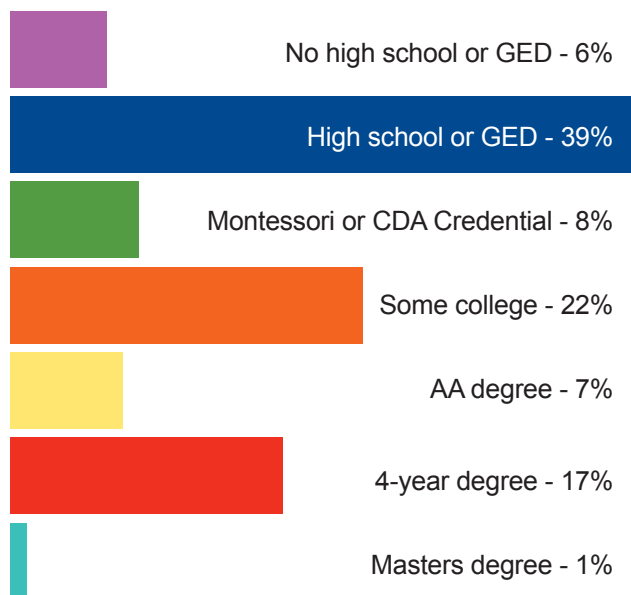


Figure 1 - Education Levels of ECE Workforce

Salary & Benefit Budgets

Early childhood education is a staff intensive industry. Spending 70% or more of the total operating budget on salaries and benefits leaves little room for emergencies, repairs, maintenance, or instructional improvement. This level of expenditure requires many facilities to rely on outside sources of revenue such as fundraisers, donations and grant sources that have no longevity or consistency.

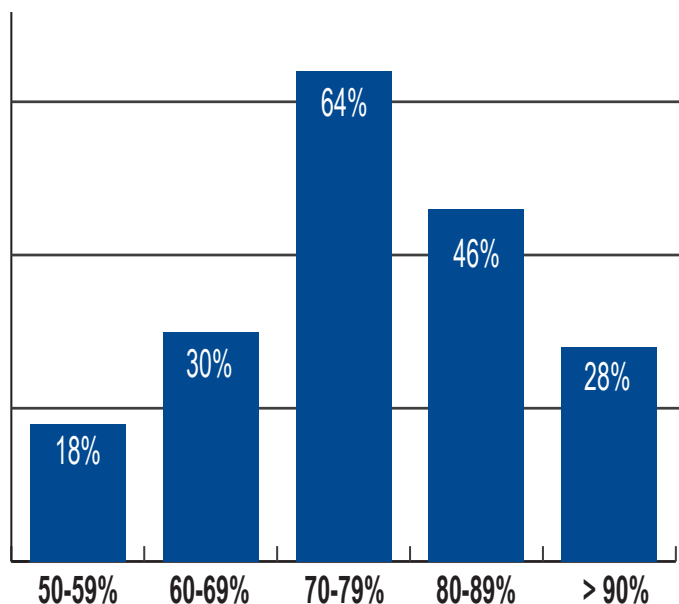


Figure 2 - Percent of Total Budget Expended on Salaries and Benefits

Starting Hourly Wages of Child Care Workforce

34% of respondents do not consider the level of education or experience of an employee when they set a starting wage. Starting wages that do not consider education or experience tend to be lower outside major cities and do not keep pace proportionally in head teacher and director positions.

■ \$7.25 to \$10.00 ■ \$10.10 to \$14.00 ■ \$14.10 to \$20.00 ■ Over \$20.00

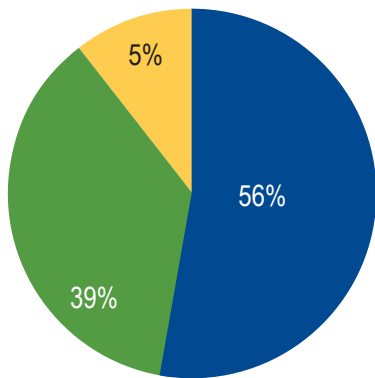


Figure 3:
Starting Wages of Assistant Teachers Statewide

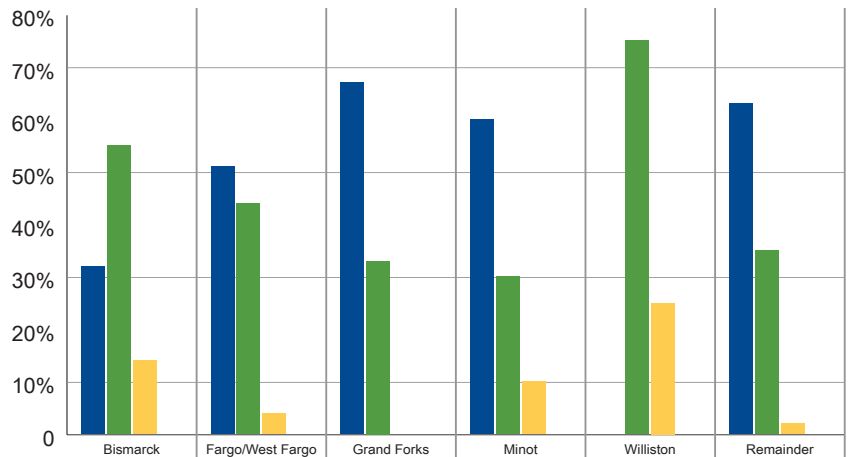


Figure 4: Starting Wages of Assistant Teachers in Select Cities

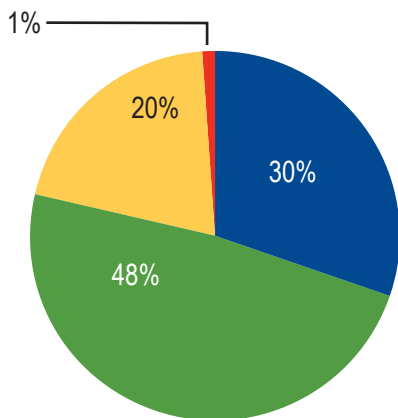


Figure 5:
Starting Wages of Head Teachers Statewide

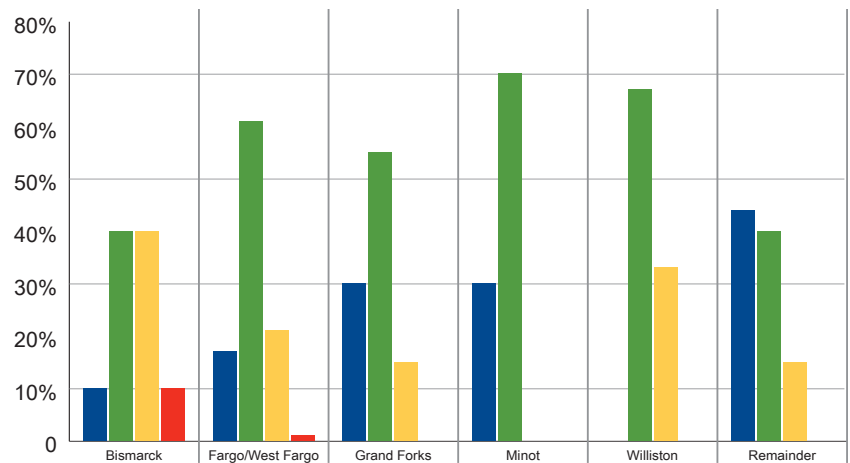


Figure 6: Starting Wages of Head Teachers in Select Cities

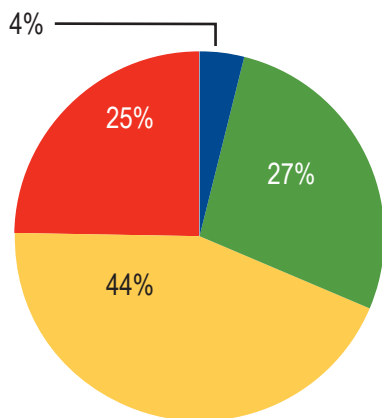


Figure 7:
Starting Wages of Directors Statewide

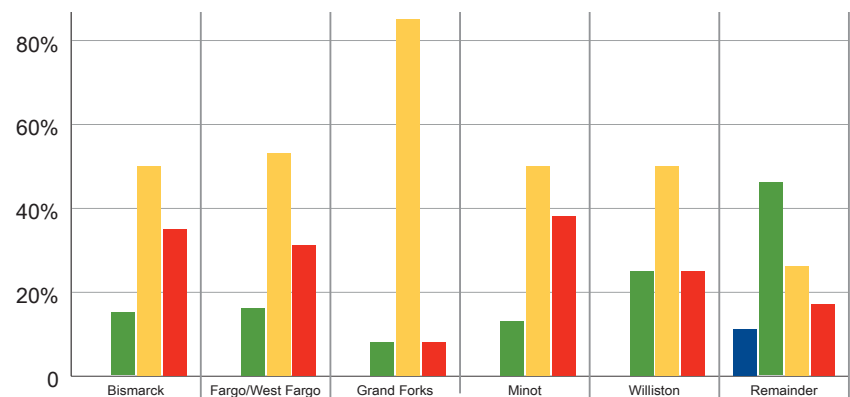


Figure 8: Starting Wages of Directors in Select Cities

Range of Highest Hourly Wages Paid in Select Cities

The wage data shown here is not an average but rather the highest hourly rate that is paid to at least one staff person employed at a facility. This information is provided to help facilities understand what the most qualified staff in the positions of assistant teacher, head teacher and director are being paid across North Dakota.

- \$7.25 to \$10.00
- \$10.10 to \$14.00
- \$14.10 to \$20.00
- Over \$20.00

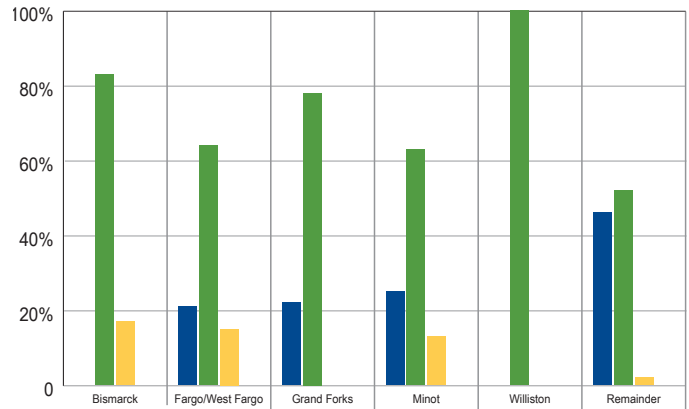


Figure 9: Highest Wages of Assistant Teachers by City

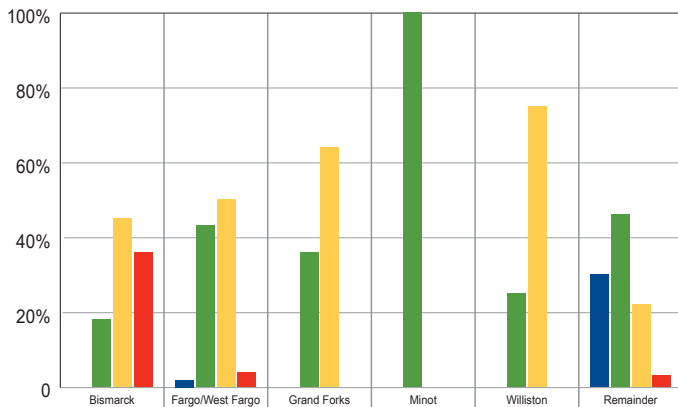


Figure 10: Highest Wages of Head Teachers by City

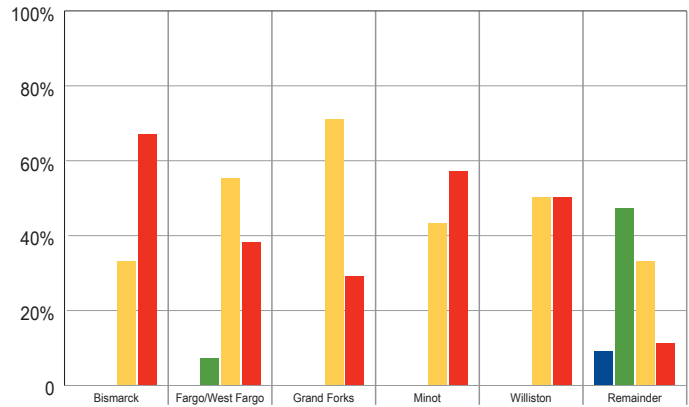
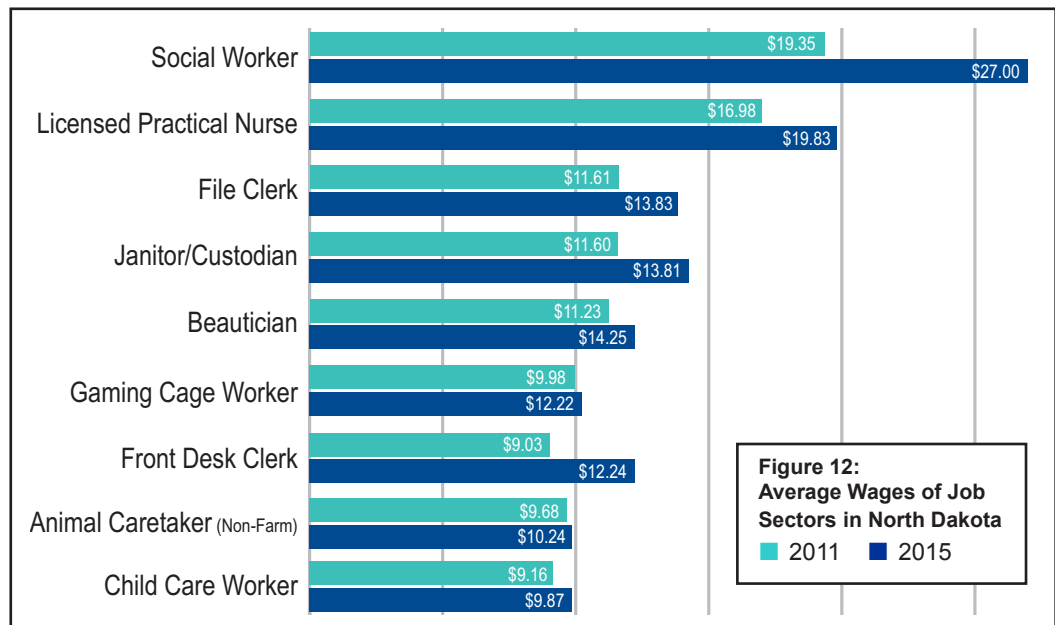


Figure 11: Highest Wages of Directors by City

Job Sector Wage Comparison

Early Childhood Education average wages* remain one of the lowest in comparison to other job sectors in North Dakota. People who care for pets now earn more, on average, than a child care provider.

Wage growth for child care workers also lags. Front Desk Clerk wages increased 36% from 2011 to 2015 as compared to Child Care Worker wage growth of only 7%.



* Data collected from NDWIN www.ndworkforceintelligence.com

Employee Turnover

Consistency of care is an important element of quality child care. Early Childhood Education, like many low wage industries, typically has a high staff turnover. A high turnover of child care staff has especially serious consequences because when teachers leave a program the children in their care may suffer a learning and/or developmental setback.

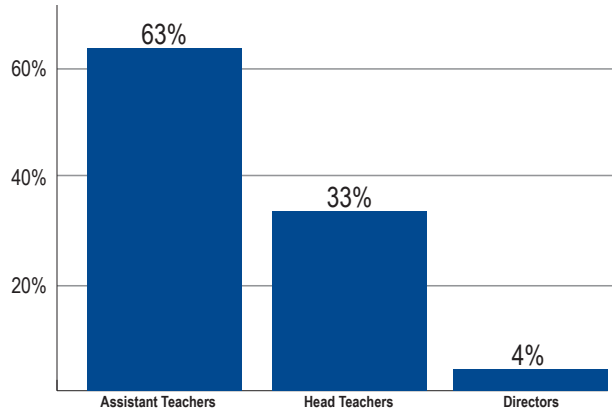


Figure 13 - Yearly Turnover Rate by Job Title

Best Practices

The best business practices listed below help to decrease staff turnover and litigation risk. The availability of a private staff room gives teachers a place to prepare lesson plans, take breaks and privately visit with parent. Use of these best business practices increased from 2012 to 2016, but more progress is needed to put early childhood on par with other employers.

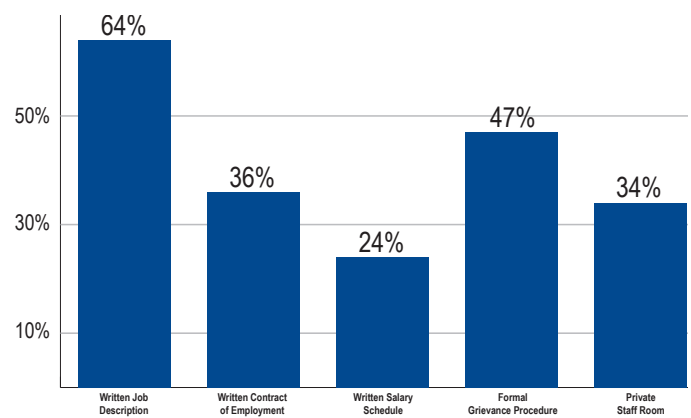


Figure 14 - Percent of Facilities Who Use Best Business Practices Listed

Employee Benefits

Low wages in Early Childhood Education are not offset by increased benefits. Less than half of the respondents offer any kind of vacation or paid sick leave to their employees.

■ Full- and Part-Time ■ Full Time Only ■ Directors Only ■ Not Offered

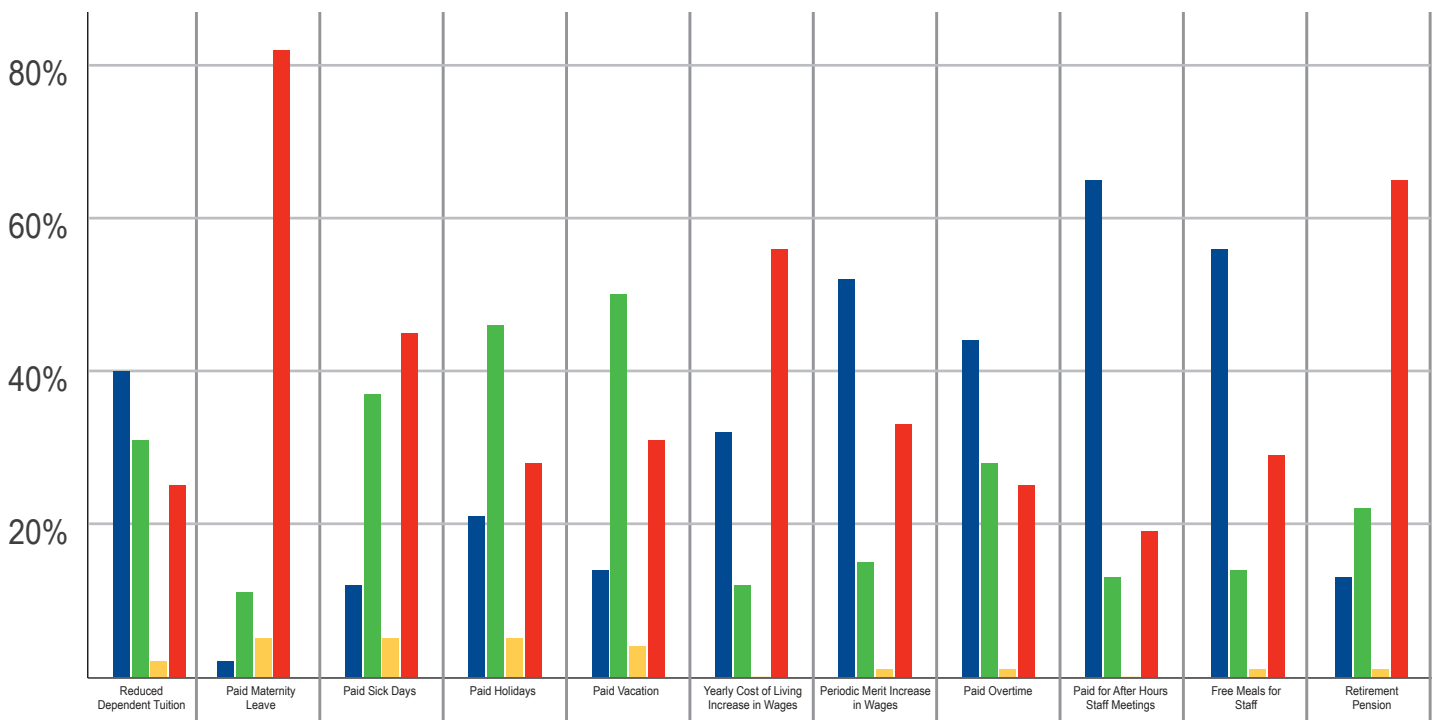


Figure 15 - Percentage of Early Childhood Employers Who Offer Listed Employee Benefits