



## OCFS Regulated Child Care in Westchester: 2016 Wages and Benefits

The Child Care Council of Westchester, Inc. (the Council) surveyed the OCFS regulated child care community in 2016. The survey yielded 133 responses or 18% of the audience, with the majority of the responses from child care centers and group family child care providers. Respondents were evenly distributed between Southern and Northern Westchester with a quarter from Central Westchester. Most respondents reported that they receive most of their payments directly from parents rather than from the public child care subsidy program.

### Key Findings

- **Wages & benefits for child care workers:** Westchester County's child care professionals earn an average of \$18.50 an hour, ranging from a high of \$21 per hour for head teachers at child care centers to \$7 for on-site providers working in family child care homes.
- **Wages & benefits for child care workers:** A majority of our child care professionals fall within the definition of an ALICE household. **ALICE** is an acronym that stands for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed, comprising households with incomes above the Federal Poverty Level but below the basic cost of living.<sup>1</sup>
  - When ALICE households cannot make ends meet, they are forced to make difficult choices such as forgoing health care, accredited child care, healthy food, or car insurance. These "savings" threaten their health, safety, and future – and they reduce productivity and raise insurance premiums and taxes for everyone. The costs are high for both ALICE families and the wider community.<sup>2</sup>
  - Most of our child care professionals do not earn enough to meet their basic household needs.
- **Turnover of child care workers:** A desire for higher wages is the main reason for staff turnover, particularly in child care centers.
- **Educational levels of child care workers:** Educational levels vary widely. Child care centers tend to have staff with higher educational degrees, usually a Bachelor's, compared to home based programs.

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<sup>1</sup> [http://www.unitedwayalice.org/documents/16UW%20ALICE%20Report\\_NY\\_Lowres\\_11.11.16.pdf](http://www.unitedwayalice.org/documents/16UW%20ALICE%20Report_NY_Lowres_11.11.16.pdf)

<sup>2</sup> [http://www.unitedwayalice.org/documents/16UW%20ALICE%20Report\\_NY\\_Lowres\\_11.11.16.pdf](http://www.unitedwayalice.org/documents/16UW%20ALICE%20Report_NY_Lowres_11.11.16.pdf)

## RESPONDENTS

### Modality

Almost half of the responses were from licensed centers, with group family providers representing a little more than a quarter of the total. School age programs and family child care homes only accounted for 21% of the group respectively.



### Respondents by Regulated Modality

Modality	Number	Percentage
Child Care Center	62	47%
Group Family Child Care Provider	43	32%
School Age Program	15	11%
Family Child Care Provider	13	10%
<b>Total Respondents</b>	<b>133</b>	

### County Region

Respondents were evenly distributed among the three regions of the county. However, 14% of the respondents came from Yonkers.

### Respondents by County Region

Region	Number (Percentage)
Southern	43 (35%)
Northern	42 (34%)
Central	39 (31%)

\*Eleven respondents did not provide their municipality

### Respondents by Source of Payment

Although some respondents indicated that their children receive the public subsidy, personal scholarships, and scholarships offered by the Council, a majority of the payments come from parents.

### Respondents by Highest Source of Revenue

High Levels of Parent Fees (75% or 100%)	High Levels of Subsidy Payments (75% or 100%)	High Levels of other Scholarships (75% or 100%)
78 (60%)	27 (21%)	4 (3%)

\*Out of the other 24, three were Head Start funded, five had an unknown financial source, and sixteen had a combination of revenue sources with no one dominant.

## **Respondents' Annual Operating Budget**

Child care centers had the highest operating budgets compared to all modalities averaging \$2 million.

### **Respondents by Annual Budget**

(84 Respondents)

<b>Modality</b>	<b>Range</b>	<b>Average</b>
Child Care Center	\$100,000 - \$22,999,598	\$2,355,865
School Age Program	\$15,000 - \$1,500,000	\$696,746
Group Family Child Care Provider	\$25,000 to \$750,000	\$151,468
Family Child Care Provider	\$2,000 to \$64,000	\$23,543

## **Employees**

As expected the size of staffing varies by modality according to the staff to child ratios and group size limits. Child care centers reported the largest number of employees followed by school age programs. Family child care homes average only 1 to 3 employees.

### **Number of Employees**

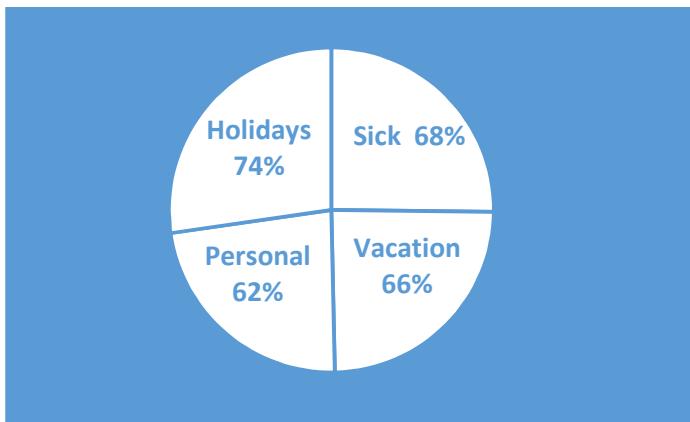
(115 Respondents)

<b>Modality</b>	<b># of Employees</b>	
	<b>Range</b>	<b>Average</b>
Child Care Center	6 to 500	42
School Age Program	5 to 50	11
Group Family Child Care Provider	1 to 10	3
Family Child Care Provider	1 to 3	1

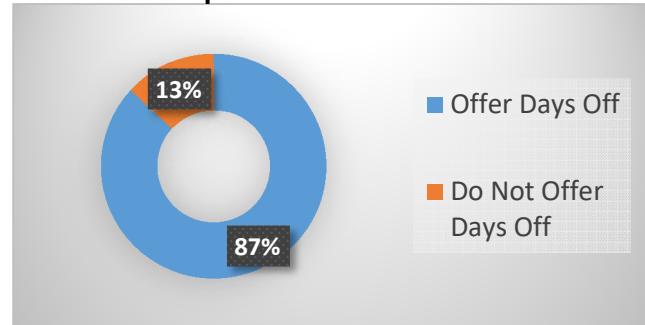
## Benefits

Ninety-two (92) programs indicated that they offer some type of days off. However, fourteen (14) programs indicated that they do not offer any days off.

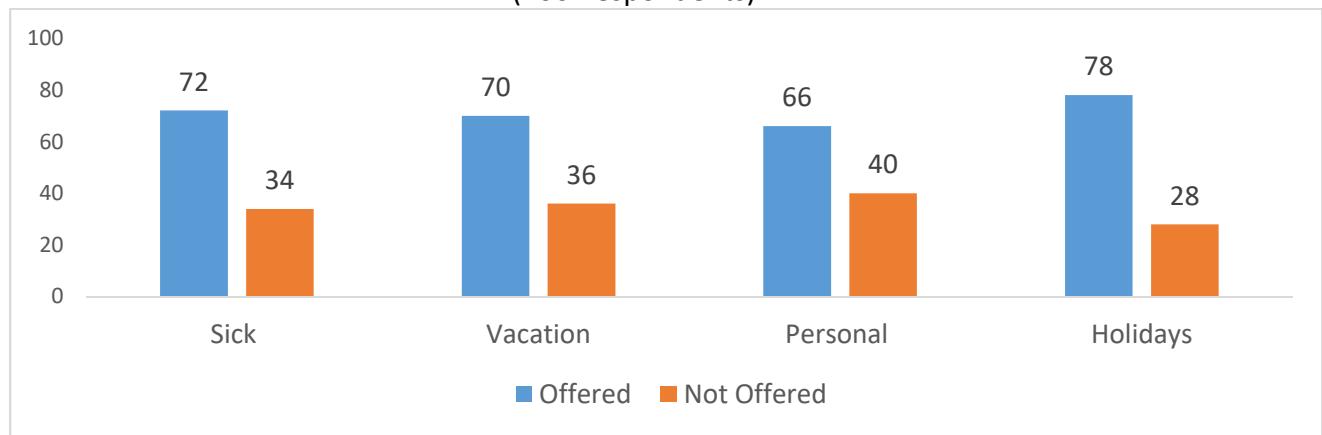
**% of Respondents by Type of Time Offered**



**% of Respondents Time Off Benefits**



**Time Off Benefits**  
(106 Respondents)



**Average Time Off Provided**  
(92 Respondents)

Type of Time Off	Child Care Center	School Age Programs	Family Child Care	Group Family Child Care
Sick Days	9	5	7	4
Vacation Days	15	9	11	6
Holidays	12	8	9	9
Personal Days	6	4	6	3

## Wages

Westchester child care professionals working with our most precious resources are only making \$18.50 an hour; where the average hourly salary nationally for a manicurist is \$16.15<sup>3</sup> and for an elementary school teacher in White Plains is \$31.00<sup>4</sup>. It is hard for an industry to keep qualified individuals when they cannot afford to pay them a comparable salary.



### Hourly Wage

Position	Average Hourly Wage (# of Responses)			
	Child Care Center	School Age Program	Family Child Care	Group Family Child Care
CEO/Owner	\$45 (Out of 8)	\$35 (Out of 3)	\$8 (Out of 6)	\$14 (Out of 21)
Administrative Director	\$33 (Out of 22)	\$33 (Out of 5)		
Director/site Director	\$29 (Out of 28)	\$25 (Out of 10)		
Head Teacher	\$21 (Out of 37)	\$17 (Out of 5)		
Teacher/ On-site Provider	\$16 (Out of 22)	\$12 (Out of 5)	\$7 (Out of 1)	\$15 Out of 14
Assistant Teacher/ Provider Assistant	\$12.58 (Out of 40)	\$13 (Out of 10)	\$11 (Out of 3)	\$11 Out of 25

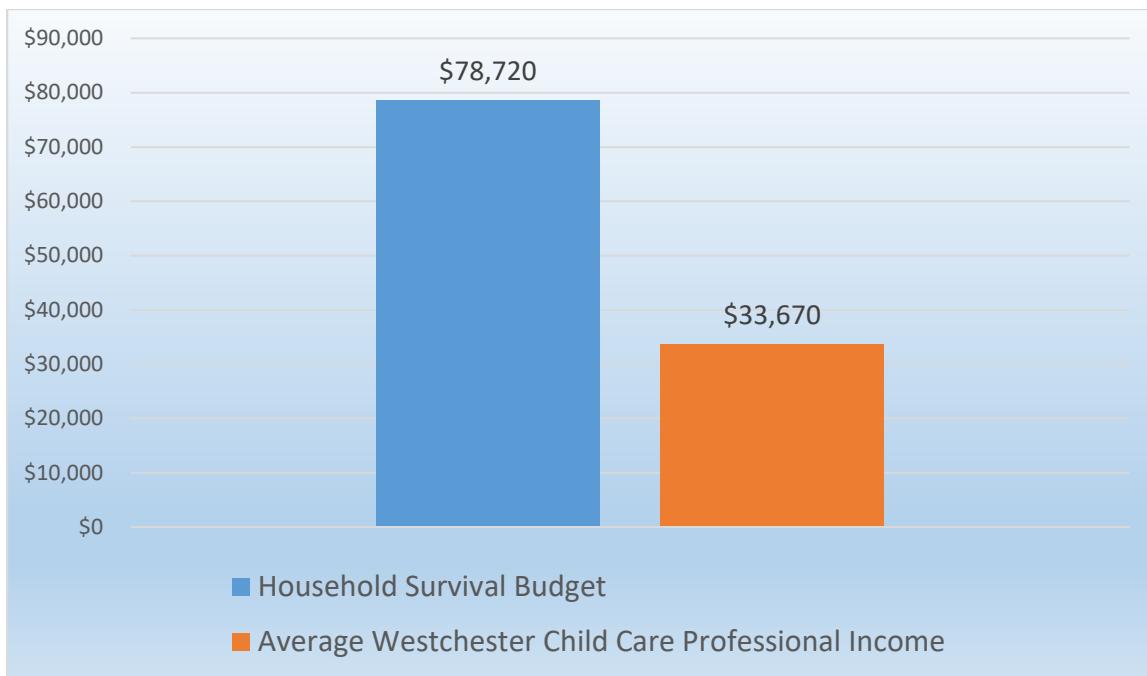
<sup>3</sup> <https://www.bls.gov/oes/current/oes395092.htm>

<sup>4</sup> <http://www1.salary.com/Teacher-Elementary-School-hourly-wages.html>

**Total # of Employees Lost in the Last Year**  
 (110 Respondents)

Reasons	Child Care Center	School Age Program	Family Child Care	Group Family Child Care	Total
Wanted higher salary	123	16	0	22	<b>161</b>
Performance issues on the job	54	7	0	23	<b>84</b>
Moved away from area	32	4	0	11	<b>47</b>
Entering different field of work	28	5	0	14	<b>47</b>
Went back to school	17	17	0	9	<b>43</b>
Other	23	2	0	6	<b>31</b>
Wanted more or different benefits	9	3	0	13	<b>25</b>

According to the United Way ALICE Report- New York 2016, the annual Household Survival Budget quantifies the costs of the five basic essentials of housing, child care, food, transportation, and health care. The average annual Household Survival Budget for a New York family of four (two adults with one infant and one preschooler) is \$78,720 in counties surrounding NYC, which includes Westchester County.<sup>5</sup>



<sup>5</sup> [http://www.unitedwayalice.org/documents/16UW%20ALICE%20Report\\_NY\\_Lowres\\_11.11.16.pdf](http://www.unitedwayalice.org/documents/16UW%20ALICE%20Report_NY_Lowres_11.11.16.pdf)

## Appendix A

### Breakdown by Modality

#### CHILD CARE CENTERS

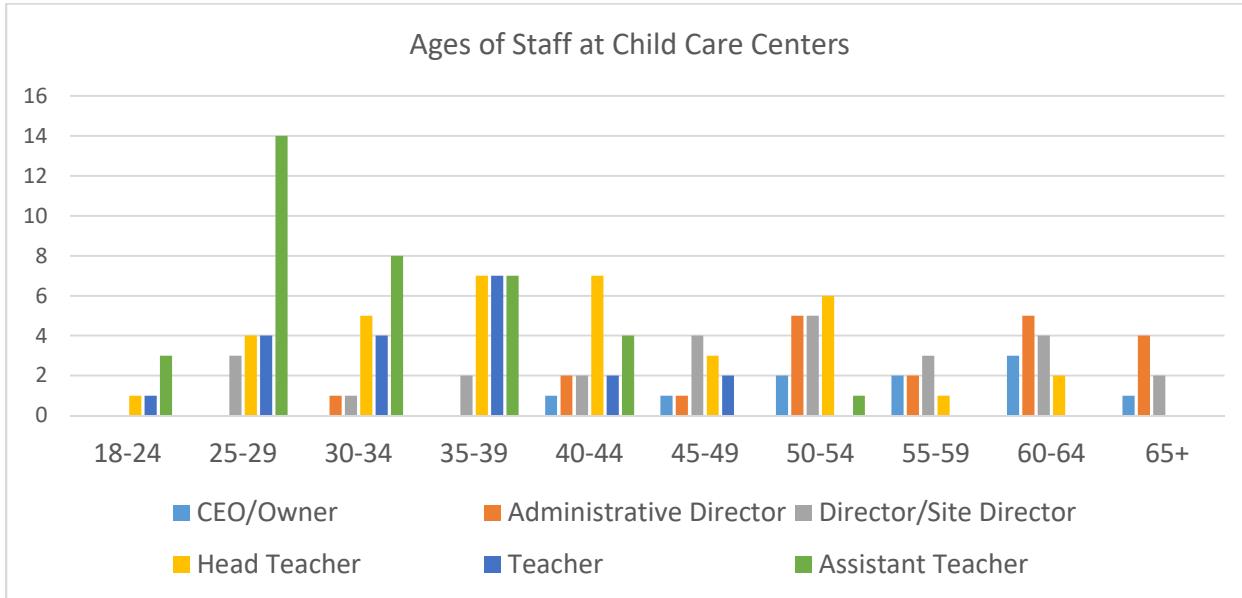
##### Wages

Position	Hourly Wage		Hours Worked	
	Range	Average (# of responses)	Range	Average
CEO/Owner	\$31.25 to Over \$58	\$45 (Out of 8)	24 to over 60	44
Administrative Director	\$8.75 to Over \$58	\$33 (Out of 22)	22 to over 60	40
Director/site Director	\$15 to \$48.75	\$29 (Out of 28)	18 to over 60	43
Head Teacher	\$12 to \$50	\$21 (Out of 37)	18 to 42	35
Teacher	\$11 to \$27	\$16 (Out of 22)	18 to 40	36
Assistant Teacher	\$8.75 to \$18	\$12.58 (Out of 40)	15 to 40	34

##### Educational Level

Position	Education Level
CEO/Owner	Most had Master's Degree
Administrative Director	Most had Master's Degree
Director/site Director	Most had Master's Degree
Head Teacher	Most had Bachelor's Degree
Teacher	Most had Bachelor's Degree
Assistant Teacher	Most had some College in ECE or related field, no degree

## Age of Staff



## Time Off

Forty-eight (48) child care centers indicated that they offered some form of time off. One (1) indicated that they do not offer any days off.

- 40 offer sick days
- 35 offer vacation days
- 40 offer holidays
- 41 offer personal days



## SCHOOL AGE CHILD CARE PROGRAMS

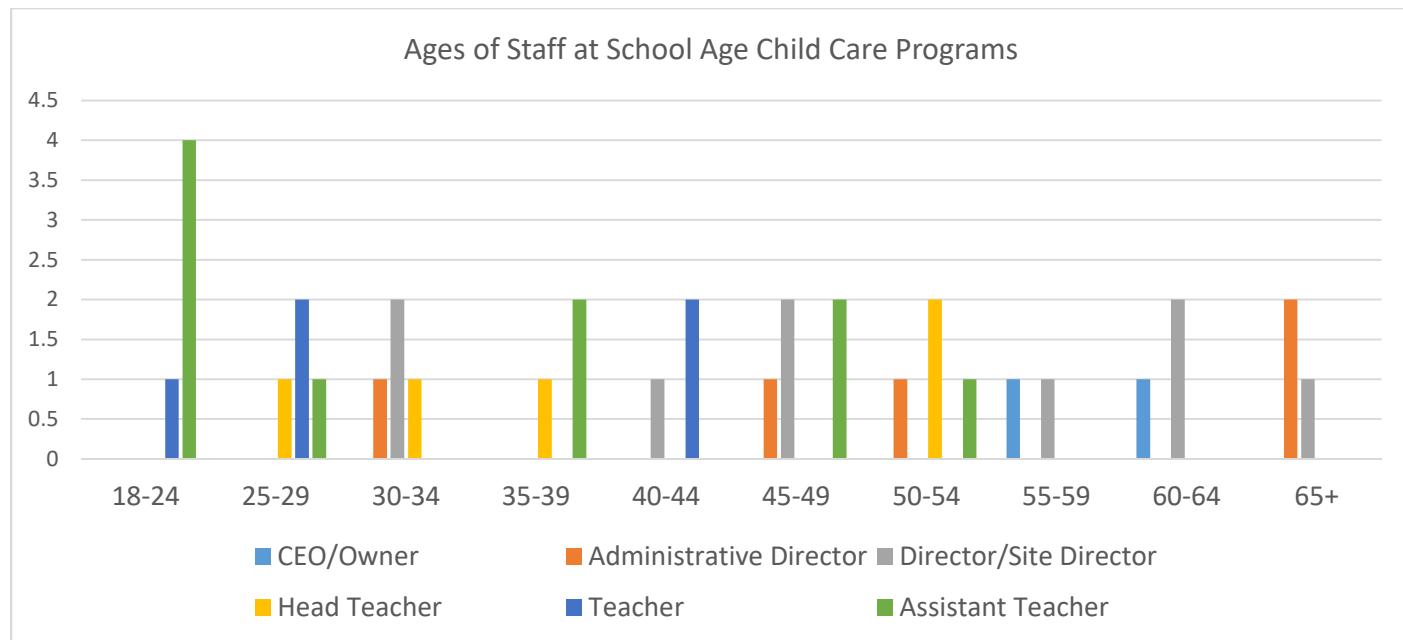
### Wages

Position	Hourly Wage		Hours Worked	
	Range	Average (# of responses)	Range	Average
CEO/Owner	\$20 to \$ 49.75	\$35 (Out of 3)	40	40
Administrative Director	\$15 to \$ 49.75	\$33 (Out of 5)	25 to 40	32
Director/site Director	\$15 to \$ 35	\$25 (Out of 10)	16 to 45	26
Head Teacher	\$12 to \$20.50	\$17 (Out of 5)	15-25	19
Teacher	\$11 to \$17.75	\$12 (Out of 5)	10-25	17
Assistant Teacher	\$9.50 to \$16.75	\$13 (Out of 10)	12 - 17	15

### Educational Level

Position	Education Level
CEO/Owner	Some college to a Bachelor's Degree
Administrative Director	Most had Bachelor's Degree
Director/site Director	Most had Bachelors
Head Teacher	Most had some Early Childhood Certificate
Teacher	An Associates or a Bachelor's Degree
Assistant Teacher	A High School diploma or did not finish High School

## Age of Staff



## Time Off

Eight (8) school age programs indicated that they offered some form of time off. Four (4) indicated that they do not offer any days off.

- 7 offer sick days
- 3 offer vacation days
- 7 offer holidays
- 6 offer personal days



## FAMILY CHILD CARE

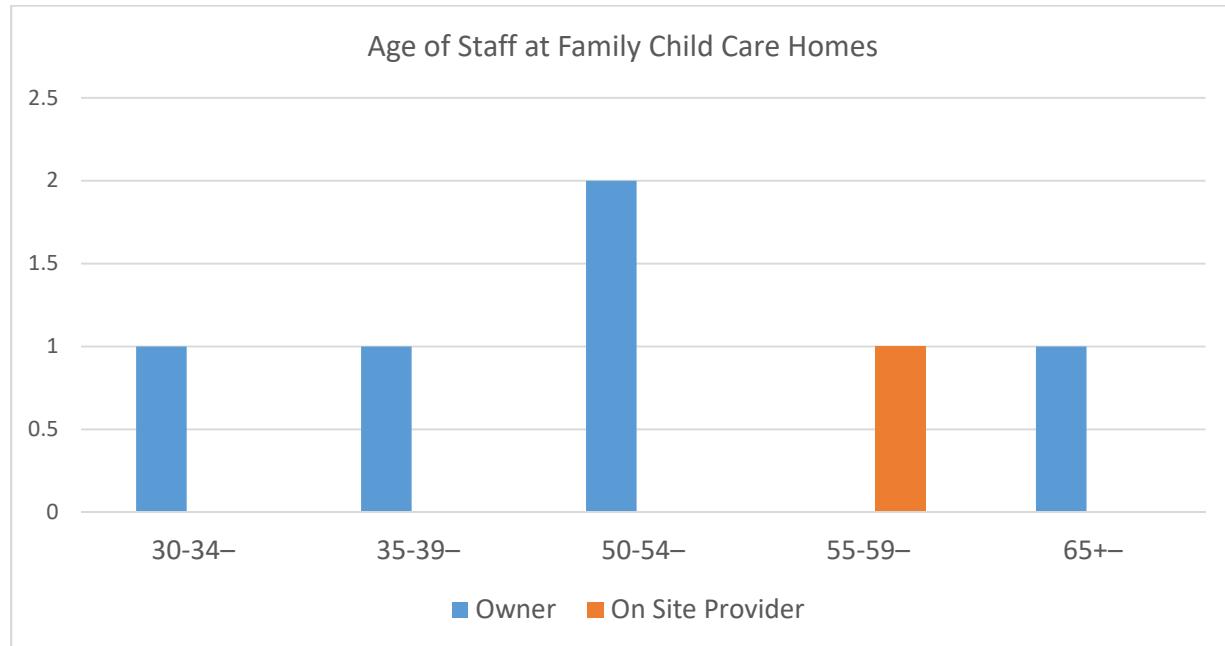
### Wages

Position	Hourly Wage		Hours Worked	
	Range	Average (# of responses)	Range	Average
Owner	\$7 to \$10	\$8 (Out of 6)	50 to over 65	57
On Site Provider	\$7	\$7 (Out of 1)	50 to over 65	60
Provider Assistant	\$7 to \$15	\$11 (Out of 3)	5 to 35	20

### Educational Level

Position	Education Level
Owner	Some College to Master's Degree in ECE or related field
On Site Provider	High school Diploma
Provider Assistant	Some College

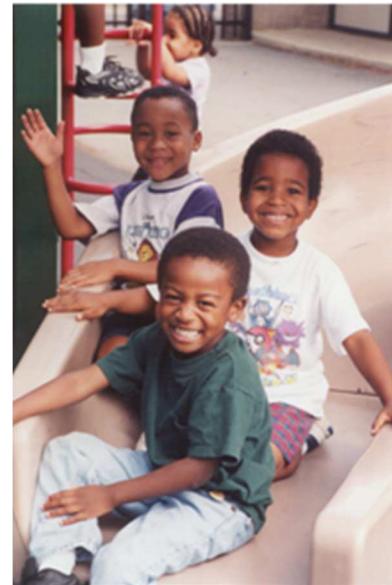
## Age of Staff



## Time Off

Seven (7) family child care providers indicated that they offered some form of time off. One (1) indicated that they do not offer any days off.

- 3 offer sick days
- 6 offer vacation days
- 7 offer holidays
- 2 offer personal days



## GROUP FAMILY CHILD CARE

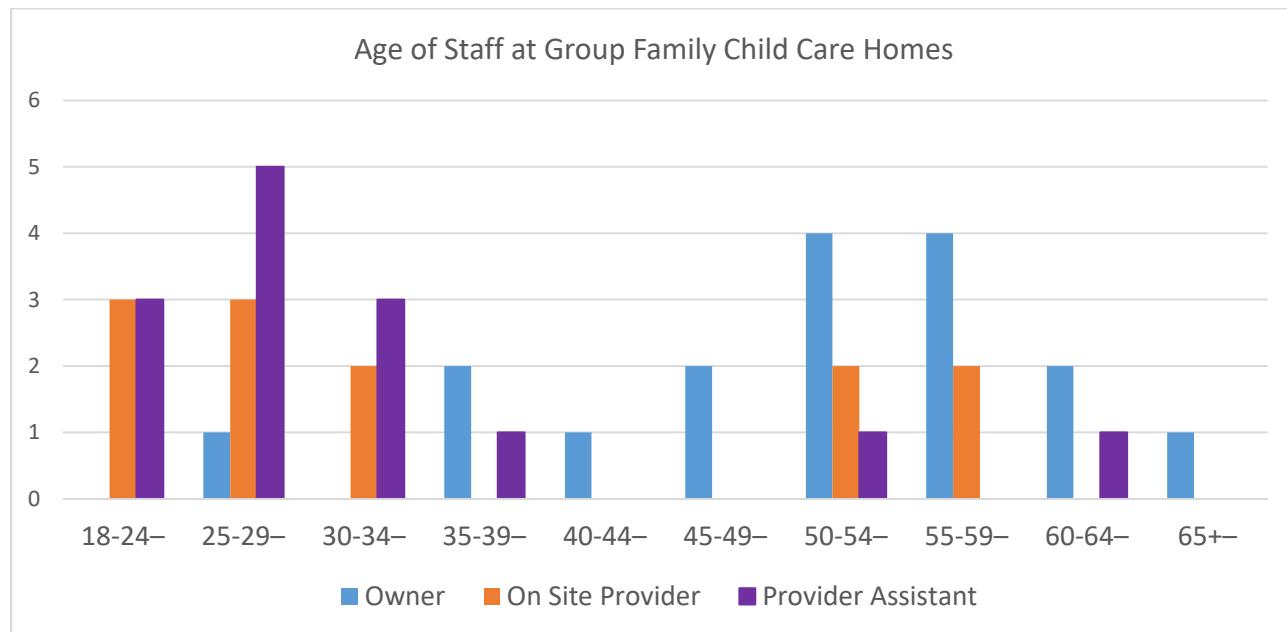
### **Wages**

Position	Hourly Wage		Hours Worked	
	Range	Average (# of responses)	Range	Average
Owner	\$7 to \$40	\$14 (Out of 21)	11 to Over 65	54
On Site Provider	\$9 to \$27	\$15 (Out of 14)	8 to 50	39
Provider Assistant	\$8.75 to \$15	\$11 (Out of 25)	7 to 50	37

### **Educational Level**

Position	Education Level
Owner	High school to Master's Degree in ECE or related field
On Site Provider	High school to Master's Degree in ECE or related field
Provider Assistant	High school to Bachelor's Degree in ECE or related field

## Age of Staff



## Time Off

Twenty-nine (29) group family child care providers indicated that they offered some form of time off. Eight (8) indicated that they do not offer any days off.

- 23 offer sick days
- 26 offer vacation days
- 24 offer holidays
- 17 offer personal days

