

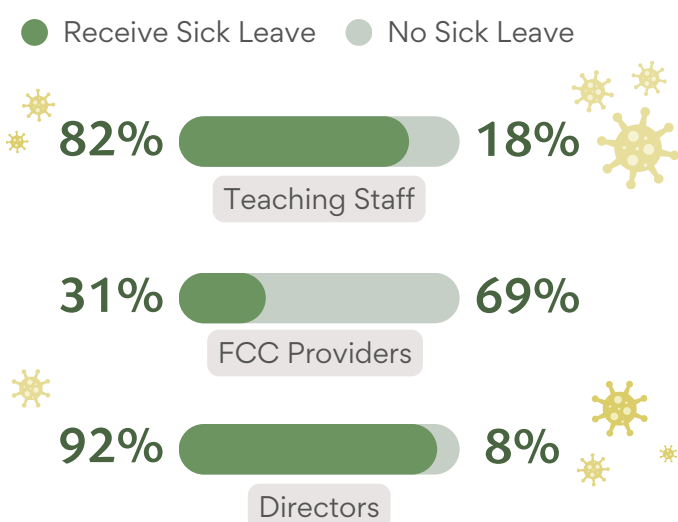


During the Summer of 2023, New York Works for Children surveyed a group of New York-based directors, teachers\*, and family child care providers\*\* with questions regarding the various benefits they may or may not receive. This data story will highlight the general findings about health care, paid leave, and retirement among the early childhood workforce.

\*Teachers includes Lead and Assistant Teachers

\*\* Includes Family Child Care, Group Family Child Care, Assistant Family Child Care Providers

## PAID SICK LEAVE



“FULL-TIMERS GET ROUGHLY 4 HOURS OF SICK TIME PER MONTH, WHICH IS NOT ENOUGH TO COVER FOR FREQUENT OUTBREAKS OF WORKPLACE SICKNESSES SUCH AS HAND-FOOT-AND-MOUTH AND STREP. STAFF ARE ENCOURAGED TO COME IN EVEN WHEN CONTAGIOUS BECAUSE OF STAFFING SHORTAGES.”

-ASSISTANT TEACHER

## IN THE LAST 12 MONTHS\*, OF THOSE WHO RECEIVED PAID SICK LEAVE...

\*From May 2022 to 2023



3 out of 10 Teachers didn't use their sick leave

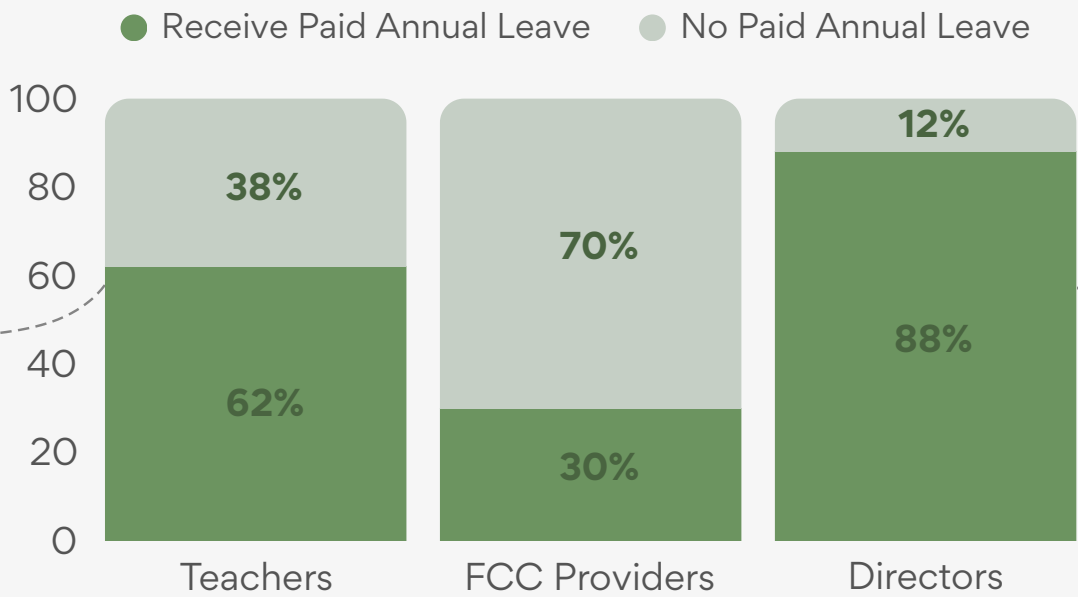


5 out of 10 FCC Providers didn't use their sick leave



3 out of 10 Directors didn't use their sick leave

# PAID ANNUAL LEAVE



“SINCE THE PANDEMIC, I HAVE NOT TAKEN ANY ACTUAL “VACATION” TIME AS A DIRECTOR...I WORK MORE HOURS THAN I EVER HAVE, AND SEEM TO BE “ON CALL” ALL THE TIME. I HAVE SO MUCH VACATION TIME ACCRUED THAT I CANNOT TAKE DUE TO STAFFING. OUR INDUSTRY IS IN A TRUE CRISIS, WITH DEDICATED STAFF WHO ARE BURNED OUT.”

-CENTER DIRECTOR

“THE SHORT STAFFING SITUATION MEANS WE DON’T HAVE ENOUGH ADULTS IN THE BUILDING TO RUN THE CENTER AS IT IS. THIS MEANS THERE ARE STAFF WHO LOSE THEIR VACATION TIME, WHICH IS USE IT OR LOSE IT, AND THERE ARE STAFF WHO HAVE BEEN ASKED TO WORK THROUGH THEIR UNPAID BREAKS”.

-ASSISTANT TEACHER

## IN THE LAST 12 MONTHS\*, OF THOSE WHO RECEIVED PAID ANNUAL LEAVE...

*\*From May 2022 to 2023*

● Didn’t Take Annual Leave   ● Took Annual Leave



Teachers didn’t take annual leave



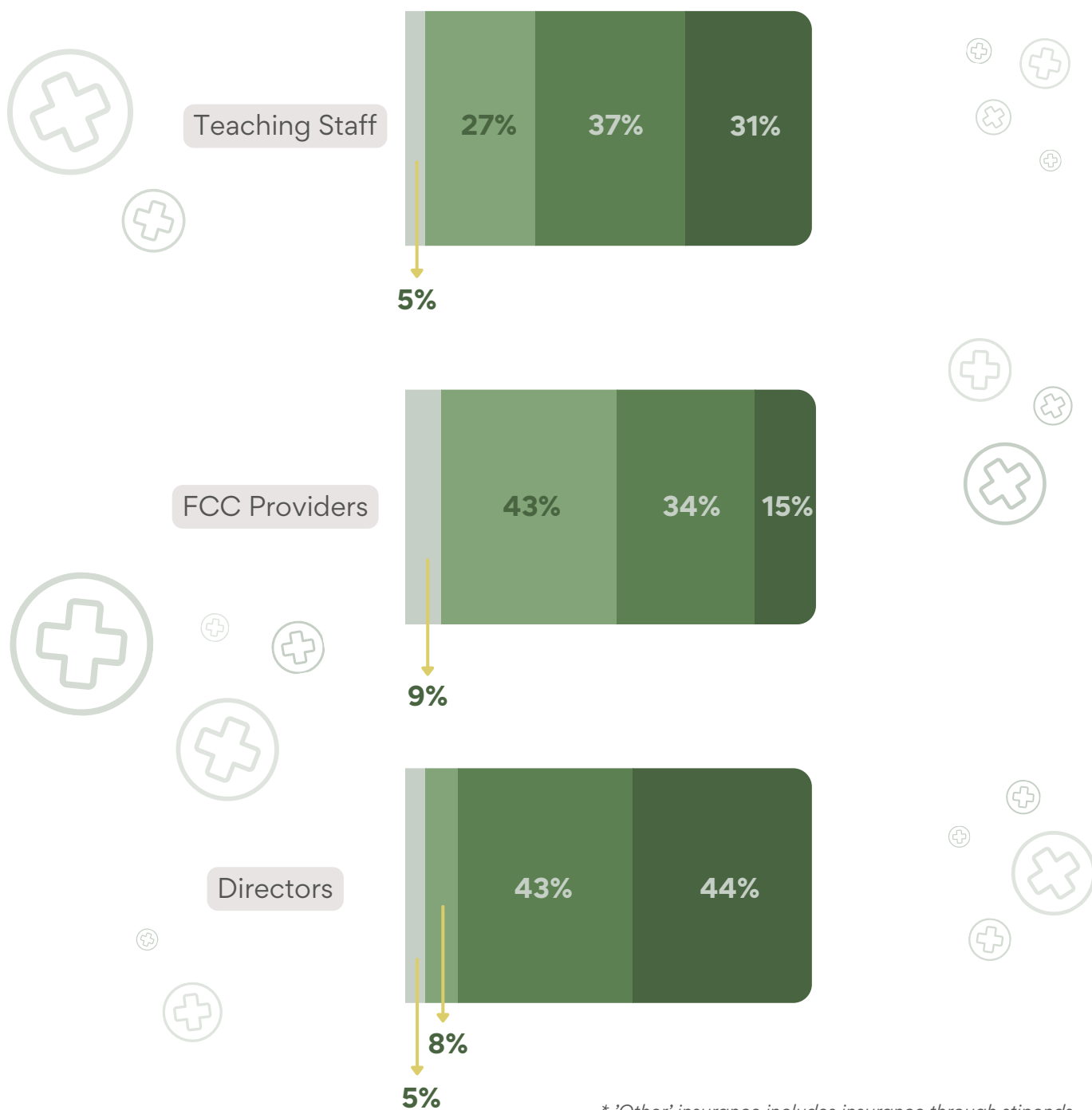
FCC Providers didn’t take annual leave



Directors didn’t take annual leave

# HEALTH INSURANCE

● No Insurance   ● Medicaid   ● 'Other' Insurance\*   ● Employer Sponsored



\* 'Other' insurance includes insurance through stipends from employer or union, spousal health insurance, and fully self-paid health insurance

“MY HEALTH INSURANCE HAS ALWAYS BEEN EXPENSIVE, COSTING ME ABOUT \$100-\$300 PER MONTH...I DON'T FEEL LIKE I CAN TAKE THE BEST CARE OF MYSELF AS A PRESCHOOL TEACHER AND I AM NOT SURE HOW MUCH LONGER I WILL STAY IN THE FIELD FOR THESE REASONS.”

-LEAD TEACHER



# RETIREMENT SAVINGS

## APPROXIMATELY...

**61%**

Of **Lead Teachers** are saving for retirement

**47%**

Of **Assistant Teachers** are saving for retirement

**42%**

Of **FCC Providers** are saving for retirement

**72%**

Of **Directors** are saving for retirement

“IT’S A STRUGGLE BALANCING WORK AND BUSINESS EXPENSES AND BENEFITS. I INCORPORATE VACATION/SICK LEAVE INTO MY CONTRACTS, BUT IT IS DIFFICULT TO GET/KEEP FAMILIES, SINCE MANY CANNOT AFFORD CHILD CARE, LET ALONE PAY FOR WHEN THEIR CHILDREN ARE NOT IN ATTENDANCE. I AM CONCERNED THAT I AM MIDDLE AGE AND HAVE WORKED IN THIS FIELD FOR OVER 20 YEARS AND HAVE NOTHING PUT AWAY FOR RETIREMENT.”

- FAMILY CHILD CARE PROVIDER



NATIONALLY, ABOUT  
**25%**  
OF THE EARLY  
CHILDHOOD  
WORKFORCE IS AGE  
50 OR OLDER.\*

“I NEED BENEFITS. THEY ARE CRUCIAL TO MY QUALITY OF LIFE. HOWEVER, I STRUGGLE WITH THE FUTURE AND WHAT HAPPENS TO MY INCOME WHEN I RETIRE.”

-LEAD TEACHER

\* Data from Data USA | Childcare Workers

# COMPENSATION

**THE AVERAGE LIVING WAGE\* INCOME FOR A FAMILY OF ONE ADULT AND ONE CHILD IS...**

**\$91,937** in the NYC metro area  
**\$75,854** in the Albany metro area  
**\$68,045** in NY's most rural county\*\*

\* Data from MIT Living Wage Calculator / Counties and Metropolitan Statistical Areas in NYS

\*\*Hamilton County

“I HAVE WORKED IN CHILDCARE MY WHOLE ADULT LIFE AND AM CONSIDERING LEAVING THE FIELD BECAUSE I CANNOT AFFORD TO LIVE ON MY SALARY OR AGE IN THIS PROFESSION. THIS IS MY PASSION, I LOVE MY JOB, AND I DON'T WANT TO LEAVE. I HAVE WATCHED MANY YOUNG TEACHERS LEAVE OUR CHILDCARE CENTER FOR BETTER PAY AND LESS STRESSFUL WORK WHERE THEY WILL BE COMPENSATED FOR TRAINING AND EXPERIENCE BY A REASONABLE SALARY AND BENEFITS.”

-LEAD TEACHER

## MEDIAN WAGE BY HIGHEST LEVEL OF EDUCATION

Position	High School	Credentials or Other College Coursework*	Bachelor's	Master's or Higher
Assistant Teachers	\$30,000	\$29,000	\$31,600	\$30,000
Lead Teachers	\$32,655	\$31,400	\$37,960	\$32,655
Assistant Directors	\$40,500	\$38,450	\$45,000	\$40,500
Directors	\$50,000	\$41,860	\$52,000	\$50,000

\*Credentials or Other College Coursework includes Associate Degree, CDA, and Some College; Bachelor's includes Some Graduate Coursework

## MEDIAN WAGE BY YEARS OF EXPERIENCE AT CURRENT JOB

Position	< 5 Years	5-10 Years	10-15 Years	15-20 Years	20 Years +
Assistant Teachers	\$31,200	\$27,040	\$26,000	\$26,730	\$28,860
Lead Teachers	\$39,000	\$32,240	\$31,050	\$33,770	\$36,400
Assistant Directors	\$43,350	\$45,000	\$40,445	\$50,050	\$45,500
Directors	\$63,000	\$52,000	\$52,500	\$59,200	\$61,000