#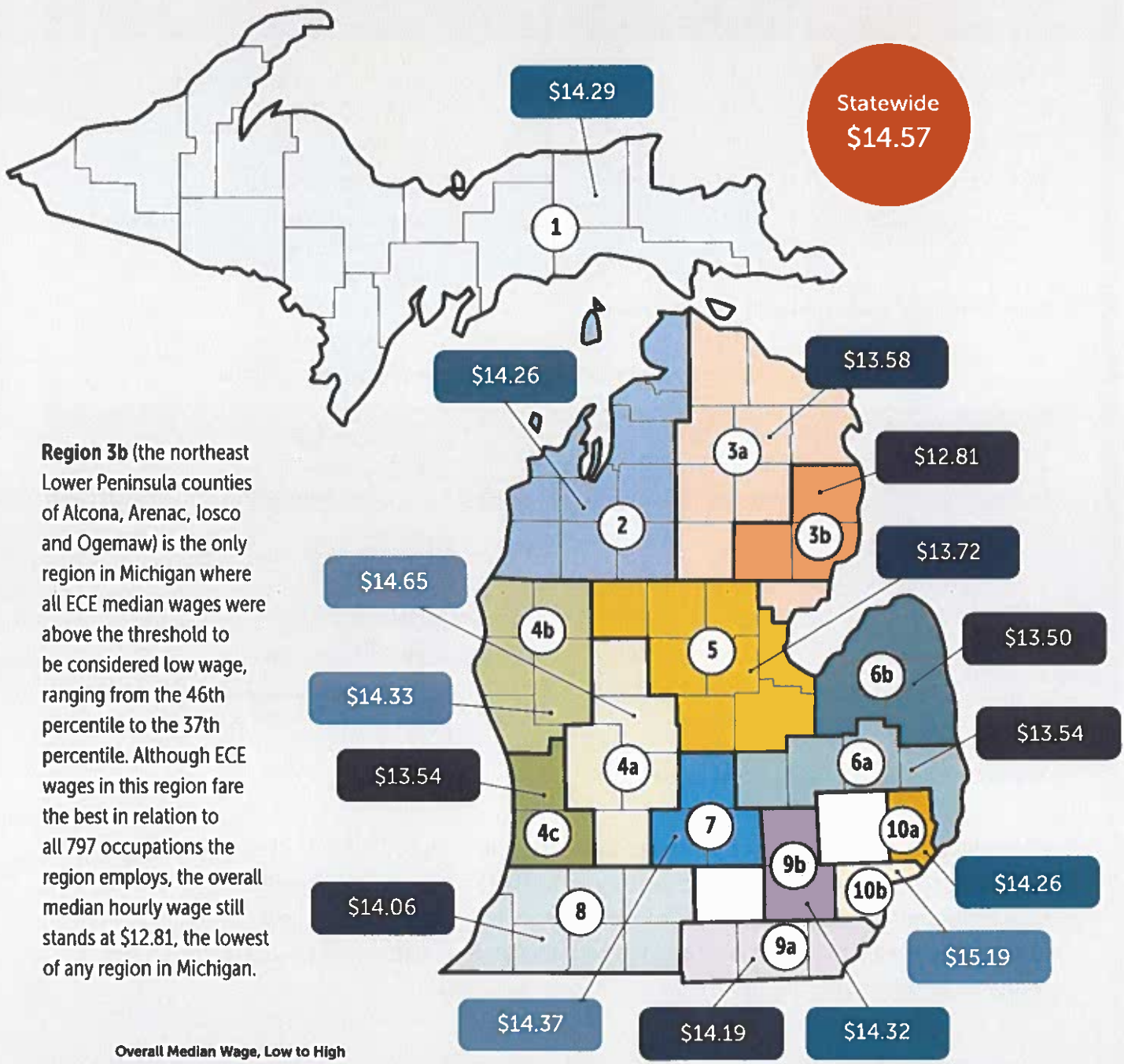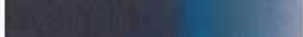 Overall Median Hourly Wage of All Early Childhood Education Classroom Occupations, Statewide and by Region, Michigan, 2022

$14.29

Statewide
$14.57

1

$14.26

$13.58

3a

$12.81

Region 3b (the northeast Lower Peninsula counties of Alcona, Arenac, Iosco and Ogemaw) is the only region in Michigan where all ECE median wages were above the threshold to be considered low wage, ranging from the 46th percentile to the 37th percentile. Although ECE wages in this region fare the best in relation to all 797 occupations the region employs, the overall median hourly wage still stands at $12.81, the lowest of any region in Michigan.

2

3b

$13.72

$14.65

4b

5

6b

$13.50

$14.33

$13.54

4a

6a

$13.54

4c

7

10a

$14.06

8

9b

10b

$14.26

9a

$15.19

$14.37

$14.19

$14.32

Overall Median Wage, Low to High

$12.81 $15.19

Base Wages for Early Childhood Educators of Infants and Toddlers

Instructional Roles	Current Median Wage		Proposed Base Wage	Explanation for Proposed Base Wage*
	Hourly	Annual Pay[5] (52 weeks)		
Lead Teacher, Infant-Toddler	$16.03	$33,342	$31.93	Median Hourly rate for Step 1 K-12 Teacher ($48,761 a year) + 10%
Assistant Teacher, Infant-Toddler	$14.09	$29,307	$23.95	25% less than Lead Teacher
Aide/floater, Infant-Toddler	$12.45	$25,896	$17.96	25% less than Assistant Teacher
Substitute, Infant-Toddler	$15.04	$31,283	$23.95	Parity with Assistant Teacher, with similar responsibilities (10% increase for long-term assignments)

* Note: All Infant/Toddler instructional roles are 10% more than Preschool roles.

Base Wages for Early Childhood Educators of Preschool-aged Children

Instructional Roles	Current Median Wage		Proposed Base Wage	Explanation for Proposed Base Wage*
	Hourly	Annual Pay[5] (52 weeks)		
Lead Teacher, Preschool	$16.03	$33,342	$29.02	Median Hourly rate for Step 1 K-12 Teacher ($48,761 a year)
Assistant Teacher, Preschool	$14.09	$29,307	$21.77	25% less than Lead Teacher
Aide/floater, Preschool	$12.45	$25,896	$16.33	25% less than Assistant Teacher
Substitute, Preschool	$15.04	$31,283	$21.77	Parity with Assistant Teacher, with similar responsibilities (10% increase for long-term assignments)

* Note: All Infant/Toddler instructional roles are 10% more than Preschool roles

While this approach sets ECE wages on par with educators in the public K-12 system, it's important to note that early educators will still lack parity with K-12 teachers, as the majority of early educators have limited or no access to benefits. Thus, total compensation in a K-12 setting will still significantly outpace ECE even if the wages paid to educators are identical, because the K-12 system has the resources to offer educators more generous benefit packages.

[5] Note: Early educators are not typically salaried but paid hourly, and hours worked can vary drastically from the standard full-time schedule. Annual salaries are included here to provide an estimate as to what each instructional role might earn over the course of a year to provide a comparison against similar salaried roles.

Speakers

Kathy Szenda Wilson szendawilson@upjohn.org | https://pulseroadmap.org/
Kathy Szenda Wilson has invested more than 25 years in systems building within philanthropy and community development to improve the lives of children and their families. She founded and co-leads Pulse at the WE Upjohn Institute for Employment Research. Pulse is an early childhood system building organization dedicated to improving child and family outcomes. In 2020 she was elected as Battle Creek's Ward 4 City Commissioner, where she advocated on behalf of children and families within her district. She is an accomplished facilitator, coach, storyteller, and trainer. Her trademark empathy and ability to synthesize and weave together ideas and experiences help systems, organizations and individuals surface their best ideas and move forward toward their goals. Certifications and specialties include: Certified Community Coach; Certified Master ACE Study Trainer; Rockwood Leadership Institute Alum; System Building Facilitator (ABLe Change Framework, Michigan State University); and Asset-Based Community Development (DePaul University).

Andy Richards Andy.Richards@duncanaviation.com
Andy Richards is the Chief Operating Officer for Duncan Aviation's Michigan Operations. Duncan Aviation provides maintenance, repair, and overhaul services for business jets. We provide high quality careers to over 800 team members in Battle Creek and Kalamazoo Michigan. Andy has been employed by Duncan Aviation for 27 years and began his career as an entry-level technician and is on the Board of the United Way of South Central Michigan.

Bronwyn Drost BDrost@southwestmichiganfirst.com
Bronwyn Drost is the Senior Direct of Economic Development at Southwest Michigan First. She is a relationship-focused professional dedicated to improving quality of life and community vitality by serving businesses, municipalities, and other key economic development stakeholders to support job creation and the growth of tax base and income. A strategic arranger with well-developed communication skills and excellent interpersonal skills. Highly adaptable, with a unique ability to effectively assist and motivate partners to identify and work toward achievement of collective economic development goals.

Carrie Anderson morningstarcc@comcast.net
Carrie Anderson is the owner and Executive Director of Morning Star Child Care and has been working in the field for over 20 years. She has two Nationally Accredited centers located in Dexter as well as a newly opened child care center in Hartland. She received a B.S. in Child Development from Madonna University in 2009. Carrie serves on the Board of Directors for Child Care Network as well as the child care advisory board for Washtenaw Community College, and is the Past President for the Early Childhood Directors Association of Washtenaw County.

Alex Andrews A.Andrews@talentfirst.net | https://info.talentfirst.net/ece-wage-scale

Alex Andrews is the Director of Business Intelligence & Workforce Innovation at TalentFirst, an organization of 130 CEOs from West Michigan committed to increasing the quality of the workforce in the region. He's spent the past 6 years in this role leveraging education and workforce data to influence organizational decision-making and shape public policy. He has authored numerous publications on topics that span the entire talent system, but his research focuses predominantly on workforce development and economic mobility and is the author of the Balancing the Scales report on Michigan's child care wages. Alex earned his Master of Public Policy from Michigan State University in 2018.

Carrie Rosingana crosingana@camw.net

Carrie Rosingana is the chief executive officer for Capital Area Michigan Works! (CAMW!), a workforce development agency responsible for managing multi-million dollar federal and state workforce programs within the tri-county Capital region of Clinton, Eaton and Ingham Counties. Prior to her career in workforce development, Carrie was an early childhood classroom educator at a nationally and state accredited child development center in Lansing in a GSRP classroom connected to the Lansing Community College child development degree program.

Carrie holds a bachelor's degree in family community service with an emphasis on early childhood education from Michigan State University. Carrie serves on behalf of CAMW! on numerous regional and statewide boards for organizations, including most recently serving as the Michigan PreK for All Action Team Chair. In addition to this role, Carrie serves on the Lansing Economic Area Partnership Board and Executive Committee, the Lansing Community College Coalition for College and Career Readiness (C3R) as its chair, Lansing Regional Chamber of Commerce Diversity, Education and Inclusion Committee, Michigan Works! Association Board of Directors, Workforce Intelligence Network Board of Directors, Michigan College Access Network Educated Workforce Advisory Board, and the Michigan Energy Workforce Development Consortium. She also previously served for several years as a board member at a nationally accredited child development center.

Beth Berglin beth@mitransformation.org

Beth Berglin is the Director of Policy and Strategy for the Michigan Transformation Collective and is focused on transformative systems change, locally and across Michigan, to create the conditions necessary for families in Michigan to thrive. Beth serves as the policy lead for the Region 8 child care plan. Beth brings over 20 years' experience in social services, public policy and advocacy - and believes policy change must be designed and informed by individuals and families impacted by systemic change. She has a master's in Child Development and bachelor's Degrees in Family Community Service and Criminal Justice from Michigan State University.

Critical Needs

Align the rates for the child care scholarship to a living wage for employees, not the prevailing wage for the industry. Identify two communities to pilot the compensation recommendations in the Balancing the Scales report.

Support child care workers wages by qualifying every staff member in a licensed center for the child care scholarship.

Identify continuing support for regional child care implementation. A report of recommendations is only useful if there is a plan for execution of the goals. We must identify resources to support county-based leads to ensure the implementation of the recommendations are strategically executed and locally-led.

Further Recommendations

Supporting Families

Initiate presumptive eligibility for the child care scholarship so children can start child care immediately, instead of waiting until the parent can show proof that they're working with a pay stub.

Support parents or guardians looking for work by qualifying people enrolled in MiWorks! programs for the child care scholarship.

Expand funding for TriShare and allow for unique models to thrive, including Tri-share models that replace the employer portion with a private source of funds like the Shared Prosperity Kalamazoo Trishare program, which is supported by funds from the Foundation for Excellence in Kalamazoo.

Supporting New and Existing Businesses

Fund a full-time regional child care licensing navigator to assist current licensed-exempt and new licensing applicants in understanding and navigating the state child care licensing process, local permitting process, and will ensure utilization of available public funds for space, start up grants, staffing concerns and business supports.

Develop recommendations for municipal government to eliminate barriers to licensing and share with EDOs statewide. These could include identifying a local cohort of child care providers that need backend business support, structural upgrades, etc to include in small business strategies.