

Appendix 2: Supplemental Tables, Chapter 3

APPENDIX TABLE 3.1

Total & Percentage of ECE Employee Workforce by Occupation & State, 2017

	Child Care Workers		Preschool Teachers, Excl. Special Ed		Preschool Teachers, Special Ed		Preschool/Child Care Center Directors		All ECE Employees
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total
NATIONAL	562420	54%	409740	39%	28540	3%	49130	5%	1049830
Alabama	8620	81%	1790	17%	40	0%	170	2%	10620
Alaska	1800	68%	660	25%	80	3%	100	4%	2640
Arizona	9400	55%	6160	36%	330	2%	1050	6%	16940
Arkansas	6630	60%	3240	29%	690	6%	530	5%	11090
California	58630	49%	51990	43%	1790	1%	7350	6%	119760
Colorado	8200	44%	8750	47%	940	5%	780	4%	18670
Connecticut	9440	60%	5490	35%	200	1%	730	5%	15860
Delaware	1360	35%	2280	59%	Not available	Not available	230	6%	3870
District of Columbia	2030	61%	1320	39%	Not available	Not available	Not available	Not available	3350
Florida	34190	57%	21380	36%	2860	5%	1090	2%	59520
Georgia	15320	47%	15300	47%	320	1%	1880	6%	32820
Hawaii	2180	51%	1620	38%	280	7%	180	4%	4260
Idaho	1510	56%	1030	38%	40	1%	140	5%	2720
Illinois	17370	42%	20620	49%	1520	4%	2220	5%	41730
Indiana	9510	60%	5570	35%	210	1%	680	4%	15970
Iowa	8200	61%	4330	32%	180	1%	710	5%	13420
Kansas	5840	65%	2260	25%	440	5%	510	6%	9050
Kentucky	11760	76%	3170	21%	140	1%	340	2%	15410
Louisiana	8420	68%	2420	19%	1310	11%	290	2%	12440
Maine	3180	69%	1270	27%	Not available	Not available	180	4%	4630
Maryland	8830	43%	10000	49%	800	4%	980	5%	20610
Massachusetts	13530	41%	16390	50%	1090	3%	1830	6%	32840
Michigan	15690	59%	9340	35%	360	1%	980	4%	26370
Minnesota	11550	55%	7610	36%	1240	6%	780	4%	21180
Mississippi	7010	71%	2500	25%	Not available	Not available	370	4%	9880
Missouri	12890	68%	5050	27%	310	2%	630	3%	18880

APPENDIX TABLE 3.1

Total & Percentage of ECE Employee Workforce by Occupation & State, 2017*(continued)*

	Child Care Workers		Preschool Teachers, Excl. Special Ed		Preschool Teachers, Special Ed		Preschool/Child Care Center Directors		All ECE Employees
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total
Montana	2660	68%	1100	28%	Not available	Not available	130	3%	3890
Nebraska	8520	86%	1090	11%	150	2%	180	2%	9940
Nevada	3920	67%	1330	23%	460	8%	160	3%	5870
New Hampshire	2410	40%	3120	52%	Not available	Not available	470	8%	6000
New Jersey	18740	53%	14960	42%	130	0%	1740	5%	35570
New Mexico	2550	48%	2460	47%	Not available	Not available	250	5%	5260
New York	40280	48%	34110	41%	5230	6%	4480	5%	84100
North Carolina	18210	50%	15990	44%	670	2%	1680	5%	36550
North Dakota	3060	73%	850	20%	80	2%	200	5%	4190
Ohio	20290	55%	13670	37%	1040	3%	2110	6%	37110
Oklahoma	7000	53%	5530	42%	130	1%	640	5%	13300
Oregon	6460	44%	7120	49%	230	2%	740	5%	14550
Pennsylvania	23740	57%	14110	34%	820	2%	2880	7%	41550
Rhode Island	2330	61%	1260	33%	80	2%	150	4%	3820
South Carolina	6860	54%	5040	40%	180	1%	520	4%	12600
South Dakota	2610	65%	1310	32%	40	1%	80	2%	4040
Tennessee	8120	50%	6860	42%	420	3%	820	5%	16220
Texas	50090	56%	34950	39%	1410	2%	2780	3%	89230
Utah	5680	74%	1380	18%	360	5%	250	3%	7670
Vermont	1290	47%	1040	38%	110	4%	290	11%	2730
Virginia	14580	56%	9730	38%	590	2%	980	4%	25880
Washington	9080	46%	8830	45%	660	3%	1180	6%	19750
West Virginia	2360	55%	1770	41%	Not available	Not available	200	5%	4330
Wisconsin	6710	38%	9700	55%	120	1%	960	5%	17490
Wyoming	1800	63%	900	31%	70	2%	100	3%	2870

Source: Median wage, Occupational Employment Statistics (OES) Survey, Bureau of Labor Statistics, Department of Labor. Retrieved from <http://stats.bls.gov/oes/>.

APPENDIX TABLE 3.2

Family Participation Rates in Public Income Support & Health Care Programs for Child Care Worker* Families by State, 2014-2016

State	Year	EITC Participation	Medicaid/ CHIP Participation	Food Stamp Participation	TANF Participation	Total Participation
California	2014-2016	43%	44%	22%	4%	58%
	2009-2013	44%	26%	17%	5%	47%
Florida	2014-2016	55%	25%	37%	1%	63%
	2009-2013	51%	16%	31%	1%	52%
Illinois	2014-2016	38%	27%	31%	1%	50%
	2009-2013	42%	25%	28%	1%	46%
Michigan	2014-2016	38%	27%	27%	1%	49%
	2009-2013	39%	22%	32%	2%	47%
New Jersey	2014-2016	44%	30%	15%	1%	51%
	2009-2013	42%	17%	19%	1%	39%
New York	2014-2016	57%	46%	30%	1%	65%
	2009-2013	56%	29%	31%	2%	59%
Ohio	2014-2016	37%	31%	19%	2%	50%
	2009-2013	35%	15%	17%	3%	37%
Pennsylvania	2014-2016	32%	23%	22%	1%	50%
	2009-2013	35%	21%	19%	1%	43%
Texas	2014-2016	47%	26%	23%	1%	56%
	2009-2013	48%	22%	25%	1%	54%
Virginia	2014-2016	37%	15%	14%	1%	51%
	2009-2013	39%	14%	16%	1%	39%
NATIONAL	2014-2016	41%	30%	23%	1%	53%
	2009-2013	42%	21%	23%	2%	46%

Source: UC Berkeley Labor Center calculations from the American Community Survey 2014-2016, the Current Population Survey 2015 to March 2017, and program administrative data. Estimates for 2009-2013 as reported in the Early Childhood Workforce Index, 2016.

* According to our definition of "year-round" worker: 27 or more weeks and usually 10 hours or more per week; excludes workers in "Residential Care Without Nursing."

APPENDIX TABLE 3.3

Median Hourly Wages, Actual & Adjusted for Cost of Living, for ECE Occupations by State, 2017

State	Child Care Worker				Preschool Teacher				Preschool/Child Care Center Director			
	Median Hourly Wage	Median Hourly Wage (adjusted)	Annual Median Wage	Annual Median Wage (adjusted)	Median Hourly Wage	Median Hourly Wage (adjusted)	Annual Median Wage	Annual Median Wage (adjusted)	Median Hourly Wage	Median Hourly Wage (adjusted)	Annual Median Wage	Annual Median Wage (adjusted)
NATIONAL	\$10.72	N/A	\$22,290	N/A	\$13.94	N/A	\$28,990	N/A	\$22.54	N/A	\$46,890	N/A
Alabama	\$8.93	\$10.26	\$18,580	\$21,356	\$10.98	\$12.62	\$22,830	\$26,241	\$16.36	\$18.80	\$34,040	\$39,126
Alaska	\$11.99	\$9.80	\$24,940	\$20,376	\$14.82	\$12.11	\$30,820	\$25,180	\$28.86	\$23.58	\$60,020	\$49,036
Arizona	\$11.24	\$11.37	\$23,380	\$23,640	\$13.42	\$13.57	\$27,910	\$28,220	\$18.05	\$18.25	\$37,550	\$37,968
Arkansas	\$9.32	\$10.90	\$19,380	\$22,667	\$14.25	\$16.67	\$29,650	\$34,678	\$19.94	\$23.32	\$41,480	\$48,515
California	\$12.29	\$9.58	\$25,570	\$19,930	\$16.19	\$12.62	\$33,670	\$26,243	\$23.91	\$18.64	\$49,720	\$38,753
Colorado	\$12.60	\$12.71	\$26,200	\$26,438	\$13.88	\$14.01	\$28,870	\$29,132	\$22.73	\$22.94	\$47,290	\$47,719
Connecticut	\$11.87	\$9.56	\$24,690	\$19,895	\$16.58	\$13.36	\$34,480	\$27,784	\$24.71	\$19.91	\$51,390	\$41,410
Delaware	\$10.21	\$10.29	\$21,230	\$21,401	\$12.54	\$12.64	\$26,070	\$26,280	\$24.44	\$24.64	\$50,840	\$51,250
District of Columbia	\$14.33	\$10.58	\$29,810	\$22,000	\$18.02	\$13.30	\$37,480	\$27,661	N/A	N/A	N/A	N/A
Florida	\$10.09	\$10.54	\$20,980	\$21,923	\$11.70	\$12.23	\$24,350	\$25,444	\$22.89	\$23.92	\$47,610	\$49,749
Georgia	\$9.53	\$10.59	\$19,830	\$22,033	\$13.42	\$14.91	\$27,910	\$31,011	\$19.07	\$21.19	\$39,670	\$44,078
Hawaii	\$10.64	\$7.94	\$22,130	\$16,515	\$17.94	\$13.39	\$37,310	\$27,843	\$23.29	\$17.38	\$48,430	\$36,142
Idaho	\$9.04	\$10.46	\$18,800	\$21,759	\$10.75	\$12.44	\$22,350	\$25,868	\$17.96	\$20.79	\$37,360	\$43,241
Illinois	\$10.77	\$10.72	\$22,410	\$22,299	\$13.64	\$13.57	\$28,380	\$28,239	\$24.02	\$23.90	\$49,960	\$49,711
Indiana	\$9.62	\$11.11	\$20,000	\$23,095	\$11.65	\$13.45	\$24,240	\$27,991	\$18.99	\$21.93	\$39,490	\$45,600
Iowa	\$9.20	\$10.34	\$19,130	\$21,494	\$11.12	\$12.49	\$23,130	\$25,989	\$17.05	\$19.16	\$35,470	\$39,854
Kansas	\$9.25	\$10.24	\$19,240	\$21,307	\$12.94	\$14.33	\$26,920	\$29,812	\$19.50	\$21.59	\$40,560	\$44,917
Kentucky	\$9.28	\$11.00	\$19,300	\$22,867	\$15.49	\$18.35	\$32,220	\$38,175	\$20.81	\$24.66	\$43,280	\$51,280
Louisiana	\$8.95	\$9.93	\$18,610	\$20,655	\$17.07	\$18.95	\$35,510	\$39,412	\$19.20	\$21.31	\$39,940	\$44,329
Maine	\$11.18	\$10.11	\$23,250	\$21,022	\$14.92	\$13.49	\$31,040	\$28,065	\$22.59	\$20.42	\$46,980	\$42,477
Maryland	\$11.29	\$9.83	\$23,480	\$20,435	\$14.16	\$12.32	\$29,450	\$25,631	\$22.25	\$19.36	\$46,280	\$40,279
Massachusetts	\$12.74	\$10.34	\$26,510	\$21,518	\$15.71	\$12.75	\$32,680	\$26,526	\$27.11	\$22.00	\$56,400	\$45,779
Michigan	\$10.09	\$11.62	\$20,990	\$24,182	\$13.94	\$16.06	\$28,990	\$33,399	\$21.78	\$25.09	\$45,300	\$52,189
Minnesota	\$11.27	\$11.83	\$23,450	\$24,607	\$14.93	\$15.67	\$31,060	\$32,592	\$24.36	\$25.56	\$50,660	\$53,158
Mississippi	\$8.84	\$10.79	\$18,380	\$22,442	\$13.14	\$16.04	\$27,330	\$33,370	\$16.56	\$20.22	\$34,440	\$42,051
Missouri	\$9.96	\$11.31	\$20,730	\$23,530	\$12.03	\$13.65	\$25,020	\$28,400	\$20.69	\$23.48	\$43,040	\$48,854
Montana	\$9.84	\$10.59	\$20,460	\$22,024	\$13.90	\$14.96	\$28,910	\$31,119	\$18.30	\$19.70	\$38,060	\$40,969
Nebraska	\$10.33	\$11.55	\$21,480	\$24,027	\$17.37	\$19.43	\$36,120	\$40,403	\$22.51	\$25.18	\$46,820	\$52,371
Nevada	\$10.39	\$10.40	\$21,610	\$21,632	\$12.01	\$12.02	\$24,980	\$25,005	\$21.47	\$21.49	\$44,660	\$44,705
New Hampshire	\$10.79	\$9.37	\$22,430	\$19,470	\$13.75	\$11.94	\$28,610	\$24,835	\$21.56	\$18.72	\$44,840	\$38,924
New Jersey	\$11.51	\$10.11	\$23,930	\$21,028	\$15.57	\$13.68	\$32,380	\$28,453	\$26.27	\$23.08	\$54,650	\$48,023
New Mexico	\$9.66	\$10.18	\$20,080	\$21,159	\$12.89	\$13.58	\$26,820	\$28,261	\$19.87	\$20.94	\$41,330	\$43,551

APPENDIX TABLE 3.3

Median Hourly Wages, Actual & Adjusted for Cost of Living, for ECE Occupations by State, 2017 *(continued)*

State	Child Care Worker				Preschool Teacher				Preschool/Child Care Center Director			
	Median Hourly Wage	Median Hourly Wage (adjusted)	Annual Median Wage	Annual Median Wage (adjusted)	Median Hourly Wage	Median Hourly Wage (adjusted)	Annual Median Wage	Annual Median Wage (adjusted)	Median Hourly Wage	Median Hourly Wage (adjusted)	Annual Median Wage	Annual Median Wage (adjusted)
New York	\$12.38	\$9.46	\$25,760	\$19,679	\$16.64	\$12.71	\$34,620	\$26,448	\$30.54	\$23.33	\$63,520	\$48,526
North Carolina	\$9.86	\$10.93	\$20,510	\$22,738	\$12.44	\$13.79	\$25,880	\$28,692	\$20.97	\$23.25	\$43,610	\$48,348
North Dakota	\$10.56	\$11.09	\$21,960	\$23,067	\$13.58	\$14.26	\$28,250	\$29,674	\$18.96	\$19.92	\$39,430	\$41,418
Ohio	\$9.86	\$11.12	\$20,500	\$23,112	\$11.80	\$13.30	\$24,550	\$27,678	\$18.60	\$20.97	\$38,680	\$43,608
Oklahoma	\$9.10	\$10.52	\$18,930	\$21,884	\$13.86	\$16.02	\$28,830	\$33,329	\$18.04	\$20.86	\$37,520	\$43,376
Oregon	\$11.45	\$10.96	\$23,810	\$22,785	\$13.70	\$13.11	\$28,500	\$27,273	\$22.12	\$21.17	\$46,010	\$44,029
Pennsylvania	\$9.71	\$9.66	\$20,190	\$20,090	\$12.99	\$12.93	\$27,020	\$26,886	\$20.82	\$20.72	\$43,300	\$43,085
Rhode Island	\$11.82	\$10.30	\$24,580	\$21,411	\$14.57	\$12.69	\$30,320	\$26,411	\$27.21	\$23.70	\$56,590	\$49,294
South Carolina	\$9.15	\$9.85	\$19,030	\$20,484	\$11.08	\$11.93	\$23,060	\$24,822	\$16.46	\$17.72	\$34,230	\$36,846
South Dakota	\$9.68	\$10.16	\$20,130	\$21,123	\$13.84	\$14.52	\$28,790	\$30,210	\$26.70	\$28.02	\$55,530	\$58,269
Tennessee	\$9.28	\$10.72	\$19,290	\$22,275	\$12.30	\$14.20	\$25,580	\$29,538	\$20.54	\$23.72	\$42,720	\$49,330
Texas	\$9.46	\$10.35	\$19,670	\$21,521	\$13.10	\$14.33	\$27,240	\$29,803	\$20.57	\$22.51	\$42,780	\$46,805
Utah	\$9.55	\$10.29	\$19,870	\$21,412	\$12.78	\$13.77	\$26,590	\$28,653	\$18.44	\$19.87	\$38,360	\$41,336
Vermont	\$12.71	\$11.28	\$26,440	\$23,461	\$14.57	\$12.93	\$30,310	\$26,894	\$22.14	\$19.65	\$46,050	\$40,861
Virginia	\$9.82	\$10.01	\$20,430	\$20,826	\$15.59	\$15.89	\$32,440	\$33,068	\$24.90	\$25.38	\$51,800	\$52,803
Washington	\$12.32	\$11.62	\$25,620	\$24,170	\$14.69	\$13.86	\$30,550	\$28,821	\$22.17	\$20.92	\$46,110	\$43,500
West Virginia	\$9.52	\$10.61	\$19,790	\$22,062	\$12.67	\$14.12	\$26,350	\$29,376	\$16.09	\$17.94	\$33,460	\$37,302
Wisconsin	\$10.03	\$10.74	\$20,850	\$22,323	\$11.64	\$12.46	\$24,200	\$25,910	\$19.53	\$20.91	\$40,630	\$43,501
Wyoming	\$11.14	\$11.60	\$23,180	\$24,146	\$14.33	\$14.93	\$29,810	\$31,052	\$23.75	\$24.74	\$49,400	\$51,458

Source: Occupational Employment Statistics (OES) Survey, Bureau of Labor Statistics, Department of Labor. Retrieved from <http://stats.bls.gov/oes/>.

Notes: Cost of living adjustment was performed using the Council for Community and Economic Research 2017 Cost of Living Index. Retrieved from <http://coli.org/>.

APPENDIX TABLE 3.4

Median Hourly Wages, Actual & Adjusted for Cost of Living, for Kindergarten & Elementary School Teachers by State, 2017

State	Kindergarten Teacher				Elementary School Teacher			
	Median Hourly Wage (10-month)	Median Hourly Wage (10-month, adjusted)	Annual Median Wage	Annual Median Wage (adjusted)	Median Hourly Wage (10-month)	Median Hourly Wage (10-month, adjusted)	Annual Median Wage	Annual Median Wage (adjusted)
NATIONAL	\$31.29	N/A	\$54,230	N/A	\$32.98	N/A	\$57,160	N/A
Alabama	\$25.04	\$28.79	\$43,410	\$49,897	\$28.61	\$32.88	\$49,590	\$57,000
Alaska	\$40.48	\$33.07	\$70,160	\$57,320	\$42.87	\$35.03	\$74,310	\$60,711
Arizona	\$24.83	\$25.10	\$43,030	\$43,509	\$24.97	\$25.25	\$43,280	\$43,761
Arkansas	\$26.62	\$31.13	\$46,140	\$53,965	\$27.29	\$31.92	\$47,300	\$55,322
California	\$38.33	\$29.88	\$66,440	\$51,785	\$45.17	\$35.20	\$78,290	\$61,021
Colorado	\$27.68	\$27.93	\$47,970	\$48,406	\$28.71	\$28.97	\$49,770	\$50,222
Connecticut	\$43.90	\$35.37	\$76,090	\$61,313	\$44.65	\$35.98	\$77,400	\$62,369
Delaware	\$31.73	\$31.99	\$55,000	\$55,444	\$34.05	\$34.32	\$59,020	\$59,496
District of Columbia	\$34.36	\$25.35	\$59,550	\$43,948	\$43.06	\$31.78	\$74,630	\$55,077
Florida	\$27.06	\$28.27	\$46,900	\$49,007	\$27.23	\$28.45	\$47,200	\$49,321
Georgia	\$30.92	\$34.35	\$53,590	\$59,544	\$31.73	\$35.26	\$55,000	\$61,111
Hawaii	\$26.20	\$19.55	\$45,410	\$33,888	\$34.58	\$25.80	\$59,930	\$44,724
Idaho	\$26.58	\$30.77	\$46,080	\$53,333	\$25.81	\$29.87	\$44,740	\$51,782
Illinois	\$30.77	\$30.62	\$53,340	\$53,075	\$33.93	\$33.77	\$58,820	\$58,527
Indiana	\$27.23	\$31.44	\$47,200	\$54,503	\$28.26	\$32.64	\$48,990	\$56,570
Iowa	\$29.93	\$33.63	\$51,880	\$58,292	\$30.73	\$34.53	\$53,270	\$59,854
Kansas	\$26.91	\$29.80	\$46,640	\$51,650	\$27.73	\$30.71	\$48,060	\$53,223
Kentucky	\$31.11	\$36.86	\$53,930	\$63,898	\$30.84	\$36.54	\$53,450	\$63,329
Louisiana	\$28.04	\$31.12	\$48,600	\$53,940	\$27.48	\$30.50	\$47,640	\$52,875
Maine	\$30.20	\$27.31	\$52,350	\$47,333	\$30.54	\$27.62	\$52,940	\$47,866
Maryland	\$35.45	\$30.85	\$61,450	\$53,481	\$37.93	\$33.01	\$65,740	\$57,215
Massachusetts	\$41.24	\$33.47	\$71,480	\$58,019	\$43.07	\$34.96	\$74,650	\$60,593
Michigan	\$32.04	\$36.91	\$55,530	\$63,975	\$35.49	\$40.88	\$61,510	\$70,864
Minnesota	\$32.39	\$33.99	\$56,140	\$58,909	\$35.00	\$36.73	\$60,670	\$63,662
Mississippi	\$24.83	\$30.31	\$43,030	\$52,540	\$25.04	\$30.57	\$43,400	\$52,991
Missouri	\$28.25	\$32.07	\$48,970	\$55,585	\$27.66	\$31.40	\$47,950	\$54,427
Montana	\$29.64	\$31.91	\$51,380	\$55,307	\$28.74	\$30.93	\$49,810	\$53,617
Nebraska	\$32.46	\$36.31	\$56,260	\$62,931	\$32.13	\$35.94	\$55,700	\$62,304
Nevada	\$31.36	\$31.39	\$54,360	\$54,414	\$32.07	\$32.10	\$55,580	\$55,636
New Hampshire	\$32.29	\$28.03	\$55,970	\$48,585	\$33.13	\$28.76	\$57,430	\$49,852
New Jersey	\$35.96	\$31.60	\$62,330	\$54,772	\$37.87	\$33.28	\$65,640	\$57,680
New Mexico	\$33.35	\$35.14	\$57,800	\$60,906	\$32.45	\$34.20	\$56,250	\$59,273
New York	\$41.19	\$31.47	\$71,400	\$54,545	\$44.60	\$34.07	\$77,300	\$59,053
North Carolina	\$25.37	\$28.13	\$43,980	\$48,758	\$26.03	\$28.86	\$45,120	\$50,022
North Dakota	\$27.29	\$28.67	\$47,310	\$49,695	\$28.47	\$29.90	\$49,340	\$51,828

APPENDIX TABLE 3.4

Median Hourly Wages, Actual & Adjusted for Cost of Living, for Kindergarten & Elementary School Teachers by State, 2017 *(continued)*

State	Kindergarten Teacher				Elementary School Teacher			
	Median Hourly Wage (10-month)	Median Hourly Wage (10-month, adjusted)	Annual Median Wage	Annual Median Wage (adjusted)	Median Hourly Wage (10-month)	Median Hourly Wage (10-month, adjusted)	Annual Median Wage	Annual Median Wage (adjusted)
Ohio	\$31.52	\$35.54	\$54,640	\$61,601	\$34.36	\$38.74	\$59,560	\$67,148
Oklahoma	\$21.91	\$25.33	\$37,980	\$43,908	\$22.17	\$25.62	\$38,420	\$44,416
Oregon	\$38.80	\$37.13	\$67,260	\$64,364	\$36.98	\$35.38	\$64,090	\$61,330
Pennsylvania	\$31.10	\$30.94	\$53,900	\$53,632	\$35.97	\$35.79	\$62,340	\$62,030
Rhode Island	\$38.45	\$33.49	\$66,640	\$58,049	\$41.02	\$35.73	\$71,100	\$61,934
South Carolina	\$29.67	\$31.94	\$51,430	\$55,361	\$28.43	\$30.60	\$49,270	\$53,036
South Dakota	\$22.84	\$23.97	\$39,590	\$41,542	\$23.53	\$24.69	\$40,780	\$42,791
Tennessee	\$27.23	\$31.44	\$47,200	\$54,503	\$28.33	\$32.72	\$49,110	\$56,709
Texas	\$31.99	\$35.00	\$55,450	\$60,667	\$32.34	\$35.38	\$56,050	\$61,324
Utah	\$23.23	\$25.04	\$40,270	\$43,394	\$30.61	\$32.99	\$53,060	\$57,177
Vermont	\$31.69	\$28.12	\$54,930	\$48,740	\$33.85	\$30.03	\$58,670	\$52,059
Virginia	\$37.18	\$37.90	\$64,440	\$65,688	\$36.98	\$37.69	\$64,090	\$65,331
Washington	\$35.37	\$33.36	\$61,300	\$57,830	\$36.92	\$34.83	\$64,000	\$60,377
West Virginia	\$28.05	\$31.27	\$48,620	\$54,203	\$26.23	\$29.24	\$45,470	\$50,691
Wisconsin	\$31.19	\$33.39	\$54,060	\$57,880	\$32.39	\$34.68	\$56,140	\$60,107
Wyoming	\$32.91	\$34.28	\$57,040	\$59,417	\$33.51	\$34.90	\$58,080	\$60,500

Source: Occupational Employment Statistics (OES) Survey, Bureau of Labor Statistics, Department of Labor. Retrieved from <http://stats.bls.gov/oes/>.

Notes: Cost of living adjustment was performed using the Council for Community and Economic Research 2017 Cost of Living Index. Retrieved from <http://coli.org/>.

APPENDIX TABLE 3.5

Median Hourly Wages for ECE Occupations by State, 2015-2017

State	Child Care Worker				Preschool Teacher				Preschool/Child Care Center Director			
	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change
NATIONAL	\$9.77	\$10.05	\$10.72	7%	\$13.74	\$14.14	\$13.94	-1%	\$21.96	\$22.60	\$22.54	0%
Alabama	\$8.75	\$9.00	\$8.93	-1%	\$12.78	\$13.15	\$10.98	-17%	\$19.48	\$20.04	\$16.36	-18%
Alaska	\$11.80	\$12.14	\$11.99	-1%	\$17.51	\$18.02	\$14.82	-18%	\$27.17	\$27.96	\$28.86	3%
Arizona	\$9.65	\$9.93	\$11.24	13%	\$11.33	\$11.66	\$13.42	15%	\$18.45	\$18.99	\$18.05	-5%
Arkansas	\$8.80	\$9.06	\$9.32	3%	\$13.55	\$13.94	\$14.25	2%	\$21.44	\$22.06	\$19.94	-10%
California	\$11.61	\$11.95	\$12.29	3%	\$15.25	\$15.69	\$16.19	3%	\$24.79	\$25.51	\$23.91	-6%
Colorado	\$11.47	\$11.80	\$12.60	7%	\$13.11	\$13.49	\$13.88	3%	\$20.76	\$21.36	\$22.73	6%
Connecticut	\$10.77	\$11.08	\$11.87	7%	\$15.20	\$15.64	\$16.58	6%	\$24.49	\$25.20	\$24.71	-2%
Delaware	\$9.95	\$10.24	\$10.21	0%	\$12.24	\$12.59	\$12.54	0%	\$23.17	\$23.84	\$24.44	3%
District of Columbia	\$11.06	\$11.38	\$14.33	26%	\$19.20	\$19.76	\$18.02	-9%	\$29.00	\$29.84	Not available	Not available
Florida	\$9.53	\$9.81	\$10.09	3%	\$11.65	\$11.99	\$11.70	-2%	\$27.87	\$28.68	\$22.89	-20%
Georgia	\$9.16	\$9.43	\$9.53	1%	\$13.56	\$13.95	\$13.42	-4%	\$18.01	\$18.53	\$19.07	3%
Hawaii	\$9.07	\$9.33	\$10.64	14%	\$16.20	\$16.67	\$17.94	8%	\$21.87	\$22.50	\$23.29	3%
Idaho	\$8.79	\$9.04	\$9.04	0%	\$10.54	\$10.85	\$10.75	-1%	\$18.06	\$18.58	\$17.96	-3%
Illinois	\$10.50	\$10.80	\$10.77	0%	\$13.79	\$14.19	\$13.64	-4%	\$22.60	\$23.26	\$24.02	3%
Indiana	\$9.36	\$9.63	\$9.62	0%	\$11.79	\$12.13	\$11.65	-4%	\$17.83	\$18.35	\$18.99	4%
Iowa	\$8.89	\$9.15	\$9.20	1%	\$11.56	\$11.90	\$11.12	-7%	\$17.48	\$17.99	\$17.05	-5%
Kansas	\$9.09	\$9.35	\$9.25	-1%	\$11.81	\$12.15	\$12.94	6%	\$18.72	\$19.26	\$19.50	1%
Kentucky	\$9.09	\$9.35	\$9.28	-1%	\$18.10	\$18.62	\$15.49	-17%	\$18.71	\$19.25	\$20.81	8%
Louisiana	\$8.82	\$9.08	\$8.95	-1%	\$19.21	\$19.77	\$17.07	-14%	\$19.02	\$19.57	\$19.20	-2%
Maine	\$10.37	\$10.67	\$11.18	5%	\$14.24	\$14.65	\$14.92	2%	\$18.00	\$18.52	\$22.59	22%
Maryland	\$10.64	\$10.95	\$11.29	3%	\$13.45	\$13.84	\$14.16	2%	\$22.72	\$23.38	\$22.25	-5%
Massachusetts	\$12.01	\$12.36	\$12.74	3%	\$15.18	\$15.62	\$15.71	1%	\$27.78	\$28.59	\$27.11	-5%
Michigan	\$9.43	\$9.70	\$10.09	4%	\$13.34	\$13.73	\$13.94	2%	\$19.75	\$20.32	\$21.78	7%
Minnesota	\$10.81	\$11.12	\$11.27	1%	\$15.45	\$15.90	\$14.93	-6%	\$24.85	\$25.57	\$24.36	-5%
Mississippi	\$8.72	\$8.97	\$8.84	-1%	\$12.01	\$12.36	\$13.14	6%	\$19.13	\$19.68	\$16.56	-16%
Missouri	\$9.06	\$9.32	\$9.96	7%	\$12.05	\$12.40	\$12.03	-3%	\$19.80	\$20.37	\$20.69	2%
Montana	\$9.18	\$9.45	\$9.84	4%	\$12.45	\$12.81	\$13.90	9%	\$17.64	\$18.15	\$18.30	1%
Nebraska	\$9.43	\$9.70	\$10.33	6%	\$15.31	\$15.75	\$17.37	10%	\$21.78	\$22.41	\$22.51	0%
Nevada	\$10.15	\$10.44	\$10.39	-1%	\$11.85	\$12.19	\$12.01	-2%	\$21.15	\$21.76	\$21.47	-1%
New Hampshire	\$10.47	\$10.77	\$10.79	0%	\$13.23	\$13.61	\$13.75	1%	\$19.94	\$20.52	\$21.56	5%
New Jersey	\$10.61	\$10.92	\$11.51	5%	\$16.90	\$17.39	\$15.57	-10%	\$23.66	\$24.35	\$26.27	8%
New Mexico	\$9.10	\$9.36	\$9.66	3%	\$12.82	\$13.19	\$12.89	-2%	\$19.75	\$20.32	\$19.87	-2%
New York	\$12.24	\$12.59	\$12.38	-2%	\$14.95	\$15.38	\$16.64	8%	\$27.23	\$28.02	\$30.54	9%
North Carolina	\$9.45	\$9.72	\$9.86	1%	\$12.48	\$12.84	\$12.44	-3%	\$21.52	\$22.14	\$20.97	-5%
North Dakota	\$9.23	\$9.50	\$10.56	11%	\$17.02	\$17.51	\$13.58	-22%	\$18.09	\$18.61	\$18.96	2%

APPENDIX TABLE 3.5

Median Hourly Wages for ECE Occupations by State, 2015-2017

(continued)

State	Child Care Worker				Preschool Teacher				Preschool/Child Care Center Director			
	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change
Ohio	\$9.55	\$9.83	\$9.86	0%	\$11.39	\$11.72	\$11.80	1%	\$17.77	\$18.29	\$18.60	2%
Oklahoma	\$8.90	\$9.16	\$9.10	-1%	\$15.40	\$15.85	\$13.86	-13%	\$19.29	\$19.85	\$18.04	-9%
Oregon	\$10.69	\$11.00	\$11.45	4%	\$13.31	\$13.70	\$13.70	0%	\$17.89	\$18.41	\$22.12	20%
Pennsylvania	\$9.42	\$9.69	\$9.71	0%	\$12.49	\$12.85	\$12.99	1%	\$20.43	\$21.02	\$20.82	-1%
Rhode Island	\$9.48	\$9.75	\$11.82	21%	\$15.82	\$16.28	\$14.57	-10%	\$28.36	\$29.18	\$27.21	-7%
South Carolina	\$8.83	\$9.09	\$9.15	1%	\$11.84	\$12.18	\$11.08	-9%	\$18.18	\$18.71	\$16.46	-12%
South Dakota	\$9.30	\$9.57	\$9.68	1%	\$13.80	\$14.20	\$13.84	-3%	\$25.93	\$26.68	\$26.70	0%
Tennessee	\$8.93	\$9.19	\$9.28	1%	\$11.46	\$11.79	\$12.30	4%	\$17.68	\$18.19	\$20.54	13%
Texas	\$9.12	\$9.38	\$9.46	1%	\$14.90	\$15.33	\$13.10	-15%	\$21.73	\$22.36	\$20.57	-8%
Utah	\$9.47	\$9.74	\$9.55	-2%	\$11.07	\$11.39	\$12.78	12%	\$18.16	\$18.69	\$18.44	-1%
Vermont	\$11.25	\$11.58	\$12.71	10%	\$14.13	\$14.54	\$14.57	0%	\$21.15	\$21.76	\$22.14	2%
Virginia	\$9.38	\$9.65	\$9.82	2%	\$15.62	\$16.07	\$15.59	-3%	\$26.10	\$26.86	\$24.90	-7%
Washington	\$11.31	\$11.64	\$12.32	6%	\$13.37	\$13.76	\$14.69	7%	\$19.23	\$19.79	\$22.17	12%
West Virginia	\$9.08	\$9.34	\$9.52	2%	\$14.73	\$15.16	\$12.67	-16%	\$17.96	\$18.48	\$16.09	-13%
Wisconsin	\$9.81	\$10.09	\$10.03	-1%	\$11.48	\$11.81	\$11.64	-1%	\$20.57	\$21.17	\$19.53	-8%
Wyoming	\$10.02	\$10.31	\$11.14	8%	\$12.56	\$12.92	\$14.33	11%	\$23.84	\$24.53	\$23.75	-3%

Source: Occupational Employment Statistics (OES) Survey, Bureau of Labor Statistics, Department of Labor. Retrieved from <http://stats.bls.gov/oes/>.

Notes: Figures for 2015 were adjusted for inflation using the CPI Inflation Calculator of the Bureau of Labor Statistics.

APPENDIX TABLE 3.6

Median Hourly Wages for Kindergarten & Elementary School Teachers by State, 2015-2017

State	Kindergarten Teacher				Elementary School Teacher			
	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change
NATIONAL	\$29.79	\$30.66	\$31.29	2%	\$31.67	\$32.59	\$32.98	1%
Alabama	\$27.59	\$28.39	\$25.04	-12%	\$29.07	\$29.91	\$28.61	-4%
Alaska	\$38.55	\$39.67	\$40.48	2%	\$41.24	\$42.44	\$42.87	1%
Arizona	\$23.21	\$23.88	\$24.83	4%	\$22.67	\$23.33	\$24.97	7%
Arkansas	\$26.19	\$26.95	\$26.62	-1%	\$25.71	\$26.46	\$27.29	3%
California	\$36.89	\$37.96	\$38.33	1%	\$42.06	\$43.28	\$45.17	4%
Colorado	\$26.65	\$27.42	\$27.68	1%	\$27.77	\$28.57	\$28.71	0%
Connecticut	\$40.99	\$42.18	\$43.90	4%	\$43.81	\$45.08	\$44.65	-1%
Delaware	\$33.77	\$34.75	\$31.73	-9%	\$33.96	\$34.94	\$34.05	-3%
District of Columbia	\$30.01	\$30.88	\$34.36	11%	\$38.71	\$39.83	\$43.06	8%
Florida	\$26.34	\$27.11	\$27.06	0%	\$26.57	\$27.34	\$27.23	0%
Georgia	\$31.06	\$31.96	\$30.92	-3%	\$31.03	\$31.93	\$31.73	-1%
Hawaii	\$25.59	\$26.33	\$26.20	0%	\$32.32	\$33.26	\$34.58	4%
Idaho	\$25.43	\$26.16	\$26.58	2%	\$25.93	\$26.68	\$25.81	-3%
Illinois	\$28.10	\$28.92	\$30.77	6%	\$31.92	\$32.84	\$33.93	3%
Indiana	\$25.94	\$26.70	\$27.23	2%	\$28.10	\$28.92	\$28.26	-2%
Iowa	\$28.86	\$29.70	\$29.93	1%	\$29.51	\$30.37	\$30.73	1%
Kansas	\$25.89	\$26.64	\$26.91	1%	\$26.03	\$26.78	\$27.73	4%
Kentucky	\$30.21	\$31.09	\$31.11	0%	\$29.91	\$30.78	\$30.84	0%
Louisiana	\$27.31	\$28.10	\$28.04	0%	\$27.38	\$28.17	\$27.48	-2%
Maine	\$28.82	\$29.66	\$30.20	2%	\$29.52	\$30.38	\$30.54	1%
Maryland	\$32.25	\$33.19	\$35.45	7%	\$35.55	\$36.58	\$37.93	4%
Massachusetts	\$38.75	\$39.88	\$41.24	3%	\$41.10	\$42.29	\$43.07	2%
Michigan	\$30.27	\$31.14	\$32.04	3%	\$36.65	\$37.71	\$35.49	-6%
Minnesota	\$30.64	\$31.53	\$32.39	3%	\$33.21	\$34.17	\$35.00	2%
Mississippi	\$22.96	\$23.63	\$24.83	5%	\$23.54	\$24.23	\$25.04	3%
Missouri	\$26.00	\$26.76	\$28.25	6%	\$27.71	\$28.51	\$27.66	-3%
Montana	\$25.52	\$26.26	\$29.64	13%	\$28.01	\$28.82	\$28.74	0%
Nebraska	\$27.64	\$28.44	\$32.46	14%	\$29.19	\$30.04	\$32.13	7%
Nevada	\$28.10	\$28.91	\$31.36	8%	\$30.58	\$31.47	\$32.07	2%
New Hampshire	\$29.58	\$30.44	\$32.29	6%	\$32.13	\$33.06	\$33.13	0%
New Jersey	\$35.39	\$36.42	\$35.96	-1%	\$36.90	\$37.97	\$37.87	0%
New Mexico	\$30.50	\$31.39	\$33.35	6%	\$32.74	\$33.69	\$32.45	-4%
New York	\$34.68	\$35.69	\$41.19	15%	\$39.54	\$40.69	\$44.60	10%
North Carolina	\$23.04	\$23.70	\$25.37	7%	\$24.33	\$25.03	\$26.03	4%
North Dakota	\$25.59	\$26.33	\$27.29	4%	\$26.64	\$27.41	\$28.47	4%
Ohio	\$30.27	\$31.15	\$31.52	1%	\$34.40	\$35.39	\$34.36	-3%
Oklahoma	\$22.36	\$23.00	\$21.91	-5%	\$22.66	\$23.31	\$22.17	-5%

APPENDIX TABLE 3.6

Median Hourly Wages for Kindergarten & Elementary School Teachers by State, 2015-2017 *(continued)*

State	Kindergarten Teacher				Elementary School Teacher			
	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change	2015 Median Hourly Wage	2015 Adjusted Median Wage in 2017 Dollars	2017 Median Hourly Wage	Percent Change
Oregon	\$32.83	\$33.78	\$38.80	15%	\$33.36	\$34.33	\$36.98	8%
Pennsylvania	\$29.45	\$30.31	\$31.10	3%	\$34.49	\$35.49	\$35.97	1%
Rhode Island	\$40.31	\$41.48	\$38.45	-7%	\$41.09	\$42.28	\$41.02	-3%
South Carolina	\$29.51	\$30.37	\$29.67	-2%	\$28.07	\$28.89	\$28.43	-2%
South Dakota	\$22.25	\$22.89	\$22.84	0%	\$23.48	\$24.16	\$23.53	-3%
Tennessee	\$27.66	\$28.47	\$27.23	-4%	\$27.68	\$28.48	\$28.33	-1%
Texas	\$29.37	\$30.22	\$31.99	6%	\$30.24	\$31.11	\$32.34	4%
Utah	\$24.99	\$25.72	\$23.23	-10%	\$29.94	\$30.80	\$30.61	-1%
Vermont	\$30.62	\$31.51	\$31.69	1%	\$30.78	\$31.68	\$33.85	7%
Virginia	\$32.94	\$33.90	\$37.18	10%	\$34.15	\$35.14	\$36.98	5%
Washington	\$31.74	\$32.66	\$35.37	8%	\$35.83	\$36.87	\$36.92	0%
West Virginia	\$27.62	\$28.42	\$28.05	-1%	\$26.39	\$27.15	\$26.23	-3%
Wisconsin	\$28.10	\$28.91	\$31.19	8%	\$31.22	\$32.13	\$32.39	1%
Wyoming	\$32.42	\$33.36	\$32.91	-1%	\$33.20	\$34.16	\$33.51	-2%

Source: Occupational Employment Statistics (OES) Survey, Bureau of Labor Statistics, Department of Labor. Retrieved from <http://stats.bls.gov/oes/>.

Notes: Figures for 2015 were adjusted for inflation using the CPI Inflation Calculator of the Bureau of Labor Statistics. Kindergarten and elementary school teachers assume a 10-month year.



Center for the Study of Child Care Employment
Institute for Research on Labor and Employment
University of California, Berkeley