

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

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

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

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)
<b>NATIONAL</b>	\$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)
<b>New York</b>	\$12.38	\$9.46	\$25,760	\$19,679	\$16.64	\$12.71	\$34,620	\$26,448	\$30.54	\$23.33	\$63,520	\$48,526
<b>North Carolina</b>	\$9.86	\$10.93	\$20,510	\$22,738	\$12.44	\$13.79	\$25,880	\$28,692	\$20.97	\$23.25	\$43,610	\$48,348
<b>North Dakota</b>	\$10.56	\$11.09	\$21,960	\$23,067	\$13.58	\$14.26	\$28,250	\$29,674	\$18.96	\$19.92	\$39,430	\$41,418
<b>Ohio</b>	\$9.86	\$11.12	\$20,500	\$23,112	\$11.80	\$13.30	\$24,550	\$27,678	\$18.60	\$20.97	\$38,680	\$43,608
<b>Oklahoma</b>	\$9.10	\$10.52	\$18,930	\$21,884	\$13.86	\$16.02	\$28,830	\$33,329	\$18.04	\$20.86	\$37,520	\$43,376
<b>Oregon</b>	\$11.45	\$10.96	\$23,810	\$22,785	\$13.70	\$13.11	\$28,500	\$27,273	\$22.12	\$21.17	\$46,010	\$44,029
<b>Pennsylvania</b>	\$9.71	\$9.66	\$20,190	\$20,090	\$12.99	\$12.93	\$27,020	\$26,886	\$20.82	\$20.72	\$43,300	\$43,085
<b>Rhode Island</b>	\$11.82	\$10.30	\$24,580	\$21,411	\$14.57	\$12.69	\$30,320	\$26,411	\$27.21	\$23.70	\$56,590	\$49,294
<b>South Carolina</b>	\$9.15	\$9.85	\$19,030	\$20,484	\$11.08	\$11.93	\$23,060	\$24,822	\$16.46	\$17.72	\$34,230	\$36,846
<b>South Dakota</b>	\$9.68	\$10.16	\$20,130	\$21,123	\$13.84	\$14.52	\$28,790	\$30,210	\$26.70	\$28.02	\$55,530	\$58,269
<b>Tennessee</b>	\$9.28	\$10.72	\$19,290	\$22,275	\$12.30	\$14.20	\$25,580	\$29,538	\$20.54	\$23.72	\$42,720	\$49,330
<b>Texas</b>	\$9.46	\$10.35	\$19,670	\$21,521	\$13.10	\$14.33	\$27,240	\$29,803	\$20.57	\$22.51	\$42,780	\$46,805
<b>Utah</b>	\$9.55	\$10.29	\$19,870	\$21,412	\$12.78	\$13.77	\$26,590	\$28,653	\$18.44	\$19.87	\$38,360	\$41,336
<b>Vermont</b>	\$12.71	\$11.28	\$26,440	\$23,461	\$14.57	\$12.93	\$30,310	\$26,894	\$22.14	\$19.65	\$46,050	\$40,861
<b>Virginia</b>	\$9.82	\$10.01	\$20,430	\$20,826	\$15.59	\$15.89	\$32,440	\$33,068	\$24.90	\$25.38	\$51,800	\$52,803
<b>Washington</b>	\$12.32	\$11.62	\$25,620	\$24,170	\$14.69	\$13.86	\$30,550	\$28,821	\$22.17	\$20.92	\$46,110	\$43,500
<b>West Virginia</b>	\$9.52	\$10.61	\$19,790	\$22,062	\$12.67	\$14.12	\$26,350	\$29,376	\$16.09	\$17.94	\$33,460	\$37,302
<b>Wisconsin</b>	\$10.03	\$10.74	\$20,850	\$22,323	\$11.64	\$12.46	\$24,200	\$25,910	\$19.53	\$20.91	\$40,630	\$43,501
<b>Wyoming</b>	\$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)
<b>NATIONAL</b>	\$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
<b>NATIONAL</b>	<b>\$9.77</b>	\$10.05	\$10.72	<b>7%</b>	<b>\$13.74</b>	\$14.14	\$13.94	<b>-1%</b>	<b>\$21.96</b>	\$22.60	\$22.54	<b>0%</b>
Alabama	\$8.75	\$9.00	\$8.93	<b>-1%</b>	\$12.78	\$13.15	\$10.98	<b>-17%</b>	\$19.48	\$20.04	\$16.36	<b>-18%</b>
Alaska	\$11.80	\$12.14	\$11.99	<b>-1%</b>	\$17.51	\$18.02	\$14.82	<b>-18%</b>	\$27.17	\$27.96	\$28.86	<b>3%</b>
Arizona	\$9.65	\$9.93	\$11.24	<b>13%</b>	\$11.33	\$11.66	\$13.42	<b>15%</b>	\$18.45	\$18.99	\$18.05	<b>-5%</b>
Arkansas	\$8.80	\$9.06	\$9.32	<b>3%</b>	\$13.55	\$13.94	\$14.25	<b>2%</b>	\$21.44	\$22.06	\$19.94	<b>-10%</b>
California	\$11.61	\$11.95	\$12.29	<b>3%</b>	\$15.25	\$15.69	\$16.19	<b>3%</b>	\$24.79	\$25.51	\$23.91	<b>-6%</b>
Colorado	\$11.47	\$11.80	\$12.60	<b>7%</b>	\$13.11	\$13.49	\$13.88	<b>3%</b>	\$20.76	\$21.36	\$22.73	<b>6%</b>
Connecticut	\$10.77	\$11.08	\$11.87	<b>7%</b>	\$15.20	\$15.64	\$16.58	<b>6%</b>	\$24.49	\$25.20	\$24.71	<b>-2%</b>
Delaware	\$9.95	\$10.24	\$10.21	<b>0%</b>	\$12.24	\$12.59	\$12.54	<b>0%</b>	\$23.17	\$23.84	\$24.44	<b>3%</b>
District of Columbia	\$11.06	\$11.38	\$14.33	<b>26%</b>	\$19.20	\$19.76	\$18.02	<b>-9%</b>	\$29.00	\$29.84	Not available	Not available
Florida	\$9.53	\$9.81	\$10.09	<b>3%</b>	\$11.65	\$11.99	\$11.70	<b>-2%</b>	\$27.87	\$28.68	\$22.89	<b>-20%</b>
Georgia	\$9.16	\$9.43	\$9.53	<b>1%</b>	\$13.56	\$13.95	\$13.42	<b>-4%</b>	\$18.01	\$18.53	\$19.07	<b>3%</b>
Hawaii	\$9.07	\$9.33	\$10.64	<b>14%</b>	\$16.20	\$16.67	\$17.94	<b>8%</b>	\$21.87	\$22.50	\$23.29	<b>3%</b>
Idaho	\$8.79	\$9.04	\$9.04	<b>0%</b>	\$10.54	\$10.85	\$10.75	<b>-1%</b>	\$18.06	\$18.58	\$17.96	<b>-3%</b>
Illinois	\$10.50	\$10.80	\$10.77	<b>0%</b>	\$13.79	\$14.19	\$13.64	<b>-4%</b>	\$22.60	\$23.26	\$24.02	<b>3%</b>
Indiana	\$9.36	\$9.63	\$9.62	<b>0%</b>	\$11.79	\$12.13	\$11.65	<b>-4%</b>	\$17.83	\$18.35	\$18.99	<b>4%</b>
Iowa	\$8.89	\$9.15	\$9.20	<b>1%</b>	\$11.56	\$11.90	\$11.12	<b>-7%</b>	\$17.48	\$17.99	\$17.05	<b>-5%</b>
Kansas	\$9.09	\$9.35	\$9.25	<b>-1%</b>	\$11.81	\$12.15	\$12.94	<b>6%</b>	\$18.72	\$19.26	\$19.50	<b>1%</b>
Kentucky	\$9.09	\$9.35	\$9.28	<b>-1%</b>	\$18.10	\$18.62	\$15.49	<b>-17%</b>	\$18.71	\$19.25	\$20.81	<b>8%</b>
Louisiana	\$8.82	\$9.08	\$8.95	<b>-1%</b>	\$19.21	\$19.77	\$17.07	<b>-14%</b>	\$19.02	\$19.57	\$19.20	<b>-2%</b>
Maine	\$10.37	\$10.67	\$11.18	<b>5%</b>	\$14.24	\$14.65	\$14.92	<b>2%</b>	\$18.00	\$18.52	\$22.59	<b>22%</b>
Maryland	\$10.64	\$10.95	\$11.29	<b>3%</b>	\$13.45	\$13.84	\$14.16	<b>2%</b>	\$22.72	\$23.38	\$22.25	<b>-5%</b>
Massachusetts	\$12.01	\$12.36	\$12.74	<b>3%</b>	\$15.18	\$15.62	\$15.71	<b>1%</b>	\$27.78	\$28.59	\$27.11	<b>-5%</b>
Michigan	\$9.43	\$9.70	\$10.09	<b>4%</b>	\$13.34	\$13.73	\$13.94	<b>2%</b>	\$19.75	\$20.32	\$21.78	<b>7%</b>
Minnesota	\$10.81	\$11.12	\$11.27	<b>1%</b>	\$15.45	\$15.90	\$14.93	<b>-6%</b>	\$24.85	\$25.57	\$24.36	<b>-5%</b>
Mississippi	\$8.72	\$8.97	\$8.84	<b>-1%</b>	\$12.01	\$12.36	\$13.14	<b>6%</b>	\$19.13	\$19.68	\$16.56	<b>-16%</b>
Missouri	\$9.06	\$9.32	\$9.96	<b>7%</b>	\$12.05	\$12.40	\$12.03	<b>-3%</b>	\$19.80	\$20.37	\$20.69	<b>2%</b>
Montana	\$9.18	\$9.45	\$9.84	<b>4%</b>	\$12.45	\$12.81	\$13.90	<b>9%</b>	\$17.64	\$18.15	\$18.30	<b>1%</b>
Nebraska	\$9.43	\$9.70	\$10.33	<b>6%</b>	\$15.31	\$15.75	\$17.37	<b>10%</b>	\$21.78	\$22.41	\$22.51	<b>0%</b>
Nevada	\$10.15	\$10.44	\$10.39	<b>-1%</b>	\$11.85	\$12.19	\$12.01	<b>-2%</b>	\$21.15	\$21.76	\$21.47	<b>-1%</b>
New Hampshire	\$10.47	\$10.77	\$10.79	<b>0%</b>	\$13.23	\$13.61	\$13.75	<b>1%</b>	\$19.94	\$20.52	\$21.56	<b>5%</b>
New Jersey	\$10.61	\$10.92	\$11.51	<b>5%</b>	\$16.90	\$17.39	\$15.57	<b>-10%</b>	\$23.66	\$24.35	\$26.27	<b>8%</b>
New Mexico	\$9.10	\$9.36	\$9.66	<b>3%</b>	\$12.82	\$13.19	\$12.89	<b>-2%</b>	\$19.75	\$20.32	\$19.87	<b>-2%</b>
New York	\$12.24	\$12.59	\$12.38	<b>-2%</b>	\$14.95	\$15.38	\$16.64	<b>8%</b>	\$27.23	\$28.02	\$30.54	<b>9%</b>
North Carolina	\$9.45	\$9.72	\$9.86	<b>1%</b>	\$12.48	\$12.84	\$12.44	<b>-3%</b>	\$21.52	\$22.14	\$20.97	<b>-5%</b>
North Dakota	\$9.23	\$9.50	\$10.56	<b>11%</b>	\$17.02	\$17.51	\$13.58	<b>-22%</b>	\$18.09	\$18.61	\$18.96	<b>2%</b>

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
<b>NATIONAL</b>	<b>\$29.79</b>	<b>\$30.66</b>	<b>\$31.29</b>	<b>2%</b>	<b>\$31.67</b>	<b>\$32.59</b>	<b>\$32.98</b>	<b>1%</b>
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.



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