

**WISCONSIN'S CHILD CARE WORKFORCE:  
WAGES, BENEFITS, EDUCATION AND TURNOVER OF THE PROFESSIONALS WORKING  
WITH WISCONSIN'S YOUNGEST CHILDREN  
APPENDIX**

**Table A4.1: Starting Wage for Teachers by YoungStar Rating**

	<b>2 stars</b>	<b>3 stars</b>	<b>4 stars</b>	<b>5 stars</b>	<b>not part.</b>	<b>TOTAL</b>
<b>Max.</b>	17.50	15.50	18.00	24.00	31.00	
<b>75 percentile</b>	10.00	10.00	10.41	14.00	15.00	
<b>Median</b>	9.00	9.25	10.00	12.00	13.00	
<b>Mean</b>	9.62	9.66	9.90	12.53	13.49	
<b>25 Percentile</b>	8.50	8.50	8.25	10.00	11.00	
<b>Min.</b>	7.25	7.25	7.50	7.65	8.00	
<b>SD</b>	1.66	1.48	1.74	3.28	3.50	
<b>N</b>	162	367	53	155	139	876
<b>Missing</b>	5	9	2	4	25	45
<b>Total</b>	167	376	55	159	164	921

**Table A4.2: Highest Wage for Teachers by YoungStar Rating**

	<b>2 stars</b>	<b>3 stars</b>	<b>4 stars</b>	<b>5 stars</b>	<b>not part.</b>	<b>TOTAL</b>
<b>Max.</b>	25.00	22.00	27.00	32.00	42.00	
<b>75 percentile</b>	13.50	14.00	15.65	19.50	18.75	
<b>Median</b>	11.00	12.00	13.01	15.00	16.00	
<b>Mean</b>	11.78	12.59	14.25	16.55	16.85	
<b>25 Percentile</b>	9.50	10.50	12.00	13.30	14.00	
<b>Min.</b>	8.00	7.50	9.50	8.45	8.00	
<b>SD</b>	2.88	2.62	3.46	4.79	4.70	
<b>N</b>	155	358	53	151	129	846
<b>Missing</b>	12	18	2	8	35	75
<b>Total</b>	167	376	55	159	164	921

**Table A4.3: Starting Wage for Assistant Teachers by YoungStar Rating**

	<b>2 stars</b>	<b>3 stars</b>	<b>4 stars</b>	<b>5 stars</b>	<b>not part.</b>	<b>TOTAL</b>
<b>Max.</b>	12.00	12.00	11.00	20.00	21.00	
<b>75 percentile</b>	9.00	9.00	9.00	10.00	11.50	
<b>Median</b>	8.00	8.25	8.50	9.25	10.00	
<b>Mean</b>	8.43	8.43	8.52	9.75	10.39	
<b>25 Percentile</b>	8.00	7.75	8.00	8.50	9.00	
<b>Min.</b>	7.25	7.25	7.25	7.25	7.25	
<b>SD</b>	0.97	0.91	0.87	2.21	2.13	
<b>N</b>	146	349	49	145	118	807
<b>Missing</b>	21	27	6	14	46	114
<b>Total</b>	167	376	55	159	164	921

**Table A4.4: Highest Wage for Assistant Teachers by YoungStar Rating**

	<b>2 stars</b>	<b>3 stars</b>	<b>4 stars</b>	<b>5 stars</b>	<b>not rated</b>	<b>TOTAL</b>
<b>Max.</b>	15.50	16.00	17.24	30.00	32.00	
<b>75 percentile</b>	10.00	15.00	10.56	12.64	13.00	
<b>Median</b>	9.00	9.20	9.50	11.00	11.90	
<b>Mean</b>	9.37	9.54	9.88	11.54	12.01	
<b>25 Percentile</b>	8.25	8.50	8.68	9.52	10.02	
<b>Min.</b>	7.25	7.25	7.45	7.25	7.50	
<b>SD</b>	1.54	1.46	1.76	3.05	2.98	
<b>N</b>	132	324	48	136	113	753
<b>Missing</b>	35	52	7	23	51	168
<b>Total</b>	167	376	55	159	164	921