

SALARY INFORMATION IN GROUP CHILD CARE

April 2018

Average Hourly Wages and Benefits in Greater Victoria

Definitions:

School-Aged Worker – refers to someone who works with children, kindergarten to twelve years of age.

Assistant Educator or Worker - refers to someone whose ECE is not complete and works under the supervision of an Early Childhood Educator.

Early Childhood Educator - refers to someone with an ECE Diploma or Certificate in charge of a group of children.

Infant-Toddler Educator - refers to someone who has both ECE and Infant/Toddler Certification and works with children under 3 years of age.

Special Needs Educator- refers to some who has both ECE and Special Needs Certification and works with children who require extra support.

Team Leader - refers to someone who directs a centre with mainly administrative duties and will work with children when required.

Administrative-Director/Manager - refers to someone who directs a centre with mainly administrative duties.

(This survey was first generated in September 1994 and has been repeated throughout the years. To give a better understanding, the information has been broken down into the sub-categories of child care centres ie: Private Child Care Centres, Non-Profit Child Care Centres, Non-Union Child Care Centres. This survey was sent to a total of 148 centers, 71 of whom answered the survey. Thank you to all who responded!)

Everybody who answered the survey

Total number of respondents – 71 Group Care Centres

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	15.45	16.88
Assistant Educator	16.11	17.48
Early Childhood Educator	18.10	20.82
Infant-Toddler Educator	19.41	21.49
Special Needs Educator	18.76	20.76
Team Leader	20.21	22.70
Administrative/Manager	22.78	26.04

Number of centres offering the following benefits (1 participants skipped this question)	
paid sick days	52
paid holidays	58
employer contributions to pension plan	9
employer contributions to RRSP's	8
child care offered to employees at a reduced cost	30
dental plan	39
medical plan	35
extended medical plan	40
long term disability plan	31
accidental death	31
life insurance	28
paid professional development	55

Does your child care facility offer pay scale increments?
68 % - yes; 32 % - no; 2 skipped this question

Private Child Care Centres

(Of the 71 respondents, 27 centres have indicated they are private centres)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	13.95	15.27
Assistant Educator	15.92	16.97
Early Childhood Educator	17.75	19.98
Infant-Toddler Educator	19.52	21.92
Special Needs Educator	18.73	21.32
Team Leader	20.06	22.94
Administrative/Manager	22.00	25.45

Number of centres offering the following benefits (1 participants skipped this question)	
paid sick days	14
paid holidays	23
employer contributions to pension plan	6
employer contributions to RRSP's	2
child care offered to employees at a reduced cost	13
dental plan	13
medical plan	10
extended medical plan	13
long term disability plan	9
accidental death	9
life insurance	10
paid professional development	20

Does your child care facility offer pay scale increments?
67% - yes; 33% - no; 0 skipped this question

Non-Profit Child Care Centres

(Of the 71 respondents, 43 centres have indicated they are non-profit centres)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	14.32	16.91
Assistant Educator	16.23	17.79
Early Childhood Educator	18.42	21.38
Infant-Toddler Educator	19.26	21.02
Special Needs Educator	18.76	20.46
Team Leader	20.19	22.53
Administrative/Manager	23.30	26.35

Number of centres offering the following benefits (0 participants skipped this question)	
paid sick days	38
paid holidays	35
employer contributions to pension plan	3
employer contributions to RRSP's	6
child care offered to employees at a reduced cost	17
dental plan	26
medical plan	25
extended medical plan	27
long term disability plan	21
accidental death	22
life insurance	18
paid professional development	35

Does your child care facility offer pay scale increments?
71% - yes; 29% - no; 2 skipped this question

Non-Union Child Care Centres

(Of the 71 respondents, 68 centres have indicated they are non-union centres; 2 centres failed to indicate union status)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	15.43	16.88
Assistant Educator	16.13	17.47
Early Childhood Educator	18.26	20.91
Infant-Toddler Educator	19.41	21.49
Special Needs Educator	18.75	20.76
Team Leader	20.19	22.74
Administrative/Manager	22.78	26.04

*Does your child care facility offer pay scale increments?
68 % - yes; 32 % - no; 2 skipped this question*

Number of centers offering the following benefits (1 participants skipped this question)	
paid sick days	51
paid holidays	57
employer contributions to pension plan	9
employer contributions to RRSP's	7
child care offered to employees at a reduced cost	29
dental plan	38
medical plan	34
extended medical plan	39
long term disability plan	29
accidental death	30
life insurance	27
paid professional development	53

All 71 programs answers questions 10 and 11 of the survey as:

- 10) If you offer paid holidays, how many days per year do you offer?
- 40% respondents (majority) indicated - starting at two weeks per year, increasing to a maximum of four weeks.
- 11) If you offer paid sick days, how many days per year do you offer?
- 40% respondents (majority) indicated - maximum ten days per year

The statistics contained within this document are for informational purposes only. The survey was sent to 148 participants by email. A total of 71 participants responded to this survey.

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