

SALARY INFORMATION IN GROUP CHILD CARE

April 2023

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 childcare centres i.e.: Private Child Care Centres, Non-Profit Child Care Centres, Non-Union Child Care Centres. This survey was sent to a total of 153 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 | 19.62 | 21.74 |
| Assistant Educator | 20.66 | 22.77 |
| Early Childhood Educator | 25.60 | 28.48 |
| Infant-Toddler Educator | 27.15 | 29.45 |
| Special Needs Educator | 26.48 | 28.61 |
| Team Leader | 27.89 | 30.82 |
| Administrative/Manager | 30.88 | 35.63 |

| Number of centres offering the following benefits (5 participants skipped this question) | |
|--|-----|
| paid sick days | 98% |
| paid holidays | 88% |
| employer contributions to pension plan | 21% |
| employer contributions to RRSP's | 23% |
| childcare offered to employees at a reduced cost | 53% |
| dental plan | 79% |
| extended medical plan | 79% |
| long term disability plan | 58% |
| accidental death | 62% |
| life insurance | 61% |
| paid professional development | 89% |

Does your childcare facility offer pay scale increments?

71% - yes; 29% - no; 5 skipped this question

Private Child Care Centres

(Of the respondents, 37% centres have indicated they are private centres)

| Classifications | Average Starting Wage | Average Highest Wage |
|--------------------------|-----------------------|----------------------|
| School-Aged Worker | 19.51 | 21.63 |
| Assistant Educator | 20.90 | 22.47 |
| Early Childhood Educator | 25.06 | 27.49 |
| Infant-Toddler Educator | 26.12 | 27.22 |
| Special Needs Educator | 26.08 | 28.82 |
| Team Leader | 28.27 | 30.50 |
| Administrative/Manager | 28.73 | 32.29 |

| Number of centres offering the following benefits (2 participants skipped this question) | |
|---|------|
| paid sick days | 100% |
| paid holidays | 91% |
| employer contributions to pension plan | 13% |
| employer contributions to RRSP's | 13% |
| childcare offered to employees at a reduced cost | 57% |
| dental plan | 78% |
| extended medical plan | 78% |
| long term disability plan | 52% |
| accidental death | 57% |
| life insurance | 65% |
| paid professional development | 83% |

Does your childcare facility offer pay scale increments?
74% - yes; 26% - no; 2 skipped this question

Non-Profit Child Care Centres

(Of the respondents, 63% centres have indicated they are non-profit centres)

| Classifications | Average Starting Wage | Average Highest Wage |
|--------------------------|-----------------------|----------------------|
| School-Aged Worker | 19.66 | 21.77 |
| Assistant Educator | 21.27 | 22.95 |
| Early Childhood Educator | 26.12 | 29.16 |
| Infant-Toddler Educator | 27.69 | 30.27 |
| Special Needs Educator | 26.67 | 28.51 |
| Team Leader | 27.83 | 31.02 |
| Administrative/Manager | 31.56 | 36.44 |

| Number of centres offering the following benefits (0 participants skipped this question) | |
|---|-----|
| paid sick days | 98% |
| paid holidays | 86% |
| employer contributions to pension plan | 26% |
| employer contributions to RRSP's | 28% |
| childcare offered to employees at a reduced cost | 51% |
| dental plan | 79% |
| extended medical plan | 79% |
| long term disability plan | 60% |
| accidental death | 65% |
| life insurance | 58% |
| paid professional development | 93% |

Does your childcare facility offer pay scale increments?
70% - yes; 30% - no; 0 skipped this question

Child Care Centres that are part of the Wage Enhancement

(Of the respondents, 91% centres have indicated they are non-union centres)

| Classifications | Average Starting Wage | Average Highest Wage |
|--------------------------|-----------------------|----------------------|
| School-Aged Worker | 19.62 | 21.75 |
| Assistant Educator | 21.06 | 22.77 |
| Early Childhood Educator | 25.60 | 28.48 |
| Infant-Toddler Educator | 27.15 | 29.45 |
| Special Needs Educator | 26.48 | 28.61 |
| Team Leader | 27.89 | 30.82 |
| Administrative/Manager | 30.78 | 35.50 |

| Number of centers offering the following benefits (5 participants skipped this question) | |
|--|----|
| paid sick days | 98 |
| paid holidays | 88 |
| employer contributions to pension plan | 21 |
| employer contributions to RRSP's | 23 |
| childcare offered to employees at a reduced cost | 53 |
| dental plan | 79 |
| extended medical plan | 79 |
| long term disability plan | 58 |
| accidental death | 62 |
| life insurance | 61 |
| paid professional development | 89 |

Does your childcare facility offer pay scale increments?
71% - yes; 29% - no; 5 skipped this question

All 63 programs answers questions 11, 12 and 13 of the survey as:

11) If you offer paid holidays, how many days per year do you offer?

- only statutory holidays – 10%
- only statutory holidays, and summer when the program is closed (preschool programs) – 0%
- maximum of two weeks per year – 6%
- starting at two weeks per year, increasing to a maximum of four weeks – 26%
- starting at two weeks per year, increasing to a maximum of six weeks – 18%
- Starting at two weeks per year, increasing to over six weeks per year 6%

12) If you offer paid sick days, how many days per year do you offer?

- maximum five days per year – 39%
- maximum ten days per year – 13%
- maximum twelve days per year – 24%
- maximum fourteen days per year – 1%
- Other – 22%

13) If you offer professional development to your staff, in what format do you offer it? (The most popular options are as follows)

- host a free training in the centre for staff – 55%
- \$50 to \$100 hundred dollars per year for each staff member – 22%
- Other – 25%

(The Victoria CCRR would like to thank all the childcare centres who participated in this survey. The statistics contained within this document are for informational purposes only. The survey was sent to 153 participants by email and a total of 71 participants responded to this survey, with a 46% response rate.)