

## 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
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<b>School-Aged Worker</b>	19.62	21.74
<b>Assistant Educator</b>	20.66	22.77
<b>Early Childhood Educator</b>	25.60	28.48
<b>Infant-Toddler Educator</b>	27.15	29.45
<b>Special Needs Educator</b>	26.48	28.61
<b>Team Leader</b>	27.89	30.82
<b>Administrative/Manager</b>	30.88	35.63

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

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

### 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.)