

# SALARY INFORMATION IN GROUP CHILD CARE

April 2024

## 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 subcategories 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 152 centers, 60 of whom answered the survey. Thank you to all who responded!)*

## All programs who answered the survey

**Total number of respondents – 60 Group Care Centres**

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	20.22	22.64
Assistant Educator	21.52	23.69
Early Childhood Educator	27.29	30.76
Infant-Toddler Educator	28.61	32.09
Special Needs Educator	28.89	32.66
Team Leader	28.79	33.10
Administrative/Manager	30.15	35.43

Number of centres offering the following benefits (5 participants skipped this question)	
paid holidays	84%
employer contributions to pension plan	15%
employer contributions to RRSP's	15%
childcare offered to employees at a reduced cost	44%
dental plan	75%
extended medical plan	80%
long term disability plan	44%
accidental death	51%
life insurance	60%
paid professional development	91%

**Does your childcare facility offer pay scale increments? 56% - yes; 44% - no; 3 skipped this question**

### Private Child Care Centres

(Of the respondents, 42% centres have indicated they are private centres)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	20.00	21.61
Assistant Educator	20.35	22.94
Early Childhood Educator	25.65	29.32
Infant-Toddler Educator	27.21	30.83
Special Needs Educator	27.92	32.40
Team Leader	28.45	33.07
Administrative/Manager	29.31	34.02

Number of centres offering the following benefits (1 participants skipped this question)	
paid holidays	96%
employer contributions to pension plan	13%
employer contributions to RRSP's	4%
childcare offered to employees at a reduced cost	50%
dental plan	75%
extended medical plan	79%
long term disability plan	29%
accidental death	50%
life insurance	63%
paid professional development	88%

*Does your childcare facility offer pay scale increments?  
46% - yes; 54% - no; 1 skipped this question*

### Non-Profit Child Care Centres

(Of the respondents, 53% centres have indicated they are non-profit centres)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	20.30	23.02
Assistant Educator	22.47	24.21
Early Childhood Educator	28.52	31.82
Infant-Toddler Educator	30.01	33.17
Special Needs Educator	29.79	32.86
Team Leader	28.96	33.11
Administrative/Manager	31.02	36.11

Number of centres offering the following benefits (1 participants skipped this question)	
paid holidays	74%
employer contributions to pension plan	16%
employer contributions to RRSP's	23%
childcare offered to employees at a reduced cost	39%
dental plan	74%
extended medical plan	81%
long term disability plan	55%
accidental death	52%
life insurance	58%
paid professional development	94%

*Does your childcare facility offer pay scale increments?  
66% - yes; 34% - no; 0 skipped this question*

## Child Care Centres that are part of the Wage Enhancement

(Of the respondents, 58% centres have indicated they are part of the wage enhancement)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	21.80	22.45
Assistant Educator	21.33	23.39
Early Childhood Educator	27.06	30.62
Infant-Toddler Educator	30.86	32.02
Special Needs Educator	28.84	32.69
Team Leader	29.29	33.76
Administrative/Manager	30.62	36.22

Number of centers offering the following benefits (4 participants skipped this question)	
paid holidays	89%
employer contributions to pension plan	15%
employer contributions to RRSP's	17%
childcare offered to employees at a reduced cost	45%
dental plan	81%
extended medical plan	85%
long term disability plan	47%
accidental death	53%
life insurance	64%
paid professional development	92%

**Does your childcare facility offer pay scale increments?**  
 55% - yes; 45 % - no; 2 skipped this question

### All programs results for questions 11, 12 and 13 of the survey are:

11) If you offer paid holidays, how many days per year do you offer? (35 answered, 25 skipped)

- only statutory holidays – 34%
- only statutory holidays, and summer when the program is closed (preschool programs) – 0%
- maximum of two weeks per year – 14%
- starting at two weeks per year, increasing to a maximum of four weeks – 37%
- starting at two weeks per year, increasing to a maximum of six weeks – 9%
- 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? (56 answered, 4 skipped)

- maximum five days per year – 54%
- maximum ten days per year – 9%
- maximum twelve days per year – 14%
- maximum fourteen days per year – 0%
- Other – 23%

13) If you offer professional development to your staff, in what format do you offer it? (54 answered, 6 skipped)

The most popular options are as follows:

- host a free training in the centre for staff – 50%
- full cost to attend a conference – 24%
- 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 152 participants by email and a total of 60 participants responded to this survey, with a 40% response rate.)