



North Shore Child Care Resource and Referral Program

Child Care Wage Schedule
Prepared August 2018

Based on 15%



Thank you to everyone who completed the North Shore Child Care Resource and Referral Program 2018 Wage Survey.

We had a return rate of 15%; however, we hope this will be a useful snapshot of child care wages and benefits.

Please note the Wage Survey only reflects licensed group child care centers and preschools. These results do not include Registered License Not Required (RLNR) or Licensed Family Child Care facilities as they are owner operated, typically, that person being the only staff member.

Wages:

Title	Starting Wage		Current Wage	
	Range	Average	Range	Average
Administrator	\$14 - \$35	\$23.99	\$14 - \$35	\$23.99
Senior E.C.E Supervisor	\$18 - \$30	\$22.42	\$18 - \$30	\$22.75
E.C.E Supervisor	\$16 - \$25	\$19.92	\$16 - \$25	\$20.26
Special Needs Staff	\$17 - \$30	\$20.26	\$18 - \$25	\$19.48
Infant / Toddler Staff	\$16.50 - \$30	\$20.26	\$17 - \$25	\$20.32
Assistants	\$13 - \$20	\$16.51	\$13 - \$20	\$20.32
School Age Staff (Resp. Adult)	\$13 - \$30	\$16.33	\$13 - \$30	\$16.56
Substitutes	\$15 - \$20.10	\$17	\$14 - \$20.10	\$16.62

Current general minimum wage in British Columbia: \$12.65

Other Information:

Do you have a salary scale? Yes – 64% No – 36%

Do you provide benefits? Yes – 58% No – 42%

Of YES replies, % of facilities providing the following:

*Dental – 53% *Medical – 22% *Extended Health – 67%

*Pension – 14% *RRSP Contribution – 6%

Do you compensate for overtime? Yes – 81% No – 19%

How many sick days per year?

0 – 3: 29% 4 – 6: 29% 7 – 9: 6%

10 – 12: 22% 14+: 8%

How many vacation days per year?

9 – 13: 31% 14 – 17: 38% 18 – 22: 28% 30+: 3%

Does your wage include the Child Care Operating Fund?

Yes – 49% No – 51%

What is your pay period? Bi-weekly – 72% Monthly – 28%

How many hours do you consider full time?

40 hours per week: 78% 37.5 hours per week: 15% 37 hours per week: 15%

36 hours per week: 15% 35 hours per week: 6% 30 hours per week: 6%

Have you had challenges with staff turnover?

Yes – 50% No – 50%

Of YES replies, % of staff departure reasons:

Wages – 39% Cost of living – 28% Transportation – 25%

Child Shortages – 3% Maternity – 5%