



North Shore Child Care Resource and Referral Program

Child Care Wage Schedule

Prepared August 2016

Based on 31.8%



Thank you to everyone who completed the North Shore Child Care Resource & Referral Program 2016 Wage Survey.

We had a disappointing return rate of 31.8%; however, 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 with, typically, that person being the only staff member.

Wages:

Title	Starting Wage		Current Wage	
	Range	Average	Range	Average
Administrator	\$18.00-\$28.00	\$23.77	\$16.66-\$33.00	\$22.67
Senior E.C.E. Supervisor	\$17.50-\$25.00	\$22.50	\$15.50-\$70.83	\$24.08
E.C.E. Supervisor	\$16.50-\$24.00	\$19.22	\$14.50-\$24.00	\$19.86
Special Needs Staff	\$15.00-\$24.00	\$18.69	\$18.00-\$24.00	\$19.75
Infant/Toddler Staff	\$16.00-\$22.00	\$17.31	\$16.50-\$25.00	\$24.18
Assistants	\$13.00-\$18.00	\$16.03	\$14.00-\$19.00	\$16.26
School Age Staff (Resp. Adult)	\$13.00-\$18.00	\$15.75	\$15.00-\$18.00	\$16.50
Substitutes	\$14.25-\$20.00	\$16.22	\$15.00-\$20.00	\$16.53

Current general minimum wage in British Columbia: \$10.45 per hour.

Other Information:

Do you have a salary scale? Yes – 50% No – 50%

Is your organization: Private: 63.8% Non-Profit: 36.1%

Do you provide benefits? Yes – 59.1% No – 40.9%

Of YES replies, % of facilities providing the following:

*Dental - 71% *Medical – 35.7% *Extended Health – 78.5%

* Pension – 7.1% * RRSP Contributions – 0%

Do you compensate for non-teaching time? 68.1% Yes 22.7% No 9.2% Other
One respondent pays for staff workshops.

How many sick days per year? 0-3: 23.5% 3-6: 47% 6-9: N/A 9-12: 23.5%
Other: 22.5%: one week for September until June; Depends on how much you work; 15; N/A x2

How many vacation days per year?
0-5 days: 0% 5-9 days: 0% 9-13 days: 41.1%
13-17 days: 23.5% 18-22 days: 17.6%
Other: 15% including:
 2 weeks at Christmas (2)
 1 week at Spring break (1)
 2 weeks at Spring break (2)
 2 months in the Summer (1)

Does your wage include the Child Care Operating Fund? Yes – 63% No – 22.7%
Two respondents uses the Child Care Operating Fund as a staff bonus.

What is your pay period?
Bi-weekly- 27.2% Twice a month- 22.7% Monthly- 18.1% Weekly- 4.5%
Semi-monthly- 18.1%

How many hours do you consider full time?
40 hours per week – 61.1% 35 hours per week – 16.6%
37.5 hours per week – 5.5% Over 20 hours per week – 16.6%

We hope this survey information is helpful for your program.