



North Shore Child Care Resource and Referral Program
Child Care Wage Schedule
Prepared August 2010 – Based on 41% Total Return



Thank you to everyone who completed the North Shore Child Care Resource & Referral Program Wage Survey. Here are the results from the 73 surveys returned. Please note the surveys were only mailed to licensed group child care centers and preschools. These results do not include LNR or LFCC's.

(**Median**= is the middle value of a set of data. The median wage represents the middle wage earned from the surveys returned.)

1. Please list the hourly wages for all staff.

Title	Starting Wage		Current Wage	
	Average	Median	Average	Median
Administrator	\$ 23.07	\$24.00	\$23.13	\$22.50
Senior E.C.E. Supervisor	\$20.67	\$21.10	\$20.91	\$21.52
E.C.E. Supervisor	\$17.27	\$17.66	\$18.25	\$18.01
Special Needs Staff	\$17.71	\$17.66	\$18.04	\$18.01
Infant/Toddler Staff	\$17.32	\$17.66	\$18.03	\$18.01
School Aged Staff	\$16.49	\$17.32	\$16.96	\$17.67
Assistants	\$ 16.04	\$16.25	\$16.70	\$18.00
Substitutes	\$15.44	\$15.70	\$15.90	\$16.01

2. Do you have a salary scale? 48% Yes 52% No
3. Are you unionized? 23% Yes 77% No
4. Do you provide benefits? 68% Yes 32% No
 - Dental: 61% Yes
 - Medical: 67% Yes
 - Extended Health: 56% Yes
 - Pension: 26% Yes
 - RRSP Contributions: 3% Yes

How many sick days per year? Average is 9.60 days per year.

How many vacation days per year? Average is 14.17 days per year.

5. Do you compensate for non-teaching time? 59% Yes 41% No
6. Does your wage include the Child Care Operating fund? 43% Yes 57% No
7. What is your pay period?
 - Bi-weekly – 30.5%
 - Twice a month – 55.5%
 - Monthly – 12%
 - Missing data – 2%

How many hours do you consider full time? (35 hrs per week or 40 hours per week).
 53% answered to 35 hours being full time and 40% answered 40 hours to full time. 7% answered other.

We hope this survey will help to enhance your program!