



Community Action Toward Children's Health

# 2008 Wage Survey

## Central Okanagan Group Child Care Facilities

Prepared on behalf of Community Action Toward Children's Health

By Linda McKinlay B.A., M. Ed., E.C.E.

Information for this survey was provided by 57 organizations. Four of the organizations operate more than one childcare centre.

Since organizations that operate more than one centre have the same wage structure at each centre for the same type of care, some people might consider them to be one facility with one rate. As the average and median of the wages is slightly different depending on whether the multi-centre organizations are treated as having one rate for all centres, or having one rate for each centre, both calculations have been provided.

The first chart in this report calculates the average and median of the wages in the Central Okanagan by treating each centre in a multi-centre organization as a separate facility with a separate rate. This is the most common method of reporting, and the one used in previous surveys.

The second chart in this report calculates the average and median of the wages in the Central Okanagan by treating all centres in multi-centre organization as one facility with a single rate.

The range of wages for each position is the same for each method of calculation, only the average and median is different.



## 2008 Wage Survey – Results by Individual Centre – Page 1

<b>Non ECE Wage</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$12.91</b>	<b>\$15.07</b>	<b>\$14.00</b>
Hourly Median	<b>\$13.00</b>	<b>\$14.00</b>	<b>\$13.75</b>
Hourly Range	<b>\$10.00 - \$15.00</b>	<b>\$12.00 - \$17.50</b>	<b>\$11.85 - 17.00</b>
# of Centres	<b>49</b>	<b>44</b>	<b>25</b>
<i>Non-ECE: someone who works in the child care centre who does not have an Early Childhood Education Certificate or Diploma</i>			

<b>ECE Assistant Wage</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$13.47</b>	<b>\$14.49</b>	<b>\$14.50</b>
Hourly Median	<b>\$13.32</b>	<b>\$14.14</b>	<b>\$14.10</b>
Hourly Range	<b>\$11.00 - \$18.00</b>	<b>\$12.00 - \$18.00</b>	<b>\$13.00 - \$17.50</b>
# of Centres	<b>36</b>	<b>32</b>	<b>22</b>
<i>ECE Assistant: someone who works in the child care centre but is working towards the completion of their Early Childhood Education Certificate or Diploma</i>			

<b>ECE Cert. or Diploma (all facilities)</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$15.05</b>	<b>\$15.86</b>	<b>\$16.16</b>
Hourly Median	<b>\$15.00</b>	<b>\$15.92</b>	<b>\$15.08</b>
Hourly Range	<b>\$13.00 - \$18.30</b>	<b>\$14.00 - \$19.54</b>	<b>\$14.00 - \$22.00</b>
# of Centres	<b>57</b>	<b>51</b>	<b>31</b>
<i>ECE: Early Childhood Educator who has completed their 500 hours and has a Certificate or Diploma in Early Childhood Education</i>			

<b>ECE Cert. or Diploma (preschool only)</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$14.44</b>	<b>\$15.71</b>	<b>\$16.59</b>
Hourly Median	<b>\$15.00</b>	<b>\$15.50</b>	<b>\$15.08</b>
Hourly Range	<b>\$13.00 - \$18.00</b>	<b>\$14.00 - \$19.54</b>	<b>\$14.00 - \$22.00</b>
# of Centres	<b>26</b>	<b>21</b>	<b>13</b>
<i>Early Childhood Educators who have completed their 500 hours and have a Certificate or Diploma in Early Childhood Education and work in a Licensed Preschool environment</i>			



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## 2008 Wage Survey – Results by Individual Centre – Page 2

<b>ECE Post Basic</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$16.11</b>	<b>\$17.20</b>	<b>\$18.14</b>
Hourly Median	<b>\$16.00</b>	<b>\$17.12</b>	<b>\$17.75</b>
Hourly Range	<b>\$13.53 - \$20.00</b>	<b>\$14.04 - \$21.20</b>	<b>\$15.08 - \$23.00</b>
# of Centres	<b>12</b>	<b>12</b>	<b>8</b>
<i>ECE Post Basic: someone who has their Early Childhood Education Certificate or Diploma as well as an Infant Toddler or Special Needs Certificate</i>			

<b>Supervisor</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$16.00</b>	<b>\$16.76</b>	<b>\$18.22</b>
Hourly Median	<b>\$16.00</b>	<b>\$16.98</b>	<b>\$17.97</b>
Hourly Range	<b>\$12.00 - \$22.50</b>	<b>\$14.00 - \$23.84</b>	<b>\$15.75 - \$24.93</b>
# of Centres	<b>50</b>	<b>47</b>	<b>42</b>
<i>Supervisor: This position oversees the day to day operations of the child care centre</i>			

<b>Manager/Program Coordinator</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$18.81</b>	<b>\$20.59</b>	<b>\$21.29</b>
Hourly Median	<b>\$18.00</b>	<b>\$21.00</b>	<b>\$20.00</b>
Hourly Range	<b>\$16.00 - \$25.00</b>	<b>\$17.00 - \$26.50</b>	<b>\$17.30 - \$28.00</b>
# of Centres	<b>16</b>	<b>13</b>	<b>14</b>
<i>This role is defined in different ways, depending upon the structure of a facility, and may include supervision of one or many child care centres.</i>			



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## 2008 Wage Survey – Results by Organization – Page 1

<b>Non ECE Wage</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$13.02</b>	<b>\$14.05</b>	<b>\$14.42</b>
Hourly Median	<b>\$13.11</b>	<b>\$14.00</b>	<b>\$14.21</b>
Hourly Range	<b>\$10.00 - \$15.00</b>	<b>\$12.00 - \$17.50</b>	<b>\$11.85 - 17.00</b>
# of Orgs	<b>22</b>	<b>19</b>	<b>8</b>
<i>Non-ECE: someone who works in the child care centre who does not have an Early Childhood Education Certificate or Diploma</i>			

<b>ECE Assistant Wage</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$13.63</b>	<b>\$14.66</b>	<b>\$14.97</b>
Hourly Median	<b>\$13.50</b>	<b>\$14.57</b>	<b>\$14.10</b>
Hourly Range	<b>\$11.00 - \$18.00</b>	<b>\$12.00 - \$18.00</b>	<b>\$13.00 - \$17.50</b>
# of Orgs	<b>23</b>	<b>18</b>	<b>10</b>
<i>ECE Assistant: someone who works in the child care centre but is working towards the completion of their Early Childhood Education Certificate or Diploma</i>			

<b>ECE Cert. or Diploma (all facilities)</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$15.28</b>	<b>\$16.08</b>	<b>\$16.85</b>
Hourly Median	<b>\$15.00</b>	<b>\$16.00</b>	<b>\$15.28</b>
Hourly Range	<b>\$13.00 - \$18.30</b>	<b>\$14.00 - \$19.54</b>	<b>\$14.00 - \$22.00</b>
# of Orgs	<b>36</b>	<b>30</b>	<b>15</b>
<i>ECE: Early Childhood Educator who has completed their 500 hours and has a Certificate or Diploma in Early Childhood Education</i>			

<b>ECE Cert. or Diploma (preschool only)</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$15.40</b>	<b>\$15.89</b>	<b>\$17.66</b>
Hourly Median	<b>\$15.00</b>	<b>\$15.75</b>	<b>\$17.04</b>
Hourly Range	<b>\$13.00 - \$18.00</b>	<b>\$14.00 - \$19.54</b>	<b>\$14.00 - \$22.00</b>
# of Orgs	<b>17</b>	<b>12</b>	<b>8</b>
<i>Early Childhood Educators who have completed their 500 hours and have a Certificate or Diploma in Early Childhood Education and work in a Licensed Preschool environment</i>			



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## 2008 Wage Survey – Results by Organization – Page 2

<b>ECE Post Basic</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$15.98</b>	<b>\$17.07</b>	<b>\$17.95</b>
Hourly Median	<b>\$15.75</b>	<b>\$17.00</b>	<b>\$17.50</b>
Hourly Range	<b>\$13.53 - \$20.00</b>	<b>\$14.04 - \$21.20</b>	<b>\$15.08 - \$23.00</b>
# of Orgs	<b>10</b>	<b>10</b>	<b>7</b>
<i>ECE Post Basic: someone who has their Early Childhood Education Certificate or Diploma as well as an Infant Toddler or Special Needs Certificate</i>			

<b>Supervisor</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$16.43</b>	<b>\$17.41</b>	<b>\$19.28</b>
Hourly Median	<b>\$16.00</b>	<b>\$17.16</b>	<b>\$18.10</b>
Hourly Range	<b>\$12.00 - \$22.50</b>	<b>\$14.00 - \$23.84</b>	<b>\$15.75 - \$24.93</b>
# of Orgs	<b>19</b>	<b>17</b>	<b>16</b>
<i>Supervisor: This position oversees the day to day operations of the child care centre</i>			

<b>Manager/Program Coordinator</b>	<b>0-1 year employment</b>	<b>1-3 years employment</b>	<b>5+ years employment</b>
Hourly Average	<b>\$18.87</b>	<b>\$20.56</b>	<b>\$21.29</b>
Hourly Median	<b>\$18.00</b>	<b>\$20.96</b>	<b>\$20.00</b>
Hourly Range	<b>\$16.00 - \$25.00</b>	<b>\$17.00 - \$26.50</b>	<b>\$17.30 - \$28.00</b>
# of Orgs	<b>15</b>	<b>12</b>	<b>14</b>
<i>This role is defined in different ways, depending upon the structure of a facility, and may include supervision of one or many child care centres.</i>			

## Benefit Plans

**Of the 57 Child Care Organizations surveyed, the following information was obtained regarding benefit plans available to staff in child care facilities in the Central Okanagan:**

### **In Preschools:**

- 1 organization offers a benefit plan (if chosen) to full time staff at a cost to the employee of \$110.00 a month ( full time hours range from 20 to 30 hours per week )
- 1 organization offers a cost shared plan (50% each) to a value of \$2.15 an hour
- 2 offer a plan to full time staff that is 80% Employer paid
- 1 offers a plan to full time staff that is 70% Employer paid

### **In Infant Toddler and 3 to 5 Daycares (not including larger multi-centre organizations):**

- 2 organizations offer cost shared plans (50% each) to full time staff
- 1 offers a plan to staff after 3 months employment; cost shared (no details offered)
- 1 offers a plan to staff that is 100% Employer paid, after 6 months employment
- 1 offers a plan to all full time staff that is 100% Employer paid

### **Multi Centre organizations:**

- 4 organizations offer a plan to all full time staff that is 100% Employer paid
- 2 organizations offer a cost shared plan (50% each) to full time employees
- 1 organization offers a cost shared plan (70% Employer 30% Employee) to full time staff

### **Extra Benefits:**

- A choice: choose benefits or an extra 60 cents an hour
- \$40.00 a month health and well being allowance for all employees
- Free parking
- 4 sick days a year
- 3 weeks paid vacation
- 12 sick days a year
- After 5 years employment, 2% a year RRSP contribution
- Free daycare for all staff's children