



## Early Childhood Educators (ECEs) Compensation Fact Sheet

Early Childhood Educators (ECE) (Level 1, 2, 3), who are employed by provincially funded licensed child care centres and family home child care agencies will be paid the new ECE wage scale. ECEs that are Directors and Assistant Directors are included.

The wage scale will go into effect beginning **November 1, 2022**.

### To be eligible for the wage scale you must be:

A trained ECE ( Level 1, 2 or 3 ) who is employed by or working in:

- ✔ A licensed, provincially funded child care centre
- ✔ A Family Home Child Care Agency

### How much will I make on the scale?

Your employer will determine where to place you on the scale, based on your classification and years of experience.

### New Wage Scale goes into effect November 1, 2022 (Retroactive to July 4)

To review the QIG Operator Guide with information about staff placement on the scale visit [www.childcarenovascotia.ca/ECECompensation](http://www.childcarenovascotia.ca/ECECompensation).

If you have questions about your placement on the wage scale, we encourage you to have a discussion with your employer.

Position & Level	Current Floor	New Wage Scale					Annual salary based on 40 hours a week		
		Step 1 <1 Year	Step 2 1-2 Years	Step 3 2-3 Years	Step 4 3-4 Years	Step 5 4-5+ Years	Position	Salary/annum (40 hrs week) at Step 1	Salary/annum (40 hrs week) at Step 5
Director - Level 1		\$22.92	\$23.60	\$24.31	\$25.04	\$25.79	Director - Level 1	47,668	53,650
Director - Level 2		\$24.98	\$25.73	\$26.50	\$27.29	\$28.11	Director - Level 2	51,952	58,473
Director - Level 3		\$26.01	\$26.79	\$27.59	\$28.42	\$29.27	Director - Level 3	54,095	60,884
Asst Dir - Level 1		\$21.01	\$21.64	\$22.29	\$22.96	\$23.64	Asst Dir - Level 1	43,695	49,179
Asst Dir - Level 2		\$22.90	\$23.58	\$24.29	\$25.02	\$25.77	Asst Dir - Level 2	47,623	53,600
Asst Dir - Level 3		\$23.84	\$24.55	\$25.29	\$26.05	\$26.83	Asst Dir - Level 3	49,587	55,810
ECE - Level 1	\$15.00	\$19.10	\$19.67	\$20.26	\$20.87	\$21.49	ECE - Level 1	39,723	44,708
ECE - Level 2	\$17.00	\$20.81	\$21.44	\$22.08	\$22.74	\$23.43	ECE - Level 2	43,294	48,727
ECE - Level 3	\$19.00	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39	ECE - Level 3	45,079	50,737

## Once my employer places me on the scale, when will I see the increase on my pay cheque?

Throughout October, employers and centre Directors will be placing staff on the wage scale.

Based on this placement, your wage will increase on **November 1** and hours worked on this day will be at the new hourly rate, but it may take several weeks for you to see the wage increase on your pay. This is because employers have different payroll processes and schedules.

If you have questions about the status of your pay, it is best to have a conversation with your employer.

## Will my pay increase over time?

The wage scales will be adjusted to ensure pay raises are consistent with overall public sector wage increases.

## Will I receive retroactive pay?

Yes. All ECEs that are included in the wage scale will receive retroactive pay for the period **July 4, 2022, to October 31 2022**. This will be paid through a separate lump sum payment (separate from your regular paycheque) between early and mid-December. The Department is asking all employers to pay the lump sum to eligible staff no later than **December 15th**.

### Here are key dates:



**November 1** – New Wage Scale Begins. ECEs will begin earning wages based on the new scale but it will take some time for the increase to be reflected on your pay.

**November 14th** – Deadline for Employers / Operators to send information to the Department to help us calculate retroactive payments.

**November 30th** – Retroactive payments will be made from the Department to Employers / Operators.

**By December 15th** – All ECEs should have received their retroactive payment from their Operator / Employer.

## My employer has not given me my full increase, who can I speak with?

If you feel that your employer has not provided you with the right wage increase, you should start by speaking with them and asking how your rate of pay was determined. Guidance was provided to Employers on this process and can be viewed at [www.childcarenovascotia.ca/ECECompensation](http://www.childcarenovascotia.ca/ECECompensation)

## What are my options for increasing my classification level?

There are many options to increase your training, and most are accessible at little cost.

For more information on options, visit [www.ednet.ns.ca/earlyyears/pd/index.shtml](http://www.ednet.ns.ca/earlyyears/pd/index.shtml) or check out the ECE Training factsheet for a quick summary [www.childcarenovascotia.ca/ECECompensation](http://www.childcarenovascotia.ca/ECECompensation)