



Stay Tuned...

Our session will begin shortly

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To all Early Childhood Educators...

thank you!

Today is an exciting milestone in our journey to build a system of Early Learning & Child Care in Nova Scotia.

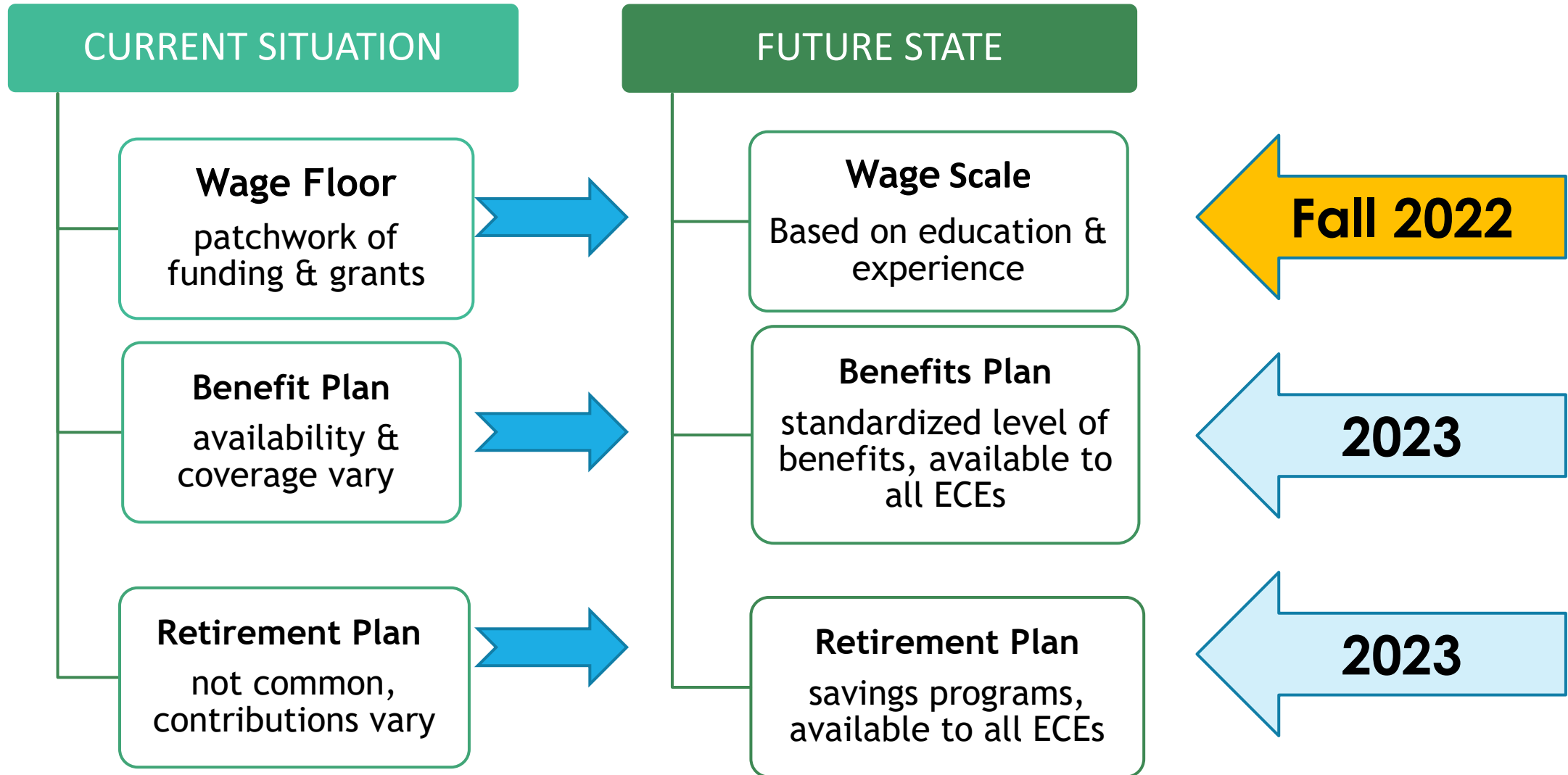
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Quality early learning starts with a well-trained and appropriately compensated ECE workforce.



ECE Compensation

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Early Childhood Educator Wage Scale

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	Years of Experience				
	Step 1	Step 2	Step 3	Step 4	Step 5
Position & Level	0-1 yrs	2-3 yrs	3-4 yrs	4-5 yrs	5
Director - Level 1	\$22.92	\$23.60	\$24.31	\$25.04	\$25.79
Director - Level 2	\$24.98	\$25.73	\$26.50	\$27.29	\$28.11
Director - Level 3	\$26.01	\$26.79	\$27.59	\$28.42	\$29.27
Asst Dir - Level 1	\$21.01	\$21.64	\$22.29	\$22.96	\$23.64
Asst Dir - Level 2	\$22.90	\$23.58	\$24.29	\$25.02	\$25.77
Asst Dir - Level 3	\$23.84	\$24.55	\$25.29	\$26.05	\$26.83
ECE - Level 1	\$19.10	\$19.67	\$20.26	\$20.87	\$21.49
ECE - Level 2	\$20.81	\$21.44	\$22.08	\$22.74	\$23.43
ECE - Level 3	\$21.67	\$22.32	\$22.99	\$23.68	\$24.39

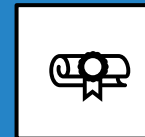
HIGHLIGHTS



From 14% to 43% increase, from the wage floor; no one goes back



Retroactive to July 4



Encourages certification and retention; as education and experience increase, so does pay



Aligned to overall public sector wage increases

Who's eligible for the scale?



All classified **Level 1, 2 and 3 ECEs working in a funded licensed child care setting*** are eligible for this wage scale. This includes Directors and Assistant Directors.



Inclusion Coordinators who are ECEs will be addressed under the Inclusion Support Grant.

** "Licensed child care setting" includes funded, licensed child care centres and Family Home Agencies. Centres and agencies must have funding agreements with the Province to be eligible*

Wage scale, at a glance

- Commonly used in civil service, healthcare and education sectors
- 5 steps; individuals progress across steps based on education and years of experience
- Movement up steps occurs on anniversary of hire
- Staff must be paid the wage scale – no more or no less
- Any staff paid more than wage scale when it's introduced will have their pay maintained until the wage scale 'catches up' (nobody will fall backward - they are "Red Circled")

Streamlined Reporting & Funding

Reduces burden, improves cash flow

CURRENT

- Multiple forms, difficult to understand, no automated receipts or total funding expected
- Quarterly funding creates challenges for cash flow and changes during period
- Same daily funding rate regardless of hours open

NEW

- One online form – streamlines reporting and administration
- More frequent payments - Bi-weekly
- Responsive - reflects changes during the period
- Greater flexibility - pay for actual hours
- Greater transparency, accountability
- Funding to support new wage scales

A photograph of a woman with blonde hair tied back, wearing a purple shirt, sitting at a table with two young boys. The boy on the left is wearing a red and white striped shirt and is focused on eating from a plate. The boy on the right is wearing a green shirt and is also eating. There are several yellow cups on the table. In the background, there is a colorful display of red and yellow shapes. The image is overlaid with a blue and white geometric design on the right side.

WHAT COMES NEXT?

EECD will work with Operators and Agencies

EECD will support Operators and Agencies to ensure wages can be paid as quickly as possible

Operators & Agencies will...

- ✓ Decide where to place staff on the wage scale, with guidance and support from EECD
- ✓ Pay eligible staff based on the new wage scale
- ✓ Provide retroactive payments to eligible staff

EECD will support Operators & Agencies by...

- ✓ Providing instructional materials and hosting information sessions
- ✓ Providing one-on-one support with a member of the grant support team for those that require personalized assistance

How will retroactive pay work?

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Retro Period

- July 4, 2022 to October 31, 2022

Who will receive retro?

- Anyone eligible for the new wage scale

How much will they receive?

- Depends on the ECE, and their placement on the scale

How will retro be determined?

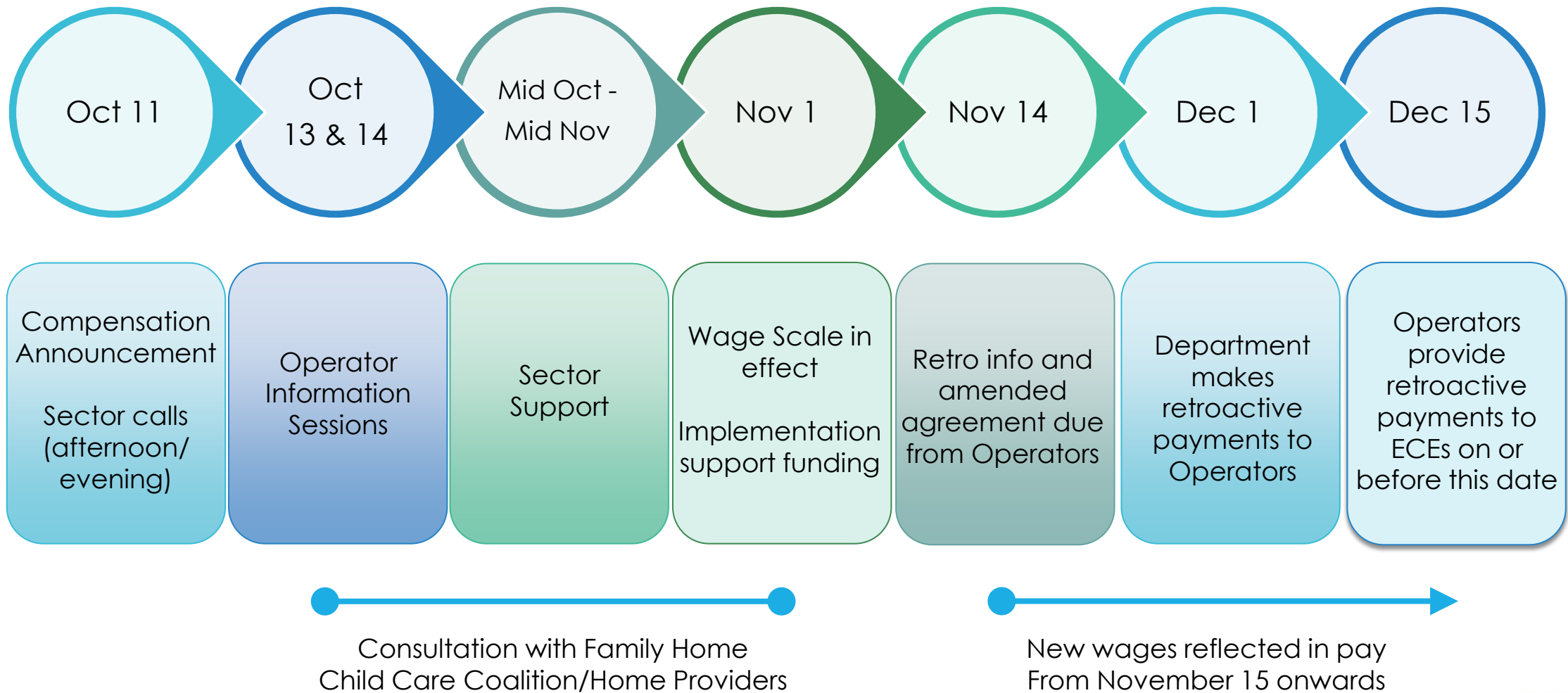
- Operators complete a form with hours worked and scale placement
- EECD calculates the retroactive payment per employee

When will ECEs receive retro?

- Operators will receive funds by the end of November, and will be asked to pay lump sum retro to each eligible ECE by December 15

Timeline

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Stay in-the-know: *Visit the ECE Compensation Hub*

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childcarenovascotia.ca/ECECompensation

ECE Compensation

This is where the messaging about and link to the ECE Compensation will be located. [Get the details.](#)

Nova Scotia is transforming the delivery of child care through the Nova Scotia Canada-Wide Early Learning and Child Care Agreement.

Through the Agreement, Nova Scotia will receive \$605 million in federal funding over five years, allowing the province to significantly reduce costs for families and expand access to more quality spaces by 2026.

[Read the highlights of the agreement](#)



- ✓ Wage scale & timeline
- ✓ ECE Fact Sheet & Upskilling information
- ✓ General FAQs
- ✓ Sector call recording and presentation
- ✓ Copies of emails sent to sector
- ✓ Quality Investment Grant ("QIG") Operator Guide

Sign up for our newsletter to receive the latest information about changes to Nova Scotia's early learning and childcare

Key Support Activities & Next Steps

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Today – October 11

- Announcement and Sector Calls

Tomorrow – October 12

- Detailed Information Package emailed to Operators and Agencies

October 13 & 14

- Virtual Operator Information Sessions

Next Week

- Consultation with Family Home Child Care Coalition/Providers
- Sector support begins – Email ECDSGrants@novascotia.ca or contact your Early Childhood Development Consultant

Placement scenario

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I'm a Level 2 ECE with 20 years of experience. Where do I get placed on the wage scale?

- ▶ We consider the number of years of accumulated experience you have as a level 1, 2 or 3 ECE.
- ▶ As a level 2 ECE with 20 years of experience, you would be placed at Level 2, Step 5.
- ▶ You would receive an increase to your pay based on:
 - ▶ Economic adjustments that would be made to step 5, in line with other public sector wage increases, OR
 - ▶ Upskilling that would allow you to be classified as a level 3 ECE, at which point you would move to level 3, step 5, OR
 - ▶ Taking a leadership role as an Inclusion Coordinator, Assistant Director, or Director, at Step 5.
- ▶ It is not the number of years at each level; it is accumulated experience as a classified ECE, at level 1, 2 or 3.

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Questions we received during 3 pm call

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- ▶ Do educators with a school-age classification end up in ECE level 2 in the scale?
 - ▶ Yes.
- ▶ Do Director's years of experience count only while working as a Director or do years of experience while working as an ECE count, too?
 - ▶ Any years worked as a classified ECE (level 1, 2 or 3 count toward your years of experience)

Questions we received during 3 pm call

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- ▶ How does 'five years of experience' on the scale, work?
 - ▶ Individuals that have five years of experience at their given position and level will be paid at the top of the scale for their given position and level
 - ▶ They will maintain this rate of pay until periodic economic adjustments happen (these usually happen annually) or until they increase their education/certification or leadership experience
- ▶ Is it correct that we cannot offer a raise to staff if it's above the wage scale
 - ▶ Individuals cannot be paid above the scale – this is the nature of a public sector wage scale
 - ▶ For those staff currently earning above the scale, their salary will be protected at the current amount they are being paid.

Detailed questions about placing individuals on the scale: QIG Operator Guide – this will be posted on our website tomorrow for all and sent to Operators

ECEs: childcarenovascotia.ca/ECECompensation

Operator Information Sessions to learn about how to operationalize wage increase:

October 13 & 14