

## NSCCA Suggested Minimum Salary Guidelines For Trained ECE Professionals (2014-2016)

For regulated Early Learning and Care Programs

Classification	Entry	Step 2	Step 3	Step 4	Step 5	NS DE&ECD (Dept. of Education and Early Childhood Development)
<b>ECE III</b> ♦Director	\$47,283 (22.73)	\$52,020 (25.01)	\$57,200 (27.50)	\$62,920 (30.25)	\$69,222 (33.28)	Comparable to Level 2/3 Classification
<b>ECE II</b> ♦Supervisor						
<b>ECE II</b> ♦Resource	\$39,811 (19.14)	\$43,388 (20.86)	\$47,278 (22.73)	\$51,521 (24.77)	\$56,118 (26.98)	
<b>ECE I</b>	\$34,195 (16.44)	\$37,252 (17.91)	\$40,622 (19.53)	\$44,283 (21.29)	\$47,923 (23.04)	
<b>Child Care Worker II</b> (in ECE training)	\$24,876 (11.96)	\$27,132 (13.04)	\$29,556 (14.21)	\$32,198 (15.48)	\$35,131 (16.89)	Comparable to Level 1 and Entry Classification
<b>Child Care Worker I</b>	\$21,632 (10.40)	\$23,587 (11.34)	\$26,062 (12.35)	\$28,017 (13.47)	\$30,513 (14.67)	

**Notes:** 40 hour week. Each level represents 3 years of experience. In this phase, increments are 9% for practitioners, 10% for directors. Early Childhood Educators or Administrators who are certified are paid \$1500 above scale.

**ECE III (director)** – An ECE who manages the centre and its day to day operations. This person is accountable for program quality and has post diploma training and experience in management and administration. Executive Directors of large or multi-site centres may be paid above scale.

**ECE II (supervisor)** – An ECE whose job description includes a portion of the program’s administration. The ECE II provides administrative or management support to help ensure quality centre-wide operations and has post diploma training and experience in management and administration.

**ECE II (resource)** – An ECE whose job description includes specialized responsibilities and duties with regard to program development and/or the inclusion of children with special needs. An ECE II will have a combination of post diploma experience and training in the area of specialization.

**ECE I** – Holds a diploma or degree in Early Childhood Education. Primary responsibility is the early learning and care of a group of children. The ECE has no program-wide administration duties.

**Child Care Worker II (in ECE training)** – A child care worker who has no formal ECE credential but who is actively pursuing an early childhood diploma or degree. This person works within a formal framework of supervision and support and will have a contractual agreement with the employer with regard to their training plan. This person is untrained or equivalent for purposes of the Daycare Act and may or may not be responsible for a group of children.

**Child Care Worker I** – A child care worker who has no formal ECE credential. This person is untrained or equivalent for purposes of the Daycare Act and may or may not be responsible for a group children.

**Certification is recommended for all eligible early childhood educators**

# Work for a worthy wage; it makes a difference.

## What is the Minimum Salary Guideline?

**The minimum salary guideline has been developed with the goal of promoting consistency within Nova Scotia's early learning and child care community. When used by centres to calculate salaries it will help determine how much more each centre in particular, and the field in general, would need in order to pay a wage that is reflective of the value of our work and appropriate for the degree of responsibility, skills, effort and education required for quality early learning and child care outcomes. The minimum salary guideline is offered by NSCCA as a tool for moving ahead collectively.**

**Administering salaries is not a simple mechanical procedure. It is a direct expression of the values of the organization. When we confine our vision to the current limitations of our budgets there is a tendency to put policies and systems in place that actually lower standards and erode the quality of programs. It is our hope that centres will work to move their budgets toward the full cost of care by building their budgets around their quality needs.**

**We invite you to join the Worthy Wage Campaign and to work with NSCCA to communicate revenue requirements to government on behalf of the early childhood workforce who continue to subsidize the child care sector with their low wages.**

## How to use the guideline to determine the full cost of care:

- Assign a job description for each position in the centre. These descriptions define positions not the individuals who hold the jobs.
- An individual's job description will then determine their placement on the scale. Their years of experience will determine their level/step.
- Some centres many wish to move an employee up by a step or two to recognize a difference in educational credential. For example someone with a four year degree in early childhood might be placed a step or two ahead of a person with a two year diploma, experience being equal. If this approach is taken it is important to detail your rationale and make sure this practice is consistently applied. This practice means that the higher credentialed person starts earning more, earlier, but will also hit the ceiling sooner.
- Place all employees on the scale.
- Determine how much the salary budget would be if the scale were adopted and compare it with your current budget.
- The difference is the amount that would need to be made up by parents or government to pay your staff according to the minimum suggested guideline. That number can be used to advocate for change.
- Determine the % by which figures on the scale would have to be decreased to work within your current revenue. The scale can then become a goal toward which you can determine an incremental approach.
- Develop a strategic plan to address the changes you want to make. We suggest that 80% of current revenues be allocated for salaries and benefits.
- Join the Worthy Wage Campaign and work with NSCCA to communicate revenue requirements to government on behalf of the early childhood workforce. Don't let government fail to institute a formal system and budgetary support for quality early learning and child care in Nova Scotia. The vision of a quality early learning and child care system is good for all of us!
- Feel free to adopt the guideline scale as is, or customize it to reflect the job titles and responsibilities of your staff. Remember that this is the fourth phase of a suggested minimum guideline. Centres that exceed these guidelines are to be congratulated and we encourage you to continue doing so. You are true leaders in the field.

## What we know...

- **69% of Nova Scotia's centre based early childhood educators and assistants have a post-secondary credential (diploma or degree).'**
- **Nova Scotia's full time, centre based, early childhood educators are earning more but are not getting ahead. Our 2014-2016 guideline is set to keep our lowest paid classification roughly in-line with proposed changes to the minimum wage (\$10.40 in 2014).**