

Early Childhood Educator Wage Grid

The Wage Support Program for Early Childhood Educators (WSP-ECE) is a wage enhancement program administered by the Department of Education and Early Childhood Development that recognizes early childhood education as a profession. It encourages Early Childhood Educators (ECEs) to participate in higher-level training and it provides funding to improve wages of qualified ECE and reduce staff turnover.

The new Early Childhood Educator Wage Grid recognizes an educator's training and qualifications, as well as their years of experience. Wages that are clearly articulated and predictable play an important role in the recruitment and retention of qualified ECEs.

The ECE Wage Grid sets out the required minimum wage rate operators must pay eligible educators, effective **November 1, 2022**.

The ECE Wage Grid establishes the foundation for future investments in wages for ECEs and will be reviewed annually as per the *Early Childhood Services Act*.

Eligibility:

The ECE Wage Grid Guidelines provides additional details for the administration of the Wage Support Program for Early Childhood Educators (WSP-ECE). The ECE Wage Grid is for:

- Educators and administrators working directly with children in designated New Brunswick Early Learning Centres
- Operators of designated New Brunswick Early Learning and Child Care Homes
- School-age educators working in licensed Early Learning and Childcare facilities
- Untrained relief staff (with restrictions)

Typical Annual Salary

The typical annual ECE salary* is based on an average of **36 hours** per week and does not include the additional 14% administration fees, which EECD provides operators to cover the mandatory Employee Related Costs:

- *Employment Insurance (E.I.)*
- *Canada Pension Plan (C.P.P.)*
- *4% or 6% for Vacation Pay*
- *Workplace Health, Safety and Compensation Commission (WHSCC)*

	Step 1	Step 2	Step 3
Level 1	\$39,312	\$41,184	\$43,936
Entry Level	\$27,893	\$29,709	\$31,637

Operators may opt to increase wages above and beyond the WSP-ECE program.

Special Privilege Clause (Exceptions)

1. All educators and administrators approved in Wage Support Program for Early Childhood Educators (**WSP-ECE**) **prior to November 1, 2022**, will remain at Step 3 of their current funding Level on the ECE Wage Grid.
2. Educators approved in the Wage Support Program for Early Childhood Educators (**WSP-ECE**), who are employed in a Designated Facility or a licenced Early Learning and Childcare facility providing school-age services **prior to November 1, 2022, and** who are registered in a Post-Secondary ECE certificate or diploma program **prior to September 1, 2022**, will be eligible upon completion for Level 1, Step 3 on the ECE Wage Grid.

Acknowledgement

We wish to acknowledge the contribution of the early learning and child-care operators who have been integral to the development of the ECE Wage Grid Guidelines:

- Francophone and anglophone sector working groups
- Operator engagement table members
- Department of Finance and Treasury Board

Thank you for your thoughtful participation and commitment to building a stronger and more stable ECE workforce to support New Brunswick children and families.