



Kelowna Child Care Society
 #4 – 1890 Ambrosi Road, Kelowna, BC V1Y 4R9
 250-762-3536

Group Facility Wage Survey 2007

| NON-ECE WAGE | 0-1 year employment | 1-3 years of employment | 5+ years of employment |
|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------------------------|------------------------------------------------|
| Lowest Wage | \$10.50 | \$11.00 | \$13.74 |
| Highest Wage | \$13.00 | \$15.00 | \$16.00 |
| Average Wage | \$11.94 (4 paid below - 7 paid above) | \$13.25 (4 paid below – 2 paid above – 1 paid the same) | \$14.50 (2 paid below – 1 paid over) |
| <i>Non-ECE: someone who works in the child care center who does not have an Early Childhood Education Certificate or Diploma</i> | | | |

| ECE ASSISTANT WAGE | 0-1 year employment | 1-3 years of employment | 5+ years of employment |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| Lowest Wage | \$10.50 | \$12.40 | 12.83 |
| Highest Wage | \$15.00 | \$17.00 | 13.25 |
| Average Wage | \$12.47 (4 paid below - 5 paid above) | \$14.02 (6 paid below - 3 paid above) | \$13.04 (1 paid below – 1 paid above) |
| <i>ECE Assistant: someone who works in the child care centre but is working towards the completion of their Early Childhood Certificate or Diploma</i> | | | |

| ECE Certificate or Diploma | 0-1 year employment | 1-3 years of employment | 5+ years of employment |
|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| Lowest Wage | \$12.00 | \$12.50 | \$13.00 |
| Highest Wage | \$14.58 | \$18.00 | \$15.50 |
| Average Wage | \$13.71 (4 paid below – 5 paid above) | \$15.06 (7 paid below – 4 paid above) | \$14.47 (1 paid below – 3 paid above) |
| <i>ECE: Early Childhood Educator who has completed their 500 hours and has a Certificate or Diploma in Early Childhood Education</i> | | | |



| ECE POST BASIC | 0-1 year employment | 1-3 years of employment | 5+ years of employment |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| Lowest Wage | \$13.25 | \$14.00 | \$14.75 |
| Highest Wage | \$16.00 | \$17.00 | \$18.00 |
| Average Wage | \$14.52 (3 paid below – 2 paid above) | \$15.69 (3 paid below – 2 paid above) | \$16.31 (2 paid below – 1 paid above) |
| <i>ECE Post Basic: someone who has their Early Childhood Education Certificate Diploma or Certificate as well as Infant Toddler or Special Needs Certificate</i> | | | |

| SUPERVISOR | 0-1 year employment | 1-3 years of employment | 5+ years of employment |
|-----------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| Lowest Wage | \$11.00 | \$15.50 | \$15.50 |
| Highest Wage | \$14.00 | \$18.50 | \$19.00 |
| Average Wage | \$15.04 (3 paid below – 4 paid above) | \$17.12 (4 paid below – 3 paid above) | \$17.43 (1 paid below – 4 paid above) |
| <i>Supervisor: This position is over-seeing the day to day operations of the child care center.</i> | | | |

| MANAGER/PROGRAM COORDINATOR | 0-1 year employment | 1-3 years of employment | 5+ years of employment |
|------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| Lowest Wage | \$12.50 | \$17.00 | \$18.00 |
| Highest Wage | \$21.00 | \$22.00 | \$21.02 |
| Average Wage | \$16.28 (5 paid below – 2 paid above) | \$18.42 (4 paid below – 2 paid above) | \$18.88 (3 paid below – 1 paid above) |

* 20 surveys were received

12 centres had no benefits

8 centres had benefits