



Market Competitive Salary Guideline Scale

For Early Learning and Child Care Centres, 2019 - 2020

What is a Market Competitive Salary Guideline Scale (MCSGS) and why does MCCA continue to index it?

The purpose of the MCSGS is to answer the question “how much should an ECE earn?” MCCA hired People First HR Services to analyze the education, skills, and abilities required of Executive Directors, Early Childhood Educators and Child Care Assistants. They used the job descriptions in MCCA’s Human Resource Management Guide for Early Learning and Child Care Programs and recommended salary ranges competitive with other jobs that require similar training and responsibility. The MCSGS provides employers with a guideline for establishing fair compensation, and a logical structure that ensures equity between positions. MCCA continues to index it annually so that it remains current. It is used as part of our advocacy work in recommending adequate funding for a high quality early learning and child care system.

What’s new for 2019 - 2020?

There has been an increase of 2.5% from the Market Competitive Salary Guideline Scale 2018-2019 to reflect the compensation forecast for the not for profit sector, based on research conducted by People First HR Services.

The first research based Market Competitive Salary Guideline Scale was published by MCCA in 2007. Ten years ago, the recommended salary range for an ECE that works directly with children was \$15.00 - \$18.75 per hour.

How much do ECEs currently earn?

In 2016, MCCA engaged Probe Research to conduct a survey of MCCA members. Respondents reported they have on average 14.5 years of experience in child care and their average hourly wage by position is: Director: \$30.69 Supervisor/Assistant Director/Team or Unit Leader: \$22.03 ECE: \$18.38 CCA: \$12.93

The current average for all positions is below or slightly above the recommended starting salary for all positions. For example, current average hourly earnings for an ECE is \$18.38, however the recommended research based starting salary is \$19.85 per hour.

What do the levels mean?

Level 1 is the salary scale minimum. It is appropriate for someone who meets the educational requirements but lacks the required experience and some of the necessary skills. Level 5 is the salary scale maximum and is the end of the scale. It is appropriate for someone who meets the educational requirements, and is fully proficient in the job. Increments are earned based on length of service, high quality performance, or both, depending on the policies of the centre as developed by the board.

Do child care centres have to pay market competitive wages to their employees?

The board of directors of each child care centre is responsible for determining compensation for their employees. MCCA recommends the boards of directors adopt the current or most affordable salary guideline scale as the minimum salary range for all employees, and to compensate all employees at a level appropriate to their educational credentials and years of experience.

How can the MCSGS be used?

The MCSGS helps ECEs and CCAs know what compensation to look for when seeking employment. The board of directors or centre administrator will find the MCSGS helpful when establishing a fair wage scale for employees, when budgeting, and also when trying to recruit new employees. MCCA provides the MCSGS to government to encourage improvements to child care compensation, enhanced funding, and as a solution to address the recruitment and retention challenge. School divisions, child minding organizations, ECE training institutions, unions and other provincial child care organizations also refer to the MCCA wage scale as it is the only research based salary scale for the child care workforce in Canada.

More information about the MCSGS, including other wage scale options, is available on our website www.mccahouse.org under Advocating for Quality.

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About the Market Competitive Salary Guideline Scale

The salaries are based on the definitions and job descriptions in the *Human Resource Management Guide for Early Learning and Child Care Programs*, Manitoba Child Care Association, 2014.

- Annual salary is based on a 40 hour week. For work weeks with fewer hours, the salary should be pro-rated.
- This salary scale is current as of November 2019 and is designed to reflect the competitive market and relative values within the scale.
- As the infrastructure of staffing varies between centres, the scale may require some adjustment to meet the individual staffing requirements at a centre.

Market Competitive Benefits Package

People First HR Services advises that a comprehensive benefits package can be a key factor in attracting and retaining employees. They suggest the following benefits are considered to be market competitive:

- A vacation plan which provides 2 weeks vacation initially, 3 weeks at 3 years of employment, 4 weeks at 10 years and 5 weeks at 15 years. Directors would normally start at 3 weeks.
- Eight statutory holidays, plus any additional observed by the Government of Manitoba (i.e. Easter Monday).
- A registered pension plan to which the employer makes a minimum matching contribution of 4%.
- A group medical plan which includes prescription drugs, hospital, paramedical, medical supplies and travel coverage.
- A dental plan which covers preventative, basic and major treatments.
- A short term disability plan which provides income to the employee for short periods of incapacity. This can be done through an insured plan or through salary continuation.
- A long term disability plan which provides income to the employee in the event that they can't return to work for an extended period of time.
- Life and accidental death & dismemberment insurance.
- The cost of the group benefits plan should be shared between the employer and the employee with the premiums structured so as to make any benefits

MCCA offers our members a comprehensive group benefits plan through HealthSource Plus that also includes a substantial health and wellness program, a management assistance program, and a retiree plan for those eligible. Employers that offer the MCCA endorsed group benefits plan will find it helpful to recruit and retain employees that want to maintain comprehensive, affordable group benefits coverage. Coverage is transferable to any licensed child care program that participates in the plan.

MCCA recommends that employers:

- Require employees to complete 24 hours of professional development in early learning and child care annually.
- Contribute a minimum of 1% of gross annual salary toward the cost of professional development for employees that have successfully completed the probationary period.
- Provide all employees with a salary scale relevant to their position, a job description, personnel policies, and an employment contract upon hiring.
- Employ graduates from Manitoba's approved early childhood education programs (or recognized equivalent) as primary care givers.
- Develop a written plan to follow should the centre become unable to meet the requirements of the *Community Child Care Standards Act*, whether related to proportion of trained staff, qualifications of staff, staff to child ratios or group sizes.

Director:

- As defined in *The Community Child Care Standards Act*, Manitoba Regulation 62/86.
- Director I: Manages a facility of 50 spaces or less.
- Director II: Manages a facility of 51-100 spaces.
- Director III: Manages a facility of 101-150 spaces.
- Director IV: Manages a facility of 151-200 spaces.
- Participates in at least 24 hours of ECE professional development per year.
- MCCA recommends that centre directors have a relevant credential in management.

Directors are in charge of the daily management of the centre. They oversee all aspects of the program and are accountable to the Board of Directors. Their duties are primarily managerial, requiring supervision of staff who care for and educate the children.

DIRECTOR:						
2019-20						
Job		Level 1	Level 2	Level 3	Level 4	Level 5
Director IV (151-200 spaces)	Annual	\$85,097	\$90,405	\$95,723	\$101,041	\$106,359
	Hourly	\$40.91	\$43.46	\$46.02	\$47.39	\$51.13
Director III (101-150 spaces)	Annual	\$77,352	\$82,186	\$87,022	\$91,856	\$96,700
	Hourly	\$37.19	\$39.51	\$41.84	\$44.16	\$46.49
Director II (51-100 spaces)	Annual	\$69,975	\$74,183	\$78,546	\$82,910	\$87,273
	Hourly	\$33.57	\$35.66	\$37.76	\$39.86	\$41.96
Director I (50 spaces or less)	Annual	\$60,975	\$64,788	\$68,598	\$72,444	\$76,208
	Hourly	\$29.32	\$31.15	\$32.98	\$34.83	\$36.64

Supervisor / Assistant Director / ECE with Specialized Training / Nursery School Teacher:

An individual who has the dual responsibility of the administration of the centre and the delivery of the program. This can also include nursery school teachers, unit leaders, assistant directors, and centre directors who are included in the child/staff ratio.

A guideline job description is in the Human Resource Management Guide for Early Learning and Child Care Programs, Manitoba Child Care Association, 2018.

Supervisor II or Assistant Director:

- A Supervisor or Assistant Director whose job description includes a significant portion of the child care program administration in a facility of 51 to 100+ spaces. Examples include orientating and directing staff; managing employee records, developing staffing schedules, assisting in identifying professional development opportunities and record keeping.
- Participates in at least 24 hours of ECE professional development per year.

SUPERVISOR II / ASSISTANT DIRECTOR (ECE II OR III):						
2019-20						
Job		Level 1	Level 2	Level 3	Level 4	Level 5
Supervisor II	Annual	\$54,142	\$57,527	\$60,909	\$64,295	\$67,678
Assistant Director (ECE II or III)	Hourly	\$26.03	\$27.66	\$29.28	\$30.91	\$32.54

Supervisor I / Assistant Director / ECE III with Specialized Training / ECE II or III Nursery School Teacher:

- A Supervisor or Assistant Director whose job description includes a portion of the child care program administration in a facility of 50 spaces or less. Examples include orientating and directing staff, managing employee records, developing staffing schedules, assisting in identifying professional development opportunities, and record keeping.
- An ECE III whose duties are primarily those performed by an ECE working with children with additional support needs, infants, school-agers, aboriginal children, or any other recognized specialization.
- An ECE II or III working in a nursery school, whose duties are primarily those performed by an ECE working with children and whose job description includes a portion of the child care program administration duties.
- Participates in at least 24 hours of ECE professional development per year.

The main areas of responsibility for a centre Director are:

- 1. Program Management**
 - A. Health and Safety
 - B. Curriculum
 - C. Families
- 2. Organizational Management**
 - A. Centre Administration
 - B. Government Regulating Body
- 3. Financial Management**
- 4. Human Resource Management**
 - A. Hire and Manage Staff
 - B. Career Development and Training
- 5. Public Relations**
 - A. Communication Skills
 - B. Public Relations
- 6. Professionalism**

A guideline job description is in the Human Resource Management Guide for Early Learning and Child Care Programs, Manitoba Child Care Association, 2014.

The main areas of responsibility are:

- 1. Health and Safety**
- 2. Program**
- 3. Families**
- 4. Administrative Management:**
 - A. Government Regulating Body
 - B. Administration
 - C. Children and Families
 - D. Operational Management
 - E. Financial Management
 - F. Personnel Policies & Procedures
 - G. Career Development and Training
 - H. Public Relations
- 5. Professionalism**

Supervisor I / Assistant Director / ECE III with Specialized Training / ECE II or III Nursery School Teacher: (CONTINUED)

SUPERVISOR I / ASSISTANT DIRECTOR / ECE III with specialized training or Nursery School Teacher:						
2019-20						
Job		Level 1	Level 2	Level 3	Level 4	Level 5
Supervisor I	Annual	\$48,825	\$51,876	\$54,928	\$57,980	\$61,032
Assistant Director, or ECE III	Hourly	\$23.47	\$24.94	\$26.41	\$27.88	\$29.34
with specialized training, or Nursery School Teacher						

A guideline job description is in the Human Resource Management Guide for Early Learning and Child Care Programs, Manitoba Child Care Association, 2018.

Early Childhood Educator (ECE):

- As defined in *The Community Child Care Standards Act*, Manitoba Regulation 62/86.
- Duties are primarily those performed by a front line ECE for infants, preschool, school-age children, or a nursery school teacher without administrative duties.
- Participates in at least 24 hours of ECE professional development per year.

The ECEs primary responsibility is the care and education of children. The ECE presents, directs, and assesses the positive emotional, physical, social, and cognitive development of children in a child care setting, by implementing appropriate activities and programs according to each child's individual developmental abilities, interests, and needs.

EARLY CHILDHOOD EDUCATOR (ECE II or III):						
2019-20						
Job		Level 1	Level 2	Level 3	Level 4	Level 5
Early Childhood Educator (ECE II or III)	Annual	\$42,316	\$44,960	\$47,604	\$50,249	\$52,895
	Hourly	\$20.34	\$21.62	\$22.89	\$24.16	\$25.43

A guideline job description is in the Human Resource Management Guide for Early Learning and Child Care Programs, Manitoba Child Care Association, 2018.

Child Care Assistant (CCA):

- As defined in *The Community Child Care Standards Act*, Manitoba Regulation 62/86.
- Participates in at least 24 hours of professional development in early childhood education per year.
- The Child Care Assistant (CCA) assists the Early Childhood Educator (ECE) with the care and education of children. This includes assisting the ECE in directing and assessing the positive emotional, physical, social and cognitive development of children by implementing appropriate activities and programs according to each child's individual developmental abilities, interests and needs.
- To be considered a Child Care Assistant in ECE Training, the CCA must be actively pursuing an ECE classification. A written contract is required between the facility and the CCA that includes a start and end date for training. The 40 hour orientation course required by Regulation is not considered a CCA in ECE training.

CHILD CARE ASSISTANT:						
2019-20						
Job		Level 1	Level 2	Level 3	Level 4	Level 5
Child Care Assistant in ECE training	Annual	\$33,852	\$35,967	\$38,083	\$40,199	\$42,314
	Hourly	\$16.28	\$17.29	\$18.31	\$19.33	\$20.34
Child Care Assistant (CCA)	Annual	\$27,649	\$29,377	\$31,105	\$32,835	\$34,562
	Hourly	\$13.29	\$14.12	\$14.95	\$15.79	\$16.62

A guideline job description is in the Human Resource Management Guide for Early Learning and Child Care Programs, Manitoba Child Care Association 2018.

The main areas of responsibility for the Early Childhood Educator are:

- Establish and Maintain a Safe and Healthy Learning Environment**
 - Safety
 - Health
 - Learning Environment
 - Curriculum
- Advance Physical and Intellectual Competence**
 - Physical
 - Cognitive
 - Communication
 - Creative
- Build Positive Self Concept and Individual Strength**
- Promote Positive Functioning of Children and Adults**
 - Social
 - Guidance and Discipline
- Coordinate Home and Centre**
- Supplementary Responsibilities**
 - Program Management
 - Professionalism