

**HOURLY WAGE GRID: Effective October 1, 2025**

<b>POSITION*</b>	<b>EDUCATION COMPLETED</b>	<b>EXPERIENCE AFTER CERTIFICATION</b>				
		<b>1 yr or less</b>	<b>2yr</b>	<b>3yr</b>	<b>4yr</b>	<b>5yr or more</b>
<b>Director**</b>	<b>Post Diploma/Degree</b>	<b>\$35.45</b>	<b>\$36.19</b>	<b>\$36.95</b>	<b>\$37.50</b>	<b>\$38.50</b>
<b>Early Childhood Educator</b>	<b>2 yr diploma</b>	<b>\$29.15</b>	<b>\$29.62</b>	<b>\$30.10</b>	<b>\$30.59</b>	<b>\$31.12</b>
<b>Early Childhood Associate</b>	<b>1 year certificate</b>	<b>\$21.77</b>	<b>\$22.19</b>	<b>\$22.63</b>	<b>\$23.08</b>	<b>\$23.51</b>
<b>Early Childhood Intern</b>	<b>3X 30 hour EC courses</b>	<b>\$19.00</b>				
<b>Cook</b>	<b>N/A</b>	<b>\$17.93</b>				
<b>Uncertified</b>	<b>N/A</b>	<b>minimum wage</b>				
<b>Support Staff</b>	<b>N/A</b>	<b>minimum wage</b>				

\* Staff must have completed the education level required and have become certified by the Early Learning and Child Care Board in order to start the associated pay band.

\*\* Funding for the Director position will remain at the start level of the pay band until the Director obtains the required educational credentials assessed by the Manager of Licensing and Compliance.