

# Newfoundland and Labrador early childhood educator wage grid

[1]  
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Excerpt

**Early Childhood Educator Wage Grid**  
Newfoundland and Labrador’s Early Childhood Education (ECE) Wage Grid is developed to support regulated child care centres in offering accessible and quality child care by recognizing the valuable contribution ECEs make with the children of the province.  
The Early Childhood Education Wage Grid aims to increase retention and recruitment of ECEs and increase interest for current and future ECEs to further their education and ultimately improve quality of care.  
Individuals with an active Association of Early Childhood Educators Newfoundland and Labrador (AECENL) certification who are working in an ECE role in a regulated child care centre that is participating in the Operating Grant Program will receive wages in accordance with the Early Childhood Education Wage Grid.

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**Highlights**

- The base rate for an ECE II with a two-year diploma is \$25.00 an hour. This is the starting rate for a new graduate.
- Educators who continue to further their education and are awarded a higher certification level will be placed at Step 1 of their new level. For example, an ECE I at Step 2 who achieves an ECE II designation would be placed at Step 1 of Level II (\$25.50).
- The steps on the grid last 12 months, starting January 1, 2023.
- There is a 10 percent adjustment for administrator positions that is capped based on the annual salary of each step.
- Labrador Allowance is available for ECEs working in licensed child care centres in the Labrador region.
- Legacy wage rates will be in place for staff whose current earnings exceed the proposed wage scale.

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