

## Information for ECEs

Nova Scotia’s Early Childhood Educator (ECE) compensation framework will help support licensed centers to offer more care, stabilize and grow the Early Childhood Education workforce and the child care sector.



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Are you interested in learning more about becoming an ECE or increasing your existing qualifications? Check out the [ECE Upskilling Factsheet](#) and the programs and funding available at <https://www.ednet.ns.ca/ece/training>

## Early Childhood Educator Wage Rates

[Updated wage scale \(effective 1 April 2024\)](#)
[Current wage scale](#)

### Updated wage scale (**effective 1 April 2024**)

Note: Annual public sector wage adjustments are included in the table.

Position & Level	Years of Experience				
	<1	1-2	2-3	3-4	4-5+
Director - Level 1	\$28.31	\$29.16	\$30.03	\$30.94	\$31.86
Director - Level 2 / School Age	\$30.51	\$31.42	\$32.37	\$33.34	\$34.34
Director - Level 3	\$31.61	\$32.55	\$33.53	\$34.54	\$35.57
Assistant Director / Inclusion Coordinator - Level 1	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21
Assistant Director / Inclusion Coordinator / Home Consultant - Level 2 / School Age	\$27.96	\$28.80	\$29.67	\$30.56	\$31.47
Assistant Director / Inclusion Coordinator / Home Consultant - Level 3	\$28.97	\$29.84	\$30.74	\$31.66	\$32.61
ECE - Level 1	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55

ECE - Level 2 / School Age	\$25.42	\$26.19	\$26.97	\$27.78	\$28.61
ECE - Level 3	\$26.34	\$27.13	\$27.94	\$28.78	\$29.64

## Current wage scale

Position & Level	Years of Experience				
	<1	1-2	2-3	3-4	4-5+
Director - Level 1	\$23.61	\$24.31	\$25.04	\$25.79	\$26.56
Director - Level 2 / School Age	\$25.73	\$26.50	\$27.30	\$28.11	\$28.95
Director - Level 3	\$26.79	\$27.59	\$28.42	\$29.27	\$30.15
Assistant Director / Inclusion Coordinator - Level 1	\$21.64	\$22.29	\$22.96	\$23.65	\$24.35
Assistant Director / Inclusion Coordinator / Home Consultant - Level 2 / School Age	\$23.59	\$24.29	\$25.02	\$25.77	\$26.54
Assistant Director / Inclusion Coordinator / Home Consultant - Level 3	\$24.56	\$25.29	\$26.05	\$26.83	\$27.63
ECE - Level 1	\$19.67	\$20.26	\$20.87	\$21.50	\$22.13
ECE - Level 2 / School Age	\$21.43	\$22.08	\$22.74	\$23.42	\$24.13
ECE - Level 3	\$22.32	\$22.99	\$23.68	\$24.39	\$25.12

## Frequently Asked Questions

Who is eligible for the Early Childhood Educator (ECE) wage increase?	^
When does the Early Childhood Educator (ECE) wage increase go into effect?	^
Why do ECEs get wage increases, but other staff do not?	^
Do ECEs working in family homes get a wage increase?	^
Does the Province mandate rates of pay for support staff?	^
Who is paying for the ECE wage increase?	^
Will wages continue to go up with inflation?	^

## Sector Memos

- 25 January 2023 - [Wage Increases for Early Childhood Educators](#) (sector memo)
- 26 October 2022 - [ECE posters](#)
- 11 October 2022 - Benefits & Retirement (call)
  - [video](#)
  - [slides](#) (PDF)

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