

# Early Learning and Child Care Wage Scale

Effective April 1, 2026

Step	Years of Experience	Level 1 Hourly Wage	Level 2 Hourly Wage (ECE Certificate)	Level 3 Hourly Wage (ECE Diploma)
<b>Management Category</b>				
1	0	\$43.13	\$46.19	\$49.46
2	1	\$44.23	\$47.36	\$50.73
3	2	\$45.35	\$48.59	\$52.03
4	3	\$46.51	\$49.82	\$53.36
5	4	\$47.71	\$51.09	\$54.72
6	5+	\$48.93	\$52.41	\$56.12
<b>Early Childhood Educator (ECE) Category</b>				
1	0	\$30.43	\$32.59	\$34.90
2	1	\$31.21	\$33.42	\$35.79
3	2	\$32.00	\$34.28	\$36.72
4	3	\$32.83	\$35.16	\$37.65
5	4	\$33.66	\$36.06	\$38.61
6	5+	\$34.53	\$36.99	\$39.60
<b>Program Support Category</b>				
1	0	\$27.58		
2	1	\$28.28		
3	2	\$29.02		
4	3	\$29.75		
5	4	\$30.51		
6	5+	\$31.29		
<b>Centre Support Category</b>				
1	0	\$27.31		
2	1	\$28.01		
3	2	\$28.73		
4	3	\$29.46		
5	4	\$30.22		
6	5+	\$30.99		

## NOTE:

A northern living allowance ranging from \$7.85/hr to \$21.37/hr is available.

The wage scale will be reviewed annually and may be revised in consideration of the rate of inflation and available funding.

