These four executive summaries report the results of an annual survey of child care centers conducted in Nova Scotia (Canada) from 1990 through 1993. Between 20 and 45 centers participated in the surveys. Centers were questioned about the following: (1) size and location; (2) for-profit or non-profit status; (3) teacher, teacher-directors, and administrator salaries; (4) teacher ages; (5) staff turnover; (6) teacher education level; (7) staff fringe benefits; (8) working conditions; and (9) provisions for sick and special needs children. The 1990 survey also questioned centers about waiting lists, the use of volunteers, and tuition. Results indicated that the average Nova Scotia early childhood teacher is female, between 20 and 29 years old, and has attained a post-secondary certificate or diploma in early childhood education. She works an average of 38 to 39 hours per week, 49 to 50 weeks per year. Salaries range from 5.27 to 7.09 dollars per hour, depending on the for-profit or nonprofit status of the center and the teacher's length of employment. Profiles for average teacher-director and administrative director were similar, except for slightly higher salaries, slightly longer hours, and, for the administrative director, a university degree. Teacher turnover in the centers surveyed was about 30 percent, with most teachers leaving voluntarily. (MDM)
Where we work:
- Nova Scotia child care centres as workplaces

1990

Child Care Salaries &
Working Conditions Project

CHILD CARE CONNECTION - NS
Suite 100, 1200 Tower Rd, Halifax, N.S. B3H 4K6

Summer 1990
The overall goal of the CHILD CARE CONNECTION-NS is to promote professionalism and quality child care in Nova Scotia. By connecting people and resources the CHILD CARE CONNECTION-NS aims to establish a well informed network of child care professionals in Nova Scotia. With a representative Board and staff experienced in various areas of child care and service delivery, the organization is able to offer a resource centre, a bimonthly newsletter, Connections, meeting space, administrative assistance, use of office equipment, professional development seminars, publicity services, information distribution, research, needs assessment and a toll free number in Nova Scotia.

The CHILD CARE CONNECTION-NS is a non profit society incorporated under the Societies Act of Nova Scotia. The primary source of funding is through a development grant of the Child Care Initiatives Fund of Health and Welfare Canada, Hon. Perrin Beatty, Minister.

The CHILD CARE CONNECTION-NS gratefully acknowledges the financial support of the Child Care Initiatives Fund for this research as part of ongoing organizational funding.

Financial support from Canada Employment and Immigration is also appreciated.

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Vice-president
Alice Chadwick,
Treasurer
Beryl Chestney,
Susan Kirby Smith,
Catherine MacDonald,
Board Members

CHILD CARE CONNECTION-NS
Where we work; Salaries & Working Conditions Project, Summer 1990
Study Description

Background & Goals:

One of the most frequently asked questions at CHILD CARE CONNECTION-NS is “What is the average salary of child care staff?” Staff want to know, administrators want to know as do researchers and the media. Happenings such as a walk out by child care staff leading to operating grants given to nonprofit society centres for salary enhancement (April 1990) and the systematic look at the Nova Scotia child care delivery system through the establishment of the Minister’s Round Table on Day Care (April 1990) have emphasized the need for salary statistics that are current and accurate. Having identified the need for new research to be conducted, the CHILD CARE CONNECTION-NS, with some financial assistance from Canada Employment and Immigration for a survey interviewer, developed its Salaries and Working Conditions Project. The project’s aims included assessing the current salaries and working conditions of NS child care staff; providing data that could be used as a basis for comparison now and with future research conducted within and outside of Nova Scotia; and gathering job descriptions to use in developing a tool that centres could use in customizing job descriptions.

Where we work: Salaries & Working Conditions Project - deals with the interview data.

Method:

Fifty-five full-day child care centres were asked to participate. These fifty-five were chosen on the basis of location in Nova Scotia, size of centre and auspice. Each centre approached received a worksheet and were told that they would be called to set up an appointment for a telephone interview. If they did not want to participate they were asked to call. Ten did not want to participate primarily due to time constraints. Forty-five centres agreed to participate (Table 1).

Telephone interviews with the administrative director of each of the 45 centres were conducted during June and July of 1990. The questionnaire that was used was a modified version of the administrators' interview used in the National Child Care Staffing Study (1990). The data was collated and descriptive statistics used in the analyses. Qualitative measures in respect to the program were not used due to time and resource constraints.

Sample: Centres

Table 1 describes the sample by full-time centres per region. Table 2 describes the sample by auspice and centre size. Table 3 gives the average ratios and group sizes of the centres in the sample.
TABLE 3: AVERAGE RATIOS AND GROUP SIZES

<table>
<thead>
<tr>
<th>AGE GROUP</th>
<th>RATIO-TEACHER</th>
<th>TO CHILD</th>
<th>GROUP SIZE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infants</td>
<td>1 to 4</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Toddlers</td>
<td>1 to 6</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>Older toddlers</td>
<td>1 to 6</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>Preschool</td>
<td>1 to 7</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td>Kindergarten</td>
<td>1 to 7</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>School aged</td>
<td>1 to 9</td>
<td>12</td>
<td></td>
</tr>
</tbody>
</table>

Special needs & sick children:

There were 35 special needs children found in private centres and 138 special needs children found in non-profit centres. Care was provided for mildly sick children (e.g. if the child had the flu) in 14 centres.

Waiting lists:

Waiting lists updated last in June, 1990 in 40 of the centres surveyed totaled about 1604 children on these lists. There were 20 private centres with waiting lists having an average of 38 children on each list. In non-profit society centres, there are 20 centres with waiting lists and an average of about 44 children per list.

Volunteers:

Volunteers were used by 41 out of 45 centres in the sample and these volunteers worked an average of 11 hours per week.

Sample: Staff -

According to the latest directory of child care centres in NS (1990) there are 169 full-time child care facilities in NS and 187 part-time facilities. (This number includes several locations operated by one operator or organization.) Table 4 is a breakdown of full-day centres by size. This was done to determine a multiplier to use in estimating. The multiplier is based on a 1:7 teacher-child ratio taking the average of the most plus the least staff required in the range.

Using this estimate of full-time staff, Table 5 includes 249 teachers and 21 assistant teachers in the sample giving a total of 270 full-time teaching staff. Also included in the sample were 30 Teacher Directors and 28 Administrative Directors.

There were 290 total paid full-time staff, 49 total paid part-time staff and 12 specialists. Three staff were certified by the Certification Council of Early Childhood Education of Nova Scotia and six staff were in the process of certification.

Families served:

There were approximately 1098 total families served by the private centres and 895 total families in the non-profit society centres in the sample. Parents in the sample paid an average of $82 per week for their infants in a private centre and $78 per week for their infants at a non-profit society centre. For children in any other age group parents paid an average of $84 per week in a private centre and $78 per week in a non-profit society centre.
Child Care Teacher refers to persons in charge of a group or classroom of children, often with supervisory responsibilities. This includes head or lead teachers.

N=249

The average NS Child Care Teacher is female, between 20 to 29 years old, and has attained a post-secondary certificate or diploma in Early Childhood Education. Her starting hourly salary range is $5.27 to $5.91 in a private centre and $5.66 to $5.87 in a non-profit society centre. She works in a centre located in an independent structure such as a house with four other teachers. She works an average of 38 to 39 hours per week for 49 to 50 weeks per year and has been working in the centre for over 5 years. If she leaves the child care centre she will leave voluntarily. Most likely she will leave for personal reasons and other reasons would be dissatisfaction with pay, maternity leave, a family move or, she found her job too stressful. Problems with her own family's child care arrangements is not considered a reason for leaving voluntarily. It will take less than a week or more than a month to replace her.

In the centre where she works, the highest paid teacher receives $6.91 if it is a private centre and $7.97 if a non-profit society centre. The lowest paid teacher receives $5.64 in a private centre and $6.41 in a non-profit society centre. Overall, the average paid teacher in a private centre receives $6.26 and in a non-profit society centre the average paid teacher receives $7.09.

RANGES: SALARIES FOR CHILD CARE TEACHERS:

Overall range for teachers:
Private centres: $5.00 per hour to $8.00 per hour
Non-Profit society centres: $5.35 per hour to $9.13 per hour

Ranges by centre size:
Private centres:
less than 14 spaces: N=01: Teachers: $6.25
14 to 21 spaces: N=05: Teachers: $5.17 to $8.00
21 to 34 spaces: N=05: Teachers: $5.00 to $7.15
More than 35 spaces: N=16: Teachers: $5.50 to $7.54

Non-Profit Society centres:
21 to 34 spaces: N=05: Teachers: $7.40 to $8.00
More than 35 spaces: N=13: Teachers: $5.35 to $9.13
WAGES BY REGION: CHILD CARE TEACHER & ASSISTANT TEACHER

![Bar chart showing wages by region.]

CHILD CARE CONNECTION-NS
Where we work: Salaries & Working Conditions Project. Summer 1990
BENEFITS: CHILD CARE TEACHERS

The categories of benefits are outlined in Table 6, which describes the responses by centre size and auspice (P= private centre and NPS= non-profit society centre) in terms of percentage of numbers (N) of centres responding.

<table>
<thead>
<tr>
<th>Centre size</th>
<th>35+</th>
<th>21-34</th>
<th>14-20</th>
<th>&lt;14</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. in sample</td>
<td>N=13</td>
<td>N=16</td>
<td>N=5</td>
<td>N=5</td>
<td>N=1</td>
</tr>
<tr>
<td>Auspice</td>
<td>P</td>
<td>NPS</td>
<td>P</td>
<td>NPS</td>
<td>P</td>
</tr>
<tr>
<td>Reduced child care fees for parent employees</td>
<td>77</td>
<td>19</td>
<td>40</td>
<td>20</td>
<td>40</td>
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<tr>
<td>Educational stipend for workshops, conferences, etc</td>
<td>77</td>
<td>88</td>
<td>80</td>
<td>100</td>
<td>80</td>
</tr>
<tr>
<td>Paid maternity/paternity leave</td>
<td>23</td>
<td>19</td>
<td>20</td>
<td>40</td>
<td>20</td>
</tr>
<tr>
<td>Unpaid job protected maternity/paternity leave</td>
<td>85</td>
<td>81</td>
<td>60</td>
<td>100</td>
<td>40</td>
</tr>
<tr>
<td>Sick leave</td>
<td>85</td>
<td>100</td>
<td>80</td>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>Paid holidays</td>
<td>92</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>80</td>
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<tr>
<td>Annual paid vacations</td>
<td>92</td>
<td>100</td>
<td>80</td>
<td>100</td>
<td>80</td>
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<td>Health coverage</td>
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<td>75</td>
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<tr>
<td>Dental coverage</td>
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<tr>
<td>Life insurance</td>
<td>38</td>
<td>31</td>
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<td>0</td>
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<tr>
<td>Pension plan</td>
<td>31</td>
<td>25</td>
<td>20</td>
<td>0</td>
<td>0</td>
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</table>
TABLE 7: WORKING CONDITIONS FOR CHILD CARE TEACHERS IN SAMPLE (Expressed in % of N)

<table>
<thead>
<tr>
<th>Centre size:</th>
<th>35+</th>
<th>21-34</th>
<th>14-20</th>
<th>&lt;14</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No in sample:</td>
<td>N=13</td>
<td>N=16</td>
<td>N=5</td>
<td>N=5</td>
<td>N=1</td>
</tr>
<tr>
<td>auspice:</td>
<td>P</td>
<td>NPS</td>
<td>P</td>
<td>NPS</td>
<td>P</td>
</tr>
<tr>
<td>Paid breaks</td>
<td>62</td>
<td>94</td>
<td>100</td>
<td>40</td>
<td>80</td>
</tr>
<tr>
<td>Paid lunch</td>
<td>54</td>
<td>81</td>
<td>80</td>
<td>80</td>
<td>40</td>
</tr>
<tr>
<td>Paid prep/planning time</td>
<td>46</td>
<td>63</td>
<td>80</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Payment for attendance</td>
<td>46</td>
<td>50</td>
<td>60</td>
<td>100</td>
<td>20</td>
</tr>
<tr>
<td>Paid breaks</td>
<td>62</td>
<td>94</td>
<td>100</td>
<td>40</td>
<td>80</td>
</tr>
<tr>
<td>Paid lunch</td>
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<td>80</td>
<td>80</td>
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<tr>
<td>Paid prep/planning time</td>
<td>46</td>
<td>63</td>
<td>80</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Payment for attendance</td>
<td>46</td>
<td>50</td>
<td>60</td>
<td>100</td>
<td>20</td>
</tr>
<tr>
<td>Paid breaks</td>
<td>62</td>
<td>94</td>
<td>100</td>
<td>40</td>
<td>80</td>
</tr>
<tr>
<td>Paid lunch</td>
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<td>81</td>
<td>80</td>
<td>80</td>
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<td>60</td>
</tr>
<tr>
<td>Payment for attendance</td>
<td>46</td>
<td>50</td>
<td>60</td>
<td>100</td>
<td>20</td>
</tr>
</tbody>
</table>

WORKING CONDITIONS: CC TEACHERS

The working conditions of the full time child care teachers are described in Table 7. The questionnaire asked about the 13 working conditions outlined in the table. Table 7 describes the responses by centre size and auspice (P= private, NPS= non-profit society), in terms of percentage of numbers (N) of centres responding.

TURNOVER: CHILD CARE TEACHERS

- In the centres surveyed, there was an average turnover rate of 31% in the last twelve months. The turnover rate for centres with over 35 spaces was 31% and for centres with 21 to 34 spaces was 29%. Twenty-seven percent (27%) of the centres retired in less than a week and 20% hired in more than a month. In rehiring, 48% hired a person with about the same qualifications and 33% hired much more qualified staff.

- Seventy-five percent (75%) of those leaving the centres left voluntarily and 20% were fired or dismissed for inadequate performance. Eighteen percent (18%) of the teachers left for personal reasons; 16% for dissatisfaction with pay; 13% for maternity leave; 12% for a family move and 11% found the job too stressful.

- In relation to turnover, 51% of centres interviewed reported that retaining staff was not a problem and 53% reported that securing training resources was not a problem. Major problems reported were finding substitutes (44%) and finding trained staff (38%). In filling teacher vacancies, 27% reported it as a major problem; 29% a problem but not major; and 31% not a problem.
EDUCATION: CHILD CARE TEACHER & ASSISTANT TEACHER

EDUCATION: C C TEACHER-DIRECTOR & ADMINISTRATIVE-DIRECTOR

CHILD CARE CONNECTION-NS

Where we work Salaries & Working Conditions Project, Summer 1990
Child Care Teacher-Director refers to a person with both teaching and administrative duties.

N=30

The Average NS Teacher-Director is female, has attained a post-secondary diploma in Early Childhood Education and is the only teacher-director in her centre. She works in a centre that is an independent structure such as a house and has been working there for over five years. She works an average of 41.3 hours per week for 49.9 weeks per year in a private centre and 38.4 hours per week for 51.2 weeks per year in a non-profit society centre. Her starting hourly salary range was $8.75 to $9.27 in a private centre and $8.62 in a non-profit society centre. If she leaves the centre, she will leave voluntarily for another job unrelated to Early Childhood Education, or she found the job too stressful, or she had a conflict with her co-workers.

The average high wage for a teacher-director in a private centre was $9.06 and in a non-profit society centre was $8.84. Overall the average wage for a teacher-director in a private centre was $9.01 and in a non-profit society centre was $8.82.

RANGES : SALARIES FOR TEACHER-DIRECTORS:

Overall ranges for Teacher-Directors:
Private centres: $7.50 per hour to $10.75 per hour
Non-Profit society centres: $7.00 per hour to $17.00 per hour

Ranges by centre size:
Private centres:
less than 14 spaces N=01: Teacher-Directors: $7.69
21-34 spaces: N=05: Teacher-Directors: $10.10 to $10.74
More than 35 spaces: N=16: Teacher-Directors: $7.50 to $10.75

Non-Profit Society centres:
21-34 spaces: N=05: Teacher-Directors: $8.21
More than 35 spaces: N=13: Teacher-Directors: $7.00 to $17.00
Child Care Administrative Director refers to persons who have administrative responsibilities only.

N=28

- The Average Nova Scotia Child Care Administrator Director is female, has attained a post secondary certificate or diploma in Early Childhood Education, and is also likely to have some type of university bachelor’s degree. She has been working at the centre for over five years. She is the only administrative director and works an average of 34.8 hours per week for 51.3 weeks of the year in a private centre and 41.5 hours per week for 51.7 weeks per year in a non-profit society centre. Her average wage in a private centre is $9.42 and in a non-profit society is $11.29. Of the 31% of administrative directors who left in the past 12 months, half left because they were fired or dismissed for inadequate performance. The other half left voluntarily because her family moved, for other personal reasons, or she was dissatisfied with the pay or the job was too stressful. It took more than a month to replace her.

- The average starting salary of administrative directors was $10.24. The highest paid administrative director in the sample in a private centre received $14.42, and in a non-profit society centre received $17.28. The lowest paid received $6.75 in a private centre and $8.50 in a non-profit society centre.

RANGES: SALARIES OF CC ADMINISTRATIVE DIRECTORS

Overall Ranges for Administrators:
Private centres: $5.75 per hour to $14.42 per hour
Non Profit Society centres: $8.50 per hour to $17.28 per hour

Ranges by centre size:
Private centres:
14 to 21 spaces: N=5: Administrators: $6.75
21-34 spaces: N=5: Administrators: $10.58 to $14.42
More than 35 spaces: N=16: Administrators: $8.00 to $10.00

Non Profit Society centres:
21-34 spaces: N=5: Administrators: $10.60 to $11.54
More than 35 spaces: N=13: Administrators: $8.50 to $17.28
WAGES: CHILD CARE TEACHER-DIRECTOR

WAGES: CHILD CARE ADMINISTRATIVE DIRECTOR

CHILD CARE CONNECTION-NS
Where we work: Salaries & Working Conditions Project, Summer 1990

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Where We Work:
NS Child Care Centres as Workplaces

CHILD CARE CONNECTION-NS
November 1991
-Executive Summary-

Suite 100, 1200 Tower Rd.
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902-423-8199
The Centres:
Of the 32 full day child care centres that were surveyed:
34% were centres having 35 or less licensed spaces,
66% had more than 35 spaces;
44% were incorporated as a non profit society,
56% were incorporated as a private business;
38% were located within metro Bedford/Dartmouth/Halifax area,
62% were located outside the metro area.
97% of the centres took care of mildly sick children
88% had children with special needs in their centres.
The average parent fee in the centres surveyed was $81.77 per week for
preschool children (2 to 5 Years) or $4252 per year.

Definitions:
• Teacher refers to persons in charge of a group or classroom of
  children, often with staff supervisory responsibilities. This
category includes head or lead teachers.
• Teacher director refers to a person with both teaching and
  administrative duties.
• Administrative director refers to persons who have
  administrative responsibilities only.

Wages:
Overall, the average wage of teachers in the 32 centres surveyed was
$7.11 per hour. She worked an average of 40 hours per week for 47.5 weeks of
the year. Average salary could be estimated at $7.11 times 40 times 47.5 giving
$13,500 per year. The range of wages was between $4.00 and $13.75 per hour.
The average wage of teacher directors was $9.15, approximately
$17,400 annually; and administrative directors was $12.33 or approximately
$23,500 per year.

Ages:
Eight per cent (8%) were under 20 years of age, thirty seven
percent (37%) of the teachers were between the ages of 20 and 24; Twenty six
percent (26%) between 25 and 29; 25% between 30 and 39 and 4% over 40.
Turnover:
Fifty Nine percent (59%) of the centres surveyed had an average turnover rate of 42% with a low of 6.25% and a high of 250%. The median, 25% may be a better estimate in this case with 50% of these data being between 14% and 46%. Forty one percent (41%) of the centres surveyed reported not having any staff turnover.

Education:
In the survey 49% of the teachers had post secondary training specializing in Early Childhood, ranging from a one year certificate to a Bachelor of Child Studies. The following pie chart puts the percentages results into a visual format:

Benefits:
50% provided reduced child care fees for parent employees
66% provided educational stipends to cover workshops etc
09% had paid maternity leave
53% had unpaid job protected maternity leave
75% had sick leave
88% had paid holidays averaging 10 days per year
84% had paid vacations averaging 10 days per year
31% had health coverage
19% had dental coverage
31% had life insurance
09% had a pension plan.
Where We Work – NS Child Care Centres as workplaces – 1991

**Working conditions:**
53% had paid breaks
69% had paid lunch
63% had paid planning time
34% were paid for attending staff meetings
31% were paid for on site inservice training
38% had paid release time for off site training and inservice
56% had written job descriptions
41% had a formal grievance procedure
13% had a written contract
25% had a written salary schedule
56% had yearly cost of living increase in wages
41% had periodic merit increases in wages
63% had compensation, either time off or financial for overtime.

**Comparisons:**
The sample is small (n=32), in breaking the sample into smaller samples the comparisons are affected. With respect to the teacher's wages, a student t test was performed with the three comparisons, size, incorporation and location. In each of the three comparisons, a difference was found at a significance level of 0.05. The following table summarizes the comparisons of teachers wages and other aspects:

### Table No 1:
Comparisons by size, incorporation & location, 1991

**Key:**
- ≤ 35 = centres having 35 or less spaces; > 35 = centres having more than 35;
- NPS = Non profit society; PRI = privately incorporated;
- M = metro; O = outside metro;

<table>
<thead>
<tr>
<th>Comparisons</th>
<th>Size</th>
<th>Incorporation</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teacher:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>6.45</td>
<td>7.46</td>
<td>7.95</td>
</tr>
<tr>
<td>High</td>
<td>8.50</td>
<td>13.75</td>
<td>13.75</td>
</tr>
<tr>
<td>Low</td>
<td>4.00</td>
<td>4.50</td>
<td>4.50</td>
</tr>
<tr>
<td>Administrative director</td>
<td>10.00</td>
<td>12.54</td>
<td>12.83</td>
</tr>
<tr>
<td>Hours per week worked</td>
<td>39.9</td>
<td>39.8</td>
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<td>Weeks per year worked</td>
<td>44</td>
<td>49</td>
<td>49.46</td>
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<tr>
<td>Parent fee for preschooler</td>
<td>78.75</td>
<td>83.35</td>
<td>79.50</td>
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<tr>
<td>No. of families using centres</td>
<td>355</td>
<td>925</td>
<td>655.625</td>
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<td>Wait List</td>
<td>27</td>
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<td>Full time staff</td>
<td>28</td>
<td>168</td>
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<tr>
<td>Number of centres</td>
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<td>21</td>
<td>14.18</td>
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Table No 2:
Comparisons of hourly wages, Where We Work 1990 and 1991
Salaries of Teacher, Teacher director, and Administrative director

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>35 spaces or less</td>
<td>6.68</td>
<td>6.45</td>
<td>9.18</td>
<td>7.33</td>
<td>10.58</td>
<td>10.00</td>
</tr>
<tr>
<td>Non Profit Society</td>
<td>6.66</td>
<td>7.95</td>
<td>9.29</td>
<td>9.92</td>
<td>11.38</td>
<td>12.83</td>
</tr>
<tr>
<td>Metro</td>
<td>6.53</td>
<td>7.66</td>
<td>9.16</td>
<td>9.18</td>
<td>10.81</td>
<td>13.11</td>
</tr>
</tbody>
</table>
The Centres:
Of the 20 full day child care centres that were surveyed:
- 40% were centres having 35 or less licensed spaces, (9% of all NS full day centres having 35 or under);
- 60% had more than 35 spaces (18% of NS full day centres with over 35 spaces);
- 50% were incorporated as a non profit society, (16% of all NS NPS full day NPS centres);
- 50% were incorporated as a private business, (11% of all NS full day private centres);
- 55% were located within metro Dartmouth/Halifax area, (18% of all NS urban full day centres);
- 45% were located outside the metro area, (10% of all NS non-urban full day centres);

The average parent fee in the centres surveyed was $90.19 per week for preschool children (2 to 5 Years) or $4,690 per year (based on 52 weeks), a 10% increase over 1991 parent fees of $4,252 per year.

Definitions:
- Teacher refers to persons in charge of a group or classroom of children, often with staff supervisory responsibilities. This category includes head or lead teachers.
- Teacher director refers to a person with both teaching and administrative duties.
- Administrative director refers to persons who have administrative responsibilities only.

Wages:
Overall, the average wage of teachers in the 20 centres surveyed was $7.50 per hour. She worked an average of 38.6 hours per week for 50 weeks of the year. Average salary was derived by calculating each centre's average teacher salary by the number of hours per week times the number of weeks worked per year. An average was taken of these calculations giving $14,421.50 per annum. The range of wages was between $5.75 and $10.71 per hour.

The average wage of teacher directors and administrators was not always reported, with 65% of those who responded giving average wages for teacher directors and 50% for administrative directors. The averages of those reporting were $10.04 for teacher directors and $14.06 for administrative directors.
**Ages:**

Three per cent (3%) were under 20 years of age. Twenty-eight percent (28%) of the teachers were between the ages of 20 and 24; Forty percent (40%) between 25 and 29; 16% between 30 and 39 and 9% over 40.

**Turnover:**

For the twenty centres surveyed, the average turnover rate was 39%. The range being from 0% to 200%, the median, 26% is a better measure of the turnover rate. This percentage is also reflected in the 38/148 staff, or 26% who were reported as leaving.

Thirty nine percent (39%) of those who left, left voluntarily with the primary reason being maternity leave (73%), next another child care job in another centre (46%) and conflict with co-workers, dissatisfaction with pay, benefits, and working conditions being third (33%). Other reasons for leaving were laid off because of low enrollment (18%), fired or dismissed (10%) and laid off for reasons other than enrollment (7%).

**Education:**

In the survey 85% of the teachers had post secondary training specializing in Early Childhood, ranging from a one year certificate to a Bachelor of Child Studies. The following pie chart puts the percentages results into a visual format:

![Teacher Education Pie Chart](chart.png)
Where We Work - NS Child Care Centres as workplaces - 1992

**Benefits:**
- Of the 20 centres responding to the survey -
  - 52% provided reduced child care fees for parent employees
  - 68% provided educational stipends to cover workshops etc
  - 21% had paid maternity leave
  - 63% had unpaid job protected maternity leave
  - 78% had sick leave
  - 19% had paid holidays averaging 9 days per year
  - 94% had paid vacations averaging 13 days per year
  - 57% had health coverage
  - 36% had dental coverage
  - 42% had life insurance
  - 15% had a pension plan.

**Working conditions:**
- Of the 20 centres which responded to the questionnaire -
  - 75% had paid breaks
  - 50% had paid lunch
  - 40% had paid planning time
  - 45% were paid for attending staff meetings
  - 35% were paid for on site inservice training
  - 50% had paid release time for off site training and inservice
  - 80% had written job descriptions
  - 50% had a formal grievance procedure
  - 15% had a written contract
  - 40% had a written salary schedule
  - 55% had yearly cost of living increase in wages
  - 40% had periodic merit increases in wages
  - 80% had compensation, either time off or financial for overtime.

**Comparisons:**
In breaking the sample (n=20) into smaller samples comparisons are affected by the sizes. Caution is therefore recommended regarding the use of these data.

In an effort to provide some order to the information gathered, three comparisons are made, grouping the sample by size, method of incorporation and location. Table No.1 summarizes these groupings as regards 1992 wages and other centre aspects. In addition, using these same groupings, Table No. 2 compares the wages of teachers, teacher directors, and administrative directors using data from *Where We Work*, *NS Child Care Centres as Workplaces*, for the years 1990, 1991 and 1992.
Where We Work - NS Child Care Centres as workplaces - 1992

Table No 1: Comparisons by size, incorporation & location, 1992

<table>
<thead>
<tr>
<th>Comparison</th>
<th>Size</th>
<th>Incorporation</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>≤35</td>
<td>&gt;35</td>
<td>NPS</td>
</tr>
<tr>
<td>Wages: Teacher</td>
<td>$6.74</td>
<td>$8.01</td>
<td>$8.52</td>
</tr>
<tr>
<td>Teacher-Director</td>
<td>$9.29</td>
<td>NR</td>
<td>$11.26</td>
</tr>
<tr>
<td>Admin-Director</td>
<td>NR</td>
<td>$13.91</td>
<td>$15.14</td>
</tr>
<tr>
<td>Hours per week worked</td>
<td>40</td>
<td>38</td>
<td>37.5</td>
</tr>
<tr>
<td>Weeks worked per year</td>
<td>50</td>
<td>50</td>
<td>50.3</td>
</tr>
<tr>
<td>No. of User Families</td>
<td>184</td>
<td>629</td>
<td>596</td>
</tr>
<tr>
<td>Wait List</td>
<td>93</td>
<td>535</td>
<td>551</td>
</tr>
<tr>
<td>Full time staff</td>
<td>24</td>
<td>111</td>
<td>95</td>
</tr>
<tr>
<td>Part time staff</td>
<td>3</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Number of centres</td>
<td>8</td>
<td>12</td>
<td>10</td>
</tr>
</tbody>
</table>

Key:
N/R = Not Reported
NPS = Non Profit Society Centre
≤35 = centres having 35 or less spaces
>35 = centres having more than 35

Table No 2: Comparisons of Where We Work 1990, 1991 & 1992
Salaries of Teacher, Teacher-Director, and Administrative Director

<table>
<thead>
<tr>
<th>Average Wage</th>
<th>Teacher</th>
<th>Teacher-Director</th>
<th>Administrative-Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>35 Spaces or less</td>
<td>$6.68</td>
<td>$6.65</td>
<td>$6.74</td>
</tr>
<tr>
<td>More than 35 Spaces</td>
<td>$6.39</td>
<td>$7.46</td>
<td>$8.01</td>
</tr>
<tr>
<td>Non-Profit Society</td>
<td>$6.66</td>
<td>$7.95</td>
<td>$8.52</td>
</tr>
<tr>
<td>Urban</td>
<td>$6.53</td>
<td>$7.66</td>
<td>$7.46</td>
</tr>
</tbody>
</table>

Where we Work 1992 / CHILD CARE CONNECTION-NS
The Centres:

Of the 23 full day child care centres that were surveyed:

- 48% were centres having 35 or less licensed spaces, (55% of all NS full day centres have 35 spaces or less);
- 52% had more than 35 spaces (45% of NS full day centres have over 35 spaces);
- 48% were incorporated as a non profit society, (42% of all NS NPS full day are NPS centres);
- 52% were incorporated as a private business, (58% of all NS full day are private centres);
- 43% were located within metro Dartmouth/Halifax area, (43% of all NS full day centres are urban);
- 57% were located outside the metro area, (57% of all NS full day centres are non-urban);

The average parent fee in the centres surveyed was $92.85 per week for preschool children (2 to 5 Years) or $4828 per year (based on 52 weeks), a 3% increase over 1992 parent fees of $4690 per year.

Definitions:

- Teacher refers to persons in charge of a group or classroom of children, often with staff supervisory responsibilities. This category includes head or lead teachers.
- Teacher director refers to a person with both teaching and administrative duties.
- Administrative director refers to persons who have administrative responsibilities only.

Wages:

Overall, the average wage of teachers in the 23 centres surveyed was $7.76 per hour. She worked an average of 39 hours per week for 49 weeks of the year. Average salary was derived by calculating each centre's average teacher salary by the number of hours per week times the number of weeks worked per year. An average was taken of these calculations giving $14,955 per annum, a 3.7% increase over 1992's average annual salary of $14,421.50. The range for wages was between $5.15 and $12.35 per hour.

The average wage of teacher directors and administrators was not always reported, with 57% of those who responded giving average wages for teacher directors and 43% for administrative directors. The averages of those reporting were $9.19, a 4% drop over the $10.04 of 1992, for teacher directors and $13.34, also a 4% drop over $14.06 of 1992, for administrative directors.
Where We Work - NS Child Care Centres as workplaces - 1993

Ages, Turnover, Education, Benefits & Working Conditions-

Figures for these aspects of child care work were not conclusive due to the small response to the survey. In a last effort to put together some information as an obligation to those who had spent time in reporting to the survey, the survey was shortened to two pages, eliminating some of these aspects.

Comparisons:

In breaking the sample (n=23) into smaller samples comparisons are affected by the sizes. Caution is therefore recommended regarding the use of these data.

In an effort to provide some order to the information gathered, three comparisons are made, grouping the sample by size, method of incorporation and location. In each grouping, the proportion of one in the grouping to the other was similar to the proportion each was of all the full day licensed centres in Nova Scotia. Table No.1 summarizes these groupings as regards 1993 wages and other centre aspects. In addition, using these same groupings, Table No. 2 compares the wages of teachers, using data from Where We Work, NS Child Care Centres as Workplaces, for the years 1990, 1991, 1992 and 1993.

Table No 1: Comparisons by size, incorporation & location, 1993

<table>
<thead>
<tr>
<th>Comparison</th>
<th>Size</th>
<th>Incorporation</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages: Teacher</td>
<td>≤35</td>
<td>≥35</td>
<td>NPS</td>
</tr>
<tr>
<td>Low wage-Teacher</td>
<td>$5.00</td>
<td>$5.15</td>
<td>$5.00</td>
</tr>
<tr>
<td>High wage-Teacher</td>
<td>$10.00</td>
<td>$12.35</td>
<td>$12.35</td>
</tr>
<tr>
<td>Hours per week worked</td>
<td>33</td>
<td>38</td>
<td>33</td>
</tr>
<tr>
<td>Weeks worked per year</td>
<td>46</td>
<td>52</td>
<td>49</td>
</tr>
<tr>
<td>Annual salary</td>
<td>$11,179</td>
<td>$16,673</td>
<td>$14,107</td>
</tr>
<tr>
<td>Fee/day/PS child</td>
<td>$18.74</td>
<td>$18.56</td>
<td>$17.48</td>
</tr>
<tr>
<td>Average spaces</td>
<td>21</td>
<td>67</td>
<td>43</td>
</tr>
<tr>
<td>% full day centres in NS</td>
<td>53%</td>
<td>47%</td>
<td>42%</td>
</tr>
<tr>
<td>Number of centres in sample</td>
<td>12/22</td>
<td>10/22</td>
<td>8/19</td>
</tr>
</tbody>
</table>

Key:
NPS = Non Profit Society Centre
≤35 = centre having 35 or less spaces
>35 = centre having more than 35

Table No 2: Comparisons of Where We Work 1990, 1991, 1992 & 1993

<table>
<thead>
<tr>
<th>Average Wage</th>
<th>Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>35 Spaces or less</td>
<td>$6.68</td>
</tr>
<tr>
<td>More than 35 Spaces</td>
<td>$6.99</td>
</tr>
<tr>
<td>Non-Profit Society</td>
<td>$6.66</td>
</tr>
<tr>
<td>Private</td>
<td>$6.29</td>
</tr>
<tr>
<td>Urban</td>
<td>$6.53</td>
</tr>
<tr>
<td>Non-Urban</td>
<td>$6.32</td>
</tr>
</tbody>
</table>