

CCRR 2024 WAGES STATISTICS

Welcome to the CCRR 2024 Wages Survey Results!

Thank you to everyone who completed the Child Care Resource and Referral Wages Survey. We sincerely appreciate your input and dedication to child care on the North Shore.

This report provides an overview of the wages earned by daycares operating across the North Shore providing useful insight into child care wages.

This information only reflects licensed group child care and is based on a 32% total response rate.

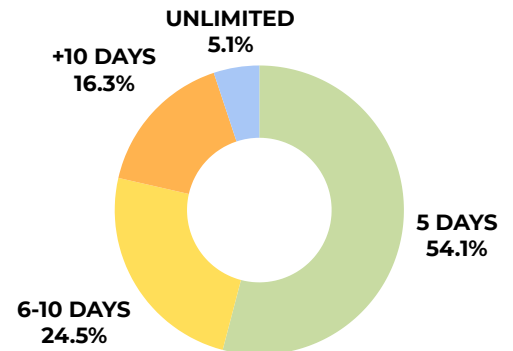
WAGES BY POSITION - HOURLY

Position	Average	Range	Wage Enhancement*
Manager	\$34.50	\$23.50-\$60	29%
Infant/Toddler Educator	\$27.50	\$23-\$33	16%
Special Needs Educator	\$26	\$18.50-\$35	5%
Early Childhood Educator	\$26.50	\$21-\$33	33%
E.C.E Assistant	\$22.50	\$18-\$27.50	N/A
Responsible Adult	\$21.40	\$18-\$26	N/A
Substitute	\$23	\$29-\$32	7%

*Refers to percentage of respondents that included wage enhancement (W.E) in their responses

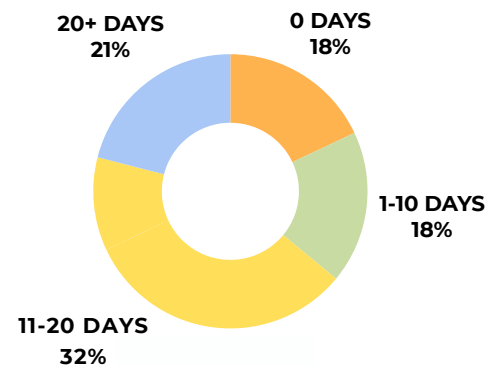
PAID SICK DAYS - YEARLY

RANGE: 0-UNLIMITED AVERAGE: 6.9 DAYS



PAID VACATION DAYS - YEARLY

RANGE: 0-30 AVERAGE: 15.5 DAYS



*11% of respondents provide 3-4% vacation pay in lieu of paid vacation days

BENEFITS

For those who provide a benefits package, the % of facilities that include each benefit are:

DENTAL



51%

- 3 respondents provide life insurance
- 2 respondents provide bonuses

RRSP



7%

EXTENDED HEALTH



53%

- 1 respondent provides a wellness savings account (WSA)
- 1 respondent provides a "\$500 educational training"

PENSION



15%

CCRR 2024 FEES STATISTICS

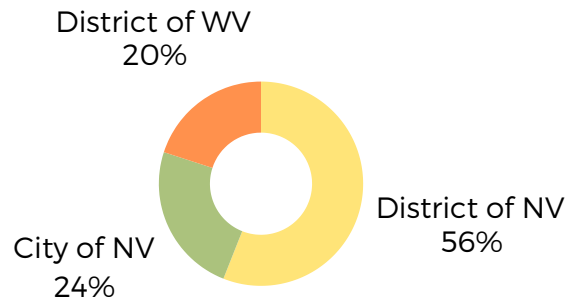
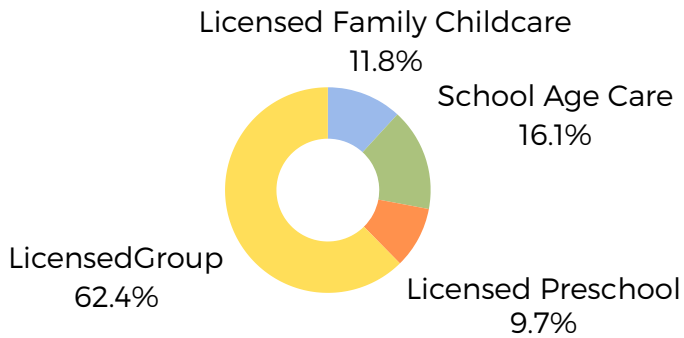
Welcome to the CCRR 2024 Fees Survey Results!

Thank you to everyone who completed the Child Care Resource and Referral Wages Survey. We sincerely appreciate your input and dedication to child care on the North Shore

This report provides an overview of the wages earned by daycares operating across the North Shore providing useful insight into child care wages.

This information only reflects licensed group child care and is based on a 37% total response rate.

RESPONDENT DEMOGRAPHICS



MONTHLY FEES - BY AGE GROUP

Age Group	Average	Range
Infants (0-18mo)	\$1294.50	\$146-\$2511
Toddlers (18mo - 3yr)	\$1244	\$200-\$2511
3-5 Years	\$1115	\$200-\$1835
School Age	\$832	\$434-\$1710

*1 respondent entered "\$70/day" for all categories

FEE REDUCTION INITIATIVE (CCFRI)

36% of facilities' fees include the Child Care Fee Reduction Initiative

ADDITIONAL FEES

- 3% of respondents charge a \$150 Admin Fee
- 25% of respondents charge a Late Pickup Fee (\$1/minute)
- 5% of respondents charge for a Meal Program

OUT OF SCHOOL CHILD CARE FEES

Type of Care	Average	Range
Before Only	\$375	\$149-\$794
After Only	\$525	\$345-\$794
Before & After	\$660	\$365-\$1115

*1 respondent entered "\$70/day" for all categories

CHANGES IN THE LAST 2 YEARS

