

Early Childhood Educator Wage Grid

The Wage Support Program for Early Childhood Educators (WSP-ECE) is a wage enhancement program administered by the Department of Education and Early Childhood Development (EECD). It encourages Early Childhood Educators (ECEs) to participate in higher level training, and it provides funding to improve the wages of qualified ECEs and reduce staff turnover.

The Early Childhood Educator (ECE) Wage Grid recognizes an educator’s training, qualifications, and years of relevant experience. Wages that are clearly articulated and predictable play an important role in the recruitment and retention of qualified ECEs.

Introduced on November 1, 2022, the ECE Wage Grid sets the required minimum wage rates that operators must pay eligible educators.

The ECE Wage Grid establishes the foundation for future investments in wages for ECEs and will be reviewed annually as per the *Early Childhood Services Act*.

ECE Wage Grid effective September 16, 2025

	Step 1	Step 2	Step 3	Step 4
Level 1	\$23.29	\$24.57	\$25.91	\$27.33
Entry Level	\$16.83	\$17.86	\$18.95	\$20.08

Eligibility

The ECE Wage Grid Guidelines provide additional details for the administration of the Wage Support Program for Early Childhood Educators (WSP-ECE). The ECE Wage Grid is for:

- Educators and administrators working directly with children in designated New Brunswick Early Learning Centres.
- Operators of designated New Brunswick Early Learning and Child Care Homes.
- School age educators working in licensed Early Learning and Childcare facilities.
- Untrained relief staff (with restrictions).

Typical Annual Salary

The typical annual ECE salary* is based on an average of **36 hours** per week and does not include the additional 14% administration fees, which EECD provides operators to cover the mandatory Employee Related Costs:

- *Employment Insurance (E.I.)*
- *Canada Pension Plan (C.P.P.)*
- *4% or 6% for Vacation Pay*
- *WorkSafeNB*

	Step 1	Step 2	Step 3	Step 4
Level 1	\$ 43,599	\$ 45,995	\$ 48,504	\$51,162
Entry Level	\$ 31,506	\$ 33,434	\$ 35,474	\$37,590

Operators may choose to increase wages above the WSP-ECE program funding.

Acknowledgement

We wish to acknowledge the contribution of the early learning and child care operators who have been integral to the development of the ECE Wage Grid guidelines:

- Francophone and anglophone sector working groups
- Operator engagement table members
- Department of Finance and Treasury Board

Thank you for your thoughtful participation and commitment to building a stronger and more stable ECE workforce to support New Brunswick children and families.