

## Frequently Asked Questions – ECE Wage Grid

**Q: What is the ECE Wage Grid?**

**A:** The ECE Wage Grid sets out the required minimum hourly wage rate operators must pay eligible educators, effective **November 1, 2022**. The ECE Wage Grid will recognize an educator's training and qualifications, as well as their years of experience.

**Q: Can operators pay educators more than the ECE Wage Grid wage rates?**

**A:** Yes, operators can pay educators a higher base rate. The ECE Wage Grid outlines the minimum wage rate operators must pay eligible educators.

**Q: How will the ECE Wage Grid apply to educators currently approved in the Wage Support Program for Early Childhood Educators (WSP-ECE) prior to implementation on November 1, 2022?**

**A:** All educators and administrators approved in the WSP-ECE prior to November 1, 2022, will remain at Step 3 of their current funding Level on the ECE Wage Grid.

**Q: I have educators working in my facility who are currently enrolled in the one-year ECE certificate program and/or two-year diploma program. Will there be any consideration for these educators when they complete their course?**

**A:** Educators currently approved in WSP-ECE, who are working in a Designated Facility or a licenced early learning and childcare facility providing school-age services on November 1, 2022, AND who are registered in a Post-Secondary ECE certificate or diploma program prior to September 1, 2022, will be eligible upon completion for Level 1, Step 3 on the ECE Wage Grid. Documentation demonstrating proof of enrolment in the ECE program must be provided to EECD by December 1, 2022, and the educators must complete the program no later than November 1, 2023.

**Q: What is a Step Assignment?**

**A:** A Step Assignment is a process that operators will follow to determine the eligibility and assessment of the Step an educator is eligible for on the ECE Wage Grid. This process will apply primarily to new educators.

**Q: Who is responsible for assessing an educator's Step?**

**A:** The operator is responsible for assessing an educator's relevant years of experience working directly with children 0-12 years since completion of the training for that funding level.

**Q: When are educators eligible for a Step Increase?**

**A:** For an educator to be eligible for a Step Increase, the following conditions must be met:

- A 12-month calendar year, AND
- A minimum of 750 hours of relevant work experience, AND
- If applicable, 10 hours of training related to the curriculum used at the Designated Facility

**Q: What is Relevant Work Experience?**

**A:** Relevant work experience is defined as experience working directly with children 0 – 12 years. Examples can be found in the *ECE Wage Grid Guidelines*.

**Q: What is acceptable proof of Relevant Work Experience?**

**A:** There are various ways for operators to assess an educator's relevant work experience, such as resumes, reference checks, letters of reference from previous employers, an educator's professional portfolio, etc...

**Q: Are relief staff eligible for the ECE Wage Grid?**

**A:** Yes, untrained Relief Staff will remain at Entry Level, Step 1 on the ECE Wage Grid unless they choose to complete the 90-hour Introduction to Early Childhood Education. When mandatory training requirements have been met, the operator will re-assess the Step the educator qualifies for based on their relevant years of experience at Entry Level.

**Q: When will educators who are conditionally approved in the WSP-ECE advance on the ECE Wage Grid?**

**A:** All educators conditionally approved in the WSP-ECE program, will remain at Step 1 of their approved Funding Level, regardless of their years of experience, until they have completed the mandatory training requirements for Level 1 or Entry Level. When mandatory training requirements have been met, the operator will re-assess the Step the educator qualifies for based on their relevant years of experience at that funding level.

**Q: An educator at my facility has just returned from Maternity and/or Paternity Leave. Are they eligible for a Step increase?**

**A:** Maternity and/or paternity leave are not considered a break in service. Upon return-to-work, educators may be eligible for a Step Increase if it has been more than 12 months since the last Step Increase. The minimum of 750 hours of relevant work experience will not be applicable. For educators working in a Designated Facility with children 0-5 years, they will be required to complete the 10 hours of training related to the curriculum prior to a Step Increase being assigned. Training may be completed during maternity and/or paternity leave or upon return.

**More information:**

For additional questions regarding the ECE Wage Grid, please contact the EECD at 1-833-221-9339, or at [WSPECE-PSSPEG@gnb.ca](mailto:WSPECE-PSSPEG@gnb.ca)