

## SALARY SCHEDULE – EARLY CHILDHOOD EDUCATORS

### Effective September 1, 2019

Letter of Permission	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly: \$19.78	\$21.44	\$23.08	\$24.72	\$26.37	\$28.02

#### *Casual Employees:*

Registered Early Childhood Educators: \$20.60 + 4% vacation pay  
Non-registered or without ECE qualifications: \$19.02 + 4% vacation pay

Term Employees who work a full school year shall be paid:

Registered Early Childhood Educators: Step 1 of the Salary Schedule

Non-registered or without ECE qualification: Letter of Permission of the Salary Schedule

Term Employees who work less than the school year:

Registered Early Childhood Educators: \$20.60 + 4% vacation pay  
Non-registered or without ECE qualifications: \$19.02 + 4% vacation pay

### Effective September 1, 2020

Letter of Permission	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly: \$19.98	\$21.65	\$23.31	\$24.97	\$26.63	\$28.30

#### *Casual Employees:*

Registered Early Childhood Educators: \$20.81 + 4% vacation pay  
Non-registered or without ECE qualifications: \$19.21 + 4% vacation pay

Term Employees who work a full school year shall be paid:

Registered Early Childhood Educators: Step 1 of the Salary Schedule

Non-registered or without ECE qualification: Letter of Permission of the Salary Schedule

Term Employees who work less than the school year:

Registered Early Childhood Educators: \$20.81 + 4% vacation pay  
Non-registered or without ECE qualifications: \$19.21 + 4% vacation pay

### Effective September 1, 2021

Letter of Permission	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly: \$20.18	\$21.87	\$23.54	\$25.22	\$26.90	\$28.58

#### *Casual Employees:*

Registered Early Childhood Educators: \$21.02 + 4% vacation pay  
Non-registered or without ECE qualifications: \$19.40 + 4% vacation pay

Term Employees who work a full school year shall be paid:

Registered Early Childhood Educators: Step 1 of the Salary Schedule  
Non-registered or without ECE qualification: Letter of Permission of the Salary Schedule

Term Employees who work less than the school year:

Registered Early Childhood Educators: \$21.02 + 4% vacation pay  
Non-registered or without ECE qualifications: \$19.40 + 4% vacation pay

Note: In accordance with the Employment Standards Act, Educational Assistants and Early Childhood Educators who are entitled to vacation pay pursuant to these schedules and have worked for the OCDSB for 5 years or more shall be entitled to receive 6% vacation pay.