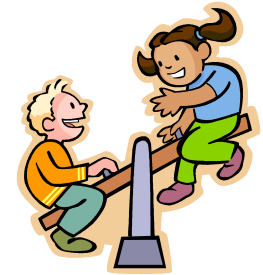




BRANTFORD and BRANT CHILD CARE PROGRAMS

Annual Salary, Benefits and Child Care Fee Survey 2013

2013 RESULTS



Purpose

The 2013 *Salary, Benefits and Child Care Fee Survey* was conducted in order to explore the following characteristics of child care centres in Brant:

- Staff salaries
- Staff Turnover – Reasons and Rates
- Benefits and Working Conditions
- Educational Background
- Average Licensed Child Care Fees

The survey was developed and conducted by the Best Start Network's Recruitment and Retention Committee as part of its 2012 strategic plan. The overarching goal of the committee is to enhance the recruitment and retention of child care staff in order to meet community needs.

Method

Surveys were mailed out to 33 child care centers at the beginning of January, 2013. A return envelope addressed to the Early Years Data Analysis Co-ordinator was included. A similar survey using similar methodology had been conducted in 2009-2010.

Definitions

Agencies were asked to choose the most appropriate job title per staff person by choosing the position the individual is in *most* of the time. In order to maintain consistency in this survey, the following definitions were provided:

- (1) **COOKS:** Refers to the person(s) in a paid position, either full time or part time, that prepares the food for the programs.
- (2) **CLEANERS:** Refers to the person(s) on the centre payroll that performs cleaning duties *only*.
- (3) **SUPPLY STAFF:** Refers to person(s) who are on a call-in list for replacement of staff for holidays or sick time.
- (4) **ASSISTANT TEACHER:** Refers to persons working with children under the direction of an Early Childhood Educator, supervisor or centre director.
- (5) **EARLY CHILDHOOD EDUCATOR:** Refers to persons who have primary responsibility for a group of children. Individuals have an ECE diploma or equivalent and are registered with the College of ECE's.
- (6) **SUPERVISOR:** Refers to persons with administrative duties and/or teaching duties. Individuals are ECE graduates and are registered with the College of ECE's with a minimum of 2 years experience in the field and is the approved supervisor by MCYS.
- (7) **ADMINISTRATOR/DIRECTOR:** Refers to persons who have administrative duties only. Individuals are ECE graduates and are registered with the College of ECE's with a minimum of 2 years experience in the field and may also be the approved supervisor by MCYS.

Response Rate and Data Quality

- 11 surveys were returned (33% response rate).
- Response quality was poor, with a majority of questions on each survey being skipped.

Analysis

Data was entered into SPSS (version 21) and descriptive statistics (frequencies, means, and standard deviations) were calculated. Where appropriate, 2009-2010 data are presented for comparison.

This report was prepared by Anca Gaston, Data Analysis Co-ordinator for the Years Community in Brant. For further information, please contact Anca at anca.gaston@bchu.org or 519-753-4937 ext. 330.

RESULTS

SECTION A: Staff Salaries

- All wage supplement and pay equity was included to reflect gross earnings before deductions for each staff person.
- Only those positions *not* sub-contracted were reported.
- Hourly rates presented are based on average per hourly rate for each position.

	Number of agencies to answer item		Starting Hourly Rate		Middle Hourly Rate		Top Hourly Rate		Average Hourly Rate	
	2010	2013	2010	2013	2010	2013	2010	2013	2010	2013
Cooks	6	6	10.69 (1.34)	13.57 (4.23)	13.25 (3.97)	15.56 (5.34)	14.61 (3.15)	14.99 (4.72)	13.16 (3.39)	14.31 (4.50)
Cleaners	1	4	N/A	11.46 (1.02)	N/A	12.19 (1.07)	13.05	12.28 (1.38)	13.05	11.86 (1.10)
Supply Staff	5	8	11.48 (1.53)	13.20 (4.36)	14.00 (2.65)	18.38 (5.97)	14.06 (2.36)	15.39 (5.61)	12.74 (1.89)	13.80 (4.79)
Assistant Teacher	5	6	11.00 (1.14)	11.66 (1.49)	12.11 (1.52)	12.20 (2.37)	14.58 (1.40)	12.99 (2.20)	12.81 (1.86)	12.18 (1.74)
Early Childhood Educator	8	10	14.40 (3.95)	15.63 (4.71)	16.63 (3.94)	16.87 (4.44)	17.74 (3.34)	17.04 (4.14)	16.06 (3.36)	16.72 (4.58)
Supervisor	8	10	18.11 (4.56)	17.04 (4.43)	19.35 (4.79)	19.32 (4.69)	20.14 (4.46)	19.66 (5.07)	18.84 (4.10)	17.91 (4.90)
Administrator/Director	3	4	19.30 (0.99)	19.27 (4.60)	22.24 (1.76)	21.88 (5.18)	23.36 (0.91)	23.55 (4.51)	22.25 (1.74)	21.41 (4.37)
Other Staff Art specialist Assistant supervisor Office staff	0	1	N/A	10.25 16.67 12.00	N/A	N/A N/A 13.00	N/A	12.00 17.10 15.00	N/A	13.82 (2.82)

SECTION B: Staff Turnover

- The chart below indicates why staff left centres in Brantford/Brant between September 2012 and January 2013. Each staff person was reported only once under the most appropriate reason for leaving.
- Since September 2012, the two most common reasons for leaving were “resigned for another job outside child care” (26%) and “maternity leave” (17%).

Reason for Leaving	# OF PEOPLE LEAVING	% OF TOTAL PEOPLE LEAVING
1. Resigned for another teaching <i>kindergarten</i>	6	26.09
2. Maternity leave	4	17.38
3. Resigned for another job <i>outside of childcare</i>	3	13.04
4. Leave of absence (NOT including maternity)	3	13.04
5. Retired	2	8.70
6. Dismissal	2	8.70
7. Resigned for another job <i>in child care</i>	1	4.35
8. Reason Unknown	1	4.35
9. Choosing to stay home to care for their own children	1	4.35
10. Contract ended	0	0
11. Laid off	0	0
12. Other	0	0
TOTAL	23	100

SECTION C: Benefits and Working Conditions:

The following outlines the averages for each category for the licensed centres in Brantford and Brant.

Benefit	Position						
	Cooks	Cleaners	Supply Staff	Assistant Teacher	Early Childhood Educator	Supervisor	Administrator/Director
Number of centres which responded to at least one question for this position	5	3	6	7	11	8	6
Paid coffee breaks							
Number of centres who answered 'yes'	3 (60%)	0	3 (50%)	3 (43%)	6 (55%)	4 (50%)	3 (50%)
Average time (min)	13	N/A	12.5	12.5	12.5	13.3	15
Number of breaks per day	2	N/A	1	1	2	1.3	1
Paid lunch time							
Number of centres who answered 'yes'	2 (40%)	0	2 (33%)	2 (29%)	4 (36%)	4 (50%)	2 (33%)
Average time (min)	52.5	N/A	37.5	37.5	37.5	45	45
Paid prep/planning time (includes planning done during 'sleep time')							
Number of centres who answered 'yes'	2 (40%)	0	1 (17%)	4 (57%)	9 (82%)	4 (50%)	1 (17%)
Average time (min)	60min	N/A	NR	60	55.8	45	NR
Number of times per week	1	N/A	1	2	2.7	4.8	NR
Compensation for attendance at staff or parent meetings outside working hours							
Number of centres who answered 'yes'	4 (80%)	1 (33%)	4 (67%)	7 (100%)	11 (100%)	7 (88%)	5 (83%)
Average time (min)	60	60	60	67.5	75	45	90
Number of meetings per year	8	12	12	12	12	13.2	20
Compensation for overtime child care provision							
Number of centres who answered 'yes'	2 (40%)	1 (33%)	5 (83%)	5 (71%)	9 (82%)	6 (75%)	2 (33%)
Average rate	\$1.50/min	\$1/min	\$1/min	\$1/min	\$1/min (Note: one centre reported \$5/hr)	\$1/min	NR

Part 1: continued

	Position						
	Cooks	Cleaners	Supply Staff	Assistant Teacher	Early Childhood Educator	Supervisor	Administrator/ Director
Benefit							
Number of centres which responded to at least one question for this position	5	3	6	7	11	8	6
Financial assistance to cover workshop, conferences and courses Number of centres which answered 'yes' Maximum amount covered	3 (60%) \$50	1 (33%) \$50	2 (33%) NR	5 (71%) \$35	9 (82%) \$45	7 (88%) \$58	6 (100%) \$58
Yearly wage increase (cost of living or merit) Number of centres who answered 'yes' Percent increase per year	4 (80%) 2%	2 (67%) 3%	5 (83%) 2.4%	5 (71%) 2.4%	8 (73%) 2.7%	7 (88%) 2.9%	4 (67%) 3.1%
Subsidization of child care fees for parent employees Number of centres who answered 'yes' Average subsidization rate	1 (20%) 25%	0 N/A	3 (50%) 25%	4 (57%) 25%	4 (36%) 25%	3 (38%) 50%	1 (17%) 25%
Paid sick days <i>Part-time employees</i> Number of centres who answered 'yes' Average number of days per year <i>Full-time employees</i> Number of centres who answered 'yes' Average number of days per year	2 (40%) 8 2 (40%) 10	2 (67%) 4 1 (33%) 12	0 N/A 1 (17%) 6	3 (43%) 4.5 2 (29%) 9	4 (36%) 4.7 6 (55%) 7.7	1 (13%) 6 7 (88%) 7.7	1 (17%) 6 5 (83%) 5.5
Paid personal leave days <i>Part-time employees</i> Number of centres who answered 'yes' Average number of days per year <i>Full-time employees</i>	1 (20%) 1	2 (67%) NR	0 N/A	2 (29%) 1	2 (18%) 1	1 (13%) 1	1 (17%) 1

Number of centres who answered 'yes' Average number of days per year	0 N/A	0 N/A	1 (17%) 3	3 (43%) 3	4 (36%) 2.2	5 (63%) 2.3	4 (67%) 2
Paid vacation days							
Part-time employees							
Number of centres who answered 'yes'	2 (40%)	2 (67%)	1 (17%)	4 (57%)	5 (45%)	2 (25%)	2 (33%)
Average number of days per year	10	10	4	10	10.8	5	7.5
Full-time employees							
Number of centres who answered 'yes'	3 (60%)	NR	0	5 (71%)	8 (73%)	3 (38%)	6 (100%)
Average number of days per year	10	NR	N/A	10	8.9	13.5	11.3

SECTION C: Benefits and Working Conditions (continued):

The following indicates what percentage (%) of coverage centres provide each staff position on average.

Benefit	Cooks		Cleaners		Supply Staff		Assistant Teacher		Early Childhood Educator		Supervisor		Administrator/ Director	
	Full N = 8	Part N = 7	Full N = 7	Part N = 7	Full N = 7	Part N = 8	Full N = 8	Part N = 8	Full N (varies)	Part N (varied)	Full N (varied)	Part N (varied)	Full N (varied)	Part N (varied)
Dental Coverage Agencies which provide (%) Mean percent coverage provided	1 (12.5%) 80%	0	0	0	0	1 (12.5%) 50%	1 (12.5%) 90%	1 (12.5%) 50%	2 (22.2%) 85%	1 (12.5%) 50%	3 (30%) 75%	1 (12.5%) 50%	2 (22.2%) 70%	0
Extended Health Care Agencies which provide (%) Mean percent coverage provided	1 (12.5%) 100%	0	0	0	0	1 (12.5%) 50%	1 (12.5%) 90%	1 (12.5%) 50%	3 (30%) 80%	1 (12.5%) 100%	3 (30%) 90%	1 (12.5%) 50%	2 (22.2%) 85%	0
Short-term Disability Agencies which provide (%) Mean percent coverage provided	1 (12.5%) 100%	0	0	0	0	0	0	0	1 (11.1%) 100%	0	2 (20%) 75%	0	1 (11.1%) 50%	0
Long-term Disability Agencies which provide (%) Mean percent coverage provided	1 (12.5%) 75%	0	0	0	0	0	1 (12.5%) 65%	0	2 (22.2%) 70%	0	3 (30%) 65%	0	1 (11.1%) 57.5%	0
Life Insurance Agencies which provide (%) Mean percent coverage provided	1 (12.5%) 100%	0	0	0	0	0	1 (12.5%) 75%	0	2 (22.2%) 87.5%	0	3 (30%) 85% & up to \$25,000	0	2 (22.2%) 75% & up to \$25,000	0
Pension Plan Agencies which provide (%) Mean percent coverage provided	1 (12.5%) 50%	0	0	0	0	1 (12.5%) 5%	1 (12.5%) 5%	1 (12.5%) 5%	2 (22.2%) 35%	1 (12.5%) 5%	2 (22.2%) 35%	1 (12.5%) 5%	1 (12.5%) 2%	0

RRSP Agencies which provide (%) Mean percent coverage provided	0	0	0	0	0	0	1 (12.5%) 5%	0	0	0	0	0	0	0
Prescription plan Agencies which provide (%) Mean percent coverage provided	1 (12.5%) 100%	0	0	0	0	1 (14.3%) 90%	1 (12.5%) 90%	1 (12.5%) 50%	2 (22.2%) 75%	1 (14.3%) 90%	3 (30%) 90%	1 (14.3%) 50%	0	0
Eyeglasses Agencies which provide (%) Maximum amount covered	1 (12.5%) \$260	0	0	0	0	0	1 (12.5%) 90%	0	1 (11.1%) \$260	1 (14.3%) 90%	3 (30%) 90% or up to \$280	0	0	0

- Please note that some percentage of benefits were reported based on as little as 1 response

Average number of hours an employee must work before coverage is provided: Based on 1 agency – 400 hours total

Centres were asked to list any **other benefits provided** to their staff not listed above. (Examples = lunch/snacks, Christmas dinner, Years of service awards, etc.)

Centres listed the following as “**perks**” for their staff.

1. Memberships (n = 4)
2. Christmas dinner (n = 3)
3. Lunches, snacks, meals (n = 3)
4. Event fees/Celebrations (n = 3)

SECTION D: Educational Background

The chart below indicates the **highest level of education obtained** for each staff position (average number of staff with said degree per agency).

Education	Assistant Teacher	Early Childhood Educator	Supervisor	Administrator/ Director
High School Diploma	2			
Community College diploma	3	4	1	0
University degree	0	1	0	1
Other	0	0	0	0
*A.E.C.E.O. Certification	-	3	0	0
College of Early Childhood Educators	-	4	0	0

Note: Percentages could not be computed as some agencies reported a HIGHER number of staff with a certain degree than they report total staff.

SECTION E: Brantford/Brant Average Licensed Child Care Fees 2010 & 2013

AGE GROUP	5 days/week (full time) Daily Rate		Less than 5 days/week (part-time) Daily Rate		½ Day Rate (with lunch)		½ Day Rate (without lunch)		PA Full Day Rate	
	2010	2013	2010	2013	2010	2013	2010	2013	2010	2013
INFANTS (0-18 mo.)	\$42.77	\$44.00	N/A	\$43.99	N/A	\$24.00	N/A	\$24.00		
TODDLERS (18 –30 mo.)	\$31.72	\$33.98	\$30.22	\$33.73	\$22.33	\$24.21	\$20.95	\$24.00		
PRESCHOOL (2 ½ -5 years)	\$31.32	\$32.16	\$31.02	\$31.88	\$21.70	\$23.47	\$20.60	\$22.50		
JK/SK – <i>only</i> Before and After School Care	\$14.46	\$19.31	\$15.59	\$20.89	\$19.50	N/A	N/A	\$9.85	\$29.70	\$31.16
<i>SCHOOL AGE</i> 6-12 years <i>only Before and</i> <i>After School</i> <i>Care</i>	\$12.02	\$14.90	\$11.78	\$15.87					\$28.06	\$29.50

Future Recommendations

- Offer incentives for participation to increase response rate (e.g., Tim Horton’s gift card)
- Administer the survey electronically (e.g., using fluidsurvey or other online-based survey websites) in order to force respondents to answer every question and decrease the percentage of missing data.