

**Childcare Salary Scale - Non union Group**  
**(Salal, Kittiwake, Sandpiper, Coho, Auklet Centres) Effective April 1, 2015**

<b>Non-Union 37.5 hours per week</b>		<b>Grade</b>	<b>Step</b>		
			<b>1</b>	<b>2</b>	<b>3</b>
390001	Assistant Early Childhood Educator (Assist. E.C.E.)	4	15.13 2,459 29,508	15.43 2,507 30,084	
390002	Assistant Infant Toddler	4a	16.60 2,698 32,376		
390003	Early Childhood Educator (E.C.E.) Infant/Toddler (IT)	5	17.21 2,797 33,564	17.55 2,852 34,224	17.90 2,909 34,908
390004	Senior Early Childhood Educator (Sr. E.C.E.)	6	19.88 3,231 38,772	20.28 3,296 39,552	20.68 3,361 40,332
<b>Non-Union 40.0 hours per week</b>		<b>Grade</b>	<b>Step</b>		
			<b>1</b>	<b>2</b>	<b>3</b>
380006	Lead Hand School Age	5a	19.29 3,344 40,128	19.68 3,411 40,932	20.07 3,479 41,748