

# TABLE 4.6 QUÉBEC ECE ANNUAL WAGES AS % OF TEACHERS WAGES (2023)

Elementary and preschool teachers<sup>a</sup>

\$68,273

Qualified Early childhood educators (ECE)<sup>b</sup>

\$54,655

ECE Wage as a % of Teacher Wage

**80%**

<sup>a</sup>. Québec Provincial Association of Teachers. *QPAT Salary Scales For Regular Teachers*. Based on a FTE primary school teacher at step 10 as of March 2023. Retrieved from: <https://qpat-apeq.qc.ca/wp-content/uploads/2021/12/New-salary-scale.pdf>

<sup>b</sup>. Gouvernement du Québec. Ministère de la Famille. *Taux et échelles de salaires du personnel salarié des centres de la petite enfance, des garderies subventionnés et des bureaux coordonnateurs de la garde en milieu familial*. Retrieved from: <https://www.mfa.gouv.qc.ca/fr/publication/Documents/taux-et-echelles-de-salaires-personnes-salariees.pdf>. Based on hourly rates for a FTE qualified educator working in a centre de la petite enfance (CPE) with 10 plus years' experience. The wage grid does not apply to other types of service providers.

MESS also shows a median hourly wage for early childhood educators and educator assistants, without distinguishing between job categories and individual educators' qualifications. Retrieved from: <https://www.quebec.ca/en/employment/learn-trade-occupation/choosing-career/jobs-future/exploring-job-future-1>

