



Early Childhood Assistant (ECA) – Supply / Casual (Unionized)

Employer: Gledhill Avenue Child Care Centre (GACCC) – Non-profit

Location: In person — Gledhill Junior Public School (TDSB), East York (Toronto)

Website: gledhillchildcare.ca

About Our Centre

Gledhill Avenue Child Care Centre (GACCC) is a non-profit child care centre serving the East York community since 1989. We are licensed for 166 children and operate:

- Full-day Preschool Program
- Kindergarten and School Age Before/After School Programs
- Full-day programs during summer and school breaks

Position Summary

We are seeking an Early Childhood Assistant (ECA) to join our team in a supply/casual capacity.

As a Supply ECA, you will be called in to cover short-term staffing needs, including absences, vacations, and operational requirements, in accordance with the Collective Agreement.

You will be responsible for supporting the care, supervision, and safety of children aged 2.5 to 9 years in a licensed child care setting.



Job Status

- Supply / Casual (Bargaining Unit Position) – CUPE Local 5213-04
- Start Date: As soon as possible
- Schedule: On-call, Monday–Friday between 7:00 a.m. – 6:00 p.m.
- Shifts may vary depending on operational needs

Compensation

- **Hourly Wage:** As per Collective Agreement wage grid (dependent upon on qualifications and experience)

WAGE SCALE for 2025-2026

Position	Start Rate	Job Rate	YRS 1-2	YRS 3-5	YRS 6-8	YRS 9-10
		3%	3%	3.5%	3.5%	4%
RECE	\$29.50	\$30.39	\$31.30	\$32.40	\$33.53	\$34.87
ECA	\$24.75	\$25.49	\$26.25	\$27.17	\$28.12	\$29.24
Kitchen	\$23.00	\$23.69	\$24.40	\$25.25	\$26.13	\$27.18

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- **Vacation Pay:** Paid in accordance with the Employment Standards Act (ESA)
- **Public Holiday Pay:** Provided in accordance with ESA eligibility requirements

Unionized Workplace

This position is part of the bargaining unit represented by CUPE Local 5213-04.

- Employees must become and remain members in good standing of the Union within 30 days of employment
- Union dues are deducted as per the Collective Agreement
- Employment is subject to applicable Collective Agreement provisions



Major Responsibilities

- Ensure the health, safety, and well-being of all children
- Implement centre policies, procedures, and program statement
- Support daily program operations and transitions
- Maintain a clean, safe, and engaging environment
- Use positive, developmentally appropriate guidance strategies
- Build respectful and inclusive relationships with children and families
- Complete required documentation (attendance, incident reports, etc.)
- Follow all health and safety practices, including Toronto Public Health guidelines
- Support both indoor and outdoor programming
- Perform daily cleaning and sanitization duties

Required Qualifications

- Experience working with children in a licensed child care setting & non-profit (preferred)
- Valid Standard First Aid & CPR-C (infant/child)
- Current Vulnerable Sector Check
- Up-to-date immunizations and TB test (as required)
- Ability to:
 - Lift up to 25 kg
 - Participate in active indoor/outdoor programming year-round

Assets

- Food Handler Certification
- Experience in unionized environments



Ontario Hiring Transparency Statements

Canadian Experience:

We welcome applicants with relevant experience gained in Canada or internationally. Canadian experience is not required.

AI Disclosure:

We do not use artificial intelligence (AI) to screen, assess, or select applicants for this position.

Accessibility & Accommodation

GACCC welcomes and encourages applications from people with disabilities. Accommodations are available upon request throughout the recruitment and selection process in accordance with AODA.

How to Apply

Please submit your resume and cover letter to assistantsup@gledhillchildcare.ca

Only those selected for an interview will be contacted assistantsup@gledhillchildcare.ca