



## REPORT

**TO:** Community Services Executive Committee

**FROM:** Shawna McRitchie, Children's Complex Superintendent

**DATE:** February 24, 2016

**RE:** **2015 Child Care Workers Wage Enhancement Application**

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### BACKGROUND

On January 22, 2016 the Ministry of Education announced that Ontario is providing a \$1 per hour wage increase for eligible child care workers who qualify in the licensed child care sector, bringing the total wage increase up to \$2 per hour, plus benefits.

In 2015, it was approved that the Children's Complex move forward with the Wage Enhancement Application and with that the funds were disbursed in a onetime lump sum with the remainder of the Wage Enhancement was allocated per paycheck.

On February 8<sup>th</sup> the Town received an email from the local DSSAB with the 2016 Provincial Child Care Wage Enhancement Grant. (Applications are due by March 31, 2016) Wage Enhancement funding entitlement is allocated to operators based on the hours worked in qualifying positions for the prior year. This means that operators will be required to apply for funding every year to update this information.

To be eligible for the Grant, the staff must not earn more than \$26.27 per hour. The objectives of the wage enhancement are:

- To help close the wage gap between RECEs working in the publicly funded education system and those in the licensed child care sector;
- To help stabilize child care operators by supporting their ability to retain RECEs and non-RECE program staff; and
- To support greater employment and income security.

One issue that exists relates to the positions that are covered under the Grant. At the current time, the CUPE Local 65 Collective Agreement shows a Wage Schedule at the Children's Complex of:

Position	Wage Rate/Hr
Resource Teacher	\$24.70

Qualified Day Care Teacher (Early Childhood Education Diploma)	\$24.70
Day Care Cook	\$23.75
Qualified Interim Replacement staff (Early Childhood Education Diploma)	\$21.74
Best Start Hub Assistant	\$21.43
Unqualified Day Care Teacher, Interim Unqualified, Interim Cook	\$19.64

As shown above, the Resource Teacher and the Qualified Day Care Teacher have the same wage, but the Resource Teacher's work does not qualify for the Grant. In addition, the Resource Teachers are required to have two years' additional education. Payment of this Grant to the other staff, but not the Resource Teachers will create an additional inequity for the Resource Teachers who are currently employed.

The Grant calculation only supports a benefit component of 17.5%, which includes 4% for vacation. The estimated benefit costs, not including vacation, are approximately 24.8% for 2015. In addition, some of our Children's Complex staff have upwards of 7 weeks' vacation so the Grant will not be paid on the additional weeks, thus these employees will receive a lower income for the year than peers that have less vacation.

#### **RECOMMENDATION**

The Community Services Executive Committee recommends to Mayor & Council to approve the submission of the Provincial Child Care Wage Enhancement Grant (deadline March 31<sup>st</sup>).

Respectfully Submitted,

Shawna McRitchie  
Children's Complex Superintendent