

# Rate Increases and 2024/2025 ELCC Wage Grid

## Information Session for Child Care Facilities

**Early Learning and Child Care Division  
Department of Education and Early Childhood Learning**

**Thursday, May 16, 2024**

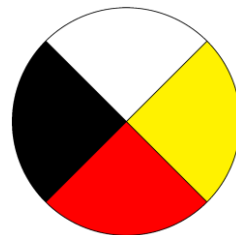


# LAND ACKNOWLEDGEMENT

We recognize that Manitoba is on Treaty 1, 2, 3, 4, 5, 6 and 10 Territories and the ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk Peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration



# Agenda

1. Background – ELCC Wage Grid
2. Base Operating Grant Increase and Wage Grid Supplement Increase/  
ELCC Wage Grid
3. Board Information and Reporting Requirements
4. Re-Assessment of Operating Grants and Payments
5. Frequently Asked Questions
6. Resources

# Background – ELCC Wage Grid

- Under the Canada Manitoba Canada-Wide Early Learning and Child Care (ELCC) Agreement, Manitoba committed to improving access to affordable, quality early learning and child care and supporting the recruitment, retention and growth of the ELCC workforce, including implementing a Wage Grid as a step towards consistent, fair, equitable wages.
- **A well-compensated ELCC workforce is essential to:**
  - Deliver high-quality ELCC services
  - Stabilize and strengthen the ELCC sector
  - Address labour market shortages
  - Support the retention of current staff
  - Support recruitment of new individuals to a career in early childhood education

# Background – ELCC Wage Grid

- Since the introduction of the first Wage Grid in 2022, a Wage Grid Supplement has been added to the operating grant.
- Providing additional funding through the Wage Grid Supplement to support increased wages is critical for supporting the growth of the sector.
- Effective July 1, 2024, the *Starting Point* and *Target* wages on the Wage Grid are being increased to reflect new expectations:
  - The ***Starting Point*** provides the lowest wage an employee of that position/classification should receive in a funded facility.
  - The ***Target*** provides average wages for each position/classification, which facilities should be working towards over the next couple of years (It does not represent a cap or maximum wage).

# Background – ELCC Wage Grid

- The department has contracted KPMG to support the department in developing a more comprehensive framework for wages and benefits, which will include engagement with stakeholders in the ELCC sector.
- As this in-depth review and implementation of a new framework will take some time to complete, the department has moved forward in the interim with an increase to the *Starting Points* and *Targets* on the existing ELCC Wage Grid.

# Increases to Operating Grant Rates

- **The annual operating grant rates include:**
  - Base Operating Grant
  - Wage Grid Supplement

**April 1, 2024** - Increase to base operating grant

**July 1, 2024** - Increase to wage grid supplement

# New Operating Grant Rates

Space Type	Annual Amount per Approved Funded Space *	
	Effective April 1 to June 30, 2024	Effective July 1, 2024
<b>CENTRE</b>		
Infant	\$15,957	\$16,610
Preschool	\$6,344	\$6,667
School Age	\$2,769	\$2,940
<b>NURSERY SCHOOL</b>		
1 to 5 sessions per week	\$1,841	\$1,966
For each additional session up to 10 per week	\$368	\$393
<b>HOMES</b>		
Infant	\$4,519	\$4,802
Preschool	\$3,527	\$3,754
School Age	\$1,771	\$1,915

\* Amounts based on 12 months of operation



# Base Operating Grant Increase

**\$9M TOTAL**  
**\$6.4M Provincial**

**Effective April 1, 2024**

**5% increase to the base operating grant rates**

- The Base Operating Grant is targeted for use towards operational expenses, administrative costs and programming support.
  - The 5% increase is retroactive to April 1, 2024.
  - The amounts are based on a 5% increase to the previous base operating grant amounts that were effective on April 1, 2023.
  - This increase will help support the board of directors of non-profit centres and nursery schools in their efforts to balance their facility's budget.

# Wage Grid Supplement Increase

**\$10.3M TOTAL**  
**\$600K Provincial**

**Effective July 1, 2024**

**2.75% increase to the Wage Grid Supplement**

- The Wage Grid Supplement is additional funding included as part of the operating grant to support:
  - Increased wages in facilities that employ staff
  - Increases to the provider's income in child care homes that do not employ staff
  - other salary-related costs that have increased due to higher wages, such as Employment Insurance, Canada Pension Plan, Workers Compensation and benefits

# Wage Grid Supplement Increase

- The supplement increase is calculated based on the unit funding model to provide a 2.75 percentage increase to the overall revenue generated per space (base operating grant, Reduced Parent Fee Revenue Grant and parent fees).
- This increase supports a 2.75 percent increase to the *Starting Point* and *Target* wages on the Wage Grid.

# 2024/2025 ELCC WAGE GRID

2024/25 Early Learning and Child Care Wage Grid		
Positions/Classification	Hourly Wage	
	Starting Point	Target
<b>Director ECE III</b>		
151-200 Spaces	\$36.81	\$37.85
51-150 Spaces	\$33.06	\$33.43
50 Spaces or Less	\$29.75	\$30.03
<b>Director ECE II</b>		
151-200 Spaces	\$34.57	\$34.57
51-150 Spaces	\$31.01	\$31.42
50 Spaces or Less	\$27.90	\$28.15

# 2024/2025 ELCC WAGE GRID

<b>2024/25 Early Learning and Child Care Wage Grid</b>		
<b>Positions/Classification</b>	<b>Hourly Wage</b>	
	<b>Starting Point</b>	<b>Target</b>
<b>Assistant Director</b>		
<b>ECE III</b>	\$29.66	\$30.05
<b>ECE II</b>	\$26.76	\$27.02
<b>Supervisor</b>		
<b>ECE III</b>	\$28.17	\$28.43
<b>ECE II</b>	\$25.43	\$25.69
<b>Frontline Staff</b>		
<b>ECE III</b>	\$24.31	\$24.42
<b>ECE II - 2 plus years experience</b>	\$22.79	\$22.90
<b>ECE - Entry Level</b>	\$21.30	\$21.47
<b>CCA (with 40-hour course)</b>	\$17.51	\$17.64

# Board Tool Kit: ELCC Wage Grid

- The Tool Kit has been updated and is available at:  
[www.gov.mb.ca/education/childcare/centres\\_homeproviders/centrebased\\_childcare/board\\_development.html](http://www.gov.mb.ca/education/childcare/centres_homeproviders/centrebased_childcare/board_development.html)
- The Tool Kit provides guidance and steps for boards to take including:
  - Drafting a revised salary scale.
  - Placing individual staff on the revised salary scale.
  - Identifying individual staff whose wage rates require adjustments based on their position and classification in comparison to the 2024/2025 Wage Grid.
  - Reviewing/revising the facility's budget with the increased staffing costs to ensure that the draft salary scale is financially viable.
- The Tool Kit includes the [Operating Budget Template](#) (Excel) that reflects the operating budget in Child Care Online and includes formulas to calculate facility revenue and expenditures to develop the budget..

# Board Tool Kit: Revise/Develop Salary Scale

- **As the employer, the board of directors is responsible for the development of the facility's salary scale for employees, from frontline staff to directors.**
- A salary scale is a series of levels ranging from the lowest (minimum) to the highest (maximum) wage for a particular position.
  - Each range for a position normally has from four to seven levels with a percentage increase from a lower level to the next higher level.
  - The Tool Kit includes examples of wage scales for different classifications/positions using the 2024/25 Wage Grid.
  - MCCA also provides a salary scale that can be used by facilities.
- It is important to review the long-term impact of the salary increases as more staff become longer-serving employees, receiving higher wages.

# Reporting Requirements – Centres

- Increased revenue and expenditures should be reflected in the facility's annual financial statements and next annual operating budget submission.
- Financial statements, including all operating costs and detailed wage information must be submitted no later than 5 months following the facility's fiscal year end.
  - Statements for centres must submit audited.
  - Statements for nursery schools do not need to be audited or reviewed by an accountant but must be prepared using generally accepted accounting standards as outlined in *Financial Statements: Requirements for Nursery Schools*.
- Centres (including nursery schools) do not need to submit a Supplemental Budget Schedule form.



# Operating Grant Rate Changes

## Centres, Nursery Schools and Homes

- The two increases effective April 1 and July 1, 2024 require two operating grant rate changes in Child Care Online.
- Current centre operating budget submissions and current family/group child care home operating grant applications will be reassessed in Child Care Online based on the new operating grant rates.
  - The retroactive payment for the April 1 base operating grant increase will be issued by the end of May 2024.
  - The quarterly payment for July - September will be issued on July 1, 2024.
- The new operating grant rates will be used to calculate grant payments for centre operating budgets or home grant applications submitted on or after July 1, 2024.

# Operating Grant Rate Changes

## Centres and Nursery Schools

- For facilities with a June year end, the extension operating grant payment for the July to September quarter will be issued on July 1, 2024 as per usual practice.
  - The payment amount will be based on the facility's 2023/24 operating budget submission, which will have been previously reassessed using the April 1, 2024 operating grant rates.
  - An adjustment to the extension payment to reflect the July 1, 2024 operating grant rates will be made once the facility's 2024/25 operating budget has been submitted and assessed.

# FREQUENTLY ASKED QUESTIONS

**How much of the total operating grant amount is the wage grid supplement and how much of it is the base operating grant?**

- The table on the next slide is included in the appendix of the [FAQs](#) for this initiative.
- It outlines the base operating grant, Wage Grid Supplement and total operating grant amounts for centres, nursery school spaces and family/group child care homes.

# Maximum Annual Operating Grant Rates by Space Type

Annual Amount per Approved Funded Space									
Type of Space	As of March 31, 2024			April 1, 2024 to June 30, 2024			July 1, 2024		
	Base Operating Grant	Wage Grid Supplement	Total Operating Grant	Base Operating Grant	Wage Grid Supplement	Total Operating Grant	Base Operating Grant	Wage Grid Supplement	Total Operating Grant
<b>CENTRES</b>									
Infant	11,603	3,665	<b>15,267</b>	\$12,183	\$3,774	<b>\$15,957</b>	\$12,183	\$4,428	<b>\$16,610</b>
Preschool	4,264	1,827	<b>6,090</b>	\$4,477	\$1,867	<b>\$6,344</b>	\$4,477	\$2,190	<b>\$6,667</b>
School Age	1,697	971	<b>2,669</b>	\$1,782	\$987	<b>\$2,769</b>	\$1,782	\$1,158	<b>\$2,940</b>
<b>NURSERY SCHOOLS</b>									
1 to 5 sessions per week	1,066	712	<b>1,778</b>	\$1,119	\$722	<b>\$1,841</b>	\$1,119	\$847	<b>\$1,966</b>
For each additional session up to 10 per week	213	142	<b>356</b>	\$224	\$144	<b>\$368</b>	\$224	\$169	<b>\$393</b>
<b>FAMILY/GROUP CHILD CARE HOMES</b>									
Infant	2,747	1,609	<b>4,356</b>	<b>\$2,884</b>	\$1,635	<b>\$4,519</b>	\$2,884	\$1,918	<b>\$4,802</b>
Preschool	2,109	1,292	<b>3,402</b>	\$2,215	\$1,312	<b>\$3,527</b>	\$2,215	\$1,539	<b>\$3,754</b>
School Age	898	820	<b>1,718</b>	\$942	\$829	<b>\$1,771</b>	\$942	\$972	<b>\$1,915</b>

# FREQUENTLY ASKED QUESTIONS

**If the *Starting Point* wage has increased, can all employees expect their wages to increase in July 2024?**

- All facilities are expected to use the increase in funding to increase wages for staff.
- If the facilities budget allows, facilities can establish salary scales that pay staff above the *Starting Point* and above the *Target* wage.

# FREQUENTLY ASKED QUESTIONS

## Why are CCAs who have not yet completed the required 40-hours of ECE-related training not included on the Wage Grid and what do we pay them?

- Wages for a CCA without their 40-hour training are at the discretion of the board.
- Facilities may pay more than the provincial minimum wage if the operating budget permits.

# FREQUENTLY ASKED QUESTIONS

**Many CCAs are university students who meet the 40-hour course requirement and are hired full-time under summer job grant programs. Should they be paid at the Starting Point?**

- Staff hired under summer grant programs should be paid the wage rates that were indicated on the approved grant application.
- If a summer grant employee becomes a regular employee after the summer, they should be placed on your new salary scale. They would be eligible for retroactive pay as of the date when they become a regular employee, not while working under the summer grant program.

# FREQUENTLY ASKED QUESTIONS

## Is there going to be an increase to the salaries covered by the Inclusion Support Program (ISP) staffing grant?

- Facilities do not need to submit a new ISP staffing grant application to increase hourly rates for staff hired through the enhanced staffing grant.
- Approved grant amounts will be automatically adjusted by the department, effective July, 2024.



# CONTACTS & RESOURCES

- Operational Guidance - Circular and Frequently Asked Questions for Facilities – **Rate Increases and 24/25 ELCC Wage Grid**  
[www.manitoba.ca/education/childcare/childcare\\_news/current\\_circulars.html](http://www.manitoba.ca/education/childcare/childcare_news/current_circulars.html)
- 2024/25 ELCC Wage Grid, effective July 1, 2024  
[www.manitoba.ca/education/childcare/students\\_workforce/wage\\_grid.html](http://www.manitoba.ca/education/childcare/students_workforce/wage_grid.html)
- Contact: Child Care Information Services at [cdcinfo@gov.mb.ca](mailto:cdcinfo@gov.mb.ca) or call 204-945-0776 (toll free:1-888-213-4754)

# CONTACTS & RESOURCES

## Boards of Directors are encouraged to:

- Use the ***Tool Kit for Boards: Implementation of 2024/25 Wage Grid*** on departmental website at:
  - [www.gov.mb.ca/education/childcare/centres\\_homeproviders/centrebased\\_childcare/financial\\_management.html#toolkit](http://www.gov.mb.ca/education/childcare/centres_homeproviders/centrebased_childcare/financial_management.html#toolkit)
- Access ***The Roles, Responsibilities and Functions of a Board: A Board Development Guide*** on the departmental website at:
  - [https://gov.mb.ca/education/childcare/centres\\_homeproviders/centrebased\\_childcare/board\\_development.html](https://gov.mb.ca/education/childcare/centres_homeproviders/centrebased_childcare/board_development.html)
- Access the Manitoba Child Care Association (MCCA) ***The Basics of Effective Board Governance: An Online Board Orientation Resource for Early Learning & Child Care Centres*** at:
  - <https://mccahouse.org/board-governance-2/>. No fee\*

# Questions

