

# Implementation of Wage Grid For Directors

.....

Early Learning and Child Care

**Webinar:** June 29 and July 6, 2022



# Early Learning and Child Care Wage Grid

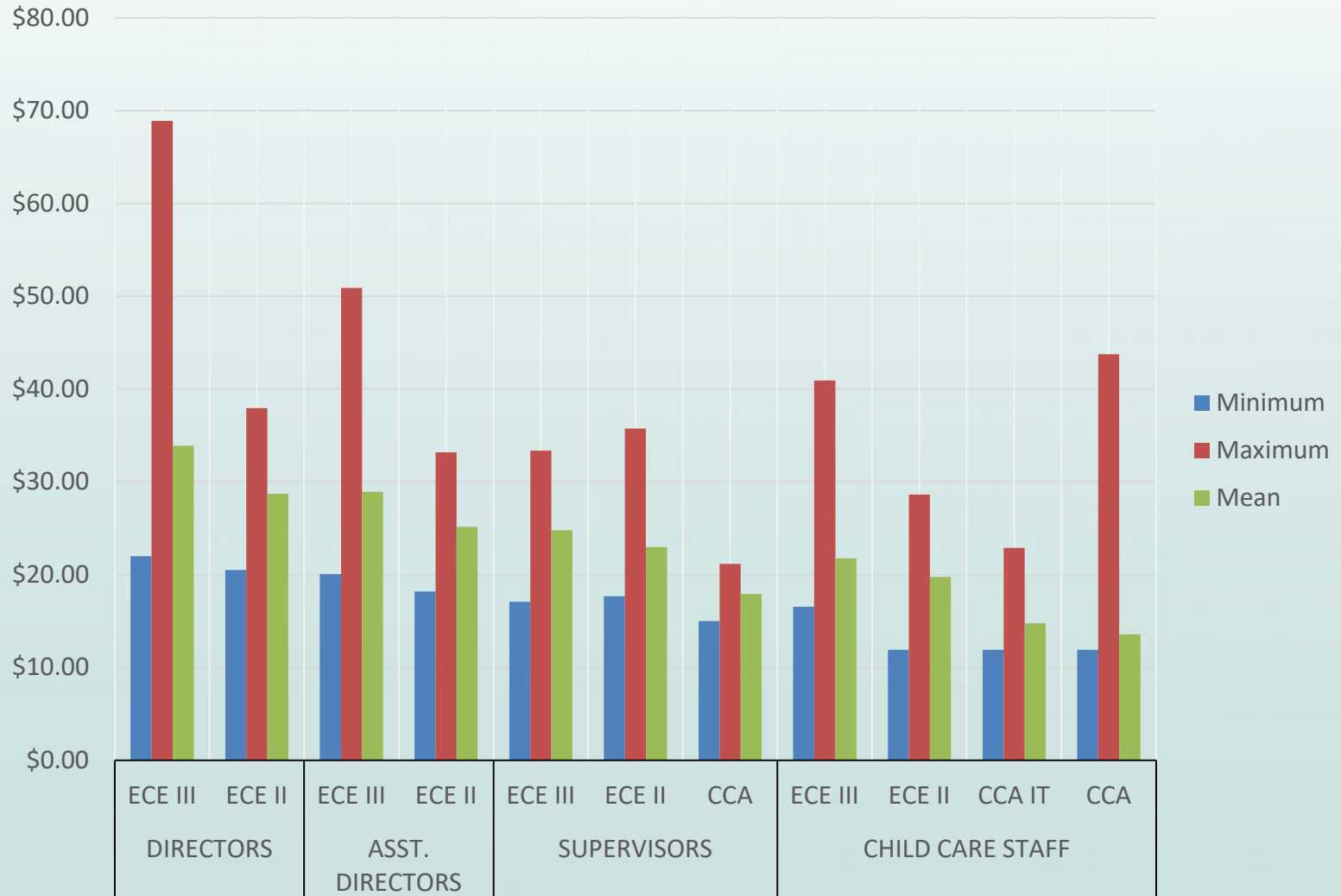
- Commitment under the Canada-Manitoba Canada-Wide ELCC Agreement (2021-2026).
- Manitoba's first two-year Action Plan provides funding to increase wages for ECEs and CCAs.
- Cost to implement the Wage Grid in 2022/23 is \$37M.
  - \$34.7M for staff working with children under the age of seven; \$2.3M in provincial funding for staff working with school-age children.

# Purpose of the Wage Grid

**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
- 
- Facilities operate as independent businesses and boards of directors establish staff wages – this has resulted in a large range of wages for sector staff dependent upon the facility, classification and position.

## Hourly Wage 2020/21





# Wage Grid Operating Supplement

- The Wage Grid Operating Supplement provides facilities with an on-going revenue supplement directed at increasing staff wages.
- The Wage Grid Operating Supplement increases operating grants to all funded facilities effective July 1, 2022.

# Operating Grant Increases

Maximum Annual Grant Rates for ELCC Centres					
Space Type	Infant	Preschool	School Age	Nursery School 1 to 5 sessions/week	Nursery School for each additional session up to 10 sessions/week
Annual amount per approved, funded space	\$13,676	\$5,331	\$2,277	\$1,495	\$299

Home-based Providers		
Type of Space	Previous Operating Grant Rate	New Operating Grant Rate Effective July 1, 2022
Infant	\$2,693	\$3,709
Preschool	\$2,068	\$2,884
School Age	\$880	\$1,399



# Unit Funding Model

- Provincial operating grants for centres are based on a unit funding model which provides equal revenue per unit from grants and parent fees.
- Based on regulated staff to child ratios for each space type:
  - Infant Unit = 4 children
  - Preschool Unit = 8 children
  - School Age Unit = 15 children
- The Wage Grid Operating Supplement provides a 12 per cent increase in daily revenue per unit, to support the increased grants effective July 1, 2022.

# Foundation and First Step

- The 2022/23 Wage Grid serves as a foundation and first step to moving forward with the development of a more comprehensive grid containing a full wage scale through future Action Plans.
- Changes to the Wage Grid will be informed by consultations with the ELCC sector and feedback provided by the Minister's Consultation Table and sub-committees, and other stakeholder groups.



# Development of the Wage Grid

The Wage Grid was developed taking into consideration:

- The range of wages currently offered in the ELCC sector.
- Comparable wages paid in the public service requiring similar qualifications.
- Potential increases to the provincial minimum wage.



# Wage Grid – Guide to Increasing Wages

- Provides guidance to boards of directors in developing equitable wage scales across employee classifications and positions.
- The ELCC Wage Grid provides:
  - a starting point for hourly wages based on the position and classification of the employees
  - target wages for different positions and classifications province-wide.

## The 2022/23 ELCC Wage Grid

2022/23 Early Learning and Child Care Wage Grid		
Position and Classification	Hourly Wage	
	Starting Point	Target
<b>Director with ECE III classification</b>		
151-200 spaces	\$33.75	\$36.84
51-150 spaces	\$30.32	\$32.54
50 spaces or less	\$27.27	\$29.23
<b>Director with ECE II classification</b>		
151-200 spaces	\$31.69	\$33.60
51-150 spaces	\$28.43	\$30.58
50 spaces or less	\$25.58	\$27.40
<b>Assistant Director</b>		
ECE III	\$27.20	\$29.25
ECE II	\$24.53	\$26.30
<b>Supervisor</b>		
ECE III	\$25.84	\$27.67
ECE II	\$23.32	\$25.00
<b>Floor Staff</b>		
ECE III	\$22.29	\$23.77
ECE II - 2 plus years experience	\$20.90	\$22.29
ECE - Entry Level	\$19.53	\$20.20
CCA with 40-hour training requirement completed	\$16.05	\$17.17



# Wage Grid - For Directors

- The board of directors is the legal entity of a non-profit child care centre.
- Boards are responsible and accountable for decision-making related to the centre's business, programming, staffing and finances.
- Directors may assist their boards by providing information and support to make administrative decisions related to wages.

# Wage Grid - For Directors

- Assist the board of directors to understand the requirement for funded facilities to implement the Wage Grid.
- Annual budget submissions from funded non-profit centres must demonstrate additional revenue from the operating grant increase is used to increase wages.
- Implementation of the Wage Grid to support increased wages must be reported in annual audited financial statements.

# Questions and Answers

## Questions?

To learn more about ELCC initiatives, and Manitoba's action plans under the agreements with Canada, please visit:

[www.manitoba.ca/education/childcare/actionplan.html](http://www.manitoba.ca/education/childcare/actionplan.html).