



Report To:	Manitoulin-Sudbury DSB Board
From:	Donna Moroso, Director of Integrated Social Services and Lori Clark , Children's Program Supervisor
Date:	February 26, 2015
Re:	Child Care Wage Enhancement Implementation – Issue Report

Recommendation:

That the Board support child care wage enhancement implementation.

Background:

The 2014 Ministry of Education (MEDU) budget included an investment of \$269 million over three years to support a wage enhancement in the licence child care sector. The goals of the enhancement are to:

- close the wage gap between Registered Early Childhood Educators (RECE's) working in the publicly funded education system and those in the licenced child care sector;
- help stabilize child care operators by supporting their ability to retain RECE's and non RECE program staff and
- reduce poverty by supporting greater employment and income security

Implementation:

The first year will be a transition year and will allow service system managers to work with the ministry on the delivery of the wage enhancement funding and provide feedback to inform the adjustments for year two.

Wage Enhancement Amount

In 2015 \$1.00 per hour plus 17.5% for benefits is being provided to eligible employees and \$10 per day to eligible private home day care providers.

Eligibility

To be eligible to receive 2015 wage enhancement, child care professionals must be employed in a licenced child care position that:

- Existed in a licenced child care centre or home child care agency between January 1, 2014 and October 31, 2014, the eligibility period;
- Has an associated wage of less than \$26.27 per hour;
- Is categorized as a child care supervisor, RECE, home child care visitor, or can be otherwise counted toward adult to child ratios under the Day Nurseries Act (DNA)

Home child care providers working with a licenced agency are eligible to receive an increase of \$10.00 per day including benefits if they:

- Hold a contract with a licenced agency between January 1 2014 and October 31, 2014;
- Serve the equivalent of 2 full time children who have been assigned by the agency and receive less than \$252.70 per day in fees from their agency.
- Providers that serve less than 2 children are entitled to \$5.00 per day.

Application Process:

Child care operators are required to apply for wage enhancement funding from the Manitoulin Sudbury DSB.

The Manitoulin Sudbury DSB must post applications on the DSB website between May 1, 2015 and June 30, 2015.

Operator Accountability:

Wage enhancement must be paid to child care staff, not spent on operator expenses. Operators will be required to complete an attestation form to ensure that funds are provided directly to program staff.

Conclusion:

Staff are currently in the process of implementing the new wage enhancement policy and will provide updates to the Board as required.