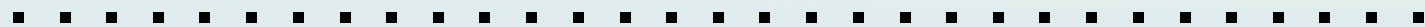


Implementation of Wage Grid For Boards of Directors



Early Learning and Child Care

Webinar: July 5 and July 7, 2022



Early Learning and Child Care Wage Grid

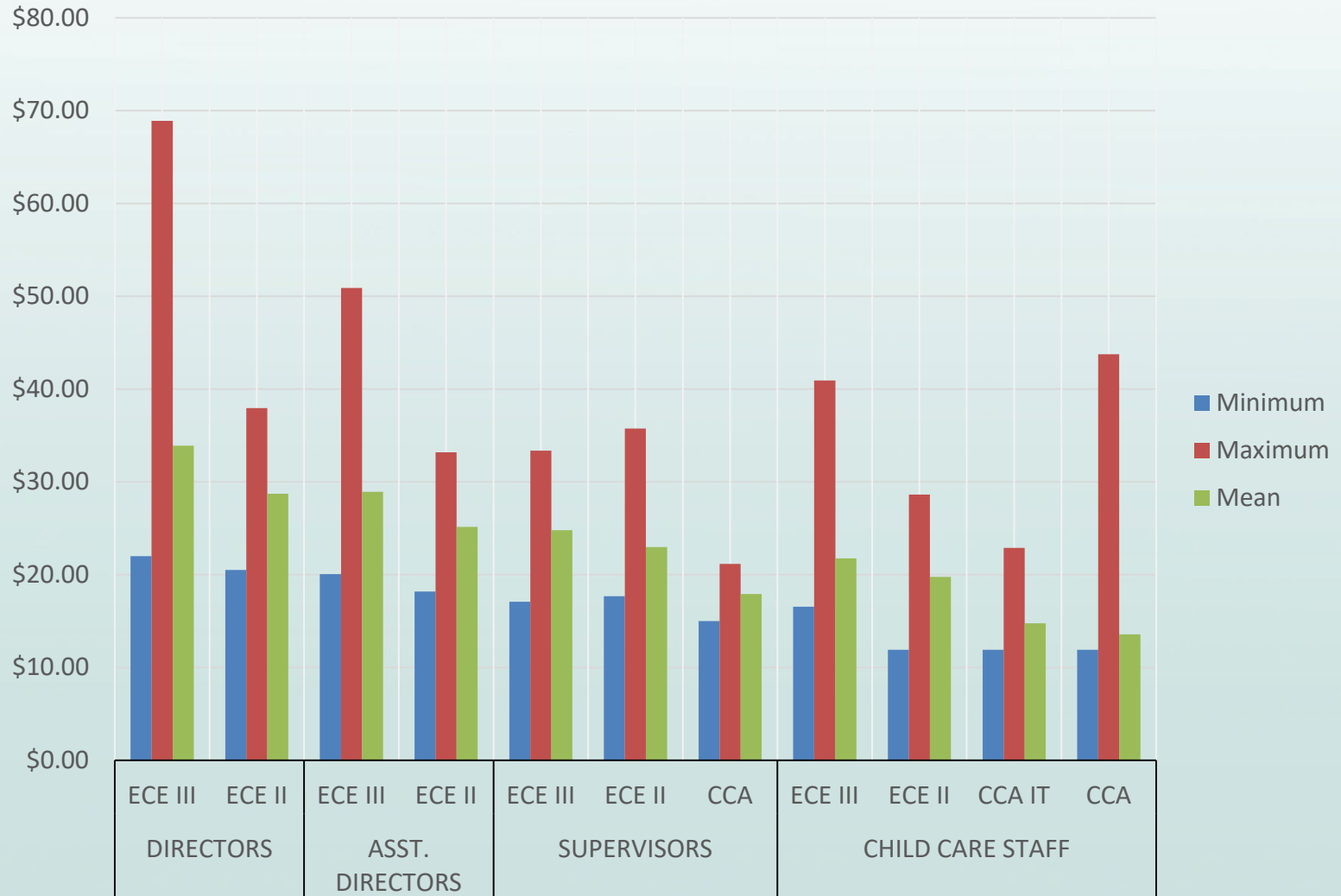
- Commitment under the Canada-Manitoba Canada-Wide ELCC Agreement (2021-2026).
- Manitoba's first two-year Action Plan provides funding to increase wages for ECEs and CCAs.
- Cost to implement the Wage Grid in 2022/23 is \$37M.
 - \$34.7M for staff working with children under the age of seven; \$2.3M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

MCCA Market Competitive Salary Guideline Scale

- The Manitoba Child Care Association (MCCA) has published their Market Competitive Salary Guideline Scale since 2007 and their dedicated work in this area is fully acknowledged.
- There is much work to do going forward and the continued partnership with MCCA will be valuable in further advancing on the first steps offered with the Wage Grid in the Canada-wide Agreement.

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.

Comparable Wages in the Public Service

| Positions in the ELCC Division requiring similar qualifications | | |
|--|-----------------------------|------------------------------|
| Position | Starting Hourly Wage | Mid-range Hourly Wage |
| Child Care Coordinator | \$26.87 | \$30.99 |
| Child Development Worker | \$24.62 | \$27.28 |
| Licensing Supervisor | \$34.22 | \$39.78 |



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 |
| Director with ECE III classification | | |
| 151-200 spaces | \$33.75 | \$36.84 |
| 51-150 spaces | \$30.32 | \$32.54 |
| 50 spaces or less | \$27.27 | \$29.23 |
| Director with ECE II classification | | |
| 151-200 spaces | \$31.69 | \$33.60 |
| 51-150 spaces | \$28.43 | \$30.58 |
| 50 spaces or less | \$25.58 | \$27.40 |
| Assistant Director | | |
| ECE III | \$27.20 | \$29.25 |
| ECE II | \$24.53 | \$26.30 |
| Supervisor | | |
| ECE III | \$25.84 | \$27.67 |
| ECE II | \$23.32 | \$25.00 |
| Floor Staff | | |
| 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 |

Scaling or Increments

- Public service collective agreement has 3.5% increases between increments (levels).
- Wage scale for each position type has 5 to 7 increments (levels).
- Upcoming screens have scaling examples for different positions using the wage grid.

Scaling Examples

| ECE II Floor Staff | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 |
|----------------------------------|----------------|----------------|----------------|----------------|----------------|
| Annual (40 hour week) | \$43,472 | \$44,366 | \$46,363 | \$47,819 | \$49,441 |
| Hourly Wage | \$20.90 | \$21.33 | \$22.29 | \$22.99 | \$23.77 |

| ECE II Supervisor | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 |
|----------------------------------|----------------|----------------|----------------|----------------|----------------|
| Annual (40 hour week) | \$48,505 | \$50,252 | \$52,000 | \$53,747 | \$55,640 |
| Hourly Wage | \$23.32 | \$24.16 | \$25.00 | \$25.84 | \$26.75 |

Scaling Examples

| ECE II Assistant Director | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|----------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Annual (40 hour week) | \$51,022 | \$52,811 | \$54,704 | \$56,210 | \$58,697 | \$60,840 |
| Hourly Wage | \$24.53 | \$25.39 | \$26.30 | \$27.20 | \$28.22 | \$29.25 |

| ECE II Director (Small centre) | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|---------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Annual (40 hour week) | \$53,123 | \$55,099 | \$56,992 | \$59,716 | \$61,984 | \$64,251 |
| Hourly Wage | \$25.58 | \$26.49 | \$27.40 | \$28.71 | \$29.80 | \$30.89 |

Scaling Example

| ECE III Director (Small centre) | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
| Annual (40 hour week) | \$56,721 | \$58,780 | \$60,798 | \$63,065 | \$65,332 | \$67,683 |
| Hourly Wage | \$27.27 | \$28.26 | \$29.23 | \$30.32 | \$31.41 | \$32.54 |

Board of 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.

Board Responsibilities

- Review position descriptions, responsibilities and classifications.
- Review and compare your facility's current salary scale to the Wage Grid chart.
- Revise the facility's salary scale that can be supported with revenue from operating funding and parent fees.
- Identify individual staff whose wage rates require adjustments based on their position and classification.

Board Responsibilities

- Review/revise the facility's budget with the increased staffing costs and operating grant revenue.
- According to the facility's bylaws, policies and procedures, review and approve:
 - Revised salary scale
 - Revised budget
- Develop a communication plan.
- Ensure staff are paid retroactive to July 1, 2022.



Wage Grid

- Annual budget submissions from funded non-profit centres must demonstrate additional revenue from the operating grant increase is used to increase wages.
- Annual audited financial statements must demonstrate that funds directed at staff wages were spent on the cost to increase wages.

Board Governance Training

For more information about board responsibilities, the Manitoba Child Care Association offers:

- *The Basics of Effective Board Governance: An Online Board Orientation Resource for Early Learning & Child Care Centres*
- *How to Run an Effective Annual General Meeting and How to Run an Effective Board Meeting*
- Through funding under the Canada-Manitoba bilateral agreement:
- These resources are now available in French.
- Continues to be available at no cost for boards of directors and management of non-profit centres in Manitoba.

Questions and Answers

Questions?

To learn more about ELCC initiatives and Manitoba's action plans under the agreements with Canada, visit: www.manitoba.ca/education/childcare/actionplan.html.

For *The Basics of Effective Board Governance*, visit: <https://mccaahouse.org/board-governance-2/>.

For questions following the webinar, please submit them to Child Care Information Services at cdcinfo@gov.mb.ca.