

Child care and early learning updates e-newsletter

April 10, 2024

Welcome to The Regional Municipality of Durham's child care and early learning updates e-newsletter. These e-newsletters provide licensed child care operators in Durham Region with updated information related to child care.

This edition includes the following topics:

- College of Early Childhood Educators' Council Election
- Workforce Compensation Update
- The Supervision and Leadership in Early Childhood Education course series
- Mobile ID and Benefits Access Hubs

College of Early Childhood Educators' Council Election

Until April 17, members of the College of Early Childhood Educators in District 4 (Central East Region, which includes Durham Region) can cast their vote to elect members to the College of Early Childhood Educators' Council.

Council members help to build public trust and confidence in the Registered Early Childhood Educators (RECE) profession. Through their work on committees, council members oversee policy direction and make decisions related to entry-to-practice requirements, ethical and professional standards and professional misconduct, incompetence, and incapacity. These decisions play a big part in shaping what RECEs do every day in their professional practice.

The candidates for District 4 are:

- Amanda Barg
- Nidhi Chauhan
- Millie Forbes
- Sherona Giordano
- Stacey Stevenson

Visit the [College of Early Childhood Educators website](#) to read the biographies of the above candidates and vote before April 17, 2024.

Workforce Compensation Update

On March 28, the Ministry of Education provided updated Canada-wide Early Learning and Child Care (CWELCC) management and funding guidelines. These guidelines address the increase to the wage floor amounts and wage eligibility ceilings indicated in the Workforce Strategy memo issued on November 16, 2023. Funding supports the recruitment and retention of qualified professionals, achieves system growth, and ensures increased access to high quality licensed child care across the province.

In 2024, the wage floor was increased to \$23.86 per hour plus benefits for eligible RECE program staff, and \$24.86 per hour plus benefits for eligible RECE child care supervisors and RECE home child care visitors. The wage eligibility ceiling was increased to \$26 per hour for eligible RECE program staff and \$29 per hour for RECE child care supervisors and RECE home child care visitors.

Workforce Compensation funding is tied to the position, not the individual staff. However, an individual staff's base wage will determine how much CWELCC funding can be provided. Workforce Compensation funding is provided for all eligible staff that continue in their existing positions, newly filled existing positions (e.g., replace a previous staff member), or to fill newly created positions.

A calculator that will assist with calculating staff entitlements for Wage Enhancement and Workforce Compensation will be posted to the Operator Portal this month.

Next steps for eligible licensees:

- In writing, share information with eligible staff about changes to the wage floor and wage eligibility ceiling that came into effect January 1, 2024. At a minimum, the information must include the increase to the wage floor and wage eligibility ceiling, compounded annual wage increases for each year up to and including 2026, and an example of the order of operations for calculating wages.
- Ensure eligible RECE staff receive wages (and retroactive payments, if applicable) consistent with the Workforce Compensation changes that came into effect January 1, 2024, within 32 calendar days of receiving funding allocations for this purpose.
- Include Workforce Compensation payments in each pay cheque or payment made. Workforce Compensation may not be paid at the end of the year as a lump sum payment.

- Consider Workforce Compensation an addition to, rather than a replacement for, planned compensation increases for eligible staff. For example, the annual wage increase and increase to the wage floor cannot be used to reduce or offset planned merit increases for eligible staff.
- Licensees may decide to seek independent legal advice on implementing the wage floor and annual wage increase if subject to the terms of a collective agreement. Licensees are responsible for any associated costs.

Once this funding has been approved by Regional Council, the additional Workforce Compensation payments will be made to operators retroactively to January 2024.

Further questions regarding Workforce Compensation should be directed to Stacey Stevenson at Stacey.Stevenson@durham.ca or Natalie Mercier at Natalie.Mercier@durham.ca.

The Supervision and Leadership in early Childhood Education course series

Durham College is offering a course series for RECEs that focuses on developing financial management and leadership skills, critical for the role of a supervisor. RECEs in good standing with the College of Early Childhood Educators meet the program admission requirements. The course series is delivered online and contains four individual micro-credentials. Visit the [Durham College website](#) to register now.

The Government of Ontario, in partnership with the Government of Canada, is offering financial supports in the form of Leadership Grants and Travel Grants to individuals currently working in licensed child care who wish to upgrade their qualifications. Visit the [ECE Grants website](#) for more information.

Durham Region's Mobile ID and Benefits Access Hubs

The Region of Durham is hosting Mobile ID and Benefits Access Hubs this April and May. The hubs will help clients and residents living with low income to:

- Open a Registered Education Savings Plan (RESP) and apply for the Canada Learning Bond.
- Access Social Insurance Numbers (SINs), birth certificates, and other forms of ID.
- Get their taxes filed for free.
- Sign up for the new Canadian Dental Care Plan.

- Learn about other income-boosting benefits that they may be eligible for.

Representatives from Service Canada, the Canada Revenue Agency, and Social Services will be present at all events. Visit the [Durham website](#) for more information. The Hub location and times are as follows:

Scugog Memorial Public Library (231 Water Street, Port Perry) on Monday, April 22, 12:30 to 5:30 p.m.

Oshawa Public Libraries – McLaughlin Branch (65 Bagot Street, Oshawa) on Thursday, April 25, 1 to 6 p.m.

South Oshawa Community Centre (1455 Cedar Street, Oshawa) on Tuesday, May 7, 2:30 to 6 p.m.

Uxbridge Public Library (9 Toronto Street South, Uxbridge) on Friday, May 10, 11:30 a.m. to 4:30 p.m.

Help promote Durham's Mobile ID and Benefits Access Hubs. Please print and post the attached poster in an area visible to families and staff.