

Wage Enhancement Funding and HCCEG Funding

Program Eligibility and Funding Conditions

Program goals

The purpose of the wage enhancement funding is to support a wage increase of up to \$2 per hour plus 17.5 percent mandatory benefits to Registered Early Childhood Educators (RECEs) and other child care program staff working in licensed child care centres and home visitors working in licensed Home Child Care Agencies. The purpose of the Home Child Care Enhancement Grant (HCCEG) funding is to support an increase of up to \$20 per day for licensed Home Child Care providers contracted with a licensed child care agency. Wage enhancement administration funding is a limited budget to help offset administration expenses associated with distributing wage enhancement funding. The 2019 maximum wage enhancement administration allocation has been limited to **\$5,625** per owner; regardless of the number of corporation companies.

Eligibility requirements for centre-based programs

To be eligible to receive the full 2018 wage enhancement, RECEs, home visitors and other child care program staff must be employed in a licensed child care position. Eligibility requirements are as follows:

- Licensed child care centre or Home Child Care Agency created in 2019 are eligible to apply
- Has an associated wage (excluding prior year's wage enhancement) of less than \$25.47 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 Act
- Supplementary program staff positions that are in place to maintain lower adult-child ratios than required under the Act are also eligible for wage enhancement
- Where an eligible centre based or home visitor position has an associated wage rate that is between \$25.48 and \$27.47 per hour, (excluding year one's wage enhancement), the position is eligible for partial wage enhancement. The partial wage enhancement will increase the wage of the qualifying position to \$27.47 per hour without exceeding the cap
- Includes as additional supplemental grant of \$150 per eligible FTE
- Entitlement will be determined based on all hours worked in program by eligible positions between January 1, 2018 and December 31, 2018 to determine payments to staff in 2019. For new licensed programs that open in the current year, estimated hours to be worked can be used

- Non program staff, cooks, custodial staff positions are not eligible for wage enhancement unless the non-program staff position is used to support ratio requirement for at least 25% of the non-program staff position, in which case the staff would be eligible for a partial wage enhancement

Eligibility requirements for home-based programs

To be eligible to receive the full HCEG of \$20.00 per day, home child care providers must:

- Hold a contract with a licensed Home Child Care Agency
- Provide services to one child or more (excluding the provider’s own children) who have been assigned to them by a licensed Home Child Care Agency
- Provides full time services on average (6 hours or more a day)
- Receive less than \$254.70 per day (excluding prior year’s HCCEG) in fees from their agency
- Includes an additional supplemental grant of \$50 per eligible provider
- A home child care provider is eligible for partial HCCEG of \$10.00 per day if they serve less than one (1) child or more (excluding provider’s own children) assigned to them by a licensed Home Child Care Agency, provides part time services on average (less than 6 hours a day); and receive less than \$154.82 per day (excluding year one’s HCCEG) in fees from their agency

Funding conditions

Operators will complete the 2019 Wage Enhancement/HCCEG Application form that is posted on The Regional Municipality of York website and submit it electronically no later than **July 31, 2019**.

Wage Enhancement and HCCEG entitlements will be recalculated on an annual basis through an annual application process.

Operators must meet the accountability measures put in place through the reconciliation process to ensure the following:

- 100% of Wage Enhancement funding was provided directly to eligible child care staff with \$2.00 per hour provided for wage plus 17.5 percent provided for benefits
- 100% of the HCCEG was provided directly to eligible Home Child Care providers and 100% of the Wage Enhancement funding was provided directly to eligible home visitors
- All operators, regardless of the amount received, within 120 days of the operator’s year, must provide:
 - Funding Declaration
 - Board of Directors’ Reviewed or Corporation Officers Reviewed Financial Statement
- Operators in receipt of Regional Funding of \$250,000.00 or more must provide:
 - Funding Declaration
 - Board of Directors’ Reviewed or Corporation Officers’ Reviewed Financial Statement with a completed Review Engagement
- Operators in receipt of Regional Funding of \$ 500,000.00 or more must provide:
 - Funding Declaration;
 - Audited Financial Statement

- The Region shall pay Wage Enhancement Funding to the Operator in an amount not to exceed the total budget for the budget period set out in Schedule F to this Agreement.
- Meet all contractual and funding requirements

Operators must provide each eligible child care staff written confirmation of the portion of wage enhancement/HCCEG that they will be receiving.

Operators must indicate on staff pay cheques and home child care provider fee transfers the portion of funding that is being provided through Wage Enhancement/HCCEG funding and label this on pay cheques as follows:

- Provincial Child Care Wage Enhancement
- Provincial HCCEG

Operators must complete an annual funding reconciliation statement and provide data and documentation as required or within the time period specified, to The Regional Municipality of York, for the purposes of reporting to the Ministry of Education and/or to verify funding distribution to staff of approved Wage Enhancement/HCCEG.

Wage enhancement funds not utilized in accordance with any of the funding conditions and/or in accordance with the service agreement between the Operator and York Region will be returned to The Regional Municipality of York.