

# **2024 Canada-Wide Early Learning and Child Care (CWELCC) Funding Guideline**

Peel Region

Licensed Centre-Based Child Care Providers

Early Years and Child Care Services

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## Highlight of Changes

<b>Section 4: 2024 CWELCC Funding Components and Flexibility (Updated)</b>
<ul style="list-style-type: none"><li>Updated with information on Cost Escalation and additional funding flexibility</li></ul>
<b>Section 6: CWELCC Workforce Compensation Funding WCF (Updated)</b>
<ul style="list-style-type: none"><li>Includes new information on Minimum Wage Offset (MWO)</li></ul>
<b>Section 7: Cost Escalation (New)</b>
<ul style="list-style-type: none"><li>Includes new section on Cost Escalation Funding</li></ul>
<b>Section 9: Reporting, Reconciliation, Audit and Recoveries (Updated)</b>
<ul style="list-style-type: none"><li>Includes reporting requirements for Cost Escalation and Minimum Wage Offset</li></ul>
<b>Appendix 2: Key Terms</b>
<ul style="list-style-type: none"><li>Added definition for non-discretionary costs</li></ul>

Refer to **Appendix 1** for the changes that were communicated when the 2024 CWELCC Guideline was released in December 2023.

### Section 1: Overview

The [Canada-Wide Early Learning and Child Care Agreement \(CWELCC\)](#) aims to reduce child care fees to make child care more affordable and improve workforce compensation so that families have access to high-quality licensed child care.

This guideline contains information for Licensed Child Care Centre-Based Providers who are approved by Peel Region to participate in the CWELCC program.

Please review this guideline, the Early Years and Child Care (EYCC) [Service Provider Handbook](#), and your Early Years and Child Care (EYCC) Funding Agreement to understand the funding requirements and your obligations for 2024. We will post additional resources on our [website](#).

#### **This guideline is subject to provincial updates.**

- In September 2023, the Ministry of Education communicated that the existing CWELCC revenue replacement approach will remain in place for at least the first eight months of 2024. To minimize impacts to service providers, Peel will issue funding announcements for the full 2024 calendar year (January to December).
- Once the Ministry confirms the date and details of the new funding formula or any other policy changes, we will make the necessary updates. This may include changes to these guidelines, allocations, and length of time of funding announcements.

## Section 2: Service Provider Eligibility

To be eligible for 2024 CWELCC Funding you must:

1. Have a site approved by Peel Region to participate in the CWELCC.
2. Have a signed 2024 Early Years and Child Care (EYCC) Funding Agreement.
3. Be a centre-based licensed child care provider in good standing in Peel; and comply with all legislative and regulatory requirements under the [Child Care and Early Years Act, 2014 \(CCEYA\)](#).

To qualify for the Workforce Compensation Funding (WCF) under CWELCC you must also:

1. Have applied and be in receipt of 2024 Wage Enhancement Grant (WEG).
2. Have at least one staff who meets the eligibility criteria for any of the WCF components.

You do not need to apply for the CWELCC program annually. The terms of the Agreement and opting-in will automatically be rolled over into the next year unless you or Peel provides a notice of termination. Annual agreements will be executed in [GovGrants](#).

Check our [website](#) for available CWELCC expansion process opportunities in Peel.

## Section 3: Funding Conditions

You must meet the following funding conditions:

1. As of January 1, 2024 (if you were already enrolled in CWELCC in 2023) or beginning the date you enrolled in CWELCC (if you enroll on or after January 1, 2024) you must:
  - a. Reduce your approved base fee by 52.75%:**
    - If you were licensed before March 27, 2022, your market fees for eligible children (base fees and non-base fees) are capped at the amount charged on March 27, 2022 (unless a fee increase was communicated to families on or before March 27, 2022).
    - If you were licensed on or after March 27, 2022, we will work with you to establish your base fees for eligible children within the [regional maximums](#) set in [O. Reg. 137/15](#).
  - b. Reduce your registration fee by 52.75%:** Registration fees are capped at the amount charged on March 27, 2022 (if applicable), for eligible children.
  - c. Meet the CWELCC wage requirements** as per [O. Reg. 137/15](#) to:
    - Increase the wages of eligible RECE staff who earn less than \$25/hour by an additional \$1/hour, plus benefits. This increase is added to the 2023 increase and will result in supports of up to \$2/hour.
    - Pay eligible RECE program staff at least \$20/hour and eligible RECE child care supervisors at least \$22/hour (2024 RECE wage floor).

As required by the province, we will monitor your compliance with the communication and payments to staff requirements of annual wage increase and the wage floor, and your

alignment with the minimum wage compensation requirements.

2. Demonstrate (new providers) and maintain (all providers) financial viability to continue to receive CWELCC funding.
3. Use your CWELCC funding to support eligible child care operations licensed under the [Child Care and Early Years Act \(CCEYA\)](#) approved to participate in Peel's CWELCC program. If you provide services under the [Education Act](#), you cannot use your funds to support expenses for the unlicensed portion of your business. Except for the Workforce Compensation Funding (WCF), CWELCC can only be used to support costs related to the care of eligible children. Costs related to the care of children who are not eligible, don't qualify.
4. Maintain your approved rates, for licensed spaces for eligible children until you notify Peel Region and your families that you are not participating in the CWELCC.
5. Maintain the spaces for eligible children for which you are receiving fee reduction funding (e.g., a licensed infant space must remain an infant space). Any revision or use of alternate capacity must be reported to Peel through OCCMS attendance reporting in the comments section. This may result in a funding adjustment or recovery.
6. Comply with all CWELCC programs/policies, financial, contract, and/or system planning data reporting requirements in the [EYCC Service Provider Handbook](#) and this guideline on or before the assigned timeline. Failure to comply with CWELCC reporting requirements and other service provider requirements including [financial policies and reporting](#) may result in the recovery of CWELCC funding or your agency being ineligible for this funding.
7. Complete the Ministry of Education's *Annual Licensed Child Care Operations Survey*. If you do not complete this survey your CWELCC funding will be put on hold.
8. Report monthly attendance for CWELCC in OCCMS as part of Record of Attendance (ROA).
9. Provide Audited Financial Statements.
  - If you're considering changing your fiscal year-end please email us at [EarlyYearsSystemDivision@peelregion.ca](mailto:EarlyYearsSystemDivision@peelregion.ca) before you make this change.
10. Complete or participate in evaluations, surveys and any other information requested by Peel. This may include in-person visits, staff, and voluntary parent surveys, focus group sessions and other opportunities to provide feedback on the CWELCC program.
11. If you choose to end your participation in the CWELCC program, you must:
  - Provide Peel Region and Ministry with notice as per your Early Years and Child Care (EYCC) Funding Agreement (at least 60 business days); and
  - Communicate this decision to your families and staff at least 30 calendar days before the effective termination date. This requirement also applies if Peel ends your

participation.

12. Child care providers who are participating in Peel's CWELCC program must:

- Accept and include children in receipt of child care subsidy;
- Accept and include children with special needs by authentically participating in [Peel Inclusion Resources Services](#) (PIRS); and
- Participate in continuous quality enhancement initiatives like Raising the Bar in Peel and professional learning opportunities.

To support these requirements eligible child care providers will receive:

- Child care subsidy funding to cover the cost of care for families who receive subsidy
- Access to Resource Consultant supports and Enhanced Program Support Funding
- Access to Early Years Specialist staff supports
- Access to continuous quality enhancement initiatives, like Raising the Bar in Peel, and professional learning through [Child Development Resource Connection Peel](#); and
- Other EYCCS funding supports (subject to funding availability)

13. **Sales and acquisitions of child care businesses:** Providers are permitted to sell their business. Please refer to the "Change of business operations or documents" section of the [EYCC Service Provider Handbook](#) for specific requirements on changes in ownership and requirements to provide notice to families and Peel.

Note: Refer to **Appendix 2** for definitions of key terms used in this guideline.

## Section 4: 2024 CWELCC Funding Components and Flexibility (Updated)

If you qualify for CWELCC funding, the funding components include:

1. **Fee Reduction Funding:** to reduce your approved base fees and registration fees by 52.75% for families with eligible children in licensed child care.
2. **Workforce Compensation Funding (WCF):** to provide an increase of up to \$2/hour to eligible RECE staff who earn less than \$25/hour by an additional \$1/hour, plus benefits.
3. **Cost Escalation Funding:** to offset eligible non-discretionary cost increases due to fees being frozen since 2022 with the introduction of CWELCC and support financial viability.

If you are eligible, you will receive an allocation for each of these CWELCC funding components. They will be noted as separate budget categories in GovGrants. There is flexibility between the GovGrants budget categories.

You must meet the funding requirements of each component. You can use unspent funding from any of these CWELCC funding components to support your needs.

**Example:** you anticipate having a surplus in your Fee Reduction line of \$200, however you anticipate needing \$150 more in your WCF line. You can use the surplus from your Fee

Reduction line to meet your requirements in the WCF line.

Participating in CWELCC should not result in a loss of your agency’s revenue. Refer to **Section 11** to learn how to request funding for these funding components.

If you are newly enrolled in the CWELCC program, your allocation will reflect the portion of the year between your enrollment date and December 31, 2024, if you meet all other eligibility requirements.

## Section 5: CWELCC Fee Reduction Funding

Child care providers enrolled in Peel’s CWELCC program receive Fee Reduction Funding under the “Child Care Fees” GovGrants budget category. Refer to **Appendix 3** to learn how your funding was calculated. This section outlines the requirements of the CWELCC Fee Reduction Funding.

### Reduce, Maintain and Communicate your Base Fees

You must use your 2024 CWELCC Fee Reduction Funding to:

- **Reduce your approved base fees by 52.75%** (but not less than a fee of \$12 per day) for eligible children. Your approved base fee is your market rate, less any non-base items, as per the letter issued to you through the CWELCC application process.
  - You may have a variety of fees to meet the needs of families such as part day, full day, part time, full time, before, after, and before and after\*. The fee reduction must be applied to all base fees for eligible children but not be less than fee of \$12/day.
  - See **Appendix 4** for a list of examples of base fees and non-base fees.
- **Reduce your registration fees and fee deposits** collected in 2024 by **52.75%**.
- Maintain your reduced base fees until you must reduce it again following provincial direction.

#### \*Before or/and after school and nursery school programs

Programs that offer parents multiple options such as before school only, after school only, before and after school, and full day would have different fees to reduce and must apply the rules to each fee. Example:

Service	Approved Base Fee	Reduced Fee - After Enrolling in CWELCC
Before School Care Only	\$12	\$12 (stays the same)
After School Care Only	\$14	\$12 (as 52.75% is less than \$12)
Before + After School Care	\$24	\$12 (52.75% is less than \$12)
Full Day	\$50	\$23.63 (52.75% reduction applied)
Nursery School Program	\$14	\$12 (as 52.75% is less than \$12)

In addition to reducing your fees, you must:

- Revise and post your updated fee schedule for your base fees and non-base fees to inform parents about the reduced rates through your regular communication channels, such as email,

letter, parent board in your centre. Your fee schedule must include what is included in your services and the portion of the fees covered by Peel, as well as the effective date.

- Make your fee schedule publicly available in your Parent Handbook and on your parent board in your centre. We recommend you post your fee schedule on your website.

## Eligible Children

All children who are under 6 years old and enrolled in a participating licensed child care program (full-day or part-day) are eligible for the fee reduction\*:

Age group child is enrolled in...	Child eligibility for CWELCC
<ul style="list-style-type: none"> <li>✓ Infant</li> <li>✓ Toddler</li> <li>✓ Preschool</li> <li>✓ Kindergarten</li> <li>✓ Family Age Group</li> </ul>	<ul style="list-style-type: none"> <li>• Children under 6 years old are eligible.</li> <li>• If the child turns 6 years old between January 1 and June 30, they are eligible until June 30 of that year.               <ul style="list-style-type: none"> <li>○ Example: if a child turns 6 on April 15, the child would be eligible to receive the fee reduction until June 30. Starting July 1, the child would not be eligible.</li> </ul> </li> <li>• If the child turns 6 years old between July 1 and December 31, they are eligible until the end of the month they turn 6 years old.               <ul style="list-style-type: none"> <li>○ Example: if a child turns 6 on October 5, the child would be eligible to receive the fee reduction until October 31. Starting November 1, the child would not be eligible.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>✓ School Age (centre-based programs only)</li> </ul>	<ul style="list-style-type: none"> <li>• Child is eligible until the end of the month they turn 6 years old. Example:               <ul style="list-style-type: none"> <li>○ if the child turns 6 on April 15, they would be eligible until April 30.</li> <li>○ if the child turns 6 on October 12, they would be eligible until October 31.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>* Camp program not licensed under the CCEYA</li> </ul>	<ul style="list-style-type: none"> <li>• Child is not eligible for CWELCC</li> </ul>

In line with the Ministry's priority to support children aged 0-4 years, beginning July 2023 Peel Region is approving expansion of new spaces for infant, toddler, and preschool rooms only.

## Alternate Capacity

You can use alternate capacity currently identified on your licence. Example: a room licensed as a toddler room may switch to a preschool room for a certain period. This means that if you are using a preschool alternate capacity:

- Parents must be charged a preschool rate during that time;
- Children should be reported under the preschool age group; and
- Associated fee reduction should be based on the preschool fees.

As part of your monthly OCCMS reporting, you must:

- Report the use of alternate capacity. If you change from your licensed capacity to your alternate capacity (or vice-versa), you must report the months where alternate capacity was used, and the number of children impacted.
- The use of alternate capacity can be reported in the comments section of the monthly



attendance report.

Example:

Month	Licensed Capacity Used (# of children impacted)	Approved Base Rate	Fee Reduction Supported
June	Toddler - 10	\$50	\$26.38
July	Preschool - 12	\$40	\$21.10
August	Preschool - 12	\$40	\$21.10
September	Toddler - 10	\$50	\$26.38

### Fee Reduction for Eligible Children in Receipt of Child Care Subsidy

- Families in receipt of subsidy with children enrolled in participating programs will receive a 50% fee reduction on their parent contribution paid for eligible children, even if their contribution is less than \$12/day.
- This reduction is applied directly by the child care subsidy program. Parents are expected to pay the amount stated on their “confirmation of child care subsidy” letter.
- If you charge registration fees, you can use your CWELCC funding to support a 52.75% reduction on registration fees for eligible children paid by families in receipt of subsidy.

## Section 6: CWELCC Workforce Compensation Funding (WCF)

### Upcoming Updates Notice:

- The provincial WCF changes announced on November 16, 2023 are not reflected in these guidelines as the details have not been released by the Ministry. We will update this guideline and allocations once we have more details.
- We will share an updated Planning Tool to help you determine how much WCF you need, if staff qualify, and how much they qualify.

The Workforce Compensation Funding (WCF) includes supports for the:

1. RECE Wage Increase (\$2/hour = \$1/hour in 2023 and \$1/hour in 2024)
2. RECE Wage Floor (\$20/hour for RECE Staff and \$22/hour for RECE Supervisors)
3. Minimum Wage Offset

This section outlines the requirements for these components. Refer to **Appendix 3** to learn how your WCF was calculated.

### Wage Increase and Wage Floor (RECE) Requirements

To calculate the wage increase and wage floor for RECEs, follow this order of operations:

1. Start with: employer paid base wage as of January 1, 2024 (include any 2023 employer-based wage improvements such as obligations from collective agreements, cost of living increases, minimum wage increases, etc.)
2. Add: Wage Enhancement Grant (WEG) - Staff must qualify for WEG before they qualify for WCF
3. Add: WCF Wage Increase if total from steps 1 and 2 is less than \$25/hour
4. Add: Wage Floor, if total from steps 1-3 is less than \$20/hour for RECE program staff or \$22/hour for RECE supervisor

**Important:**

- Eligible staff can receive up to \$2/hour for the wage increase for 2024. This includes staff continuing in their existing positions, newly filling an existing position (for example replacing a previous staff member), or filling a newly created position in 2024.
- Do not include General Operating Fund (GOF- SWB, Historical and Pay Equity) wage enhancements in the calculation (as applicable).
- Refer to section on “How to Determine if Staff Qualifies” for more details.

**You must:**

1. Use your WCF to support the following eligible expenses:

Eligible Expense	Wage Increase	Wage Floor
a) Wages	<ul style="list-style-type: none"><li>• Increase the hourly wage of <a href="#">eligible RECE</a> staff by up to \$1/hour on January 1 of each year, compounded from the previous year, from 2023 to 2026.</li><li>• In 2024, this means an increase of up to \$2/hour.</li><li>• The eligibility ceiling for this program is \$25/hour (including WEG).</li></ul>	<ul style="list-style-type: none"><li>• Cover the incremental amount needed to bring <a href="#">eligible RECE</a> staff wages (including staff's base wage, WEG, and WCF Wage Increase) to the wage floor.</li><li>• In 2024, the wage floor is \$20/hour for RECE program staff and \$22/hour for RECE supervisors.</li></ul>
b) Benefits	<ul style="list-style-type: none"><li>• Support the <a href="#">incremental benefit</a> costs that result from the wage increase and the wage floor. Refer to page 12 for details on how to use WCF funding to support benefits.</li></ul>	

2. Communicate to eligible staff by December 31, 2023 (or within 30 days after you receive your 2024 CWELCC announcement) and when you hire staff.
- You must share written information about the RECE wage increase and wage floor with eligible staff 30 days after you receive your 2024 CWELCC announcement and as new staff are hired. You may use the sample template provided in **Appendix 5**. We may ask for proof of communication at any time.
3. Issue wage increase and wage floor payments to [eligible staff](#).
- You must ensure that eligible staff receive the correct workforce compensation funding payments, which are to be made on time as per this guideline.
    - Follow steps under [how to determine if staff qualifies](#) to determine staff eligibility.
    - You must pay the wage increase and the wage floor to eligible staff with each staff pay cheque or payment made. You must include a “CWELCC” notation with the associated amounts payable on each paystub.
  - Pay WCF for hours worked between January 1 and December 31, 2024. Hours worked include paid time in program (in ratio), paid professional learning hours, paid planning time hours, paid set-up time, and paid time spent in meetings mandated by the organization.
  - You may implement the payments on January 1, 2024, or on the first staff payment date after January 1, 2024, to align with your payment schedule.
  - One-time, year-end, cash and/or gift card payments are not permitted.

## How to Determine if Staff Qualifies

Follow these steps to determine if staff qualify and the amount they qualify:

Step	Action
<p><b>1. Staff Eligibility</b> Confirm if the staff/position qualifies</p>	<p>To qualify, staff must:</p> <ul style="list-style-type: none"> <li>• Be a RECE employed (receive T4) in a position categorized as: <ul style="list-style-type: none"> <li>○ RECE program staff</li> <li>○ RECE supervisor</li> </ul> </li> </ul> <p>Note: Non-program staff who have a RECE designation and spend at least 25% of their time supporting <a href="#">CCEYA ratio requirements</a>, qualify for hours worked in ratio.</p> <ul style="list-style-type: none"> <li>• Receive the Wage Enhancement Grant (WEG).</li> </ul> <p>Refer to page 12 for a list of <a href="#">ineligible staff/positions</a>.</p>
<p><b>2. Wage Eligibility</b> Calculate staff hourly wage including grants to confirm if wage is less than \$25/hour</p>	<p>Add together (as applicable):</p> <ul style="list-style-type: none"> <li>• Base hourly wage paid by the employer as of January 1, 2024. For clarity, this includes the base hourly wage paid by the employer on January 1, 2023, plus any employer paid wage increases that took place from January 1 to December 31, 2023.</li> <li>• Wage Enhancement Grant (WEG): up to \$2/hour</li> </ul> <p>Note: Do not include GOF wage enhancements in the calculation.</p>
<p><b>3. Determine Amount of 2024 Wage Increase</b> Determine financial eligibility for the up to \$2/hour wage increase (up to \$1 for 2023 plus up to \$1 for 2024)</p>	<p>Using hourly wage determined in Step 2:</p> <ul style="list-style-type: none"> <li>• If wage is \$23/hour or less, then staff qualifies for the to \$2/hour wage increase.</li> <li>• If wage is more than \$23/hour, but less than \$25/hour, then staff qualifies for the incremental amount needed to bring staff's hourly wage up to \$25/hour.</li> <li>• If hourly wage is \$25 or more, then staff does not qualify for the wage increase. No further action required.</li> </ul> <p>Note: The provincial eligibility ceiling for the annual wage increase is \$25/hour.</p>
<p><b>4. Apply 2024 Wage Increase</b> Apply annual increase to determine revised staff hourly wage</p>	<p>To calculate staff's revised hourly wage inclusive of the annual wage increase, take the:</p> <ul style="list-style-type: none"> <li>• staff hourly wage from Step 2, and add the</li> <li>• annual wage increase amount from Step 3</li> </ul>
<p><b>5. Wage Floor Eligibility</b> Determine staff's financial eligibility for wage floor</p>	<p>The 2024 wage floor is \$20/hour for RECE program staff and \$22/hour for RECE supervisors.</p> <p>If after Step 4, staff earns:</p> <ul style="list-style-type: none"> <li>• less than the wage floor → then they qualify for the amount needed to bring their hourly wage to the 2024 wage floor.</li> <li>• the wage floor or more → then they do not qualify for the wage floor. Skip to step 7.</li> </ul>

<b>6. Apply Wage Floor</b> Determine amount of funding to bring staff to 2024 wage floor	Pay eligible staff at least the wage floor. To calculate the funding needed to bring up staff wages to the wage floor: <ul style="list-style-type: none"> <li>• Subtract the staff's revised hourly wage (Step 4) from the 2024 wage floor (Step 5).</li> </ul>
<b>7. In year salary changes</b> (Jan. 1 - Dec. 31, 2024)	Apply GOF grants paid to staff and 2024 employer wage increases after you apply the applicable WCF wage increases.

**Appendix 6** provides you with examples on how these steps and grants work together.

**Rules Applicable to all WCF Components: Wage Increase, Wage Floor and MWO**

**Funding Conditions**

- WCF funding, including Wage Increase, Wage Floor and MWO is available to all eligible staff as per this guideline. This includes eligible staff serving CWELCC-eligible children 0-6, as well as children who are not eligible for CWELCC ages 6-12.
- You must consider WCF in addition to, and not to reduce other planned compensation increases for eligible staff. For example, WCF components cannot be used to reduce or offset planned merit increases for eligible staff. WCF should not interfere with your salary and compensation decisions or practices, including obligations under collective agreements.
- If you are subject to the terms of a collective agreement, you must seek independent legal advice on the implementation of the WCF.
- Owner/operators employed by your agency (in receipt of a T4) qualify if they meet the staff eligibility requirements of the funding.

**Benefits:** Your WCF includes up to 17.5% in benefits to help you meet the incremental statutory benefit requirements associated with the wage increase, the wage floor and MWO.

- You must meet all WCF related incremental statutory benefit requirements first.
- Then, you may use any remaining funding within the 17.5% to fund other incremental costs to existing benefits provided by the employer on behalf of the employee (such as incremental pay for already supported vacation or personal days).
- You cannot use more than 17.5% of your WCF wage expenditures on benefits.
- You can only claim actual incremental benefit costs up to 17.5% of your actual incremental wage costs.

**Ineligible Staff**

The following position/staff do not qualify for the wage increase or the wage floor:

1. Director-approved staff (staff working in an eligible position without a RECE designation such as non-RECE Montessori teachers, non-RECE supervisors, etc.)
2. Staff employed in a position categorized as:
  - Non-RECE program staff
  - Non-program staff such as: Cook, custodial and other non-program staff positions
  - SNR resource teachers/consultants and supplemental staff
3. Staff hired through third party such as a temp agency.

**Ineligible Expenses**

You cannot use the WCF to:

- Increase ineligible staff wages.
- Increase eligible staff wages beyond what is required by the workforce compensation funding requirements.
- Reduce other planned compensation increases (including merit increases) for eligible staff or to reduce a position's planned compensation.
- Pay professional organization fees on behalf of staff for membership in professional organizations.
- Cover administration costs.

## **NEW! Minimum Wage Offset (MWO)**

MWO helps with incremental cost pressures for eligible non-RECE staff from provincial minimum wage increases. This funding offsets the minimum wage increase from October 1, 2022 (\$15.50/hour) to October 1, 2023 (\$16.55/hour). You can also use MWO to cover 17.5% in benefits to cover your actual incremental benefit costs associated with the wage offset.

If you reported expenses for positions that qualified for MWO in 2022 and 2023 then you may continue to use MWO to offset up to an additional \$1.15/hour for the minimum wage increases on January 1, 2022 and October 1, 2022.

You can find your MWO allocation in your GovGrants CWELCC announcement under the budget category "Minimum Wage Offset".

## **MWO Eligibility**

To get the MWO, you must:

1. Employ non-RECE staff (in receipt of T4) in a position categorized as:
  - Non-RECE Program Staff (for example, Director approved staff, teacher assistants, ECAs)
  - Non-RECE Child Care Supervisor
2. Have paid eligible staff a base wage (before grants) lower than \$16.55/hour on September 30, 2023.

Important:

- Positions created after September 30, 2023 do not qualify.
- Non-program staff without a RECE designation who spend at least 25% of their time supporting ratios under the CCEYA only qualify for hours worked in ratio.

## **What is Covered Through the MWO?**

The MWO helps you with:

1. The difference between MWO eligible staff wages as of October 1, 2022 (\$15.50/hour) and the new minimum wage of \$16.55/hour that came into effect on October 1, 2023.
2. For providers that qualified for MWO in 2022 and/or 2023:
  - The difference between MWO eligible staff's 2021 base wages and \$15.00/hour (January 1, 2022 minimum wage increase); and/or

- The difference between MWO eligible staff's 2022 base wages and \$15.50/hour (October 1, 2022 minimum wage increase).

3. Incremental benefits associated with the wage increases. Review the Rules Applicable to WCF Components - Wage Increase, Wage Floor, MWO Benefit section to learn how to use WCF funding to support benefits.

Important:

- All employers must meet the mandatory provincial minimum wage.
- When determining eligibility for the MWO, staff base wages should not include regional grants such as WEG (up to \$2/hour) and/or GOF (as applicable).
- The MWO does not result in staff payment since the cost offset by the MWO is already incurred by providers to meet minimum wage requirements under the [Employment Standards Act](#).
- The provincial minimum wage increase planned to take effect in October 2024 is not eligible under MWO. You may use your Cost Escalation funding to support this requirement.

## Examples

### 1. Providers that Reported MWO in 2022 and 2023 Funding Years

Examples are for information only. MWO covered the difference between the actual base wage and the new minimum wages in 2022.

Base Wage Dec. 31, 2021	Minimum Wage Jan. 1, 2022	Eligible Wage Offset April 1 - Dec 31, 2022	Base Wage Sept. 30, 2022	Minimum Wage Oct. 1, 2022	Eligible Wage Offset Oct. 1 - Dec 31, 2022	Total MWO in 2023 Jan 1 - Dec. 31, 2023
\$14.35	\$15.00	\$0.65	\$15.00	\$15.50	\$0.50	Up to \$1.15 per hour
Calculation		\$15 - \$14.35			\$15.50-15.00	\$0.65 + \$0.50

### 2. Providers that have MWO eligible positions in 2024 Funding Year

Examples are for information only. MWO cover the difference between the actual base wage as of September 30, 2023 and minimum wage as of October 1, 2023.

Example	Base Wage as of Sept. 30, 2023	Minimum Wage as of Oct. 1, 2023	Eligible Wage Offset (2024) Jan. 1 - Dec. 31	Total Eligible MWO Hourly Offset (2022-2024) Jan 1 - Dec 31
1. MWO claimed in 2022 and 2023 Funding Years	\$15.50	\$16.55	\$1.05	Up to \$2.20
Calculation			\$16.55 - \$15.50	\$1.15 (2023) + \$1.05 (2024)

2. No MWO claimed in 2022/2023 with MWO claimed for 2024 Funding Year	\$16.25	\$16.55	\$0.30	\$0.30
Calculation			\$16.55 - \$16.25	

## Section 7: CWELCC Cost Escalation Funding (NEW)

Cost Escalation Funding offsets eligible non-discretionary cost increases due to child care fees being frozen since 2022. This funding supports providers to remain financially viable while participating in CWELCC program.

This funding has been calculated using the compounded inflationary amounts year over year (from 2022, 2023, 2024) to participate in CWELCC. Refer to **Appendix 3** to learn how Cost Escalation funding was calculated and for an example of the methodology used. You can find your Cost Escalation allocation in the GovGrants CWELCC announcement, under “Cost Escalation” budget category.

**Example:** In 2021 your annual actual catering cost to provide food at your child care program was \$10,000. Today, your projected 2024 annual catering cost is \$12,600 based on your contract with the catering company. You can offset the \$2,600 in increased catering cost through cost escalation. Note: the original \$10,000 in catering costs is covered through your parent revenue and the fee reduction component of CWELCC funding.

### Eligible Expenses

Use your Cost Escalation funding to support non-discretionary cost increases such as accommodation costs, salaries, wages, benefits, and other operational expenses to deliver child care for CWELCC eligible children.

This funding must be spent on the proportion of the eligible expenses that supports children aged 0-6 years for programs approved to participate in Peel’s CWELCC program.

A few examples of non-discretionary cost increases include:

1. Accommodation costs may include:

- Increases to your rent or lease
- Increases to your mortgage payments due to higher interest rates
- Increases to utilities

2. Salaries, wages, and benefits may include:

- Increases in salaries and wages above workforce requirements:
  - Cost of living increases
  - Increases in wages according to collective agreement, or previously established

compensation policy framework for child care staff who receive a T4 (such as pay for performance increases)

- Increases to meet the provincial minimum wage requirements planned to take effect October 1, 2024, along with associated incremental benefits. You should use MWO under WCF to offset costs associated with the provincial minimum wage requirement in 2022 and 2023.
- Increases to mandatory benefits (incremental benefit costs as outlined in your existing Human Resources policy) associated with the wage increase.

### 3. Operational costs may include:

- Increases to nutrition or food costs
- Increases to insurance policies
- Increases to loan payments due to higher interest rates as a result of non-discretionary decisions (e.g. loan to repair playground due to licensing requirement)
- Reasonable increases on interest costs (aligned to [Canada Small Business Financing Program](#))
- Other increasing costs that are reasonable and incurred for daily operation

**Example:** In 2021 you took out a capital loan to repair the playground and parking lot. That year the interest cost was \$20,000. This year, your projected 2024 annual capital loan interest cost is \$28,400 based on your current interest rate. You can offset the \$8,400 in increased capital loan interest costs through cost escalation. Note: the original \$20,000 in interest costs should be covered through your parent revenue and the fee reduction component of CWELCC funding.

This list is not exhaustive of eligible expenses. If you have questions, email us at [earlyyearssystemdivision@peelregion.ca](mailto:earlyyearssystemdivision@peelregion.ca)

### Ineligible Expenses

- You cannot use your Cost Escalation to support the following costs:
- Expenses supported by other funding or grant (public or private)
- Expenses not required to deliver 0-6 licensed child care services/programs in Peel, or expenses associated with the delivery of non-eligible programs (EarlyON, school age programs, children enrolled in unlicensed rooms, authorized recreation programs, camps)
- Non-base fees items
- In-kind benefits, perks, pay for performance bonuses, gifts, cash, honoraria
- Donations to charitable organizations and fundraising
- Costs claimable under your insurance policies
- Repayment of reverse mortgages (provincial direction)
- Disbursement of dividends (provincial direction)
- Replenishment of reserves (provincial direction)
- Non-cash expenses such as depreciation/amortization or bad debt expenses (provincial direction)



- Prior year’s costs or losses
- Principal payments on debt costs related to capital loans and operating loans
- Debt costs (operating or capital loans) including interest payments for discretionary decisions (e.g. purchasing of business)
- Fees paid on behalf of staff for membership in professional organizations such as the College of Early Childhood Educators
- Fundraising costs
- Meal expenses unless related to staff training or overtime
- Travel expenses and vehicle costs not needed for the transportation of children
- Personal expenses (vehicles, assets or services)
- Costs associated with addressing wage compression (situations where there is only a small difference in pay between employees regardless of their qualifications, skills, experience or seniority)
- Increases in owners’ compensation and/or management fees
  - Exception: Owners/operators employed by the child care agency (in receipt of a T4) may claim a reasonable cost of living salary increase if all program staff employed by the agency receive a comparable employer-paid increase.
- Franchise Fees
- Costs incurred for the creation of new spaces
- Non-arm’s length transactions. Exceptions may be made for transactions made at or below fair market value (verification required).

This list is not exhaustive of ineligible expenses. If you have questions, email us at [earlyyearssystemdivision@peelregion.ca](mailto:earlyyearssystemdivision@peelregion.ca).

## Section 8: Program Closures

Your program may not exceed two consecutive weeks of closure, and not more than four weeks of closure within a calendar year where families are charged fees.

If your program **does not charge fees** for the closure period, the closure days do not need to be counted towards these limits.

If you **charge fees** for closed days:

- Families are eligible for the 52.75% fee reduction if they paid fees for closed days.
- Where fees are collected from families for service closure days, Peel’s expectation is that staff are paid for those days.
- These days may count towards your maximum limit. Refer to the table below for examples.

Examples of closure days that DO NOT count towards your maximum closure limit	Examples of closure days that COUNT towards your maximum closure limit, if fees are charged
Statutory holidays	Non-statutory holidays/closures

Closures due to events outside a licensee’s control such as inclement weather	Professional Development (PD) days
Unionized labour disruption (where the school is closed and child care programs cannot operate)	Other closed days, where fees are charged

As per the CCEYA, your Parent Handbook must disclose the times when the services are offered, the holidays observed, the base fee and any non-base fees that may be charged, and whether or not your agency is enrolled in the CWELCC program.

## Section 9: Reporting, Reconciliation, Audit & Recoveries

You must follow the Records and Reports section in your 2024 Early Years and Child Care (EYCC) Funding Agreement and the Accountability Framework and CWELCC Attendance reporting sections of the EYCC [Service Provider Handbook](#). Additional reporting requirements may be implemented at the Region’s discretion.

### Reconciliation Report:

You must submit your completed 2024 CWELCC Reporting Reconciliation Template through [GovGrants](#). We will share the template and provide direction on the due date before the end of 2024. The template will collect:

1. **Actual expenditures** for the following 2024 CWELCC funding components:
  - **Fee Reduction** - full fee families and number of children enrolled by age group by month.
    - \*any underfunding in fee reduction is subject to review and reimbursement
  - **Reductions of Registration Fees** (registration fees are eligible for the 52.75% reduction, but will not be included as part of provider’s approved base fees, as it is being considered one-time cost to families)
  - **Workforce Compensation Funding (WCF)** paid to eligible staff as follows\*:
    - Wage floor paid out to RECE program staff and RECE supervisors (wages)
    - Wage increase paid out to RECE program staff and RECE supervisors (wages)
    - Minimum wage offset for non-RECE program staff and non-RECE supervisors (wages)
    - Incremental benefits paid out on behalf of RECE program staff and RECE supervisors (as a result of the implementation of the wage floor and wage increase).
    - Incremental benefits paid out on behalf of non-RECE program staff and non-RECE supervisors because of the wages offset by the minimum wage offset
    - \* any underfunding in WCF is subject to review and reimbursement
    - \* Data must be reported separately for staff serving CWELCC eligible children and children not eligible for CWELCC. If staff serve both categories, choose the one where they work most.
  - **Cost Escalation Funding:** expenditures spent within the following eligible categories separated by CWELCC eligible children or non-CWELCC children as specified in the reconciliation template:
    - Accommodation costs (incremental increases to eligible costs)

- Salaries, wages and benefits (incremental increases to eligible costs)
- Operational costs (incremental increases to costs where applicable)

Note: This funding will be reconciled and unused funding will be recovered.

**2. Key Performance Indicators** which include the following information:

- Program closure dates where parent fees are not charged, as per your Parent Handbook
- Program closure dates where parent fees are charged, as per your Parent Handbook
- Total number of \*:
  - RECE program staff supported by the wage floor
  - RECE program staff supported by the wage increase
  - RECE supervisors supported by the wage floor
  - RECE supervisors supported by the wage increase
  - Non-RECE program staff supported by the minimum wage offset
  - Non-RECE supervisors supported by the minimum wage offset

\* Data must be reported separately for staff serving CWELCC eligible children and children not eligible for CWELCC. If staff serve both categories, choose the one where they work most.

**3. Annual attestation:** An officer with appropriate signing authority on your organization must attest that CWELCC funds were used for intended purpose and according to the requirements of these guidelines, your EYCC Funding Agreement and the EYCC [Service Provider Handbook](#).

**Audit and Recoveries:**

Review the Accountability and Reporting section in your 2024 Early Years and Child Care (EYCC) Funding Agreement and the Accountability Framework section of the EYCC [Service Provider Handbook](#) for audit and recovery requirements.

**Section 10: Appeal Process**

To dispute a decision related to your participation in the CWELCC program, you must make an appeal in writing by email to: [EarlyYearsSystemDivision@peelregion.ca](mailto:EarlyYearsSystemDivision@peelregion.ca). All appeals will be handled in a fair and equitable manner by following the guidelines, dispute resolution process outlined in the EYCC Funding Agreement and legislation determined by the Ministry of Education, alongside the policies and practices determined by Peel Region.

**Section 11: CWELCC Additional Funding Requests**

If you do not have adequate funding to meet the objectives outlined in this guideline and/or if your agency requires additional CWELCC funding, email us with the subject line "CWELCC Funding Request" at [EarlyYearsSystemDivision@peelregion.ca](mailto:EarlyYearsSystemDivision@peelregion.ca). Your request will be reviewed to determine the reasonability of the funding request, and you may be asked to submit additional information to demonstrate your funding need.

**Section 12: Contact Us**

If you have questions, email us at [EarlyYearsSystemDivision@peelregion.ca](mailto:EarlyYearsSystemDivision@peelregion.ca).

## Appendix 1: 2024 CWELCC Guideline Changes (December 2023 Release)

<b>Service Provider Eligibility</b>
<ul style="list-style-type: none"><li>Streamlined and updated language to reflect the new Early Years and Child Care (EYCC) Funding Agreement.</li><li>Clarified that approval to participate in CWELCC is provided by site.</li></ul>
<b>Funding Conditions</b>
<ul style="list-style-type: none"><li>Added notice of Workforce Compensation Funding compliance monitoring.</li><li>Added provincial requirement to demonstrate (new providers) and maintain (all providers) financial viability as a condition to receive CWELCC funding from Peel.</li><li>Added that funding can only be used to support costs related to the care of eligible children.</li><li>Added requirement to participate in child care subsidy, Peel Inclusion Resources Services (PIRS), continuous quality enhancement initiatives like Raising the Bar in Peel and professional learning opportunities.</li><li>Removed "Sales and Acquisitions of Child Care Business" section already covered in your Early Years and Child Care (EYCC) Funding Agreement and the <a href="#">EYCC Service Provider Handbook</a>.</li></ul>
<b>2024 CWELCC Funding Components and Flexibility</b>
<ul style="list-style-type: none"><li>Increased funding flexibility between the fee reduction funding and the workforce compensation funding components.</li></ul>
<b>CWELCC Fee Reduction Funding</b>
<ul style="list-style-type: none"><li>Updated language for "Fee Reduction for Eligible Children in Receipt of Subsidy" to reflect existing process.</li></ul>
<b>CWELCC Workforce Compensation Funding</b>
<ul style="list-style-type: none"><li>Increased RECE wage floor to \$20/hour for RECE program staff and \$22/hour for RECE supervisors).</li><li>Clarified the application of the 2024 RECE annual wage increase: As of Jan 1, 2024 the hourly wage of eligible RECE staff earning less than \$25/hour increases is to increase by \$1/hour on January 1 of 2024. This increase is in addition to the up to \$1/hour 2023 wage increase.</li></ul>
<b>Reporting, Reconciliation, Audit and Recoveries</b>
<ul style="list-style-type: none"><li>Removed requirements already covered in your Early Years and Child Care (EYCC) Funding Agreement and the <a href="#">EYCC Service Provider Handbook</a>.</li><li>Added requirement to submit an annual attestation with your reconciliation.</li></ul>
<b>Sample Staff Communication</b>
<ul style="list-style-type: none"><li>Updated language to reflect 2024 Workforce Compensation Funding components.</li></ul>

## Appendix 2: Key Terms

- **Base Fees:** The fee that families must pay for a child to receive child care that meets the requirements under the [Child Care and Early Years Act, 2014 \(CCEYA\)](#).
- **Base Hourly Wage:** Hourly rate paid to the position by the agency excluding any funding subsidies and previous year WEG. If the position is paid an annual salary, use an online salary calculator to convert to hourly rate.
- **CWELCC Expansion Application Process:** Peel's process for interested providers to apply to the 2024 CWELCC program.
- **Expression of Interest (EOI):** Region's process for providers to learn more about the CWELCC program, and what it will mean for their business before making an official decision to opt-in.
- **Non-Base Fees:** Any fee for optional items or optional services, in accordance with the terms of the agreement between the licensee and parent.
- **Non-discretionary costs:** costs that are beyond your control (cannot be avoided) and necessary for the delivery of licensed child care services covered under your CWELCC base fee for children ages 0-6 in Peel; are reasonable and economical and not overinflated; required to meet licensing requirements, including health and safety standards.
- **Opt-In:** Providers that are approved by Peel to participate in the CWELCC program.
- **Opt-Out:** Providers who do not wish to participate in Peel's CWELCC program, who complete the 'CWELCC Opt-Out Form' and indicate in the Ministry's Child Care Licensing System (CCLS) that they are not going to enroll in the CWELCC program.
- **Program Staff:** Staff employed in a position that supports child care ratio requirements as outlined in the [CCEYA](#) and the [O. Reg. 137/15](#). Program staff may be RECE or not RECE depending on whether they meet the definition below.
- **RECE Supervisor:** A RECE who is in a supervisor position as indicated on the licence (O. Reg. 137/15 s. [53](#))
- **Registered Early Childhood Educator (RECE):** A member in good standing of the [College of Early Childhood Educators](#) (CECE) as outlined on the [Early Childhood Educators Act](#). Review this link to [learn more about the use of the title](#).
- **Wage Floor:** The minimum that a service provider participating in the CWELCC program must pay eligible RECE staff (per hour).
- **Statutory Benefits:** The benefits that you must provide to your staff by the law such as: up to 2 weeks of vacation days, 9 statutory holidays, Canada Pension Plan (CPP), Employment Insurance (EI), Employer Health Tax (EHT) if applicable, Workforce Safety and Insurance Board (WSIB) if applicable

## Appendix 3: 2024 CWELCC Funding Allocation Methodology

Peel reserves the right to adjust funding allocations during the year based on major fluctuations in funding methodology assumptions.

### CWELCC Fee Reduction Funding Allocation Methodology

Peel has calculated the 2024 CWELCC funding allocations to support the 52.75% fee reduction to eligible families using licensed capacity for Infant, Toddler and Preschool, and operating capacity for kindergarten net of fee subsidy, funding adjustments, and the approved base fee rates from 2023.

### CWELCC Workforce Compensation Funding (WCF) Allocation Methodology

To support continuity of Workforce Compensation Funding for child care providers, we are calculating your 2024 funding allocation for Wage Increase and Wage Floor using your latest WEG application data as of 2023. These funding amounts were based on the number of positions that qualify for the Wage Increase and/or Wage Floor, the increase and/or wage gap that needs to be covered, and the estimated number of program hours to be worked in a calendar year, plus 17.5% benefits.

Your 2024 funding allocation for Minimum Wage Offset is also based on 2023 WEG application data. The allocation is calculated from your number of eligible non-RECE staff, the offset needed for those staff to meet minimum wage (including 17.5% benefits) and the estimated number of program hours worked in a calendar year.

### CWELCC Cost Escalation Funding Methodology

Cost Escalation funding has been calculated using the compounded inflationary amounts year over year (from 2022, 2023, 2024) due to fees being frozen since 2022. This compounded inflationary amount is calculated on your total approved base rate and 2024 General Operating Funding (GOF) allocation.

This table is an example of how Cost Escalation funding would be applied on an approved base rate of \$100/space.

Inflationary Amount	Total Approved Base Rate \$ 100.00	\$
2022 @ 2.6%	\$2.60	\$ 102.60
2023 @ 2.75%	\$2.82	\$ 105.42
2024 @ 2.1%	\$2.21	\$ 107.63
	<b>\$7.63</b>	
	GOF Allocation \$ 10.00	\$
2022 @ 2.6%	\$ 0.26	\$10.26
2023 @ 2.75%	\$ 0.28	\$10.54

2024 @ 2.1%	\$ 0.22	\$10.76
	<b>\$0.76</b>	
<b>Total Cost Escalation Amount</b>	<b>\$7.63 + \$0.76 = \$8.39</b>	

**Provincial Funding Methodology** - cost escalation funding allocation is calculated as follows:  
 $(A \times B \times C \times 7.45\%) + (D \times 7.45\%)$

Cost Escalation- CWELCC	$(A \times B \times C \times 7.45\%)$
	<p>A is for centres:</p> <ul style="list-style-type: none"> <li>the number of eligible licensed childcare spaces as of December 31, 2023.</li> <li>New licensees, this represents the number of eligible licensed childcare spaces as of the enrolment date</li> </ul>
	<p>B is the:</p> <ul style="list-style-type: none"> <li>capped daily base fees (that is, as of March 27, 2022 for licensees enrolled in 2022 and licensees who opted out in 2022 and enroll in 2023, or regional maximum for new licensees enrolled after 2022 (where applicable)</li> </ul>
	<p>C is the number of days the licensee operates in a year</p> <ul style="list-style-type: none"> <li>7.45% is the cost escalation factor necessary to bring the capped daily base fees from 2022 to 2024</li> </ul>
Cost Escalation- GOF	D is the licensee's General Operating Grant for 2024 to support children aged 0 to 5 years old only, where applicable

## Appendix 4: Examples of Base Fees/Non-Base Fees

COLUMN A: BASE FEE (Include mandatory fees parents would pay)	COLUMN B: NON-BASE FEE (OPTIONAL items/services not supported under CWELCC)
Play materials, equipment, and furnishings such as cots, cribs, bedding	Late pick up fees for child care provided beyond operational hours outlined in the parent handbook
Supervision by adult during operational hours	Optional transportation where a separate fee is charged.
Lease/occupancy costs	Optional field trips where a separate fee is charged
Food / catering costs Note: under the CCEYA if a child receives care for <u>six hours or more</u> , providers are to ensure the food offered to the child includes 2 snacks in addition to any meals provided	Not Sufficient Funds (NSF) fees in accordance with the terms of the agreement between the parent and licensee
Development and implementation of individualized plans (medical, special needs, anaphylaxis)	Diapers, sunscreen (if optional)
Any other mandatory cost the parent is required to pay to support the operation of the child care program (e.g., administration costs such as fee deposits)	Uniforms
Any programs or services that are included as part of the core day programming and is included as part of the regular child care fee paid by families	Any other optional items/services where an additional fee is charged in accordance with the terms of the agreement between the parent and provider (e.g., optional classes such French, music, yoga, etc.)
<p><b>REGISTRATION FEES:</b> Registration Fees are frozen at March 27, 2022 levels. In 2024, Peel continues to support a 52.75% fee reduction on registration fees for eligible children paid by both full fee families and families in receipt of fee subsidy. For example, if your registration fee is \$100, providers must collect \$47.25 from families and can claim the remaining \$52.75 through CWELCC.</p>	
<p><b>DEPOSIT FEES:</b> You must reduce your fee deposit by 52.75% for eligible children (i.e., children under 6 years of age). Service Providers cannot claim the remaining 47.25% from CWELCC as an upfront deposit, as the deposit collected from families must be applied against the reduced fee when the family leaves child care. For example, if the regular fee deposit is \$1000 (equivalent to 2 weeks of care), it must be reduced to \$472.50. When the family gives notice that they are leaving, the deposit of \$472.50 can be applied to their last two weeks of care. At that time, providers can claim the CWELCC portion of the fee for the last two weeks.</p>	



## Appendix 5: Sample Staff Communication

The Ontario Government is providing funding for improved compensation through a wage increase and a wage floor for Registered Early Childhood Educators (RECEs). This funding is for RECE program staff and RECE supervisors employed by service providers participating in the CWELCC program.

### RECE Wage Increase

From 2023 to 2026, eligible RECE program staff and RECE supervisors will receive an annual wage top-up of up to \$1/hour, plus benefits, to a cap of \$25/hour. To receive an annual wage increase, you must be receiving Wage Enhancement Grant (WEG) funding, and your hourly wage (including employer-paid wages and WEG) must be below \$25 per hour.

### RECE Wage Floor

Eligible RECE program staff and RECE supervisors should earn at least the hourly wage floor in the table below, plus benefits:

RECE wage floor*			
(Amounts include employer paid wages, WEG, and the RECE wage increase)			
Position	2024	2025	2026
RECE Program Staff	\$20	\$21	\$22
RECE Child Care Supervisors or RECE Home Child Care Visitors	\$22	\$23	\$24

\*Plus, up to 17.5% benefits.

On November 16, 2023, the Ontario Government [announced](#) changes to the a new child care workforce strategy. This communication will be updated once the provincial strategy is implemented.

## Appendix 6: How to Determine if Staff Qualify for WCF - Examples\*

Position	Example	January 1, 2024, Employer-paid base wage <a href="#">Step 2</a>	WEG <a href="#">Step 2</a>	Total <a href="#">Step 2</a>	WCF Wage Increase (up to \$2 increase) <a href="#">Step 3</a>	Total <a href="#">Step 4</a>	Wage Floor <a href="#">Steps 5 and 6</a>	Total Wage <a href="#">Step 6</a>	Total 2024 WCF**
RECE program staff 2024 Wage \$20/hour	1	\$16.55/hr.	\$2/hr.	\$18.55/h	\$2/hr.	\$20.55/hr.	N/A over	\$20.55/hr.	\$2/hr.
	2	\$16.55/hr.	\$2/hr.	\$18.55/h	\$2/hr.	\$20.55/hr.	N/A over	\$20.55/hr.	\$2/hr.
	3	\$22.95/hr.	\$2/hr.	\$24.95/h	\$0.05/hr.	\$25/hr.	N/A over	\$25/hr.	\$0.05/ hr.
	4	\$25.5/hr.	\$2/hr.	\$27.5/hr.	N/A over eligibility	\$27.5/hr.	N/A over floor	\$27.5/hr.	N/A
RECE supervisor 2024 Wage Floor	5	\$17.34/hr.	\$2/hr.	\$19.34/h	\$2/hr.	\$21.34/hr.	\$0.66/hr.	\$22/hr.	\$2.66/hr.
	6	\$18.87/hr.	\$2/hr.	\$20.87/h	\$2/hr.	\$22.87/hr.	N/A over	\$22.87/hr..	\$2/hr.
	7	\$22.44/hr.	\$2/hr.	\$24.44/h	\$0.56/hr.	\$25/hr.	N/A over	\$25/hr.	\$0.56/hr.
	8	\$23.46/hr.	\$2/hr.	\$25.46/h	N/A Over eligibility	\$25.46/hr.	N/A over floor	\$25/hr.	N/A

\* These examples are for informational purposes only and may vary according to each staff base salaries, employer wage increases policies, grant eligibility, etc.

\*\* Plus, up to 17.5% of incremental benefits associated with WCF.