

# **2025/2026 ELCC Wage Grid and Rate Increases effective April 1, 2025**

**Early Learning and Child Care Division  
Department of Education and Early Childhood Learning**

**Wednesday, June 4, 2025**

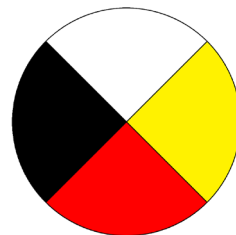


# LAND ACKNOWLEDGEMENT

We recognize that Manitoba is on Treaty 1, 2, 3, 4, 5, 6 and 10 Territories and the ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk Peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration



# Agenda

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5. Base Operating Grant Increase
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# Recent Announcements

On May 23, 2025, the Honourable Tracy Schmidt, Minister of Education and Early Childhood Learning announced:

- Introduction of new 2025/2026 Early Learning and Child Care (ELCC) Wage Grid
- Increase to Wage Grid Supplement rates effective April 1, 2025
- Increase to Base Operating Grant rates effective April 1, 2025

These increases to the 2025/2026 Wage Grid are a key pillar in Manitoba's broader workforce strategy and are designed to improve recruitment and retention efforts for a qualified child care workforce, thereby supporting our commitment to expand the system by 23,000 spaces by 2026.

# Recent Announcements

- At the Manitoba Child Care Conference, the Minister also announced Manitoba's commitment to increasing the number of professional development (PD) days to five days per year by 2028, aligned with Manitoba teachers.
- Starting in 2026, PD days will be phased in as follows:
  - 2026: Three (3) PD days
  - 2027: Four (4) PD days
  - 2028: Five (5) PD days
- Further details will be provided in the annual closure days letters each year.

# Background – ELCC Wage Grid

Under the Canada Manitoba Canada-Wide Early Learning and Child Care (ELCC) Agreement, Manitoba committed to improving access to affordable, quality early learning and child care and supporting the recruitment, retention and growth of the ELCC workforce, including implementing a Wage Grid as an initial step towards consistent, fair, equitable wages.

## **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 the ELCC sector

# Background – ELCC Wage Grid

- For funded facilities, the operating grant and the Reduced Parent Fee Revenue Grant from the province are the primary sources of revenue used to support operational expenses including staff wages, administrative costs and programming.
- In July 2022, Manitoba released an initial ELCC Wage Grid with the aim of developing equitable and common wages across the province for each employee classification and position.
  - A Wage Grid Supplement is provided and applied to the operating grant for funded facilities to help them achieve the wages on the Wage Grid.
  - On July 1, 2023, and July 1, 2024, the rates on the Wage Grid and the Wage Grid Supplement amount were increased with joint federal and provincial funding.

# Wage Grid Supplement Increase

**This increase is in effect retroactively to April 1, 2025.**

**60.4M TOTAL  
\$4.55M Provincial**

- The Wage Grid Supplement is additional funding included as part of the operating grant to support:
  - Increased wages in facilities that employ staff and
  - Increased revenue/income in child care homes that do not employ staff.
- This increase is based on the unit funding model and provides a 12.17 per cent increase to the overall revenue generated from base operating grant, Wage Grid Supplement, Reduced Parent Fee Revenue Grant and parent fees.



# 2025/2026 ELCC Wage Grid

- In response to specific sector feedback and to provide greater clarity, the structure of the Wage Grid has undergone several key changes for 2025/26:
  - The *Starting Point* hourly wage column has been removed.
  - The *Target Hourly Wage* is now the minimum amount an employee of that position/classification should receive in a funded facility.
  - Position/Classification categories for Frontline Staff have been modified:
    - Removal of the ECE II – Entry level and ECE II – 2 Plus Years Experience position/classification levels.
    - Introduction of one category for an ECE II
    - Introduction of new category for a “CCA-in-ECE II Training” to acknowledge and support CCAs who are actively pursuing education leading to an ECE classification.

# 2025/2026 ELCC Wage Grid


- The Wage Grid provides a new *Target Hourly Wage* an employee of that position/classification should receive in a funded facility, while providing the board of directors the flexibility to implement their own salary scale.
- The *Target Hourly Wage* increases on the 2025/26 Wage Grid were developed to:
  - Support the ELCC workforce at all classification levels and positions.
  - Recognize the importance of frontline staff.
  - Provide greater incentives to engage in education and career development opportunities.
  - Respond to concerns raised by the ELCC sector.

# 2025/2026 ELCC WAGE GRID

	2024/25 ELCC Wage Grid	2025/26 ELCC Wage Grid	Dollar increase
Position/Classification	Target Hourly Wage	Target Hourly Wage	
<b>Director ECE III</b>			
151-200 Spaces	\$37.85	\$39.41	\$1.56
51-150 Spaces	\$33.43	\$36.91	\$3.48
50 Spaces or Less	\$30.03	\$34.66	\$4.63
<b>Director ECE II</b>			
151-200 Spaces	\$34.57	\$37.56	\$2.99
51-150 Spaces	\$31.42	\$35.06	\$3.64
50 Spaces or Less	\$28.15	\$32.81	\$4.66
<b>Assistant Director</b>			
ECE III	\$30.05	\$32.66	\$2.61
ECE II	\$27.02	\$30.81	\$3.79

# 2024/2025 ELCC WAGE GRID

The largest increases are to the *Target* wages for all Frontline Staff Positions/Classifications, including ECE IIs, and ECE IIIs.

	2024/25 ELCC Wage Grid	2025/26 ELCC Wage Grid	Dollar Increase
Position/Classification	Target Hourly Wage	Target Hourly Wage	
<b>Supervisor</b>			
ECE III	\$28.43	\$30.97	\$2.54
ECE II	\$25.69	\$29.06	\$3.37
<b>Frontline Staff</b>			
ECE III	\$24.42	\$29.41	\$4.99
<del>ECE II – 2 Plus Yrs</del>	<del>\$22.90</del>	N/A	\$4.66
ECE II	N/A	\$27.56	
<del>ECE II – Entry Level</del>	<del>\$21.47</del>	N/A	\$6.09
CCA-in-ECE II Training 	N/A	\$22.37	N/A
CCA (with 40-hour course)	\$17.64	\$19.40	\$1.76

# Base Operating Grant Increase

**This increase is in effect retroactively to April 1, 2025.**

**\$4.2M TOTAL**  
**\$2.7 Provincial**

- This increase is 2% of the previous base operating grant amount rates that were effective on July 1, 2024.
- The Base Operating Grant is targeted for use towards operational expenses, including staff wages, administrative costs and programming.
- This increase will help support the board of directors of non-profit centres and nursery schools in their efforts to balance their facility's budget.

# Reporting Requirements

- All funded centres are required to submit annual financial statements to confirm the use of public funds towards the intended purpose, including all operating costs and detailed wage information.
- Increased revenue from the operating grant increase and increased expenditures for staff wages must be demonstrated in a facility's next annual operating budget submission and annual financial statements.
- Centres and nursery schools do not need to submit a Supplemental Budget Schedule form. Information related to increased revenue received due to the operating grant funding increase should be reflected in the facility's annual financial statements and then future annual budget submissions.

# Mass Re-assessment of Grants and Payment

- Increases to Base Operating Grant and Wage Grid Supplement:
  - Are both in effect retroactively to April 1, 2025
  - Require only one rate change in Child Care Online (CCO).
- A mass operating grant reassessment will be completed in CCO;
  - Upcoming quarterly payments beginning on July 1, 2025 will be adjusted to reflect the new rates.
  - An adjustment payment will be issued by mid-June 2025 for the April 1 to June 30 quarter.
  - Centre operating budgets and home operating grant applications submitted after the mass re-assessment of grants has been completed will be assessed using the new rates.

# New Maximum Annual Operating Grant Rates

**Base Operating Grant + Wage Grid Supplement = Total Operating Grant**

Annual Amount per Approved Funded Space (12 months of operation)		
Type of Facility/Space	As of July 1, 2024	Effective April 1, 2025
<b>Centres</b>		
Infant	\$16,610	<b>\$19,916</b>
Preschool	\$6,667	<b>\$8,260</b>
School Age	\$2,940	<b>\$3,767</b>
<b>Nursery School</b>		
1 to 5 sessions per week	\$1,966	<b>\$2,566</b>
Each additional session up to 10/week	\$393	<b>\$513</b>
<b>Family/Group Child Care Homes</b>		
Infant	\$4,802	<b>\$6,169</b>
Preschool	\$3,754	<b>\$4,848</b>
School Age	\$1,915	<b>\$2,593</b>



# New Maximum Annual Operating Grant Rates

Maximum Annual Operating Grant Rates by Space Type Annual Amount per Approved Funded Space (based on 12 months of operation)						
Type of Space	July 1, 2024			April 1, 2025		
	Base Operating Grant	Wage Grid Supplement	Total Operating Grant	Base Operating Grant	Wage Grid Supplement	Total Operating Grant
<b>Centres</b>						
Infant	\$12,183	\$4,428	\$16,610	\$12,426	\$7,490	\$19,916
Preschool	\$4,477	\$2,190	\$6,667	\$4,566	\$3,693	\$8,260
School Age	\$1,782	\$1,158	\$2,940	\$1,818	\$1,949	\$3,767
<b>Nursery Schools</b>						
1 to 5 sessions per week	\$1,119	\$847	\$1,966	\$1,142	\$1,424	\$2,566
Each additional session up to 10 per week	\$224	\$169	\$393	\$228	\$285	\$513
<b>Family/Group Child Care Homes</b>						
Infant	\$2,884	\$1,918	\$4,802	\$2,942	\$3,227	\$6,169
Preschool	\$2,215	\$1,539	\$3,754	\$2,259	\$2,589	\$4,848
School Age	\$942	\$972	\$1,915	\$961	\$1,632	\$2,593

# Next Steps – Boards of Directors

For Families	For Centre and Home Providers	For Students and the Workforce	Resources	News	Manitoba Child Care Search
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## Get Started

### The Roles, Responsibilities and Functions of a Board

Introduction

Role of the Board

Legal Accountability

Government Relations

Constitution and By-Laws

Guidelines for Board Members and Officers

Board Committees

Board/Staff Relations

Board/Executive Director Relations

Planning and Program Governance

Policies and Procedures

Financial Management

Board Succession and Orientation

Meeting Management

Evaluation

References

## The Roles, Responsibilities and Functions of a Board

### A Board Development Guide

[Introduction](#)

[Role of the Board](#)

[Legal Accountability](#)

[Government Relations](#)

[Constitution and By-laws](#)

[Guidelines for Board Members and Officers](#)

[Board Committees](#)

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[Planning and Program Governance](#)

[Policies and Procedures](#)

[Financial Management](#) - Includes Wage Grid Implementation Tool Kit for Boards

[Board Succession and Orientation](#)

[Meeting Management](#)

[Evaluation](#)

[References](#)

Boards can access other valuable information at [Province of Manitoba | education - The Roles, Responsibilities and Functions of a Board](#) in addition to the [Wage Grid Implementation Toolkit for Boards](#).

# Next Steps – Boards of Directors

- **Tool Kit for Boards: Implementation of 2025/26 Wage Grid**
  - [Tool Kit for Boards Implementing 2025-26 Wage Grid](#)
  - [Developing - Revising Salary Scale based on 2025-26 Wage Grid](#)
  - [Annual Budget Guidelines](#)
  - [Funding Policies and Procedures - Child Care Centres](#)
  - [Funding Policies and Procedures - Nursery Schools Spaces](#)
  - [Financial Statements Requirements for Nursery Schools](#)
  - [Policies and Procedures - Fees for Additional Services](#)
  - [Letter - Policies and Procedures - Fees for Additional Services](#)
  - [Operating Budget Template](#) (Excel)

# Next Steps – Boards of Directors

Depending on its size and circumstances, there is a variety of ways the different jobs and responsibilities are structured in a centre.

- As the employer, the board of directors is responsible for the development of the facility's salary scale for employees, from frontline staff to directors.
  - Review your facility's position descriptions, the classifications and experience required for each position.
  - Review the types of tasks assigned to each position and rank the jobs according to level of responsibilities.

# Next Steps – Boards of Directors

- For assistance to line up your facility's job titles with the positions listed on the grid based on the responsibilities of an assistant director versus a supervisor versus a director, you may:
  - Connect with your Child Care Coordinator.
  - Review the MCCA's *Market Competitive Salary Guideline Scale for ELCC Centres*, which includes an analysis of the knowledge, skills, and abilities required of Directors, ECEs, and CCAs.
  - Detailed job descriptions are included in the MCCA's *Human Resource Management Guide for Early Childhood Programs*.

# Next Steps – Boards of Directors

- A salary scale is a series of levels ranging from the lowest (minimum) to the highest (maximum) wage for a particular position.

Frontline Staff ECE II	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Annual (40-hour week)	\$57,325	\$59,322	\$61,402	\$63,544	\$65,853	\$68,162	\$70,554
Hourly Wage	\$27.56	\$28.52	\$29.52	\$30.55	\$31.66	\$32.77	\$33.92

- Each range normally has from 4 to 7 levels with a 3.5% to 5% increase from a lower level to the next higher level with approximately a 20% to 25% spread between the lowest and highest levels.
- In the public service, the percentage increase between levels is generally 3.5%.

# Next Steps – Boards of Directors

- The [Wage Grid Implementation Toolkit for Boards](#) provides guidance and steps for boards to take including:
  - Develop a communication plan to advise staff about the implementation of the 2025/2026 Wage Grid and the revised salary scale. Ensure staff are advised that any salary increases will be paid retroactively to April 1, 2025.
  - Drafting a revised salary scale.
  - Placing individual staff on the revised salary scale.
  - Identifying individual staff whose wage rates require adjustments based on their position and classification in comparison to the 2025/2026 Wage Grid.



# Next Steps – Boards of Directors

- Reviewing/revising the facility's budget with the increased staffing costs to ensure that the draft salary scale is financially viable.
- Boards are encouraged to use the [Operating Budget Template April 2025](#) to assess the effect different revisions to the facility's salary scale would have on the facility's total staffing expenditures as well as the overall operating budget.
- Once the revised salary scale is finalized:
  - Review and approve the revised salary scale and budget according to the facility's bylaws, policies and procedures.
  - Provide payment to employees at the facility's new salary levels retroactively to April 1, 2025.



# Board Resources

- To access the Manitoba Child Care Association (MCCA) online board training, visit <https://mccahouse.org/board-governance-2/>.
  - *The Basics of Effective Board Governance: An Online Board Orientation Resource for Early Learning & Child Care Centres* (available in English and French).
- Your facility may already have the *MCCA's Human Resource Management Guide for Early Learning and Child Care Programs*.
  - It contains information about job descriptions, developing contracts, writing personnel policies, understanding and interpreting Employment Standards legislation and more.
  - To learn more about this resource, visit [Human Resource Management Guide - Manitoba Child Care Association \(mccahouse.org\)](https://mccahouse.org/human-resource-management-guide/).

# Board Resources

**Circulars (Centres & Homes) / FAQ are posted at:**

[www.manitoba.ca/education/childcare/childcare\\_news/current\\_circulars.html](http://www.manitoba.ca/education/childcare/childcare_news/current_circulars.html).

**Website has been updated with 2025/26 Wage Grid**

[www.manitoba.ca/education/childcare/students\\_workforce/wage\\_grid.html](http://www.manitoba.ca/education/childcare/students_workforce/wage_grid.html).

**The Wage Grid Tool Kit for Board of Directors has been updated for 2025/26:**  
[www.manitoba.ca/education/childcare/centres\\_homeproviders/centrebased\\_childcare/financial\\_management.html#toolkit](http://www.manitoba.ca/education/childcare/centres_homeproviders/centrebased_childcare/financial_management.html#toolkit).

**Inquiries directed to [cdcinfo@gov.mb.ca](mailto:cdcinfo@gov.mb.ca).**



# Frequently Asked Questions

- **Why is the *Starting Point* wage being removed?**
  - The purpose of the Wage Grid is to ensure fair and equitable wages across facilities throughout the province. The *Starting Point* wage was implemented to set a baseline for all facilities to meet with the additional funding provided through the Wage Grid Supplement.
  - Financial data suggests that most facilities have successfully met or exceeded the *Starting Point* wages across classifications and positions. As such, the *Starting Point* wage is no longer necessary.

# Frequently Asked Questions

- **How was the *Target Wage* for an ECE II determined?**
  - A variety of factors are taken into consideration to determine the target wages.
  - The goal is to establish competitive wages to help recruit and retain staff.

# Frequently Asked Questions

- If the *Target Wage* has increased, can all employees expect their wages to increase?
  - All facilities are expected to use the increase in funding to increase wages for staff.
  - This does not necessarily mean all staff will receive a wage increase, depending on current wages.

# Frequently Asked Questions

- **Staff at our facility are already being paid more than the *Target Wages* on the 2025/2026 Wage Grid. Do we have to increase hourly wages effective April 1 or can the Wage Grid Supplement be used to support future wage increases?**
  - All facilities are expected to use the increase in the Wage Grid Supplement funding to increase wages for staff retroactively to April 1, 2025.
  - The Wage Grid Supplement may be used to support other salary related costs that have increased due to higher wages, such as Employment Insurance, Canada Pension Plan, Workers Compensation and benefits.

# Frequently Asked Questions

- **Our facility has many long-term staff. How can we recognize them for their years of service?**
  - The board of directors may consider implementing long-term service recognition if it is financially viable. For example:
    - In the public service, when a staff reaches the final step on the salary scale for their position/classification, they remain at that pay level, unless there is an increase to pay levels due to a new collective agreement.
    - Public servants are awarded a merit increase (an additional step above the salary scale for their position/classification) at 20 years and 25 years of employment.

# Frequently Asked Questions

- **What if a centre exceeds the regulated trained staff requirements and staff-to-child ratios? Will the Wage Grid Operating Supplement cover these additional costs?**
  - A centre's board of directors is responsible for decisions regarding staff complements and wages.
  - The board must consider the facility's budget to ensure the salary scale is financially viable and to make any necessary changes.
  - The department expects all facilities to pay at least the target wages and ensure that the wage grid operating supplement is used to increase wages.



# Frequently Asked Questions

- **CCAs who have not yet completed the required 40-hour ECE-related training are not included on the Wage Grid. What do we pay them?**
  - Wages for a CCA without their 40-hour training are at the discretion of the board of directors.
  - Facilities may pay more than the provincial minimum wage if the operating budget permits.

# Frequently Asked Questions

- **Many university students hired full time under summer job grant programs meet the 40-hour course requirement. Should they be paid at the *Target* wage for CCA with 40-hour course?**
  - Staff hired under summer grant programs should be paid the wage rates that were indicated on the approved grant application.
  - If a summer grant employee becomes a regular employee after the summer grant program ends, they should be placed on your new/revised salary scale and be paid accordingly.

# Frequently Asked Questions

- **Are facilities in receipt of the Inclusion Support Program (ISP) Staff Enhancement Grant expected to submit a new ISP Staffing Grant Application?**
  - No, approved grant amounts for staff hired under the ISP Staff Enhancement Grant will be automatically adjusted by the department based on the *Target Wage* on the 2025/26 Wage Grid for a CCA (with 40-hour course), which is \$19.40 effective April 1, 2025.
  - For the April 27 to May 24, 2025 Reporting Period, facilities can submit Staffing Grant Payment forms reflecting the new approved wage of \$19.40 for staff hired under the ISP Staff Enhancement Grant.

# Frequently Asked Questions

- **How do we request an adjustment to the ISP Staffing Grant payment our facility already received for the March 30 to April 26 Reporting Period?**
  - A letter outlining the process to request an adjustment to the previous Staffing Grant Payment for the March 30 to April 26 Reporting Period will be sent to all facilities with current ISP Staffing Grant approvals.

# Frequently Asked Questions

- **Is there going to be an increase to the salaries supported by the Staff Replacement Grant for staff hired to replace an employee enrolled in a Workplace Training Program?**
  - The substitute (replacement staff) should be paid at the CCA level on the centre's salary scale.
  - To increase a replacement staff's wage to align with revisions to the CCA level on your centre's salary scale based on the 2025/26 Wage Grid, facilities are expected to submit a new Staff Replacement Grant Application.

# Frequently Asked Questions

- **Do facilities have to retroactively pay former staff who were employed for a portion of time following April 1st but have since left employment?**
  - Boards of Directors are responsible for making this determination. Considerations may include:
    - Obligations under a collective agreement if applicable
    - Obligations under individual employment contracts if applicable

# Questions

