

PART VII – GRANTS
DIVISION 2 – GRANTS FOR REGULAR OPERATIONS AND PROGRAMS
WAGE ENHANCEMENT GRANTS – GROUP FAMILY CHILD CARE HOMES AND
CENTRES

SECTION 83.4

(1) The minister may make a wage enhancement grant to the licensee of a centre or a group family child care home to increase the wages of early childhood educators as follows who are employed by the licensee:

(a) for each early childhood educator I, by up to \$5.50 per hour;

(b) for each early childhood educator II, by up to \$7.00 per hour;

(c) for each early childhood educator III, by up to \$8.50 per hour.

(2) A licensee who receives a grant pursuant to this section must use the grant to increase the wages of employees of the facility in accordance with the rates mentioned in subsection (1) and shall not use the grant for any other purpose.

1 Aug 2025 SR 60/2025 s31.

INTENT

The purpose of this grant is to provide a top-up for employee wages. Funding must be used by facilities to increase current wage levels of employees and cannot be used for any other purpose, including reducing the base wage of employees to maximize funding from the Ministry of Education.

POLICY

Eligibility

Child care centres will be eligible for funding based on the reported number of hours worked by certified Early Childhood Educators (ECEs) in their facility. Regulated group family child care homes will be eligible for funding based on the reported number of hours worked by certified assistants working in their facility. The employment of these staff should be consistent with the *Saskatchewan Labour Standards*, including receiving pay consistent with the minimum wage and employer contributions to the Canada Pension Plan and Employment Insurance.

Child care centres will be eligible to receive funding to increase the wages of the following certified staff: certified front-line staff, supervisors, assistant directors, directors, educators working with children with exceptionally high needs, cooks and other support staff are all eligible to receive the wage enhancement. This includes part-time and casual staff and certified summer students. All hours worked by cooks and other support staff with an ECE certification qualify for funding, regardless of how their time is spent supporting the program.

Certified group family child care home assistants are considered ECEs under the ECE Wage Enhancement Grant.

Executive directors and other management staff of multi-site organizations who are not included on the Child Care Centre ECE Staff Information Form are not eligible.

Group family child care home operators and family child care home operators are not eligible for the grant.

Funding Amounts

Cabinet approved an Order in Council which provides the authority for the Ministry of Education to increase funding to the ECE Wage Enhancement by \$0.35 per hour.

As a result of this funding increase, maximum funding amounts to facilities will be calculated based on the reported hours worked by certified employees, retroactive to October 1, 2025, as follows:

- up to \$5.85 per hour for certified ECE Level Is;
- up to \$7.35 per hour for certified ECE Level IIs; and,
- up to \$8.85 per hour for certified ECE Level IIIs.

A full or partial wage enhancement will be provided for each employee up to thresholds for each certification level and position type, as identified in Table 1. Wage increases will not be provided for employees with a wage at or above the threshold for their certification level and position type.

The Wage Enhancement Grant also provides funding to facilities for employer contributions for Employment Insurance (EI) and Canadian Pension Plan (CPP) at eight per cent and three per cent for administration costs such as additional bookkeeping, payroll or other grant management costs.

Hours for employees who are paid vacation leave or are receiving severance qualify for the wage enhancement grant. Hours worked by staff who receive holiday pay on each cheque

do not qualify for the grant, since time away from the centre is unpaid.

Implementation

Employers are responsible for the distribution of funds to their ECEs.

Centres and group family child care homes are required to submit updated documents periodically showing any changes in staffing to ensure that the facility receives appropriate funding. An adjustment will be calculated on any changes from previous months.

Wage Thresholds

Wage thresholds for the grant are laid out in Table 1.

Table 1: Average Provincial Wages and Wage Thresholds for Certification Levels and Position Types, October 1, 2025

Position Type	ECE I Average Wage – March 31, 2021	Total ECE I Wage Enhancement Grant	ECE I Threshold October 1, 2025
Director	\$19.93	\$5.85	\$25.78
Assistant Director	\$19.94	\$5.85	\$25.79
Supervisor	\$16.90	\$5.85	\$22.75
Early Childhood Educator*	\$15.56	\$5.85	\$21.41
	ECE II Average Wage – March 31, 2021	Total ECE II Wage Enhancement Grant	ECE II Threshold October 1, 2025
Director	\$24.75	\$7.35	\$32.10
Assistant Director	\$21.25	\$7.35	\$28.60
Supervisor	\$20.19	\$7.35	\$27.54
Early Childhood Educator*	\$18.06	\$7.35	\$25.41
	ECE III Average Wage – March 31, 2021	Total ECE III Wage Enhancement Grant	ECE III Threshold October 1, 2025
Director	\$27.03	\$8.85	\$35.88
Assistant Director	\$24.12	\$8.85	\$32.97
Supervisor	\$21.57	\$8.85	\$30.42
Early Childhood Educator*	\$20.43	\$8.85	\$29.28

* The position type for group family child care home assistants is ECE.

Examples (as of October 1, 2025):

- Trina holds an ECE Level I and works directly with children as an early childhood educator at a child care centre. Trina's base wage is \$15.35 per hour. Through her employer, she is eligible for an ECE Wage Enhancement Grant of \$5.85 per hour. Trina would receive a total wage of \$21.20 per hour.
- Bob holds an ECE Level III and works as an assistant at a group family child care home. Bob's base wage is \$20.43 per hour. Under the ECE Wage Enhancement Grant, Bob's position would be equivalent to an early childhood educator. Through his employer, he is eligible for an ECE Wage Enhancement Grant of \$8.85 per hour. Bob would receive a total wage of \$29.28 per hour.
- Jen holds an ECE Level II and is a supervisor at a child care centre. Jen's base wage is \$23.19 per hour. Through her employer, she is eligible for an ECE Wage Enhancement Grant of \$4.35 per hour. Jen would receive a total wage of \$27.54 per hour.
- Seema holds an ECE Level II and works as an assistant director at a child care centre. She makes a base wage of \$28.60 per hour. Because Seema's base wage is at the threshold for an ECE Level II Assistant Director, she will continue to make \$28.60 per hour.
- Abdul holds an ECE Level III and works as a director at a child care centre. He makes a base wage of \$35.60 per hour. Because Abdul's base wage is above the threshold of an ECE Level III Director, he will continue to make \$35.60 per hour.