

2022 General Operating Fund (GOF) Centre-Based Quick Look
Refer to the [2022 GOF Guideline](#) for more information

OBJECTIVES

Improve access to high quality affordable early years and child care services for families in Peel by fostering a thriving workforce. GOF is intended to support the **recruitment and retention** of qualified staff in licensed child care by:

- Enhancing staff wages and benefits above mandatory requirements; and,
- Reducing the wage gap between Early Childhood Educators working in licensed child care settings and school boards.

PROVIDER ELIGIBILITY CRITERIA

Service Providers must meet the eligibility criteria outlined in the [2022 GOF Guideline](#).

PAYMENT SCHEDULE TO PROVIDER

Monthly GOF payments will be issued to providers who have signed and returned their **EYCCS GOF Agreements** to the Region (via GovGrants). Payments will be issued monthly at the beginning of each month.

FUNDING PROVISIONS AND ELIGIBLE EXPENSES

Staff Wages and Benefit Enhancements	<p>As per your most recent approved GOF Funding Distribution Plan:</p> <ul style="list-style-type: none"> • Enhance licensed child care program staff wages (over-and-above existing minimum wage requirements). • Support incremental employer mandatory benefit costs that result from GOF wage enhancements. • Continue to offset the employee or employer portion related to an existing non-mandatory benefit plan.
Historical Funding	<ul style="list-style-type: none"> • Improve the wage and benefits of eligible staff working in a licensed child care program (over-and-above existing minimum wage and mandatory benefit requirements). <ul style="list-style-type: none"> ○ Staff should not receive less than what they received in 2015 Wage Subsidy payments unless their position became ineligible as of July 1, 2022. ○ Distribution of Historical Funding cannot exceed \$9,534 per year for program staff and \$2,570 per year for non-program staff. • Cover mandatory employer contributions resulting from increased salary and benefit costs related to Historical Funding. • Support benefit costs (if previously approved by the Province).
Administration Funding	<ul style="list-style-type: none"> • Offset incremental audit and/or administration/booking costs incurred to administer Region of Peel funding (including Wage Enhancement Grant) or reporting requirements. • Support internal process to track data and expenditures to fulfill reporting requirements. • Cover additional costs associated with internal payment processes required to issue GOF/WEG. • GOF Administration Funding includes both GOF and WEG Administration Funding.

INELIGIBLE EXPENSES

Any expenditures not listed under the eligible expenses section are non-admissible. Refer to Appendix A of the [2022 GOF Guideline](#).

STAFF POSITIONS

NEW: Beginning July 1, 2022, the position eligibility for GOF will be aligned with WEG to better meet the funding objectives for GOF to retain and recruit qualified staff.

Eligible positions	Registered Early Childhood Educators	Supply Staff (regular casual employment status)
	Supervisor / Assistant Supervisor	Program Staff without ECE or Early Child Care Assistant
	Director-approved Program Staff (e.g. Montessori Teachers)	
Ineligible positions	Cook/Housekeeping*	Custodian/Janitorial *
	Bus Drivers*	Staff hired through a third party (i.e. temp agency)
	Clerical/Administrator*	

* Effective July 1, 2022 these non-program positions will only be eligible for GOF (SWB and Historical Funding) if the staff spends at least 25% of their time supporting ratio requirements under the CCEYA. In this case, the staff is eligible for GOF for the number of hours that they supported ratios. We highly recommend that you communicate these changes to impacted staff as soon as possible and put a plan in place to minimize salary impacts for these staff.

FUNDING DISTRIBUTION TO STAFF

- Continue to use the most recent approved GOF Distribution Plan and issue GOF to staff as part of the regular payroll/schedule. Cash or one-time payments to staff are not allowed. GOF cannot be carried over to 2023.
- Where GOF is issued based on “hours worked/paid” it may include **paid time** for statutory holidays, vacation time, personal time, sick days.
- The **maximum** number of hours that will be supported through the GOF (SWB and Historical Allocation) is **2080 hours per year** per staff.

CHANGES IN STAFF COMPLEMENT

- Contact the Early Years Specialist if your staff complement has changed.
- New staff joining the program/site at any point during 2022 are entitled to receive GOF and must be included in the GOF Distribution Plan if the position is eligible. To reduce negative impacts on staff once the 2023 new GOF approach is implemented, new staff can receive up to:
 - \$3.00 per hour if they are in a qualified position (e.g., RECE, Supervisors, Director-approved program staff)
 - \$1.50 per hour if they work in another program position (e.g., ECAs) or a non-program position but spend at least 25% of their time support ratios under the CCEYA (e.g., cooks, housekeeping).

ACCOUNTABILITY / REPORTING / RECONCILIATION

- Retain original documentation for a minimum of 7 years to demonstrate GOF was used to support eligible expenses.
- Submit the GOF Final Reconciliation and Key Performance Indicators (KPI) through GovGrants by **January 31, 2023**.
- The Region reserves the right to conduct check-ins any time to assess Provider’s actual and projected expenditures.
- In the event the funds are not used for the purpose intended, or if there are unspent funds or a closure of an agency, all or part of the 2022 GOF funds must be returned to the Region.