

5. 1998 PER DIEM AND ADMINISTRATION RATES FOR COMMUNITY CHILD CARE AGENCIES

COMMITTEE RECOMMENDATIONS AS AMENDED

That Council approve:

1. **The per diem and administration rates for community child care agencies as presented in the column entitled 1998 Recommended Rates in Schedule A retroactive to 1 January 1998; and**
2. **The matter of increase in salaries for all child care workers be referred to regional staff for a report in September, with more information on the Province's funding/cost-sharing intentions and any other relevant material.**

DOCUMENTATION

1. Commissioner, Social Services report dated 4 Jun 98 is immediately attached.
2. Extract of Draft Minute, Community Services Committee, 25 June 1998 to be distributed prior to the Council meeting and will include a record of the vote.

Our File/N/Réf.
Your File/V/Réf.

DATE 4 June 1998

TO/DEST. Co-ordinator
Community Services Committee

FROM/EXP. Social Services Commissioner

SUBJECT/OBJET **1998 PER DIEM AND ADMINISTRATION RATES FOR
COMMUNITY CHILD CARE AGENCIES**

DEPARTMENTAL RECOMMENDATION

That the Community Services Committee recommend Council approve:

1. **The per diem and administration rates for community child care agencies as presented in the column entitled 1998 Recommended Rates in Schedule A retroactive to 1 January 1998; and**
2. **An increase in salaries and wages of 2.21% in agencies not eligible for Provincial pay equity grants and an increase of 2.21% in home child care provider rates.**

PURPOSE

The purpose of this report is to request approval of the per diem and administration rates for community child care agencies for 1998.

BACKGROUND

The 1998 budget for child care contains funds to provide 6,301 subsidized spaces. Eighty-eight percent of these spaces are purchased from 128 community agencies. The remaining twelve per cent are provided through programs directly operated by the Region. Community agencies are required to provide the Department with an annual budget submission. These documents are reviewed by staff using Provincial and Regional guidelines and per diem and administration rates are then determined for each program.

Last year, community agencies worked with the Department to apply long term strategies that were approved by Regional Council on February 12, 1997 in order to permanently reduce spending by \$1,039,000. This money was used to maintain 707 jobsOntario spaces. These spaces were originally 100% provincially funded, but since the fall of 1995, the Region has cost shared the spaces at 20%.

Changes made in 1997 to obtain the required savings included: maintaining an overall 2.1% decrease in budgets as directed in 1996, changing capacities to obtain efficiencies, closing or reducing capacity in summer months for programs based in high schools or post secondary institutions, savings in Employer Health Tax, (EHT) etc. In the end, the child care community not only saved the 707 jobsOntario spaces, but an additional 74 spaces were created in order to facilitate some of the program changes made by a number of agencies. The child care community should be commended on how they worked to maintain these vitally important spaces through their own sacrifice and willingness to explore new alternatives.

1998 BUDGET ISSUES

Long Term Strategies

In 1998, a number of additional agencies also adopted changes in their programs as outlined in the long term strategies. For example, one program phased out their infant program and nine programs made changes to their capacities/programs thereby creating efficiencies. A number of the larger programs also achieved additional savings this year through EHT. Many programs also maintained the 2.1% reduction as their contribution to the jobsOntario spaces. It has become apparent, however, that some agencies have not made the actual modifications required to maintain the 2.1% reduction, and are now asking for some of the funds back. This is understandable as costs for many of the items agencies have to purchase are rising, however, the long term affect of these costs creeping up is that it will eventually result in service being reduced or additional regional dollars being required.

In 1997 as part of the long term strategies, programs based in high schools, universities and colleges were asked to reduce their capacity or close during the summer months. The purpose of this initiative was to allow parents who would prefer to take summer months off with their children to do so without sacrificing the stability that comes with knowing they have a space in the fall. This strategy also encouraged these programs to take advantage of the number of parents who took holidays during these times, and reduce their capacity therefore saving costs associated with replacing staff, food, etc.

Agencies worked extremely hard to adhere to the Council direction, but many found that the savings generated were not as significant as anticipated. This was due largely to the fact that fewer parents planned to take the summer off than expected. This year a survey of parents indicates that many intend to work or study during the summer. Consequently budgets for these agencies are higher than in 1997. However, programs are prepared to reduce their capacity in the summer if parents are unable to find work or appropriate summer school courses. This may result in some additional savings.

Uncontrollable Costs

Again in 1998, many agencies faced uncontrollable cost increases. The Department asked them to identify what these costs were and reviewed whether they were in fact uncontrollable, or if decisions could be made to avoid the increases. Uncontrollable costs include: rental costs (paid to landlords other than the operators of the program), janitorial contracts, insurance and audit expenses, mandatory and optional benefits that were already in place. Schedule A attached shows that a number of programs had uncontrollable costs which could not be accommodated within the 1998 budget.

Last year, the majority of the uncontrollable costs represented increases charged by one publicly funded institution to another. For example, many programs based in schools and colleges and universities saw rent and operating costs increase dramatically. The trend has continued in 1998, however, the changes were less dramatic. Some agencies actually had occupancy cost reductions, so the net impact in this area was actually a reduction in the overall amount paid for occupancy costs. Space issues facing school boards due to the new Provincial funding formula does not diminish the uncertainty facing many child care programs based in buildings owned by school boards. Increases in benefits costs due to higher Workers Compensation and Canada Pension Plan contributions and higher costs for benefits packages have had a significant impact on budgets, for a total increase of almost \$100,000 across the programs. Although some programs had increases in taxes, others saw reductions in this area due to decisions made through appeals. Many organizations had increases in the costs of preparing financial statements, approximately \$10,000 in total. Janitorial contracts also rose by approximately \$20,000 across the system. The total of uncontrollable increases included in the recommended rates is \$123,000 or 0.34% of the budget for purchased child care services. Some of these costs, however, were offset by savings from adjustments to capacities, etc. for a total increase of \$83,000 or .23% of the budget for purchased services.

Salary Increases

In 1998, staff working in child care programs operated by the Region received a 2.2 % increase in salary as a result of the collective bargaining process. The impact of this increase on the Region's budget was largely offset by a 2% decrease in contributions to the pension fund. Staff in many community agencies feel strongly that they should have a similar increase in salary to insure that the gap between themselves and Regional staff does not widen. Cost of an across the board increase to salaries and wages as well as home child care provider rates is estimated at \$700,000 gross with little likelihood of any Provincial cost sharing.

Linked to this issue is pay equity. A ruling made earlier this year reverses a decision to discontinue the proxy comparison method that applied to child care and other community programs. As a result, child care programs are again covered by the pay equity legislation and therefore must increase their total payroll by 1% in 1997 and 1998 in order to work towards achieving pay equity. Under the previous provincial government, funds were made available to non-profit agencies to help achieve pay equity. The province has indicated that it will offer assistance to agencies for the retroactive payments required for 1997 and 1998, but plans are unclear about how these increases will be maintained. It is important to note as well that staff working in the commercial sector are expected to get these increases, but their employers are not

entitled to any provincial funds. As well, home child care providers who provide service through licensed home child care agencies are not considered to be employees and therefore are not covered by pay equity. These independent contractors however are a vital part of the child care community and have not seen an increase in their daily rates since 1992. Rates paid to the providers have not kept pace with those charged by caregivers in the informal market and consequently it is becoming increasingly difficult for agencies to attract and maintain providers. The Department has estimated that increases to cover these two groups alone would cost approximately \$225,000 with no guarantee that the province would contribute their \$180,000.

The rates contained in this report, have not included across the board salary adjustments. If Committee and Council decided to incorporate such increases, adjustments would be made to the rates. The Department would contact agencies that have not already indicated their desire to increase salaries and determine whether or not the boards or operators of these programs would accept the adjusted rates. These increases would not be offered to those organizations that had already negotiated increases through collective bargaining.

The issue of low salaries and wages and disparities within the child care sector with regard to benefits and leave packages has long been a source of contention in the RMOC and across the Province. Initiatives like the provincial wage subsidy program and supplementary per diem increase offered by the Region in the early 1990's have resulted in some improvement in the situation and on average salaries and wages in programs in Ottawa-Carleton are higher than those in other parts of the Province. However, serious inequities exist particularly in commercial centres. The chart below shows the range of salaries for teachers and supervisors in preschool programs for both purchased service and municipal programs. These salaries include wage subsidies and pay equity. Some programs, however are not eligible for pay equity and some components of wage subsidy (commercial programs) and other programs that expanded their staff or opened after wage subsidy funds were capped do not have access to these funds.

Salary Information in Ottawa-Carleton Preschool Programs					
	Low	High	Average	Median	Municipal Ranges
Teachers	17433	37307	28969	30412	\$31102-38005
Supervisors	25000	49996	39184	41297	\$39376-46075

A sample was taken of 34 out of the 58 preschool programs from which the Department purchases services. Salaries for supervisors and teachers were analyzed. To arrive at the teachers salaries, teachers and senior teachers salaries were averaged for each agency. The chart shows the low, high, average and median of these salaries. In addition, municipal salary ranges are also shown for comparison.

The supervisors' salaries were also examined. It should be noted that the role of a supervisor varies among some agencies. In most programs, the supervisors manages staff, may work in the program, and performs enrolment and administrative functions associated with enrolment, managing the waiting list and billing. The co-ops have tended to divide this function between a programs and administrative co-ordinator. In the co-ops, however, all salaried staff are paid at the same level. In many of the commercial programs, this role is also divided between an

administrative co-ordinator and the supervisors. In municipal centres, the supervisors perform both program and administrative tasks.

For the purposes of this report salaries for non-program staff (cooks, housekeepers, etc.) were not reviewed, nor were the pay rates for supply teachers. There are also wide ranges of pay within these positions across the community.

In the next year, the Department plans to review the range of salaries, wages and benefits and leave packages currently included in budgets in order to arrive at guidelines for future years and to identify options for addressing the current inequities.

Other Changes That Will Impact Child Care Costs

Late during the rate determination process, one local school board announced official changes to their school year resulting from changes in provincial direction. Specifically, the school year will be lengthened by beginning one week earlier in September, and some professional development days have been eliminated. This will impact the budgets of programs serving children attending school, but because all implications are not yet known, savings will be included in the 1999 budgets for all affected programs.

FINANCIAL IMPACT

If the rates recommended in Schedule A are approved as presented an increase to the budget of \$83,000 gross would be required with little likelihood of additional cost shared dollars from the Province. Funds for 1998 could be taken from the Child Care Contingency Fund, however, the \$83,000 would result in a 0.17% increase in the overall 1999 child care budget. If across the board salary/wage increases are approved an additional \$700,000 gross would be required with no likelihood of additional Provincial dollars. If this increase was provided only to groups excluded from Provincial pay equity funding (commercial centres and home child care providers rates) cost would increase by \$225,000. Funds for 1998 could be taken from the Child Care Contingency Fund, however, the full impact would be felt in 1999.

Approved by Dick Stewart

GP/MAW

Attach (1)

FINANCE DEPARTMENT COMMENTS

Approval of the departmental report recommendations would represent a pre-commitment of the 1999 Operating Budget.

Based on Recommendation #1, the department has estimated that the gross additional cost to the Region of increased per diem and administration rates for community child care agencies would be \$83,000 for 1998. No provincial subsidy is anticipated on these additional costs.

Recommendation # 2 is estimated, by the department, to cost \$225,000 for 1998. This increase would represent the difference in salary and wage rates for commercial child care agencies (\$25,000) and for home child care providers (\$200,000) which are not eligible for provincial pay equity grants.

These additional costs of \$308,000 have not been included in the Department's 1998 Operating Budget. Funding is available in the Child Care Contingency Reserve Fund. As of June 5, 1998, the uncommitted balance in this Reserve Fund is \$1.9 million.

These additional costs in 1999 would represent an increased taxation requirement of 2.5% over the 1998 Child Care Budget.

*Approved by T. Fedec
on behalf of the Finance Commissioner*

Schedule A

Agency/Program Name	1997 Final Rates	1998 Recommended Rates	% Increase/ Decrease	Comments
INFANT PROGRAMS				
Bernadette Child Care	\$45.15	\$46.39	2.75%	utilities, benefits
Children's Castle	\$48.77	\$48.77	0.00%	
Elizabeth Park	\$42.28	\$43.19	2.15%	benefits, rent
Heritage	\$46.24	\$48.00	3.81%	benefits, taxes ,audit ,maintenance
Little School	\$44.97	\$46.43	3.25%	benefits, maintenance, repairs
Tunney's	\$46.11	\$46.32	0.46%	benefits
TODDLER PROGRAMS				
ABC Pinehurst	\$42.63	\$42.75	0.28%	salary, wages and benefits
Aladin Preschool	\$34.83	\$35.02	0.55%	capacity changes
Barrhaven	\$35.95	\$35.96	0.03%	
Bernadette Child Care	\$31.40	\$32.93	4.87%	benefits, utilities
Canadian Mothercraft	\$38.97	\$41.35	6.11%	decrease in capacity
Capital Day Care	\$44.93	\$45.25	0.71%	benefits, wages
Centrepoinde Day Care (Sep - Dec)	\$52.04	\$40.92	-21.37%	infant program phased out
Children's Castle	\$36.81	\$36.81	0.00%	
Cumberland Hub	\$37.66	\$37.61	-0.13%	
Early Beginnings	\$39.89	\$39.91	0.05%	
Elizabeth Park	\$37.92	\$38.10	0.47%	benefits
Greenboro Day Care	\$36.79	\$36.84	0.14%	
Heritage Preschool	\$43.31	\$43.18	-0.30%	
Little School	\$37.26	\$41.24	10.68%	wages, benefits, maintenance, repairs
Pineview	\$39.65	\$39.65	0.00%	
Providence	\$34.12	\$36.86	8.03%	staff adjustments
River Heights	\$40.16	\$40.23	0.17%	one less day of care
Sandy Hill	\$41.26	\$41.23	-0.07%	
Sunflower Co-op	\$47.22	\$44.79	-5.15%	move to new premises
Sur un Nuage	\$31.53	\$31.61	0.25%	benefits, audit
Tunney's Day Care	\$36.48	\$35.90	-1.59%	capacity changes
INFANT/TODDLER PROGRAMS				
Algonquin	\$54.85	\$54.89	0.07%	salaries, benefits, summer closure adjustment
Centrepoinde Day Care (Jan - Aug)	\$52.04	\$52.24	0.38%	program changes
Centretown Parents' Co-op	\$61.72	\$62.28	0.91%	wages, benefits
Children's Place (Kanata)	\$36.60	\$37.09	1.34%	rent, maintenance
Children's Place (Carling)	\$44.98	\$44.92	-0.13%	
Colonel By Child Care	\$56.25	\$56.25	0.00%	

Schedule A

Agency/Program Name	1997 Final Rates	1998 Recommended Rates	% Increase/ Decrease	Comments
Dalhousie Parents'	\$58.96	\$58.93	-0.05%	
Glebe Landsdowne	\$59.72	\$60.00	0.47%	benefits
Orleans Child Care	\$39.66	\$48.76	22.95%	program realignment, no increase to overall cost
Petites Frimousses 2	\$47.10	\$45.05	-4.35%	rent elimination
Garderie Renée Tassé	\$59.85	\$61.42	2.62%	salaries, benefits, wages
Rideau Child Care	\$47.15	\$47.90	1.59%	summer closure adjustment, maintenance
Variety	\$54.84	\$57.12	4.16%	summer closure adjustment, rent, maintenance
Wellington Ward	\$63.50	\$65.12	2.55%	wages, benefits
Youville	\$53.22	\$53.61	0.73%	benefits
PRESCHOOL PROGRAMS				
ABC Oxford	\$30.47	\$30.51	0.13%	salary, wages and benefits
A to Z Day Care	\$25.57	\$25.78	0.82%	taxes
Aladin Preschool	\$26.62	\$26.67	0.19%	taxes, benefits, maintenance
Algonquin	\$32.88	\$33.05	0.52%	summer closure adjustment, salary, benefits
Alpha 3 - 12	\$22.67	\$22.87	0.88%	benefits, food
Andrew Fleck	\$29.89	\$29.71	-0.60%	tax decrease
Au Ballon Rouge	\$27.03	\$27.64	2.26%	benefits, food
Barrhaven	\$29.25	\$29.42	0.58%	taxes, utilities, audit
Bernadette Child Care	\$27.17	\$27.03	-0.52%	utilities
Bishop Hamilton	\$32.50	\$33.08	1.78%	rent, utilities, insurance
Bridlewood	\$27.08	\$27.06	-0.07%	
Canadian Mothercraft	\$21.14	\$29.76	40.78%	reallocation of costs between programs
Capital Day Care	\$35.62	\$35.65	0.08%	benefits
Carleton Memorial	\$26.33	\$26.32	-0.04%	rent, maintenance
Centrepointe Day Care (Jan - Aug)	\$30.07	\$30.18	0.37%	
Centrepointe Day Care (Sep - Dec)	\$30.07	\$29.56	-1.70%	capacity changes
Centretown Parents'	\$36.49	\$36.80	0.85%	wages, benefits
Children's Castle	\$23.06	\$23.06	0.00%	
Children's Centre	\$27.18	\$28.28	4.05%	utilities, maintenance
Children on the Hill	\$23.78	\$23.88	0.42%	benefits, audit
Children's Place (Kanata)	\$25.77	\$26.28	1.98%	rent, maintenance
Children's Place (Carling)	\$29.83	\$29.80	-0.10%	
Churchill-Carling	\$29.58	\$29.58	0.00%	
City View Day Care	\$25.46	\$25.47	0.04%	
Colonel By Child Care	\$34.69	\$35.07	1.10%	utilities, benefits
Cumberland Hub	\$27.25	\$27.22	-0.11%	

Schedule A

Agency/Program Name	1997 Final Rates	1998 Recommended Rates	% Increase/ Decrease	Comments
Dalhousie Parents'	\$33.82	\$33.93	0.33%	benefits
Dow's Lake	\$26.29	\$26.61	1.22%	utilities,audit
Early Beginings	\$29.94	\$29.87	-0.23%	
Early Learning Child Care	\$29.49	\$29.42	-0.24%	
Edgewood Day Care	\$33.53	\$34.71	3.52%	salaries, wages and benefits
Elizabeth Park	\$27.26	\$29.28	7.41%	benefits
Fairview Child Care	\$25.81	\$25.61	-0.77%	rent
Florence Day Care	\$24.32	\$24.32	0.00%	
Glebe Parents' Day Care	\$33.89	\$33.98	0.27%	benefits
Greenboro	\$28.27	\$28.31	0.14%	benefits
Heritage Preschool	\$32.21	\$34.01	5.59%	benefits, taxes,maintenance
Kanata Care	\$31.69	\$31.79	0.32%	benefits, audit, maintenance
Little School	\$31.98	\$30.74	-3.88%	capacity changes
New Edinburgh	\$30.57	\$30.72	0.49%	wages and benefits
Orleans Child Care	\$28.32	\$25.00	-11.72%	realignment of programs
Overbrook Day Care	\$29.72	\$29.72	0.00%	
Pineview	\$28.35	\$28.35	0.00%	
Providence	\$27.12	\$26.76	-1.33%	staff adjustments
Garderie Renée Tassé	\$37.76	\$39.02	3.34%	salaries, benefits
Rideau Child Care	\$28.87	\$29.31	1.52%	summer closures, benefits, maintenance
Rideau Valley	\$28.88	\$28.82	-0.21%	
River Heights	\$29.68	\$28.51	-3.94%	change in capacity
River Parkway Preschool	\$27.16	\$26.55	-2.25%	program changes
St. Anthony's	\$23.43	\$23.43	0.00%	
Sandy Hill	\$34.21	\$34.06	-0.44%	benefits decrease
Sunflower Co-op	\$33.29	\$30.93	-7.09%	relocation of program
Sur un Nuage	\$25.08	\$25.14	0.24%	audit, utilities, benefits
Tunney's	\$28.77	\$28.85	0.28%	benefits
Tupper Tots	\$22.98	\$28.65	24.67%	capacity changes
Variety	\$37.44	\$38.71	3.39%	summer closure, rent, maintenance
Wellington Ward	\$38.99	\$39.96	2.49%	wages and benefits
YM/YWCA	\$23.60	\$23.57	-0.13%	
Youville Preschool	\$30.10	\$30.36	0.86%	benefits
PRE-KINDERGARTEN PROGRAMS				
Barrhaven - Kennevale	\$25.72	\$25.72	0.00%	
Barrhaven - Malvern	\$22.37	\$22.35	-0.09%	
KINDERGARTEN PROGRAMS				
Aladin Preschool	\$17.92	\$18.59	3.74%	taxes, program changes
Alpha 3 - 12	\$14.18	\$13.55	-4.44%	staffing changes
Andrew Fleck	\$25.64	\$26.18	2.11%	salaries, benefits

Schedule A

Agency/Program Name	1997 Final Rates	1998 Recommended Rates	% Increase/ Decrease	Comments
Au Ballon Rouge	\$19.78	\$18.85	-4.70%	staff costs
Barrhaven - Kennevale	\$18.43	\$18.46	0.16%	
Barrhaven - Malvern	\$17.87	\$17.86	-0.06%	
Beacon Learning Centre	\$18.23	\$18.46	1.26%	utilities
Bridlewood	\$20.56	\$20.54	-0.10%	
Brin d'herbe St. Anne	\$15.59	\$15.49	-0.64%	audit, supplies
Brin d'herbe Francojeunesse	\$15.59	\$15.49	-0.64%	audit, supplies
Brin de Soleil	\$14.29	\$13.74	-3.85%	capacity changes
Broadview	\$18.73	\$18.82	0.48%	benefits, rent
Bytown Co-op	\$21.95	\$22.24	1.32%	benefits
Carleton Heights	\$18.92	\$18.94	0.11%	rent, benefits
Carleton Preschool	\$13.16	\$13.20	0.30%	benefits
Carlington	\$19.75	\$19.81	0.30%	benefits
Centretown Parent's (McNabb)	\$23.01	\$23.21	0.87%	wages, benefits
Children's Castle	\$16.81	\$16.81	0.00%	
Children's Centre	New	\$21.91	New	
Children's Place (Kanata)	\$20.12	\$20.65	2.63%	rent, maintenance
Connaught	\$19.45	\$19.46	0.05%	benefits
Copeland Park	\$18.05	\$18.05	0.00%	
Des Pionniers	\$12.45	\$12.40	-0.40%	
Devonshire	\$18.55	\$19.05	2.70%	benefits
Elizabeth Park	\$18.98	\$21.85	15.12%	rent, taxes, wages, benefits
Fairview	\$19.58	\$19.32	-1.33%	rent decrease
Fallingbrook	\$22.37	\$22.53	0.72%	fewer days of care
Forest Valley	\$19.43	\$19.77	1.75%	benefits, utilities
Gardenway	\$21.42	\$22.08	3.08%	benefits, audit
Glebe Corpus Christie	\$24.04	\$24.12	0.33%	benefits
Glebe Hopewell	\$24.04	\$24.12	0.33%	benefits
Glebe Landsdowne	\$24.04	\$24.12	0.33%	benefits
Greenboro School Age	\$21.04	\$21.04	0.00%	
Holy Spirit	\$22.14	\$22.53	1.76%	capacity changes, benefits, audit
Hunt Club Park	\$17.13	\$17.49	2.10%	benefits, rent
Kanata March Montessori	\$26.26	\$26.26	0.00%	
Katimavik	\$22.89	\$23.32	1.88%	audit, benefits
La Clémentine	\$15.55	\$15.63	0.51%	benefits, increase in days
Le Carrefour	\$11.44	\$12.35	7.95%	benefits, audit, utilities
Le Cerf-Volant	\$16.77	\$19.66	17.23%	audit, capacity change
L'hirondelle	\$17.24	\$15.81	-8.29%	capacity changes
Mountshannon	\$21.75	\$22.10	1.61%	benefits, audit
New Edinburgh	\$22.82	\$23.12	1.31%	benefits

Schedule A

Agency/Program Name	1997 Final Rates	1998 Recommended Rates	% Increase/ Decrease	Comments
Orleans Child Care	\$23.08	\$21.00	-9.01%	realignment of programs
Overbrook Day Care	\$16.43	\$16.56	0.79%	benefits, wages, insurance, utilities
Petites Frimousses	\$16.86	\$17.11	1.48%	rent, audit
Pineview	\$23.09	\$23.09	0.00%	
Ravenhill	\$19.11	\$19.11	0.00%	
Reksap	\$18.40	\$18.44	0.22%	benefits, rent
Rideau Valley	\$22.44	\$22.84	1.78%	benefits
St. Francis	\$21.62	\$22.04	1.94%	benefits, audit
St. Marguerite	\$19.28	\$19.57	1.50%	wages and benefits
St. Thomas More	\$19.28	\$19.57	1.50%	wages and benefits
Stonehaven	\$21.71	\$22.09	1.75%	benefits, audit
Sur un Nuage	\$19.46	\$19.55	0.46%	benefits, audit
Trillium	\$22.30	\$22.37	0.31%	fewer days
Vanier Coop	\$21.44	\$21.72	1.31%	benefits
Vista	\$19.46	\$19.46	0.00%	
Whitehaven	\$17.86	\$17.84	-0.11%	benefits, rent
YM/YWCA	\$23.60	\$23.59	-0.04%	
SCHOOL AGE PROGRAMS 4 - 5				
Alpha 3 - 12	\$8.43	\$8.34	-1.07%	staffing changes, reallocation of costs across programs
Brin d'herbe St. Anne	\$12.61	\$12.33	-2.22%	audit, supplies
Brin d'herbe Francojeunese	\$12.61	\$12.33	-2.22%	audit, supplies
La Clémentine	\$13.39	\$13.34	-0.37%	
Des Pionniers	\$8.64	\$8.60	-0.46%	
SCHOOL AGE PROGRAMS 6 - 9				
Aladin	\$13.66	\$13.28	-2.78%	capacity change
Alpha 3 - 12	\$8.51	\$7.62	-10.46%	capacity changes
Au Ballon Rouge	\$10.26	\$10.45	1.85%	benefits
Barrhaven - Kennevale	\$13.43	\$13.43	0.00%	
Barrhaven - Malvern	\$12.91	\$12.53	-2.94%	capacity changes
Bishop Hamilton	\$10.44	\$10.44	0.00%	
Brin d'herbe St. Anne	\$12.12	\$12.12	0.00%	
Brin d'herbe Francojeunesse	\$12.12	\$12.12	0.00%	
Brin de Soleil	\$10.51	\$10.90	3.71%	benefits, utilities
Broadview	\$10.50	\$10.54	0.38%	benefits, rent
Carleton Heights	\$11.53	\$11.36	-1.47%	capacity changes
Carleton Preschool	\$6.69	\$6.79	1.49%	wages, benefits
Carlington	\$12.03	\$12.06	0.25%	benefits
Children's Centre	\$11.98	\$12.50	4.34%	utilities, maintenance
Children's Place (Kanata)	\$13.53	\$14.03	3.70%	rent, maintenance

Schedule A

Agency/Program Name	1997 Final Rates	1998 Recommended Rates	% Increase/ Decrease	Comments
Connaught	\$13.60	\$13.82	1.62%	benefits
Copeland Park	\$10.57	\$10.57	0.00%	
Des Pionniers	\$6.75	\$6.97	3.26%	benefits,utilities,audit
Devonshire	\$11.11	\$11.46	3.15%	benefits
Fallingbrook	\$12.93	\$12.58	-2.71%	capacity changes
Forest Valley	\$10.71	\$11.04	3.08%	benefits, utilities
Gardenway	\$14.24	\$14.49	1.76%	benefits,audit
Glebe Corpus Christie	\$12.29	\$12.34	0.41%	benefits
Glebe Hopewell	\$12.29	\$12.34	0.41%	benefits
Glebe Mutchmore	\$12.29	\$12.34	0.41%	benefits
Greenboro School Age	\$13.84	\$13.84	0.00%	
Holy Spirit	\$13.86	\$14.10	1.73%	capacity changes, benefits, audit
Hunt Club Park	\$12.05	\$12.25	1.66%	benefits
Katimavik	\$14.70	\$14.94	1.63%	benefits, audit
La Clémentine	\$11.43	\$11.20	-2.01%	increase in days
Le Cerf-Volant	\$10.00	\$9.98	-0.20%	
L'hirondelle	\$10.93	\$8.41	-23.06%	capacity changes
Mountshannon	\$14.34	\$14.59	1.74%	benefits, audit
New Edinburgh	\$15.72	\$15.84	0.76%	benefits
Orleans Child Care	\$15.04	\$15.04	0.00%	
Overbrook Day Care	\$14.61	\$14.54	-0.48%	
Pineview	\$14.55	\$14.55	0.00%	
Ravenhill	\$13.11	\$13.11	0.00%	
Reksap	\$10.39	\$10.44	0.48%	benefits, rent
Rideau Valley	\$13.93	\$13.84	-0.65%	staffing changes
St. Francis	\$13.72	\$13.95	1.68%	benefits,audit
St. Marguerite	\$12.25	\$12.59	2.78%	wages and benefits
St. Thomas More	\$12.25	\$12.59	2.78%	wages and benefits
Stonehaven	\$14.24	\$14.47	1.62%	benefits, audit
Trillium	\$12.89	\$12.18	-5.51%	capacity changes
Vanier Coop	\$14.26	\$14.97	4.98%	benefits
Vista	\$11.65	\$11.65	0.00%	
Whitehaven	\$9.41	\$9.41	0.00%	
YM/YWCA	\$10.58	\$10.58	0.00%	
HEADSTART				
Le Carrefour	\$10.96	\$11.37	3.74%	benefits, audit
Children's Aid	\$38.10	\$40.26	5.67%	salaries, wages, benefits, transportation
Cornerstone (Jan-June)	\$33.10	\$31.84	-3.81%	tax reduction
Cornerstone (July-Dec)	\$33.10	\$33.49	1.18%	program changes, maintenance
Hawthorne Meadows	\$20.18	\$20.47	1.44%	benefits, rent, maintenance, audit

Schedule A

Agency/Program Name	1997 Final Rates	1998 Recommended Rates	% Increase/ Decrease	Comments
Heatherington (Jan-June)	\$18.61	\$17.81	-4.30%	tax reductions
Heatherington (July-Dec)	\$18.61	\$18.64	0.16%	program changes, maintenance
Les Petites Frimousses	\$28.65	\$28.88	0.80%	rent, audit
Nanny Goat Hill	\$15.90	\$15.90	0.00%	
Pinecrest Queensway	\$18.21	\$18.21	0.00%	
Queensway	\$15.82	\$15.82	0.00%	
West-End Co-op (Jan - Aug)	\$21.64	\$21.64	0.00%	
West-End Co-op (Sep - Dec)	\$21.64	\$16.79	-22.41%	program changes
YM/YWCA	\$18.57	\$18.57	0.00%	
SUMMER CAMPS				
Andrew Fleck	\$21.46	\$21.38	-0.37%	
Carleton Memorial	\$16.93	\$18.91	11.70%	utilities, rent
City View	\$18.41	\$18.36	-0.27%	
HOME CHILD CARE				
Andrew Fleck Child Care	\$6.08	\$6.10	0.33%	salary and wages
Canadian Mothercraft	\$6.38	\$6.39	0.16%	benefits
Centrepointe	\$5.80	\$5.80	0.00%	
Children's Village	\$5.94	\$5.99	0.84%	wages and benefits
City View	\$5.68	\$5.65	-0.53%	benefits decrease
Community Child Care	\$5.90	\$5.90	0.00%	
Glebe Parents'	\$6.09	\$6.15	0.99%	benefits
Gloucester Child Care	\$5.84	\$5.92	1.37%	salaries and benefits
La Maisonnée	\$5.69	\$5.74	0.88%	insurance, financial
Metcalf Private Home (Jan - June)	\$4.96	\$5.18	4.44%	capacity changes
Metcalf Private Home (July - Dec)	\$4.96	\$5.27	6.25%	capacity, provider costs
Odawa	\$6.75	\$6.73	-0.30%	capacity changes
Wee Watch (Nepean)	\$5.04	\$5.04	0.00%	
Wee Watch (Kanata)	\$6.41	\$6.45	0.62%	taxes, utilities
Wee Watch(Orleans)	\$6.06	\$6.06	0.00%	