

## Report to Council

<b>Report Title:</b>	Brockton Child Care Centre Staffing Request		
<b>Prepared By:</b>	Sonya Watson, Chief Administrative Officer and Sharon Bross, Brockton Child Care Centre Supervisor		
<b>Department:</b>	Child Care		
<b>Date:</b>	January 16, 2024		
<b>Report Number:</b>	BCCC2024-01	<b>File Number:</b>	C11BR
<b>Attachments:</b>	None		

### Recommendation:

That the Council of the Municipality of Brockton hereby receives Report Number BCCC2024-01 – Brockton Child Care Centre Staffing Request, prepared by Sonya Watson, Chief Administrative Officer and Sharon Bross, Brockton Child Care Centre Supervisor and in doing so accepts the recommendation of creating two (2) full-time Preschool Teacher Level 1 positions in the 2024 budget.

### Report:

#### Background:

As noted in the budget presentation full-time staffing levels have remained very consistent organization wide since 2018 relative to growth in a continuous effort by staff to find efficiencies in service delivery and identify areas of consistent improvement. One area of consistent change due to growth in the community and expansion of services offered to families is the Brockton Child Care.

Prior to the new addition being completed at the Brockton Child Care Centre; Council approved the recommendation from staff to move four positions from part-time to full-time positions. This change was warranted as various part-time employees were working full-time hours and completing similar if not the same tasks as the full-time employees. This decision also supported staff retention efforts with the challenges faced across the child care sector to secure qualified staff. As a result, four positions were changed to full-time status.

In 2020 the addition of two classrooms was completed. The need for a full compliment of staff was delayed due to the COVID pandemic because fewer children we are able to attend due to social distancing. In 2021 as we came out of COVID protocols and could increase children in the centre Council approved two full-time positions be changed from part-time status to full-time status.

It should be noted that there are currently five (5) part-time staff that work 7-8 hours a day from Monday to Friday.

Enrollment at the Brockton Child Care Centre is reaching full capacity. As of January 2024, the Centre averages 116 children per day to maintain ratios and the Ministry of Education approved capacity is 117 children. The before and after school program has 64 children enrolled at St. Teresa/Formosa program and 35 children enrolled at the Walkerton District Community Centre program. The 2024 wait list for the Centre is 211 families and over 20 families for both the St. Teresa/Formosa and the Walkerton District Community Centre before and after school programs.

**Analysis:**

The Brockton Child Care Centre is an important component of economic development as it supports growth in the community. The Centre is an attractive asset for families looking to live in or re-locate to Brockton and seeking quality childcare. The Centre has a positive reputation based on solid education and quality care provided to the children. This reputation has been built due to the top-quality Registered Early Childhood Education teachers that work at the Centre.

A concern for the Centre is that enrollment in post-secondary education like the Early Childhood Education (ECE) program has been on the decline and challenges in recruitment are being experienced throughout the childcare sector. Centres across Ontario are all struggling with filling their staffing complements and retaining staff as vacancies are available everywhere.

With an organizational focus on employee retention and recognition and to continue to sustain almost full enrollment at the Center we have proposed the addition of two (2) additional full-time status positions for 2024. This will allow staff eligibility to benefits and increased compensation which will be key to retain staff. The full-time status positions would receive the added benefits of higher pay, paid sick/personal days, paid vacation days as well as becoming eligible for the group benefits plan. Currently all staff, including seasonal and part-time employees are eligible to opt in to the OMERS pension plan. There are several part-time child care staff that have exercised this option and would have a seamless transition should they move to full-time status.

We are recommending that Council approve creating two (2) full-time status positions in the 2024 budget.

**Strategic Action Plan Checklist:**

What aspect of the Brockton Strategic Action Plan does the content/recommendations in this report help advance?

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|---|-----|
| • Recommendations help move the Municipality closer to its Vision                       | Yes |
| • Recommendations contribute to achieving Heritage, Culture, and Community              | N/A |
| • Recommendations contribute to achieving Quality of Life                               | Yes |
| • Recommendations contribute to achieving Land Use Planning and the Natural Environment | N/A |
| • Recommendations contribute to achieving Economic Development                          | Yes |
| • Recommendations contribute to achieving Municipal Governance                          | N/A |

## **Financial Impacts/Source of Funding:**

- Do the recommendations represent a sound financial investment from a sustainability perspective? Yes

We have budgeted for the positions outlined in this report in the 2024 draft budget. Each full-time position is an additional \$3,870 for extended health benefits, all other costs would be consistent with a part-time position as they are also eligible for OMERS. Therefore, moving two position from part-time status to full-time status in 2024 would be an additional \$7,740.00

### **Reviewed By:**



Trish Serratore, Chief Financial Officer

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### **Respectfully Submitted by:**



Sharon Cross, Brockton Child Care Centre Supervisor

### **Reviewed By:**



Sonya Watson, Chief Administrative Officer