



March 8, 2024

MLA RODGERS  
MLA, INUVIK BOOT LAKE**Oral Question #12-20(1) Children's First Society Funding**

This letter is in follow-up to the Oral Question you raised on February 7, 2024, regarding the Children's First Society Funding. More specifically, you asked about Early Learning and Child Care (ELCC) programs located in Inuvik being placed within Zone B for staff wages while other surrounding communities are in Zone C.

Licensed ELCC programs have identified concerns about differences in the cost of living between communities that affect both programs and educators. The proposed wage grid integrates cost of living considerations and begins to work towards addressing the needs of individuals in different communities through four zones: A, B, C, and D.

Development of the zones was based off the Government of the Northwest Territories (GNWT) Northern Living Allowance as a guiding principle to place communities into the proposed four zones based on similar costs of living. The lesser amount is paid to Zone A with incremental increases for Zones B and C, and with the highest amount paid to Zone D. Please see Appendix A for additional information related to wages proposed for each of the zones.

While the Department of Education, Culture and Employment (the Department) has projected costs associated with implementation of the proposed wage grid and new funding mechanism, the actual cost will be closely monitored as centre-based program staff apply for certification and are placed on the wage grid. The Department is committed to working with licensed programs to support sustainability and address concerns related to the proposed approaches ongoing. This information, along with the proposed wage grid in Appendix A, was shared with programs through presentations made during the engagement sessions in January. The proposed wage grid has not been sent to programs, rather the intent is to include it within materials currently being developed that I share in confidence with MLAs now.

The Department acknowledges that Inuvik, like all communities in the territory, continues to have a high cost of living. Analyzing the GNWT's Northern Living Allowance, Inuvik is the third most expensive of the seven communities proposed for Zone B.

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The surrounding communities proposed to be in Zone C include Aklavik, Fort MacPherson, Tsiigehtchic, and Tuktoyaktuk. These four communities are part of the top five most expensive of the 10 communities in Zone C.

Thank you for your questions and interest in this matter.

A handwritten signature in blue ink that reads "Caitlin Cleveland". The signature is written in a cursive, flowing style.

Caitlin Cleveland  
Minister  
Education, Culture and Employment

Attachment

- c. Clerk of the Legislative Assembly  
Deputy Minister of Education, Culture and Employment  
Director, Legislative Affairs and House Planning

## Appendix A – Proposed Wage Grid

### **Zone A:**

Behchokò, Dettah, Enterprise, Fort Liard, Fort Smith, Hay River, Kát’odeeche, Ndilo, Yellowknife

	Step 1	Step 2	Step 3	Step 4	Step 5
	<1 year	1-3 Years	4-6 years	7-9 Years	10+ years
ELCC Assistant	\$25.50	\$26.25	\$27.00	\$27.75	\$27.75
ELCC Educator	\$26.50	\$27.50	\$28.50	\$29.50	\$30.50
Supervisor	\$27.25	\$28.25	\$29.25	\$30.25	\$31.25
Director	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00
<b>Credential Increase</b>					
Certificate	+ \$0.25				
Diploma	+ \$2.50				
Degree	+ \$5.00				
<b>Annual Allowance</b>					
	1 + years				
Indigenous Educators	+ \$2,500.00				
	0-4 years	5-9 years		10 + years	
Northern Experience	-	+ \$1,000.00		+ \$2,000.00	

### **Zone B:**

Fort Providence, Fort Resolution, Fort Simpson, Inuvik, Jean Marie River, Kakisa, Whati

	Step 1	Step 2	Step 3	Step 4	Step 5
	<1 year	1-3 Years	4-6 years	7-9 Years	10+ years
ELCC Assistant	\$26.50	\$27.25	\$28.00	\$28.75	\$28.75
ELCC Educator	\$27.50	\$28.50	\$29.50	\$30.50	\$31.50
Supervisor	\$28.25	\$29.25	\$30.25	\$31.25	\$32.25
Director	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00
<b>Credential Increase</b>					
Certificate	+ \$0.25				
Diploma	+ \$2.50				
Degree	+ \$5.00				
<b>Annual Allowance</b>					
	1 + years				
Indigenous Educators	+ \$2,500.00				
	0-4 years	5-9 years		10 + years	
Northern Experience	-	+ \$1,000.00		+ \$2,000.00	

**Zone C:** Aklavik, Fort McPherson, Gamètì, Lutselk'e, Nahanni Butte, Norman Wells, Tsiigehtchic, Tuktoyaktuk, Wekweètì, Wrigley

	Step 1	Step 2	Step 3	Step 4	Step 5
	<1 year	1-3 Years	4-6 years	7-9 Years	10+ years
ELCC Assistant	\$28.75	\$29.50	\$30.25	\$31.00	\$31.00
ELCC Educator	\$29.75	\$30.75	\$31.75	\$32.75	\$33.75
Supervisor	\$30.50	\$31.50	\$32.50	\$33.50	\$34.50
Director	\$31.25	\$32.25	\$33.25	\$34.25	\$35.25
<b>Credential Increase</b>					
Certificate	+ \$0.25				
Diploma	+ \$2.50				
Degree	+ \$5.00				
<b>Annual Allowance</b>					
	1 + years				
Indigenous Educators	+ \$2,500.00				
	0-4 years	5-9 years		10 + years	
Northern Experience	-	+ \$1,000.00		+ \$2,000.00	

**Zone D:**

Colville Lake, Délı̄ne, Fort Good Hope, Paulatuk, Sachs Harbour, Sambaa K'e, Tulita, Uluhaktok

	Step 1	Step 2	Step 3	Step 4	Step 5
	<1 year	1-3 Years	4-6 years	7-9 Years	10+ years
ELCC Assistant	\$31.25	\$32.00	\$32.75	\$33.50	\$33.50
ELCC Educator	\$32.25	\$33.25	\$34.25	\$35.25	\$36.25
Supervisor	\$33.00	\$34.00	\$35.00	\$36.00	\$37.00
Director	\$33.75	\$34.75	\$35.75	\$36.75	\$37.75
<b>Credential Increase</b>					
Certificate	+ \$0.25				
Diploma	+ \$2.50				
Degree	+ \$5.00				
<b>Annual Allowance</b>					
	1 + years				
Indigenous Educators	+ \$2,500.00				
	0-4 years	5-9 years		10 + years	
Northern Experience	-	+ \$1,000.00		+ \$2,000.00	