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**DECISION ITEM: Updating of Daycare Salary Grid for Pre ECE-Category**  
**BOARD/COMMITTEE:**  
**MEETING DATE: February 25, 2026**  
**AGENDA ITEM:**  
**SPONSOR: Keith Karasin**

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**RECOMMENDATION:** That the Board of Directors approve the increase in the Pre-ECE salary line in the Daycare salary grid of \$.30 per hour for the 26/27 and onward as the base hourly rate subject to increases by step.

**SUMMARY OF KEY ISSUES & BACKGROUND:** The Daycare has hired a new casual employee who is at a Pre ECE-Level. The Daycare has not recently hired anyone at this level. When the Daycare Manager reviewed the hourly wage, it revealed that our step 1 Pre ECE-Level was below the new minimum wage rate, \$15.30 as opposed to the new minimum wage rate of \$15.50.

Daycare salaries are regulated by the Province of Saskatchewan, Daycare Branch. RODS Daycare pays a base grid salary, with the Daycare Branch providing salary top up based on the ECE Level of the staff person and provincial rates.

With the future release of the new Daycare Funding Model from the Province of Saskatchewan, Daycare will be working with HR and RODS Management to undertake a review of the Daycare salary grid.

We require an interim solution to this situation that places us in good standing with the provincial minimum wage, and provides time to make future funding-based amendments to the Daycare salary grid.

Please see attached 26/27 grid. The Pre-ECE salary line is highlighted in green.

**ALTERNATIVES:** There are no alternatives available, RODS can not pay an individual at a rate below the provincial minimum wage.

**ADVANCED CONSULTATION:** Daycare Management, Finance and HR have all been consulted on a resolution to this situation.

**COMMUNICATION STRATEGY:** NA

**REQUIRED APPROVALS** : The RODS Board of Directors

**STRATEGIC ALIGNMENT:** Compliance with Provincial Labour Standards and legislation

**TIMEFRAME/CONSEQUENCES OF DEFERRING DECISION:** Delays in amending this Pre ECE gid category will result in RODS violating Saskatchewan Labour Standards and legislation.

| Step            | Position             | Grid  | Current Grid Rate | New Grid Rate | Difference |
|-----------------|----------------------|-------|-------------------|---------------|------------|
| Salary - Step 1 | Pre- ECE 1           | 1ECE1 | \$ 15.30          | \$ 15.60      | \$ 0.30    |
| Salary - Step 1 | Cook                 | CCK11 | \$ 17.79          | \$ 17.79      | \$ -       |
| Salary - Step 1 | ECE1                 | ECE11 | \$ 16.94          | \$ 16.94      | \$ -       |
| Salary - Step 1 | ECE2                 | ECE21 | \$ 18.99          | \$ 18.99      | \$ -       |
| Salary - Step 1 | ECE3                 | ECE31 | \$ 21.19          | \$ 21.19      | \$ -       |
| Salary - Step 1 | CC Assistant Manager | CAM1  | \$ 28.03          | \$ 28.03      | \$ -       |
| Salary - Step 2 | Pre- ECE 1           | 1ECE2 | \$ 15.70          | \$ 16.00      | \$ 0.30    |
| Salary - Step 2 | Cook                 | CCK12 | \$ 18.51          | \$ 18.51      | \$ -       |
| Salary - Step 2 | ECE1                 | ECE12 | \$ 17.62          | \$ 17.62      | \$ -       |
| Salary - Step 2 | ECE2                 | ECE22 | \$ 19.74          | \$ 19.74      | \$ -       |
| Salary - Step 2 | ECE3                 | ECE32 | \$ 22.03          | \$ 22.03      | \$ -       |
| Salary - Step 2 | CC Assistant Manager | CAM2  | \$ 29.13          | \$ 29.13      | \$ -       |
| Salary - Step 3 | Pre- ECE 1           | 1ECE3 | \$ 16.49          | \$ 16.79      | \$ 0.30    |
| Salary - Step 3 | Cook                 | CCK13 | \$ 19.22          | \$ 19.22      | \$ -       |
| Salary - Step 3 | ECE1                 | ECE13 | \$ 18.30          | \$ 18.30      | \$ -       |
| Salary - Step 3 | ECE2                 | ECE23 | \$ 20.48          | \$ 20.48      | \$ -       |
| Salary - Step 3 | ECE3                 | ECE33 | \$ 22.83          | \$ 22.83      | \$ -       |
| Salary - Step 3 | CC Assistant Manager | CAM3  | \$ 30.21          | \$ 30.21      | \$ -       |
| Salary - Step 4 | Pre- ECE 1           | 1ECE4 | \$ 16.82          | \$ 17.12      | \$ 0.30    |
| Salary - Step 4 | Cook                 | CCK14 | \$ 19.61          | \$ 19.61      | \$ -       |
| Salary - Step 4 | ECE1                 | ECE14 | \$ 18.66          | \$ 18.66      | \$ -       |
| Salary - Step 4 | ECE2                 | ECE24 | \$ 20.89          | \$ 20.89      | \$ -       |
| Salary - Step 4 | ECE3                 | ECE34 | \$ 23.29          | \$ 23.29      | \$ -       |
| Salary - Step 4 | CC Assistant Manager | CAM4  | \$ 30.81          | \$ 30.81      | \$ -       |
| Salary - Step 5 | Pre- ECE 1           | 1ECE5 | \$ 17.15          | \$ 17.45      | \$ 0.30    |
| Salary - Step 5 | Cook                 | CCK15 | \$ 20.00          | \$ 20.00      | \$ -       |
| Salary - Step 5 | ECE1                 | ECE15 | \$ 19.04          | \$ 19.04      | \$ -       |
| Salary - Step 5 | ECE2                 | ECE25 | \$ 21.31          | \$ 21.31      | \$ -       |
| Salary - Step 5 | ECE3                 | ECE35 | \$ 23.75          | \$ 23.75      | \$ -       |
| Salary - Step 5 | CC Assistant Manager | CAM5  | \$ 31.43          | \$ 31.43      | \$ -       |
|                 |                      |       |                   |               |            |